



CORE INTEGRA COMPLIANCE NEWSLETTER



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STATUTORY

NOTIFICATIONS/UPDATES

EPFO - CREDIT OF PAST ACCUMULATIONS OF NON-UAN MEMBERS OF EXEMPTED ESTABLISHMENTS/TRUSTS WHO HAVE SUBMITTED PROPOSALS FOR SURRENDER/CANCELLATION OF EXEMPTION.

The Employees' Provident Fund Organization vide Exemption/Past Accumulation/ 906104/09 dated 17.06.2025 issued a notification regarding Credit of Past Accumulations of non-UAN members of Exempted Establishments/ Trusts who have submitted proposals for surrender/cancellation of Exemption. A software functionality was made available to Field Offices in the FO interface for bulk generation of UAN in all such cases. The CPFC has directed that the said functionality be used and Past Accumulations of all such non-UAN Trust members be uploaded and credit given to all such members positively by 30.06.2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

EPFO – ENHANCEMENT OF AUTO-SETTLEMENT LIMIT FOR ADVANCE CLAIMS TO RS. 5 LAKHS, ENSURING FASTER ACCESS TO FUNDS FOR MEMBERS.

The Ministry of Labour & Employment vide Press Note dated 24.06.2025 informed that the EPFO has taken a significant step forward in its efforts to enhance member services by increasing the auto-settlement limit for advance claims from existing Rs. 1 Lakh to Rs. 5 lakhs. This move will help lakhs of EPFO members receive funds faster, especially in time of urgent need. With the elevated limit, additional advance claims will now qualify for auto-settlement, leading to their processing within three days of submission. This enhanced limit and faster access to funds will help members get timely financial support when they need it the most.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

BOARD OF PRACTICAL TRAINING (EASTERN REGION) – MANDATORY IMPLEMENTATION OF DIRECT BENEFICIARY TRANSFER (DBT) FOR DISBURSEMENT OF GOVERNMENT SHARE OF STIPEND TO APPRENTICES.

The Board of Practical Training (Eastern Region) under the Ministry of Education, Government of India, Department of Higher Education vide Notification BOPTER/DBT/2025 dated 12.06.2025 informed all establishments in the Eastern and North Eastern Region of India under the jurisdiction of BOPTER only regarding the mandatory implementation of Direct Beneficiary Transfer (DBT) for disbursement of Government share of stipend to apprentices effective from the stipend Month of July 2025. The letter is issued to inform and advise all establishments/companies currently engaging apprentices under the National Apprenticeship Training Scheme (NATS) that effective from the stipend month of July 2025 (stipend to be paid by 10th August 2025), the Government of India's share of stipend to apprentices shall be disbursed exclusively through the Direct Beneficiary Transfer (DBT) mode.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

ESIC - NOTIFICATION FOR TIE-UP ARRANGEMENTS WITH AIIMS/CGHS/CSMA/STATE GOVT. APPROVED PRIVATE HOSPITALS.

The Employees' State Insurance Corporation vide File No. D-12/17/3/PMS/-2023-E-VI dated 11.06.2025 notified regarding the Tie-up arrangements with AIIMS/CGHS/CSMA/State Govt. approved Private Hospitals to ensure availability of all medical facilities including tertiary care to ESIC-PMS beneficiaries. It is the responsibility of the Regional Director to ensure tie-up with HCOs (Govt./Private) in their region as per requirement. All the Regional Directors are requested to take necessary action for making the tie-up arrangements with AIIMS/CGHS/CSMA/State Govt. approved Private institutions in the region as per local requirement for providing hassle free Cashless treatment to ESIC-PMS beneficiaries.

[**View Notification**](#)

The logo for the Employees' State Insurance Corporation (ESIC), consisting of the letters "esic" in a bold, blue, sans-serif font, with a stylized blue bracket-like shape on the left.

STATUTORY NOTIFICATIONS/UPDATES

ESIC - EXTENSION OF MEDICAL BENEFITS TO THE FAMILIES OF INSURED PERSONS IN 6 DISTRICTS OF BIHAR.

The Employees' State Insurance Corporation vide No. N-17011/1/Bihar/2025-P&D dated 09.06.2025 notified that in pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948, read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General fixed the 1st May, 2025 as the date from, which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of districts namely Araria, Saharsa, Aurangabad, Banka, East Champaran and Gopalganj in the State of Bihar.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ESIC - EXTENSION OF MEDICAL BENEFITS TO THE FAMILIES OF INSURED PERSONS IN 2 DISTRICTS OF MAHARASHTRA.

The Employees' State Insurance Corporation vide Gazette Notification No. N-17011/1/Maharashtra/2025-P&D dated 09.06.2025 notified that in pursuance of powers conferred by section 46(2) of the Employees' State Insurance (General) Regulations 1950, the Director General has fixed the 1st May, 2025 as the date from which the medical benefits as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of Hingoli and Nandurbar districts of the State of Maharashtra.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

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

The Employees' State Insurance Corporation vide Notification no. P-11/19/2005-Rev.I dated 06.06.2025 notified that in reference to letter No. 37/N/15/14/29/Diu-Daman-DNH/2023/Co. Ordi, dated 29.04.2025, it is informed that the Regional Code No. 88 is allotted to the Union Territories of Dadra Nagar Haveli and Daman & Diu.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ESIC - CIRCULAR REGARDING ALLOTMENT OF ESI CODE SERIES FOR ESTABLISHMENTS IN UNION TERRITORY OF LAKSHADWEEP.

The Employees' State Insurance Corporation vide Notification no. P-11/19/2005-Rev.I dated 06.06.2025 notified that in reference to letter No. 54-V.14/11/1/2019 Vol III dated 12.02.2025, it is informed that the Regional Code No. 87 is allotted to the Union Territory of Lakshadweep.

[**View Notification**](#)

The logo for the Employees' State Insurance Corporation (ESIC), consisting of a large blue stylized 'E' with a horizontal bar at the top and bottom, followed by the letters 'esic' in a bold, lowercase, sans-serif font.

STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU – REVISED MINIMUM RATES OF WAGES FOR EMPLOYMENT IN HOSPITALS AND NURSING HOMES.

The Government of Tamil Nadu, Labour Welfare and Skill Development vide G.O.(2D) No. 21 dated 26.05.2025, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 notified the revised of minimum rates of wages for the Employment in hospitals and nursing homes (other than Government and Employees' State Insurance Hospitals and Dispensaries).

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

WEST BENGAL - REVISED RATES OF MINIMUM WAGES W.E.F. 01.07.2025 TO 31.12.2025.

The Government of West Bengal, Labour Department vide No. 20/Stat/14/RW/24/2023/LCS/JLC dated 17.06.2025 issued the minimum rates of wages for the employees employed in 30 (thirty) Scheduled Employments in the state of West Bengal shall be effective in the period from 1st July 2025 to 31st December 2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MANIPUR - REVISED RATES OF MINIMUM WAGES IN MANIPUR W.E.F. 27 FEBRUARY 2025.

