



# CORE INTEGRA COMPLIANCE NEWSLETTER



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# STATUTORY NOTIFICATIONS/UPDATES

## EPFO - IMPLEMENTATION OF EMPLOYEES' ENROLMENT CAMPAIGN, 2025.

The Employees' Provident Fund Organization vide No. EEC/2025/E-1190921/13498 dated 29.10.2025 notified in respect of the implementation of the Employees' Enrolment Campaign, 2025. The Ministry of Labour and Employment, Government India, has introduced the Employees' Enrolment Campaign, 2025 vide various Notifications under the relevant provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. The salient features of the Campaign are summarized in the attached notification for information, necessary action, and wide dissemination. The scheme shall commence on 1st November 2025 and cease on 30th April 2026.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **MINISTRY OF LABOUR AND EMPLOYMENT - EMPLOYEES' PENSION (AMENDMENT) SCHEME, 2025.**

The Ministry of Labour and Employment vide Gazette Order G.S.R. 791(E) dated 27.10.2025, in exercise of powers conferred by section 6A read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, notified the Scheme further to amend the Employees' Pension Scheme, 1995, namely: the Employees' Pension (Amendment) Scheme, 2025, which shall come into force on the 1st day of November, 2025 and shall cease to operate on the 30th day of April, 2026. In the Employees' Pension Scheme, 1995, after paragraph 43-B, the following shall be inserted: "43C. Special provision in respect of Employees' Enrolment Campaign, 2025."

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF LABOUR AND EMPLOYMENT - EMPLOYEES' DEPOSIT LINKED INSURANCE (SECOND AMENDMENT) SCHEME, 2025.

The Ministry of Labour and Employment vide Gazette Order G.S.R. 792(E) dated 27.10.2025, in exercise of powers conferred by section 6C read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, notified the Scheme further to amend the Employees' Deposit Linked Insurance Scheme, 1976, namely: the Employees' Deposit Linked Insurance (Second Amendment) Scheme, 2025, which shall come into force on the 1st day of November, 2025 and shall cease to operate on the 30th day of April, 2026. In the Employees' Deposit Linked Insurance Scheme, 1976, after paragraph 28A, the following shall be inserted: "28B. Special provision in respect of Employees' Enrolment Campaign, 2025."

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER THE EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952.

The Ministry of Labour and Employment vide Gazette Order S.O. 4921(E) dated 29.10.2025, notified that, in exercise of the powers conferred by section 14B of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952, and in supersession notification No. S.O. 1553, dated the 17th April, 2002, issued in this regard, the Central Government hereby authorises the officers mentioned in column (2) of the Schedule mentioned below to exercise the powers to recover from the employers by way of penalty such damages under the said Act for the respective areas mentioned in column (3) of the said Schedule in relation to factories/establishments covered under the provisions of the said Act.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING IMPLEMENTATION OF ESI SCHEME IN 3 DISTRICTS OF SIKKIM.

The Ministry of Labour and Employment vide Gazette Notification S.O.4915(E) dated 28.10.2025 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 November, 2025 as the date on which the following provisions of the said Act shall come into effect in the entire area of the Soreng, Gyalshing and Mangan districts in the State of Sikkim, 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](#)



# STATUTORY

## NOTIFICATIONS/UPDATES

### MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING IMPLEMENTATION OF ESI SCHEME IN 6 DISTRICTS OF MEGHALAYA.

The Ministry of Labour and Employment vide Gazette Notification S.O.4744(E) dated 17.10.2025 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 November, 2025 as the date on which the following provisions of the said Act shall come into effect in the entire area of the West Garo Hills, South Garo Hills, North Garo Hills, East Garo Hills, South West Garo Hills and West Jaintia Hills districts in the State of Meghalaya, 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](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING IMPLEMENTATION OF ESI SCHEME IN 9 DISTRICTS OF NAGALAND.

The Ministry of Labour and Employment vide Gazette Notification S.O.4745(E) dated 17.10.2025 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 November, 2025 as the date on which the following provisions of the said Act shall come into effect in the entire area of the Tuensang, Mon, Phek, Kiphire, Peren, Longleng, Shamator, Noklak and Meluri districts in the State of Nagaland, 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](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF LABOUR AND EMPLOYMENT - ALL-INDIA CONSUMER PRICE INDEX NUMBERS FOR AGRICULTURAL AND RURAL LABOURERS FOR SEPTEMBER 2025.

The Ministry of Labour and Employment vide Press Release dated 17.10.2025 notified the All-India Consumer Price Index numbers for Agricultural and Rural Labourers for the month of September 2025.

[View Notification](#)



# STATUTORY

## NOTIFICATIONS/UPDATES

### MINISTRY OF LABOUR AND EMPLOYMENT - EPFO REFORMS FOR EASE OF LIVING FOR CRORES OF MEMBERS.

The Ministry of Labour and Employment vide Press Release dated 15.10.2025 cautioned about a social media post making misleading claim regarding recent reforms and provisions under the Employees' Provident Fund Organization (EPFO). The post distorts facts related to withdrawal rules, eligibility conditions, and access to members' provident fund balances, creating confusion among subscribers. It is clarified that the claims being circulated are factually incorrect and grossly misleading. Earlier, there was complex eligibility criteria in terms of differing minimum service period leading to rejection/delays. Too many provisions for partial withdrawals led to confusion for members and frequent rejection of withdrawal claims. The existing 13 types of partial withdrawal provisions have now been merged into one unified and simplified framework.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF LABOUR AND EMPLOYMENT - CORRIGENDUM TO VDA FOR OCTOBER 2025 UNDER CENTRAL MINIMUM WAGES.

The Ministry of Labour and Employment vide Corrigendum dated 14.10.2025 notified that, the first paragraph of Variable Dearness Allowance order dated 25.09.2025 regarding revision of minimum wages may be read as: In exercise of the powers conferred by Central Government vide Notification No. S.O. 186(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revises the rates of Variable Dearness Allowance for the employees employed in Agriculture w.e.f. 01.10.2025 on the basis of the average Consumer Price Index for Industrial workers reaching 413.52 from 413.424 as on 30.06.2025 (Base 2016:100) and thereby resulting in an increase of 0.096 points which is less than one. Therefore, the resultant increase in Variable Dearness Allowance is considered as 'NIL/Zero'.

[View Notification](#)



# STATUTORY

## NOTIFICATIONS/UPDATES

### MINISTRY OF LABOUR AND EMPLOYMENT - GOVERNMENT OF LAUNCHES EMPLOYEES' ENROLMENT CAMPAIGN 2025 TO EXPAND SOCIAL SECURITY COVERAGE OF EMPLOYEES.

The Ministry of Labour and Employment vide Press Release dated 13.10.2025 notified the launch of Employees' Enrolment Campaign 2025 to expand Social Security Coverage of employees, known as the "Employees' Enrolment Campaign, 2025" (EEC 2025). It is a significant initiative to bring a large number of workers under the ambit organized social security through EPFO. The scheme shall be operational from November 1, 2025, to April 30, 2026. This scheme is a continued effort of the Ministry, after successful similar enrolment campaign conducted in the year 2017. The Employers can enrol all existing employees, who joined the establishment between July 1, 2017, and October 31, 2025.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF LABOUR AND EMPLOYMENT - EMPLOYEES' PROVIDENT FUNDS (AMENDMENT) SCHEME, 2025.

