



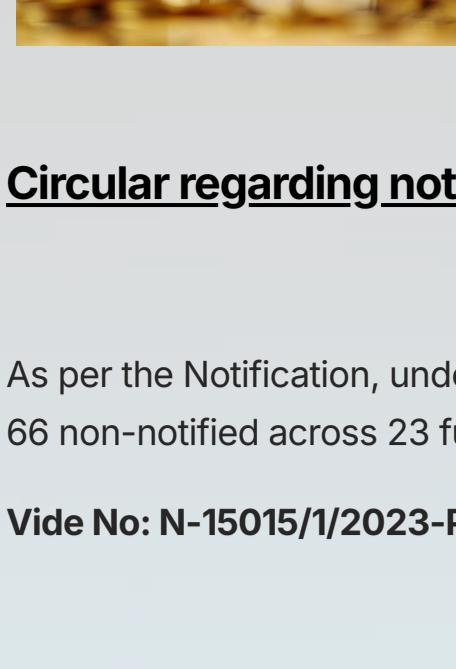
TalEzine - JANUARY 2026

MONTHLY JOURNAL



Press release on CPI numbers for the month of Sep 2025 to Industrial Workers

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As per the Notification, the All-India CPI-IW (Base 2016=100) for September 2025 increased by 0.2 points to 147.3, with year-on-year inflation at 2.79%, indicating moderate price rise for industrial workers.

Vide No: No. 51112021 dated on 31/10/2025

Circular regarding notified/non notified districts under ESIC 2.0

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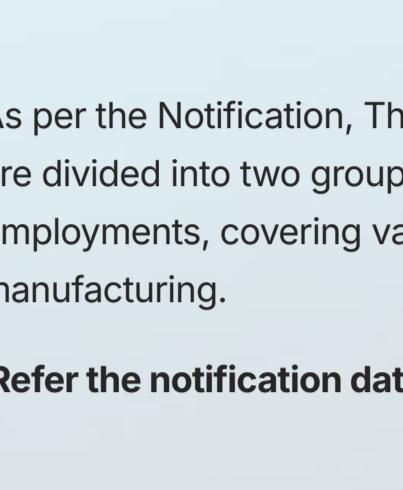


As per the Notification, under ESIC 2.0, 620 districts are fully notified, 93 partially notified, and 66 non-notified across 23 fully and 13 partially covered States/UTs.

Vide No: N-15015/1/2023-P dated on 31/10/2025

Press release on Launch of EPFO's Employees' Enrolment Scheme -2025

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As per the Notification, The Government launched the Employees' Enrolment Scheme - 2025 to allow employers a six-month window to enrol unregistered employees from July 2017 to October 2025 under EPFO. The scheme promotes voluntary compliance, simplifies regularization, and furthers the goal of universal social security for all workers.

Refer the notification dated 01/11/2025

Circular regarding Examination and Format of EDLI Exemption/Extension

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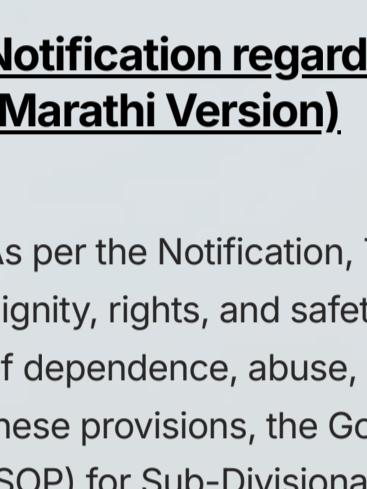


As per the Notification, The circular instructs all CPFC Zones to re-examine EDLI exemption applications to ensure eligibility under Sections 17(2A) or 17(2B) of the EPF & MP Act. It emphasizes that exemption apply only to establishments as a whole, not just to specific classes of employees like regular staff.

Vide No: File No. No.1189836 dated on 03/11/2025

Preliminary amendment notification under certain provision of Andhra Pradesh Factories Rules, 1950

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As per the Notification, The amendment mandates that Safety Officers in Major Accident Hazard (MAH) installations must have prior experience in similar high-risk industries. It also revises pay scales, ensuring parity with equivalent officers and setting minimum pay standards for qualified Safety Officers and Chief Safety Officers.

