



CORE INTEGRA COMPLIANCE NEWSLETTER

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INDEX

SR. No.	State/Central	Authority	Title	Page No.
1	Central	ESIC	Implementation of the Code on Social Security, 2020.	9
2	Central	PIB Headquarters	New Labour Codes Empower Women with Greater Safety, Equality, and Workplace Flexibility.	10
3	Central	Ministry of Labour and Employment	Draft of the Occupational Safety, Health and Working Conditions (Oil Mines) Regulation, 2022.	11
4	Central	PIB Headquarters	Code on Social Security, 2020: Towards Universal and Inclusive Social Protection.	12
5	Central	PIB Headquarters	Implementation of the Occupational Safety, Health and Working Conditions (OSH) Code, 2020.	13
6	Central	PIB Headquarters	Code on Wages, 2019 Safeguards Workers, Induces Growth, Empowers Women & Enhances Employment.	14
7	Central	PIB Headquarters	Industrial Relations Code, 2020: Promoting Harmony and Ease of Doing Business.	15
8	Central	Ministry of Labour and Employment	Government Makes the Four Labour Codes effective to Simplify and Streamline Labour Laws.	16
9	Central	Ministry of Labour and Employment	Implementation of the Code on Wages, 2019 w.e.f. 21st November 2025.	17
10	Central	Ministry of Labour and Employment	Implementation of the Occupational Safety, Health and Working Conditions Code, 2020 w.e.f. 21st November 2025.	18

INDEX

SR. No.	State/Central	Authority	Title	Page No.
11	Central	Ministry of Labour and Employment	Implementation of the Industrial Relations Code, 2020 w.e.f. 21st November 2025.	19
12	Central	Ministry of Labour and Employment	Implementation of the Code on Social Security, 2020 w.e.f. 21st November 2025.	20
13	Central	EPFO	Amendments in section 14AC and 14B of the EPF & MP Act, 1952.	21
14	Central	Ministry of Law and Justice	The Industrial Disputes (Lakshadweep) Amendment Regulation, 2025.	22
15	Central	Ministry of Law and Justice	The Industrial Disputes (Andaman and Nicobar Islands) Amendment Regulation, 2025.	23
16	Central	Ministry of Law and Justice	The Andaman and Nicobar Islands Shops and Establishments (Amendment) Regulation, 2025.	24
17	Central	Ministry of Law and Justice	The Factories (Lakshadweep) Amendment Regulation, 2025.	25
18	Central	Ministry of Law and Justice	The Factories (Ladakh) Amendment Regulation, 2025.	26
19	Central	Ministry of Law and Justice	The Factories (Dadra and Nagar Haveli and Daman and Diu) Amendment Regulation, 2025.	27
20	Central	Ministry of Law and Justice	The Factories (Andaman and Nicobar Islands) Amendment Regulation, 2025.	28

INDEX

SR. No.	State/Central	Authority	Title	Page No.
21	Central	Ministry of Law and Justice	The Contract Labour (Regulation and Abolition) Andaman and Nicobar Islands (Amendment) Regulation, 2025.	29
22	Central	Ministry of Law and Justice	The Contract Labour (Regulation and Abolition) Lakshadweep (Amendment) Regulation, 2025.	30
23	Central	Ministry of Home Affairs	Contract Labour (Regulation and Abolition) (Punjab Amendment) Act, 2020 and Industrial Disputes (Punjab Amendment) Act, 2020.	31
24	Central	Ministry of Statistics and Programme Implementation	Consumer Price Index Numbers for Rural, Urban and Combined for the Month of October 2025.	32
25	Central	EPFO	Implementation Calendar of Employees' Enrolment Campaign, 2025.	33
26	Central	EPFO	Examination and Format of EDLI Exemption/Extension Applications.	34
27	Central	ESIC	State wise updated list of notified/non-notified districts under ESIC 2.0.	35
28	Odisha	Minimum Wage	Minimum rates of wages and VDA w.e.f. 01.10.2025.	36
29	Kerala	Minimum Wage	Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of September 2025.	37
30	Goa	Minimum Wage	Revised minimum rates of wages and VDA w.e.f. 1 October 2025.	38

INDEX

SR. No.	State/Central	Authority	Title	Page No.
31	Jharkhand	Minimum Wage	Revised Minimum rates of wages and VDA w.e.f. 01.10.2025	39
32	Tripura	Minimum Wage	Revised rates of minimum wages w.e.f. 01.10.2025.	40
33	Chhattisgarh	Minimum Wage	Revised VDA and minimum rate of wages w.e.f. 01.10.2025 to 31.03.2026.	41
34	Himachal Pradesh	Minimum Wage	Revisions of rates of wages of daily wage workers and workers engaged on part time basis.	42
35	Assam	Minimum Wage	Revised VDA for contractual labourers w.e.f. 01.01.2025.	43
36	Maharashtra	General Administration Department	Public Holiday under NI Act on 02 December 2025 on account of Election to Local Government Bodies.	44
37	West Bengal	Finance Department	List of National and Festival Holidays for the Calendar Year 2026.	45
38	Delhi	Department of Environment & Forests	Directions for work from home due to high air pollution.	46
39	Karnataka	Karnataka Government Secretariat	Karnataka Rights of Persons with Disabilities in Employment and Education Bill, 2025.	47
40	Delhi	General Administration Department	Restricted Holiday on 25 November 2025 for “Guru Teg Bahadur’s Martyrdom Day”.	48

INDEX

SR. No.	State/Central	Authority	Title	Page No.
41	Andhra Pradesh	Labour Department	Draft of the Andhra Pradesh Factories (Safety Audit) Rules, 2025.	49
42	Maharashtra	Office of the Commissioner of State Tax	Exemption from payment of late fee u/s. 20(6) of MVAT Act, 2002 and u/s. 6(3) of the PT Act, 1975 for filing returns for the period of October 2025.	50
43	Karnataka	Government of Karnataka	Gazette Notification of Menstrual Leave Policy, 2025.	51
44	Haryana	Labour Department	Exemption from the applicability of Industrial Employment (Standing Orders) Act, 1946 for IT/ITES.	52
45	Karnataka	Karnataka Government Secretariat	Karnataka Platform Based Gig Workers (Social Security and Welfare) Rules, 2025.	53
46	Haryana	Labour Department	Notification regarding inspection under Factories Act, 1948 and BOCW Act, 1996.	54
47	Karnataka	Karnataka Government Secretariat	List of National and Festival Holidays for the Calendar Year 2026.	55
48	Assam	General Administration Department	List of National and Festival Holidays for the Calendar year 2026.	56
49	Meghalaya	General Administration Department	List of National and Festival Holidays for the Calendar year 2026.	57
50	Jharkhand	Department of Personnel, Administrative Reforms and Official Languages	Holiday under NI Act on 15.11.2025 on the occasion of Bhagwan Birsa Munda Jayanti/State Foundation Day.	58

INDEX

SR. No.	State/Central	Authority	Title	Page No.
51	Maharashtra	Disability Welfare Department	Protection of Persons with Disabilities from Abuse, Violence and Exploitation.	59
52	Maharashtra	Labour Department	Draft of Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Rules, 2025.	60
53	Puducherry	Home Department	List of National and Festival Holidays for the Calendar Year 2026.	61
54	Haryana	Law and Legislative Department	Haryana Shops and Commercial Establishments (Amendment) Ordinance, 2025.	62
55	Karnataka	Government of Karnataka	Menstrual Leave Policy 2025.	63
56	Odisha	Revenue and Disaster Management Department	List of Holidays for the Calendar Year 2026.	64
57	Karnataka	Labour Department	Notification for the formation of Internal Complaints Committee and registration on the She-box Portal.	65
58	Rajasthan	General Administration Department	List of National and Festival Holidays for the Calendar Year 2026.	66
59	Sikkim	Home Department	List of National and Festival Holidays for the Calendar Year 2026.	67
60	Mizoram	General Administration Department	List of National and Festival Holidays for the Calendar Year 2026.	68

INDEX

SR. No.	State/Central	Authority	Title	Page No.
61	Chhattisgarh	General Administration Department	List of National and Festival Holidays for the Calendar Year 2026.	69
62	Andhra Pradesh	Labour Department	Commencement of the Andhra Pradesh Shops and Establishments (Amendment) Act, 2025.	70
63	Andhra Pradesh	Labour Department	The Andhra Pradesh Shops and Establishments (Amendment) Act, 2025.	71
64	Andhra Pradesh	Labour Department	Preliminary Notification for Amendment under the Andhra Pradesh Factories Rules, 1950.	72
65	Kerala	General Administration Department	List of National and Festival Holidays for the Calendar Year 2026.	73
66	Telangana	Labour Department	Public Holiday on 11.11.2025 (Tuesday) under Telangana NFH Act, 1974 and Telangana S&E Act, 1988.	74
67	Himachal Pradesh	General Administration Department	List of National and Festival Holidays for the Calendar Year 2026.	75
68	Tamil Nadu	High Court of Madras	M/s. Vigil Security Bureau Pvt Ltd. v. The Regional Provident Fund Commissioner	76
69	Tamil Nadu	High Court of Madras	M/s. Ace Engineers v. Assistant Provident Fund Commissioner & Anr.	77
70	All	Multiple High Courts and Supreme Court of India	Judgements in general.	78
71	All	Compliance Calendar	Dec-25	79

STATUTORY NOTIFICATIONS/UPDATES

ESIC – IMPLEMENTATION OF THE CODE ON SOCIAL SECURITY, 2020.

