



CORE INTEGRA COMPLIANCE NEWSLETTER

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STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - EMPLOYEES' PROVIDENT FUNDS SCHEME, 2026.

The Ministry of Labour and Employment vide G.S.R. 525(E) dated 29.06.2026 notified that, in exercise of the powers conferred by clause (a) of sub-section (1) of section 15 of the Code on Social Security and in supersession of the Employees' Provident Funds Scheme, 1952, except as respects things done or omitted to be done before such supersession, the Central Government, hereby makes the Employees' Provident Funds Scheme, 2026.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - EMPLOYEES' PENSION SCHEME, 2026.

The Ministry of Labour and Employment vide G.S.R. 527(E) dated 29.06.2026 notified that, in exercise of the powers conferred by clause (b) of sub-section (1) of section 15 of the Code on Social Security and in supersession of the Employees' Family Pension Scheme, 1971 and the Employees' Pension Scheme, 1995, except as respects things done or omitted to be done before such supersession, the Central Government hereby makes the Employees' Pension Scheme, 2026.

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STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 2026.

The Ministry of Labour and Employment vide G.S.R. 526(E) dated 29.06.2026 notified that, in exercise of the powers conferred by clause (c) of sub-section (1) of section 15 of the Code on Social Security and in supersession of the Employees' Deposit-Linked Insurance Scheme, 1976, except as respects things done or omitted to be done before such supersession, the Central Government hereby makes the Employees' Deposit-Linked Insurance Scheme, 2026.

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STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF PORTS, SHIPPING AND WATERWAYS - EFFECTIVE DATE OF THE AMENDED PROVISIONS OF THE DOCK WORKERS (REGULATION OF EMPLOYMENT) ACT, 1948.

The Ministry of Ports, Shipping and Waterways vide S.O. 3266(E) dated 20.06.2026 notified that, in exercise of the powers conferred by sub-section (2) of section 1 of the Jan Vishwas (Amendment of Provisions) Act, 2026, the Central Government hereby appoints the 1st day of July 2026 as the date on which the provisions of the said Act, in so far as it relate to amendments to the Dock Workers (Regulation of Employment) Act, 1948, as mentioned against serial number 10 of the Schedule to the said Act, shall come into force.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP - EFFECTIVE DATE OF AMENDMENTS IN THE APPRENTICES ACT, 1961.

The Ministry of Skill Development and Entrepreneurship vide S.O. 3185(E) dated 17.06.2026 notified that, in exercise of the powers conferred by sub-section (2) of section 1 of the Jan Vishwas (Amendment of Provisions) Act, 2026, the Central Government hereby appoints 22nd day of June, 2026 as the date on which the provisions of the said Act, in so far as it relate to amendments in the Apprentices Act, 1961, as specified against serial number 29 of the Schedule to the said Act, shall come into force.

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STATUTORY NOTIFICATIONS/UPDATES

ESIC - DRAFT EMPLOYEES' STATE INSURANCE (GENERAL) REGULATIONS, 2026.

The Employees' State Insurance Corporation, on 17 June 2026 issued the Draft of Employees' State Insurance (General) Regulations, 2026, along with a comparison between old ESI Regulations and New Regulations.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

ESIC - AWARENESS AND OUTREACH ACTIVITIES ON THE CODE ON SOCIAL SECURITY, 2020.

The Employees' State Insurance Corporation vide F. No. E-13/14/08/2026-PR dated 17.06.2026 directed all ESIC Field Offices to undertake structured awareness and outreach activities within their jurisdiction on the implementation of Code on Social Security, 2020, optimally utilizing the human, infrastructural, and material resources already available with them, without involving any significant additional expenditure. The ESIC Field Offices shall also refer to the instructions/circulars issued by the Medical Services Division regarding the conduct of Annual Health Check-Up Camps for Insured Persons aged 40 years and above. The Field Offices must ensure maximum participation of Insured Persons in the Annual Health Check-Up Camps.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ESIC - EXTENSION OF MEDICAL BENEFITS TO THE FAMILIES OF INSURED PERSONS IN ALL AREAS OF 6 ISLANDS IN THE UT OF LAKSHADWEEP.

The Employees' State Insurance Corporation, vide Gazette Notification No. N-17011/1/Lakshadweep/2026-P&D dated 09.06.2026 clarified that in pursuance of powers conferred by section 32(2) of the Code on Social Security, 2020 and Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950 read with section 164(2)(b) of the Code on Social Security, 2020, the Director General has fixed 1 May 2026 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 areas of Andrott, Amini, Kadmat, Kalpeni, Chetlat, and Kiltan Islands in the Union Territory of Lakshadweep.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ESIC - CLARIFICATION REGARDING IMPLEMENTATION OF CODE ON SOCIAL SECURITY, 2020.

The Employees' State Insurance Corporation, Telangana Regional Director, vide No. P-11012/4/2026-INSPECTION dated 04.06.2026 clarified regarding the implementation of the Code on Social Security, 2020. It is informed that ESI contribution deduction is to be implemented as per the definition of "wages" in section 2(88) of Code on Social Security, 2020. As per section 164(2) of the Code on Social Security, 2020 compliance relating to ESIC and the associated provisions under the Code shall continue to be governed by the existing ESI Central Rules and ESI (General) Regulations until such time as new Rules and Regulations are notified. The Social Security (Central) Rules, 2025 were notified on 08/05/2026.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT – APPOINTMENT OF VERIFICATION OFFICER UNDER THE INDUSTRIAL RELATIONS CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2996(E) dated 11.06.2026 notified that in exercise of the powers conferred by section 100 of the Industrial Relations Code, 2020, the Central Government hereby delegates its powers to the officers of the rank of Joint Secretary looking after Industrial Relations in the Ministry of Labour and Employment, the power vested in it under sub rule (3) of Rule 9 of the Industrial Relations (Central) Rules, 2026 to appoint verification officer for the purposes of recognition of negotiating union or negotiating council under section 14 of the Code in establishments, where the Central Government is the appropriate Government.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

ESIC – VERIFICATION OF ESIC FUNDS COLLECTED THROUGH SBI AND CERTIFICATION REGARDING NON-RETENTION OF ESIC MONIES.

