



TalEzine - JUNE 2025

MONTHLY JOURNAL



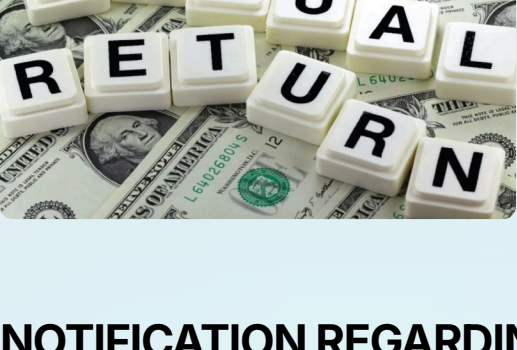
ORDER REGARDING EXEMPTION FROM FILING RETURN IN FORM III IN PAPER FORM -PT IN WEST BENGAL

As per the Notification, no return in Form III in paper form shall be submitted to the prescribed authority

Vide Order No. I/637636/2025 dated 07.05.2025



NOTICE ON EXTENSION OF TIMELINE FOR SUBMISSION ANNUAL RETURN OF ALL REGISTERED TRADE UNION TILL 30TH JUNE 2025 IN ASSAM



As per the Notification, the last date for submission of Annual Return under the Trade Unions Act, 1926 for the year ending 2024 has been extended upto 30th June ,2025. All the Registered Trade Unions are requested to submit Annual Return for the year ending 2024 on or before 30th June, 2025

Vide Office Order No.92 dated 30.04.2025

NOTIFICATION REGARDING VDA PAYABLE ACCORDING TO THE ENGINEERING WAGE BOARD RECOMMENDATIONS IN RAJASTHAN

As per recommendations of the Engineering Wage Board Variable Dearness Allowance is to be worked out on the basis of All India Consumer Price Index Numbers Base Year 1949=100. In absence of this series linking factor 2.88 worked out by Labour Bureau, Shimla between the 2001 and 2016, linking factor 4.63 between the 1982 and 2001, linking factor 4.93 between 1960 and 1982 and linking factor 1.2154 between 1949 and 1960 (already exist) have been taken into account to work out All India Consumer Price Index Numbers Base Year 1949=100 for period from October, 2024 to March 2025

Vide No. St/CPI/Eng.Wage Board/75/Pt dated 02.05.2025



CIRCULAR ON REVISION OF WAGES FOR PART TIME WORKERS IN NCT DELHI



As per the Notification, revised dates of wages for part time worker has been fixed with effect from 01.04.2005

Vide F.No.13(13) Fin.(Exp)/2006/dsi/403 dated 06.05.2025

EXTENSION OF MEDICAL BENEFITS TO THE FAMILIES OF INSURED PERSON IN VARIOUS DISTRICTS IN THE STATE OF UTTAR PRADESH

In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st April, 2025 as the date from, which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of districts namely Ambedkar Nagar, Auraiya, Bahraich, Gonda, Hamirpur, Jalaun, Kannauj, Maharajganj, Mahoba, Pilibhit, Siddharthnagar, Shamli, Pratapgarh, Kasganj and Shravasti in the State of Uttar Pradesh.



vide Notification F. No. N-17011/1/Uttar Pradesh/2025-P&D dated 06.05.2025

EXTENSION OF MEDICAL BENEFITS TO THE FAMILIES OF INSURED PERSON IN VARIOUS DISTRICTS IN THE STATE OF NAGALAND



In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st May, 2025 as the date from, which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the area of notified districts namely Dimapur, Kohima, Mokochung, Chumukedima, Niuland, Tseminyu, Wokha and Zunheboto in the State of Nagaland.

vide F.No. N-17011/1/Nagaland/2025-P&D dated 06.05.2025

NOTIFICATION OF THE TRIPURA FACTORIES (TWELFTH AMENDMENT) RULES, 2025

As per the Notification, In exercise of the powers conferred by section 112 of Factories Act, 1948 (Central Act no. LXIII of 1948) the Governor of Tripura hereby rule 160, the 'Women' and 'women', wherever they appear, shall be substituted with the expression 'pregnant women or lactating mother

Vide No.F(121)-FB/AM/(Vol-II)/2007/232-49



NOTIFICATION REGARDING EXTENSION OF ATAL BEEMIT VYAKTI KALYAN YOJANA TILL 30TH JUNE 2026 IN ESI



As per the Notification, In exercise of the powers conferred upon it under sub-section (1) of section 97 of the Employees' State Insurance Act 1948 (34 of 1948), the Employees' State Insurance Corporation hereby notifies its decision to extend Atal Beemit Vyatka Kalyan Yojana for a period 01.07.2024 to 30.06.2026 with enhanced rate of relief and relaxed eligibility conditions as notified in the Gazette of India, (Extraordinary), Part III – Section – 4 (Sl. No 436) dated 16.10.2020, Sl. No. 15 dated 11.01.2021 and Sl. No. 58 dated 27.01.2022.

vide F. No. N-12011/1/2023- P&D dated 06.05.2025

NOTIFICATION REGARDING EMPLOYMENT OF WOMAN DURING NIGHT SHIFT UNDER FACTORIES ACT IN HARYANA

As per the Notification, in exercise of the power conferred by clause (b) Sub-section (I) of Section-66 of Factories Act, 1948 (Central Act 63 of 1948) and in supersession of all other notifications issued in this behalf, the Governor of Haryana hereby prescribes the conditions in respect of any factory which apply for the exemption for employing women in all the factory during night shift i.e. between the hours of 07.00 PM to 06.00 AM, in respect of their Safety and Security.