Vide No: No.W.No.44 dated on 03/11/2025

The Jharkhand Minimum Wages Notification (October 2025)

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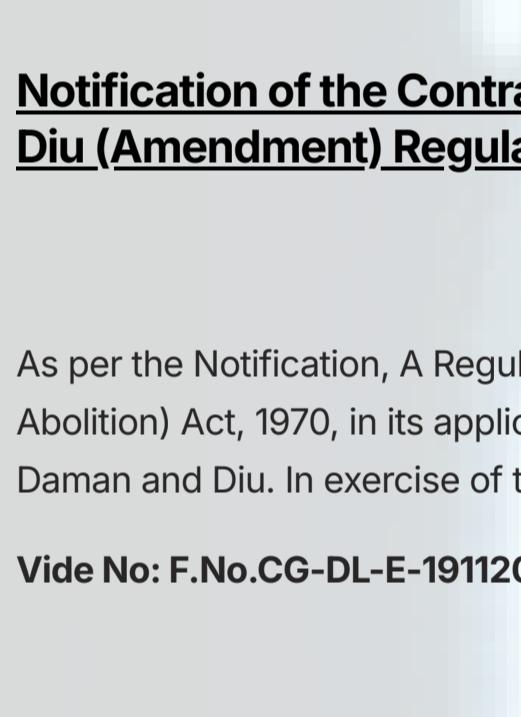


As per the Notification, The Jharkhand Minimum Wages Advisory Board, These employments are divided into two groups — Category "A" with 49 employments and Category "B" with 41 employments, covering various industries such as retail, construction, textiles, and manufacturing.

Refer the notification dated 01/10/2025

Notification of the Haryana Shops and Commercial Establishments (Amendment) Ordinance, 2025

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As per the Notification, This Ordinance may be called the Haryana Shops and Commercial Establishments (Amendment) Ordinance, 2025. The provisions of this Act except section 13A shall apply to the shops and establishments employing twenty or more workers and provisions of section 13A of this Act shall apply to the shops and establishments employing less than twenty workers."

Vide No: Leg. 27/2025 dated on 12/11/2025

Draft notification of the Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Rules, 2025

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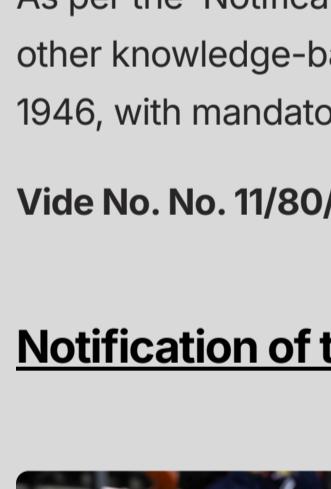


As per the Notification, In exercise of the powers conferred by sub-section (1) of section 37 of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 (Mah. LXI of 2017), and of all other powers enabling it in that behalf, the Government of Maharashtra hereby makes the following rules to amend the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service), Rules, 2018 the same having been previously published as required by sub-section (2) of section 37 of the said Act.

Vide No: Leg. 27/2025 dated on 12/11/2025

Press release on CPI Numbers for Rural, Urban and Combined for the month of October 2025

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As per the Notification, regards Year-on-year inflation rate based on All India Consumer Price Index (CPI) for the month of October, 2025 over October, 2024 is 0.25% (Provisional). There is a decrease of 119 basis points in headline inflation of October, 2025 in comparison to September, 2025. It is the lowest year-on-year inflation of the current CPI series.

