



CORE INTEGRA COMPLIANCE NEWSLETTER

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STATUTORY NOTIFICATIONS/UPDATES

EMPLOYEES STATE INSURANCE CORPORATION – DRAFT OF EMPLOYEES’ STATE INSURANCE (GENERAL) REGULATIONS, 2026.

Employees State Insurance Corporation vide No. X-1101/31/2026-P&D dated 22.07.2026 notified the draft of Employees’ State Insurance (General) Regulations, 2026, which is proposed in exercise of the powers conferred by section 157 of Code on Social Security, 2020 read with section 24 of the General Clauses Act, 1897 in supersession of the Employees’ State Insurance (General) Regulations, 1950 and notice is hereby given that the said draft notification will be taken into consideration after the expiry of a period of forty-five days from the day on which the copies of the Official Gazette in which this notification is published are made available to the public.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT – APPOINTMENT OF CENTRAL ADVISORY BOARD UNDER THE CODE ON WAGES, 2019.

The Ministry of Labour and Employment vide S.O. 3995(E) dated 21.07.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 42 of the Code on Wages, 2019 and in supersession of the notification of the Government of India in the Ministry of Labour and Employment published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), vide number S.O.527(E) dated the 29th January 2019, the Central Government hereby appoints a Central Advisory Board, consisting of the Members mentioned in the Notification.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - SOCIAL SECURITY FOR UNORGANIZED WORKERS THROUGH E-SHRAM PORTAL.

The Ministry of Labour and Employment vide Press Release dated 20.07.2026 notified the launch of e-Shram portal on 26th August 2021 for creation of a comprehensive National Database of Unorganised Workers (NDUW) including platform workers, migrant workers etc. The e-Shram portal registers the unorganised workers including gig and platform workers and provides them a Universal Account Number (UAN) on a self-declaration basis. As on 14 July 2026, over 31.78 crore unorganised workers have already been registered on e-Shram portal.

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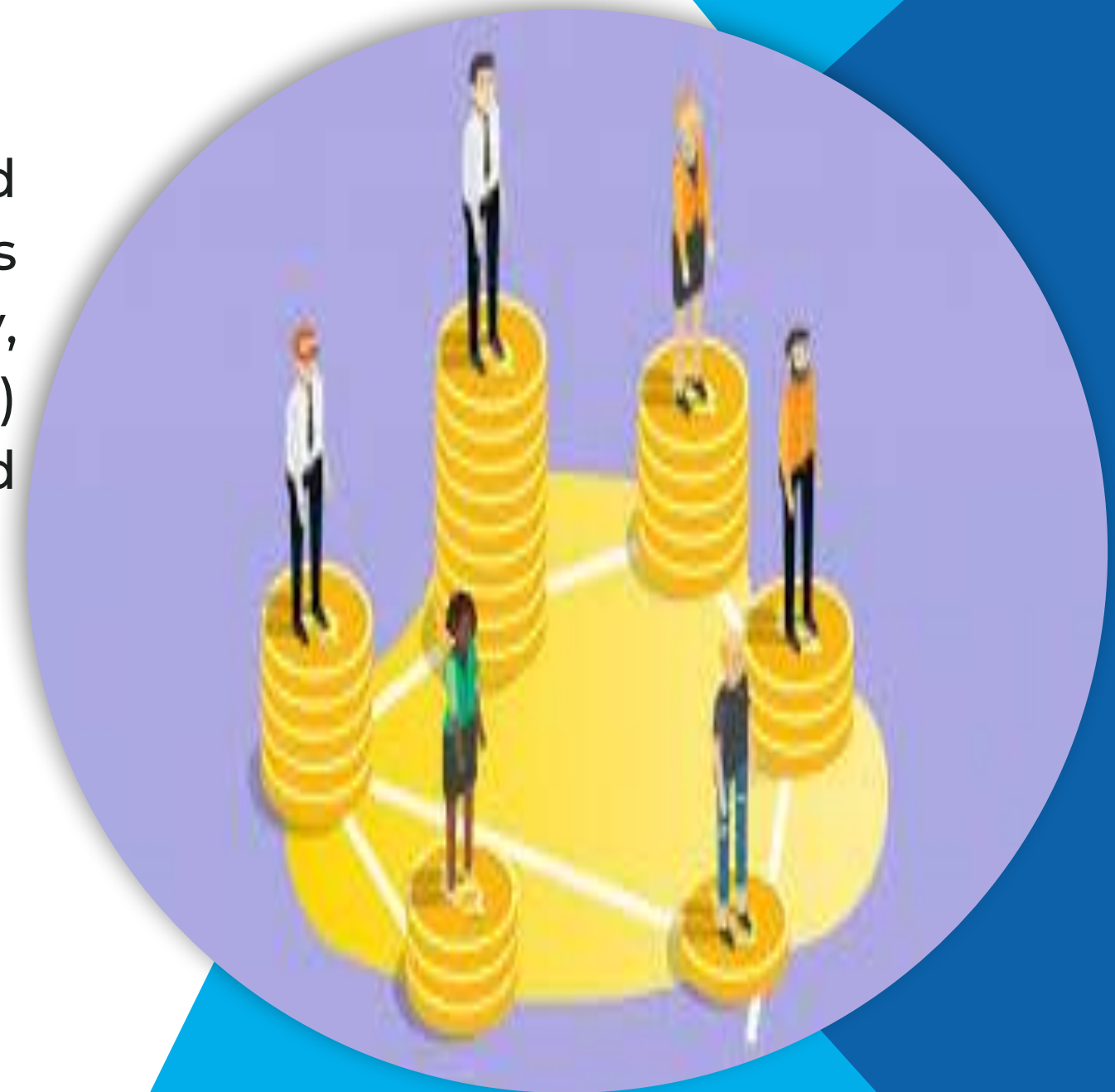
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NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - CORRIGENDUM UNDER THE CODE ON WAGES (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment vide G.S.R. 629(E) dated 15.07.2026 issued a Corrigendum stating that in the Code on Wages (Central) Rules, 2026, published in the Gazette of India, Extraordinary, Part II, Section 3, sub-section (i), Issue No. 309, vide No. G.S.R. 343(E) dated 8th May 2026, in page 39, in line 22 for "the Code on Wages" read "the Wages".

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STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SUB-RULE (4) OF RULE 163 OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment, Directorate General of Mines Safety vide G.S.R. 619(E) dated 13.07.2026, in exercise of the powers conferred under sub-rule (4) of Rule 163 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, hereby specified the proforma and fee of application to be submitted by training centres established under any law other than Occupational Safety, Health and Working Conditions Code, 2020.

[**View Notification**](#)