The Government of Manipur, Department of Personnel and Administrative Reforms vide Gazette Order APPT-9/5/2021-DP-DP dated 12.03.2025 notified the revised rates of minimum wages issued by the Secretariat: Skills, Labour, Employment & Entrepreneurship Department for various Scheduled Employments, payable with effect from 27 February 2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

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

The Department of Economics and Statistics, Government of Kerala vide Notification no. DES/1251/2024-P3(1) dated 31.05.2025 issued the Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of April 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

ANDHRA PRADESH - LIST OF COMPOUNDABLE OFFENCES UNDER THE ANDHRA PRADESH FACTORIES RULES, 1950.

The Government of Andhra Pradesh, Labour Factories Boilers and Insurance Medical Services Department vide G.O.Ms.No.15 dated 26.06.2025 notified that in exercise of the powers conferred by Section 106B of the Factories Act, 1948 read with the Factories (Andhra Pradesh Amendment) Act, 2015, in its application to the State of Andhra Pradesh, prescribes the offences which can be compounded subject to having been committed for the first time only by an occupier or Manager of a Factory.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

DELHI - PUBLIC NOTICE REGARDING MANDATORY REGISTRATION ON THE SHE-BOX PORTAL.

The Government of Delhi, Department of Women and Child Development (Women Empowerment Cell) vide a Public Notice informed that in order to strengthen the redressal mechanism, the Government of India has introduced the Sexual Harassment Electronic Box (SHe-Box) - online platform offering single-window access for women to file complaints related to sexual harassment at the workplace. All public sector organizations, private sector entities and their subordinate offices are mandated to register their organizational details on the SHe-Box portal to enable seamless complaint filing. Therefore, all concerned private sector organizations are directed to comply with this mandatory requirement in compliance with the orders of Hon'ble Apex Court in the Civil Appeal titled 'Aureliano Fernandes Vs. State of Goa & Ors.'

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - PUBLIC NOTICE REGARDING MANDATORY REGISTRATION ON THE SHE-BOX PORTAL.

The Government of Rajasthan, Office of the District Collector and District Magistrate, Jaipur vide a public notice informed that it is mandatory for all private institutions (where 10 or more personnel are working) at all government/central offices/departments/public sector undertakings/banks etc. to register on SHe-Box portal. Information regarding the Internal Complaint Committee constituted in the offices has to be entered on the portal. It is mandatory to complete the said work within 15 days from the date of publication of the notification.

[**View Notification**](#)

A large blue circle containing the text "SHE-BOX" in large yellow bold letters, and "ONLINE COMPLAINT MANAGEMENT SYSTEM" in smaller white bold letters below it.

SHE-BOX
**ONLINE COMPLAINT
MANAGEMENT SYSTEM**

STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU - SOP FOR IMPLEMENTATION OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013.

The Government of Tamil Nadu, Social Welfare and Women Empowerment Department G.O. (Ms) No. 64 dated 18.06.2025 issued a Standard Operating Procedure for Implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Government also directed that the Standard Operating Procedures shall be followed by all the Departments/Establishments in the State for proper and effective implementation of the said Act.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

BIHAR - PAID HOLIDAY ON 28.06.2025 ON ACCOUNT OF MUNICIPAL GENERAL/ BYE-ELECTION, 2025.

The Government of Bihar, Labour Department vide No. 1/F 1 -127/06 (Part) Sr. No. 3502 dated 18.06.2025 notified that the Municipal General/Bye-Election, 2025 polling is scheduled to be held 28.06.2025. Therefore, under section 471 of the Bihar Municipality Act, 2007, every person employed in any business, trade, industrial undertaking or any other establishment and eligible to vote at any election to the municipalities of the State shall be granted holiday on the polling day. Wages shall not be reduced on account of the holiday granted and if any such person is employed on the basis that he would not ordinarily receive wages for such day, he shall nevertheless, be paid wages for such day in the same manner as he would have received if the holiday had not been granted.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

DADRA & NAGAR HAVELI AND DAMAN & DIU - DRAFT OF THE DADRA AND NAGAR HAVELI AND DAMAN AND DIU INDUSTRIAL RELATIONS REGULATION, 2025.

The Union Territory Administration of Dadra & Nagar Haveli and Daman & Diu , Department of Labour and Employment vide No. DDD/R Regulation-2025/157 dated 17.06.2025 notified that with the changing industrial scenario, there is need felt to have a Regulation based on the Industrial Relations Code, 2020 to safeguard the rights of employers and employee by proving easy labour reforms and facilitating ease of Doing Business. Therefore, a copy of draft of "the Dadra and Nagar Haveli and Daman and Diu Industrial Relations Regulation, 2025" is published for inviting comments from all stakeholders.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

DADRA & NAGAR HAVELI AND DAMAN & DIU - DRAFT OF THE DADRA AND NAGAR HAVELI AND DAMAN AND DIU SOCIAL SECURITY REGULATION, 2025.

The Union Territory Administration of Dadra & Nagar Haveli and Daman & Diu , Department of Labour and Employment vide No. DDD/R Regulation-2025/158 dated 17.06.2025 notified that with the changing industrial scenario, there is need felt to have a Regulation based on the Code on Social Security, 2020 to amend and consolidate the laws relating to social security with the goal to extend social security to all employees and workers either in the organised or unorganised or any other sectors. Therefore, a copy of draft of "the Dadra and Nagar Haveli and Daman and Diu Social Security Regulation, 2025" is published for inviting comments from all stakeholders.

[**View Notification**](#)



Social Security

STATUTORY NOTIFICATIONS/UPDATES

DADRA & NAGAR HAVELI AND DAMAN & DIU - DRAFT OF THE DADRA AND NAGAR HAVELI AND DAMAN AND DIU WAGES REGULATION, 2025.

The Union Territory Administration of Dadra & Nagar Haveli and Daman & Diu, Department of Labour and Employment vide No. DDD/Wages Regulation-2025/156 dated 17.06.2025 notified that with the changing industrial scenario, there is a need felt to have a Regulation based on the Code on Wages, 2019 to provide a more transparent and efficient system for wages, minimum wages, and bonus payments, ensuring timely payments and preventing unlawful deductions. Therefore, a copy of draft of "the Dadra and Nagar Haveli and Daman and Diu Wages Regulation, 2025" is published for inviting comments from all stakeholders.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

DADRA & NAGAR HAVELI AND DAMAN & DIU - DRAFT OF THE DADRA AND NAGAR HAVELI AND DAMAN AND DIU OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS REGULATION, 2025.

The Union Territory Administration of Dadra & Nagar Haveli and Daman & Diu, Department of Labour and Employment vide No. DDD/Wages Regulation-2025/155 dated 17.06.2025 notified that with the changing industrial scenario, there is a need felt to have a Regulation based on the Occupational Safety, Health and Working Conditions Code, 2020 to consolidate and amend the laws regulating the occupational safety, health and working conditions of the persons employed in an establishment. Therefore, a copy of draft of "the Dadra and Nagar Haveli and Daman and Diu Occupational, Safety, Health and Working Conditions Regulation, 2025" is published for inviting comments from all stakeholders.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU – AMENDMENT TO THE TAMIL NADU BOCW RULES, 2006 AND DRAFT AMENDMENT TO TAMIL NADU FACTORIES RULES, 1950.