The Employees' State Insurance Corporation vide File No. N-11011/2/2025-BFT-II dated 28.11.2025 notifies that the Code on Social Security, 2020 has brought in certain modification in the definitions of “dependent” and “family” from the previous definition given under the ESI Act, 1948. As per the revised provisions, under sub-clause (c) of Section 2(24) a widower and a grandparent have now been included under the definition of “dependant” and are therefore entitled for Dependent Benefit. Similarly, Father-in-law and mother-in-law of a woman employee have been included under the definition of “family” at sub-clause (e) of Section 2(33) and are entitled for Medical Benefit. It is, therefore, requested that the revised definitions of “dependant” and “family” as provided in the Code on Social Security, 2020, may be duly considered while extending the relevant benefits to eligible persons.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

PIB HEADQUARTERS – NEW LABOUR CODES EMPOWER WOMEN WITH GREATER SAFETY, EQUALITY, AND WORKPLACE FLEXIBILITY.

The Press Information Bureau vide Press Release dated 27.11.2025 clarified that the new labour codes empower women with greater safety, equality and workplace flexibility. The Labour Codes strengthen women's roles in workplaces through greater representation in grievance and advisory bodies. Enhanced maternity support includes 26 weeks' leave, simplified certification, nursing breaks and mandatory crèche facilities. Women receive added flexibility through work-from-home options after maternity leave, wherever feasible. The Codes ensure gender parity with strict prohibition of discrimination and guarantee of equal pay for equal work.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - DRAFT OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (OIL MINES) REGULATION, 2022.

The Ministry of Labour and Employment vide G.S.R. 868(E) dated 26.11.2025 notified the Draft Occupational Safety, Health and Working Conditions (Oil Mines) Regulations, 2022, which the Central Government proposes to make in exercise of powers conferred by Section 136 of the Occupational Safety, Health and Working Conditions Code, 2020, as required by sub-section (1) of section 134, for information of all persons likely to be affected thereby and notice is hereby given that the said draft notification will be taken into consideration after the expiry of a period of 45 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

PIB HEADQUARTERS - CODE ON SOCIAL SECURITY, 2020: TOWARDS UNIVERSAL AND INCLUSIVE SOCIAL PROTECTION.

The Press Information Bureau Headquarters vide Press Release dated 22.11.2025 notified the key takeaways from the implementation of Code on Social Security, 2020. The code aims towards universal and inclusive social protection, merging nine existing Social Security Acts into one framework, ensuring universal social protection for organized, unorganized, gig and platform workers. It extends EPFO and ESIC coverage nationwide, bringing more establishments and workers under social security benefits; recognizes Gig and Platform workers for the first time and establishes a Social Security Fund for their welfare.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

PIB HEADQUARTERS - IMPLEMENTATION OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (OSH) CODE, 2020.

The Press Information Bureau Headquarters vide Press Release dated 22.11.2025 notified the key takeaways from the implementation of Occupational Safety, Health and Working Conditions (OSH) Code, 2020. The Code replaces 13 Central labour Laws by a single comprehensive legislation, thereby reducing multiplicity and bringing uniformity across industries and States/UTs. The Code balances the twin objectives of safeguarding worker rights and safe working conditions and creating a business-friendly regulatory environment spur economic growth and employment thereby, making India's labour market more efficient, fair, and future-ready.

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Occupational
Safety and
Health (OSH)

Here is where your
presentation begins



STATUTORY

NOTIFICATIONS/UPDATES

PIB HEADQUARTERS - CODE ON WAGES, 2019 SAFEGUARDS WORKERS, INDUCES GROWTH, EMPOWERS WOMEN & ENHANCES EMPLOYMENT.

The Press Information Bureau Headquarters vide Press Release dated 23.11.2025 notified the key takeaways from the implementation of Code on Wages, 2019. This Code amalgamated 4 wages and payment related labour laws viz. The Payment of Wages Act, 1936, The Minimum Wages Act, 1948, the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976. Section 5 of the Code on Wages, 2019 establishes a statutory right to minimum wages for all employees, extending its coverage to every sector, both organised and unorganised. Earlier, the minimum wages applied only to scheduled employments, covering roughly 30% of the workforce.

[**View Notification**](#)

Code on Wages, 2019



STATUTORY NOTIFICATIONS/UPDATES

PIB HEADQUARTERS - INDUSTRIAL RELATIONS CODE, 2020: PROMOTING HARMONY AND EASE OF DOING BUSINESS.

The Press Information Bureau Headquarters vide Press Release dated 23.11.2025 notified the key takeaways from the implementation of Industrial Relations Code, 2020. This code consolidates three existing laws viz. i.e. Industrial Disputes Act, 1947, Trade Unions Act, 1926 and Industrial Employment (Standing Orders) Act, 1946. With the introduction of this Code, the number of rules has been reduced from 105 to 51, number of forms from 37 to 18 and number of registers from 3 to zero, thereby reducing the overall compliance burden to spur employment.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - GOVERNMENT MAKES THE FOUR LABOUR CODES EFFECTIVE TO SIMPLIFY AND STREAMLINE LABOUR LAWS.

The Ministry of Labour and Employment vide Press Release dated 21.11.2025 notified that the Government has announced that the four Labour Codes - the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 are being made effective from 21st November 2025. During the transition, the relevant provisions of the existing labour Acts and their respective rules, regulations, notifications, standards, schemes, etc. will continue to remain in force.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - IMPLEMENTATION OF THE CODE ON WAGES, 2019 W.E.F. 21ST NOVEMBER 2025.

The Ministry of Labour and Employment vide Gazette Notification S.O.5322(E) dated 21.11.2025 notified that in exercise of the powers conferred by sub-section (3) of section 1 of the Code on Wages 2019, the Central Government hereby appoints 21st day of November 2025 as the date on which the provisions of the said Code shall come into force.

[**View Notification**](#)

Code on Wages, 2019

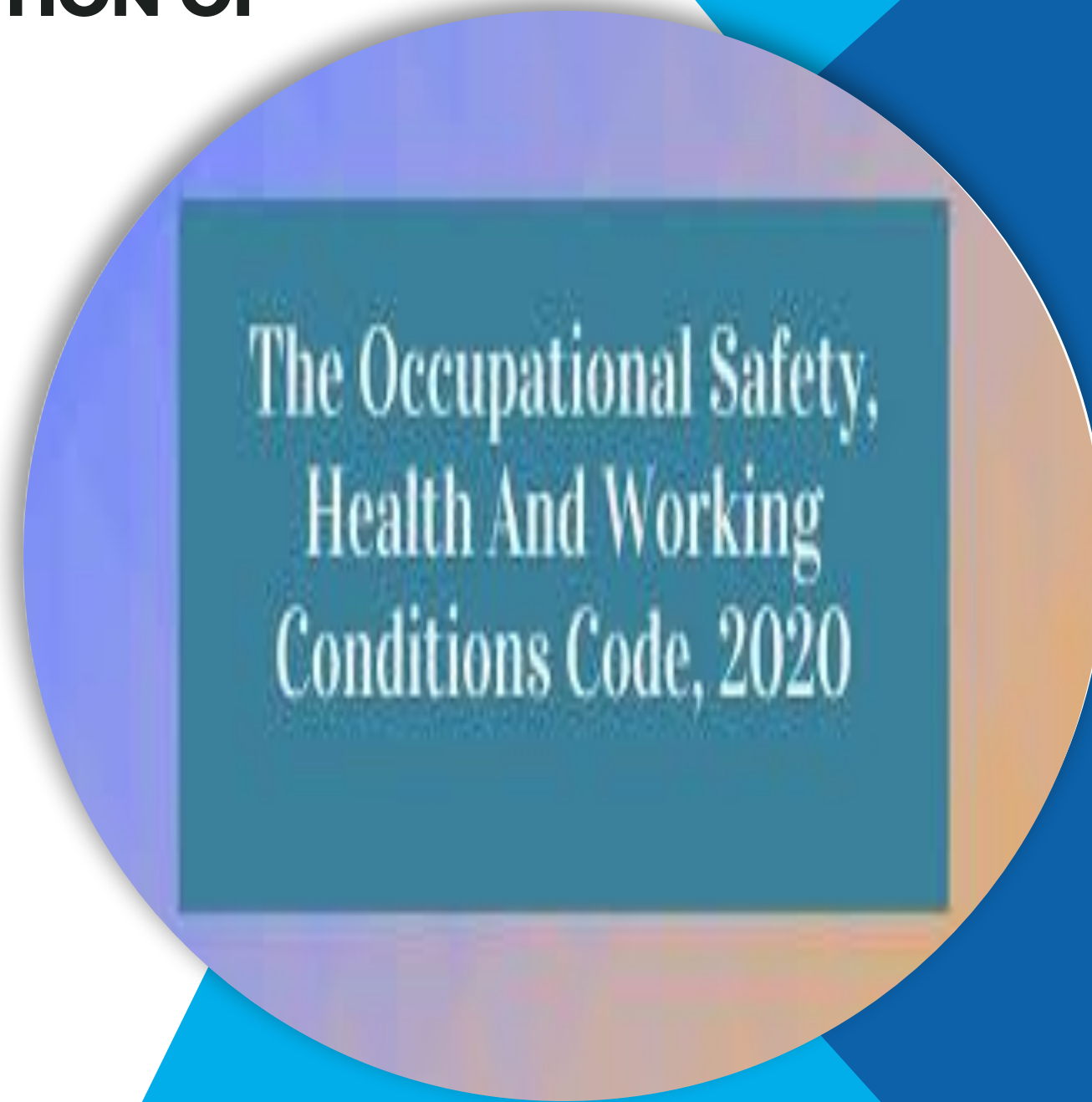


STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - IMPLEMENTATION OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020 W.E.F. 21ST NOVEMBER 2025.