The Employees' State Insurance Corporation vide F.23/ 13/ Confirmation Payment/ 2017/ A/ cs. II dated 04.06.2026 notified that prior to the introduction of the online payment system, employers were depositing ESI contributions through offline challans at designated branches of State Bank of India (SBI). During the examination of certain cases, it has been observed that although the amounts were collected from employers by SBI, the corresponding funds were not transferred to the ESIC account in some instances and were instead retained by the Bank for prolonged periods. In view of the same, all Accounting Units are hereby directed to take following action on priority:

- A. Obtaining Certification from SBI.
- B. Examination of New Cases Reported by Employers.

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STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT – ONBOARDING OF AGGREGATORS ON ESHRAM PORTAL.

The Ministry of Labour and Employment, vide No. U-11019/13/2026-GPW dated 01.06.2026 has notified all Aggregators that the Ministry has launched a separate Aggregator module for easy onboarding of aggregators on the e-Shram portal on 12.12.2024. The onboarding and API integration process is ongoing with 15 Aggregators namely – Zomato, Blinkit, Swiggy, Uber, Ola, Rapido, Amazon, Zepto, Urban Company, Porter, etc. which are already onboarded on eShram portal. It is imperative that both aggregators and platform workers register on the e-Shram portal to ensure eligibility for various welfare measures for platform workers and to bring them under the ambit of a structured social security framework. In view of the same and treating this as an immediate priority, it is noted that 18 days have already lapsed, leaving only limited period for compliance. Accordingly, all aggregators are directed to complete their onboarding on eShram portal and complete the requisite API integration with the eShram portal in a time-bound manner, at the latest by 21.06.2026, to ensure seamless data flow and compliance with applicable statutory requirements. [View Notification](#)



**eShram Card
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Registration, Login, and Download eShram Portal

STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF HOME AFFAIRS - DELEGATION OF POWERS UNDER THE TRANSGENDER PERSONS (PROTECTION OF RIGHTS) ACT, 2019 TO THE LIEUTENANT GOVERNOR OF LADAKH.

The Ministry of Home Affairs vide S.O. 2707(E) dated 29.05.2026 notified that, in pursuance of clause (1) of article 239 of the Constitution, the President hereby directs that the Lieutenant Governor of the Union territory of Ladakh shall, subject to the control of the President and until further orders, exercise the powers and discharge the functions of the appropriate Government under the Transgender Persons (Protection of Rights) Act, 2019, to formulate the rules only within the said Union territory.

[View Notification](#)

Important

Transgender Persons
Protection of Rights Act



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 2(68) OF THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2696(E) dated 29.05.2026 notified that, in exercise of the powers conferred by clause(68) of section 2 of the Code on Social Security, 2020 the Central Government hereby authorizes the officers specified in column (2) of the Table in the offices specified in column (3) to exercise the powers of Recovery Officer under the Code for the areas mentioned in column (4) of the said Table in relation to establishments covered under Chapter III of the Code.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 122 OF THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2679(E) dated 29.05.2026 notified that, in exercise of the powers conferred by sub-sections (1) and (3) of section 122 of the Code on Social Security, 2020, the Central Government hereby appoints the officers specified in Column (2) of the Table in the offices specified in column (3) to be Inspectors-cum-Facilitators and confer upon them the jurisdiction specified in Column (4) of the said Table, for the purposes of Chapter III of the said Code.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION UNDER SECTION 127 OF THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2698(E) dated 29.05.2026 notified that, in exercise of the powers conferred by section 127 of the Code on Social Security, 2020, the Central Government hereby specifies that the employer shall be liable to pay simple interest at the rate of twelve per cent per annum on any amount due from him under the Code from the date on which such amount has become due till the date of its actual payment. This notification shall be deemed to have come into force on the 21st of November 2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 128 OF THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2699(E) dated 29.05.2026 notified that, in exercise of the powers conferred by section 128 of the Code on Social Security, 2020, the Central Government hereby authorizes the officers specified in column (2) of the Table in the office specified in column (3) to levy on and recover from the employers by way of damages in the respective areas specified in column (4) of the said Table below in relation to establishments covered under Chapter III of the Code.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION UNDER SECTION 136 OF THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2700(E) dated 29.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 136 of the Code on Social Security, 2020, the Central Government hereby authorizes the Inspector-cum-Facilitators appointed under section 122 of the said Code for filing complaint in relation to establishments to which Chapter III of the said Code.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 143 OF THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2701(E) dated 29.05.2026 notified that, in pursuance of sub-section (6) of section 143 of the Code on Social Security, 2020, the Central Government hereby directs that the employers in relation to an establishment or class of establishments or any person or class of persons exempted under section 143 of the said Code from the provisions of the scheme specified in column (2) of the Table to pay inspection charges at the rate specified in column (3) for the time being payable to the employees of the establishment or receivable by the persons or class of persons, as the case may be, in respect of which contributions, would have been payable but for such exemption, subject to the minimum amount specified in column (4) to the administration account mentioned in column (5) of the said Table, within fifteen days of the close of every month.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER CLAUSE (5) OF SECTION 2 OF THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2695(E) dated 29.05.2026 notified that, in exercise of the powers conferred by clause (5) of section 2 of the Code on Social Security, 2020 (36 of 2020), the Central Government hereby authorizes the Central Provident Fund Commissioner, Additional Central Provident Fund Commissioner, Regional Provident Fund Commissioner and Assistant Provident Fund Commissioner, to function as authorized officers for the purposes of Chapter III of the said Code.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

WEST BENGAL - REVISED RATES OF MINIMUM WAGES W.E.F. 01.07.2026 TO 31.12.2026.