Vide No. 11/6/2022-4Lab dated 08.05.2025



NOTIFICATION REGARDING EMPLOYMENT OF WOMAN DURING NIGHT SHIFT UNDER PUNJAB S&E ACT



In exercise of the powers conferred by sub section 3 of section 30 of the Punjab Shop and Commercial Establishment Act, 1958, and all other powers enabling him in this behalf the Governor of Haryana, in supersession of all earlier notifications in this regard, hereby notify for laying down certain conditions for employing women employees during night shifts with respect to their security, safety and to safeguard the interest of women employees, in the aforementioned class of establishments registered under the said Act in the State of Haryana and apply for grant of such exemption under Section 28 of the said Act for employing women employees during night shifts in their respective establishments.

Vide No. 11/26/2025-4Lab dated on 08.05.2025

NOTIFICATION UNDER PRIVATE SECURITY AGENCIES (REGULATION) ACT, 2005 IN MAHARASHTRA

As per Notification, the power of Controlling Authority to Deputy Commandant General, Home Guard, Maharashtra State with respect to training of private security guards and accreditation or licensing of training institute or organizations imparting training to security guards in Maharashtra.

Vide No.PSA. 0124/CR No. 56/Spl-4; dated on 08.05.2025



NOTIFICATION ON "DIVYA NIWAAS YOJANA" SCHEME UNDER RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016 IN GOA



As per Notification the Scheme envisages providing financial assistance to various registered organizations/GovernmentOrganizations/Institutions/Non-Government Organizations who are doing exemplary work in assisting and rehabilitating certain sections of society, such as Persons with Disabilities. The scheme shall provide financial support in the form of operational grant in order to provide shelter and basic food, medical facilities so as to facilitate healthy, hygienic and better living conditions to this section of society.

Vide 1/85/2024-25/DEPwD/Sch/DNY/151; dated on 08.05.2025

NOTIFICATION FOR EMPANELMENT OF INTENDING COMPANY/PARTNERSHIP/ INDIVIDUAL FOR OBTAINING A GRANT OF SHORT-TERM SETTLEMENT STS APPLICABLE ABANDONED OR CLOSED TEA GARDENS IN WEST BENGAL

As per notification Standard operating Procedure (Sop) for Short Term settlement (STS) for the operation and regularisation of such abandoned or closed Tea Gardens, it is hereby notified for information of all concerned that any eligible Company, Partnership Firm, Joint Consortium, or individual, either independently or in Joint Venture/Consortium, desirous to be empanelled as intending Company/ Partnership/individual' with or without joint venture consortium for obtaining a grant of Short Term Settlement (STS).

Vide No. Labr/01 /TGC; dated on 14.05.2025



NOTIFICATION OF THE MAHARASHTRA FACTORIES (1ST AMENDMENT) RULES, 2025



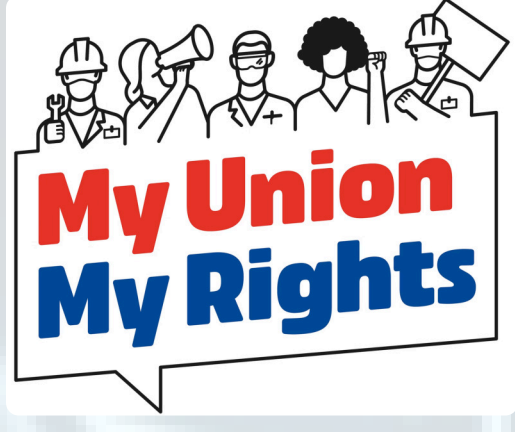
As per notification this rule shall apply to the Reactors in which exothermic chemical reactions are carried out. This rules may be called the Maharashtra Factories (1st Amendment) Rules, 2025 For the purpose of this rule Adiabatic Temperature Rise, Compatibility, exothermic chemical reactions, HAZOP Study, Heat of decomposition, Heat of reaction and runaway reaction

Vide No. FAC-2024/C.R.67/Labour-4; dated on 14.05.2025

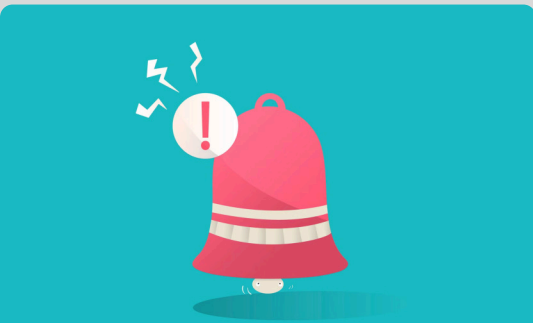
PRESS RELEASE ON THE PLATFORM OF CENTRAL TRADE UNIONS DEFERS NATIONWIDE GENERAL STRIKE ON 9TH JULY 2025

As per notification The Joint Platform in its press statement 9th May strongly condemned the terrorist attack on innocent people in pahalgam it had also urged the government to ensure measures against those who are resorting to divisive hate campaign inside the country at such critical times. we had also applauded the immediate collective response by the working people throughout the country including in Jammu & Kashmir condemning terrorism and hate campaign asserting their unity and solidarity in the all out fight against terrorism.