The Ministry of Labour and Employment vide Gazette Notification G.S.R. 749(E) dated 10.10.2025, in exercise of the powers conferred by section 5 read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, hereby makes the Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely: the Employees' Provident Funds (Amendment) Scheme, 2025, which shall be come into force on November 1, 2025 and shall cease to operate on April 30, 2026. In the Employees' Provident Funds Scheme, 1952, after paragraph 82A, "82B. Special provision in respect of Employees' Enrolment Campaign, 2025.— Employees' Enrolment Campaign, 2025 shall come into force on 1st day of November 2025 and shall cease to operate on 30th day of April, 2026" shall be inserted.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **MINISTRY OF LABOUR AND EMPLOYMENT - EPFO EXTENDS DATE OF FILING OF NEW ECR UP TO 22ND OCTOBER 2025.**

The Ministry of Labour and Employment vide Press Release dated 13.10.2025 extension of filing of new ECR up to 22nd October 2025 by the EPFO. The EPFO has launched revamped Electronic Challan-cum-Return (ECR) system, which is applicable starting wage month of September 2025. The revamped system aims to simplify and enhance user experience of the return filing process for employers via the EPFO's employer portal. Considering the request from a number of employees in adapting to new features of the revamped ECR and consequent difficulty in filing returns by the establishments, it has been decided to extend the date of ECR filing till 22nd October 2025 for the wage month of September 2025.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **MINISTRY OF LABOUR AND EMPLOYMENT. - VISHWAS SCHEME AND SIMPLIFIED AND LIBERALIZED PARTIAL WITHDRAWALS TO ENCHANCE MEMBER CONVENIENCE AND RETIREMENT SECURITY.**

The Ministry of Labour and Employment vide Press Release dated 13.10.2025 notified about the Central Board of Trustees approved Simplified and Liberalized Partial Withdrawals to Enhance Member Convenience and Retirement Security, "Vishwas Scheme" launched to reduce litigation through rationalised Penal Damages; Doorstep Digital Life Certificate (DLC) Services to EPS Pensioners; Comprehensive Member-Centric Digital Transformation Framework to Modernize Provident Fund Services; Re-engineered Return filing module and Re-engineered User Management Module.

[\*\*View Notification\*\*](#)



**VIVAD SE VISHWAS SCHEME**

# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF STATISTICS AND PROGRAMME IMPLEMENTATION – CONSUMER PRICE INDEX NUMBERS FOR RURAL, URBAN AND COMBINED FOR THE MONTH OF SEPTEMBER 2025.

The Government of India, Ministry of Statistics and Programme Implementation, National Statistics Office vide Press Release dated 13.10.2025 notified the Consumer Price Index Numbers on Base 2012-100 for Rural, Urban and Combined for the Month of September 2025.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **ESIC - FILING MONTHLY CONTRIBUTION SHOWING LARGE NUMBER OF TAGGED EMPLOYEES WITH ZERO DAYS.**

The Employees' State Insurance Corporation vide File No. P-11/12/Misc./2024-Rev.II dated 09.10.2025 notified regarding the filing of Monthly Contribution showing large number of tagged employees with Zero Days. An analysis of Monthly Contribution (MC) data for the month of March 2025 has been done with respect to few big units wherein large no. of employees is tagged but majority of employees are shown with Zero Contribution Days in the Monthly Contribution filed. In the MC, remarks against these Zero Contributory Days employees are shown as On Leave/ No Work. In view of the above, regions are requested to analyse the MC data especially in respect of big units where large no. of employees are shown with Zero Contributory Days in the MC and analyse the data in consultation with the employers and the employees left should be asked to be removed from the MC data of such employers.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## EPFO - RELEASE OF FAQs ON THE REVAMPED ELECTRONIC CHALLAN-CUM-RETURN (ECR) SYSTEM.

The Employees Provident Fund Organization vide No. Compliance (V.6)/e-office-704368/2025/1302 dated 08.10.2025, notified that as part of the ongoing efforts to implement the Revamped Electronic Challan-cum-Return (ECR) System, effective from the wage month of September 2025, Frequently Asked Questions (FAQs) has been prepared and is circulated for information and guidance.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF LABOUR AND EMPLOYMENT - DRAFT OF NATIONAL LABOUR & EMPLOYMENT POLICY - SHRAM SHAKTI NITI 2025.

The Ministry of Labour and Employment vide Press Release dated 08.10.2025 has released the draft National Labour & Employment Policy - Shram Shakti Niti 2025 for public consultation. The draft policy presents a renewed vision for a fair, inclusive, and future-ready world of work aligned with the national aspiration of Viksit Bharat @2047.

[View Notification](#)

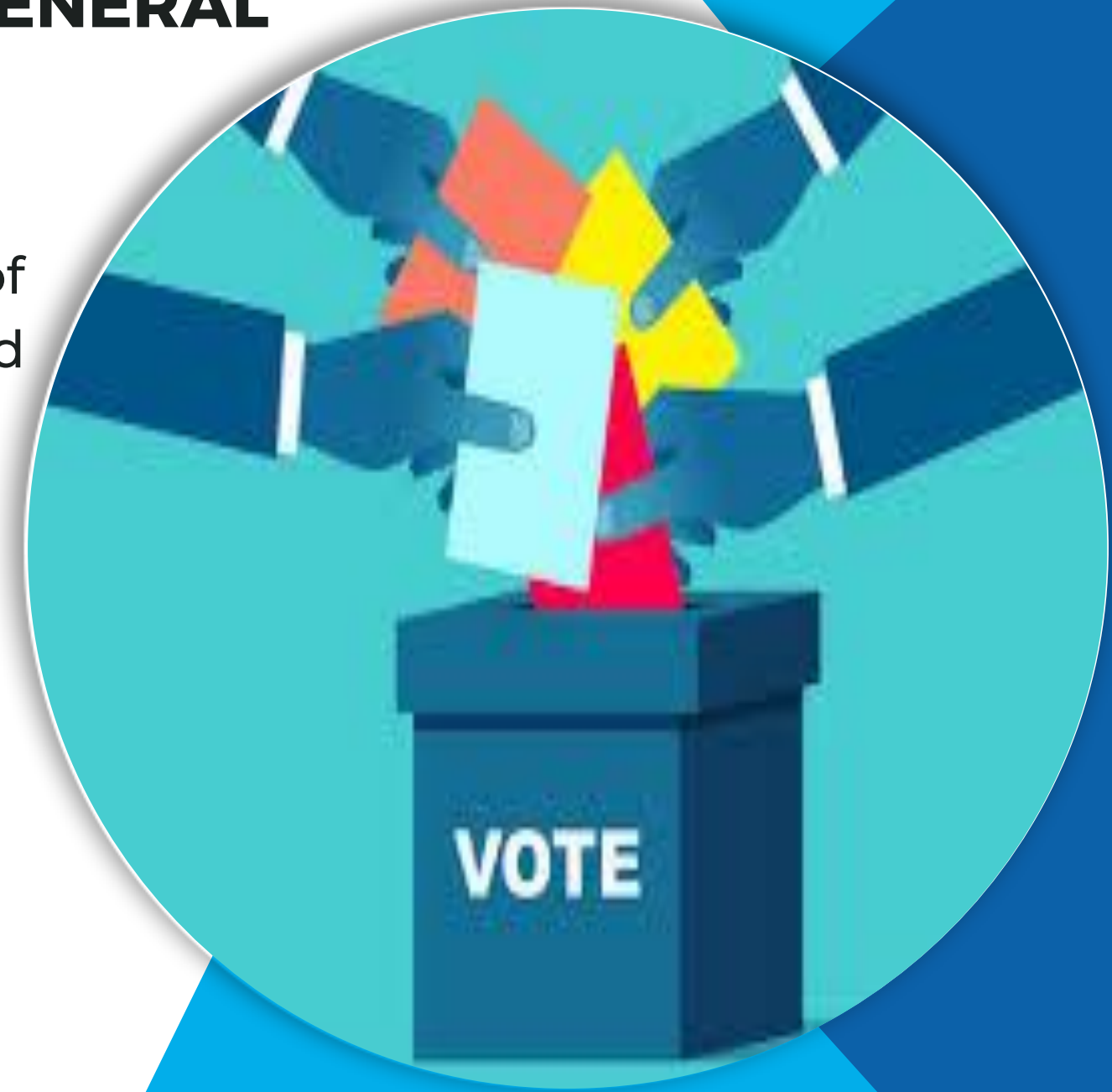


# STATUTORY NOTIFICATIONS/UPDATES

## **ELECTION COMMISSION OF INDIA - SCHEDULE FOR THE GENERAL ELECTION TO THE LEGISLATIVE ASSEMBLY OF BIHAR.**

The Election Commission of India vide Press Release dated 06.10.2025 notified the schedule for the General Election to the Legislative Assembly of Bihar. The date of poll for the first phase of the election is notified to be held on 06.11.2025 (Thursday) and the polling for the second phase is to be held on 11.11.2025 (Tuesday).

