



CORE INTEGRA COMPLIANCE NEWSLETTER



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STATUTORY NOTIFICATIONS/UPDATES

EPFO – POSTPONEMENT OF LAUNCH PROGRAMME – PRADHAN MANTRI VIKSIT BHARAT ROZGAR YOJANA (PM-VBRY).

The Employees' Provident Fund Organization, Regional Office, Mangaluru, vide No. KN/MLR/RO/RPFC's Sectt./2025-26 dated 31.07.2025 notified that the launch event of the Pradhan Mantri Viksit Bharat Rozgar Yojana (PM-VBRY), originally scheduled for 1st August 2025 has been postponed due to unforeseen administrative exigencies. A revised date for the event will be announced by the Government in due course of time.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

EPFO - MANDATORY ALLOTMENT AND ACTIVATION OF UAN THROUGH UMANG APP USING FAT.

The Employees' Provident Fund Organization, vide No. WSU/MemberProfilePt1/E-965649/2025-26/22 dated 30.07.2025 notified that, to ensure error-free generation of UAN, it has been decided that w.e.f. 1st August 2025 the allotment/generation of UAN will be done only through the Aadhaar based Face Authentication Technology (FAT) in UMANG App. However, the existing process of generation of UAN through the Employer will continue in respect of exceptional cases like International Workers and Citizens of Nepal and Bhutan. The detailed User Manua for allotment and activation of UAN through UMANG APP using FAT has already been enclosed along with the Circular dated 08.04.2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

EPFO - IMPLEMENTATION OF FACE AUTHENTICATION TECHNOLOGY (FAT) FOR ALLOTMENT, AUTHENTICATION, AND ACTIVATION OF UAN-INSTRUCTIONS FOR ALL ESTABLISHMENTS.

The Employees' Provident Fund Organization, Regional Office, Bengaluru, vide No. EPFO/RO-BNG(C)/F&A/2025-26/04 dated 30.07.2025 issued instructions for all establishments for the implementation of Face Authentication Technology (FAT) for allotment, authentication and activation of UAN. Attention of all the employer(s) is brought to EPFO Headquarters Circular No. WSU/Member-Profile/E-710137/2025-26/17 dated 08.04.2025 regarding the introduction of FAT. FAT is now available through the UMANG App and Aadhaar Face RD App, both downloadable from the Play Store. Member/employees can avail themselves of these facilities independently using their smartphones, without the need for employer or EPFO staff intervention.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - PM VIKSIT BHARAT ROZGAR YOJANA (PM-VBRY) TO COME INTO EFFECT FROM 01ST AUGUST 2025.

The Ministry of Labour and Employment vide Press Release dated 25.07.2025 notified that the Employment Linked Incentive (ELI) Scheme, which was cleared by Union Cabinet, will come into effect from 1st August 2025 as the “PM Viksit Bharat Rozgar Yojana (PM-VBRY)”. The name is aligned with the scheme’s overall objectives towards the Viksit Bharat initiative and reflects the Government's commitment to generating inclusive and sustainable employment opportunities in the country.

[View Notification](#)



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NOTIFICATIONS/UPDATES

BOARD OF PRACTICAL TRAINING (EASTERN REGION) - SUBMISSION OF REQUEST FOR CREATION OF CONTRACT ON NATS 2.0 PORTAL.

The Board of Practical Training (Eastern Region) under the Ministry of Education, Government of India, Department of Higher Education vide BOPT/DT/2025-26/ dated 25.07.2025 notified that the NATS 2.0 portal was under scheduled maintenance during the period from 19.07.2025 till 24.07.2025. During this period, contracts could not be created and since the barred time has passed, they cannot be created now. Therefore, the Authority has requested to send an e-mail to the respective Assistant Directors mentioning the details listed in the Notification, by 29.07.2025, for necessary consideration.

[**View Notification**](#)



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NOTIFICATIONS/UPDATES

BOARD OF PRACTICAL TRAINING (EASTERN REGION) – CREATION OF ENROLMENT AND CONTRACTS OF APPRENTICES ON NATS PORTAL BY TPA PARTNERS.

The Board of Practical Training (Eastern Region) under the Ministry of Education, Government of India, Department of Higher Education vide BOPT/DT/2025-26/ dated 24.07.2025 notified that Third Party Aggregators (TPAs) are engaged by establishments to provide support, the ultimate responsibility for ensuring the accuracy and integrity of all entries and actions on the NATS portal lies solely with the respective establishments as well as concerned TPA partners. It has been observed by the Authority that TPA partners have been enrolling apprentices using temporary or fake email addresses and mobile numbers that do not belong to the apprentices. In light of such concerns, all TPA partners are hereby directed to strictly adhere to the instructions listed in the Notification.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ESIC - THE NEW AMNESTY SCHEME, 2025.

The Employees' State Insurance Corporation vide No. P-11/14/Amnesty Scheme/2023-Rev.II dated 24.07.2025 notified The New Amnesty Scheme, 2025 for withdrawal of the criminal cases filed against Insured Persons and Employers and settlement of cases filed by Employers u/s 75 and 82 of ESI Act 1948. The Corporation in its 196th meeting held on 27.06.2025 has approved the launch of the Amnesty Scheme 2025: To reduce the number of litigations by providing a mechanism for resolution of disputes outside the court and to earn goodwill of stakeholders and thus enhance the brand image of the Corporation. The New Amnesty Scheme 2025 provides the opportunity for the withdrawal of prosecution cases filed u/s 84 and 85 of ESI Act and court cases u/s 75 and 82 of the ESI Act and Article 226 up to 31.03.2025 subject to terms and conditions mentioned in the Notification.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

EPFO - FURNISHING ACCURATE GROSS WAGES IN MONTHLY ECR FOR THE PURPOSE OF AVAILING BENEFIT UNDER THE ELI SCHEME

The Employees' Provident Fund Organization vide No: ELI/GrossWagesinECR/2025/E-1132964 dated 22.07.2025 notified regarding the furnishing accurate gross wages in monthly ECR for the purpose of availing benefit under Employment Linked Incentive Scheme. The employers must ensure correct entry relating to gross wages in the ECR to be filed from wage month August 2025 onwards.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING IMPLEMENTATION OF ESI SCHEME IN BANDA DISTRICT OF UTTAR PRADESH.

The Ministry of Labour and Employment vide Gazette Notification S.O.3347(E) dated 21.07.2025 notified that in exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948, the Central Government hereby appoints the 1st day of August 2025 as the date on which the following provisions of the Act, shall come into force in all areas district of Banda in the State of Uttar Pradesh, namely: (i) sections 38 to 43; (ii) sections 45A to 45H; (iii) sections 46 to 75; (iv) sub-section (2) to (4) of section 76; and (v) sections 82 and 83.