**Occupational Safety, Health
and Working Conditions
Code 2020**



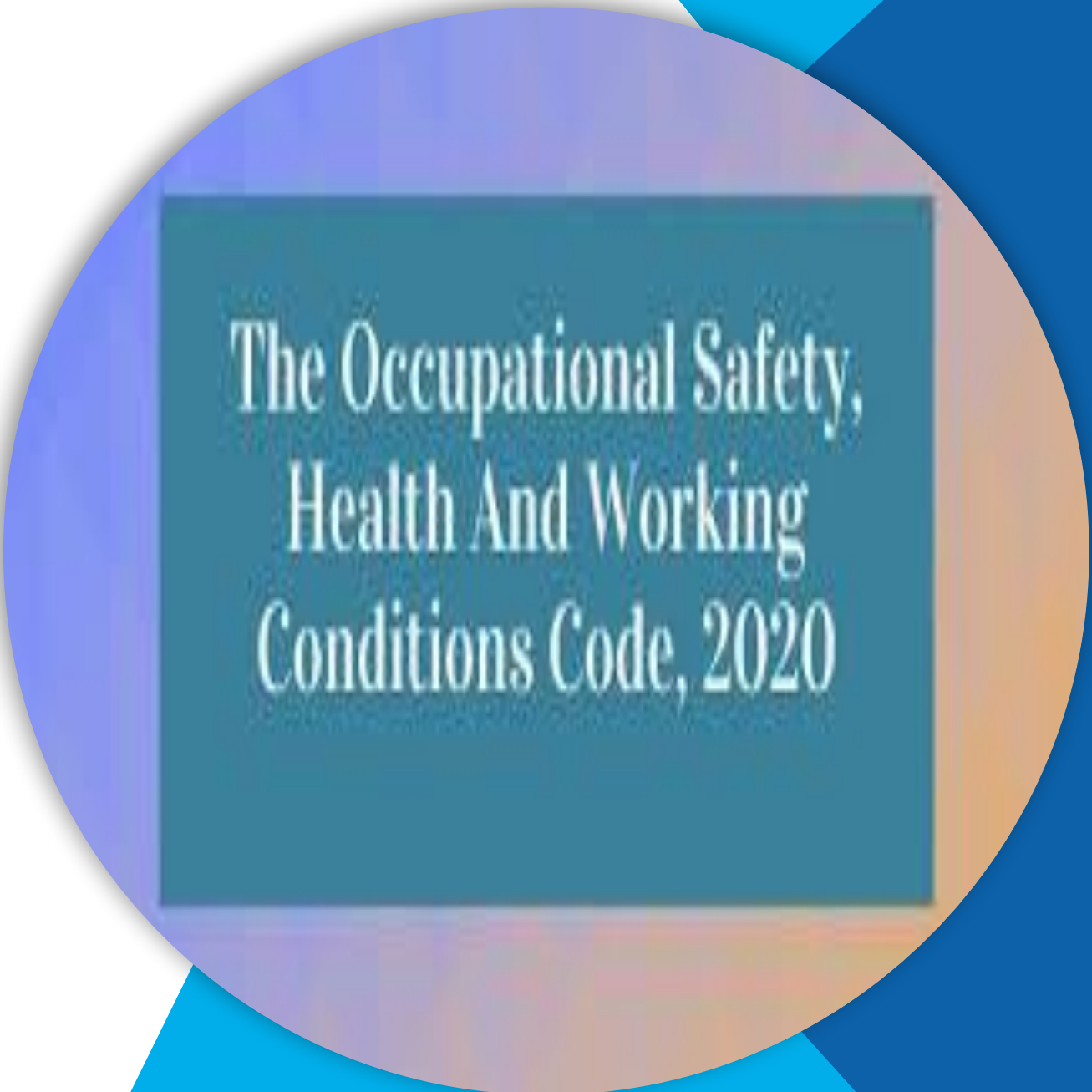
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NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SUB-RULE (1) AND (2) OF RULE 172 OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment Directorate General of Mines Safety vide G.S.R. 623(E) dated 13.07.2026, in exercise of the powers conferred under sub-rule (1) and sub-rule (2) of Rule 172 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, hereby specify the training allowance to be paid to trainers and instructors of a Vocational Training Centre.

[**View Notification**](#)

A large circular graphic with a blue-to-orange gradient background. Inside the circle is a dark blue rectangular box containing the text "The Occupational Safety, Health And Working Conditions Code, 2020" in a light blue, serif font.

The Occupational Safety,
Health And Working
Conditions Code, 2020

STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER RULE 164 OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment Directorate General of Mines Safety vide G.S.R. 620(E) dated 13.07.2026, in exercise of the powers conferred under Rule 164 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, hereby specify the provisions of staff, equipment and other facilities in Vocational Training Centre.

[**View Notification**](#)



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NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER RULE 169 OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment, Directorate General of Mines Safety vide G.S.R. 622(E) dated 13.07.2026, in exercise of the powers conferred under Rule 169 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, specify the qualification, training and experience for instructors and trainers of Vocational Training Centre.

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NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SUB-RULE (1) OF RULE 165 OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment, Directorate General of Mines Safety vide G.S.R. 621(E) dated 13.07.2026, in exercise of the powers conferred under sub-rule (1) of Rule 165 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, hereby specified the qualification and experience of the whole time Training Officer of Vocational Training Centre.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SUB-RULE (3) OF RULE 163 OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment, Directorate General of Mines Safety vide G.S.R. 618(E) dated 13.07.2026, in exercise of the powers conferred under sub-rule (3) of Rule 163 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, hereby, specify the approval for training centre established under any law other than the Occupational Safety, Health and Working Conditions Code, 2020.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - EPFO INVITES APPLICATIONS FOR AMNESTY SCHEME FROM PROVIDENT FUND TRUSTS.

The Ministry of Labour and Employment vide Press Release dated 12.07.2026 notified that the Employees' Provident Fund Organization has introduced the Amnesty Scheme, 2026, providing a one-time opportunity for establishments operating exempted Provident Fund (PF) Trusts recognised under the Income Tax Act, 1961 to regularise their status. Employers, stakeholders and the general public are advised to take note of the scheme, which will remain open for a period of six months. This scheme applies to establishments that have been operating a Provident Fund Trust recognised under the Income Tax Act, 1961, but do not possess a formal exemption notification from the appropriate Government. The Scheme has been notified on 29th June 2026 and will be valid for a period of six (6) months.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SUB-RULE (1) OF RULE 111 OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment, Director General of Mines and Safety vide G.S.R. 605(E) dated 07.07.2026, in exercise of the powers conferred under sub-rule 1 of Rule 111 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, hereby specify the form of the notice of initial medical examination shall be given by an employer to the person to be examined. Such notice issued shall be sent to examination authority by an employer as per sub-rule 1 of the Rule 111 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026 and applicable to all the mines.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SUB-RULE (2) OF RULE 111 OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment, Director General of Mines and Safety vide G.S.R. 603(E) dated 07.07.2026, in exercise of the powers conferred under sub-rule 2 of Rule 111 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, hereby specify the form of the notice of periodical medical examination shall be given by a manager to the person to be examined. Such notice issued shall be sent to examination authority as per sub-rule 2 of the Rule 111 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026 and applicable to all the mines.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SUB-RULE (4) OF RULE 111 OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment, Director General of Mines and Safety vide G.S.R. 604(E) dated 07.07.2026, in exercise of the powers conferred under sub-rule 4 of Rule 111 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, hereby specify the form of the notice of medical examination shall be given by a manager to the person to be examined, in case he failed to attend medical examination without any reasonable cause. Such notice issued shall be sent to examination authority as per sub-rule 4 of the Rule 111 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026 and applicable to all the mines.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SUB-RULE (2) OF RULE 131 OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment, Director General of Mines and Safety vide G.S.R. 572(E) dated 01.07.2026, in exercise of the powers conferred under sub-rule 2 of Rule 131 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, hereby specify apparatus and equipment to be provided and maintained at the entrance of a belowground mine, where no rescue room is located. These standards shall be applicable to all below ground mine, where no rescue room is located close to mine entrance.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - FREQUENTLY ASKED QUESTIONS ON VISHWAS, 2026.

The Ministry of Labour and Employment issued General FAQs on VISHWAS, 2026. The Vishwas, 2026 is a one-time, six-month settlement window introduced by EPFO to enable eligible establishments to resolve cases relating to Damages under section 14B or section 128 of the Code on Social Security at reduced, graded rates, in a transparent and time-bound manner. It is available for limited period of six months from the date of its notification or for such extended period, not exceeding six months.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

EPFO – LAUNCH OF “VISHWAS, 2026” FOR AMICABLE SETTLEMENT OF DISPUTES.

The Employees Provident Fund Organization vide No.: Compliance / E-1203096 / 2025 /2823 dated 09.07.2026 notified the launch of VISHWAS, 2026 for amicable settlement of disputes relating to Damages under section 14B of Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and or section 128 of the Code of Social Security, 2020. The provisions of VISHWAS, 2026 are effective from 29.06.2026 and shall remain in force for a period of six months from the date of its publication. It will be applicable to categories of cases under section 14B of the Employees Provident Funds and Miscellaneous Provisions Act, 1952 read with paragraph 32A of the Employees' Provident Funds Scheme, 1952 and section 128 of the Code read with paragraph 23 of the EPF Scheme, 2026.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - IMPLEMENTATION OF EMPLOYEES' ENROLMENT CAMPAIGN, 2026.