The Government of Tamil Nadu, Labour Welfare and Skill Development Department vide Gazette Notification dated 18.06.2024 issued the Amendment to the Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006. In the said Rules, in Rule 241, in sub-rule (3), after the expression, “the Contract Labour (Regulation and Abolition) Act, 1970,” the expression “or the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 shall be inserted.” Further Draft Rules for Amendment to the Tamil Nadu Factories Rules have been issued, wherein, in Rule 4 sub-rule (6), after the second proviso, the following proviso shall be added, namely: “Provided also that in case of fireworks factories, the maximum number of persons shall be fifteen percent in excess of the man limit specified in the licence granted under the Explosives Act, 1884 (Central Act 4 of 1884) and the Explosives Rules, 2008.”

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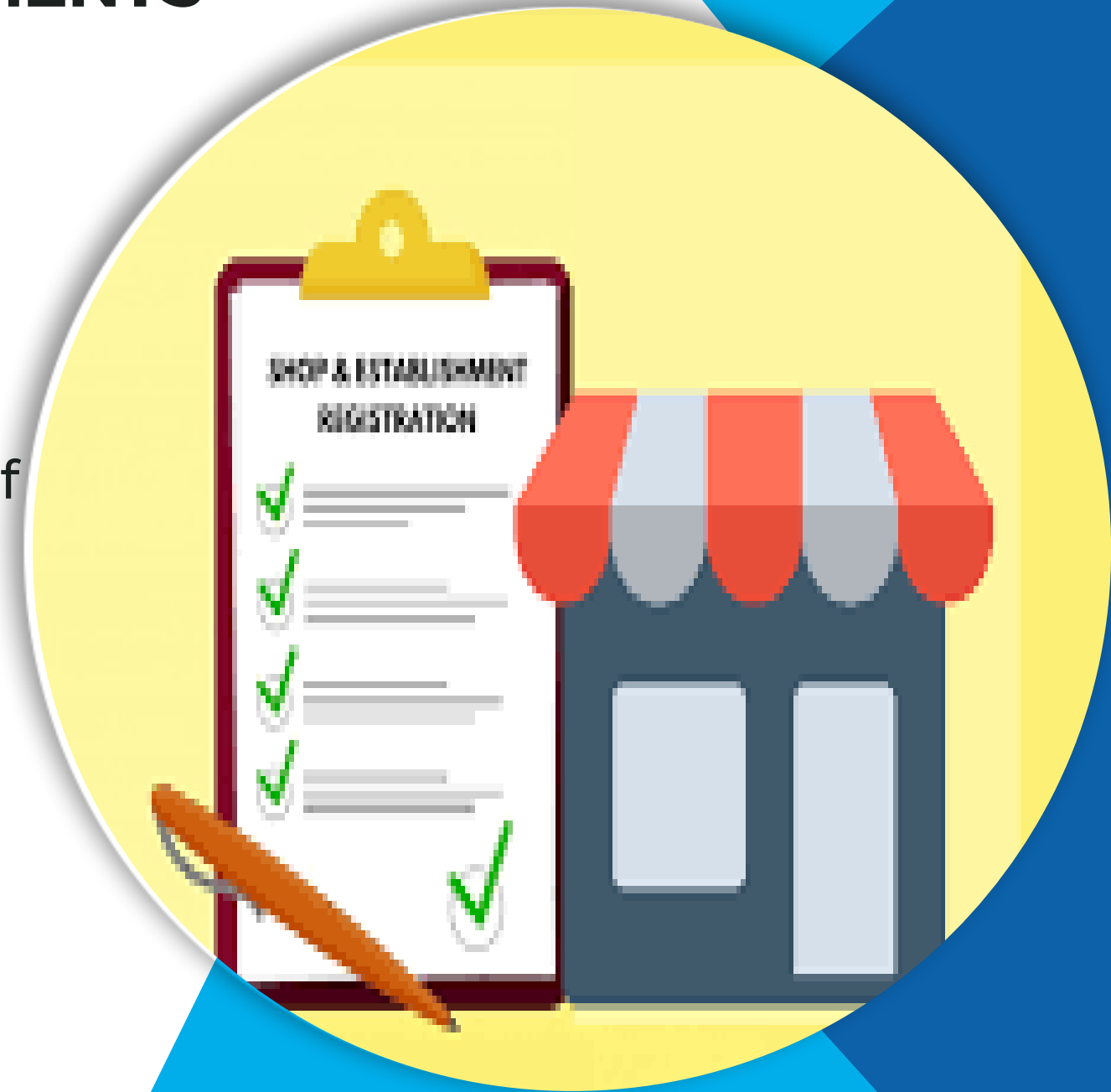


STATUTORY NOTIFICATIONS/UPDATES

PUNJAB - PERMISSION TO KEEP SHOPS AND ESTABLISHMENTS OPEN ON ALL 365 DAYS TILL 31.06.2025.

The Government of Punjab, Labour Department vide No. LabOPSCA/2/2024-5L/495 dated 17.06.2025 notified that in exercise of the powers conferred by section 28 of Punjab Shops and Commercial Establishments Act, 1958, the Governor or Punjab is pleased to exempt all establishments from the provisions of Section 9 and sub-section (1) of section 10 of the said Act and permits all the establishments registered under the Act in the State of Punjab to keep open on all 365 days of the year, for a further period of 1 year i.e. up to 31.05.2026, subject to conditions mentioned in the notification.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

PUNJAB - EXEMPTION UNDER S&E ACT IN LIEU OF BYE ELECTIONS TO ASSEMBLY CONSTITUENCIES OF 64-LUDHIANA WEST, 2025.

The Government of Punjab, Labour Department vide No. Labour-LabOPSCA/1/2024-2L/1125716 dated 16.06.2025 notified that in exercise of the powers conferred by section 28 of the Punjab Shops and Commercial Establishment Act, 1958 and all other powers enabling him in this behalf, the Governor of Punjab is pleased to exempt all the adult workers working in the Shops and Establishments situated in the State of Punjab who are the voters in aforesaid Constituency of 64-Ludhiana West, polling for which is to be held on 19th June, 2025 (Thursday), from the operations of provisions of section 10(1) of the said Act, for the week commencing from 15.06.2025 and ending 21.06.2025, subject to the conditions that no adult worker who is enrolled as voter in aforesaid Constituency of 64-Ludhiana West of Punjab shall be required or allowed to work on 19th June 2025 (Thursday) in the Shops and Establishments of Punjab.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

PUNJAB - EXEMPTION UNDER FACTORIES ACT IN LIEU OF BYE ELECTIONS TO ASSEMBLY CONSTITUENCIES OF 64-LUDHIANA WEST, 2025.

The Government of Punjab, Labour Department vide No. Labour-Lab0PSCA/1/2024-2L/1125716 dated 16.06.2025 notified that in exercise of the powers conferred by section 65 of the Factories Act, 1948 and all other powers enabling him in this behalf, the Governor of Punjab is pleased to exempt all the adult workers working in Factories situated in the State of Punjab who are the voters in aforesaid Constituency of 64-Ludhiana West, polling for which is to be held on 19th June, 2025 (Thursday), from the operations of provisions of section 52(1)(a) of the said Act, for the week commencing from 15.06.2025 and ending 21.06.2025, subject to the conditions that no adult worker who is enrolled as voter in aforesaid Constituency of 64-Ludhiana West of Punjab shall be required or allowed to work on 19th June 2025 (Thursday) in the factories of Punjab.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

TAMIL NADU - AMENDMENT UNDER THE TAMIL NADU MANUAL WORKERS (CONSTRUCTION WORKERS) WELFARE SCHEME, 1994.