The Ministry of Labour and Employment vide Gazette Notification S.O.5321(E) dated 21.11.2025 notified that in exercise of the powers conferred by sub-section (2) of section 1 of the Occupational Safety, Health and Working Conditions Code, 2020, the Central Government hereby appoints 21st day of November, 2025 as the date on which the provisions of the said Code shall come into force.

[**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 - IMPLEMENTATION OF THE INDUSTRIAL RELATIONS CODE, 2020 W.E.F. 21ST NOVEMBER 2025.

The Ministry of Labour and Employment vide Gazette Notification S.O.5320(E) dated 21.11.2025 notified that in exercise of the powers conferred by sub-section (3) of section 1 of the Industrial Relations Code, 2020, the Central Government hereby appoints 21st day of November 2025 as the date on which the provisions of the said Code shall come into force.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - IMPLEMENTATION OF THE CODE ON SOCIAL SECURITY, 2020 W.E.F. 21ST NOVEMBER 2025.

The Ministry of Labour and Employment vide Gazette Notification S.O.5319(E) dated 21.11.2025 notified that in exercise of the powers conferred by sub-section (3) of section 1 of the Code on Social Security, 2020, the Central Government hereby appoints 21st day of November 2025 as the date on which the provisions of the said Code shall come into force.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

EPFO – AMENDMENTS IN SECTION 14AC AND 14B OF THE EPF & MP ACT, 1952.

The Employees Provident Fund Organization vide File No. LC-12011(15)/19/2021-LEGAL(E-34577)/13862 dated 19.11.2025 issued a Notification regarding the Amendments in Sections 14AC and 14B of the EPF and MP Act, 1952 – Notification No. S.O. 4920(E) dated 29.10.2025. The amended provisions of Section 14AC and 14B of the said Act, 1952 shall come into force from the date of its publication in the Official Gazette, i.e., 29th October 2025. As per the Notification dated 29.10.2025, the Central Government hereby authorizes that the powers vested in the Central Provident Fund Commissioner under the provisions of sections 14AC and 14B shall also be exercisable within each of the regions specified in the Schedule in the Notification.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LAW AND JUSTICE – THE INDUSTRIAL DISPUTES (LAKSHADWEEP) AMENDMENT REGULATION, 2025.

The Ministry of Law and Justice, Gazette of India Order dated 19.11.2025 issued the Industrial Disputes (Lakshadweep) Amendment Regulation, 2025; a regulation further to amend the Industrial Disputes Act, 1947, in its application to the Union Territory of Lakshadweep.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LAW AND JUSTICE - THE INDUSTRIAL DISPUTES (ANDAMAN AND NICOBAR ISLANDS) AMENDMENT REGULATION, 2025.

The Ministry of Law and Justice, Gazette of India Order dated 19.11.2025 issued the Industrial Disputes (Andaman and Nicobar Islands) Amendment Regulation, 2025; a regulation further to amend the Industrial Disputes Act, 1947, in its application to the Union Territory of Andaman and Nicobar Islands.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LAW AND JUSTICE – THE ANDAMAN AND NICOBAR ISLANDS SHOPS AND ESTABLISHMENTS (AMENDMENT) REGULATION, 2025.

The Ministry of Law and Justice, Gazette of India Order dated 19.11.2025 issued the Andaman and Nicobar Islands Shops and Establishments (Amendment) Regulation, 2025; a regulation further to amend the Andaman and Nicobar Islands Shops and Establishments Regulation, 2004. As per section 1A. “This Regulation shall apply to all establishments in which twenty or more persons are employed or were employed on any day of the preceding twelve months.”

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LAW AND JUSTICE – THE FACTORIES (LAKSHADWEEP) AMENDMENT REGULATION, 2025.

The Ministry of Law and Justice, Gazette of India Order dated 19.11.2025 issued the Factories (Lakshadweep) Amendment Regulation, 2025; a regulation further to amend the Factories Act, 1948, in its application to the Union Territory of Lakshadweep.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LAW AND JUSTICE – THE FACTORIES (LADAKH) AMENDMENT REGULATION, 2025.

The Ministry of Law and Justice, Gazette of India Order dated 19.11.2025 issued the Factories (Ladakh) Amendment Regulation, 2025; a regulation further to amend the Factories Act, 1948, in its application to the Union Territory of Ladakh.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LAW AND JUSTICE – THE FACTORIES (DADRA AND NAGAR HAVELI AND DAMAN AND DIU) AMENDMENT REGULATION, 2025.

The Ministry of Law and Justice, Gazette of India Order dated 19.11.2025 issued the Factories (Dadra and Nagar Haveli and Daman and Diu) Amendment Regulation, 2025; a regulation further to amend the Factories Act, 1948, in its application to the Union Territory of Dadra and Nagar Haveli and Daman and Diu.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LAW AND JUSTICE - THE FACTORIES (ANDAMAN AND NICOBAR ISLANDS) AMENDMENT REGULATION, 2025.

The Ministry of Law and Justice, Gazette of India Order dated 19.11.2025 issued the Factories (Andaman and Nicobar Islands) Amendment Regulation, 2025; a regulation further to amend the Factories Act, 1948, in its application to the Union Territory of Andaman and Nicobar Islands.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LAW AND JUSTICE – THE CONTRACT LABOUR (REGULATION AND ABOLITION) ANDAMAN AND NICOBAR ISLANDS (AMENDMENT) REGULATION, 2025.

The Ministry of Law and Justice, Gazette of India Order dated 19.11.2025 issued the Contract Labour (Regulation and Abolition) Andaman and Nicobar Islands (Amendment) Regulation, 2025; a regulation further to amend the Contract Labour (Regulation and Abolition) Act, 1970, its application to the Union Territory of Andaman and Nicobar Islands.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LAW AND JUSTICE – THE CONTRACT LABOUR (REGULATION AND ABOLITION) LAKSHADWEEP (AMENDMENT) REGULATION, 2025.

The Ministry of Law and Justice, Gazette of India Order dated 19.11.2025 issued the Contract Labour (Regulation and Abolition) Lakshadweep (Amendment) Regulation, 2025; a regulation further to amend the Contract Labour (Regulation and Abolition) Act, 1970, its application to the Union Territory of Lakshadweep.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF HOME AFFAIRS – CONTRACT LABOUR (REGULATION AND ABOLITION) (PUNJAB AMENDMENT) ACT, 2020 AND INDUSTRIAL DISPUTES (PUNJAB AMENDMENT) ACT, 2020.

The Ministry of Home Affairs vide Gazette Order S.O.5188(E) dated 14.11.2025, in exercise of the powers conferred by section 87 of the Punjab Reorganisation Act, 1966, the Central Government hereby extends the Contract Labour (Regulation and Abolition) (Punjab Amendment) Act, 2020, as in force in the State of Punjab to the Union Territory of Chandigarh, on the date of publication of this notification. In the Contract Labour (Regulation and Abolition) Act, 1970, in its application to the State of Punjab, in section 1, in sub-section (4), in clauses (a), (b) and the proviso thereunder, for the word "twenty", the word "fifty" shall be substituted. Further, vide Gazette Order S.O.5189(E) dated 14.11.2025, in exercise of the powers conferred by section 87 of the Punjab Reorganisation Act, 1966 (31 of 1966), the Central Government hereby extends the Industrial Disputes (Punjab Amendment) Act, 2020, as in force in the State of Punjab to the Union Territory of Chandigarh, on the date of publication of this notification. [View Notification](https://ctrlf.coreintegra.com)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF STATISTICS AND PROGRAMME IMPLEMENTATION - CONSUMER PRICE INDEX NUMBERS FOR RURAL, URBAN AND COMBINED FOR THE MONTH OF OCTOBER 2025.

The Government of India, Ministry of Statistics and Programme Implementation, National Statistics Office vide Press Release dated 12.11.2025 notified the Consumer Price Index Numbers on Base 2012-100 for Rural, Urban and Combined for the Month of October 2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

EPFO – IMPLEMENTATION CALENDAR OF EMPLOYEES’ ENROLMENT CAMPAIGN, 2025.

The Employees’ Provident Fund Organization vide File No. RRC/Amnesty Agenda/2024 (E-922122)/3647 dated 07.11.2025 issued the Implementation Calendar of Employees’ Enrolment Campaign, 2025. The Employees’ Enrolment Campaign 2025 formally launched on 01.11.2025 aims to ensure comprehensive coverage of all eligible employees under the Employees’ Provident Fund & Miscellaneous Act, 1952. Hence, the implementation will be undertaken in a phased and coordinated manner across all levels of the organisation. For ensuring successful implementation of the EEC-25, Implementation Calendar is furnished for further necessary action.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

EPFO - EXAMINATION AND FORMAT OF EDLI EXEMPTION /EXTENSION APPLICATIONS.