The Government of West Bengal, Labour Department vide No. 30/Stat/14/RW/24/2023/LCS/JLC dated 22.06.2026 issued the minimum rates of wages for the employees employed in the Scheduled Employments in the state of West Bengal which shall be effective in the period from 1st July 2026 to 31st December 2026.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

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

The Department of Economics and Statistics, Government of Kerala vide Notification no. DES/1129/2025-P3(1) dated 20.06.2026 issued the Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of May 2026 for 17 districts, with regard to G.O.(MS) No.103/2013/LBR dated 31.8.2013 of Labour and Skills Department, Government of Kerala and the G.O.(MS) No. 34/2015/LBR dated 26.03.2015 published in the Kerala Gazette extra ordinary No.19 (Vol.IV) dated 12.05.2015.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

TELANGANA - REVISED MINIMUM RATES OF WAGES EFFECTIVE FROM 1 JUNE 2026.

The Government of Telangana, Labour, Employment, Training and Factories (LAB-I) Department vide G.O.Ms.No. 6 dated 30.05.2026 notified that in exercise of powers conferred under sections 6 to 8 of the Code on Wages, 2019 and as per section 6 of the General Clauses Act, 1897, the State Government hereby notify, the revision/fixation of the basic minimum rates of wages payable per month, in respect of employees in all establishments defined under the Code on Wages, 2019 in supersession of all earlier notifications issued under the Minimum Wages, Act, 1948 in the State of Telangana, with effect from 1st June, 2026.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

JHARKHAND – REVISED MINIMUM RATES OF WAGS EFFECTIVE FROM 1 APRIL 2026.

The Government of Jharkhand, Labour Department vide No – 02/MW-2071/ 2010 (Part-3) L&T -743 dated 25.05.2026 notified that in exercise of the powers conferred by section 6 of the Code on Wages, 2019, the Governor of Jharkhand is pleased to declare Variable Dearness Allowance (VDA) on the basis of average consumer price index in the minimum rates of wages fixed/revised for the different categories of employees employed in all employments applicable to classification of districts/areas of Jharkhand state mentioned in the attached Schedule I. The payment of VDA on the basis of Consumer Price Index of July 2025 to December 2025 which is 2nd half of 2025, will be payable from 01.04.2026.

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STATUTORY NOTIFICATIONS/UPDATES

TRIPURA - REVISED RATES OF VDA AND MINIMUM WAGES W.E.F. 01.04.2026.

The Government of Tripura, Labour Department vide No. F.22 (74)-LAB/ENF/ MW/ SHOPS/ 2022/ 660-77 dated 30.04.2026 notified the revised variable dearness allowance and minimum rates of wages for various Scheduled Employments payable with effect from 01.04.2026.

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STATUTORY NOTIFICATIONS/UPDATES

CHHATTISGARH - REVISED VDA AND MINIMUM RATE OF WAGES W.E.F. 01.04.2026 TO 30.09.2026.

The Government of Chhattisgarh, Labour Department vide No. / 8/ M.W./ Labour/ 2026/ 960 dated 24.03.2026 notified the revised VDA and minimum rates of wages for all the scheduled employments, payable with effect from 01.04.2026 to 30.09.2026.

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STATUTORY

NOTIFICATIONS/UPDATES

ANDHRA PRADESH - FINAL NOTIFICATION OF THE CODE ON WAGES (ANDHRA PRADESH) RULES, 2026.

The Government of Andhra Pradesh, Labour Factories Boilers and Insurance Medical Services Department vide G.O.Rt.No. 124 dated 29.06.2026 notified that in exercise of the powers conferred by section 67 of the Code on Wages, 2019, and in supersession of the previous Rules made by the State Government viz., 1) The Payment of Wages Act, 1936, i.e., The Andhra Pradesh Payment of Wages Rules, 1937 (2) The Minimum Wages Act, 1948, i.e., The Andhra Pradesh Minimum Wages Rules, 1960, the State Government hereby makes the Code on Wages (Andhra Pradesh) Rules, 2026.

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STATUTORY

NOTIFICATIONS/UPDATES

TELANGANA - DRAFT OF OCCUPATIONAL SAFETY, HEALTH AND WORK CONDITIONS (TELANGANA) RULES, 2026.

The Government of Telangana, Labour Employment Training and Factories (LAB-I) Department on 26.06.2026 notified the draft of Occupational Safety, Health and Work Conditions (Telangana) Rules, 2026 which the State Government proposes to make in exercise of the powers under sections 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 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

TELANGANA - DRAFT OF CODE ON SOCIAL SECURITY (TELANGANA) RULES, 2026.

The Government of Telangana, Labour Department on 26.06.2026 notified the draft of Code on Social Security (Telangana) Rules, 2026.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

TELANGANA – DRAFT OF INDUSTRIAL RELATIONS (TELANGANA STATE) RULES, 2025.