The Ministry of Labour and Employment, vide No. EEC/2025/E-1190921/4278204 dated 08.07.2026 notified the Implementation of Employees' Enrolment Campaign, 2026. Vide Notifications No. G.S.R. 525(E), G.S.R. 526(E) and G.S.R. 527(E) dated 29.06.2026, the Ministry of Labour and Employment, Government of India, has notified the issuance of the Employees' Enrolment Campaign, 2026 under the relevant provisions of the Code on Social Security, 2020. The Ministry has requested to ensure dissemination of the scheme to all establishments under jurisdiction, facilitate awareness campaigns/webinars for employers and stakeholders, set up dedicated helpdesks to address queries and assist with UAN generation, portal access, and declaration filing, monitor and ensure timely processing of declarations and submissions under the campaign.

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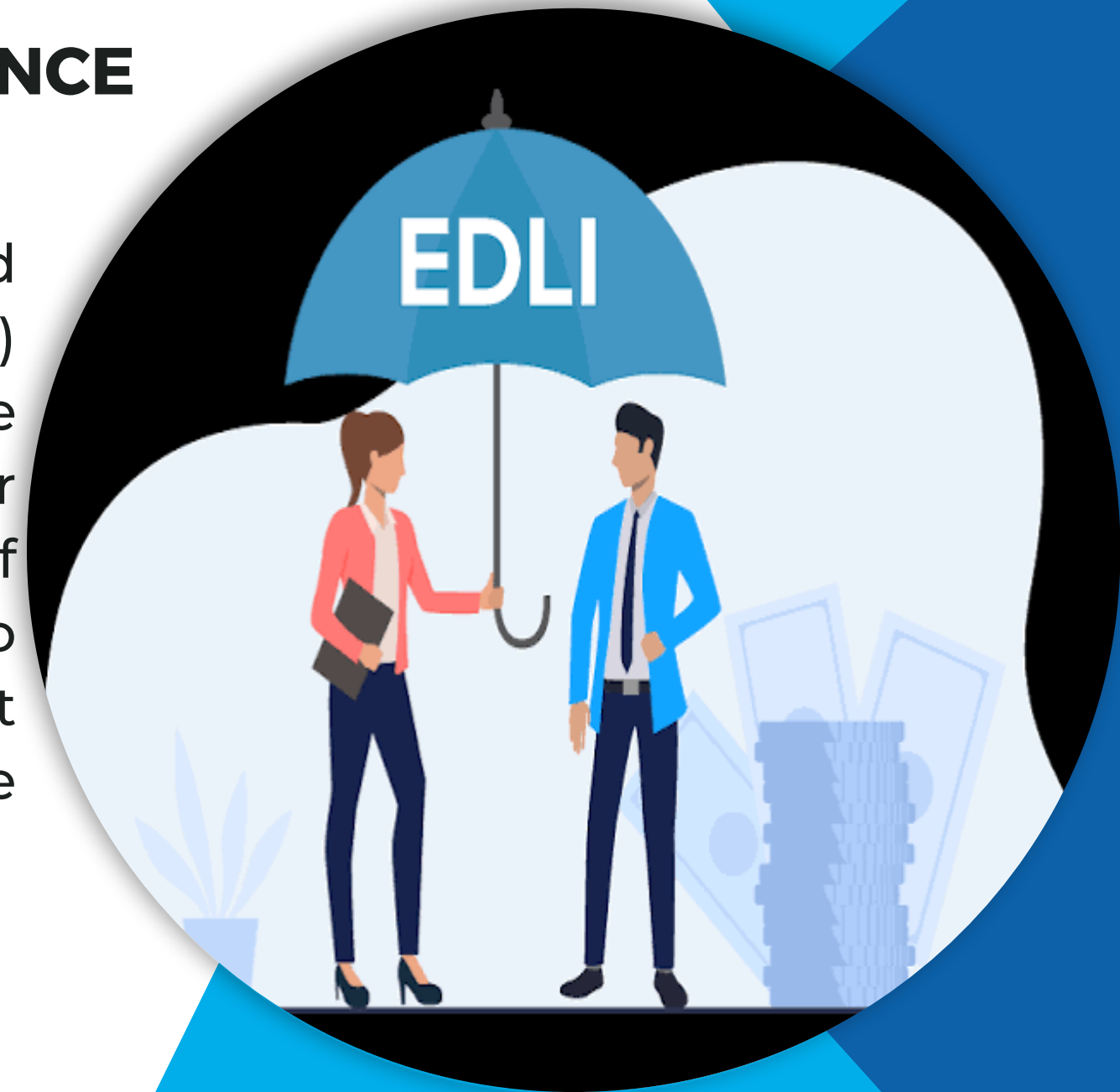
STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - RATE OF CONTRIBUTION TO EMPLOYEES DEPOSIT LINKED INSURANCE SCHEME.

The Ministry of Labour and Employment vide S.O. 3581(E) dated 01.07.2026 notified that in exercise of the powers conferred by clause (c) of sub-section (1) of section 16 of the Code on Social Security, 2020, the Central Government hereby specifies one-half per cent of the wages for the time being payable in relation to his employee as the rate of contribution which shall be payable every month by the employer to the Insurance Fund established under the said Code and with effect from the commencement of Employees' Deposit Linked Insurance Scheme, 2026 i.e. 29th June, 2026.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - RATE OF CONTRIBUTION TO EMPLOYEES PENSION SCHEME.

The Ministry of Labour and Employment vide S.O. 3580(E) dated 01.07.2026 notified that in exercise of the powers conferred by sub-clause (i) and sub-clause(ii) of clause (b) of sub-section (1) of section 16 of the Code on Social Security, 2020, the Central Government hereby notifies eight and one-third per cent of the wages for the time being payable in relation to his employees as the rate of contribution which shall be payable every month by the employer to the Pension Fund, established under the Code with effect from the commencement of Employees' Provident Scheme, 2026 i.e., 29th June, 2026.

[View Notification](#)

The word "PENSION" is spelled out in large, light-colored wooden block letters on a grey textured surface. Below the letters are various office supplies: a stack of Indian Rupee banknotes, a teal calculator, a pair of black-rimmed glasses, a red alarm clock, and a white notepad with a blue pen.

STATUTORY NOTIFICATIONS/UPDATES

EPFO - DECLARATION OF RATE OF INTEREST FOR THE EMPLOYEES' PROVIDENT FUND MEMBERS ACCOUNT FOR THE YEAR 2025-26.

The Employees Provident Fund Organization vide No. INV-11/2/2021-INV/E-41960/2519 dated 01.07.2026 declared the Rate of Interest for the Employees' Provident Fund Members Account for the year 2025-26. The Ministry of Labour and Employment has conveyed the approval of the Central Government under Para 60(1) of the Employees' Provident Fund Scheme, 1952 to credit interest @8.25% for the Financial Year 2025-26 to the account of each member of the EPF Scheme as per the provisions under Para 60 of EPF Scheme, 1952.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - CONSUMER PRICE INDEX FOR INDUSTRIAL WORKERS FOR MONTH OF MAY 2026.

The Government of India, Ministry of Labour and Employment vide No. 5/1/2021-CPI dated 30.06.2026 notified the Consumer Price Index for Industrial Workers on base 2016=100 for the month of May 2026.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - CONSUMER PRICE INDEX NUMBERS FOR AGRICULTURAL LABOURERS AND INDUSTRIAL WORKERS FOR THE MONTH OF JUNE 2026.

The Department of Economics and Statistics, Government of Kerala vide Notification no. DES/1129/2025-P3(1) dated 18.07.2026 issued the Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of June 2026 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 MINIMUM RATES OF WAGES FOR PRIVATE SECURITY AGENCIES EFFECTIVE FROM 1 JULY 2025.