The Employees' Provident Fund Organization vide No. 1189836/EDLI/Directions/FO/X/2025-Part (1) dated 03.11.2025 issued a Notification regarding the Examination & Format of EDLI Exemption/Extensions Applications. The Addl. CPFC (Zones) and RPFCs in-charge of the ROs shall follow a set procedure for processing applications for grant of exemption or extension of exemption under Section 17(2A) of the Act. Wherein it is certified that the case falls under section 17(2A), the Addl. CPFC (Zone) will forward the proposal in the prescribed proforma with the requisite certificates to Head Office (Format enclosed in Annexure-A and B). Physical applications, and other documents need not be forwarded to Head Office.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ESIC - STATE WISE UPDATED LIST OF NOTIFIED/NON-NOTIFIED DISTRICTS UNDER ESIC 2.0.

The Employees' State Insurance Corporation vide N-15015/1/2023-P and D dated 31.10.2025, in continuation to previous circular of even no. dated 02.04.2025, issued the State wise updated list of notified/non-notified districts under ESIC 2.0 as on 31.10.2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

ODISHA – MINIMUM RATES OF WAGES AND VDA W.E.F. 01.10.2025.

The Government of Odisha, Labour Department vide No. 8584/LC, Bhubaneswar, dated 21.11.2025 Notified the revised rate of minimum wages including VDA per day payable from 1st October 2025 for the Scheduled Employments as appended with the attached Notification.

[View Notification](#)



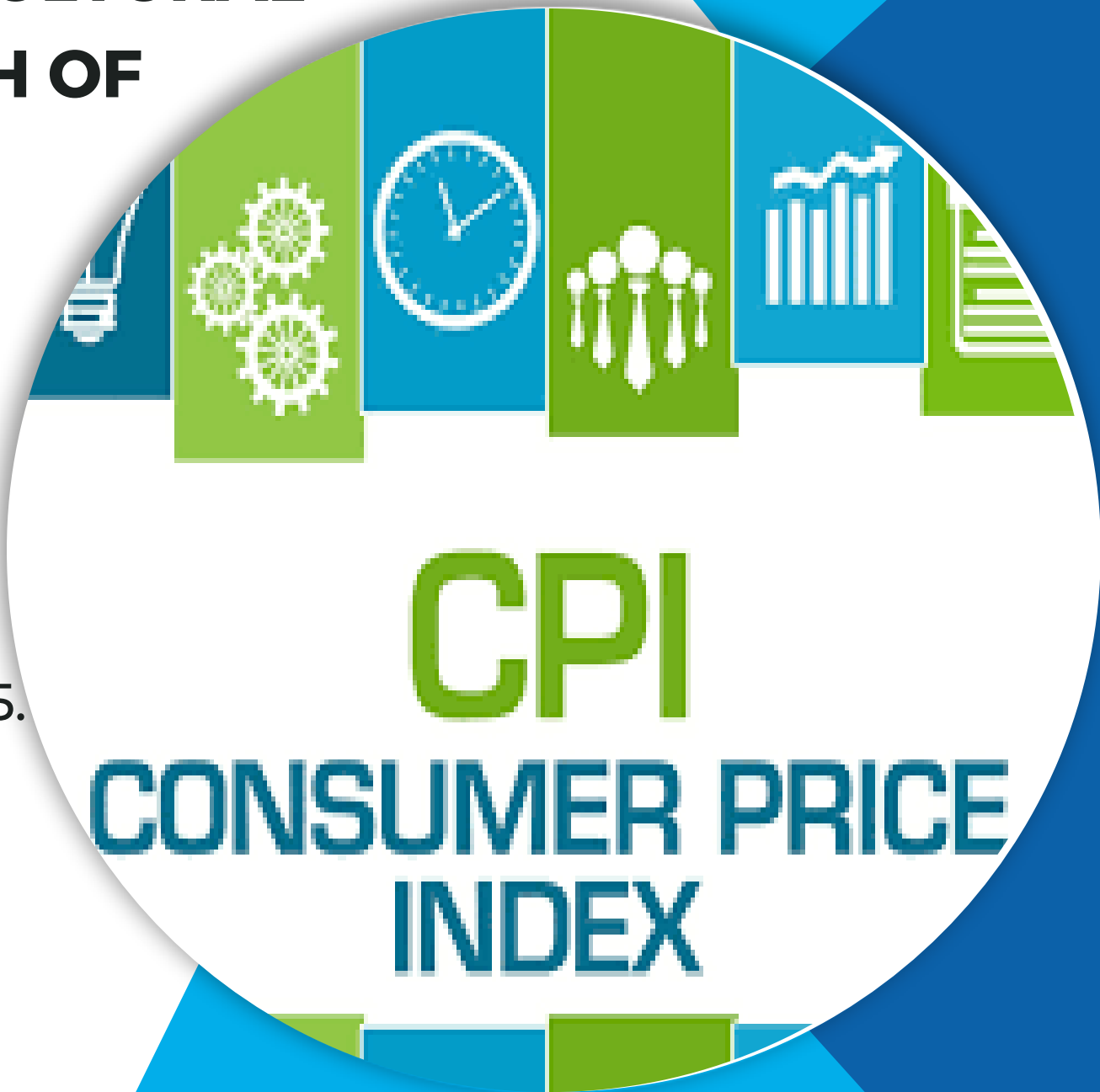
STATUTORY

NOTIFICATIONS/UPDATES

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

The Department of Economics and Statistics, Government of Kerala vide Notification no. DES/1129/2025-P3(1) dated 14.11.2025 issued the Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of September 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

GOA - REVISED MINIMUM RATES OF WAGES AND VDA W.E.F. 1 OCTOBER 2025.

The Office of the Commissioner, labour and Employment, Goa, vide No. CLE/PA/MWA-VDA/(10)/2016/4398 dated 07.11.2025, notified the revised Variable Dearness Allowance and minimum rates of wages in various Scheduled Employments. Based on the average Consumer Price Index Number for the preceding period of six months i.e., January 2025 to June 2025 reaching 413.52 from 379, thereby resulting in an increase of 34 points for Industrial Workers, the rate of Variable Dearness Allowance so calculated is Rs. 138/- per day for various categories of employees employed in Scheduled Employments, effective from 01.10.2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

JHARKHAND - REVISED MINIMUM RATES OF WAGES AND VDA W.E.F. 01.10.2025.

The Government of Jharkhand, Labour Department vide No-2/MW-2071/2010, L&T-2723 dated 03.11.2025 notified the revised Variable Dearness Allowance for 90 notified Employments (including 12 Piece rated Schedule Employments) in the classified areas of the State, payable with effect from 01.10.2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

TRIPURA - REVISED RATES OF MINIMUM WAGES W.E.F. 01.10.2025.

The Government of Tripura, Labour Department vide No.F.22(74)-LAB/ENF/MW/SHOPS/2022/6821-38 dated 28.10.2025 notified the revised variable dearness allowance and minimum rates of wages for various Scheduled Employments payable with effect from 01.10.2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

CHHATTISGARH - REVISED VDA AND MINIMUM RATE OF WAGES W.E.F. 01.10.2025 TO 31.03.2026.

The Government of Chhattisgarh, Labour Department vide No. / 8/M.W./Labour/2025/5075 dated 29.09.2025 notified the revised VDA and minimum rates of wages for all the scheduled employments, payable with effect from 01.10.2025 to 31.03.2026.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

HIMACHAL PRADESH – REVISIONS OF RATES OF WAGES OF DAILY WAGE WORKERS AND WORKERS ENGAGED ON PART TIME BASIS.

The Government of Himachal Pradesh, vide notification dated 09.10.2025 notified that the rates of daily wages in respect of various categories of workers engaged on daily wages in Himachal Pradesh are revised w.e.f. 1st April 2025 as shown in Annexure-A. The per hour rate of part-time workers is also revised to Rs. 53 per hour w.e.f. 1st April 2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ASSAM – REVISED VDA FOR CONTRACTUAL LABOURERS W.E.F. 01.01.2025.

The Government of Assam, Office of the Labour Commissioner, vide ECF No. 412503/415 dated 04.04.2025 ordered that in cancellation of earlier Notification No. 412503/410-414 dated 25.03.2025 the rate of VDA to be paid to workman employed by and through contractors in respect of case which are not covered under Minimum Wages Act, 1948 and where the workman employed by the contractors do not perform the same or similar nature of work as done workers directly employed by the Principal Employers of the establishment, is hereby notified with partial modification, effective from 01.01.2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - PUBLIC HOLIDAY UNDER NI ACT ON 02 DECEMBER 2025 ON ACCOUNT OF ELECTION TO LOCAL GOVERNMENT BODIES.

The Government of Maharashtra, General Administration Department, vide No. PHD-1319/C.R.145/Japuk (XXIX) dated 26.11.2025 has declared public holiday under section 25 of the negotiable Instruments Act, 1881, on account of Election to the local government bodies on 02nd December 2025. The holiday is only applicable to local government bodies Election jurisdiction listed in the Notification. The said holiday shall also apply and be available to the registered voters of the poll bound area even if they are working outside territorial limits of the said poll areas. The holiday will be applicable to Government of India Offices, Semi-Government Offices, Undertakings and Banks.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

WEST BENGAL - LIST OF NATIONAL AND FESTIVAL HOLIDAYS FOR THE CALENDAR YEAR 2026.