The Government of Telangana, Labour Department on 26.06.2026 notified the Draft of Industrial Relations (Telangana State) Rules, 2025 which the Government proposes to make in exercise of the powers conferred by section 99 of the Industrial Relations Code, 2020 and in supersession of all the rules made by the State Government in exercise of the powers conferred by the Trade Union Act, 1926, the Industrial Employment (Standing Orders) Act, 1946 and the Industrial Disputes Act, 1947 as the case may be, which are repealed by section 104 of the said Code, and notice is hereby given that the said notification will be taken into consideration after the expiry of a period of forty five days from the date on which the copies of the Official Gazette in which this notification is published.

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STATUTORY

NOTIFICATIONS/UPDATES

TRIPURA – SELF-ATTESTATION IN LIEU OF AFFIDAVITS OR NOTARIZED DOCUMENTS FOR OBTAINING NOC FROM FACTORIES AND BOILERS ORGANIZATION.

The Government of Tripura, Factories & Boilers Organization vide No. F.2(365)-FB/EoDB/BRAP/2024/517-25 dated 25.06.2026 notified that there is a need for simplification of procedures for hassle free statutory clearances for rapid industrialization in the State of Tripura and the Department of Promotion of Industry and Internal Trade (DPIIT) Ministry of Commerce and Industry, Government of India has recommended in Business Reform Action Plan-2026 to ensure submission of self-attested documents, wherever applicable, instead of affidavits or notarised documents for obtaining clearances on fulfilling compliance requirements. Now, therefore after careful consideration of the matter, the State Government has decided to adopt submission of self-attestation in lieu of affidavits or notarized documents for obtaining No-objection certificates (NoC) from the Department with immediate effect.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MANIPUR - DRAFT OF MANIPUR SOCIAL SECURITY RULES, 2026.

The Government of Manipur, Secretariat: Skills, Labour, Employment and Entrepreneurship Department vide No. LAB-104/2/2021-LAB and EM-LAB&EMPL dated 25.06.2026 notified the draft of Manipur Social Security Rules, 2026, which the State Government proposes to make in exercise of the powers conferred by sections 154 and 156 of the Code on Social Security, 2020 and notice is hereby given that the draft 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.

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STATUTORY

NOTIFICATIONS/UPDATES

MAHARASHTRA - MAHARASHTRA CHILD LABOUR (PROHIBITION AND REGULATION) (AMENDMENT) RULES, 2025.

The Government of Maharashtra, Industries, Energy, Labour and Mining Department vide No. BLA 2018/CR 499/Labour-4 dated 23.06.2026 notified that in exercise of the powers conferred by sub-sections (1) and (2) of section 18 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, the Government proposes to make the rules further to amend the Maharashtra Child Labour (Prohibition and Regulation) Rules, 1997; namely: The Maharashtra Child Labour (Prohibition and Regulation) (Amendment) Rules, 2025.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

MANIPUR – DRAFT OF INDUSTRIAL RELATIONS (MANIPUR) RULES, 2026.

The Government of Manipur, Manipur, Secretariat: Skills, Labour, Employment and Entrepreneurship Department vide No. LAB-104/2/2021-LAB and EM-LAB&EMPL dated 19.06.2026 notified the draft of Industrial Relations (Manipur) Rules, 2026, which the State Government proposes to make in exercise of the powers conferred by section 99 of the Industrial Relations Code, 2020 and notice is hereby given that the draft notification will be taken in to consideration after the expiry of a period of forty-five days from the date on which the copies of the Official Gazette in which this notification is published are made available to the public.

[View Notification](#)

A circular graphic with a dark, industrial background showing silhouettes of factory structures. Overlaid on this is the text "THE INDUSTRIAL RELATIONS CODE 2020" in large, bold, white capital letters.

THE INDUSTRIAL
RELATIONS CODE
2020

STATUTORY

NOTIFICATIONS/UPDATES

MANIPUR – DRAFT OF OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (MANIPUR) RULES, 2026.

The Government of Manipur, Manipur, Secretariat: Skills, Labour, Employment and Entrepreneurship Department vide No. LAB-104/2/2021-LAB and EM-LAB&EMPL dated 19.06.2026 notified the draft of the Occupational Safety, Health and Working Conditions (Manipur) Rules, 2026, which the State Government proposes to make in exercise of the power conferred by Sections 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 and the notice is hereby given that the said draft Rules 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 the Rules is published are made available to the public.

[View Notification](#)

OSH Code, 2020: Critical Changes

The Occupational Safety, Health and
Working Conditions Code in India



STATUTORY

NOTIFICATIONS/UPDATES

WEST BENGAL - PUBLIC HOLIDAY ON 6 JULY UNDER NI ACT FOR BIRTH ANNIVERSARY OF DR. SYAMA PRASAD MOOKERJEE.

The Government of West Bengal, Finance Department vide No. 2268-F(P2) dated 23.06.2026 notified that, in exercise of the powers conferred by section 25 of the Negotiable Instruments Act, 1881, the Governor is pleased to declare 6th July 2026 (Monday), being the Birth Anniversary of Dr. Syama Prasad Mookerjee, one of the most illustrious sons of this State, as a Public Holiday throughout the State of West Bengal for observance of his 125th Birth Anniversary.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - EXEMPTIONS UNDER THE RAJASTHAN SHOPS AND COMMERCIAL ESTABLISHMENT ACT, 1958.

The Government of Rajasthan, Labour Department vide S.O. 20 dated 19.06.2026 notified that, in exercise of the powers conferred by sub-section (2) of section 3 of the Rajasthan Shops and Commercial Establishment Act, 1958 and in suppression of this department's notification number F.14(11)(1) Shram/Vidhi/2017/4863577 dated 15.04.2024, the State Government hereby exempts shops and commercial establishments registered under the said Act from the provisions of sub-section (1) of section 11 and sub-section (1) of section 12 of the said Act, with immediate effect, subject to conditions listed in the Notification.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

ANDHRA PRADESH - CHANGE IN DATE OF HOLIDAY FOR MOHARRAM FROM 25.06.2026 (THURSDAY) TO 26.06.2026 (FRIDAY).