[View Notification](#)



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NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - EMPLOYEES'

DEPOSIT-LINKED INSURANCE (AMENDMENT) SCHEME, 2025.

The Government of India, Ministry of Labour and Employment vide Gazette Notification G.S.R. 476(E) dated 18.07.2025, in exercise of the powers conferred by section 6C read with sub-section (1) of section 7 of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952, hereby made the Scheme further to amend the Employees' Deposit-Linked Insurance Scheme, 1976, namely: The Employees' Deposit-Linked Insurance (Amendment) Scheme, 2025. In the Scheme of 1976, in Para 22 – after sub-paragraph (1), the following subparagraph shall be inserted, namely: - “(1A) In the event of death of an employee under subparagraph (1) during the preceding twelve months or during the period of his membership, even if the average provident fund balance of an employee who is a member of the Fund or of a provident fund exempted under section 17 of the Act, as the case may be, is less than rupees fifty thousand, a minimum assurance benefit of rupees fifty thousand shall be payable.”

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NOTIFICATIONS/UPDATES

ESIC - FAQs ON SPREE 2025 (SCHEME TO PROMOTE REGISTRATION OF EMPLOYERS/EMPLOYEES).

The Employees' State Insurance Corporation vide F. No. – 13/14/11/2025-PR dated 01.07.2025 notified all Addl. Commissioners & Regional Directors/Regional Directors/Director (Incharge)/Joint Directors (Incharge)/Dy. Directors (Incharge) that, in lieu of the SPREE 2025 (Scheme for Promotion of Registration of Employer and Employees) each Field Offices must translate the Press Release (Annexure – A) in local languages and disseminate it through local PIB offices and get it published in local newspapers. Further, the Frequently Asked Questions (Annexure-B) may also get printed in local languages and disseminated thoroughly ensuring better understanding and clarification of doubts regarding the scheme. The local information of the concerned ROs/SROs/state may be included in the Press Release and FAQs by the field offices, as per their requirement.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

BOARD OF PRACTICAL TRAINING (EASTER REGION) - ADVISORY REGARDING USE OF CREDENTIALS AND OVERSIGHT OF ACTIVITIES BY EMPANELED THIRD PARTY AGGREGATORS (TPAS).

The Board of Practical Training (Eastern Region) under the Ministry of Education, Government of India, Department of Higher Education vide Ref. No.: BOPTER/NATS/TPA/2024-25 dated 30.06.2025 issued an advisory regarding use of credentials and oversight of activities by empanelled Third Party Aggregators. It is observed that in order to assist establishments in facilitating apprentice engagement, contract creation, and claim processing, sources of Third-Party Aggregators (TPA) have been sought by some establishments for ease of operational processes. The establishments have shared login credentials and other sensitive information with TPAs in good faith. Unfortunately, in certain cases, credentials have allegedly been misused, leading to questionable activities such as unauthorized apprentice enrolments and manipulation of data. In view of the same, an advisory has been issued for strict compliance.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ESIC - SCHEME TO PROMOTE REGISTRATION OF EMPLOYERS/ EMPLOYEES (SPREE).

The Employees State Insurance Corporation vide No. P-11/12/Agenda/06/2016-RevenueII dated 01.07.2025 notified about a Scheme to promote registration of Factories/Establishments and Employees coverable under the ESI Act, 1948, namely: Scheme to Promote Registration of Employers/Employees (SPREE). It is specifically for the employers as well as employees who may have been left out from the coverage under the ESI Act. To encourage such employers to cover themselves under the Act without any botheration of retrospective coverage and punitive action, the SPREE scheme as a one-time opportunity has been launched. The Scheme will remain open for a period of six months from 1st July 2025 to 31st December 2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

EPFO - CABINET APPROVES EMPLOYMENT LINKED (ELI) SCHEME.

The Union Cabinet chaired by the Prime Minister, Shri Narendra Modi, has approved the Employment Linked Incentive (ELI) Scheme to support employment generation, enhance employability and social security across all sectors, with special focus on the manufacturing sector. With an outlay of Rs. 99,446 Crore, the ELI Scheme aims to incentivize the creation of more than 3.5 crore jobs in the country, over a period of 2 years. Out of these, 1.92 Crore beneficiaries will be first timers, entering the workforce. The benefits of the Scheme would be applicable to jobs created between 01st August 2025 and 31st July 2027.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

JHARKHAND - REVISED MINIMUM RATES OF WAGES AND VDA W.E.F. 01.04.2025.

The Government of Jharkhand, Labour Department vide No-2/MW-2071/2010, L&T-2119 dated 23.07.2025 notified the revised Variable Dearness Allowance for 90 notified Employments (including 12 Piece rated Schedule Employments) in the classified areas of the State, payable with effect from 01.04.2025.

[**View Notification**](#)



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NOTIFICATIONS/UPDATES

MEGHALAYA - REVISED MINIMUM RATES OF WAGES W.E.F.

01.04.2025.

The Government of Meghalaya, Department of Labour, Employment and Skill Development vide No. LE&SD.9/2023/Pt/14 dated 21.07.2025 notified that, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948, the Governor of Meghalaya is pleased to revise the rates of minimum wages in respect of the schedule of Employments, categorized and defined in the notification, payable with effect from 1st April 2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - CONSUMER PRICE INDEX NUMBERS FOR AGRICULTURAL LABOURERS AND INDUSTRIAL WORKERS FOR THE MONTH OF MAY 2025.

The Department of Economics and Statistics, Government of Kerala vide Notification no. DES/1251/2024-P3(1) dated 16.07.2025 issued the Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of May 2025 for 17 districts, with regard to G.O.(MS) No.103/2013/LBR dated 31.8.2013 of Labour and Skills Department, Government of Kerala and the G.O.(MS) No. 34/2015/LBR dated 26.03.2015 published in the Kerala Gazette extra ordinary No.19 (Vol.IV) dated 12.05.2015.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ASSAM – REVISED RATES OF MINIMUM WAGES W.E.F. 01.12.2024.

The Government of Assam, Labour Welfare Department: Research Cell vide Notification No. E-238621/696 dated 17.06.2025 notified the revised minimum rates of wages payable to the employees/workers in various employments as specified in the Schedule to the Notification, with effect from 01.12.2024.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ASSAM - REVISED RATES OF MINIMUM WAGES IN PRIVATE SECURITY AGENCY HOUSES, W.E.F. 01.07.2024.

The Government of Assam, Labour Welfare Department: Research Cell vide Notification No. E-262184/63 dated 17.06.2025 notified the revised minimum rates of wages payable to the employees/workers engaged under Private Security Agency Houses in the State of Assam, with effect from 01.07.2024.