The Government of Assam, Labour Welfare Department vide No. E-262184/68 dated 20.06.2026 notified that the rates of Variable Dearness Allowance payable to the employees/ workers engaged under Private Security Agency Houses w.e.f. July 2025 are fixed on the basis of 100% rise on the average All India CPI (Industrial Workers). In continuation to Notification No. E-262184/66 dated 27.02.2026, it is hereby notified that the following VDA shall be payable to the employees/ workers engaged under Private Security Agency Houses in the State of Assam w.e.f. 01.07.2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ASSAM – REVISED MINIMUM RATES OF WAGES EFFECTIVE FROM 01 JANUARY 2026.

The Government of Assam, Labour Welfare Department vide No. E-238621/703 dated 17.06.2026 notified the revised VDA payable to the employees /workers specified in the Schedule to the Notification, with effect from 01.01.2026.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MEGHALAYA - REVISED MINIMUM RATES OF WAGES W.E.F. 01.04.2026.

The Government of Meghalaya, Department of Labour, Employment and Skill Development vide No. LE&SD.9/2023/Pt/26 dated 04.05.2026 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 with effect from 01.04.2026, in respect of the schedule of Employments all categorized and defined as indicated in the table in the notification.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

BIHAR – PAID PUBLIC HOLIDAY ON ACCOUNT OF BY-ELECTION TO 182-BANKIPUR ASSEMBLY CONSTITUENCY.

The Government of Bihar, General Administration Department vide Gazette Order No. 3/H-01/2023-13226/S.P. dated 27.07.2026 notified that in view of the provisions contained in Section 135B of the Representation of People Act, 1951, the date of poll scheduled for bye-election to 182-Bankipur Assembly Constituency on 30.07.2026 (Thursday) is declared as a paid public holiday.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

BIHAR – BIHAR SHOPS AND ESTABLISHMENTS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) (REPEAL) ACT, 2026.

The Bihar Legislative Assembly Secretariat vide Gazette Order No. V.S.V-26/2026-3356 V.S. dated 23.07.2026 notified that the Bihar Shops and Establishments (Regulation of Employment and Conditions of Service) (Repeal) Bill, 2026 was introduced in the Bihar Legislative Assembly on the 22nd of July 2026 and is hereby published with objects and purposes under Rule 116 of the Rules of Procedure and Conduct of Business in the Bihar Legislative Assembly.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

DADRA AND NAGAR HAVELI AND DAMAN AND DIU – DRAFT OF THE DADRA AND NAGAR HAVELI AND DAMAN AND DIU INDUSTRIAL RELATIONS RULES, 2026.

The UT Administration of Dadra and Nagar Haveli and Daman and Diu, Department of Labour and Employment vide No. LE/LI/DMN/IR/210540/2026/222 dated 20.07.2026 notified the draft of the Dadra and Nagar Haveli and Daman and Diu Industrial Relations Rules, 2026, which the Administrator proposes to make in exercise of the powers conferred by sub-section (1) of section 99 of the Industrial Relations Code, 2020 and notice is hereby given that the said draft will be taken into consideration after the expiry of a period of forty-five days from the day on which the copies of the Official Gazette in which this notification is published are made available to the public.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

DADRA AND NAGAR HAVELI AND DAMAN AND DIU – DRAFT OF THE CODE ON WAGES (DADRA AND NAGAR HAVELI AND DAMAN AND DIU) RULES, 2026.

The UT Administration of Dadra and Nagar Haveli and Daman and Diu, Department of Labour and Employment vide No. LE/ LI/ DMN/ Wages/ 210543/ 2026/ 219 dated 20.07.2026 notified the draft of the Code on Wages (Dadra and Nagar Haveli and Daman and Diu) Rules, 2026, which the Administrator proposes to make in exercise of the powers conferred by section 67 of the Code on Wages, 2019 and notice is hereby given that the said draft notification will be taken into consideration after the expiry of a period of forty-five days from the date on which the copies of the Official Gazette in which this notification is published, are made available to the public.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

DADRA AND NAGAR HAVELI AND DAMAN AND DIU – DRAFT OF THE DADRA AND NAGAR HAVELI AND DAMAN AND DIU SOCIAL SECURITY RULES, 2026.

The UT Administration of Dadra and Nagar Haveli and Daman and Diu, Department of Labour and Employment vide No. LE/ LI/ DMN/ SSR/ 210542/ 2026/ 221 dated 20.07.2026 notified the draft of the Draft of the Dadra and Nagar Haveli and Daman and Diu Social Security Rules, 2026, which the Administrator proposes to make in exercise of the powers conferred by sections 154 and 156 of the Code on Social Security, 2020 and notice is hereby given that the said draft notification will be taken into consideration after the expiry of a period of forty-five days from the day on which the copies of the Official Gazette in which this notification is published are made available to the public.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

WEST BENGAL - DRAFT OF THE WEST BENGAL CODE ON WAGES RULES, 2026.

The Government of West Bengal, Labour Department vide No. Labr/103/Law dated 13.07.2026 notified the draft of the West Bengal Code on Wages Rules, 2026, which the Governor proposes to make in exercise of the powers conferred by section 67 of the Code on Wages, 2019 and in supersession of all rules, orders, notifications on the subject, as required by sub section (1) of section 67 of the said Code, for the intimation of persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration on or after the expiry of a period of forty five days from the date of publication of the notification in the Official Gazette.

[**View Notification**](#)