The Government of Andhra Pradesh, General Administration Department vide G.O.Rt.No.1177 dated 15.06.2026 notified that in partial modification of orders issued in G.O.Rt.No.2277, G.A(Poll.B) Department, dated 04.12.2025, notifying the General Holidays under Negotiable Instrument Act, 1881 for the year 2026, the Government hereby declare 26.06.2026 (Friday) as General Holiday on the occasion of 10th Moharram instead of 25.06.2026 (Thursday).

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

LAKSHADWEEP - THE CODE ON WAGES (LAKSHADWEEP) RULES, 2025.

The Union Territory of Lakshadweep Administration, Department of Labour, Employment and Training vide F.No. 08/01/2024-LE&T dated 15.06.2026 notified that, in exercise of the powers conferred by section 67 of the Code on Wages, 2019 read with section 2 d(ii) & 2(w) and in supersession of all rules on the subject corresponding thereto in force in the Union Territory of Lakshadweep, except as respects things done or omitted to be done before such supersession, the Administrator of the Union Territory of Lakshadweep hereby makes Code on Wages (Lakshadweep) Rules, 2025.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

ANDAMAN AND NICOBAR ISLANDS - DRAFT OF THE ANDAMAN AND NICOBAR ISLANDS SHOPS AND ESTABLISHMENTS RULES, 2026.

The Andaman and Nicobar Administration Secretariat vide No. 221/2026. F. No. M-2530973/2/2025-ALC(SA)-LAB_AN dated 15.06.2026 notified that in exercise of the powers conferred by section 34(1) read with section 34(2) (k) of the Andaman and Nicobar Islands Shops and Establishments Regulations, 2004 read with section 8 of the Andaman and Nicobar Islands Shops and Establishments (Amendment) Regulation, 2025, the Lt. Governor hereby proposes to pre-publish the draft Rules for amendment in the Andaman and Nicobar Islands Shops and Establishments Rules, 2005, for inviting objections and suggestions thereupon from persons to be affected thereby.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MEGHALAYA – HOLIDAY DECLARED ON 22 JUNE 2026 UNDER NI ACT ON ACCOUNT OF “REV THOMAS JONES”.

The Government of Meghalaya, General Administration (A) Department vide No. GAA.94/86/Pt/324 dated 19.06.2026 notified that the Governor of Meghalaya is pleased to declare the 22nd June, 2026 as holiday for all Banks and Financial Institutions under Section 25 of the Negotiable Instruments Act, 1881 on account of “Rev Thomas Jones” in the East Khasi Hills District, South West Khasi Hills District, West Khasi Hills District, East Jaintia Hills District, West Jaintia Hills District, Eastern West Khasi Hills District and Ri Bhoi District.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA – AMENDMENT TO SCHEDULE A UNDER THE KERALA MOTOR TRANSPORT WORKERS’ PAYMENT OF FAIR WAGES ACT, 1971.

The Government of Kerala, Labour and Skills (E) Department vide G.O. (Ms) No. 22/2026/LBR dated 18.06.2026 notified that, in exercise of the powers conferred under section 6A of the Kerala Motor Transport Workers’ Payment of Fair Wages Act, 1971, the Government hereby make further amendment to Schedule A of the said Act with effect from the 1st day of January, 2025. In the Kerala Motor Transport Workers’ Payment of Fair Wages Act, 1971, for Schedule A, the schedule as mentioned in the Notification shall be substituted.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - DRAFT OF THE MAHARASHTRA EMPLOYEES' COMPENSATION RULES, 2026.

The Government of Maharashtra. Industries, Energy, Labour and Mining Department vide No. Miscellaneous-1026/C.R.03/LABOUR-7a dated 16.06.2026, notified the draft of the Maharashtra Employees' Compensation Rules, 2026, which the Government proposes to make in exercise of the powers conferred by clauses (j), (k), and (l) of sub-section (2) of section 154 and clauses (d), (e), (f), (g), (i) and (j) of sub-section (2) of section 156 of the Code on Social Security, 2020 and of all other power enabling it in that behalf and in supersession of the Maharashtra Workmen's Compensation Rules, 1924 made under the Employees' Compensation Act, 1923 and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra, after the expiry of thirty days from the date of publication of this notification in the Maharashtra Government Gazette.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

ANDHRA PRADESH - FINAL NOTIFICATION OF THE INDUSTRIAL RELATIONS (ANDHRA PRADESH) RULES, 2026.

The Government of Andhra Pradesh, Labour, Factories, Boilers and Insurance Medical Services Department vide G.O.Rt.No.111 dated 12.06.2026 notified that objections and suggestions received from persons and stakeholders on the draft rules have been duly considered by the State Government. Therefore, in exercise of the powers conferred by section 99 of the Industrial Relations Code, 2020 and in supersession of the previous Rules made by the State Government; namely: The Andhra Pradesh Industrial Disputes Rules, 1958; The Andhra Pradesh Trade Unions Regulations, 1927 and The Andhra Pradesh Industrial Employment (Standing Orders) Rules, 1953, the Government hereby publishes the final notification of the Industrial Relations (Andhra Pradesh) Rules, 2026.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

GUJARAT - DRAFT NOTIFICATION OF THE GUJARAT SHOPS AND ESTABLISHMENT (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) (AMENDMENT) RULES, 2025.