Vide No. 11/6/2022-4Lab; dated on 08.05.2025



NOTIFICATION OF THE TRIPURA SHOPS AND ESTABLISHMENTS (SEVENTH AMENDMENT). ORDINANCE, 2025



As per notification The Tripura shops and establishment act 1970 was enacted by the State Government to regulate holidays hours of work and other matter relating to the shops and establishments The act shall be applied to such class or classes of shops or establishments where 20 or more persons are employed.

Vide NO.F.8(12)-Law/Leg-I/2025/4125-26, dated on 17.05.2025

CIRCULAR ON SIMPLIFICATION OF TRANSFER CLAIM PROCESS-HANDLING OF OVERLAPPING SERVICE PERIOD DURING PROCESSING OF TRANSFER CLAIM REQUESTS IN EPF

The Employees Provident Fund Organisation has released Circular regarding simplification of transfer claim process-handling of overlapping service period during processing of transfer claim requests. Kindly refer the notification

Vide No. WSU/Transfer Claim/E-52972/2025-26/07



ORDER ON REVISION OF WORKING HOURS OF ADULT IN ANY FACTORY UNDER FACTORIES ACT, 1948 IN UT. OF ANDAMAN AND NICOBAR ISLANDS



As per notification the need to enhance productivity and efficiency in the manufacturing sector and in compliance with the directives of the department for promotion of Industry and Internal trade (DPIIT) regarding the reform and simplification of regulations and procedures related to ease of doing business and ease of living in the identified priority areas. The Andaman and Nicobar administration the daily hours of and adult worker in ay factory within the Union Territory of Andaman and Nicobar Islands is hereby revised. No adult worker shall be required or allowed to work in a factory for more than ten hours in any day.

Vide Order No. 205, dated on 20.05.2025

CIRCULAR ON APPROVAL OF RATE OF INTEREST OF EPF ACCUMULATIONS FOR THE FINANCIAL YEAR 2024-25 IN EPF

As per notification The approval of the Central Government under para 60(1) of the employees' Provident funds scheme, 1952 for crediting of interest@8.25% on EPF accumulations for the financial year 2024-25 for the account of each member of the scheme.

vide No. R-11018/01/2023-SS-II; dated 22.05.2025



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

[Download](#)

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

[Download](#)

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

[Download](#)

Districts in the State of Maharashtra - Hingoli and Nandurbar

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

[Download](#)

Districts in the State of Odisha - Boudh

Compliance Update on Minimum Wages

The Manipur Minimum Wages Notification (Mar 2025)

The Government of Manipur has released Notification regarding revision of minimum wages for various scheduled employment with effect from 12th March 2025

[Download](#)

The Tripura Minimum Wages Notification (Apr 2025)

The Government of Tripura has issued Notification regarding revision of minimum wages and VDA for various scheduled employment with effect from 01st April 2025.

[Download](#)

The Kerala Minimum Wages CPI Notification (Mar 2025)

The Government of Kerala, Labour and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial Establishment and employment in Computer Software Sector. The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of March 2025 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act

[Download](#)

The Dadra and Nagar Haveli & Daman and Diu Minimum Wages Notification (April 2025)-Daman and Diu

The Administrator of UT. Of Dadra & Nagar Haveli and Daman & Diu has issued revision of minimum rate of wages and special allowance with effect from 01st April 2025

[Download](#)

[Click here](#) to refer the Minimum Wages table for the month of JUNE-2025



Monthly compliance checklist are the best practices to stay on top of HR compliance throughout the month

Click here to know the deadlines of JUNE 2025.



UNION BUDGET 2025

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

PAYROLL | STAFFING | COMPLIANCE | HRMS | RECRUITMENT | START-UP SOLUTIONS

About TalentPro

TalentPro is an India leader for HR related products and services. TalentPro brings a spectrum of HR services that add value to our people, our clients, and all other stake holders in our ecosystem.

Share



Sources:

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

Disclaimer:

The information provided in this document is general and not intended as legal, regulatory, tax or accounting advice and you should obtain your independent advice regarding the matters dealt with herein. This document is not for commercial or solicitation purposes

CONTACT US

TalentPro India HR Private Limited

Chennai (Corporate Office) No: 64 (Old No: 30), III Floor, Ethiraj Salai, Egmore, Chennai, 600008.

Mobile: +91 8891091451/8147419385/7358105178

Tel: +91 4442123497 Toll free: 18001035642

Email: south.sales@talentproindia.com