[View Notification](#)



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NOTIFICATIONS/UPDATES

ASSAM - REVISED RATES OF MINIMUM WAGES IN SALES PROMOTION ESTABLISHMENT, W.E.F. 01.11.2024.

The Government of Assam, Labour Welfare Department: Research Cell vide Notification No. E-262655/99 dated 20.06.2025 notified the revised minimum rates of wages payable to the employee engaged in Sales Promotion Establishment as specified in the Schedule to the Notification, with effect from 01.11.2024.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

TRIPURA – REVISED RATES OF MINIMUM WAGES FOR EMPLOYMENT IN TEA PLANTATION.

The Government of Tripura, Labour Department vide Gazette Notification No. F.22(15)-LAB/TEA/MW/2025(Loose)/2844-52 dated 30.06.2025 notified that in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 read with sub-section (2) of Section 5 of the said Act and after considering the advice of the committee appointed under clause (a) of sub-section(1) of Section 5 of the said Act, the State Government is pleased to revise the basic rates of minimum wages of the tea garden workers engaged in the employment of Tea Plantation.

[View Notification](#)



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NOTIFICATIONS/UPDATES

HIMACHAL PRADESH - REVISED RATES OF MINIMUM WAGES

W.E.F. 01.04.2025 TO 31.03.2026.

The Government of Himachal Pradesh, Department of Labour Employment & O.P. vide No. Shram(A)4-1/2024 dated 24.06.2025 notified the revised minimum rates of wages for workers employed in various Scheduled Employments, payable with effect from 01.04.2025 to 31.03.2026. [View Notification](#)

| State | Industry | Class of Employment | Zone | Category/ Subcategory | Total Per Month w.e.f. "01.04.2025 to 31.03.2026" |
|------------------|------------------------|---------------------|------|-----------------------|---|
| Himachal Pradesh | Shop and Establishment | Unskilled | NA | Without Benefits | 12750 |
| Himachal Pradesh | Shop and Establishment | Unskilled | NA | With Benefits | 11820 |
| Himachal Pradesh | Shop and Establishment | Semi-skilled | NA | Without Benefits | 13470 |
| Himachal Pradesh | Shop and Establishment | Semi-skilled | NA | With Benefits | 13170 |
| Himachal Pradesh | Shop and Establishment | Skilled | NA | Without Benefits | 14790 |
| Himachal Pradesh | Shop and Establishment | Skilled | NA | With Benefits | 13620 |
| Himachal Pradesh | Shop and Establishment | Highly Skilled | NA | Without benefits | 15390 |
| Himachal Pradesh | Shop and Establishment | Highly Skilled | NA | With benefits | 14250 |

STATUTORY

NOTIFICATIONS/UPDATES

MAHARASHTRA - DRAFT NOTIFICATION FOR EXTENSION OF ESI ACT TO EDUCATIONAL AND MEDICAL INSTITUTIONS.

The Government of Maharashtra, Public Health Department vide No. PHD-12016/3/2025-PHD(R.K.V.2) dated 29.07.2025 issued a draft notification in exercise of the powers conferred by sub-section (5) of section 1 of the Employees' State Insurance Act, 1948 to extend the provisions of the said Act to the classes of establishments situated in the areas as specified in the schedule appended with the Notification, which are as follows: Establishments wherein ten or more persons are employed, or were employed on any day of the preceding twelve months namely: Educational Institutions and Medical Institutions. The Government of Maharashtra in consultation with the Employees' State Insurance Corporation and with the approval of the Central Government, after having given one month's notice as required by said sub-section (5), hereby appoints the 28.08.2025, to be the date on which all the provisions of the said Act shall extend to the classes of establishments.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

PUNJAB - NOTIFICATION UNDER THE FACTORIES ACT, 1948.

The Government of Punjab, Department of Labour, vide No. Labour-Lab0FAFR/7/2025-2L/1161467 dated 28.07.2025 notified that the powers exercisable by the State Government under section 66(1)(b) of Factories Act, 1948, shall now be exercisable by the Labour Commissioner-cum-Director of Factories, Punjab.

[**View Notification**](#)



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NOTIFICATIONS/UPDATES

GOA - PAID HOLIDAY ON 02.08.2025 (SATURDAY) ON ACCOUNT OF BYE-ELECTIONS.

The Government of Goa, Department of General Administration vide No. 37/3/2019-GAD-II/3260 dated 25.07.2025 has declared Saturday, the 2nd of August 2025 as a “Paid Holiday” being the polling day for the Bye-Elections to Ward No. IV of Village Panchayat Arambol, Pernem Taluka, North Goa and Ward No. II of Village Panchayat Durbhat, Taluka Ponda, South Goa. The holiday is declared for the workers of the following establishments, provided they are voters for the said Bye-Election:

- i. industrial workers of the State of Goa.
- ii. daily wage workers of the Government Departments and State Government Industrial Departments.
- iii. commercial and industrial workers of private establishments in the State of Goa.
- iv. all private establishments.
- v. daily wage/casual workers employed in any business, trade, industrial undertakings or any other establishments.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

KARNATAKA - LABOUR WELFARE SCHEMES BY THE KARNATAKA LABOUR WELFARE BOARD, BANGALORE.

The Government of labour, Department of Labour, Karnataka Labour Welfare Board, Bangalore on 24.07.2025 notified the Labour Welfare Schemes. The Karnataka Labour Welfare Fund is constituted for financing and conducting activities to promote the welfare of contributing employees covered under the Karnataka Labour Welfare Fund Act, 1965. The employee working in various Factories/Establishments and their dependents and children are eligible for welfare schemes as clarified in the Notification.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

ODISHA - ENGAGEMENT OF WOMEN WORKERS DURING NIGHT SHIFT UNDER THE FACTORIES ACT, 1948.

The Government of Odisha, Labour and E.S.I. Department vide No. LESI-LL2-FM-0008-2025-6721 dated 24.07.2025, notified that to expand employment opportunities for women in Factories and for Ease of Doing Business, the Government after careful consideration, hereby allow the Registered Factories under the Factories Act, 1948, in the State to engage woman workers between 7.00 p.m. and 6.00 a.m., subject to the conditions listed in the attached Notification.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

BIHAR - THE FACTORIES (BIHAR AMENDMENT) BILL, 2025.

The Bihar Legislative Assembly Secretariat, vide Notification No. VSV-13/2025-3167/VSV dated 24.07.2025 published the Factories (Bihar Amendment) Bill, 2025 in the Official Gazette with the object and purpose under Rule 116 of the Rules of Procedure and Conduct of Business of the Bihar Legislative Assembly.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

KERALA - KERALA MOTOR TRANSPORT WORKERS' WELFARE FUND (AMENDMENT) SCHEME, 2025.