The Government of Gujarat, Labour, Skill Development and Employment Department vide No: GHR/2026/35/LED/GAS/e-file/11/2025/2135/M3 dated 11.06.2026 notified the draft of rules proposed to be issued under section 39 of the Gujarat Shops and Establishment (Regulation of Employment and Conditions of Service) Act, 2019 and notice is hereby given that the said draft rules will be taken into consideration by the Government of Gujarat on or after the expiry of thirty days from the date of publication of the notification in the Official Gazette. In the Gujarat Shops and Establishment (Regulation of Employment and Conditions of Service) Rules, 2020, Rule 11 shall be substituted on the conditions for employment of women in night shifts and in the said rules, after Form-J, Form-J1 shall be inserted.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

RAJASTHAN - REGISTRATION UNDER THE BUILDING AND OTHER CONSTRUCTION WORKERS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1996.

The Government of Rajasthan, Labour Department vide circular No. F8(1) Enforcement/IR/Labour/2026/02760 dated 09.06.2026 ordered that under section 7 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 read with Rules 17 and 18 of the Rajasthan Building and Other Construction Workers Rules, 2009, it is mandatory for every employer to get his establishment registered within a period of 60 days and in case of non-compliance by the employer, there is penal provision under section 50 of the Act, 1996. It has been observed that in comparison to the number of constructions approved by the local bodies or the construction works that have been done or are in progress, the institutions have not been registered. After review, it has been directed to conduct maximum inspections under the Act and ensure maximum registrations under of Building and Other Construction Workers' establishments employing 10 or more workers.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MADHYA PRADESH - DRAFT OF THE MADHYA PRADESH SHOPS AND ESTABLISHMENTS (FIRE AND HAZARD PREVENTION) RULES, 2026.

The Government of Madhya Pradesh, Labour Department vide Notice dated 03.06.2026 issued the draft of the Madhya Pradesh Shops and Establishments (Fire and Hazard Prevention) Rules, 2026, which the State Government proposes to make in exercise of the powers conferred by section 33 and sub-section (1) of section 59 of the Madhya Pradesh Shops and Establishments Act, 1958 and is hereby published for the information of all persons likely to be affected thereby and notice is hereby given that the said draft rules will be taken into consideration after the expiry of a period of 7 days from the date of publication of the notice.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

WEST BENGAL - PERMISSION TO SHOPS AND ESTABLISHMENTS TO BE OPEN ON 24X7 BASIS ON ALL DAYS OF THE YEAR.

The Government of West Bengal, Labour Department vide No. I/775074/2026/Labr-25099/140/2026-LWMW dated 29.05.2026 notified that in exercise of the power conferred by sub-section 2(a) of section 4 of the West Bengal Shops and Establishments Act, 1963, the Governor is hereby pleased to grant permission to shops and establishments which are registered under the Act and which employ 20 or more persons to be open on 24X7 basis on all days of the year for a period of three years from the date of publication of this notification in the Official Gazette subject to the provisions of sub-section (2), (3), (4) of Section 6 and sub-section (2), (3), (4) of section 7 and other conditions mentioned in the Notification.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

BIHAR - THE BIHAR SHOPS AND ESTABLISHMENTS

(REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE)

(REPEAL) ORDINANCE, 2026.

The Government of Bihar, Law Department vide No. LG-01-13/2026/4241/Leg dated 01.06.2026 notified the Bihar Shops and Establishments (Regulation of Employment and Conditions of Service) (Repeal) Ordinance, 2026, an Ordinance to repeal the Bihar Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2025. The Occupational Safety, Health and Working Conditions Code, 2020 has been brought into force by the Central Government with effect from 21 November 2025 and there is an overlap between the provisions enshrined in the Code and the Bihar Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2025. Therefore, the Bihar Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2025 is hereby repealed.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

TELANGANA – THE TELANGANA PLATFORM BASED GIG WORKERS (REGISTRATION, SOCIAL SECURITY AND WELFARE) ACT, 2026.

The Government of Telangana, Labour Employment, Training and Factories (LAB-I) Department vide G. O. Ms. No.7 dated 01.06.2026 notified that in exercise of the powers conferred by sub-section (3) of section 1 of the Telangana Platform Based Gig Workers (Registration, Social Security and Welfare) Act, 2026, the Government hereby appoint 2nd day of June 2026, as the date on which the provisions of the said Act, shall come into force.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

WEST BENGAL - EXTENSION OF DUE DATE FOR FILING PROFESSIONAL TAX RETURNS.

The Government of West Bengal, Directorate of Commercial Taxes vide No. I/774943/2026 dated 29.05.2026 ordered that there was compelling situation to extend the last date of filing of return in Form-III, under section 6 of the West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979 read with rule 12 of the West Bengal State Tax on Professions, Trades, Callings and Employments Rules, 1979 for the year ending 31st day of March, 2026. The Last date of transmission of data electronically of that return is extended to 30.06.2026 and last date of upload of signed and scanned copy of return is 15.07.2026.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

DELHI – DISPOSING OF PENDING ONLINE APPLICATIONS FOR BOCW REGISTRATIONS IN DIFFERENT DISTRICTS.

The Government of NCT of Delhi, Labour Department vide F. No. Lab./ 859/ 2026-Legal/ 1289-1292 dated 27.05.2026 notified that in order to dispose of online BOCW Registration pending applications in different Districts, all such pending applications shall be disposed of by the concerned Deputy Labour Commissioner in respect of all districts except South West District where the Labour Officer will continue to be as Register Officer.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

RAJASTHAN – THE RAJASTHAN RIGHTS OF PERSONS WITH DISABILITIES (DRAFT) (AMENDMENT) RULES, 2026.

