



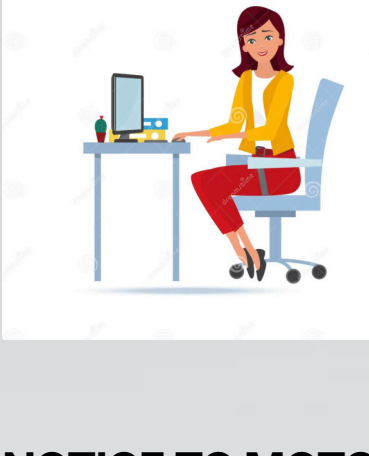
**TalEzine - JULY 2025**

**MONTHLY JOURNAL**





**NOTIFICATION REGARDING EMPLOYMENT OF WOMEN WORKERS IN NIGHT SHIFT IN ALL FACTORIES IN BIHAR**



As per the Notification, the Government of Bihar in the public interest hereby exempts women workers employed in all registered factories, no women worker shall be required or permitted to work in a factory between 10.00pm and 05.00 pm

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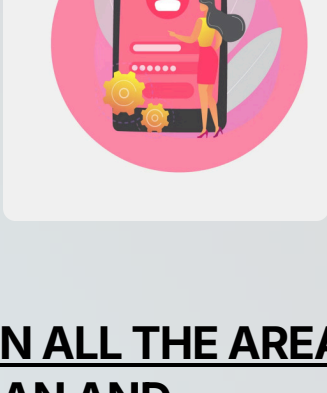
**Vide No: 16 Senior 1947 dated on 06/06/2025**

**NOTICE TO MOTOR WORKERS TO UPDATE THEIR WORKER WELFARE FUND DETAILS FOR NEW UNIFIED ID THROUGH AIS SOFTWARE IN KERALA**

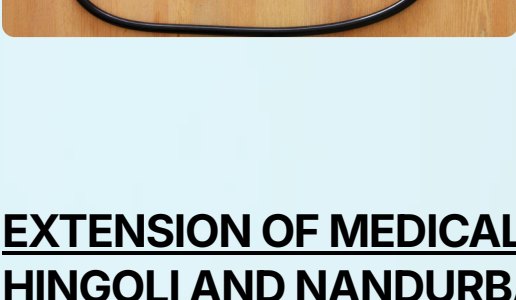
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As per the Workers registered with the Kerala Motor Workers Welfare Fund Board should check the registration details for the unified identity card through AIS software and ensure that the information provided is complete. The update opportunity is till July 31. Rs. 25 should be paid for the unified identity card, Kindly refer to notification.

**Vide Notification on 10/06/2025**



**EXTENSION OF MEDICAL BENEFITS TO THE INSURED PERSON FAMILY MEMBERS IN ALL THE AREAS OF DISTRICTS NAMELY ARARIA, SAHARSA, AURANGABAD, BANKA, EAST CHAMPARAN AND GOPALGANJ IN THE STATE OF BIHAR IN ES**



As per the Notification, 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 areas of districts namely Araria, Saharsa, Aurangabad, Banka, East Champaran and Gopalganj in the State of Bihar. Kindly refer to notification.

**Vide No. N-17011/1/Bihar/2025-P&D dated 13/05/2025**

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**EXTENSION OF MEDICAL BENEFITS TO THE INSURED PERSON FAMILY MEMBERS IN ALL THE AREAS OF HINGOLI AND NANDURBAR DISTRICTS IN THE STATE OF MAHARASHTRA IN ES**

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As per the Notification, 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 areas of Hingoli and Nandurbar districts in the State of Maharashtra

**Vide No: N-17011/1/Maharashtra/2025 dated 13/05/2025**



**CIRCULAR REGARDING ALLOTMENT OF ESI CODE SERIES FOR ESTABLISHMENTS IN UNION TERRITORIES OF DNH AND DAMAN & DIU**

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As per the Notification, ESI Headquarters Office for information and necessary action of UT of Dadra and Nagar Haveli and Daman & Diu and allotted code 88 (Eighty-eight)

**Vide No: No. P-11/19/2005-Rev. I dated on 06/06/2025**

**ORDER FOR INCREASE OF INTERVALS OF REST IN ALL FACTORIES IN UT. OF ANDAMAN AND NICOBAR ISLANDS**

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As per the Notification, In exercise of the powers conferred under the proviso clause of Section 55 of the Factories Act, 1948, read with Notification No. 111/69/F.No. 7/5/69-LC and in consideration of the need to enhance productivity and efficiency in the manufacturing sector, the intervals of rest of an adult worker in any factory within the Union Territory of Andaman and Nicobar Islands is hereby revised