The Government of Kerala, Labour and Skills (H) Department vide Gazette Notification G.O.(P) No. 66/2025/LBR dated 21.07.2025, in exercise of the powers conferred by sub-section (1) of section 5 of the Kerala Motor Transport Workers' Welfare Fund Act, 1985, hereby made the Scheme further to amend the Kerala Motor Transport Workers' Welfare Fund Scheme, 1985, namely: The Kerala Motor Transport Workers' Welfare Fund (Amendment) Scheme, 2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KARNATAKA - THE BUILDING AND OTHER CONSTRUCTION WORKERS' (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) KARNATAKA (AMENDMENT) RULES, 2025.

The Government of Karnataka, vide Gazette Notification No: LD 116 LET 2025 dated 16.07.2025, in exercise of the powers conferred by section 62 of the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996, hereby makes the Rules further to amend the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Karnataka Rules, 2006, namely: - The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Karnataka (Amendment) Rules, 2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - EXTENSION OF LAST DATE FOR PAYMENT OF LWF CONTRIBUTIONS.

The Government of Maharashtra, Department of Labour, Maharashtra Labour Welfare Board, vide Notice dated 15.07.2025, provided relaxation to all establishments for convenience of online Maharashtra Labour Welfare Fund Contribution payment for period June 2025. The acceptance of online Maharashtra Labour Welfare Fund contribution payment last date has been extended till 31.07.2025.

[View Notification](#)



LABOUR
WELFARE FUND

STATUTORY NOTIFICATIONS/UPDATES

DELHI - THE DELHI TRANSGENDER PERSONS (PROTECTION OF RIGHTS) RULES, 2025.

The Government of Delhi, Department of Social Welfare, vide Gazette Notification F. 30(641)/TG.PR/SD/DSW/24/93-95 dated 11.07.2025, in exercise of the powers conferred under the sub-section (1) of section 22 of the Transgender Persons (Protection of Rights) Act, 2019 read with S.O. No. 2524 dated 07.06.2023 issued by Government of India, Ministry of Home Affairs, Lieutenant Governor of National Capital Territory of Delhi, hereby makes the Delhi Transgender Persons (Protection of Rights) Rules, 2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

DELHI - ORDER REGARDING FURNISHING OF DETAILS OF UNPAID ACCUMULATION IN ANNEXURE A.

The Welfare Commissioner, Delhi Labour Welfare Board, vide an Order dated 08.07.2025 directed to furnish the details of unpaid accumulation, if any deposited by the firms/establishments in Delhi Labour Welfare Board w.e.f. 01.04.2014 to 31.03.2025 through an official letter in appearance and speed post only along with Annexure-A, other NIL information may be submitted on official letter. The authority has urged for the return to be submitted within 15 days from receipt of the order.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU - AMENDMENTS TO THE TAMIL NADU CATERING ESTABLISHMENTS RULES, 1959.

The Government of Tamil Nadu, Labour Welfare and Skill Development Department vide Gazette Notification dated 09.07.2025 notified that in exercise of the powers conferred by section 29 of the Tamil Nadu Catering Establishments Act, 1958, the Governor of Tamil Nadu hereby makes amendments to the Tamil Nadu Catering Establishments Rules, 1959. The Amendment provides for substitutions in Serial Nos. 10 and 11 in Form No. I.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - EXEMPTION NOTIFICATION UNDER SECTION 22 OF THE RAJASTHAN SHOPS AND COMMERCIAL ESTABLISHMENTS ACT, 1958.

The Government of Rajasthan, Labour Department vide Gazette Notification No. F.14(11) (1) LABOUR/LAW/2017/PART/00882 dated 08.07.2025 notified that in exercise of the powers conferred by sub-section (2) of section 3 of the Rajasthan Shops and Commercial Establishments Act, 1958, the State Government hereby exempts the shops and commercial establishments registered under the Act from the provisions of section 22 of the said Act, from the date of publication of the notification in the Rajasthan Gazette, subject to conditions mentioned in the Notification.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

BIHAR - BIHAR FACTORIES (AMENDMENT) RULES, 2025.

The Government of Bihar, Labour Resources Department vide No. 01/F1-08/2025 dated 07.07.2025 notified that in exercise of the powers conferred in section 87 and section 112 of the Factories Act, 1948, the Governor of Bihar is please to makes the rules further amend the Bihar Factories Rules, 1950, namely: the Bihar Factories (amendment) Rules, 2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

HIMACHAL PRADESH - ENGAGEMENT OF WOMEN WORKERS DURING NIGHT SHIFT IN SHOPS AND COMMERCIAL ESTABLISHMENTS.

The Government of Himachal Pradesh, Department of Labour Employment & Overseas Placement vide No. LEP-A003/15/2023-Pt-II dated 05.07.2025 notified that in exercise of powers conferred by section 27 of Himachal Pradesh Shops & Commercial Establishments Act, 1969, the Governor of Himachal Pradesh is pleased to exempt all shops and commercial establishments in the State, where the provisions of the Act are applicable and which are exempted from the operation of section 9 and 10 of the Act, from the operation of Section 29(1) of the said Act and to permit women workers engaged in all aforesaid shops and commercial establishments to work in night shift, for a period of one year from the date of publication of this notification in the official gazette subject to conditions mentioned in the Notification.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

HARYANA - ENGAGEMENT OF WOMEN EMPLOYEES DURING NIGHT SHIFT UNDER THE PUNJAB SHOPS AND COMMERCIAL ESTABLISHMENT ACT, 1958.

The Government of Haryana, Labour Department vide No. 11/26/2025-4Lab. Dated 04.07.2025 notified that in exercise of the powers conferred by sub section 3 of section 30 of the Punjab Shop and Commercial Establishment Act, 1958, the Governor of Haryana hereby lays down certain conditions for employing women employees during night shifts with respect to their security, safety and to safeguard the interest of women employees and to apply for grant of such exemption under Section 28 of the said Act for employing women employees during night shifts.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

HARYANA - ENGAGEMENT OF WOMEN EMPLOYEES DURING NIGHT SHIFT UNDER THE FACTORIES ACT.

The Government of Haryana, Labour Department vide No. 11/6/2022-4Lab. Dated 04.07.2025 notified that in exercise of the power conferred by clause (b) sub-section (I) of section 66 of the Factories Act, 1948, the Governor of Haryana hereby prescribes the conditions in respect of any factory which apply for the exemption for employing women during night shift i.e. between the hours of 07.00 PM to 06.00 AM, in respect of their safety and security. The exemption shall be valid for one year from the date of issuance of the notification.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

GOA - ENGAGEMENT OF WOMEN WORKERS IN SHOP OR ESTABLISHMENT BETWEEN THE HOURS OF 7.00 P.M. TO 6.00 A.M.

