



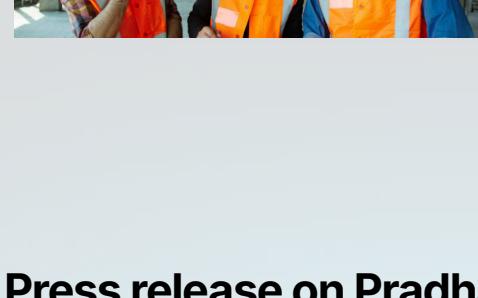
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MONTHLY JOURNAL



Bill Notification of the Karnataka Rights of Persons with Disabilities in Employment and Education Bill, 2025

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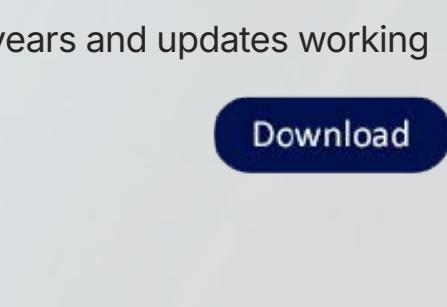
As per the Notification, the Government of Karnataka has published the draft Karnataka Rights of Persons with Disabilities in Employment and Education Bill, 2025, aimed at safeguarding and advancing the rights of persons with disabilities in jobs and education. Public objections and suggestions are invited within 30 days, after which the draft will be considered for enactment.

Vide No: No. LD 420 LET 2025; dated on 21/11/2025

Press release on Pradhan Mantri Viksit Bharat Rojgar Yojana (PMVBR) promotes employment generation, enhance employability, strengthens social security

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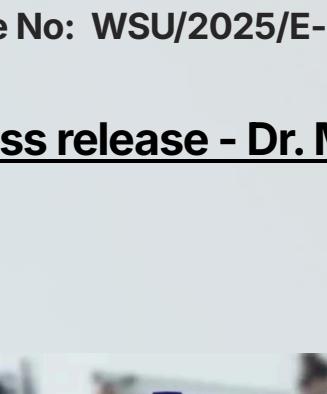
As per the Notification, the PMVBR scheme aims to generate over 3.5 crore jobs nationwide from August 2025 to July 2027, focusing on employment, skill enhancement, and social security. It provides financial incentives to new employees and employers, with a total budget of ₹99,446 crore.



Refer the notification dated 15/12/2025

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

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As per the Notification, The Rajasthan Shops and Commercial Establishments (Amendment) Ordinance, 2025 raises the minimum working age from 12 to 14 years and updates working hours, overtime limits, and related provisions.

Vide No: F.4(4)Vidhi/2/2025, Dated on 18.12.2025

Circular regarding rectification of erroneous EPS contributions in EPF

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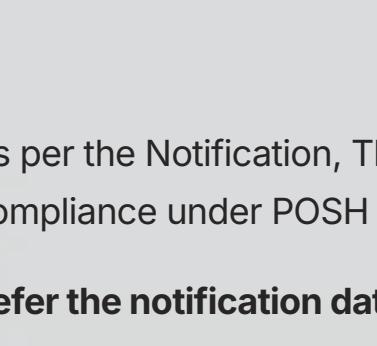
As per the Notification, EPFO issued instructions to correct erroneous EPS contributions, ensuring proper transfer of funds and updating members' pension records. This standardizes compliance across all offices, safeguarding accurate pension service and benefits for eligible and ineligible members.



Vide No: WSU/2025/E-961539 Dated on 19.12.2025

Press release - Dr. Mandaviya Announces Major Upcoming Reforms for EPFO

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As per the Notification, The Union Minister Dr. Mansukh Mandaviya inaugurated the newly constructed Bhavishya Nidhi Bhawan EPFO office in Vatva, Gujarat, announcing major reforms including modern, tech-enabled single-window EPFO offices, EPF Suvidha Providers, and mission-mode KYC to unlock inoperative accounts. These measures, along with international social security provisions, aim to expand social security coverage to 100 crore citizens by March 2026.

Refer the notification dated 26/12/2025

Notification of the Repealing and Amending Act, 2025

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As per the Notification, The Repealing and Amending Act, 2025 repeals outdated laws and amends specific provisions in existing Acts like the Civil Procedure, Indian Succession, and Disaster Management Acts. It ensures that past rights, obligations, and proceedings remain unaffected by these changes.