Refer the notification dated 12/11/2025

Notification regarding Protection of Person with Disabilities from Abuse, Violence and Exploitation (Marathi Version)

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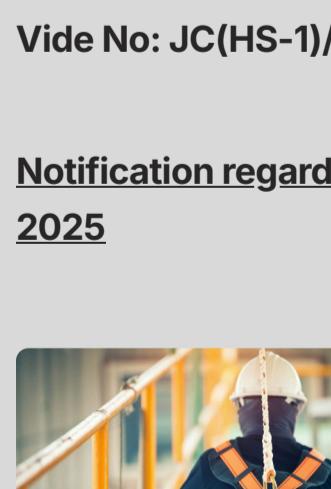


As per the Notification, The Government of Maharashtra is committed to the protection of the dignity, rights, and safety of persons with disabilities. Many disabled persons become victims of dependence, abuse, and violence due to their vulnerabilities. To ensure implementation of these provisions, the Government has decided to issue a Standard Operating Procedure (SOP) for Sub-Divisional Magistrates and District Magistrates for preventive and protective measures against abuse, violence, and exploitation.

Vide No: Divyang-2025 / P.No.22 dated on 13-11-2025

Notification regarding IT Sector Standing Order Exemption in Haryana

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As per the Notification, Haryana has granted a five-year exemption to IT/ITES and other knowledge-based industries from the Industrial Employment (Standing Orders) Act, 1946, with mandatory POSH and grievance committees and reporting requirements.

Vide No: No. 17 of 2025 dated on 19/11/2025

Notification of the Contract Labour (Regulation and Abolition) Lakshadweep (Amendment) Regulation, 2025

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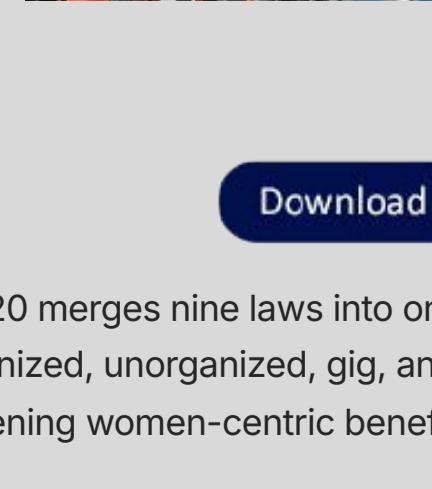


As per the Notification, This Regulation may be called the Contract Labor (Regulation and Abolition) Lakshadweep (Amendment) Regulation, 2025. It shall come into force on such date as the Administrator may, by notification in the Official Gazette..

Vide No: No. 17 of 2025 dated on 19/11/2025

Notification of the Contract Labour (Regulation and Abolition) Dadra and Nagar Haveli and Daman and Diu (Amendment) Regulation, 2025

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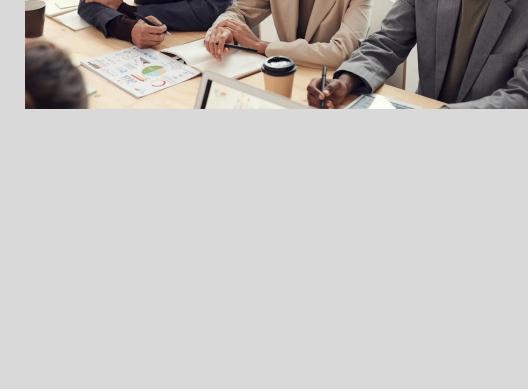


As per the Notification, A Regulation further to amend the Contract Labor (Regulation and Abolition) Act, 1970, in its application to the Union territory of Dadra and Nagar Haveli and Daman and Diu. In exercise of the powers conferred by article 240 of the Constitution.

Vide No: F.No.CG-DL-E-19112025-267837 dated on 19/11/2025

Notification of the Industrial Disputes (Ladakh) Amendment Regulation, 2025

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As per the Notification, regards In exercise of the powers conferred by article 240 of the Constitution read with sub-section (2) of section 58 of the Jammu and Kashmir Reorganisation Act, 2019, the President is pleased to promulgate by the President in the Seventy-sixth Year of the Republic of India. A Regulation further to amend the Industrial Disputes Act, 1947, in its application to the Union territory of Ladakh.