The Government of Goa, Department of Labour vide Gazette Notification No. 24/12/2021/LAB/413 dated 03.07.2025 clarified that in exercise of the powers conferred by sub-sections (1) and (2) of section 17A of the Goa Shops and Establishments Act, 1973, the Government of Goa hereby allows woman workers to work in shop or establishment between the hours of 7.00 p.m. to 6.00 a.m. with effect from the date of publication of the notification in the Official Gazette, subject to conditions ensuring safety of women.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MEGHALAYA - GENERAL NOTICE TO SHOPS AND COMMERCIAL ESTABLISHMENTS TO NOT TO DISPLAY THEIR GOOD AND WARES OUTSIDE THEIR PREMISES.

The Office of the Shillong Municipal Board vide No. SMB/LIC/5/2025-26/12 dated 27.06.2025 notified that many shops and commercial establishments are displaying goods and ware outside their premises, which is a blatant encroachment into public paths and roads leading to inconvenience of the general public and is violating the terms and conditions set-fort in the Business License issued under the Shillong Municipal Bye-Law 136 framed under Meghalaya Municipal Act, 1973. Therefore, all shops and commercial establishments are hereby directed not display their goods and ware outside their premises with immediate effect.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

DADRA & NAGAR HAVELI AND DAMAN & DIU - THE DADRA & NAGAR HAVELI AND DAMAN & DIU SHOPS AND ESTABLISHMENTS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) RULES, 2025.

The Union Territory Administration of Dadra and Nagar Haveli and Daman and Diu, Department of Labour & Employment vide Gazette Notification No. LE/LI/DMN/SE-R/388/2025/172 dated 27.06.2025 notified that in exercise of the powers conferred by sub-section (1) of section 39 and sub-section (4) of section 1 of the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 and in supersession of the Goa, Daman and Diu Shops and Establishment Rules, 1975 as applicable in the Daman and Diu; The Dadra and Nagar Haveli Shops and Establishment Rules, 2000; the Administrator of Union Territory of Dadra & Nagar Haveli and Daman & Diu hereby makes the Dadra & Nagar Haveli and Daman & Diu Shops and Establishments (Regulation of Employment and Conditions of Service) Rules, 2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

TELANGANA - REVISION OF DAILY WORKING HOURS UNDER THE TELANGANA SHOPS AND ESTABLISHMENTS ACT, 1988.

The Government of Telangana, Labour Employment Training and Factories (LAB-I) Department vide G.O.Rt.No.282 dated 05.07.2025 notified that in exercise of the powers conferred by sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988, the Government of Telangana hereby exempt all Commercial Establishments from the applicability of sections 16 and 17 of the Act from the date of publication of the notification, to allow daily working hours of 10 hours subjected to weekly hours limit of 48 hours among others under Ease of Doing Business, subject to conditions enlisted in the Notification. The Notification shall be published in an extraordinary issue of Telangana Gazette dated 08.07.2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

HIMACHAL PRADESH - HIMACHAL PRADESH BUILDING AND OTHER CONSTRUCTION WORKERS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) AMENDMENT RULES, 2025.

The Government of Himachal Pradesh, Department of Labour Employment & Overseas Placement vide No. LEP-A004/2/2024 dated 05.07.2025 notified that in exercise of powers conferred by section 40 and 62 read with section 18 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, the Governor, Himachal Pradesh, is pleased to make the following rules further to amend the Himachal Pradesh Building and other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2008, namely: the Himachal Pradesh Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Amendment Rules, 2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

UTTAR PRADESH - THE UTTAR PRADESH FACTORIES (SEVENTY-FIFTH AMENDMENT) RULES, 2025.

The Government of Uttar Pradesh, Labour Department vide No. 963/XXXVI-03-2025-1792147 dated 04.07.2025 notified that in exercise of the powers under Sections 6 and 112 of the Factories Act, 1948 read with section 21 of the General Clauses Act, 1897, the Governor is please to make the rules with a view to amend the Uttar Pradesh Factories Rules, 1950, namely: The Uttar Pradesh Factories (Seventy-Fifth Amendment) Rules, 2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

GUJARAT - THE FACTORIES (GUJARAT AMENDMENT) ORDINANCE, 2025.

The Government of Gujarat, Labour, Skill Development and Employment Department vide Gazette Notification dated 01.07.2025 introduced the promulgation of the Factories (Gujarat Amendment) Ordinance, 2025. The Ordinance provides for the amendment of section 54, wherein the daily maximum hours of work may be extended to twelve hours inclusive of interval of rest in any day, subject to a maximum of forty-eight hours in any week. The Ordinance also provides for amendments to sections 55, 56, 59, 65 and 66 of the Principal Act.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

MADHYA PRADESH - ENGAGEMENT OF WOMEN EMPLOYEES DURING NIGHT SHIFT UNDER S&E ACT AND FACTORIES ACT.

The Government of Madhya Pradesh, Labour Department vide No. 734/1/0016/2025/A-16 dated 27.06.2025 notified that in exercise of the powers conferred by sub-section (2) of section 3 of the Madhya Pradesh Shops and Establishment Act, 1958, the State Government, hereby, directs that the provisions of section 25 of the said Act related to working hours of women between 9.00 PM to 7.00 AM shall not apply to such shops and commercial establishments, subject to implementation of terms and conditions specified in the notification. Further, vide No. 736/1/0015/2025/A-16 dated 27.06.2025, in exercise of the powers conferred by sub-section (1A) of section 66 of the Factories Act, 1948, the State Government, hereby, specifies the conditions for ensuring safety of women who are required or allowed to work in any factory or manufacturing processes between the hours of 8 P.M. and 6 A.M.

[**View Notification**](#)



IMPORTANT JUDGEMENTS



IMPORTANT JUDGEMENTS

NON-AVAILABILITY OF MEDICAL SERVICES NEAR THE ESTABLISHMENT IS NO GROUND FOR NON-PAYMENT OF ESI DUES:

**M/s. Jaya Venkatarama Industries Limited V. The ESI Corporation and 4
Others; 2025 LLR 742 (ANDHRA PRADESH HIGH COURT)**

In the instant case the High Court of Andhra Pradesh held as long as the premises are under coverage of the ESI Act, there cannot be any exemption for payment by the authorities constituted under the Act. When as per evidence on record Appellant factory is covered under the Employees State Insurance Act, 1948 (hereinafter referred as Act) and insured employees are entitled to take treatment even with regard to serious ailments in Super Specialty Hospitals, the employer cannot be exempted from paying ESI contributions. Non-availability of medical services near the establishment of the appellant is no ground exempt that establishment from paying ESI dues. Getting employees insured under Workmen's Compensation Act, 1923 with any other Insurance Company, the same per se cannot be a ground to exempt the Appellant factory from paying the ESI dues.