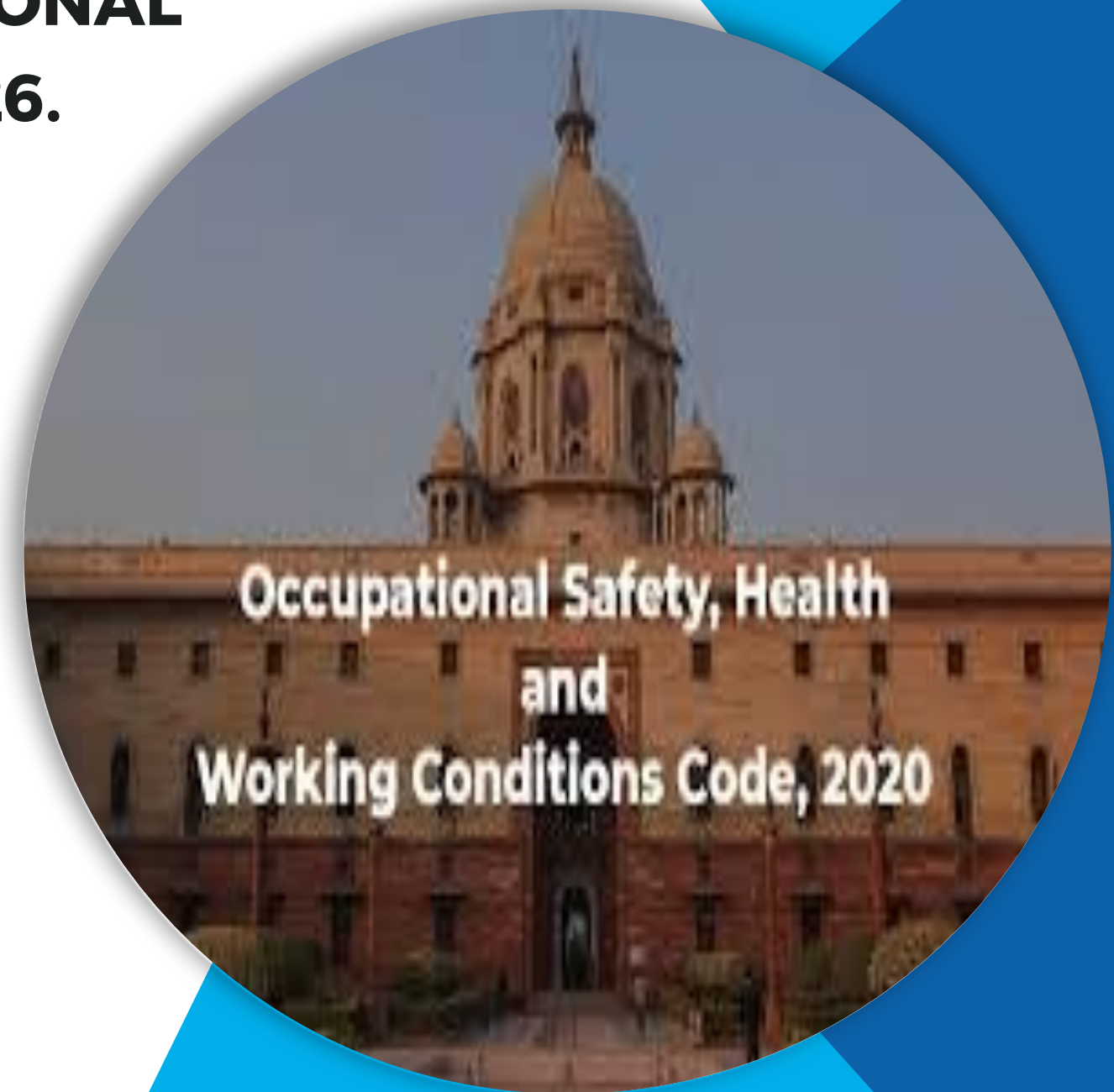


STATUTORY NOTIFICATIONS/UPDATES

WEST BENGAL - DRAFT OF THE WEST BENGAL OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS RULES, 2026.

The Government of West Bengal, Labour Department vide No. Labr/105/Law dated 13.07.2026 notified the draft of the West Bengal Occupational Safety, Health and Working Conditions Rules, 2026, which the Governor proposes to make in exercise of the powers conferred by sections 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 and notice is hereby given that the said draft will be taken into consideration on or after the expiry of forty five days from the date of publication of the notification in the Official Gazette.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

WEST BENGAL - DRAFT OF THE WEST BENGAL SOCIAL SECURITY RULES, 2026.

The Government of West Bengal, Labour Department vide No. Labr/104/Law dated 13.07.2026 notified the draft of the West Bengal Social Security Rules, 2026, which the Governor proposes to make in exercise of the powers conferred by sections 154 and 156 of the Code on Social Security, 2020 and notice is hereby given that the said draft will be taken into consideration on or after the expiry of forty five days from the date of publication of the notification in the Official Gazette.

[**View Notification**](#)

A circular graphic with a blue-to-orange gradient background. Inside the circle is a dark blue rectangle containing the text "The Code On Social Security, 2020" in a light blue, serif font.

The Code On Social
Security, 2020

STATUTORY

NOTIFICATIONS/UPDATES

WEST BENGAL - DRAFT OF THE WEST BENGAL INDUSTRIAL RELATIONS RULES, 2026.

The Government of West Bengal, Labour Department vide No. Labr/102/Law dated 13.07.2026 notified the draft of the West Bengal Industrial Relations Rules, 2026, which the Governor proposes to make in exercise of the power conferred by section 99 of the Industrial Relations Code, 2020 and notice is hereby given that the said draft will be taken into consideration on or after the expiry of a period of forty five days from the date of publication of the notification in the Official Gazette.

[View Notification](#)

A circular graphic with a dark, teal-tinted background showing an industrial scene with cranes and buildings. Overlaid on this is the text "THE INDUSTRIAL RELATIONS CODE 2020" in large, bold, white capital letters.

THE INDUSTRIAL
RELATIONS CODE
2020

STATUTORY

NOTIFICATIONS/UPDATES

BIHAR - ENHANCEMENT OF AMOUNT OF PENSION AND DISABILITY PENSION UNDER THE CODE ON SOCIAL SECURITY, 2020.

The Government of Bihar, Labour Department vide No. BCWC-88/2013 L.R./661 dated 13.07.2026 notified that, in exercise of the powers conferred by section 7 (6) (b) of the Code on Social Security, 2020, the Government of Bihar makes the provision to enhance the amount of Pension and Disability Pension. It is proposed to enhance the monthly pension payable to registered construction workers from Rs. 1000/- to Rs. 1,100 per month and enhance the monthly disability pension payable to registered construction workers Rs. 1000/- to Rs. 1,100 per month.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

DELHI – INSTRUCTIONS REGARDING TIMELY PAYMENT OF WAGES/ SALARY TO MANPOWER ENGAGED AS PER CODE ON WAGES, 2019.

The Government of National Capital Territory of Delhi on 12.07.2026 endorsed the Office Memorandum issued by the Ministry of Finance, Department of Expenditure Procurement Policy Division regarding timely payment of wages/ salary to manpower engaged as per Code on Wages, 2019. The Code on Wages, 2019 lays down provisions relating to minimum wages to all employees and timely payment of wages. In this context, and in order to ensure full compliance with statutory provisions, it is directed for implementation of the orders listed in the Notification.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

ANDHRA PRADESH – FINAL NOTIFICATION OF CODE ON SOCIAL SECURITY (ANDHRA PRADESH) RULES, 2026.

The Government of Andhra Pradesh, Labour Factories Boilers and Insurance Medical Services vide G.O.Rt.No. 126 dated 07.07.2026, notified that, in exercise of the powers conferred by sections 154 and 156 of the Code on Social Security, 2020 and in supersession of the previous Rules, the State Government hereby makes the Final Code on Social Security (Andhra Pradesh) Rules, 2026.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - MAHARASHTRA GIG AND PLATFORM WORKERS RIGHTS AND PROTECTION BILL, 2026.

The Government of Maharashtra on 03.07.2026 notified the Maharashtra Gig and Platform Workers Rights and Protection Bill, 2026, to provide for the Maharashtra Gig and Platform Workers Right and Protections. The purpose of the Act is to protect the livelihood, dignity and well-being of gig and platform workers by regulating platform-based employment practices. It is to ensure fair wages, social security and protection from exploitation digital management systems.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

CHANDIGARH - DRAFT OF CHANDIGARH CODE ON WAGES RULES, 2026.

The Chandigarh Administration, Labour Department vide No. 662869-HII(2)-2026/6249 dated 02.07.2026 notified the draft of the Chandigarh Code on Wages Rules, 2026, which the Administrator proposes to make in exercise of the powers conferred by sub-section (2) of the Code on Wages, 2019 and notice is hereby given that the draft will be taken into consideration by the State Government on or after the expiry of a period of thirty days from the date of publication of the notification in the Official Gazette of the Chandigarh Administration.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

CHANDIGARH - DRAFT OF INDUSTRIAL RELATIONS (CHANDIGARH) RULES, 2026.

The Chandigarh Administration, Labour Department vide No. 662869-HII(2)-2026/6252 dated 02.07.2026 notified the draft of the Industrial Relations (Chandigarh) Rules, 2026, which the Administrator proposes to make in exercise of the powers conferred by sub-section (2) of section 99 of the Industrial Relations Code, 2020 and notice is hereby given that the draft will be taken into consideration by State Government on or after the expiry of a period of thirty days from the date of publication of the notification in the Official Gazette.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

CHANDIGARH - DRAFT OF THE CHANDIGARH OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS RULES, 2026.

The Chandigarh Administration, Labour Department vide No. 662869-HII(2)-2026/6255 dated 02.07.2026 notified the draft of the Chandigarh Occupational Safety, Health and Working Conditions Rules, 2026, which the Administrator proposes to make in exercise of the powers conferred by sections 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 and notice is hereby given that the draft will be taken into consideration by the State Government on or after the expiry of period of 45 days from the date of publication of the notification in the Official Gazette.

[View Notification](#)

The Occupational Safety,
Health And Working
Conditions Code, 2020

STATUTORY NOTIFICATIONS/UPDATES

CHANDIGARH - DRAFT OF THE CHANDIGARH SOCIAL SECURITY RULES, 2026.