The Government of Rajasthan, Department of Social Justice and Empowerment vide G.S.R. 14 dated 25.05.2026 issued the Rajasthan Rights of Persons with Disabilities (Draft) (Amendment) Rules, 2026, which the State Governor proposes to make in exercise of the powers conferred by sub-section (1) of section 101 of the Rights of Persons with Disabilities Act, 2016 for the information of all persons likely to be affected thereby and notice is hereby given to them that the said draft rules shall be taken into consideration after the expiry of a period of seven days from the date on which the copies of the notification as published in the Official Gazette are made available to the public.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

JAMMU AND KASHMIR – DRAFT OF THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (JAMMU AND KASHMIR) RULES, 2026.

The Government of Jammu and Kashmir, Labour and Employment Department vide Notification S.O. 121 dated 23.04.2026 notified the draft of the Occupational Safety, Health and Working Conditions (Jammu and Kashmir) Rules, 2026, which the Government proposes to make in exercise of powers conferred by section 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020, 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 the notification is pre-published.

[**View Notification**](#)

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



IMPORTANT JUDGEMENTS



IMPORTANT JUDGEMENTS

ABSENCE OF DUE PROCESS IN TERMINATION OF AN EMPLOYEE IS CONTRARY TO LAW.

Anil Kumar v. State of Rajasthan & Others, C.W.P. No. 5898/2020, 2026 LLR 627.

Facts of the Case: In this case the write petition is filed countering the order dated 15-03-2020 for termination of petitioner's contractual service because of circulation of a fake news by him during COVID-19 pandemic. Here, petitioner was a Senior Treatment Supervisor in the Medical and Health Department on contractual basis, and there was a pending enquiry on the petitioner's termination from the service. A FIR was filed against the petitioner, but the allegations were not proven, and an order of revocation has been passed by the respondents dated 24-07-2022 giving zero effect to the order of termination. The learned Counsel for the petitioner submitted that the entire procedure adopted for the termination of the petitioner was entirely stigmatic as it was done without any proper enquiry. Hence, a revocation of termination order was passed by giving zero effect to the termination.



IMPORTANT JUDGEMENTS

The learned counsel for the respondent tried to defend their action by stating that the termination order has been passed after proper enquiry and subsequently by giving a zero-effect order as well. But Court stated that the entire procedure adopted by the respondent was “unknown to the law” and Court stated that there cannot be any stigmatic termination by ordering an enquiry without due process. The whole Act of setting up an enquiry after a termination and then passing a zero-effect termination order is contrary to law and also a hardship upon the employee in psychological manner. Hence the present writ petition was required to be allowed and the entire procedure by the respondents-Authority is required to be declared illegal and the same is liable to be quashed and set aside.

Issue of the Case:

Whether Ordering enquiry after passing dismissal order and then revoking the termination order giving zero effect, is an action which is contrary to law?

IMPORTANT JUDGEMENTS

Judgement of the Case:

The Court ordered that the Writ petition was allowed with cost of Rs. 25,000/- to be paid by the respondents to the petitioner. The impugned order of termination be revoked and the entire procedure of the respondent on the matter be declared illegal and the same is set aside. The period of termination of the petitioner shall be treated as period of absence, and he shall be entitled for all the benefits for the same. The State Government was given full liberty to initiate action against the respondents-Authority for passing such kind of orders which was contrary to law and recover damaged as such.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

UN-CONDONABLE DELAY CANNOT BE CONDONED BY THE COURTS IN A ROUTINE MANNER.

The Assistant Provident Fund Commissioner, Coimbatore v. M/s. Sethu Vidyalaya Nursery & Primary School, Coimbatore. 2026 LLR 691, WA No. 839/2026 (MADRAS HIGH COURT).

Facts of the case:

The present Writ Appeal has been counter challenge to the common writ order dated 21-03-2025 passed in W.P. No. 16769 of 2020. The Writ Petition came to be dismissed mainly on the ground of delay and latches. And in nutshell the tribunal passed final order under Section 7(1) (Modification of Scheme) of the Employees' Provident Funds Act on 19-08-2014. The counsel for petitioner submitted the reason of delay to be death of the Standing Counsel who was entrusted with the matters of the writ petition. Yet the counsel was expected to be vigilant in this regard which was missing in the case. Hence it was contended that Un-condonable delay cannot be condoned by the Courts in a routine manner and it is the duty of the Courts to use the Discretion to condone the delay judiciously.



IMPORTANT JUDGEMENTS

Issue of the case:

In this case except for administrative delay and death of the Standing Counsel no other reasons were presented for condonation and hence, it could be contended whether huge delay in instituting proceedings shall not be condoned, unless reason stated were just and convincing to the Court of Law?

Judgement of the Case:

The Writ appeal was dismissed with no cost and related petitions were closed by the Bench of one Judge of the said Court.

[**View Judgement**](#)

IMPORTANT JUDGEMENTS

REFUND OF EXCESS ESI AMOUNT MISTAKENLY DEPOSITED PROPER, WHEN ESIC FAILED TO PROVIDE INFORMATION:

THE EMPLOYEES STATE INSURANCE CORPORATION V. M/S. SHRIRAM CITY UNION FINANCE LIMITED 2026 LLR 624 (TELANGANA HIGH COURT)).