The Government of West Bengal, Finance (Audit) Department, vide No. 4188-F(P2) dated 27.11.2025 issued the list of Public holidays to be observed under Section 25 of the Negotiable Instruments Act, 1881 in List-I, the closed days as specified in List-II for offices under the Government of West Bengal with the exception of the offices of the Registrar of Assurances, Kolkata and Collector of the Stamp Revenue, which are not to be declared as public holidays and further the days as specified in List-III may be observed as Sectional Holidays for the employees of different communities mentioned against the day, during the year 2026.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

DELHI - DIRECTIONS FOR WORK FROM HOME DUE TO HIGH AIR POLLUTION.

The Government of NCT of Delhi, Department of Environment & Forests vide F.No.10(39)VENV/2021/6539-6556 dated 24.11.2025 issued directions under section 5 of the Environment (Protection) Act, 1986, to all Government Offices under GNCTD and all Private Offices operating within the National Capital Territory of Delhi, to work on 50% strength and the rest to work from home under Graded Response Action Plan. The Order states that, keeping in view the need in public interest to curb high air pollution, following directions are hereby issued for strict compliance by all Private Offices: All private offices functioning within NCT of Delhi shall operate with not more than 50% staff physically attending the workplace. The remaining staff shall mandatorily work from home. All private entities shall further:

- a. Implement staggered working hours where feasible.
- b. Ensure strict compliance with work-from-home norms.
- c. Minimise vehicular movement associated with office commute.



STATUTORY NOTIFICATIONS/UPDATES

KARNATAKA - KARNATAKA RIGHTS OF PERSONS WITH DISABILITIES IN EMPLOYMENT AND EDUCATION BILL, 2025.

The Government of Karnataka, Karnataka Government Secretariat vide No: LD 420 LET 2025 dated 24.11.2025 notified that draft of the Karnataka Rights of Persons with Disabilities in Employment and Education Bill, 2025 which the Government proposes to make for providing measures to safeguard and advance the rights of persons with disabilities in the fields of employment and education, in consonance with the Rights of Persons with Disabilities Act, 2016 and the United Nations Convention on the Rights of Persons with Disabilities.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

DELHI - RESTRICTED HOLIDAY ON 25 NOVEMBER 2025 FOR “GURU TEG BAHADUR’S MARTYRDOM DAY”.

The Government of National Capital Territory of Delhi, General Administration Department vide No.F.53/689/GAD/CN/2025/4384-4426 dated 22.11.2025 notified that the Lieutenant Governor of NCT of Delhi is pleased to declare Tuesday, the 25th November 2025 as ‘Restricted Holiday’ in all Government Offices under the Government of National Capital Territory of Delhi on ‘Guru Teg Bahadur’s Martyrdom Day’.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ANDHRA PRADESH – DRAFT OF THE ANDHRA PRADESH FACTORIES (SAFETY AUDIT) RULES, 2025.

The Government of Andhra Pradesh, Labour, Factories, Boilers and Insurance Medical Services Department vide G.O.Ms.No.25 dated 22.11.2025 notified the draft of the Andhra Pradesh Factories (Safety Audit) Rules, 2025, in exercise of the powers conferred under section 112 of the Factories Act, 1948. The draft Rules are published for general information as required in terms of sub-section (1) of Section 115 of the said Act.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - EXEMPTION FROM PAYMENT OF LATE FEE U/S. 20(6) OF MVAT ACT, 2002 AND U/S. 6(3) OF THE PT ACT, 1975 FOR FILING RETURNS FOR THE PERIOD OF OCTOBER 2025.

The Office of the Commissioner of State Tax, Mumbai, vide No. JC(HQ-1)/DC-09/Late fee/2025/35 dated 21.11.2025, notified that in exercise of the powers conferred by Notification No. PFT-2014/CR-38/Taxation-3 dated 21.08.2014, issued by the State Government u/s. 6(3) of the PT Act, the whole of the late fee payable by any dealer, who files monthly return for the period October 2025, shall be exempted subject to the conditions laid down in the circular, if such return is filed on or before the dates specified in the table of the notification.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

KARNATAKA - GAZETTE NOTIFICATION OF MENSTRUAL LEAVE POLICY, 2025.

The Government of Karnataka, vide State Gazette dated 20.11.2025 officially published in the Special State Gazette the Karnataka Menstrual Leave Policy, 2025. In the above context described in the proposal, with the intention of enhancing health, efficiency, mental well-being and performance of women employees between 18 to 52 years of age working in the establishments registered under The Factories Act, 1948, The Karnataka Shops and Commercial Establishments Act, 1961, The Plantation Labour Act, 1951, The Beedi and Cigar Workers (Conditions of Employment) Act, 1966, and The Motor Transport Workers Act, 1961, it is ordered to provide one day of paid leave per month to all permanent/contract/outsourced women during their menstrual cycle, restricting to 12 days per year.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

HARYANA - EXEMPTION FROM THE APPLICABILITY OF INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946 FOR IT/ITES.

The Government of Haryana, Labour Department vide No. 11/80/2025-4Lab dated 20.11.2025, in exercise of the powers conferred under Section 14 of the Industrial Employment (Standing Orders) Act, 1946, hereby exempts the IT/ ITES/ Startups/ Animation/ Gaming/ Computer Graphics/ Telecom/ GCC/ BPO/ KPO/ Other Knowledge based industries from the applicability of Industrial Employment (Standing Orders) Act, 1946 for a period of five (05) years from the date of publication of the notification in the Official Gazette, subject to conditions listed in the Notification.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KARNATAKA – KARNATAKA PLATFORM BASED GIG WORKERS (SOCIAL SECURITY AND WELFARE) RULES, 2025.

The Government of Karnataka, Karnataka Government Secretariat, vide No: LD 413 LET 2023 dated 20.11.2025, in exercise of the powers conferred by section 28 of the Karnataka Platform Based Gig Workers (Social Security and Workers) Act, 2025, hereby makes the rules, namely: The Karnataka Based Gig Workers (Social Security and Welfare) Rules, 2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

HARYANA – NOTIFICATION REGARDING INSPECTION UNDER FACTORIES ACT, 1948 AND BOCW ACT, 1996.

The Labour Department Haryana, vide Office Order dated 17.11.2025 notified that by the virtue of powers vested with the Chief Inspector of Factories-cum-Labour Commissioner under the Transparent Inspection Policy- Industrial Safety and Health Wing, it is hereby ordered that no Assistant Director/Deputy Director posted in district Gurugram shall conduct any inspection of factories/establishments under the Factories Act, 1948 and BOCW Act, 1966 except Joint Director, Gurugram, till further orders. Furthermore, the existing inspections pending with all Assistant Directors/Deputy Directors of district Gurugram shall be conducted by the concerned Joint Director strictly in accordance with the policy of the Labour Department.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

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

The Government of Karnataka, Karnataka Government Secretariat vide No. DPAR 16 HHL 2025 dated 17.11.2025 notified the list of General Holidays in Notification I, List of Restricted Holidays for the State Government Employees for the year 2026 in Annexure to Notification I and under the explanation of section 25 of the Negotiable Instruments Act, 1881, the list of Public Holidays throughout the State of Karnataka during the year 2026 in Notification II.

[**View Notification**](#)

A large blue circular graphic with the text "KARNATAKA GOVERNMENT HOLIDAYS" in white and yellow capital letters. The word "KARNATAKA" is in white, "GOVERNMENT" is in yellow, and "HOLIDAYS" is in yellow. There is a small white silhouette of a person in the bottom right corner of the circle.

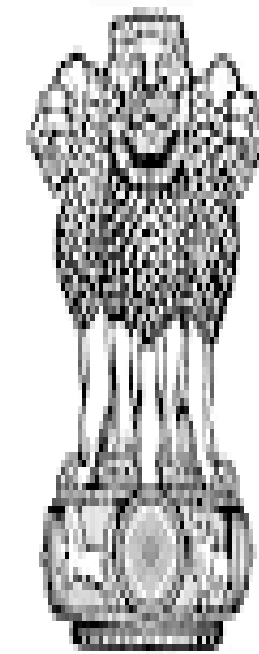
**KARNATAKA
GOVERNMENT
HOLIDAYS**

STATUTORY NOTIFICATIONS/UPDATES

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

The Government of Assam, General Administration Department vide No. E-221561/440 dated 17.11.2025 notified the List of Holidays for the year 2026 in the State of Assam for the Offices under the Government of Assam and all Revenue and Magisterial Courts along with the Public Holidays declared by the Governor of Assam under Section 25 of the Negotiable Instruments Act, 1881.

[View Notification](#)



Assam Government Holiday List 2026

STATUTORY NOTIFICATIONS/UPDATES

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

The Government of Meghalaya, General Administration Department vide No. GAA.78/2025/23 dated 21.10.2025 issued the list of General Holidays in Annexure - I and Holidays under the Negotiable Instruments Act, 1881 in Annexure - II, along with Local Holidays, Special Holidays and Restricted Holidays to be observed in the calendar year of 2026.

[View Notification](#)

A large blue circular graphic with the text "MEGHALAYA GOVERNMENT HOLIDAYS" in white and yellow capital letters. The word "MEGHALAYA" is in white, while "GOVERNMENT HOLIDAYS" is in yellow. There is a small white silhouette of a person in the bottom right corner of the circle.

MEGHALAYA
GOVERNMENT
HOLIDAYS

STATUTORY NOTIFICATIONS/UPDATES

JHARKHAND - HOLIDAY UNDER NI ACT ON 15.11.2025 ON THE OCCASION OF BHAGWAN BIRSA MUNDA JAYANTI/STATE FOUNDATION DAY.