IMPORTANT JUDGEMENTS

Issue of the case:

Whether non-availability of medical services near the establishment is ground for non-payment of ESI dues or not?

Facts of the case:

Spinning Mill was set up in 1989 with 95% equity held by the Government of Andhra Pradesh. Mill had become sick and was closed from December 2000. Mill was purchased by present petitioner in November 2002. Petitioner has no obligation with regard to the salary dues and ESI contributions etc. Petitioner received a notice on 28-04-2004 from ESI Authority demanding ESI contributions from April 2003 to October 2003. Petitioner submitted reply. ESI Authority initiated recovery proceedings on 16-06-2004 and also issued a demand notice. Petitioner challenged demand notice before the Employees Insurance Court by filing appeal which was rejected. Appellant has challenged order of ESI Court.

IMPORTANT JUDGEMENTS

Decision of the High Court of Andhra Pradesh:

The honorable Court held that the scope of appeal is limited to substantial questions of law as required under section 75 of the Act. As per evidence on record Appellant factory is covered under the Act. Insured employees are entitled to take treatment even with regard to serious ailments in Super Specialty Hospitals. Though the Appellant had paid insurance to its employees under Workmen's Compensation Act, 1923 with the Oriental Insurance Company on the premise that there were no medical services available under the Act but the same per se cannot be a ground to exempt the Appellant factory from paying the ESI dues. Since the establishment of appellant is covered under the Act, there cannot be any exemption for payment by ESI authorities. In the absence of any substantial question of law, appeal stands dismissed.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

PLEA OF FICTITIOUS BREAKS CANNOT BE TAKEN BY THE WORKMAN AFTER TERMINATION:

The State of Himachal Pradesh and another V. Smt. Tara Devi; 2025 LLR 740 (HIMACHAL PRADESH HIGH COURT)

In the instant case the High Court of Himachal Pradesh held that Conduct of the workman in raising the industrial dispute after a long delay disentitled him from any relief. Workman cannot take the plea that she was not able to work continuously as fictitious breaks were given to her when she did not raise relevant industrial dispute at that time. Plea of fictitious breaks cannot be taken after termination, especially when the workman had only completed 16 working days in the 240 days preceding the date of termination.

Issue of the case:

Whether plea of fictitious breaks can be taken by the workman after termination or not?



IMPORTANT JUDGEMENTS

Facts of the case:

Workman was engaged as a daily wage Baildar from 1987 to 2010. Contention of workman is that she had completed more than 240 days continuous service during her services. Management used to give her fictional breaks with the intent to avoid her regularization in service. Ultimately in April 2010 her services were retrenched illegally and unlawfully. Contention of management was that workman was engaged from time to time as per funds and work intermittently. Workman abandoned her work in 2010. She had, in fact, never completed 240 days in any of the calendar year. Labour Court passed award in favour of workman directing the employer to reengage her forthwith with seniority and continuity in service except back wages. Hence, this writ petition by Management challenging the award.

IMPORTANT JUDGEMENTS

Decision of the High Court of Himachal Pradesh:

The honorable Court held that record clearly demonstrate that the workman worked for 31 days in the year 1988, 22 days in the year 1989, she did not work either in the year 1990, 1991 or 1992. Again, workman worked for 61 days in 1993, 35 days in 1995, 281 days in the year 1996, 173 days in 1997, 312 days in 1998, 342 days in 1999, in 2000, she worked for 268 days, in 2001, she worked for 266 days, in 2002 for 117 days, in 2003 for 89 days. She did not work from 2004 to 2009; in 2010 she worked only for 16 days. Workman did not raise any industrial dispute in between 2004 to 2009 that too without any explanation. If the workman was really aggrieved by the grant of fictitious breaks to her or the factum of juniors allegedly being retained while she was disengaged, then, she should have raise the industrial dispute in 2004 or so. Conduct of the workman in raising the industrial dispute after a long delay disentitled the workman from any relief.

Hence, writ petition is allowed. The award passed by the learned Labour Court is held to be bad and quashed and set aside. Pending miscellaneous applications, if any, also stand disposed of.

[View Judgement](#)

IMPORTANT JUDGEMENTS

TERMINATION OF CASUAL WORKMEN, HOW JUSTIFIED?

The Regional Manager, Bank of Baroda v. The Presiding Officer, Central Industrial Tribunal, Rajasthan, Jaipur and Anr., CWP No. 3162/2000, 2025 LLR 749 (RAJASTHAN HIGH COURT).

Facts of the case:

The petitioner here is a Nationalized Bank having Branches in the entire country and at some point, the bank hired employees in a temporary basis as daily wagers for certain contingencies. So, from time to time the respondent workmen was hired in different Branches of the Bank for different period of time. And worked casually for 260 days in a period of 2 years in four different Branches. After the termination of the worker men for the last time in the year 1993 the worker man was never hired for 240 days or more for which it never constitutes as continuous service.



IMPORTANT JUDGEMENTS

Issues of the case:

The issue was brought about based on the basis that whether such termination as casual workmen is justified or not?

Judgement of the case:

The Court stated that, from the evidences provided and statements made it was clear that the workman was not a regular worker and worked in different intervals in the bank in different branches but it was stated by the counsel of the workman that if the Sundays are included than the workman do exceeds the count of 240 days for not being terminated as casual worker. Yet the working days does not constitute the recommended days of work. And by working in different branches and under different Branch managers the provisions of the Section 25B is not violated as it could not be considered for continuous service. Even the counsel for the workmen couldn't fulfil the burden of prove neither the contention of favouring any other over the respondent workman.

IMPORTANT JUDGEMENTS

Therefore, based on lack of evidence to support the case of respondent workman and award to the workman has been passed in favour by giving perverse findings. Further, the writ petition succeeds, and award given by the learned Industrial Tribunal, Jaipur is quashed.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

REGISTERED TRADE UNION CAN ONLY ESPOUSE THE MATTERS OF ITS MEMBERS.

M/s. Down Town Hospital Ltd. V. The State of Assam and Others
WP(C) 5237/2013, 2025 LLR 780. (GAUHATI HIGH COURT)

Facts of the case:

This case relates to the judgement given in the case of B. Srinivasa Reddy V. Karnataka Urban Water Supply & Drainage Board Employees Association & Ors., (2006) 11 SCC 731(2) where it is said that an unregistered trade union can represent its members. But in the later course in the case the respondent counsel submitted otherwise, stating that the Court misread the provision concerned, Section 2(qq) and stated that an unregistered Trade Union cannot represent its members.



IMPORTANT JUDGEMENTS

Issue of the case:

The issue of the case is whether an unregistered Trade Union can espouse the cause of a member of the trade Union or not?