The Chandigarh Administration, Labour Department vide No. 662869-HII(2)-2026/6258 dated 02.07.2026 notified the draft of the Chandigarh Social Security Rules, 2026, which the Administrator proposes to make in exercise of the powers conferred by sections 154 and 156 of the Code on Social Security, 2020 and notice is hereby given that the draft will be taken into consideration by the State Government on or after the expiry of a period of forty five days from the date of publication of the notification in the Official Gazette.

[View Notification](#)

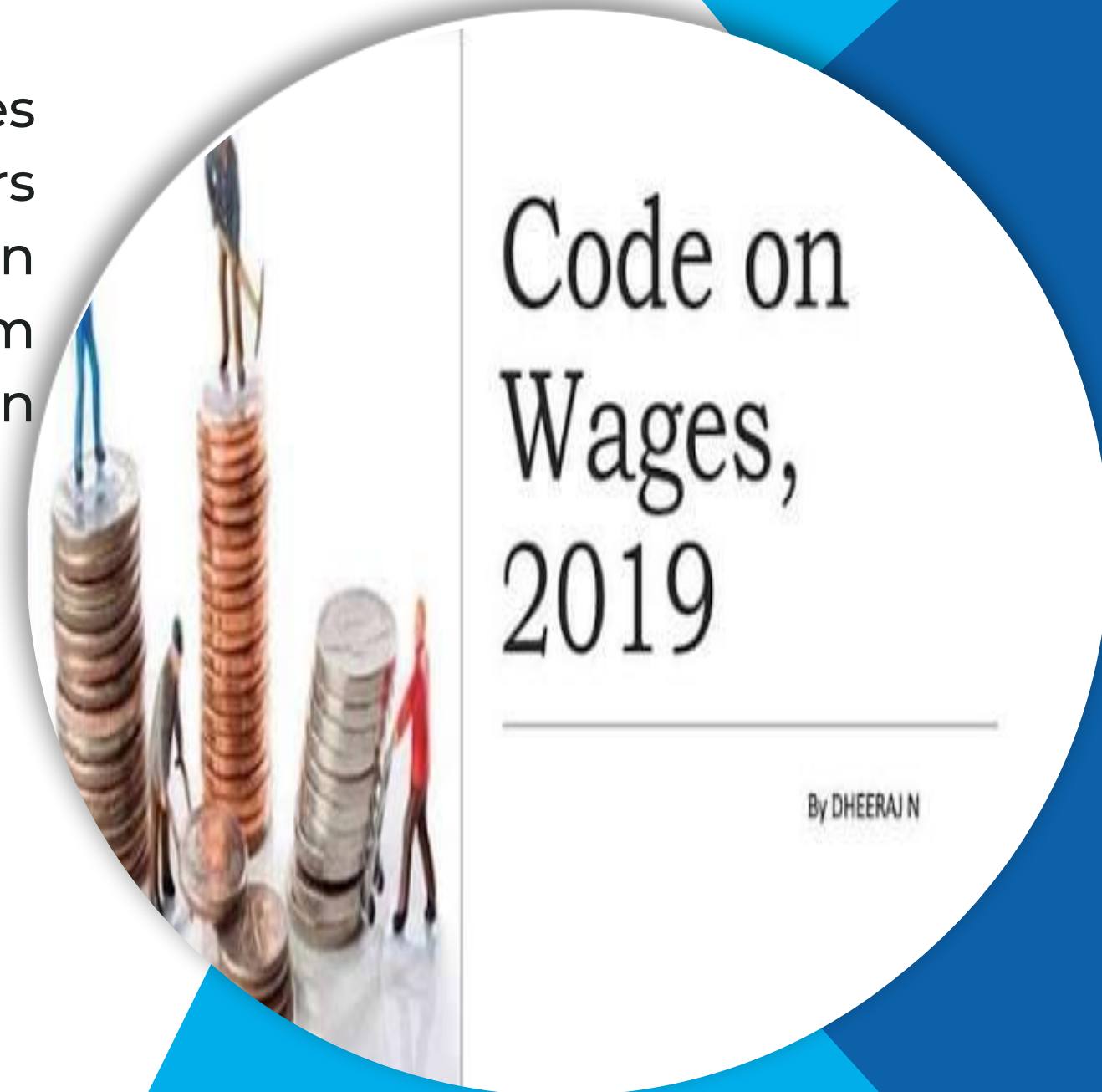


STATUTORY NOTIFICATIONS/UPDATES

BIHAR - CODE ON WAGES (BIHAR) RULES, 2026.

The Government of Bihar, Labour Department vide No. 1/code on wages 10-01/2021 dated 30.06.2026 notified that in exercise of the powers conferred by section 67 of the Code on Wages, 2019 and in supersession of the Bihar payment of Wages Rules, 1937 and the Bihar Minimum Wages Rules, 1951, the Governor of Bihar is pleased to make Code on Wages (Bihar) Rules, 2026.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

BIHAR - THE INDUSTRIAL RELATION (BIHAR) RULES, 2026.

The Government of Bihar, Labour Department on 01.07.2026 notified the Industrial Relation (Bihar) Rules, 2026 in exercise of the powers conferred by section 99 of the Industrial Relations Code, 2020 read with section 24 of the General Clauses Act, 1897.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

BIHAR - SOCIAL SECURITY (BIHAR) RULES, 2026.

The Government of Bihar, Labour Department vide No. 1/COSS 10-01/2021 dated 30.06.2026, in exercise of the powers conferred under sub-section (1) of section 154 and 156 of the Code on Social Security, 2020, the Governor of Bihar makes the Social Security (Bihar) Rules, 2026.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

BIHAR - THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (BIHAR) RULES, 2026.

The Government of Bihar, Labour Department on 30.06.2026, notified that in exercise of the powers conferred by section 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 read with section 24 of the General Clauses Act, 1897, the Governor of Bihar pleased to make the Occupational Safety, Health and Working Conditions (Bihar) Rules, 2026.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN – NOTIFICATIONS UNDER THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020.

The Government of Rajasthan, Labour Department vide various Gazette Notifications dated 01.07.2026, in exercise of powers conferred by the Occupational Safety, Health and Working Conditions Code, 2020 notified the appointment of Chief Inspector-cum-Facilitator, Additional Chief Inspector-cum-Facilitator, Licensing Officers for the Contract Labour, Bidi and Cigar, Inter-State Migrant Workers establishments for the district/area mentioned against them for the purpose of the Code; Appellate Authority for the District/Area indicated against them; Appellate Authorities in the matters of contract labour, beedi and cigar for the district/area mentioned against them; appointment of officers for the district/area indicated against them as officers to try offences and impose penalty in respect of matters falling within the jurisdiction of the Labour Department; appointment of Compounding Officers; Designated Authority to determine the core activity for contract labour work in the State Government; Labour Inspectors as Inspector-cum-Facilitators and Registration Officers for Building and Other Construction, Beedi and Cigar, Contract Labour, Motor Transport and Inter-State Migrant Workmen Establishments. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN – INDUSTRIAL RELATIONS CODE (AMENDMENT) ACT, 2026.

The Government of Rajasthan, Law (Legislative Drafting) Department vide No. F.3(2) Law/2/2026 dated 01.07.2026 notified the Industrial Relations Code (Amendment) Act, 2026, which shall be deemed to have come into force from the 21st day of November 2025. In the Industrial Relations Code, 2020, in section 104 sub-section (1) will be substituted, as mentioned in the Notification.

[**View Notification**](#)

A circular graphic containing a blurred image of a book cover. The text "The Industrial Relations Code 2020" is overlaid in a serif font. The background of the circle has a purple-to-orange gradient.

The Industrial Relations
Code 2020

STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - FINAL NOTIFICATION OF THE RAJASTHAN OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS RULES, 2026.