The Government of Jharkhand, Department of Personnel, Administrative Reforms and Official Languages vide No. 10/SA.Av-03-02/2024 dated 14.11.2025 notified that holiday is declared on 15.11.2025 (Saturday) on the occasion of Bhagwan Birsa Munda Jayanti/State Foundation Day under Negotiable Instruments Act, 1881.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA – PROTECTION OF PERSONS WITH DISABILITIES FROM ABUSE, VIOLENCE AND EXPLOITATION.

The Government of Maharashtra, Disability Welfare Department vide Order dated 13.11.2025 issued a notification regarding the protection of persons with disabilities from abuse, violence and exploitation. The Government has been entrusted with the responsibility of ensuring the effective implementation of section 7 of the Rights of Persons with Disabilities Act, 2016 and protection against abuse, violence and exploitation against persons with disabilities. Accordingly, the “Sub-Divisional Magistrate” and “District Magistrate” shall issue a Standard Operating Procedure for protection against abuse, violence and exploitation against persons with disabilities. The matter of developing SOPs was under consideration of the Government, accordingly the instructions mentioned in the Notification are being issued.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - DRAFT OF MAHARASHTRA SHOPS AND ESTABLISHMENTS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) (AMENDMENT) RULES, 2025.

The Government of Maharashtra, Industries, Energy, Labour and Mining Department vide No. MSA-1225/C.R. 153/Lab-10 dated 12.11.2025 notified the draft of Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Rules, 2025 which the Government proposes to amend the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Rules, 2018, in exercise of the powers conferred by sub-section (1) section 37 of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

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

The Government of Puducherry, Home Department vide G.O.Ms.No.73 dated 13.11.2025 declared that all Government Offices/ Government Undertakings, Boards and other Institutions under the control of Government of Puducherry and all Banking institutions including Co-operative Banks in the Union Territory of Puducherry shall be closed on the days specified in the notification in Appendix-I and Appendix-II respectively, during the calendar year 2026.

[**View Notification**](#)

Holiday List 2026
State Wise

STATUTORY NOTIFICATIONS/UPDATES

HARYANA - HARYANA SHOPS AND COMMERCIAL ESTABLISHMENTS (AMENDMENT) ORDINANCE, 2025.

The Government of Haryana, Law and Legislative Department vide No. Leg. 27/2025 dated 12.11.2025 notified the Haryana Shops and Commercial Establishments (Amendment) Ordinance, 2025 further to amend the Haryana Shops and Commercial Establishments Act, 1958, promulgated in exercise of the powers conferred by clause (1) of article 213 of the Constitution of India by the Governor of Haryana.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KARNATAKA - MENSTRUAL LEAVE POLICY 2025.

The Government of Karnataka, vide Order dated 12.11.2025 notified the Menstrual Leave Policy 2025. It is ordered that concerned employers shall provide the facility of 12 days of paid leave per annum during their menstrual cycle to all permanent/contractual/outourced employees between the age group of 18 to 52 years working in all industries and establishments registered under the Factories Act, 1948, Karnatak Shops and Commercial Establishments Act, 1961, etc. with the good intention of enhancing their health efficiency and performance and enhancing their mental health. Female employees shall utilize the leave of the respective month in that month itself. The leave shall not be allowed to be carried over to the next month.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ODISHA - LIST OF HOLIDAYS FOR THE CALENDAR YEAR 2026.

The Government of Odisha, Revenue and Disaster Management Department vide Notification RDM-Reg-MISC-0021-2025-42428 dated 11.11.2025 issued the Public Holidays to be observed under the explanation to section 25 of the Negotiable Instruments Act, 1881 for Banks and other Banking Institutions to remain closed on these Public Holidays during the year 2026, as listed in Annexure 'A'. Further, the Government vide RDM-Reg-MISC-0021-2025-42428 dated 11.11.2025 also declared list of Holidays for festive/Commemorative occasion on which the State Government Offices as well as Revenue and Magisterial Courts (Executive) shall remain closed during the calendar year 2026.

[**View Notification**](#)

Holidays
List for
2026

STATUTORY NOTIFICATIONS/UPDATES

KARNATAKA - NOTIFICATION FOR THE FORMATION OF INTERNAL COMPLAINTS COMMITTEE AND REGISTRATION ON THE SHE-BOX PORTAL.

The Government of Karnataka, Department of Labour vide No. 19/She Box Portal/2025-26 dated 10.11.2025 notified that all commercial establishments/businesses employing more than 10 workers are required to form an internal complaints committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and implement it on the She-Box Portal. Therefore, it is mandatory for private establishments and businesses that have not yet formed an internal complaints committee to urgently form one and submit a compliance report on the one already formed. A report on the registration on the She-Box Portal for the organization must be submitted immediately, by 25.11.2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

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

The Government of Rajasthan, General Administration Department vide No. 6(1) Govt./6/2024-4471 dated 16.10.2025, published in the Rajasthan Gazette Extraordinary, the list of public holidays and optional holidays in the entire State during the calendar year 2026.

[View Notification](#)

Holiday
List
2026

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STATUTORY NOTIFICATIONS/UPDATES

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

The Government of Sikkim, Home Department vide No. 89/Home/2025 dated 10.10.2025 declared the days specified in the Schedule to the Notification to be observed as Public Holidays in all Government Offices, Public Sector Undertakings and Educational Institutions under the Government of Sikkim during the Calendar year 2026 and further declared the Restricted Holidays a Government employee shall be entitled to avails of only one per year in 2026.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

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

The Government of Mizoram, General Administration Department vide Notification dated 29.09.2025 issued the List of Public Holidays for the Calendar Year 2026 for all Offices under the Government of Mizoram and List of Restricted Holidays to be observed during the Calendar Year 2026.

[View Notification](#)

LIST OF

HOLIDAYS



STATUTORY NOTIFICATIONS/UPDATES

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

The Government of Chhattisgarh, General Administration Department vide No. GENS-1001/86/2025-GAD-5 dated 06.11.2025, in exercise of the powers conferred by the Explanation to Section 25 of the Negotiable Instruments Act, 1881 declared the Public Holidays, General Holidays for Government Offices and Institutions, etc. for the Calendar Year of 2026.

[View Notification](#)

Holidays
List for
2026

STATUTORY NOTIFICATIONS/UPDATES

ANDHRA PRADESH – COMMENCEMENT OF THE ANDHRA PRADESH SHOPS AND ESTABLISHMENTS (AMENDMENT) ACT, 2025.

The Government of Andhra Pradesh, Labour Factories Boilers and Insurance Medical Services Department vide Official Gazette Order dated 04.11.2025 notified that in exercise of the powers conferred under sub-section (2) of section 1 of the Andhra Pradesh Shops and Establishments (Amendment) Act, 2025, Government of Andhra Pradesh hereby appoints the 3rd November, 2025 as the date on which all the provisions of the said Act shall come into force.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ANDHRA PRADESH – THE ANDHRA PRADESH SHOPS AND ESTABLISHMENTS (AMENDMENT) ACT, 2025.

The Government of Andhra Pradesh, Labour Factories Boilers and Insurance Medical Services (LAB.II) Department vide G.O.Ms.No.23 dated 03.11.2025 notified that the Andhra Pradesh Shops and Establishments (Amendment) Act, 2025, published in the Extraordinary issue of the Andhra Pradesh Gazette dated 21.10.2025, shall come in force from 03.11.2025 in exercise of the powers conferred under sub-section (2) of section (1) of the Andhra Pradesh Shops and Establishments (Amendment) Act, 2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ANDHRA PRADESH – PRELIMINARY NOTIFICATION FOR AMENDMENT UNDER THE ANDHRA PRADESH FACTORIES RULES, 1950.

The Government of Andhra Pradesh, Labour Factories Boilers & Insurance Medical Services Department vide Preliminary Notification dated 03.11.2025 regarding Amendment to certain provisions of Rule 61-A of the Andhra Pradesh Factories Rules, 1950 relating to (i) Qualification and (ii) Conditions of Service of Safety Officers. In exercise of the powers conferred under section 112 of the Factories Act, 1948, it is proposed to make the said amendment to the Rules, 1950 and is hereby published for general information as required in terms of sub-section (1) of section 115 of the said Act.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

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

The Government of Kerala, General Administration (Co-ordination) Department vide G.O.(P) No. 14/2025/GAD dated 31.10.2025 notified the days to be observed as Public Holiday to the Public Offices under the Government of Kerala during the Calendar year 2026.