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **EPFO - PROMINENT DISPLAY OF THE EXTRACT OF FORM 5A AT THE ENTRANCE OF THE ESTABLISHMENT OR ON THE WEBSITE ALONG WITH MOBILE APPLICATION OF THE ESTABLISHMENT.**

The Employees Provident Fund Organization vide No. Compliance/U/P78/2022/Advocacy/55643/13179 dated 07.10.2025 notified that in exercise of powers conferred under section 78(3) of the Employees' Provident Funds Scheme, 1952, the Central P.F. Commissioner has issued directions for display of the extract of Form 5A at the entrance of the establishment or on their website along with mobile application. Employers of the establishments are requested to ensure compliance to above noted directions within 15 days of issue of the order.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF LABOUR AND EMPLOYMENT- DETAILED GUIDELINES OF THE NEW AMNESTY SCHEME 2025 FOR SETTLEMENT OF COURT CASES AND WITHDRAWAL OF PROSECUTION CASES.

The Ministry of Labour and Employment vide Press Release dated 01.10.2025 notified that the Employees' State Insurance Corporation (ESIC) has issued detailed guidelines for the new Amnesty Scheme 2025 for settlement of court cases and withdrawal of prosecution cases. The scheme provides an opportunity for employers and insured persons to settle disputes outside courts in a structured and transparent manner. Such disputes include coverage disputes, contribution disputes, damages disputes, criminal cases under Section 84 of the Employees' State Insurance Act, 1948 and prosecution cases under sections 85 and 85A of the Act. All cases must be settled within six months from the date of application, and even those who availed earlier amnesty schemes are eligible to benefit from this new initiative. The Scheme shall remain in operation from 1st October 2025 to 30th September 2026.

[View Notification](#)

A circular graphic with an orange and white background. The text "AMNESTY SCHEME" is written in large, bold, black capital letters. To the right of the text is a stylized illustration of a person in a white lab coat holding a tablet, with various icons and symbols around them.

AMNESTY  
SCHEME

# STATUTORY NOTIFICATIONS/UPDATES

## MINISTRY OF LABOUR AND EMPLOYMENT – CONSUMER PRICE INDEX FOR INDUSTRIAL WORKERS FOR THE MONTH OF AUGUST 2025.

The Government of India, Ministry of Labour & Employment vide Press Release dated 30.09.2025 notified the All-India Consumer Price Index numbers for Industrial Workers for the month of August 2025.

[View Notification](#)



# STATUTORY

## NOTIFICATIONS/UPDATES

### **ANDHRA PRADESH - CPI NOTIFICATION FOR REVISED VDA AND MINIMUM WAGES W.E.F. 01.10.2025.**

The Government of Andhra Pradesh, Commissioner of Labour and Competent Authority under the Minimum Wages Act, 1948 vide Official Gazette Notification No. G/430/2025 dated 31.10.2025, in exercise of the powers conferred under clause (d) of section 2 and sub-section (2) of Section 4 of the Minimum Wages act, 1948, hereby declare the average rise in the Consumer Price Index numbers for State Industrial Workers as well as State Agricultural Workers for half year ending June 2025, w.e.f. 01.10.2025 in respect of the employments specified under Part-I and Part-II in the Schedule to the Notification.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## HARYANA - REVISED VDA AND MINIMUM RATES OF WAGES

**W.E.F. 01.07.2025.**

The Government of Haryana, Labour Department vide No. IR-2/2025/28373-498 dated 30.10.2025 notified the revised variable dearness allowance and minimum rates of wages for workers employed in various categories of workers and notified employments (notification dated 21.10.2015), payable with effect from 01.07.2025.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## UTTAR PRADESH - REVISED VDA AND MINIMUM WAGES FOR HOTEL AND RESTAURANT INDUSTRY W.E.F. 01.10.2025 TO 31.03.2026.

The Government of Uttar Pradesh, Labour Department vide 1372-78/I R/2025 dated 27.10.2025 notified the revised VDA and minimum rates of wages payable to the employees employed in the Hotel and Restaurant Industry with effect from 01.10.2025 to 31.03.2026.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## TELANGANA - CPI NOTIFICATION FOR REVISED VDA AND MINIMUM WAGES W.E.F. 01.10.2025 TO 31.03.2026.

The Government of Telangana, the Commissioner of Labour, Telangana, Hyderabad & Competent Authority under the Minimum Wages Act, 1948 has declared the average State Industrial Workers Consumer Price Index Numbers for the half year ending June 2025, which shall be applicable for the period from 01.10.2025 to 31.03.2026 in various Scheduled Employments notified under the Minimum Wages Act, 1948, in the State of Telangana for the purpose of calculation of Variable Dearness Allowance.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

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

The Department of Economics and Statistics, Government of Kerala vide Notification no. DES/1129/2025-P3(1) dated 21.10.2025 issued the Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of August 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

## **KERALA - REVISED MINIMUM RATES OF WAGES PAYABLE TO CLASSES OF EMPLOYEES EMPLOYED IN CANE AND BAMBOO INDUSTRY SECTOR.**

The Government of Kerala, Labour and Skills Department vide G.O.(P) No. 97/2025/LBR dated 18.10.2025 hereby revise the minimum rates of wages payable to the classes of employees employed in the Cane and Bamboo Industry sector in the State of Kerala, as specified in the Schedule to the Notification and fix the date of publication of the Notification in the Official Gazette as the date on which the revised rates shall come into force.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MADHYA PRADESH - REVISED VDA AND MINIMUM RATES OF WAGES W.E.F. 01.10.2025.

The Government of Madhya Pradesh, Labour Department vide No. 1/11/Anve/Five/2024/24861 dated 01.10.2025 notified the revised variable dearness allowance and minimum rates of wages for all Scheduled Employments payable with effect from 01.10.2025 to 31.03.2026.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **JHARKHAND - REVISED VDA PAYABLE TO CONTRACTUAL LABOURERS W.E.F. 01.04.2025.**

The Government of Jharkhand, Labour Department vide No.-1/CLRA-08/2011 S.N. 2555 dated 26.09.2025, in exercise of Rule 25 of the Contract Labour (Regulation and Abolition) Rules, 1972 notified the revised VDA payable to the contractual labours w.e.f. 01.04.2025.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## TAMIL NADU - AMENDMENT UNDER THE TAMIL NADU SHOPS AND ESTABLISHMENTS RULES, 1948.

The Government of Tamil Nadu, Office of Commissioner Labour, vide S2/50266/2017 dated 27.10.2025 issued confirmation orders vide the amendments made in Tamil Nadu Shops and Establishments Rules, 1948 for the insertion of new Rule 16-D & Form – ZC for combined annual returns. In said Rules, after rule 16-C, the following rule shall be inserted, namely: “16-D. Annual Return – Every employer of an establishment shall furnish a combined annual returns under section 47-A, through the designated web portal of the Labour Department, to the Inspector of the area in which the establishment is located in Form-ZC on or before 31st day of January in each year.”

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MAHARASHTRA - DRAFT OF MAHARASHTRA PRIVATE PLACEMENT AGENCIES (REGULATION) RULES, 2025.