Judgement of the case:

the sc stated in this case that only registered trade union can espouse the cause of member of the trade union and in this case the down town hospital limited employees union is not a registered trade union, and it cannot espouse the cause of the respondent no. 4. and the order of the tribunal was set aside, and the writ petition is accordingly allowed and disposed off.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

ANDRA PRADESH HIGH COURT

- ❑ Police cannot refuse to control agitation by asking the employer to negotiate with the workers. [View Judgement](#)

BOMBAY HIGH COURT

- ❑ If a person is absent beyond prescribed period for which leave can be granted, he is said to have resigned. [View Judgement](#)
- ❑ No enquiry when workman voluntarily abandoned services and didn't respond to repeated notices. [View Judgement](#)

CALCUTTA HIGH COURT

- ❑ No recovery notice can be issued by EPFO during pendency of appeal before the CGIT. [View Judgement](#)
- ❑ When there was a common recovery for damages an interest, orders u/s. 14B & 7Q will be composite. [View Judgement](#)
- ❑ No prosecution against the employer when the contributions were deposited after the complaint. [View Judgement](#)
- ❑ Principal employer cannot unilaterally change service conditions of contractor's workers. [View Judgement](#)



IMPORTANT JUDGEMENTS

CHHATTISGARH HIGH COURT

- ❑ Clubbing of establishments is proper when owned by family members and operations are integrated. [View Judgement](#)

DELHI HIGH COURT

- ❑ Employee can't be prevented from joining another employer merely on the apprehension of him disclosing confidential information. [View Judgement](#)
- ❑ Accidental murder will be said to have occurred in course of employment when couldn't be anticipated. [View Judgement](#)

GAUHATI HIGH COURT

- ❑ There is nothing under the EPF Act to consider an employee to be present on duty when he was absent due to unavoidable situations. [View Judgement](#)

IMPORTANT JUDGEMENTS

GUJARAT HIGH COURT

- ❑ Unless there is commencement of manufacturing work, employer is not liable to pay ESI contributions. [View Judgement](#)
- ❑ A person would still be a 'workman' even when incidental duties were supervisory in nature. [View Judgement](#)

HIMACHAL PRADESH HIGH COURT

- ❑ There is no requirement under the EPF Scheme providing for mandatory KYC on the part of the employer. [View Judgement](#)

KARNATAKA HIGH COURT

- ❑ Factory Inspector must consider employer's reply to show cause notice before filing complaint. [View Judgement](#)
- ❑ Establishment, under the control of Central Govt. can't be forced to obtain CLRA registration by State Govt. [View Judgement](#)
- ❑ No prosecution under CLRA Act when complaint was made after 3 months from incident's knowledge. [View Judgement](#)

IMPORTANT JUDGEMENTS

KERALA HIGH COURT

- ❑ Site allowance, not being paid to all employees universally, is not 'basic wages'.
[View Judgement](#)
- ❑ Matter is to be remanded back to the EPF Authorities when contractors were not impleaded. [View Judgement](#)
- ❑ For an allowance to be a part of 'basic wages', it has to be paid to all employees in a particular category. [View Judgement](#)
- ❑ EPFO cannot hold trainees to be employees merely because they were employed in large numbers. [View Judgement](#)

MADHYA PRADESH HIGH COURT

- ❑ A Trade Fair organized every year is an 'industry' under section 2(j) of the ID Act.
[View Judgement](#)
- ❑ Cess not to be paid on the total cost of project but only on the cost incurred in civil construction work. [View Judgement](#)

IMPORTANT JUDGEMENTS

MADRAS PRADESH HIGH COURT

- ❑ EPF authorities have to specifically mention the period of default while passing order of damages. [View Judgement](#)
- ❑ The liability to pay contribution arises from due date and not from the date of passing of 7A order. [View Judgement](#)
- ❑ Employees' demand to pay their contribution on actual wages can be considered by employer on merits. [View Judgement](#)
- ❑ Mens rea is relevant only for criminal prosecution but not for imposition of damages u/s.14B. [View Judgement](#)
- ❑ Prohibition on the EPFO to initiate recovery is for 6 days after passing the order and not 12 days. [View Judgement](#)
- ❑ Establishment has to pay interest regardless of the 7A order being passed belatedly and its compliance. [View Judgement](#)
- ❑ There cannot be monthly disbursements in lieu of gratuity. [View Judgement](#)
- ❑ A pension scheme cannot be a substitute for payment of statutory gratuity. [View Judgement](#)

IMPORTANT JUDGEMENTS

PATNA AND HARYANA HIGH COURT

- ❑ For any delay in payment of contribution during lock down, no proceedings for damages should be initiated. [View Judgement](#)
- ❑ There is no discretion in reducing levy of interest u/s 7Q as it is mandatory nature. [View Judgement](#)

RAJASTHAN HIGH COURT

- ❑ Employee can't be said to have withdrawn resignation when withdrawal letter never reached employer. [View Judgement](#)

TELANGANA HIGH COURT

- ❑ No complaint under POSH Act on mere humiliation of woman employee in group discussion. [View Judgement](#)
- ❑ Making comments about the knowledge levels of a lady employee is not 'sexual harassment'. [View Judgement](#)



CORE INTEGRA COMPLIANCE CALENDAR

AUGUST
2025



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STATUTORY DUE DATES



| Name of Act | State | Remittance / Return | Frequency | Period | Due Date (On or Before) | Applicability | Remarks |
|--|------------|---------------------|---|--------|-------------------------|---------------|---------|
| Employee State Insurance Act, 1948 | All States | Remittance | Monthly Contribution Challan | July | 15- Aug | Code wise | Online |
| Employee Provident Fund And Miscellaneous Provisions Act, 1952 | All States | Remittance | Monthly Contribution Challan | July | 15- Aug | Code wise | Online |
| Employee Provident Fund And Miscellaneous Provisions Act, 1952 | All States | Return | International Workers Return | July | 15- Aug | Code wise | Online |
| Employee Provident Fund And Miscellaneous Provisions Act, 1952 | All States | Return | Monthly Return - EDLI Exempted Employer | July | 25-Aug | Code wise | Offline |

STATUTORY DUE DATES



| Name of Act | State | Remittance / Return | Frequency | Period | Due Date (On or Before) | Applicability | Remarks |
|---|----------------|---------------------|---------------------------------------|---------------|-------------------------|---------------|---|
| Punjab Labour Welfare Fund Act,1965 | Chandigarh | Remittance | Quarterly | April to June | 01-Aug | Branch | Unpaid Accumulation - After 3 years from become payable - Offline |
| Punjab Labour Welfare Fund Act,1965 | Haryana | Remittance | Quarterly | April to June | 01-Aug | Branch | Unpaid Accumulation - After 2 years from become payable - Offline |
| Punjab Labour Welfare Fund Act,1965 | Punjab | Remittance | Quarterly | April to June | 01-Aug | Branch | Unpaid Accumulation - After 3 years from become payable - Offline |
| Kerala Shops and Commercial Establishments Workers Welfare Fund Act,2006 | Kerala | Remittance | Monthly Contribution | July | 05-Aug | Branch | Offline |
| Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987 | Andhra Pradesh | Remittance | Monthly Remittance & Filing of Return | July | 10-Aug | Branch | Online |
| Madhya Pradesh Vritti Kar Adhinyam, 1995 (PT) | Madhya Pradesh | Remittance | Monthly Remittance | July | 10-Aug | Branch | Online |