The Government of Tamil Nadu, Labour Welfare and Skill Development Department vide No. II(1)/LWSD/16(a)/2025 dated 11.06.2025 notified that in exercise of the powers conferred by section 4 of the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982, the Governor of Tamil Nadu, hereby makes the following amendments to the Tamil Nadu Workers (Construction Workers) Welfare Scheme, 1994. In said Scheme, in clause 11 - “(1) All manual workers when met with an accident are eligible for Personal Accident Relief and where the accident results in death at worksite or death occurs on the way to hospital for treatment or death occurs while pursuing treatment in the hospital due to such accident, their nominees are eligible for Personal Accident Relief.” ;(2) in sub-clause (2), for item (a), the following item shall be substituted, namely: - “(a) Death Rs.8,00,000”.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU - TAMIL NADU SHOPS AND ESTABLISHMENTS (AMENDMENT) ACT, 2025.

The Tamil Nadu Legislative Assembly vide Gazette Notification dated 06.06.2025 received assent of the Governor for rules to further amend the Tamil Nadu Shops and Establishments Act, 1947, namely: The Tamil Nadu Shops and Establishments (Amendment) Act, 2025. The Amended Act provides for amendment in section 45 (Penalties), Section 46 (Compounding of contraventions), section 46-A (Adjudicating Officer), section 46-B (Appeal) and section 46-C (Recovery).

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

BIHAR - EMPLOYMENT OF WOMEN WORKERS IN FACTORIES DURING NIGHT SHIFT.

The Government of Bihar, Labour Department vide S.O. 136 dated 06.06.2025 notified that in exercise of the powers conferred under the provisions of clause (b) of sub-section (1) of section 66 of the Factories Act, 1948, the Governor of Bihar, from the date of publication of the notice in the official gazette, exempts from the provisions of clause (b) of sub-section (1) of section 66 of the said Act in respect of employment of woman worker, subject to conditions mentioned in the Notification.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

GUJARAT - GRANT OF LEAVE UNDER THE S&E ACT ON ACCOUNT OF GENERAL BYE-ELECTION TO BE HELD

19.06.2025.

The Government of Gujarat, Labour Department vide Serial No.: Sr.A.7(4)/Racha-P.Ch/2025/953 dated 05.06.2025 notified that on account of By-elections in constituencies in Mehsana District and Junagadh District to be held on 19.06.2025 (Thursday), for the shops and institutions where the provisions of Election Commission Act, 1881 are not applicable, orders are to be made to grant paid leave to workers to go and vote as per the provisions of Section 135-b of the Representation of People Act, 1951. Therefore, on Thursday, i.e., 19.06.2025, the weekly leave is to be given as per the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019, and if it is not on the polling day, then by replacing the weekly leave. No deduction or adjustment shall be made from the wages of any person to whom such leave is granted.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

GUJARAT – HOLIDAY UNDER S&E ACT ON ACCOUNT OF GRAM PANCHAYAT ELECTIONS TO BE HELD ON 22.06.2025.

The Government of Gujarat, Labour Department vide Serial No.: Sh.A-7(40/GSE/Gra.P.Ch/2025/967 dated 05.06.2025 notified that on account of the Gram Panchayat Elections to held in the state of 22.06.2025 (Sunday), under the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019, every person entitled to vote, employed in any shop or institution and whose weekly holiday does not fall on Sunday, the day of the election, shall be entitled to vote as an alternative arrangement for such employees/workers.

Arrangements should be made to provide special leave of three hours on a rotating basis or to provide leave on the day of the poll in lieu of keeping the institution open on the day on which there is a weekly holiday.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ANDAMAN AND NICOBAR ISLANDS - ORDER FOR INCREASE OF REST INTERVALS UNDER THE FACTORIES ACT, 1948.

The Office of the Labour Commissioner & DET, Andaman and Nicobar Administration vide Order No. 218 dated 02.06.2025 notified that in exercise of the powers conferred under the proviso clause of section 55 of the Factories Act, 1948, read with Notification No. 111/69/F.No. 7/5/69-LC and in consideration of the need to enhance productivity and efficiency in the manufacturing sector, and in compliance with the directives of the Department for Promotion of Industry and Internal Trade (PIIT) communicated vide letter dates 11.03.2025 to the Andaman and Nicobar Administration, the intervals of rest of an adult worker in any factory has been revised : the periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed six hours and that no worker shall work for more than six hours before he has had an interval for rest of at least half an hour.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

HARYANA – INVITATION OF APPLICATIONS FOR RECOGNITION AS A “COMPETENT PERSON” UNDER THE FACTORIES ACT, 1948.

The Government of Haryana, Labour Department, vide a Public Notice dated 28.05.2025 informed that the Chief Inspector of Factories, Haryana invites applications for Recognition as a “Competent Person” under section 2(ca) of the Factories Act, 1948 read with Rule 2-A of the Punjab Factory Rules, 1952, for the purposes of carrying out tests, examinations and certification of buildings, hoists and lifts, lifting machines and lifting tackles, pressure plants, dust extraction systems, etc. The eligible person/Institutions having qualification and experience as prescribed under Act/Rule should submit their applications in format as prescribed under Rule 2-A of the Punjab Factory Rules, 1952.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - HOLIDAY FOR ID-UL-ADHA (BAKRID) POSTPONED TO 07.06.2025.

The Government of Kerala, General Administration (Co-ordination) Department vide G.O.(Ms)No.80/2025/GAD dated 05.06.2025 notified that in reference to the Notification G.O.(P) No.34/2024/GAD dated 14.10.2024 and G.O.(P) No.35/2024/GAD dated 14.10.2024, the Government have interalia declared holiday for Id-ul-Adha (bakrid) on 06.06.2025. Since it is celebrated across the State on 7th June 2025, the Government has ordered that Sunday, the 7th of June 2025 will be holiday for all Government offices in Kerala including all Public Sector Undertakings, all educational institutions including Professional Colleges and all institutions coming under Negotiable Instruments Act, 1881. The 6th of June 2025 will be a working day.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - NOTIFICATION ISSUED BY THE MINISTRY OF FINANCE UNDER THE INCOME TAX ACT, 1961.

The Ministry of Finance (Department of Revenue) (Central Board of Direct Taxes) vide Gazette Notification S.O. 2479(E) dated 03.06.2025 clarified that in pursuance of sub-clause (ii) of clause (a) of sub-section (1) of section 138 of the Income Tax Act, 1961, the Central Government hereby specifies 'Secretary to the Government of Maharashtra, Women and Child Development' for the purposes of the said clause in connection with sharing of information regarding Income-tax payers' for identifying eligible beneficiaries under the Mukhyamantri Mazi Ladki Bahin Yojana.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

RAJASTHAN - GRANT OF HOLIDAY ON 08.06.2025 UNDER NI ACT ON ACCOUNT OF PANCHAYAT ELECTION.