The Government of Maharashtra, Skills, Employment, Entrepreneurship and Innovation Department vide No. SDE-2025/Cr-144/Adm-2 dated 28.10.2025 notified the draft rules proposed to make in exercise of the powers conferred by section 15 of the Maharashtra Private Placement Agencies (Regulation) Act, 2025, for information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra on or after the expiry of 15 days from the date of publication of the attached notification in the Maharashtra Government Gazette.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **KERALA - THE KERALA COIR WORKERS' WELFARE CESS (AMENDMENT) ACT, 2025.**

The Government of Kerala, Law (Legislation-C) Department vide No. 60/Leg.C3/2025/Law dated 28.10.2025 notified that in pursuance of clause (3) of Article 348 of the Constitution of India, the Governor of Kerala is pleased to publish in the Gazette, the Kerala Coir Workers' Welfare Cess (Amendment) Act, 2025.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **RAJASTHAN - RAJASTHAN FACTORIES (AMENDMENT) RULES, 2025.**

The Government of Rajasthan, Factories and Boilers Inspection Department vide Official Gazette Order G.S.R.86 dated 27.10.2025, in exercise of the powers conferred by section 112 of the Factories Act, 1948, published the rules further to amend the Rajasthan Factories Rules, 1951, namely: the Rajasthan Factories (Amendment) Rules, 2025.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## TELANGANA - DRAFT AMENDMENT TO THE TELANGANA FACTORIES RULES, 1950.

The Government of Telangana, Labour Employment Training and Factories (LAB-II) Department vide G.O.Rt.No.433 dated 25.10.2025 issued preliminary notification regarding draft amendment to the Telangana Factories Rules, 1950 which is proposed to be made in exercise of the powers conferred by section 112 of the Factories Act, 1948. Amendment is proposed to be made in Rules 61 and 64 of the Telangana Factories Rules, 1950.

[View Notification](#)



# STATUTORY

## NOTIFICATIONS/UPDATES

### **JHARKHAND - ENGAGEMENT OF WOMEN WORKERS DURING NIGHT SHIFT IN ALL FACTORIES.**

The Government of Jharkhand, Labour, Employment, Training and Skill Development Department vide Gazette Notification dated 24.10.2025 notified the guidelines regarding the proviso to clause (b) of subsection (1) of section 66 of the Factories Act, 1948 as amended vide the Factories (Jharkhand Amendment) Act, 2025 to be ensured by the Occupier/Factory Manager of a factory for employing women workers in night shift (7.00 pm to 6.00 am).

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **DELHI - HOLIDAY ON 27.10.2025 FOR CHHAT PUJA IN ALL OFFICES UNDER THE GOVERNMENT OF NCT OF DELHI.**

The Government of National Capital Territory of Delhi, General Administration Department vide No F.53/811/GAD/CN/2025/3794-3833 dated 25.10.2025 notified that the Lieutenant Governor of the National Capital Territory of Delhi is pleased to declare holiday on Monday, the 27th October, 2025 in all Offices, Autonomous Bodies and Public Sector Undertakings under Government of NCT of Delhi on 'Pratihara Shashthi or Surya Shashthi (Chhat Puja)'.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **HARYANA - IMPLEMENTATION OF THE “POLICY FOR FINANCIAL ASSISTANCE TOWARDS COMPENSATION FOR DECEASED OR INJURED BUILDING AND OTHER CONSTRUCTION WORKERS ENGAGED IN SMALL SCALE CONSTRUCTION WORK BY HBOCWW BOARD.”**

The Labour Commissioner-cum-Secretary, Haryana Building & Other Construction Workers Welfare Board, Chandigarh vide Memo No.: HBOCWWB/205/8747-8800 dated 23.10.2025 notified regarding the implementation of the “Policy for Financial Assistance towards Compensation for deceased or injured Building and Other Construction Workers engaged in Small Scale Construction Work by HBOCWW Board.” In pursuance of the interim directions of Hon’ble Punjab and Haryana High Court in FAO-4528/2024 dated 15.07.2025, the State Government has approved a policy namely “HBOCWW Board short fall compensation policy for small scale construction works in the State of Haryana, which has come into force w.e.f. 13.08.2025.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **ANDHRA PRADESH - EXEMPTION UNDER SECTIONS 87 & 88 READ WITH SECTION 91-A OF THE ESI ACT, 1948 TO FACTORIES AND ESTABLISHMENTS ENGAGED IN PROCESSING/RE-DRYING OF UNMANUFACTURED LEAF TOBACCO.**

The Government of Andhra Pradesh, Labour, Factories, Boilers and Insurance Medical Services Department vide G.O.Rt.No.259 dated 21.10.2025 notified that in exercise of the powers conferred under section 87 & 88 read with section 91-A of the Employees State Insurance Act, 1948, the Governor of Andhra Pradesh hereby exempts the Factories and Establishments in the State engaged in processing / Re-drying of unmanufactured Leaf tobacco and process incidental and connected therewith from the operation of the said Act from 03.07.2025 to 02.07.2026, subject to usual terms and conditions.

[\*\*View Notification\*\*](#)



# STATUTORY

## NOTIFICATIONS/UPDATES

### **DADRA & NAGAR HAVELI AND DAMAN & DIU - PUBLIC HOLIDAY ON 05.11.2025 ON ACCOUNT OF POLL FOR THE GENERAL ELECTION TO PANCHAYATS AND MUNICIPALITIES.**

The Union Territory Administration of Dadra & Nagar Haveli and Daman & Diu vide Notification No. 19/2025/DDD/DIR (PE & ME)/Paid Holiday/117 dated 18.10.2025, in exercise of the power conferred under Section 25 of the Negotiable Instruments Act, 1881, hereby declares 05 November 2025 (Wednesday), date of poll in Gram Panchayats, District Panchayats, Daman Municipal Council and Silvassa Municipal Council in the UT of Dadra & Nagar Haveli and Daman & Diu, as a Public Holiday in all Government Offices, Semi Govt. Offices, Local Bodies, Commercial Banks, Industrial Establishments, Public Sector Undertakings in the Union Territory.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## KERALA - DRAFT OF THE KERALA FACTORIES (AMENDMENT) RULES, 2025.

The Government of Kerala, Labour and Skills Department vide No. B2/161/2025/LBR dated 18.10.2025 notified the draft rules further to amend the Kerala Factories Rules, 1957, in exercise of the powers conferred under section 112 of the Factories Act, 1948. The said draft rules will be taken up for consideration on or after 45 days from the date of publication of the notification in the Official Gazette and that any objections or suggestions, if any, received from any person or firm on or before the date specified in respect of the said draft rules will be considered by the Government.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **HARYANA - AMENDMENT NOTIFICATION UNDER THE HARYANA SHOPS AND COMMERCIAL ESTABLISHMENT ACT, 1958.**

The Government of Haryana, General Administration Department vide No. 7/31/2014-3AR dated 17.10.2025 notified that in exercise of the powers conferred under sub-section (1) and (2) of section 3 of the Haryana Right to Service Act, 2014, the Governor of Haryana, on the recommendation of the Commission hereby makes amendment in the Haryana Government, General Administration Department (Administrative Reforms Branch), notification No. 7/31/2014-3AR, dated 4th July, 2025.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **KARNATAKA - DRAFT OF THE KARNATAKA DOMESTIC WORKERS (SOCIAL SECURITY AND WELFARE) BILL, 2025.**

The Government of Karnataka, Government Secretariat vide No: LD 290 LET 2025 dated 15.10.2025 notified the draft of The Karnataka Domestic Workers (Social Security and Welfare) Bill, 2025 to provide for right to decent conditions of work, social security and welfare of domestic workers in the state of Karnataka and for matters connected there with or incidental thereto is hereby published for the information of all the persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration after the expiry of thirty days from the date of its publication in the Official Gazette.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **BIHAR – HOLIDAY ON 06.11.2025 AND 11.11.2025 UNDER NI ACT AN ACCOUNT GENERAL ELECTION TO LEGISLATIVE ASSEMBLY.**