The Government of Rajasthan, Labour and Factories & Boilers Department vide S.O.23 dated 30.06.2026 notified that the draft of the Rajasthan Occupational Safety, Health and Working Conditions Rules, 2026 was published as required by sub-section (1) of section 133, sub-section (1) of section 135 and section 137 of the Occupational Safety, Health and Working Conditions Code, 2020. Now therefore, in exercise of the powers conferred by section 133 and 135 of the Code, the Government hereby published the final Rajasthan Occupational Safety, Health and Working Conditions Rules, 2026.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MADHYA PRADESH – REVISION OF EMPLOYER LABOUR WELFARE FUND CONTRIBUTION.

The Government of Madhya Pradesh, Labour Department vide F. LAB-8-0003-2025-Sec-1-XVI(LAB) dated 28.01.2026 notified that in exercise of the powers conferred by sub-section (9) of section 9 of the Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982, the State Government hereby makes the following amendment in the said Adhiniyam. In Section 9, in sub-section (2) – (i) for the words “thirty rupees”, the words “fifty rupees” shall be substituted. (ii) in the proviso for the words “one thousand five hundred rupees”, the words “two thousand five hundred rupees” shall be substituted.

[View Notification](#)



IMPORTANT JUDGEMENTS



IMPORTANT JUDGEMENTS

JURISDICTION OF THE LABOUR COURTS AFTER THE ADVENT OF THE INDUSTRIAL RELATIONS CODE, 2020.

C. Jeyaraj v. The Management, S.G.J. Auto Care, C.R.P. (MD) No. 1265/2026, 2026 LLR 709 (MADRAS HIGH COURT).

Facts of the Case: In this case the petitioner challenges the endorsement made by the Labour Court of Tirunelveli. However, the execution petition filed by the petitioner was returned on the ground that the said Court have no jurisdiction to execute the matter. The facts of the case are so that the petitioner obtained an award from the labour Court directing the respondent to pay Rs. 2,92,190/- towards arrears of wages payable to the petitioner. The petitioner failed to pay the said amount as directed and they were restrained to file an execution petition before the concerned labour court.



IMPORTANT JUDGEMENTS

The Labour Court by the impugned endorsement order, returned the execution petition stating that, the Labour Court have no jurisdiction to entertain the execution of the petition based on the view of repeal of the Industrial Disputes Act, 1947 and the commencement of the Industrial Relations Code, 2020.

The learned counsel of the petitioner stated about the Notification dated 08-12-2025 issued by the Ministry of Labour and Employment, where it has been stated that the existing Labour Courts, Industrial Tribunals and National Industrial Tribunals constituted under the Industrial Disputes Act, 1947 shall continue to handle both existing and new cases for the purpose of ensuring continuity under Section 103 of the Industrial Relations Code, 2020, avoiding any kind of legal or administrative conundrum.

Issue of the Case:

Whether the jurisdiction of the labour courts under the Industrial Disputes Act, 1947 still dictates after the advent of the Industrial Relations Code, 2020?

IMPORTANT JUDGEMENTS

Judgement of the Case:

A civil revision petition was allowed and the impugned docket order by the Labour Court was set aside, and the Labour Court of Tirunelveli was directed to number the execution petition, and dispose of the same in accordance with law.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

DELAYED DEPOSITS TO THE MEMBERS AND DISCRIMINATORY RATE OF INTEREST BY THE EPFO.

Mahesh Kumar & Another v. State of Punjab & Others, CWP No. 14822/2026, 2026 LLR 793, (PUNJAB AND HARYANA HIGH COURT).

Facts of the case:

The Writ petition under this case has been filed under the Articles 226/227 of the Constitution of India for issuance of writ in the nature of certiorari for quashing the impugned speaking orders dated 27-02-2024. The court agreed to give the petitioners their missing Provident Fund (PF) money, it refused to grant them interest on that money. Further a writ of mandamus has been sought, directing respondent 2 to grant the sought interest percentage of 12% per annum to the petitioner in terms of Section 7 Q of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.



IMPORTANT JUDGEMENTS

In the case, petitioner 1 retired as an Assistant Engineer (Electrical) from Municipal Corporation, Amritsar and the petitioner No. 2 retired from the post of Street Light Patroller on 30-11-2022. During the tenure of the respondents from the Year 2013 to 2023, Provident Fund contributions were regularly deducted from the salaries and arrears along with benefits arising out of the 5th Pay Commission by the respondent/Corporation but the deducted amounts were never deposited in their respective PF accounts. And at the time of retirement of petitioners only 90% of the PF fund was released and the remaining dues were withheld. The Counsel for petitioner also added that the corporation has admitted the lapse on its part and issued direction for clearance of the dues. The petitioner has submitted representations, but no action was taken by the Corporation and the petitioner moved to the Court. And the case was disposed off by directing the Corporation to pass speaking orders within a period of eight weeks and to release the payable amount.

The learned counsel for petitioner has also contended that regardless of all the admitted liability by the respondent yet they arbitrarily restricted the payment of interest to the “government notified rates”.

IMPORTANT JUDGEMENTS

Issue of the Case:

Whether it is discriminatory or not to extend the payment of interest lower than the notified rate of interest, upon delay and withholding of Provident Fund dues to the retired members?

Judgement of the Case:

In view of the prayer by the petitioner, the respondent has been directed to consider the representation date and pass a specking order after affording the opportunity of hearing to the petitioner with 3 months from the date of receiving a certificate copy of the order.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

AMENDMENT TO THE IR CODE, ALLOWING THE COURTS UNDER THE OLD LAW TO FUNCTION AFTER THE COMMENCEMENT OF THE IR CODE, IS CONSTITUTIONAL:

M. K. Suresh Kumar and Anr. v. The Union of India and Anr., 2026 LLR 712 (KERALA HIGH COURT)

In the instant case the High Court of Kerala held that Section 104(1A) of the Industrial Relations Code, 2020 ('Code') is a non-obstante provision, which provides that the functionaries and statutory authorities under the repealed Acts would continue to function till the Tribunals and other authorities become functional under it. And it is a valid transitory provision and Tribunals under the repealed Industrial Disputes Act, 1947 ('ID Act') continue to function until new tribunals are constituted under the Code. Section 104(1A) also allows the Labour Courts and Industrial Tribunals constituted under the said act to adjudicate existing and new cases, is not unconstitutional.



IMPORTANT JUDGEMENTS

A transitory provision enabling existing adjudicatory forums to continue functioning pending constitution of new Tribunals is not manifestly arbitrary; striking it down would create a complete cessation of industrial adjudication, causing prejudice to litigants. To successfully challenge a statutory provision on constitutional grounds, the challenger must establish either that the legislature lacked competence to legislate under the Doctrine of Pith and Substance, or that the provision is so arbitrary as to shock the constitutional conscience. Sections 104(1A), 44(7) and 51(1) of the Code create a transitory mechanism for the period until the new Tribunals and statutory authority are brought into existence and thus remove any event to cause prejudice to the litigants and claimants. Complete cessation of judicial functions under the repealed Act and the Codes would not serve the interest of anyone.

Issue of the case:

Whether amendment to the IR Code, allowing the courts under the old law to function after the commencement of the IR Code, is constitutional or not?

IMPORTANT JUDGEMENTS

Facts of the case:

The appellants call into question the correctness of the judgment of the learned Single Judge in WP (C) No. 14179/2026. Through writ petition, the appellants sought a declaration that the Industrial Relations Code (Amendment) Act, 2026 (for short 'the Amendment Act') is unconstitutional, arbitrary and ultra vires the provisions of Code; and that it is also violative of Articles 14 and 21 of the Constitution of India. They also sought that the amendment dated 16-02-2026, to the extent to which sub-section (1A) was introduced in section 104 of 'the Amendment Act', be declared illegal; and consequently, that a writ of prohibition be issued, to restrain Labour Courts, Industrial Tribunals and National Tribunals constituted under the ID Act from adjudicating any existing or new cases under the Code. The learned Single Judge considered the rival contentions and repelled them, finding that the impugned provision does not suffer from any vice from the standpoint of constitutional propriety or incorrectness; and the appellants are in appeal.