[**View Notification**](#)

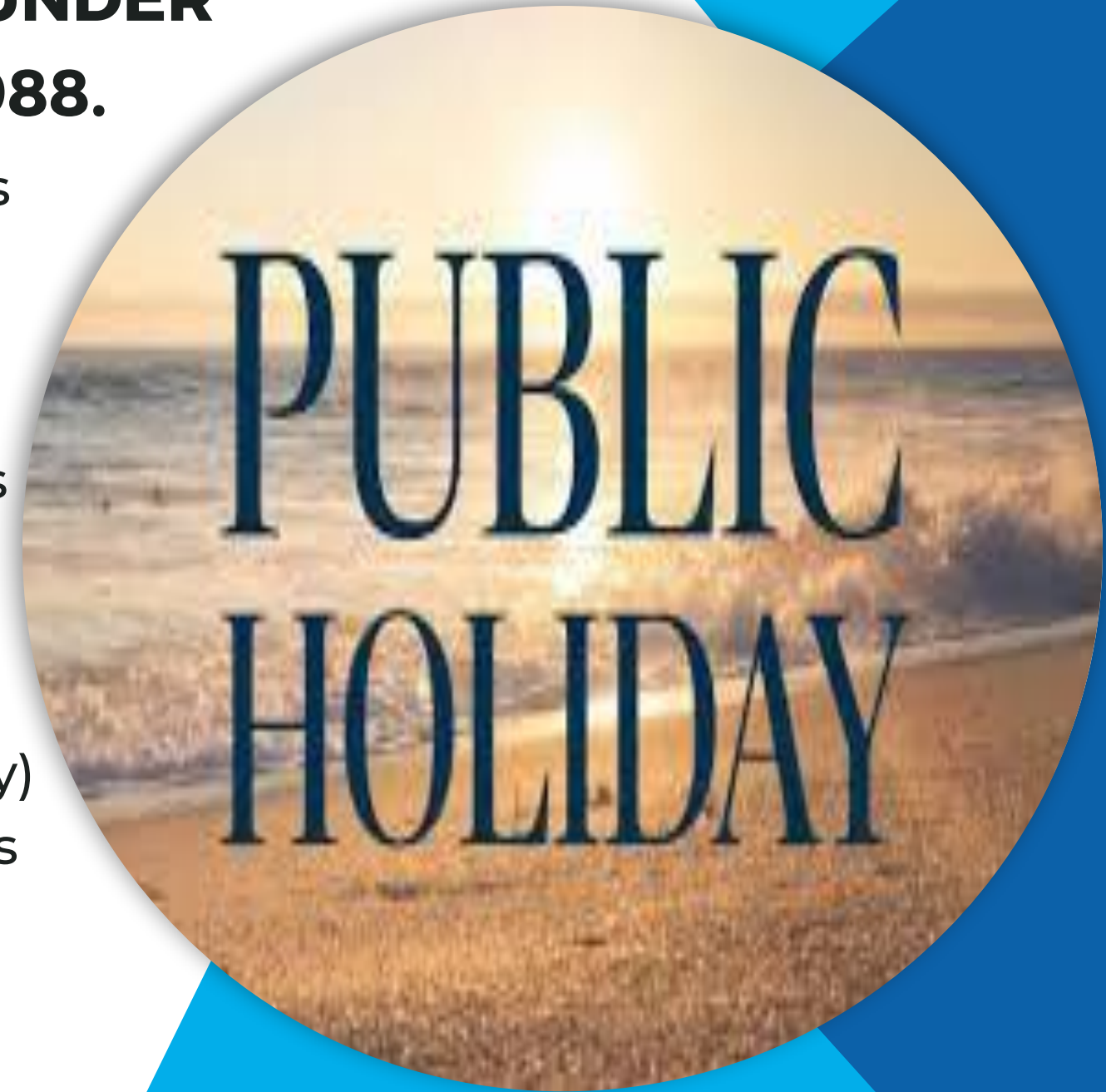


STATUTORY NOTIFICATIONS/UPDATES

TELANGANA - PUBLIC HOLIDAY ON 11.11.2025 (TUESDAY) UNDER TELANGANA NFH ACT, 1974 AND TELANGANA S&E ACT, 1988.

The Government of Telangana, Labour Employment Training and Factories (LAB-I) Department vide G.O.Rt.No.450 dated 31.10.2025 notified that in exercise of the powers conferred under sub-section (2) of section 3 of the Telangana Factories and Establishments (National, Festival and Other Holidays) Act, 1974 and sub-section (2) of section 31 of the Telangana Shops and Establishments Act, 1988 read with the provisions laid down in Section 135-B of the Representation of People Act, 1951, Government of Telangana hereby declares public holiday in the area of 61-Jubilee Hills Assembly Constituency of Hyderabad District on the day of poll i.e., 11.11.2025 (Tuesday) as the case may be, if there is no public holiday, so as to enable the workers and employees to exercise their franchise.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

HIMACHAL PRADESH - LIST OF NATIONAL AND FESTIVAL HOLIDAYS FOR THE CALENDAR YEAR 2026.

The Government of Himachal Pradesh, General Administration Department vide No.GAD-A(F) 10-8/2025 dated 23.10.2025 issued the list of "Gazetted Holiday" during Calendar year 2026 in Annexure I, "Restricted Holidays" in Annexure III and "Gazetted Holidays" for women employees working in all Government Offices/Boards/Corporations/Educational Institutions in H.P. in Annexure II, which shall also be holidays for women employees within the meaning of Section 25 of the Negotiable Instruments Act, 1881. The holidays listed in Annexure IV are also declared as "Gazetted Holidays" within the meaning of Section 25 of the Negotiable Instruments Act, 1881.

[**View Notification**](#)

A circular inset containing an illustration of a large calendar with a person in a blue shirt pointing at a date. The text "List of Holidays in Himachal Pradesh" is overlaid on the illustration.

List of Holidays
in Himachal
Pradesh

IMPORTANT JUDGEMENTS



IMPORTANT JUDGEMENTS

HIGH COURT CANNOT ENLARGE THE LIMITATION BEYOND THE PERIOD STATUTORILY PROVIDED.

M/s. Vigil Security Bureau Pvt Ltd. v. The Regional Provident Fund Commissioner, 2025 LLR 1267 (MADRAS HIGH COURT).

Facts of the Case: In this case, a writ petition was filed challenging the order dated 11-08-2023 of the respondent rejecting the petitioner's appeal on the ground of delay. The Regional Provident Fund Commissioner, Chennai Region ordered to recover Rs. 25,42,666/- under section 7A of the Act and that was challenged by the petitioner in the EPF Tribunal Delhi on 24-09-2015. The appeal was transferred to respondent Tribunal Chennai and meanwhile, the petitioner filed writ petition in the year 2022 and the matter was disposed off in 20-09-2022 by giving liberty to petitioner to pursue the extension application and ordered the Tribunal to decide the matter based on merits.



IMPORTANT JUDGEMENTS

The Counsel for respondent submitted that there is lack of direction by the Court to dispose the matter and submitted that there cannot be any extension of the period of limitation beyond statutory period prescribed under the Act based on the judgement of SC in CCT v. Glaxo Smith Kline Consumer Health Care Ltd(2020) 19 SCC 681 and the writ shall be dismissed.

The petitioner approached the Court by the writ petition in the year 2022 to condone the delay of 465 days including the statutory period of 120 days by a prayer of Mandamus to direct the respondent. The Court held that, though the petitioner has moved the writ petition, to condone the delay of 460 days it is yet to be disposed by the court and it is open to the petitioner to pursue the said application before the tribunal. The tribunal have the authority over the matter to decide it within 60 days of receipt of the copy of order.

IMPORTANT JUDGEMENTS

Issue of the Case:

The issue of the case is such that whether the Court has the power to enlarge the limitation beyond the statutory time frame prescribed?

Judgement of the Case:

The learned counsel for petitioner lastly submitted that, they seek permission to pay the balance of Rs. 15,40,340/- in instalments and such be permitted to be paid in 15 instalments due to economic recession and impact on the business of the petitioner due to foreclosures. And based on all of it, the Court directed to pay the balance in 10 monthly instalments and pay the 1st instalment on or before 05 10-2025. Rest of the 9 instalments on the 5th of every succeeding English calendar month. It was clear with this case that the respondents are at liberty to take action necessary for recovery of the balance amount as per the letters of law.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

PERIOD OF LIMITATION IS TO BE CALCULATED FROM THE DATE OF THE KNOWLEDGE OF THE ORDER.

M/s. Ace Engineers v. Assistant Provident Fund Commissioner & Anr.
2025 LLR 1274 (MADRAS HIGH COURT).

Facts of the Case: In this case, the writ petition has been filed challenging the order passed by Appellate Authority under the Employees' Provident Fund and Miscellaneous Provisions Act based on notice not being allegedly served to the petitioner in respect of the proceedings under section 7(A) of the Act and that they claimed to have knowledge about the order passed by the Authority dated 07 11-2017, only on 07-12-2020. This was followed by the filing of the appeal before the Authority. But the Appellant authority dismissed the matter even before considering the facts and merits of the case and this led to the present petition.



IMPORTANT JUDGEMENTS

The respondent submitted that, petitioner belatedly filed the appeal before the Authority. And it was found in the enquiry that the petitioner managed to return the notice and refused to accept the same and it was later served to an employee. To according to the respondent, the petitioner had the knowledge about the notice since, they submitted letter on 04-12-2020 and paid the quantum amount fixed by the Authority fixed under section 7(A) of the Act.

The submission by the petitioner based on certain precedents directed the issue in a way that, the parties who sought remedies shall be communicated of any order passed and the period of Limitation starts when such order is communicated and when the party becomes aware of it by means of pronouncement or through any other circumstance of reasonable ground.

Issues of the Case: Whether Court shall take into consideration the date of knowledge or date of passing of order to calculate the period of limitation?