Vide No: 61, Dated on 21/12/ 2025

Notification regarding List of Holidays for Industrial Undertakings under Factories Act,1948

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As per the Notification, The Governor, Tripura is pleased to declare that Industrial Undertakings of the Government of Tripura under the purview of Factories Act, 1948.

Vide No: .F.17(1)-GA(SA)/20251831 dated on 01/12/2025

Notice regarding submission on annual report under Posh Compliance for the year 2025 in Gurgram

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As per the Notification, The Government has released Direction to All Employers to ensure the compliance under POSH Act in Gurgram.

Refer the notification dated 23/12/2025

Draft notification of the Rajasthan Industrial Relation Rules, 2026

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As per the Notification, The Government of Rajasthan These provisions define the scope and key terms of the Rajasthan Industrial Relations Rules, 2026, and lay down the procedure, form, signing authority, and reporting requirements for settlements between employers and workers. They also require certain establishments to constitute Works Committees with balanced employer-worker representation, ensuring adequate inclusion of women workers.

Vide No. S.O.155, Dated on 20/01/2026

Cabinet approves continuation of Atal Pension Yojana (APY) and extension of funding support for promotional and developmental activities and gap funding till 2030-31

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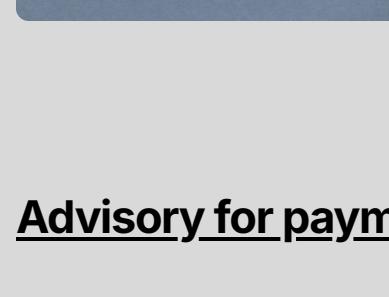


As per the Notification, The Cabinet approved extending the Atal Pension Yojana till 2030-31 with government support for outreach and gap funding. This ensures pension security for unorganised workers and strengthens financial inclusion and social security.

Refer the notification dated 21/01/2026

Press release on All-India Consumer Price Index Numbers for Agricultural and Rural Labourers – December, 2025

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As per the Notification regards, CPI for agricultural and rural labourers declined slightly in December 2025, with both indices falling mainly due to lower food price

Refer the notification dated 21/01/2026

Draft notification of the Punjab Occupational Safety, Health and Working Condition Rules,2025

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As per the Notification, The Punjab Government issued a draft notification proposing new rules under the Occupational Safety, Health and Working Condition. These rules aim to replace multiple existing labour rules related to factories, contract labour, migrant workers, construction workers, and transport workers in Punjab.



Vide No: LabMisc/16/2026-4L/14, Dated on 22/01/2026

Draft notification of the Occupational Safety, Health and Working Conditions (Karnataka) Rules, 2026

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As per the Notification, The Government of Karnataka issued Draft notification of the Occupational Safety, Health and Working Condition These rules aim to replace multiple labour rules related to factories, contract labour, migrant workers, construction workers, and transport workers in Karnataka.

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

Notification of the Karnataka Cine and Cultural Activists (Welfare) (Amendment) Act, 2025

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As per the Notification, The Karnataka Government issued a notification amending the Contract Labour (Regulation and Abolition) Rules, 2025, with effect from 2026.

The amendment updates provisions under the existing rules to improve regulation and administration of contract labor in the State.

Vide No: DPAL 88 SHASANA 2025 dated on 08/01/2026

Office order regarding Special Registration Drive for PM-SYM and NPS-Traders in Delhi

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As per the Notification, The Labour Department, GNCT of Delhi has ordered a Special Registration Drive from 15 January to 15 March 2026 for PM-Shram Yogi Maandhan (PM-SYM) and NPS-Traders pension schemes through registration camps and daily reporting.

All concerned departments are directed to coordinate, nominate nodal officers, and maximise enrolment of unorganised workers to strengthen old-age social security.

Vide No: Lab/Misc./Addl.LC/2026/5445-5457, dated on 14/01/2026

Advisory for payment of Profession tax for the month of February 2026

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As per the Notification, The Government of Karnataka has released Advisory for payment of Profession tax for the month of February 2026.

Vide No: NO:Vide No.PTO-1.2/Advisory Note/2025-26; dated on 17/01/2026

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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 West Bengal has issued Notification regarding minimum rate of wages for scheduled employment w.e.f January 2026

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The Government of Andaman and Nicobar Islands has issued notification regarding revision of minimum wages for scheduled employment w.e.f January 2026

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Click here to refer the Minimum Wages table for the month of -2026



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

COMPLIANCE



UNION BUDGET 2026

[Click here to know key highlights of Income Tax Regime](#)

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Sources:

Government Notifications, Press Releases, Labour Department Announcements through Circulars.

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