The Government of Rajasthan, Finance Department, Vide No. P.16(1) V.M./2024 dated 27.05.2025 notified that the Governor of Rajasthan hereby declares that in lieu of the polling in the Municipal Bodies and Panchayati Raj Institutions of Rajasthan on 08.06.2025 (Sunday), there will be a holiday under Explanation to Section 25 of the Negotiable Instruments Act, 1881 in the respective constituencies so that the voters of those areas can vote.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

TAMIL NADU - NOTIFICATION FOR AMENDMENTS TO THE TAMIL NADU HOSTELS AND HOMES FOR WOMEN AND CHILDREN (REGULATION) RULES, 2015.

The Government of Tamil Nadu, Social Welfare and Women Empowerment Department vide Gazette Notification No. SRO A-12(c)/2025 dated 27.05.2025, notified that, in exercise of the powers conferred by sub-section (1) of section 25 of the Tamil Nadu Hostels and Homes for Women and Children (Regulation) Act, 2014, the Governor of Tamil Nadu hereby makes amendments to the Tamil Nadu Hostels and Homes for Women and Childre (Regulation) Rules, 2015. The Notification specifies amendments in Rules 3 and 4.

[**View Notification**](#)



IMPORTANT JUDGEMENTS



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IMPORTANT JUDGEMENTS

RESTRICTIVE COVENANT IS NOT RESTRAINT OF TRADE/ EMPLOYMENT AND NOT AGAINST PUBLIC POLICY.

Vijaya Bank & Anr. V. Prashant B. Narnaware 2025 INSC 691 (SUPREME COURT)

Facts of the case:

In this case, appellants challenged the decision of Karnataka High Court quashing clause 11(k) of the appointment letter which states that employees leaving the appellant bank before the stipulated time period of three years shall pay damages of Rs. 2 lakhs. The H.C of Karnataka directed to refund the said sum to the respondent Prashanta B. Narnaware. The respondent was an employee to the appellant bank and had to abide by clause 9(w) as per recruitment notification as the Middle Management Scale-II upon promotion and confirmation of his job status. Here, the selected candidate for the said post shall be liable to indemnify a sum of Rs.2.00 Lakh to the Bank if they leave the service before completion of 3 years of compulsory time period. The respondent in the consecutive month voluntarily resigned from his Manager II post and joined Senior Manager III and executed a bond as per clause 9(w) at the same time.



IMPORTANT JUDGEMENTS

His resignation was accepted and he paid the sum of indemnity under protest. The respondent filed a writ petition before the HC praying for quashing of clause 9(w) and 11(k) of the appointment notification alleging that the terms are at violation to Art 14 and Art 14(1)(g) of the Constitution of India and Section 23 and 27 of the Indian Contract Act, 1872. The appellant bank opposed the prayer, and the Division bank based on K.Y Venkatesh Kumar v. BEML Ltd. 3 allowed the writ petition.

Issue of the case:

The restrictive covenant during an employment contract does not put a halt on the freedom of a contracting party to trade or employment. Clause 11(k) was imposed just to put a restraint on the respondent to work for a minimum term of three years. The objective of this clause was actually the furtherance of employment rather than restraining future employment or trade. Hence it was not violative of Section 27 of the Contract Act. In matter of the clause opposing to the public policy, the counsel of the respondent stated that the terms of the contract was based on an unequal bargaining mechanism and it was rigorously imposed on his client

IMPORTANT JUDGEMENTS

if these contracts affect a large number of persons and are unreasonable and unfair it could be concluded as injurious to the public interest. yet there is no certain definition for public policy under the indian contract act of 1872.

Judgement of the case:

The Court keeping in mind the present economic situation and policies it was stated that the appellant bank is neither unjust nor unreasonable from the argued perspective of saving both time and funds to retain valued employees by imposing liquidated damages. Even the respondent accepted the terms and paid the quantum and resigned as a n employee who have a lucrative pay package. It was stated by the Court that the HC failed to consider the restrictive covenant in its proper perspective in the factual matrix of the case and majorly relying on the case of K.Y Venkatesh Kumar v. BEML Ltd.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

THE EPF AUTHORITY CANNOT ASK ANY EMPLOYER TO FIX THE SALARY IN A PARTICULAR MANNER:

Central Board of Trustees, Employees Provident Fund Organisation
v. Arcotech Ltd. and Anr., 2025 LLR 662 (PUNJAB & HARYANA HIGH
COURT)

In the instant case the High Court of Punjab & Haryana held that No PF contributions are to be made for the employees exempted under the EPF Act. There is no provision of law or notification in respect of the fixation of pay of the workman/employee by any employer in a particular way. The EPF Authority cannot ask any employer to fix the salary in a particular manner.

Issue of the case:

Whether the EPF Authority can ask any employer to fix salary in a particular manner?



IMPORTANT JUDGEMENTS

Facts of the case: The appellant had challenged an order dated 07-06-2024 before the Single Judge passed by the CGIT whereby the appeal filed by the respondent No. 1 was allowed and the order passed by the RPFC was set aside – The writ petition was dismissed – Hence, the present writ appeal.

Decision of the High Court of Punjab & Haryana:

It was argued in the honorable Court that the learned Single Judge has not considered that all the 59 employees were excluded employees before notification dated 28-08-2014 as their basic wages were more than Rs. 6,500 and they were also being paid conveyance allowance. Hence it is held that there is no provision of law or notification in respect of the fixation of pay of the workman/employee by any employer in a particular way. The EPF Authority cannot ask any employer to fix the salary in a particular manner. Respondents were not covered under the EPF Act prior to 01-09-2014 and them being exempted from the said provisions, no contribution was made prior to the said date. The order passed by the learned Single Judge is legal. Hence, the writ appeal is dismissed.

[View Judgement](#)

IMPORTANT JUDGEMENTS

DISMISSAL MERELY ON THE BASIS OF A PRELIMINARY ENQUIRY IS INVALID:

The Principal Secretary (Public Works) to the Government of H. P. Shimla-2 & Others v. Shri Ramesh Chand, 2025 LLR 613 (HIMACHAL PRADESH HIGH COURT)

In the instant case the High Court of Himachal Pradesh held that Dismissal from service only on the basis of a preliminary inquiry without serving any Charge Sheet upon the workman and holding a proper departmental inquiry, is not sustainable. As per settled law an order having been passed on the basis of a preliminary inquiry and not on the basis of a regular departmental enquiry without issuing a charge-sheet or giving an opportunity of hearing to the workman, cannot be sustained. Where an order of termination is passed by way of punishment, then it cannot be treated as a simple order of retrenchment. An order of dismissal having been passed without holding regular departmental enquiry is not sustainable in law.



IMPORTANT JUDGEMENTS

Issue of the case: Whether the dismissal merely on the basis of a preliminary enquiry is valid or not?

Facts of the case:

Workman was terminated from his services for tempering official records without enquiry, i.e., without following principles of natural justice whereas he was acquitted by the Court in criminal case. Contention of the management is that workman was found tampering with the record. Department had no option, but to terminate his services in public interest. Industrial Tribunal-cum-Labour Court, Shimla held that the termination as illegal since services of the workman was dispensed with only on the basis of a preliminary inquiry without serving any Charge Sheet upon him and holding a proper departmental inquiry against him. Workman was awarded reinstatement with 25% back wages. Department challenged the award in writ petition.