IMPORTANT JUDGEMENTS

Judgement of the Case:

Lastly the Court decided that the matter be remanded back to the Appellant Authority for fresh consideration based on merits and limitations of the case. Further, it was directed to dispose the appeal within 2 months from the receipt of a copy of order.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

SUPREME COURT OF INDIA

- ❑ Widowed sister is not a dependent and cannot seek any accident compensation. [View Judgement](#)

ALLAHABAD HIGH COURT

- ❑ Misappropriation of subsidy by a bank employee is a grave misconduct justifying dismissal. [View Judgement](#)
- ❑ Defence that no loss was caused to the employer owing to employee's misconduct is unacceptable. [View Judgement](#)
- ❑ An establishment cannot be covered under the EPF Act without reasonable opportunity of hearing. [View Judgement](#)
- ❑ Establishment not falling u/s.1(3)(a) of the EPF Act can't be covered merely on basis of available record. [View Judgement](#)

ANDRA PRADESH HIGH COURT

- ❑ Matters of coverage under ESI Act to be withdrawn and be dealt with under the Amnesty Scheme, 2025. [View Judgement](#)



IMPORTANT JUDGEMENTS

BOMBAY HIGH COURT

- ❑ No accident compensation in absence of subsistence of work and employer-employee relationship. [View Judgement](#)
- ❑ Any demand raised by ESI Authorities after five years is not sustainable. [View Judgement](#)
- ❑ Enquiry before termination is mandatory even if criminal prosecution was pending against the workman. [View Judgement](#)
- ❑ It is the right of the employer to reduce the age of superannuation of an employee from 60 to 58 years. [View Judgement](#)
- ❑ Union's espousal, in the larger interest of workmen, is legal even if the workman was not a member. [View Judgement](#)

CALCUTTA HIGH COURT

- ❑ Forfeiture of gratuity is proper when the employee showed lack of care, caution and reasonable judgment. [View Judgement](#)
- ❑ No forfeiture of gratuity before quantifying the loss suffered by the employer. [View Judgement](#)
- ❑ EPF authorities cannot take any coercive action till the disposal of the appeal by the Tribunal. [View Judgement](#)

IMPORTANT JUDGEMENTS

- ❑ Complaint for non-submission of return cannot be made after an expiry of more than 3 years. [View Judgement](#)
- ❑ Non-payment of the employer's contribution to EPFO before due date is a continuing offence. [View Judgement](#)
- ❑ Recovery certificate issued during the pendency of appeal is against the principles of natural justice. [View Judgement](#)

CHHATTISGARH HIGH COURT

- ❑ No liability of occupier/manager when the accident was due to the negligence of the deceased worker. [View Judgement](#)
- ❑ If appeal against levy of damages is allowed, order passed w.r.t. payment of interest will go. [View Judgement](#)

DELHI HIGH COURT

- ❑ Labour Court's order referring to union's arguments and not that of management is liable to be set aside. [View Judgement](#)
- ❑ High Court can restore appeal before CGIT subject to deposit of costs and other conditions. [View Judgement](#)

IMPORTANT JUDGEMENTS

GAUHATI HIGH COURT

- ❑ It is mandatory for Police and labour authorities to take action when the establishment had to close down because of illegal strike. [View Judgement](#)

KARNATAKA HIGH COURT

- ❑ Levy of damages and interest for default not justified when employer suffered continuous losses. [View Judgement](#)
- ❑ Employer not liable to produce records without knowing the identity of complainant employees. [View Judgement](#)
- ❑ Even if damages and interest were levied ex-parte, the order can still be challenged before CGIT. [View Judgement](#)
- ❑ Commission paid to employees can be 'basic wages' depending upon facts and circumstances. [View Judgement](#)

IMPORTANT JUDGEMENTS

MADRA HIGH COURT

- ❑ Establishment's defence of not having old record is valid when belated challenge was initiated by EPFO. [View Judgement](#)
- ❑ Actual proof of financial difficulties will have to be produced for reduction of damages. [View Judgement](#)
- ❑ Two entities, even if treated as separate for assessment, can be clubbed during recovery. [View Judgement](#)
- ❑ Damages will be reduced to 25% when the quantum of the same was more than the liability u/s.7A. [View Judgement](#)

MADHYA PRADESH HIGH COURT

- ❑ Merely giving approvals does not make the Director personally liable for non-deposit of PF dues. [View Judgement](#)
- ❑ Mere procedural lapses by the establishment does not automatically create criminal liability without specific evidence. [View Judgement](#)

IMPORTANT JUDGEMENTS

ORISSA HIGH COURT

- ❑ Gratuity of an employee cannot be forfeited on retirement even if he failed to pay loan amount. [View Judgement](#)

PUNJAB AND HARYANA HIGH COURT

- ❑ Assaulting teachers and other security staff by the workmen in front of students justifies dismissal. [View Judgement](#)

TELANAGANA HIGH COURT

- ❑ Only an establishment actually employing building workers is covered under the BOCW Cess Act. [View Judgement](#)
- ❑ Only the contractor employing building workers and not the principal employer will be liable to pay cess. [View Judgement](#)



CORE INTEGRA COMPLIANCE CALENDAR

DECEMBER
2025



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STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Employee State Insurance Act, 1948	All States	Remittance	Monthly Contribution Challan	November	15- Dec	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Remittance	Monthly Contribution Challan	November	15- Dec	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	International Workers Return	November	15- Dec	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly Return - EDLI Exempted Employer	November	25-Dec	Code wise	Offline
Factories Act, 1948	All States	Return	Annual	January to December	31-Dec	Branch	Offline

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Kerala Shops and Commercial Establishments Workers Welfare Fund Act, 2006	Kerala	Remittance	Monthly Contribution	November	05-Dec	Branch	Offline
Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987	Andhra Pradesh	Remittance	Monthly Remittance & Filing of Return	November	10-Dec	Branch	Online
Telangana Tax On Professions, Trades, Callings And Employments Act, 1987	Telangana	Remittance & Returns	Monthly Remittance & Filing of Return	November	10-Dec	Branch	Online
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Remittance	Monthly Remittance	November	10-Dec	Branch	Online
Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976	Gujarat	Return	Monthly Returns	November	15-Dec	Branch	Offline
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Remittance & Returns	Monthly	November	15-Dec	Branch	Online

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976	Gujarat	Return	Annual Returns	April to March	20-Dec	Branch	Offline
Karnataka Tax on Professions, Trades, Callings and Employments Act, 1976	Karnataka	Remittance & Returns	Monthly Remittance & Filing of Return	November	20-Dec	Combined	Online
West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979	West Bengal	Remittance	Monthly Remittance & Filing of Return	November	21-Dec	Branch	Online
Manipur Professions, Trades, Callings And Employments Taxation Act, 1981	Manipur	Remittance and Return	Monthly	November	30-Dec	Branch	Online
Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995	Mizoram	Remittance and Return	Monthly	November	30-Dec	Branch	Online
Nagaland Professionals, Trades, Calling and Employment Taxation (4th Amendment) Act ,2012	Nagaland	Remittance and Return	Monthly	November	30-Dec	Branch	Online

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Punjab State Development Tax 2018	Punjab	Remittance and Return	Monthly	November	30-Dec	Branch	Online
Andhra Pradesh Factories And Establishments (National, Festival And Other Holidays) Act, 1974	Andhra Pradesh	Return	Holiday Notification	January to December	31 - Dec	Branch	Offline
Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975	Maharashtra	Remittance & Returns	Monthly Remittance & Filing of Return	November	31-Dec	Combined	Online
Tamil Nadu Industrial Establishments (National, festival and special holidays) Act, 1958	Tamil Nadu	Return	Annual Returns	January to December	31 - Dec	Branch	Offline
Tamil Nadu Industrial Establishments (National, festival and special holidays) Act, 1958	Tamil Nadu	Return	Application on Change of Holidays	January to December	31 - Dec	Branch	Offline
Self Certificate - UNDER ORISSA SHOPS AND COMMERCIAL ESTABLISHMENTS ACT, 1956	Odisha	Return	Annual Returns	January to December	31-Dec	Branch	Offline

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Assam Professions, Trades, Callings And Employments Taxation Act, 1947	Assam	Remittance & Returns	Monthly Remittance & Filing of Return	November	31-Dec	Branch	Online
Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000	Odisha	Remittance	Monthly Remittance & Filing of Return	November	31-Dec	Branch	Online
Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave) Rules, 1966	Delhi	Return	Holiday Intimation	January to December	31-Dec	Branch	Offline
Orissa Industrial Establishments (National And Festival) Holidays Act, 1969	Odisha	Return	Self Certification undertaking	January to December	31-Dec	Branch	Offline
Telangana Factories And Establishments (National, Festival And Other Holidays) Act, 1974	Telangana	Return	Holiday Intimation	January to December	31-Dec	Branch	Offline
Punjab Industrial Establishment (National And Festival Holidays And Casual And Sick Leave) Act 1965	Haryana	Return	Annual Returns	January to December	31-Dec	Branch	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	Annual Remittance	January to December	31-Dec	Branch	Online
Tripura Professions Trades Callings And Employments Taxation Act, 1997	Tripura	Remittance and Return	Monthly	November	31-Dec	Branch	Online
Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947	Meghalaya	Remittance and Return	Monthly	November	31-Dec	Branch	Online
Himachal Pradesh Industrial Establishments (National And Festival Holidays And Casual And Sick Leave) Act, 1969	Himachal Pradesh	Return	Annual Returns	January to December	31-Dec	Branch	Offline
Punjab Industrial Establishment (National And Festival Holidays And Casual And Sick Leave) Act 1965	Punjab	Return	Annual Returns	January to December	31-Dec	Branch	Offline
Puducherry Industrial Establishments (National And Festival Holidays) Act, 1964	Puducherry	Return	Holiday Intimation	January to December	31-Dec	Branch	Online
Kerala Shops and Commercial Establishments Act, 1960	Kerala	Return	Unified annual Return	January to December	31-Dec	Branch	Online

AWARDS AND CERTIFICATIONS



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AWARDS



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