The Government of Bihar, General Administration Department vide No. 3/H0-01/2023-19483/G.P. dated 14.10.2025 notified that in light of the provisions contained in Section 135(b) of the Representation of People Act, 1951 and Explanation to Section 25 of the Negotiable Instruments Act, 1881, the State Government hereby declares the dates of poll i.e. 06.11.2025 and 11.11.2025 as paid public holidays for the two phases poll for the General Election to the Legislative Assembly of Bihar, 2025.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **HARYANA - ENGAGEMENT OF FEMALE CONTRACT LABOUR IN FACTORIES AND SHOPS & COMMERCIAL ESTABLISHMENTS.**

The Government of Haryana, Labour Department vide No. 11/69/2025-4Lab dated 14.10.2025 notified that the female contract labour working in Factories and Shops & Commercial Establishments which have been granted night shift permissions on auto mode on the basis of self-certification as per the Notifications dated 4th July 2025 will be exempted from Rule 25(ix) provision of the Haryana Contract Labour (Regulation and Abolition) Rules, 1975 for the period specified in the said establishments exemption.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## HARYANA - PUNJAB SHOPS AND COMMERCIAL ESTABLISHMENTS (HARYANA AMENDMENT) RULES, 2025.

The Government of Haryana, Labour Department vide No. 2/26/2025-2Lab dated 14.10.2025, in exercise of powers conferred under sub-section (1) read with sub-section (2) of section 34 of the Haryana Shops and Commercial Establishments Act, 1958 (Punjab Act of 1958), the Governor of Haryana, hereby the rules further to amend the Punjab Shops and Commercial Establishments Rules, 1958 in their application to the State of Haryana, namely: the Punjab Shops and Commercial Establishments (Haryana Amendment) Rules, 2025. In Rule 15, sub-rule (2) of the Punjab Shops and Commercial Establishments Rules, 1958, after clause (iv), for the existing proviso, the following proviso shall be substituted: "Provided that nothing contained in clause (iv) shall be applicable to a woman working in Shops and Commercial establishments, when exemptions from provisions of section 30 of the Act is granted."

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **HARYANA - EMPLOYMENT OF WOMEN EMPLOYEES DURING NIGHT IN SHOPS AND COMMERCIAL ESTABLISHMENTS.**

The Government of Haryana, Labour Department vide No. 11/26/2025-4Lab dated 13.10.2025, in exercise of the powers conferred by sub section 3 of section 30 of the Haryana Shops and Commercial Establishments Act, 1958, Governor of Haryana, in substitution of the Notification No. 11/26/2025-4Lab dated the 4th July 2025, hereby notify for laying down certain conditions for employing women employees night shifts with respect to their security, safety and to safeguard the interest of women employees, in the Shops and Commercial Establishments registered under the said Act in the State of Haryana and apply for grant of such exemption under section 28 of the Act for employing women employees during night shift in their respective establishments.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## DELHI - FALSE CIRCULATION OF MINIMUM WAGE REVISION EFFECTIVE FROM 1 OCTOBER 2025.

The Government of National Capital Territory of Delhi, Labour Department vide Lab-L011/5/2-25-Addl.LC.-II-LABOUR DEPARTMENT/3616 dated 14.10.2025 notified that a notice of fraudulent Minimum Wage Dearness Allowance Revision Order F.No.(143)/02/MW/VII/Partfile/212-261 dated 13.10.2025 is being circulated. It is to bring to the knowledge of all concerned that the Labour Department has not yet issued any order regarding Dearness Allowance in Minimum Wages for the period starting October 1, 2025.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **LAKSHADWEEP - HOLIDAY ON 21.10.2025 AND WORKING DAY ON 25.10.2025 UNDER NEGOTIABLE INSTRUMENTS ACT, 1881.**

The Lakshadweep Administration vide F.No.35/02/2018-GenI dated 10.10.2025 notified that under the explanation to section 25 of the Negotiable Instruments Act, 1881, the Administration of the Union Territory of Lakshadweep hereby declares 21.10.2025 (Tuesday) as a Closed holiday and 25.10.2025 (Saturday) as Working day for all offices/institutions under the Administration.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## TRIPURA - THE INDUSTRIAL DISPUTES (TRIPURA THIRD AMENDMENT) ORDINANCE, 2025.

The Government of Tripura, Law & PA Department vide No. F.8(10)-Law/Leg-I/2025/ dated 08.10.2025 notified that in exercise of the powers under clause (1) of Article 213 of the Constitution of India, the Governor of Tripura is hereby pleased to promulgate the following Ordinance, with the instruction from the Hon'ble President of India, as required under the Proviso (b) to the aforesaid Article.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **KERALA - NOTIFICATION TO ADD EMPLOYMENT IN ONLINE DELIVERY SERVICES TO PART-I OF THE SCHEDULE TO MINIMUM WAGES ACT, 1948.**

The Government of Kerala, Labour and Skills (E) Department vide No. LBRD-E1/1/2023-LBRD dated 08.10.2025, in exercise of the powers conferred by section 27 of the Minimum Wages Act, 1948, hereby declare their intention to add the employment in 'Online Delivery Services' to Part-I of the Schedule to the said Act.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **BIHAR - CHANGE OF DIWALI HOLIDAY FROM 22.10.2025 TO 20.10.2025 UNDER NI ACT, 1881.**

The Government of Bihar, General Administration Department vide No. 3/H01/2024-19025/SA dated 07.10.2025 that in place of the holiday declared on Wednesday, 22 October 2025 on the occasion of Diwali under the Negotiable Instruments Act, 1881 vide No. 3/H-01/2024 SA-15764 dated 01.10.2024, a holiday is being declared on 20.10.2025 (Monday) for the same.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **PUDUCHERRY - ALLOWING WOMEN WORKERS TO BE EMPLOYED UP TO 10 P.M. IN FACTORIES.**

The Government of Union Territory of Puducherry, Labour Department vide G.O.Ms.No. 14/AIL/T/2025/545 dated 06.10.2025 issued an order allowing women workers to be employed up to 10 P.M. in Factories. In exercise of the powers conferred under the proviso to clause (b) of sub-section (1) of section 66 of the Factories Act, 1948, the Lieutenant Governor of Puducherry varies the limits of working hours of women in all Factories located in Puducherry subject conditions mentioned in the Notification.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **PUNJAB - LOCAL HOLIDAY IN AMRITSAR UNDER NI ACT, 1881 FOR THE BIRTHDAY OF SRI GURU RAM DAS JI.**

The Government of Punjab, Personnel Department vide 06/02/2021-2PP3/725 dated 06.10.2025 notified that on account of Birthday of Sri Guru Ramdas Ji Maharaj Ji, a local holiday is declared in the district of Amritsar on 08.10.2025 (Wednesday) under the interpretation of section 25 of the Negotiable Instruments Act, 1881.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## GOA - LIST OF NATIONAL AND FESTIVAL HOLIDAYS FOR THE CALENDAR YEAR 2026.

The Government of Goa, General Administration Department vide No. 37/8/2025-GAD-III/4171 dated 30.09.2025 notified the list of national and festival holidays for the calendar year 2026. The days specified in Annexure-I shall be observed as Public Holidays and the days specified in Annexure-II shall be observed as Special Holidays in all Government Offices. Further, employees are permitted to avail any two holidays from the list of Restricted Holidays specified in Annexure-III. The Government has also declared Commercial and Industrial Holidays for the Commercial and Industrial Workers in Annexure-IV. Further, the list of Bank Holidays under the Negotiable Instruments Act, 1881 is specified in Annexure-V.