**Vide No: F. No. D2/LE-14(Gel.Corrp.)2007-LCF/ dated on 02/06/2025**

**PUBLIC NOTICE FOR RECOGNITION AS A COMPETENT PERSON UNDER FACTORIES ACT, 1948 IN HARYANA**

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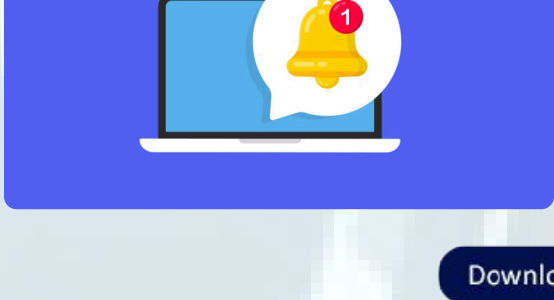


As per the Notification, Under section 2(ca) of the Factories Act, 1948 read with Rule 2-A of the Punjab Factory Rules, 1952, for the purposes of carrying out tests, examinations and certification of buildings, hoists and lifts, lifting machines and lifting tackles, pressure plants, dust extraction systems etc

**Refer the notification**

**NOTIFICATION OF THE KARNATAKA PLATFORM BASED GIG WORKERS (SOCIAL SECURITY AND WELFARE) ORDINANCE, 2025**

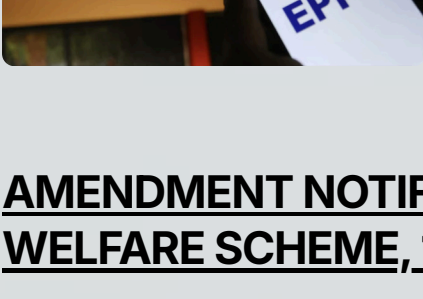
As per the Notification, The State Government shall, with effect from such date as it may appoint, establish a Board to be known as the Karnataka Platform Based Gig Workers Welfare Board to exercise the powers conferred on, and perform the duties and functions assigned to it, to place obligations on aggregator or platform in relation to social security, occupational health and safety, transparency in automated monitoring and decision-making systems, to provide dispute resolution mechanisms, to establish a Welfare Board and create a welfare fund for platform based Gig workers, to register platform based Gig workers and aggregator or platform in the State



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**Vide No : DPAL 37 SHASANA 2024, BENGALURU, dated on 27/05/2025**

**CIRCULAR ON DECLARATION OF RATE OF INTEREST FOR THE EMPLOYMENT EPF MEMBERS ACCOUNT FOR THE YEAR 2024-25**



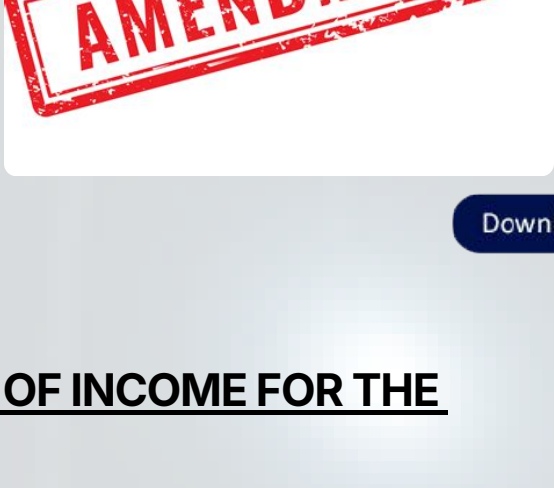
As per the Notification, Central government under para 60(1), of employee Provident Fund Scheme, 1952 to credit interest @ 8.25% for the year of 2024-25 to the account of each member of the EPF scheme

**Vide No: INV-11/2/2021-INV dated on 26/05/2025**

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**AMENDMENT NOTIFICATION UNDER TAMIL NADU MANUAL WORKERS (CONSTRUCTION WORKERS) WELFARE SCHEME, 1994**

As per the Notification, In exercise of the powers conferred by section 4 of the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 (Tamil Nadu Act 33 of 1982), All manual workers when met with an accident are eligible for Personal Accident Relief and where the accident results in death at worksite or death occurs on the way to hospital for treatment or death occurs while pursuing treatment in the hospital due to such accident, their nominees are eligible for Personal Accident Relief



**Vide No: No. II(1)/LWSD/16(a)/2025. Dated on 11/06/2025**

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**NOTICE REGARDING EXTENSION OF DUE DATE FOR FURNISHING RETURN OF INCOME FOR THE ASSESSMENT YEAR - 2025-2026**



As per the Notification, The Central Board of Direct Taxes (CBDT), in exercise of its powers under Section 119 of the Income-tax Act, 1961 ('the Act'), extends the due date of furnishing of Return of Income under sub-section (1) of section 139 of the Act for the Assessment Year 2025-26 in the case of assesses referred in clause (c) of Explanation 2 to sub-section (1) of section 139 of the Act, which is 3pt July, 2025 to 15th September, 2025