IMPORTANT JUDGEMENTS

Decision of the High Court of Himachal Pradesh:

The honorable Court held in the garb of retrenchment, the petitioner-Department indeed terminated the services of the claimant as punishment on the basis of report of the preliminary inquiry, without holding a regular departmental inquiry, and therefore, the order of termination of services of the claimant obviously was not sustainable in law. This is exactly what has been held by learned Labour Court. The factum of holding of a preliminary inquiry and in the said inquiry, the claimant purportedly having conceded his guilt is of no consequence, for the reason that until and unless a proper inquiry was held against the claimant after issuance of a Charge-Sheet and until and unless due opportunity was afforded to the claimant to defend himself, termination of his services was indeed bad. Otherwise also, the order of retrenchment per se was bad, for the reason that no order of retrenchment under section 25F of the Industrial Disputes Act could have been passed by way of punishment in the light of statutory language of section 2 (oo) of the Industrial Disputes Act. No perversity is there in the impugned award passed by the learned Labour Court and further the writ petition is dismissed.

[View Judgement](#)

IMPORTANT JUDGEMENTS

MATERNITY BENEFIT ACT, 1961 ENSURES THAT WOMEN CAN TAKE TIME OFF FOR CHILDBIRTH AND POSTNATAL CARE WITHOUT FINANCIAL DISTRESS.

DC School of Management and Technology v. The Deputy Labour Commissioner, Kottayam WP(C) No. 28427/2024, 2025 LLR 629.
(KERALA HIGH COURT)

Facts of the case:

In this case the petitioner is a Self Financing College, the 3rd respondent is an Assistant Professor in the College from 14-10-2016 to 09-05- 2019 and from 04-07-2019 to 31-01-2021. The respondent took a leave from her service and filed for issuance of proper experience certificate and for maternity benefits. The court directed the petitioner to issue the same as and it was provided to her as directed. Furthermore, the petitioner paid to the 3rd respondent Rs. 45,000/- as maternity benefit, based on her monthly Basic Pay of Rs. 15,000/- and Rs. 3,500/- being medical bonus.



IMPORTANT JUDGEMENTS

Dissatisfied with the benefits so provided, 3rd respondent submitted a complaint under section 17(1) of the Maternity Benefit Act, 1961 before the 2nd respondent, the Assistant Labour Officer. The 2nd respondent passed an order of maternity benefit after finding out 140 days of preceding service before her delivery. The petitioner was directed to pay an amount of Rs. 161585/- and aggrieved by it, this order was challenged by the petitioner before the 1st respondent, the Deputy Labour Commissioner.

Issue of the case:

The petitioner stated that the 3rd respondent has been absent from work since February 1, 2021 and has not worked during the period of 3 calendar months preceding the date of her delivery for which her daily wages for that period were nil. Moreover, there is no minimum wage set for Assistant Professor. So, according to Section 5(1) of the Act, Rs. 10 per day for the entire 26-week period was calculated to be paid. The 3rd respondent in support of her claim did not even produce any medical certificate as per section 10 of the Act. The disputed fact is the period of employment of the 3rd respondent and whether or not she is entitled to maternity benefit or not.

IMPORTANT JUDGEMENTS

Judgement of the Case:

In the light of certain electronic documents, it was found that the 3rd respondent had worked for three calendar months immediately preceding the date of delivery. And it was stated that the objective of the Maternity Benefit Act, 1961 is to safeguard the health and wellbeing of women workers during pregnancy by providing appropriate maternity benefits as well as job security, ensuring period of leave for postnatal care without being stressing about financial conditions. And the writ petition was dismissed.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

PRINCIPAL EMPLOYER IS RESPONSIBLE FOR NON-PAYMENT OF THE PROVIDENT FUND BY THE CONTRACTORS.

Tamil Nadu Electricity Board V. The Presiding Officer, Employees Provident fund Tribunal. WP no. 9605/2011 2025 LLR 690 (MADRAS HIGH COURT).

Facts of the case:

The All-India Trade Union Congress (AITUC) made a complaint that the Tamil Nadu Electricity Board, Vellore Electricity Circle is engaging labourers through contractors and those labourers are not given proper social security benefits such as PFs or pension fund. Since, these workers were not engaged by the Principal Employer directly they do not qualify for such benefits. So, an inquiry under section 7A of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 was initiated by the second respondent. And as a result, an order was passed by 28-02-2005 which applies to the Tamil Nadu Electricity Board that employees engaged by them under contract shall be paid Rs. 60,51,482.10 as social security benefits. This was again contended for review before the second respondent, which was confirmed to the original order. Hence the writ petition.



IMPORTANT JUDGEMENTS

Issue of the case:

The learned counsel for the petitioner contended that the employees under the contractor have no employee and employer relationship with the petitioner. Moreover, as per Section 16 the Act does not apply to the establishment under the control of the Central / State Government and added that all the relevant benefits were submitted by the petitioner establishment. In this case, the Principal Employer / petitioner establishment has employed through the contractors and had to ensure that the contractor have made necessary social security contributions as per Section 2(f) and Section 16, if read together, which directs the responsibility towards the principal employer for contribution of PFs in failure of contractors to do so.

Judgement of the case:

The Court taking into consideration the section 16 of the Act which clears that the Act do not applies to any establishment belonging to or under the control of the Central / State Government along with establishments whose employees are entitled to social security funds.

IMPORTANT JUDGEMENTS

Section 2(f) clears the definition of an employee which means any person who gets wages directly or indirectly from the employer for any kind of work done, manual or otherwise in the establishment or in connection with the establishment which in this case is the Petitioner establishment. And this includes any person employed through contractor in or in connection to work of the establishment. Hence, it concludes that any default in the responsibilities of the contractors falls under the ambit of the Principal Employer. In this case, the petitioner couldn't shift the burden of providing social security benefits to the contractor and it was ordained as the duty of the Petitioner establishment.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

SUPREME COURT OF INDIA

- ❑ Payment of ex-gratia cannot be a ground to deny statutory bonus. [View Judgement](#)
- ❑ Clause requiring employee to work for a minimum of three years and in default to pay damages is valid. [View Judgement](#)
- ❑ Charitable Trust would be liable to pay bonus as soon as it starts carrying out commercial activities. [View Judgement](#)

ANDRA PRADESH HIGH COURT

- ❑ Non-availability of medical services near the establishment is no ground for non-payment of ESI dues. [View Judgement](#)

BOMBAY HIGH COURT

- ❑ Employer and employee can agree to age of retirement of less than 60 years under Model Standing Orders. [View Judgement](#)
- ❑ Gathering at factory gate and leaving work at union's insistence would amount to insubordination. [View Judgement](#)
- ❑ EPFO cannot initiate coercive action merely because it has a different interpretation of the stay order. [View Judgement](#)