[View Notification](#)

List of Holidays  
in Goa



# STATUTORY NOTIFICATIONS/UPDATES

## MAHARASHTRA - MAHARASHTRA FACTORIES (SECOND AMENDMENT) RULES, 2025.

The Government of Maharashtra, Industries, Energy, Labour and Mining Department vide No. FAC2025/CR No. 117 (Part-1)/Labour 4 dated 03.10.2025, in exercise of the powers conferred by section 41 read with sections 112 and 115 of the Factories Act, 1948, hereby makes the rules further to amend the Maharashtra Factories Rules, 1963, namely: - the Maharashtra Factories (Second Amendment) Rules, 2025.

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## **GOA - THE GOA SHOPS AND ESTABLISHMENTS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 2025.**

The Government of Goa, Department of Law, Legal Affairs Division vide Gazette Notification 7/29/2025-LA/143 dated 01.10.2025 published in the Official Gazette, the Goa Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2025. The provisions of the Act, except section 7, shall apply to the establishments employing twenty or more workers and the provisions of section 7 shall apply to the establishments employing less than twenty workers.

[\*\*View Notification\*\*](#)



# STATUTORY NOTIFICATIONS/UPDATES

## MAHARASHTRA - EFFECTIVE IMPLEMENTATION OF THE MAHARASHTRA SHOPS AND ESTABLISHMENTS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 2017.

The Government of Maharashtra, Department of Industries, Energy, Labour and Mines on vide No. MDUVA-1225/P.No.159/Labour-10 dated 01.10.2025 issued a circular regarding the effective implementation of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017. Various representations are being received at the government level regarding the prohibition of establishments other than those selling/serving liquor from being kept open for 24 hours by the local administration or the police department. Taking cognizance of such complaints, with a view to ensuring strict implementation of the said Act, the following instructions are given: Section 16(1)(b) of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 provides that establishments may be kept open for business on all days of the week provided that every employee shall be given weekly holiday of twenty-four hours of rest in a week. Therefore, subject to the provisions of the said section, establishments other than establishments supplying/selling liquor may be kept open for 24 hours.

[View Notification](#)



# IMPORTANT JUDGEMENTS



# IMPORTANT JUDGEMENTS

## LANGUAGE PROBLEM IS NOT A GROUND FOR SETTING ASIDE OF TRANSFER ORDER.

**Bharat Electronics Limited v. Presiding Officer, Central Government Industrial Tribunal-cum-Labour Court-2 & Ors. LPA No. 410/2025 (O&M), 2025 LLR 1100 (PUNJAB AND HARYANA HIGH COURT)**

**Facts of the Case:** The appellant Bharat Electronics Limited issued a transfer order to 15 employees from Panchkula to Ghaziabad, Chennai, Machlipatnam and Navi Mumbai. The Bharat Electronics Workers' Union, Panchkula (respondent No. 2) raised a dispute against the said transfer, and the matter was referred to Labour Court at Chandigarh. A single Judge bench favoured the workman's petition, but the matter was transferred to the Labour Court upon appeal by the appellant Management. Based on revised reference and fresh considerations by the appropriate government, the management relieved the transferees and directed them to join their said postings.



# IMPORTANT JUDGEMENTS

The Respondent 2 i.e, the Union was unsuccessful till then and submitted to the Labour Court that since inception no workmen have ever been transferred outside of Panchkula division without attaining prior assent of the workers as existing practice and therefore this transfer as well stand mala fide. The Union also contended that the working conditions of each unit differ from each other and there is no such policy to transfer non-executive employees and the matter regarding language problem was also raised. These matters were also raised before the management, but management said these issues have been covered under the policies of the Unit in appointment letters of the workmen. Also, a settlement in 2010 estopped the Union from challenging the redeployment of the workman. The appellant i.e., Management asserted that on a settlement meet where Union also participated discussed and agreed on disputed matters before and settled on those matters in that meet held in Bangalore in the Year 2013. Hence, redeployment is possible under the agreed terms between the parties present. And it was contended by the management that such deployment/transfer do not change the employment conditions and Labour Court hearing both sides answered in favour of the workmen which led to the writ petition by the appellant Management,

# IMPORTANT JUDGEMENTS

## Issue of the Case:

Whether such dismissal of writ petition by the Single Judge in favour of the worker man requires any interference of the present Labour Court where the reference has been made and whether order of transfer is any violation to worker's rights or employers' itself?

## Judgement of the Case:

Invoking the Clause 8 of the Industrial Employment (Standing Orders) Act, 1946 and the settlement meeting in 2010 the counsel for Union couldn't prove the mala fide ground and other violations under the clause. And in that view, the present appeal was allowed and the order of dismissal by the Single judge was set aside. And the workman was ordered to join their respective postings, and the management was directed to abstain from any coercive action against the workmen.

[View Judgement](#)

# IMPORTANT JUDGEMENTS

## **TO RAISE AN INDUSTRIAL DISPUTE MAKING A DEMAND IS A PRE-CONDITION.**

Rohidas, Lotan Patil v. Chief Executive Officer, Jalgaon Jilla  
Dekherekh Sahkari Sangh, W.P. No. 3018/2023, 2025 LLR 1075  
(BOMBAY HIGH COURT).

Facts of the case: The petitioner disputed the validity of the judgement passed by the Labour Court, Jalgaon on 25.11.2021 in the matter of this case. The facts of the case are so that on 11.06.1975 petitioner was appointed as Secretary in Jalgaon Zilla Dekharekh Sahakari Sangh and posted at Vividh Karyakari Society at Janve. Petitioner was terminated on 05-06-1982 because of allegation based on misappropriation. As petitioner informed, 2 criminal cases were registered against him based on allegations of misappropriation, but the petitioner was acquitted on 22-07-1987 and 15-02-2013..



# IMPORTANT JUDGEMENTS

The petitioner also sought reinstatement with continuity of services dated 11-02-1988, 05-01-1990 and 16-08-1993 and sent for legal notices dated 13-02-2014 and 22-02-2016. He demanded the same till the period of superannuation, but respondent acted otherwise. Hence, the petitioner raised an industrial dispute before the Deputy Commissioner of Labour at Nashik. The process of conciliation between the parties failed in the attempt and the matter was referred to Labour Court at Jalgaon. The learned Labour Court dismissed the reference based on delay and award in the year 2021.

The counsel for petitioner submitted that, Labour Court failed to frame the issue of delay and laches and grant opportunity to the petitioner to advance affairs in order before the time of delay to approach the court. But the respondent counsel submitted that though there is no time of limitation under the Industrial Dispute Act, the Court must not entertain a stale case in any regard.

## **Issue of the case:**

Whether the Industrial dispute exists if the matter is raised after a long period of time? Whether satisfactory explanation of such delay can be a ground of such reference to the Labour Courts?

# IMPORTANT JUDGEMENTS

## Judgement of the case:

The Court was of the opinion at the end that, raising a demand for reference to the Labour Court is a pre-condition. But in this case, petitioner delayed the demand unnecessarily and made the demand in the year 2019, after being acquitted in the year 1987 and 2013. Nothing was preventing the petitioner to raise the demand nor Law of Limitation was curtailing the event. Therefore, the Court examined the extent of the dispute, and it was found that the period of superannuation was of the petitioner was the Year 2009 and he raised the demand in the Labour Courts in the Year 2019 and served as a stale case and act of waiving the Rights. Hence, Court declared it as stale and non-existence of any claim under Section 10 of the Industrial Dispute Act and the Writ Petition was dismissed.

[\*\*View Judgement\*\*](#)

# IMPORTANT JUDGEMENTS

## **A SENIOR ENGINEER, DRAWING MONTHLY SALARY OF RS.30,000, IS NOT A "WORKMAN":**

**Nileshkumar Chimantbhai Padhiyar v. Elecon Engineering Co. Ltd.,  
2025 LLR 1079 (GUJARAT HIGH COURT)**

In the instant case the High Court of Gujarat held that a Senior Engineer drawing monthly salary of Rs. 29,887.73/- far exceeding the statutory limit of Rs. 10,000/- under section 2(s) of the I.D. Act and is performing supervisory work, is not a “workman”. As per settled law burden lies on the employee to establish that he falls within the definition of “workman”. If an employee is not a workman under section 2(s) of the Industrial Disputes Act, 1947, he is not entitled to raise an industrial dispute for redressal of any of the grievances. If a Senior Engineer wants to prove that he is a “workman”, then he will have to produce evidence to show that his duties were primarily technical and manual. A simple discharge of a non-workman under the terms of the appointment letter is not ‘retrenchment’.