**Vide No : 225/205/2024/ITA-II dated on 27/05/2025**

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**CIRCULAR ON CREDIT OF PAST ACCUMULATIONS OF NON-UAN MEMBERS OF EXEMPTED ESTABLISHMENTS-TRUSTS WHO HAVE SUBMITTED PROPOSALS FOR SURRENDER-CANCELLATION OF EXEMPTION**

As per the Notification, CPFC has directed that the said functionality be used and Past Accumulations of all such non-UAN Trust members be uploaded and credit given to all such members positively, In cases of cancellation or surrender of Exempt Trust which have already been approved by CBT or are already notified by the appropriate Government. In cases where proposals for cancellation or surrender of Exempt Trust are under examination consideration



**Vide No: E-683907/2025-26/19 dated on 17/06/2025**

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**DRAFT NOTIFICATION OF THE DADRA AND NAGAR HAVELI AND DAMAN AND DIU**

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**OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS REGULATION, 2025**

As per the Notification, This Regulation may be called the Dadra and Nagar Haveli and Daman and Diu Occupational Safety, Health and Working Conditions Regulation, 2025.for different provisions of this regulation and any reference in any such provision to the commencement of this regulation shall be construed as a reference to the coming into force of that provision

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

**WAGES REGULATION, 2025**

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As per the Notification, The Union Territory of Dadra and Nagar Haveli and Daman and Diu has been an industrially progressive Territory and become an industrial hub. The Administration has taken various measures for labour reforms, ease of compliance of laws as per the guidelines issued by the Government of India and a substantial progress has been made in various labour and employment issues

**Vide No: DDD/Wages regulation-2025/156 dated on 17/06/2025**

**INDUSTRIAL RELATIONS REGULATION, 2025**

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As per the Notification, The Dadra and Nagar Haveli Industrial relations Regulation 2025, to safeguard the rights of employers and employees by providing easy labour reforms and facilitating ease of doing business

**Vide No: DDD/Wages regulation-2025/157 dated on 17/06/2025\**

**SOCIAL SECURITY REGULATION, 2025**

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As per the Notification, A Regulation to amend and consolidate the laws relating to social security with the goal to extend social security to all employees and workers either in the organized or unorganised or any other sectors and for matters connected therewith or incidental thereto, This Regulation may be called the Dadra and Nagar Haveli and Daman and Diu Social Security Regulation 2025

**Vide No: DDD/Wages regulation-2025/158 dated on 17/06/2025**

**PUBLIC NOTICE ON MANDATORY REGISTRATION ON SHE-BOX PORTAL IN NCT DELHI**

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As per the Notification, The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 safeguards the right of every woman to a safe and secure working environment, To strengthen the redressal mechanism, the Government of India has introduced the Sexual Harassment Electronic Box (She-Box) — an online platform offering single-window access for women to file complaints related to sexual harassment at the workplace

**Refer the notification**



**PUBLIC NOTICE ON MANDATORY REGISTRATION ON SHE-BOX PORTAL IN RAJASTHAN**



As per the Notification, It is mandatory for private places of a reputed Government Central Office/Department/public Sector Undertaking /Bank etc. Information of the Internal Complaints Committee constituted in the office has to be entered on the portal. According to Section 4(1) of Chapter II of the Act, every employer (department civil institute, office etc. and all those places which are workplace) is required to constitute an internal Complaints Committee for its workplace

**Refer the notification**

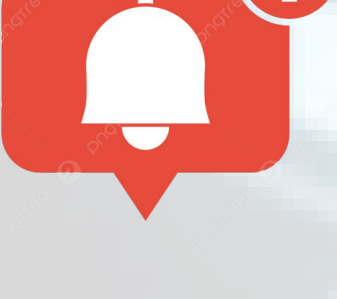
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**NOTIFICATION ON 365 DAYS OPENING THE ESTABLISHMENT EXEMPTION UNDER PUNJAB SHOPS AND COMMERCIAL ESTABLISHMENTS ACT**

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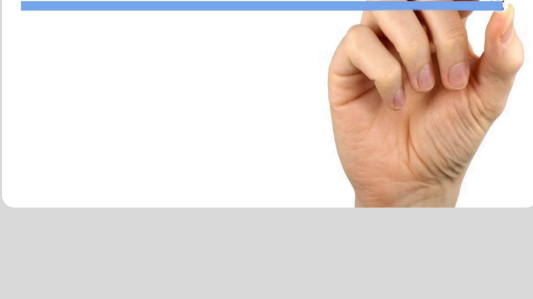
As per the Notification, In exercise of the powers conferred by section 28 of Punjab Shops and Commercial Establishments Act, 1958, to exempt all establishments from the provisions of Section-9 and Su-Section-(1) of section-10, Act and permits all the establishments registered under the Act in the State of Punjab to keep open on all 365 days of the year, for further period of 1 year up to 31-05-2026 under various conditions