STATUTORY DUE DATES



| Name of Act | State | Remittance / Return | Frequency | Period | Due Date (On or Before) | Applicability | Remarks |
|--|-------------|-----------------------|---------------------------------------|---------------|-------------------------|---------------|---|
| Telangana Tax On Professions, Trades, Callings And Employments Act, 1987 | Telangana | Remittance & Returns | Monthly Remittance & Filing of Return | July | 10-Aug | Branch | Online |
| Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976 | Gujarat | Return | Monthly Returns | July | 15-Aug | Branch | Offline |
| The Jharkhand Tax On Profession, Trades, Callings And Employments Act, 2011 | Jharkhand | Return | Quarterly Return | April to June | 16-Aug | Branch | Employee & Employer Tax online (Employer to deduct monthly and remit quarterly) |
| Karnataka Tax on Professions, Trades, Callings and Employments Act, 1976 | Karnataka | Remittance & Returns | Monthly Remittance & Filing of Return | July | 20-Aug | Combined | Online |
| West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979 | West Bengal | Remittance | Monthly Remittance & Filing of Return | July | 21-Aug | Branch | Online |
| Manipur Professions, Trades, Callings And Employments Taxation Act, 1981 | Manipur | Remittance and Return | Monthly | July | 30-Aug | Branch | Online |

STATUTORY DUE DATES



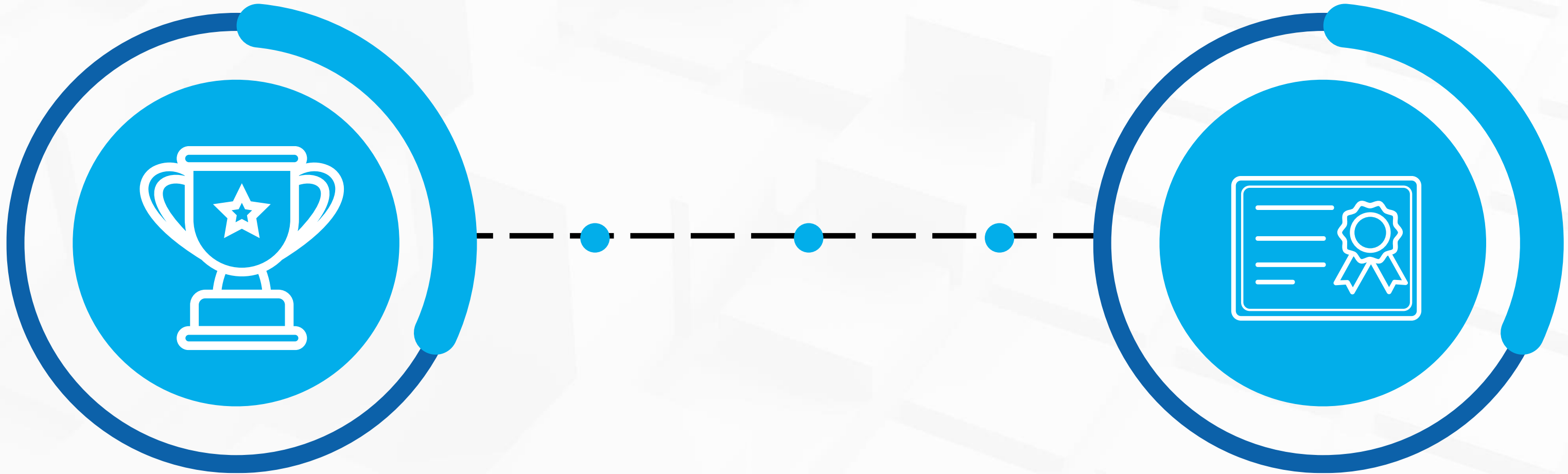
| Name of Act | State | Remittance / Return | Frequency | Period | Due Date (On or Before) | Applicability | Remarks |
|---|-------------|-----------------------|---------------------------------------|--------------------|-------------------------|---------------|--|
| Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995 | Mizoram | Remittance and Return | Monthly | July | 30-Aug | Branch | Online |
| Nagaland Professionals, Trades, Calling and Employment Taxation (4th Amendment) Act, 2012 | Nagaland | Remittance and Return | Monthly | July | 30-Aug | Branch | Online |
| Punjab State Development Tax 2018 | Punjab | Remittance and Return | Monthly | July | 30-Aug | Branch | Online |
| Assam Professions, Trades, Callings And Employments Taxation Act, 1947 | Assam | Remittance & Returns | Monthly Remittance & Filing of Return | July | 31-Aug | Branch | Online |
| Kerala Panchayat Raj Act, 1994 (PT) | Kerala | Remittance | Half Yearly Remittance | April to September | 31-Aug | Branch | Period (Apr to Sep) No Registration Required |
| Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975 | Maharashtra | Remittance & Returns | Monthly Remittance & Filing of Return | July | 31-Aug | Combined | Online |

STATUTORY DUE DATES



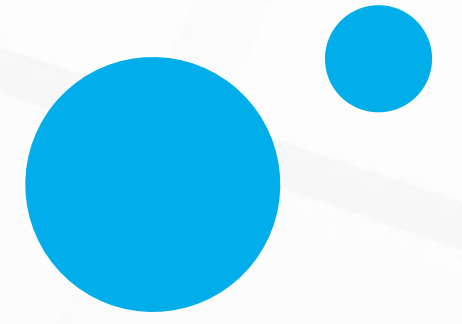
| Name of Act | State | Remittance / Return | Frequency | Period | Due Date (On or Before) | Applicability | Remarks |
|---|-----------|-----------------------|--|--------|-------------------------|---------------|---------|
| Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947 | Meghalaya | Remittance and Return | Monthly | July | 31-Aug | Branch | Online |
| Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000 | Odisha | Remittance | Monthly Remittance & Filing of Return | July | 31-Aug | Branch | Online |
| Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006 | Sikkim | Remittance & Returns | Monthly | July | 31-Aug | Branch | Online |
| Tripura Professions Trades Callings And Employments Taxation Act, 1997 | Tripura | Remittance and Return | Monthly | July | 31-Aug | Branch | Online |

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