IMPORTANT JUDGEMENTS

Decision of the High Court of Kerala:

The honorable Court held that Section 104(1A) is a non-obstante transitory provision enabling continuity of adjudication during the interregnum. It is not manifestly arbitrary. Invalidating it would result in complete cessation of industrial adjudication, prejudicing litigants. Provision is not in conflict with sections 44(7) and 51(1) of the Code, which mandate transfer and constitution of Tribunals; transitory provision fills the gap during the period of constitution. No case made out that the legislature lacked competence. Test of manifest arbitrariness under Shayara Bano Case not satisfied. Hence, the Appeal is dismissed.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

CIVIL COURTS HAVE NO JURISDICTION OF DECIDING DISPUTES FALLING UNDER THE AMBIT OF THE IR CODE:

The General Secretary, Labour Progressive Federation v. Metropolitan Transport Corporation & Ors., 2026 LLR 714 (MADRAS HIGH COURT)

In the instant case the High Court of Madras held that the amended Industrial Relations Code, 2020 empowers the existing tribunals to be functional. The existing Labour Codes and Industrial Tribunals are entitled to decide the disputes between the trade unions and the office bearers. Civil Courts have no jurisdiction of deciding disputes falling under the ambit of the Industrial Relations Code, 2020.

Issue of the case:

Whether Civil Courts have jurisdiction of deciding disputes falling under the ambit of the IR Code or not?



IMPORTANT JUDGEMENTS

Facts of the case:

A suit was filed before the City Civil Court seeking injunction in a trade union office-bearer dispute. Civil Court granted interim injunction. Hence this petition is filed.

Decision of the High Court of Madras:

The honorable Court held that the order of interim injunction granted by the Civil Court which is under challenge before this Court as the Civil Court has no jurisdiction to try the dispute between the parties, this Court is inclined to vacate the order of interim injunction granted by the Civil Court. The amended Industrial Relations Code, 2020 empowers the existing tribunals to be functional. The existing Labour Codes and Industrial Tribunals are entitled to decide the disputes between the trade unions and the office bearers. Accordingly, the order of interim injunction dated 20-02-2026, passed by the XVI Assistant Judge, City Civil Court, Chennai, in I.A. No. 2 of 2016 in O.S. No. 842 of 2026, stands vacated. The Tribunal is directed to try the cases and proceed as per the manner known to law.

IMPORTANT JUDGEMENTS

With the above direction, this revision petition stand disposed of. There shall be no order as to costs. Consequently, connected miscellaneous petitions are closed.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

SUPREME COURT OF INDIA

- ☐ Employee is bound to communicate any change in address to his employer. [View Judgement](#)

ANDHRA PRADESH COURT OF INDIA

- ☐ Employer cannot directly challenge EPFO's show cause notice before the High Court. [View Judgement](#)

BOMBAY COURT OF INDIA

- ☐ No liability on the employer for maintaining records indefinitely when dispute was raised belatedly. [View Judgement](#)
- ☐ Shared transport, not provided by the employer, is not 'workplace' under the PoSH Act. [View Judgement](#)

CALCUTTA COURT OF INDIA

- ☐ Mere acceptance of arrears by EPFO does not operate as statutory compounding of the criminal case. [View Judgement](#)
- ☐ Subsequent payment of EPF dues does not put an end to the offence of criminal breach of trust. [View Judgement](#)



IMPORTANT JUDGEMENTS

CHHATTISGARH HIGH COURT

- ❑ Withdrawal of higher pension benefit on retirement prior to 01.09.2014 without filing option is proper. [View Judgement](#)
- ❑ Termination of FTE is not illegal even if successive contractual extensions were affected. [View Judgement](#)
- ❑ Disputes pertaining to payment of labour cess cannot be referred for arbitration. [View Judgement](#)

DELHI HIGH COURT

- ❑ When the employee did not object to salary restructuring initially, he cannot challenge it later. [View Judgement](#)
- ❑ Restructuring of salary is not equivalent to repayment of reduced component of salary at a future date. [View Judgement](#)
- ❑ Termination simpliciter of a non-worker by paying notice pay cannot be challenged. [View Judgement](#)

IMPORTANT JUDGEMENTS

GAUHATI HIGH COURT

- ❑ Wages during strike period are payable only if the strike is both legal and justified.
[View Judgement](#)

GUJARAT HIGH COURT

- ❑ No challenge to the validity of the old laws will survive after the notification of the Labour Codes. [View Judgement](#)
- ❑ Directors, drawing remuneration / salary from the Company, would be 'employees'. [View Judgement](#)
- ❑ Settlement would be binding on all even if it is not accepted by a few workers.
[View Judgement](#)

KARNATAKA HIGH COURT

- ❑ EPFO can seize partner's assets only after exhausting the firm's assets.
[View Judgement](#)
- ❑ Reduction of damages, when the employer is a non-profit institution, is proper. [View Judgement](#)
- ❑ Employer is not liable to pay any damages on the deposit of PF on back-wages amount. [View Judgement](#)

IMPORTANT JUDGEMENTS

KARNATAKA HIGH COURT

- ❑ EPF payments would prevail over the payments to be made under the SARFAESI Act.

[View Judgement](#)

- ❑ Application of claiming gratuity, if filed beyond the prescribed time-frame, would be dismissed. [View Judgement](#)
- ❑ Application for prosecution may be deferred while the industrial dispute is pending.

[View Judgement](#)

- ❑ Damages should be reduced when there is no intentional delay in payment of contribution. [View Judgement](#)

KERALA HIGH COURT

- ❑ If a person himself carries out work, he is a worker and taking assistance from others would not matter. [View Judgement](#)
- ❑ A Director, who functions under the management's supervision, is not 'employer' under PoSH Act. [View Judgement](#)
- ❑ Damages cannot be imposed for a period before the allotment of identification number. [View Judgement](#)

IMPORTANT JUDGEMENTS

MADRAS HIGH COURT

- ❑ The part of PF contributions by the employer and gratuity exceeding the 50% threshold would be deemed as remuneration and added to the wages. [View Judgement](#)
- ❑ Damages should be reduced when the payment was delayed because of the Covid-19 pandemic. [View Judgement](#)
- ❑ EPFO must afford opportunity of hearing before issuing demand notice to the employer. [View Judgement](#)
- ❑ HC may allow payment in instalments even when appeal was dismissed by the Tribunal for not paying the pre-deposit amount. [View Judgement](#)
- ❑ The Wage Code authorizes deductions subject to 50% of the wages payable for any wage period. [View Judgement](#)
- ❑ ESIC cannot attach bank account without determining the status of the entity as principal employer. [View Judgement](#)
- ❑ Financial hardship and liquidity constraints are grounds for allowing payment in instalments. [View Judgement](#)
- ❑ Demand notice issued by the EPFO must contain reasons as to why the employer is liable to pay PF dues. [View Judgement](#)

IMPORTANT JUDGEMENTS

MADRAS HIGH COURT

- ❑ Damages imposed on principal employer would be reduced when contractor failed to remit PF dues. [View Judgement](#)

TELANGANA HIGH COURT

- ❑ Contractor would be liable to pay PF dues when the same has been specified in the contract. [View Judgement](#)
- ❑ Contractor cannot refuse to pay PF dues owing to a contractual dispute. [View Judgement](#)



CORE INTEGRA COMPLIANCE CALENDAR

AUGUST
2026



<https://ctrlf.coreintegra.com>



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	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
Punjab Labour Welfare Fund Act,1965	Chandigarh	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

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Remittance	Monthly Remittance	July	10-Aug	Branch	Online
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
Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975	Maharashtra	Remittance & Returns	Monthly Remittance & Filing of Return	July	15-Aug	Combined	Online
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Remittance & Returns	Monthly	July	15-Aug	Branch	Online

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
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
Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995	Mizoram	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
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 - Offline
Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947	Meghalaya	Remittance and Return	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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