Vide No: CG-DL-E-20112025-267842 dated on 19/11/2025

Notification of the Dadra and Nagar Haveli and Daman and Diu Shops and Establishments (Regulation of Employment and Conditions of Service) Amendment Regulation, 2025

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As per the Notification, In the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 as adapted to the Union Territory of Dadra and Nagar Haveli and Daman and Diu (hereinafter referred to as the Principal Act), in section 1, in sub-section (3), for the words "ten or more workers", the words "twenty or more workers" shall be substituted.

Vide No: CG-DL-E-19112025-267840 dated on 19/11/2025

Notification regarding Exemption from Payment of late fee under sec 6(3) of the Professional Tax Act, 1975 for filing of returns for the period of October 2025

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As per the Notification, Maharashtra's GST Department has granted an exemption from late fees for filing October 2025 returns under the MVAT Act and PT Act due to technical difficulties during the transition to a new automation system. Dealers filing their returns on or before the specified dates will not be required to pay the late fee.

Vide No: JC(HS-1)/DC-09/Latefee/2025/35

Notification regarding implementation of the Occupational Safety, Health and Working Conditions Code, 2020 w.e.f 21st Nov 2025

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As per the Notification, The Central Government has issued a notification to bring the Occupational Safety, Health and Working Conditions Code, 2020 into effect from November 21, 2025.

Vide No: S.O. 5320; Dated on 21/11/2025

Notification regarding implementation of the Industrial Relations Code, 2020 w.e.f 21st Nov 2025

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As per the Notification, The Central Government has notified that the Industrial Relations Code, 2020 will come into force on 21 November 2025. This notification is issued under Section 1(3), formally bringing the Code's provisions into effect from that date.

Vide No: S.O. 5320; Dated on 21/11/2025

Press release on Code on Social Security, 2020-Towards Universal and Inclusive Social Protection

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As per the Notification, The Central Government has notified that the Code on Social Security, 2020 merges nine laws into one unified framework to provide universal social protection for organized, unorganized, gig, and platform workers, expanding EPFO/ESIC coverage and strengthening women-centric benefits.

Vide No: 5145; dated 22/11/2025

Press release on Occupational Safety, Health and Working Conditions (OSH) Code, 2020

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As per the Notification, The Central Government has notified that the Occupational Safety, Health and Working Conditions Code, 2020 will come into force on 21 November 2025. This notification is issued under Section 1(3), formally bringing the Code's provisions into effect from that date.

Vide No: 5145; dated 22/11/2025

Press release on Industrial Relations Code, 2020-Promoting Harmony and Ease of Doing Business

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Vide No: 5145; dated 22/11/2025

Draft Andhra Pradesh Factories (Safety Audit) Rules, 2025

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Vide No: 5145; dated 22/11/2025

ESIC NOTIFIED DISTRICTS

[Click here to refer the State wise list of notified & non-notified districts under ESIC as on 01.04.2025](#)



Below are the notified districts with effect from 01.05.2025

Notification regarding Implementation of ESI Scheme in 8 Districts of Nagaland

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Districts in the State of Nagaland - Dimapur, Kohima, Mokokchung, Chumukedima, Niuland, Tseminyu, Wokha and Zunheboto

Notification on Coverage of ESI Scheme in entire area of 6 Districts of Bihar

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Districts in the State of Bihar - Araria, Saharsa, Aurangabad, Banka, East Champaran and Gopalganj

Notification on Coverage of ESI Scheme in entire area of 2 Districts of Maharashtra

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Districts in the State of Maharashtra - Hingoli and Nandurbar

Notification on Coverage of ESI Scheme in entire area of the Boudh district of Odisha;

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Districts in the State of Odisha - Boudh

Compliance Update on Minimum Wages

The Government of Chandigarh has issued Notification regarding minimum rate of wages for scheduled employment w.e.f December 2025

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The Government of Punjab , has issued notification regarding revision of minimum wages for scheduled employment w.e.f December 2025

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Monthly compliance checklist are the best practices to stay on top of HR compliance throughout the month
Click here to know the deadlines of JAN 2026.

COMPLIANCE



UNION BUDGET 2025

Click here to know key highlights of Income Tax Regime

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