# IMPORTANT JUDGEMENTS

## Issue of the case:

Whether a Senior Engineer, drawing monthly salary of Rs. 30,000 is a workman or not?

## Facts of the case:

Employees' services were terminated pursuant to the conditions of appointment letter, citing global recession and financial constraints necessitating manpower reduction, paying full and final dues including notice pay and gratuity, which they accepted without protest. The appellant raised an industrial dispute, alleging illegal termination. The Labour Court held termination without complying with due process of law, violating the provisions of the I.D. Act, directing reinstatement with continuity of service but denied full back wages. Both parties challenged award by filing writ petitions. Judgment of the writ court has been challenged by both the parties.

# IMPORTANT JUDGEMENTS

Decision of the High Court of Gujarat:

The honorable Court held that a workman contended that non granting full back wages for the intervening period is illegal. Contention of management is that appellant is not “workman”. Dispute has arisen due to voluntary resignation scheme introduced by the management due to recession and financial crunch. Admittedly appellant was a Senior Engineer at the time of his termination. Monthly salary of appellant was admittedly Rs. 29,887.73/- far exceeding the statutory limit of Rs. 10,000/- under section 2(s) of the I.D. Act, precludes him from claiming benefits as a “workman”. Admittedly post has been abolished. As per settled law burden lies on the employee to establish that he falls within the definition of “workman”. Appellant failed to produce evidence that his duties were primarily technical or manual, despite his promotion as a Senior Engineer. Since the appellant was not a workman, he is not entitled to raise an industrial dispute. He is not entitled to back wages under the industrial dispute. Award passed by the Labour Court is not sustainable. Consequently, the appellant's claim for full back wages and challenge to reinstatement cannot be sustained. Hence the appeals fail. The same are dismissed, accordingly.

[View Judgement](#)

# IMPORTANT JUDGEMENTS

## **GRATUITY CANNOT BE FORFEITED MERELY BECAUSE THE EMPLOYEE WAS LOOKING FOR A JOB WITH THE RIVAL COMPANY:**

**M/s. Xpro India Limited v. The State of West Bengal & Ors., 2025 LLR  
1115 (CALCUTTA HIGH COURT)**

In the instant case the High Court of Calcutta held that Employee cannot be punished for contracting with the rival company when there was no evidence for the same. Employee cannot be said to have been contracting with the rival company when he was merely seen talking with some personnels of the rival company. An enquiry report, which goes against a principle of natural justice and has been made without any independent or specific findings, is liable to be quashed. An enquiry report based on no evidence if perverse and is liable to be quashed. Gratuity is to be forfeited only when any damage or loss to, or destruction of, property belonging to the employer was due to the act of the employee, which was riotous, disorderly, or involved moral turpitude. Looking for another job, even with a rival company with better perks and facilities in a basic right and does not constitute moral turpitude and it is not contrary to honesty, modesty or good morals.



# IMPORTANT JUDGEMENTS

## **Issue of the case:**

Whether Gratuity can be forfeited merely because the employee was looking for a job with the rival company or not?

## **Facts of the case:**

Respondent No. 4 was appointed with the petitioner-company as a technician and was carrying out work which was confidential in nature and not to be shared outside the company. It was found that the respondent No. 4 violated the terms of employment by playing the role of a middleman in contracting with another company and trying to set up another company. The company issued a show cause letter and suspended him from service. An enquiry was initiated in which the respondent did not participate. The respondent was terminated on the basis of the enquiry report. The gratuity of the respondent was also forfeited under section 4(6) for the misconduct of moral turpitude. The employee admittedly joined the rival company later. An application for payment of gratuity was made before the controlling authority. The Controlling Authority passed an order in favour of the respondent directing payment of Rs. 1,37,308/- alongwith interest. The appellate-authority confirmed the order of the Controlling Authority – Hence, the present writ.

# IMPORTANT JUDGEMENTS

Decision of the High Court of Calcutta:

The honorable Court held that the enquiry report shows that the petitioner-company could neither produce any witness nor show any call-records to substantiate the charge that the respondent was in touch with the rival company. The witnesses produce only stated that they saw the respondent talk to some personnels of the rival company. The petitioner could not prove that any damage or loss to, or destruction of, property belonging to the employer was due to the act of the respondent, which was riotous, disorderly, or involved moral turpitude. Looking for another job, even with a rival company with better perks and facilities in a basic right and does not constitute moral turpitude and it is not contrary to honesty, modesty or good morals. The principles of natural justice were not followed. The order and punishment of disciplinary authority is quashed, and the amount of gratuity is to be paid within 60 days of the order. The order of the appellate authority is well reasoned. Writ petition is dismissed.

[View Judgement](#)

# IMPORTANT JUDGEMENTS

## SUPREME COURT OF INDIA

- ❑ An administrative decision causing inconvenience to the woman is not sexual harassment. [View Judgement](#)

## ALLAHABAD HIGH COURT

- ❑ Conciliation Officer has no powers to issue directions or advice to the management. [View Judgement](#)
- ❑ IC cannot decide on whether the aggrieved woman had tarnished the reputation of the establishment. [View Judgement](#)

## BOMBAY HIGH COURT

- ❑ Gratuity is payable when honorarium is being paid to workers at the end of every month. [View Judgement](#)
- ❑ Gratuity cannot be denied merely because the employee did not make an application before the employer. [View Judgement](#)
- ❑ Limitation to be counted from when the establishment got order through RTI, when it wasn't shared. [View Judgement](#)
- ❑ Disbursement of PF dues from trust is mandatory once the external auditor has given his findings. [View Judgement](#)



# IMPORTANT JUDGEMENTS

- ❑ No benefits can be denied to employees by EPFO merely because there was some data mis-match and 7A proceedings were pending. [View Judgement](#)

## CALCUTTA HIGH COURT

- ❑ Exemption cannot be cancelled without giving opportunity of hearing to the exempted establishment. [View Judgement](#)
- ❑ No damages on the basis of the alleged admission by the employer when there were no findings on delay. [View Judgement](#)
- ❑ Merely noting that matter was heard isn't enough when no discussion could be found in EPFO's order. [View Judgement](#)
- ❑ The authority cannot levy damages to 'meet the increasing cost of administration'. [View Judgement](#)
- ❑ No assessment without disclosing the details of the employees i.e., their number and salary etc. [View Judgement](#)

## DELHI HIGH COURT

- ❑ Plea of no opportunity before recovery is not legal when proceedings u/s 7Q/14B were unat-tended. [View Judgement](#)
- ❑ No reinstatement to contractual employee merely because she was granted maternity benefits. [View Judgement](#)

# IMPORTANT JUDGEMENTS

## GAUHATI HIGH COURT

- ❑ Stay order passed cannot be a bar for EPF Authority to make a fresh demand. [View Judgement](#)
- ❑ Recovery under the EPF Act can be made from the money received by the employer from any source. [View Judgement](#)

## GUJARAT HIGH COURT

- ❑ No cognizance of complaint made after one month for non-maintenance of minimum wage records. [View Judgement](#)

## JHARKHAND HIGH COURT

- ❑ Imposing ESI liability on the basis of original employee strength is wrong when the number got reduced. [View Judgement](#)

## KARNATAKA HIGH COURT

- ❑ ESI liability on the basis of labour component is proper when the employer withheld material records. [View Judgement](#)
- ❑ Findings on employer-employee relationship w.r.t. one enactment will be binding on other enactments. [View Judgement](#)
- ❑ No direction to pay PF dues when EPFO was aware that the EPF Scheme is not applicable to employer. [View Judgement](#)