IMPORTANT JUDGEMENTS

CALCUTTA HIGH COURT

- ❑ Only the admitted amount of gratuity has to be deposited with the Controlling Authority by the employer. [View Judgement](#)
- ❑ Establishment to not continue depositing PF contributions for uncovered employees if done earlier by error. [View Judgement](#)
- ❑ When transferee was made liable to pay damages, the amount can be recovered from the transferor. [View Judgement](#)
- ❑ Bank account cannot be frozen by EPFO beyond 30 days when there is no prima facie case of fraud. [View Judgement](#)
- ❑ Persons whose engagement is purely contractual and dependent on performance are not 'employees'. [View Judgement](#)
- ❑ No prosecution for non-payment of PF dues against Director without impleading the company. [View Judgement](#)
- ❑ Director responsible for the affairs of the establishment is 'employer' under the EPF Act. [View Judgement](#)

IMPORTANT JUDGEMENTS

CHHATTISGARH HIGH COURT

- ❑ EPF authority cannot recover damages exceeding the amount of arrears as specified in the Scheme. [View Judgement](#)
- ❑ Reducing damages to 25% of assessed amount is proper when it was with govt. and couldn't be transferred. [View Judgement](#)

DELHI HIGH COURT

- ❑ Termination of workman at the end of a specific project, for which he was employed, is not retrenchment. [View Judgement](#)
- ❑ When accident is admitted, employer can't deny relationship on appointment letter's non-production. [View Judgement](#)
- ❑ If demand was through common notice and two separate orders u/s 14B and 7Q were passed on same date, order u/s 7Q would still be non-appealable. [View Judgement](#)
- ❑ Terminated employee can't file FIR for non-payment of PF dues when he wasn't a member of EPF Scheme. [View Judgement](#)

IMPORTANT JUDGEMENTS

GAUHATI HIGH COURT

- ❑ Only a registered trade union can espouse the cause of a member of the trade union.

[View Judgement](#)

GUJARAT HIGH COURT

- ❑ Mere change in management does not affect the rights of the workmen.

[View Judgement](#)

HIMACHAL PRADESH HIGH COURT

- ❑ Plea of fictitious breaks cannot be taken by the workman after termination.

[View Judgement](#)

KERALA HIGH COURT

- ❑ Apprentices being paid monthly salary and not stipend are covered under the EPF Act.

[View Judgement](#)

IMPORTANT JUDGEMENTS

MADHYA PRADESH HIGH COURT

- ❑ Coverage of establishment under the Gratuity Act would follow when it is covered under the EPF Act. [View Judgement](#)
- ❑ When an employee is assigned duties outside the scope of his original appointment, he is entitled to be compensated on par with others similarly placed. [View Judgement](#)
- ❑ Company which delivers groceries to customers through e-commerce application is not a 'Factory'. [View Judgement](#)
- ❑ Approval for termination is to be taken from one court only when multiple industrial disputes were pending. [View Judgement](#)
- ❑ Respondent cannot take plea of limitation when the act of sexual harassment was a continuing one. [View Judgement](#)
- ❑ Principal employer is not liable when the contractor is independently covered unless the contract is sham. [View Judgement](#)
- ❑ Tribunal's order can only be challenged by the EPFO after taking authorization from the Board of Trustees. [View Judgement](#)
- ❑ No premature quashing of summons directing principal employer to produce documents w.r.t. contractor. [View Judgement](#)

IMPORTANT JUDGEMENTS

PUNJAB AND HARYANA HIGH COURT

- ❑ Reasons/bifurcations are to be shown as to how PF liability was determined under various heads. [View Judgement](#)
- ❑ Financial problems being faced by an institution cannot absolve it from payment of PF dues. [View Judgement](#)

RAJASTHAN HIGH COURT

- ❑ Working under different branches cannot be taken into consideration for determining continuous service. [View Judgement](#)
- ❑ Writ petition can even be filed against the trustees of EPFO. [View Judgement](#)