**Vide No: LabOPSCA/2/2024-5L/495 dated on 17/06/2025**



**AMENDMENT NOTIFICATION UNDER TAMIL NADU BOCW (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) RULES, 2006**

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As per the Notification, an amendment to the Tamil Nadu Factories Rules, 1950, which it is proposed to be made in exercise of the powers conferred by section 112 of the Factories Act, 1948 (Central Act 63 of 1948), is hereby published for information of all persons likely to be affected thereby, as required by section 115 of the said Act

**Vide No: SRO A-16/2025 and SRO A-17/2025 dated on 18/06/2025**

**LETTER ON MANDATORY IMPLEMENTATION DIRECT BENEFICIARY TRANSFER FOR DISBURSEMENT OF GOVT. SHARE OF STIPEND TO APPRENTICES-EFFECTIVE FROM THE STIPEND MONTH OF JULY 2025**

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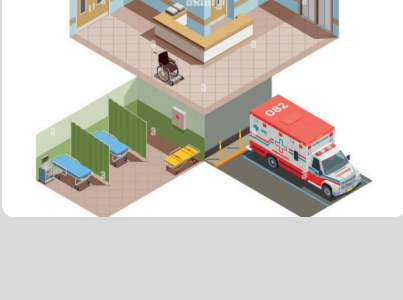
As per the Notification, the Board of Practical Training (Eastern Region) is mandated by the Ministry of Education, Government of India to implement the Apprentices Act, 1961 across the Eastern and North-eastern Region of India. Effective from the stipend month of July 2025 (stipend to be paid by 10th August 2025), the Government of India's share of stipend to apprentices shall be disbursed exclusively through the Direct Beneficiary Transfer (DBT) mode

**Vide No: BOPTER/DBT/2025 dated on 12/06/2025**



**CIRCULAR REGARDING TIE-UP ARRANGEMENTS WITH AIIMS/CGHS/CSMA/STATE GOVT. APPROVED PRIVATE HOSPITALS TO ENSURE AVAILABILITY OF ALL MEDICAL FACILITIES INCLUDING TERTIARY CARE TO ESIC-PMS BENEFICIARIES**

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As per the Notification, As per Revised Guidelines of ESIC-PMS, 2006 dated 25.05.2021, Para B(4)- "Tie up arrangement with Private Hospitals- Regional Directors including that of Delhi shall ensure necessary tie-up arrangement with CGHS/CSMA/State Govt approved Private Hospitals to ensure availability of all medical facilities including tertiary care to pensioners as per their entitlement in consultation with the M.S. of the nearest ESIC Hospital

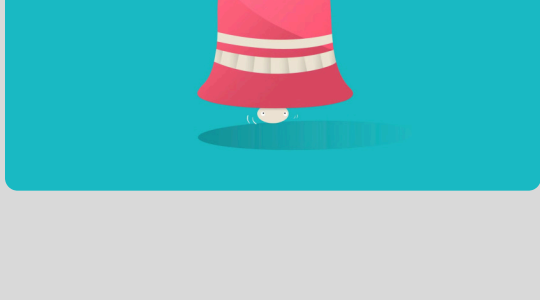
**Vide No: D-12/17/3/PMS/-2023-E\_VI dated on 11/06/2025**

**NOTIFICATION OF THE TAMIL NADU SHOPS AND ESTABLISHMENTS (AMENDMENT) ACT, 2025**

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As per the Notification, An Act Further to amend the Tamil Nadu Shops and Establishments Act, 1947, Any employer who fails to comply with section 41-A shall be liable for penalty. Provided that such amount shall not, in any case, exceed the maximum penalty which may be imposed under this Act for that contravention so compounded

**Refer the notification dated 06/06/2025**





# 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 West Bengal Minimum Wages Notification (Jul 2025).**

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The Government of West Bengal has released Notification regarding revision of minimum wages for various scheduled employment with effect from 01st July 2025.

## **Various Notifications on Revision of Minimum Wages for Gem Cutting, Handloom, Private Hospitals and Nursing Homes**

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The Government of Tamil Nadu has released Various Notifications on Revision of Minimum Wages for Gem Cutting, Handloom, Private Hospitals and Nursing Homes

***Click here to refer the Minimum Wages table for the month of JULY-2025***



# COMPLIANCE

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

***Click here to know the deadlines of JULY 2025.***





## **UNION BUDGET 2025**

***[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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