# IMPORTANT JUDGEMENTS

## MADHYA PRADESH HIGH COURT

- ❑ Mere filing of return or deposit of BOCW Cess is not sufficient but is subject to the authority's satisfaction. [View Judgement](#)

## MADRAS HIGH COURT

- ❑ Settlement will not be invalid merely because some members of the trade union are unhappy with it. [View Judgement](#)
- ❑ Payment of bonus as per an incentive scheme cannot be equated with statutory bonus. [View Judgement](#)
- ❑ No PF liability when employees entered into an ID Act settlement for foregoing PF benefits. [View Judgement](#)
- ❑ Joint option application valid even though trust rules do not provide for higher pension contribution. [View Judgement](#)
- ❑ Limitation cannot be enlarged even when difficulty was caused due to shifting of CGIT to an-other State. [View Judgement](#)
- ❑ Tribunal's order, even if it had findings on mens rea, cannot be challenged by EPFO after 9 years. [View Judgement](#)
- ❑ Amendment of trust rules not mandatory when PF Scheme is amended. [View Judgement](#)

# IMPORTANT JUDGEMENTS

- ❑ Order passed under Section 7A of EPF Act, without notice to the employer, is not sustainable. [View Judgement](#)
- ❑ High Court cannot enlarge the limitation beyond the period statutorily provided. [View Judgement](#)

## ORISSA HIGH COURT

- ❑ No employer-employee relationship even when contract labourer was working under the directions of the principal employer. [View Judgement](#)
- ❑ No regularization with the principal employer even when contractors were changing continuously. [View Judgement](#)

## TELANGANA HIGH COURT

- ❑ Mere single incident of losing temper cannot be the sole reason to deny reinstatement. [View Judgement](#)
- ❑ Employee would not be guilty of insubordination when he was deliberately provoked by the management. [View Judgement](#)



# CORE INTEGRA COMPLIANCE CALENDAR

NOVEMBER  
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 | Return              | Half Yearly Returns                     | Apr'25 to Sep'25 | 11-Nov                  | Code wise     | Online  |
| Employee State Insurance Act, 1948                             | All States | Remittance          | Monthly Contribution Challan            | Oct'25           | 15- Nov                 | Code wise     | Online  |
| Employee Provident Fund And Miscellaneous Provisions Act, 1952 | All States | Remittance          | Monthly Contribution Challan            | Oct'25           | 15- Nov                 | Code wise     | Online  |
| Employee Provident Fund And Miscellaneous Provisions Act, 1952 | All States | Return              | International Workers Return            | Oct'25           | 15- Nov                 | Code wise     | Online  |
| Employee Provident Fund And Miscellaneous Provisions Act, 1952 | All States | Return              | Monthly Return - EDLI Exempted Employer | Oct'25           | 25-Nov                  | 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   | Haryana        | Remittance           | Quarterly                             | Jul'25 to Sep'25 | 01-Nov                  | Branch        | Unpaid Accumulation - After 2 years from become payable - Offline |
| Punjab Labour Welfare Fund Act,1965   | Punjab         | Remittance           | Quarterly                             | Jul'25 to Sep'25 | 01-Nov                  | Branch        | Unpaid Accumulation - After 3 years from become payable - Offline |
| Punjab Labour Welfare Fund Act,1965 (Chandigarh)                              | Chandigarh     | Remittance           | Quarterly                             | Jul'25 to Sep'25 | 01-Nov                  | Branch        | Unpaid Accumulation - After 3 years from become payable - Offline |
| Kerala Shops and Commercial Establishments Workers Welfare Fund Act,2006      | Kerala         | Remittance           | Monthly Contribution                  | Oct'25           | 05-Nov                  | Branch        | Offline   |
| Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987 | Andhra Pradesh | Remittance           | Monthly Remittance & Filing of Return | Oct'25           | 10-Nov                  | Branch        | Online  |
| Telangana Tax On Professions, Trades, Callings And Employments Act, 1987      | Telangana      | Remittance & Returns | Monthly Remittance & Filing of Return | Oct'25           | 10-Nov                  | Branch        | Online  |

# STATUTORY DUE DATES



| Name of Act  | State          | Remittance / Return  | Frequency                             | Period           | Due Date (On or Before) | Applicability | Remarks   |
|--|----------------|----------------------|---------------------------------------|------------------|-------------------------|---------------|---|
| Madhya Pradesh Vritti Kar Adhinyam, 1995 (PT)  | Madhya Pradesh | Remittance           | Monthly Remittance                    | Oct'25           | 10-Nov                  | Branch        | Online  |
| Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976 | Gujarat        | Return               | Monthly Returns                       | Oct'25           | 15-Nov                  | Branch        | Offline   |
| Bihar Tax On Professions, Trades, Callings And Employments Act, 2011   | Bihar          | Return               | Annual Returns                        | Apr'25 to Mar'26 | 15-Nov                  | Branch        | Return by 30th Nov - Online   |
| The Jharkhand Tax On Profession, Trades, Callings And Employments Act, 2011  | Jharkhand      | Return               | Quarterly Return                      | Jul'25 to Sep'25 | 15-Nov                  | Branch        | Employee & Employer Tax online (Employer to deduct monthly and remit quarterly) |
| Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006  | Sikkim         | Remittance & Returns | Monthly                               | Oct'25           | 15-Nov                  | Branch        | Online  |
| Karnataka Tax on Professions, Trades, Callings and Employments Act, 1976   | Karnataka      | Remittance & Returns | Monthly Remittance & Filing of Return | Oct'25           | 20-Nov                  | Combined      | Online  |

# STATUTORY DUE DATES



| Name of Act  | State       | Remittance/ Return    | Frequency                             | Period           | Due Date (On or Before) | Applicability | Remarks |
|--|-------------|-----------------------|---------------------------------------|------------------|-------------------------|---------------|---------|
| West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979 | West Bengal | Remittance            | Monthly Remittance & Filing of Return | Oct'25           | 21-Nov                  | Branch        | Online  |
| Kerala Industrial Establishments (National and Festival Holidays) Act, 1958      | Kerala      | Return                | Holiday Intimation                    | Jan'25 to Dec'25 | 30-Nov                  | Branch        | Online  |
| Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975  | Maharashtra | Remittance & Returns  | Monthly Remittance & Filing of Return | Oct'25           | 30-Nov                  | Combined      | Online  |
| Assam Professions, Trades, Callings And Employments Taxation Act, 1947           | Assam       | Remittance & Returns  | Monthly Remittance & Filing of Return | Oct'25           | 30-Nov                  | Branch        | Online  |
| Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000      | Odisha      | Remittance            | Monthly Remittance & Filing of Return | Oct'25           | 30-Nov                  | Branch        | Online  |
| Tripura Professions Trades Callings And Employments Taxation Act, 1997           | Tripura     | Remittance and Return | Monthly                               | Oct'25           | 30-Nov                  | Branch        | 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   | Oct'25 | 30-Nov                  | Branch        | Online  |
| Manipur Professions, Trades, Callings And Employments Taxation Act, 1981                  | Manipur   | Remittance and Return | Monthly   | Oct'25 | 30-Nov                  | Branch        | Online  |
| Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995                  | Mizoram   | Remittance and Return | Monthly   | Oct'25 | 30-Nov                  | Branch        | Online  |
| Nagaland Professionals, Trades, Calling and Employment Taxation (4th Amendment) Act, 2012 | Nagaland  | Remittance and Return | Monthly   | Oct'25 | 30-Nov                  | Branch        | Online  |
| Punjab State Development Tax 2018   | Punjab    | Remittance and Return | Monthly   | Oct'25 | 30-Nov                  | Branch        | Online  |

# AWARDS AND CERTIFICATIONS



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# AWARDS



# CERTIFICATION



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