CORE INTEGRA COMPLIANCE CALENDAR

JULY
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	Jun'25	15-Jul-2025	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Remittance	Monthly	Jun'25	15-Jul-2025	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly	Jun'25	15-Jul-2025	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly Return - EDLI Exempted Employer	Jun'25	25-Jul-2025	Code wise	
Employment Exchange (Compulsory Notification of Vacancies) Act, 1959	All States	Return	Quarterly	Apr'25 to Jun'25	30-Jul-2025	Branch employing 25 or more	Haryana, Puducherry, Gujarat & Maharashtra, Telangana - Online
Kerala Shops and Commercial Establishments Workers Welfare Fund Act, 2006	Kerala	Remittance	Monthly	Jun'25	05-Jul-2025	Branch	
Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987	Andhra Pradesh	Remittance	Monthly	Jun'25	10-Jul-2025	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	Jun'25	10-Jul-2025	Branch	Online
Telangana Tax On Professions, Trades, Callings And Employments Act, 1987	Telangana	Remittance & Returns	Monthly	Jun'25	10-Jul-2025	Branch	Online
Andhra Pradesh Labour Welfare Fund Act, 1987	Andhra Pradesh	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable
Assam Industrial Establishment (Conferment of Permanent Status to Workmen) Act, 1985	Assam	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch employing 50 or more	
Bombay Labour Welfare Fund Act, 1953 (Delhi)	Delhi	Remittance	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	Online - 31st July
Bombay Labour Welfare Fund Act, 1953 (Delhi)	Delhi	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Chhattisgarh Shram Kalyan Nidhi Adhiniyam, 1982 (LWF)	Chhattisgarh	Remittance and Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Chhattisgarh Shram Kalyan Nidhi Adhiniyam, 1982 (LWF)	Chhattisgarh	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable
Factories Act, 1948	Delhi	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Gujarat	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	Not required - If Self Certificate submitted
Factories Act, 1948	Punjab	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	Covered under Integrated Annual Return
Factories Act, 1948	Assam	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Haryana	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Karnataka	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Chandigarh	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance/ Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Factories Act, 1948	Uttar Pradesh	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	West Bengal	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	West Bengal	Return	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Chhattisgarh	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Madhya Pradesh	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Rajasthan	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Uttarakhand	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Himachal Pradesh	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Factories Act, 1948	Manipur	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Meghalaya	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Mizoram	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Tripura	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Dadra and Nagar Haveli	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Daman & Diu	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Jammu & Kashmir	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Factories Act, 1948	Ladakh	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Factories Act, 1948	Nagaland	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Goa Labour Welfare Fund Act, 1986	Goa	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable
Gujarat Labour Welfare Fund Act, 1953	Gujarat	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 1 years from become payable
Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976	Gujarat	Return	Monthly	Jun'25	15-Jul-2025	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Jharkhand State Employment of Local Candidates in Private Sector Act, 2021	Jharkhand	Return	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	
Karnataka Labour Welfare Fund Act, 1965	Karnataka	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable
Kerala Labour Welfare Fund Act, 1975	Kerala	Remittance and Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Kerala Labour Welfare Fund Act, 1975	Kerala	Remittance	Quarterly	Jan'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Return	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	
Maharashtra Labour Welfare Fund Act, 1953	Maharashtra	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Maharashtra Labour Welfare Fund Act, 1953	Maharashtra	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Odisha Labour Welfare Fund Act, 1996	Odisha	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 5 years from become payable
Odisha Labour Welfare Fund Act, 1996	Odisha	Remittance & Returns	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Puducherry Municipalities Act, 1973	Puducherry	Remittance and Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	PT - Half yearly - Jan to June - Deduction in June.
Tamil Nadu Labour Welfare Fund Act, 1972	Tamil Nadu	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable
Tamil Nadu Payment of Subsistence Allowance Act, 1981	Tamil Nadu	Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
Telangana Labour Welfare Fund Act, 1987	Telangana	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable
The Jharkhand Tax On Profession, Trades, Callings And Employments Act, 2011	Jharkhand	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Employee & Employer Tax online (Employer to deduct monthly and remit quarterly)
The Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982 (LWF)	Madhya Pradesh	Remittance and Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
The Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982 (LWF)	Madhya Pradesh	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable
West Bengal Labour Welfare Fund Act, 1974	West Bengal	Remittance and Return	Half Yearly	Jan'25 to Jun'25	15-Jul-2025	Branch	
West Bengal Labour Welfare Fund Act, 1974	West Bengal	Remittance	Quarterly	Apr'25 to Jun'25	15-Jul-2025	Branch	Unpaid Accumulation - After 3 years from become payable
Karnataka Tax on Professions, Trades, Callings and Employments Act, 1976	Karnataka	Remittance & Returns	Monthly	Jun'25	20-Jul-2025	Combined	Online
West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979	West Bengal	Remittance	Monthly	Jun'25	21-Jul-2025	Branch	Online
Bihar Shops and Establishments Act, 1953	Bihar	Return	Quarterly Return	Apr'25 to Jun'25	30-Jul-2025	Branch	10 or More Employees
Bihar Shops and Establishments Act, 1953	Jharkhand	Return	Quarterly Return	Apr'25 to Jun'25	30-Jul-2025	Branch	10 or More Employees
Contract Labour (Regulation and Abolition) Act, 1970	Arunachal Pradesh	Return by Contractor	Half Yearly Returns - By Contractor	Jan'25 to Jun'25	30-Jul-2025	License	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Contract Labour (Regulation and Abolition) Act,1970	Assam	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Bihar	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Chandigarh	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Chhattisgarh	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Delhi	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Contract Labour (Regulation and Abolition) Act,1970	Goa	Return by Contractor	Quarterly Return	Apr'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Gujarat	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Haryana	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Himachal Pradesh	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Jammu & Kashmir	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Jharkhand	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Kerala	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Punjab	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Contract Labour (Regulation and Abolition) Act,1970	Rajasthan	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Tamil Nadu	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Uttar Pradesh	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Uttarakhand	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	West Bengal	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Karnataka	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Madhya Pradesh	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Meghalaya	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Contract Labour (Regulation and Abolition) Act,1970	Mizoram	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Nagaland	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Puducherry	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Tamil Nadu	Return	Certificate - Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	Only IT / ITES
Contract Labour (Regulation and Abolition) Act,1970	Odisha	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Dadra and Nagar Haveli	Return by Contractor	Half Yearly	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Daman & Diu	Return by Contractor	Half Yearly Returns	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Ladakh	Return by Contractor	Half Yearly Returns	Jan'25 to Jun'25	30-Jul-2025	License	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Contract Labour (Regulation and Abolition) Act,1970	Lakshadweep	Return by Contractor	Half Yearly Returns	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Manipur	Return by Contractor	Half Yearly Returns	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Meghalaya	Return by Contractor	Half Yearly Returns	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Mizoram	Return by Contractor	Half Yearly Returns	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Nagaland	Return by Contractor	Half Yearly Returns	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Sikkim	Return by Contractor	Half Yearly Returns	Jan'25 to Jun'25	30-Jul-2025	License	
Contract Labour (Regulation and Abolition) Act,1970	Tripura	Return by Contractor	Half Yearly Returns	Jan'25 to Jun'25	30-Jul-2025	License	
Employment Exchange (Compulsory Notification of Vacancies) Act, 1959	Maharashtra	Return	Quarterly Return	Apr'25 to Jun'25	30-Jul-2025	Branch employing 25 or more	
Employment Exchange (Compulsory Notification of Vacancies) Act, 1959	Gujarat	Return	Quarterly Return	Apr'25 to Jun'25	30-Jul-2025	Branch employing 25 or more	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Manipur Professions, Trades, Callings And Employments Taxation Act, 1981	Manipur	Remittance and Return	Monthly	Jun'25	30-Jul-2025	Branch	
Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995	Mizoram	Remittance and Return	Monthly	Jun'25	30-Jul-2025	Branch	
Nagaland Professionals, Trades, Calling and Employment Taxation (4th Amendment) Act ,2012	Nagaland	Remittance and Return	Monthly	Jun'25	30-Jul-2025	Branch	
Punjab State Development Tax 2018	Punjab	Remittance and Return	Monthly	Jun'25	30-Jul-2025	Branch	
Assam Professions, Trades, Callings And Employments Taxation Act, 1947	Assam	Remittance & Returns	Monthly	Jun'25	31-Jul-2025	Branch	
Factories Act, 1948	Tamil Nadu	Return	Half Yearly	Jan'25 to Jun'25	31-Jul-2025		

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Factories Act, 1948	Kerala	Return	Half Yearly	Jan'25 to Jun'25	31-Jul-2025	Branch	
Factories Act, 1948	Puducherry	Return	Half Yearly	Jan'25 to Jun'25	31-Jul-2025	Branch	
Goa Labour Welfare Fund Act, 1986	Goa	Remittance & Returns	Half Yearly	Jan'25 to Jun'25	31-Jul-2025	Branch	
Gujarat Labour Welfare Fund Act, 1953	Gujarat	Return	Half Yearly	Jan'25 to Jun'25	31-Jul-2025	Branch	Remittance by 15th July
Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975	Maharashtra	Remittance & Returns	Monthly	Jun'25	31-Jul-2025	Combined	
Maternity Benefit Act, 1961	Tamil Nadu	Return	Certificate - Half Yearly	Jan'25 to Jun'25	31-Jul-2025	Branch	Only IT / ITES
Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947	Meghalaya	Remittance and Return	Monthly	Jun'25	31-Jul-2025	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Minimum Wages Act, 1948	Tamil Nadu	Return	Certificate - Half Yearly	Jan'25 to Jun'25	31-Jul-2025	Branch	Only IT / ITES
Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000	Odisha	Remittance	Monthly	Jun'25	31-Jul-2025	Branch	
Payment of Gratuity Act, 1972	Tamil Nadu	Return	Certificate - Half Yearly	Jan'25 to Jun'25	31-Jul-2025	Branch	Only IT / ITES
Payment of Wages Act, 1936	Tamil Nadu	Return	Certificate - Half Yearly	Jan'25 to Jun'25	31-Jul-2025	Branch	Only IT / ITES
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Remittance & Returns	Monthly	Jun'25	31-Jul-2025	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Return	Quarterly	Apr'25 to Jun'25	31-Jul-2025	Branch	
Tamil Nadu Shops And Establishments Act,1947	Tamil Nadu	Return	Certificate - Half Yearly	Jan'25 to Jun'25	31-Jul-2025	Branch	Only IT / ITES
Tripura Professions Trades Callings And Employments Taxation Act, 1997	Tripura	Remittance and Return	Monthly	Jun'25	31-Jul-2025	Branch	
West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979	West Bengal	Employer PT	Annual Returns	Apr'25 to Mar'26	31-Jul-2025	Branch	

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