In the instant case the High Court of Telangana held that Employees State Insurance related provisions not applicable upon areas which are 'non-implemented areas'. Employees working in unit situated in 'non-implemented areas' are not entitled to avail benefits even if the head office of the company is situated in 'implemented areas'. When the ESI Authority fails to provide the information sought by the employer, employer is entitled to get refund of the amount towards ESI contributions erroneously deposited with bona fide intention. ESI Authority is under legal obligation to provide the information sought by the employer or any other person which is in its custody. A bona fide employer cannot be deprived of a legitimate refund due to ESI Authority's failure to discharge its advisory role.



IMPORTANT JUDGEMENTS

A claim is not barred by limitation, as the cause of action arose continuously, and the ESI Authority's own conduct was a contributing factor. Seeking refund from the ESIC for payments made under erroneous belief constitutes a continuing cause of action. Regulation 40(1) of ESI Regulations permits refund of contributions paid under an “erroneous belief,” provided the application is made in writing before the commencement of the corresponding benefit period.

Issue of the case:

Whether the definition of “employee” under section 2(9) of the ESI Act covers employees working in non-implemented areas?

Whether the respondent-employer was entitled to a refund under Regulation 40 read with Regulation 4 of the ESI (General) Regulations, 1950?

Facts of the case:

Employer remitted ESI contributions for employees in both implemented and non-implemented areas. When employer realized that employees in non-implemented areas were being denied ESI benefits, the employer made repeated written requests to the ESI Authority, seeking clarity on the list of non-implemented areas and the legality of contributions in such areas ESI Authority failed to respond.

IMPORTANT JUDGEMENTS

Then employer discovered the non-implemented areas through the ESIC website and stopped remitting contributions for those branches from March, 2014. Employer sought a refund of erroneously paid contributions amounting to Rs. 1,11,43,314/- ESI Authority rejected the refund claim on the ground of limitation. Employees Insurance Court (EIC), after a full trial, set aside the rejection order and allowed refund of the employer's share only, for the period, holding that the claim was not barred by limitation and that the Corporation had failed in its duty and failed to provide the employer with the adequate disclosure of the implemented areas. Employer sought clarification from the ESI Authority but ESI Authority failed to provide the clarification despite being the statutory authority custodian of such information.

Decision of the High Court of Telangana:

The honorable Court held that the employer cannot be penalized for the lapse of the ESI Authority. ESI Court correctly adopted a substantive justice approach over a rigid procedural one, ensuring that a bona fide employer is not deprived of a legitimate refund due to ESI Authority's failure to discharge its advisory role. The claim was not barred by limitation, as the cause of action arose continuously, and the appellant's own conduct was a contributing factor. Impugned order directing a partial refund is perfectly legal, valid and balanced. As such, appeal is dismissed. [**View Judgement**](#)

IMPORTANT JUDGEMENTS

ALLAHABAD COURT OF INDIA

- ❑ Ceiling in Trust Deed cannot defeat employees' right to higher pension. [View Judgement](#)
- ❑ MD of a company cannot be prosecuted for non-compliance of labour laws by the contractor. [View Judgement](#)
- ❑ Chairman of a company can only be prosecuted when he had an active role in the office's daily functioning. [View Judgement](#)

BOMBAY COURT OF INDIA

- ❑ A trained employee, who has breached contract, cannot insist employer to help him secure an-other job. [View Judgement](#)
- ❑ Merely categorizing employees as administrative staff would not mean that they are not 'workers'. [View Judgement](#)
- ❑ Employer can withhold relieving letter when resignation was in breach of the employment agreement. [View Judgement](#)



IMPORTANT JUDGEMENTS

CALCUTTA HIGH COURT

- ☐ Coercive recovery action is impermissible when appeal is pending before the Tribunal. [View Judgement](#)
- ☐ A writ petition challenging an adjustment order is maintainable where no hearing was granted. [View Judgement](#)
- ☐ The assessment order must disclose the components of wages on which liability has been imposed. [View Judgement](#)
- ☐ Depositing PF contributions on excluded components for a short while can't be held against the employer. [View Judgement](#)
- ☐ An unregistered union cannot officially espouse the cause of its members before the Tribunal. [View Judgement](#)

CHHATTISGARH HIGH COURT

- ☐ Guest lecturers are entitled to maternity benefits. [View Judgement](#)
- ☐ A woman can't be denied maternity leave merely because she does not have sufficient leave balance. [View Judgement](#)

IMPORTANT JUDGEMENTS

DELHI HIGH COURT

- ❑ Workers of the contractor, performing different work, cannot claim pay parity with regular workers. [View Judgement](#)
- ❑ A bus stand outside the establishment is not 'workplace' under the PoSH Act. [View Judgement](#)

GAUHATI HIGH COURT

- ❑ The deduction of cess for the labour component from the final bills is not permissible. [View Judgement](#)

JHARKHAND HIGH COURT

- ❑ Employer can avail the option of payment of dues in installments by making an application to EPFO. [View Judgement](#)

KARNATAKA HIGH COURT

- ❑ Government can refer industrial disputes to Tribunals even after the implementation of the IR Code. [View Judgement](#)

IMPORTANT JUDGEMENTS

KERALA HIGH COURT

- ❑ Amendment to the IR Code, allowing the courts under the old law to function after the com-mencement of the IR Code, is constitutional. [View Judgement](#)

MADHYA PRADESH HIGH COURT

- ❑ Gratuity cannot be forfeited for a technical misconduct.
[View Judgement](#)
- ❑ Before forfeiting gratuity, there has to be a separate order pertaining to such forfeiture. [View Judgement](#)
- ❑ The EPFO cannot impose damages and interest for the period of lockdown.
[View Judgement](#)

MADRAS HIGH COURT

- ❑ Civil Courts have no jurisdiction of deciding disputes falling under the ambit of the IR Code. [View Judgement](#)
- ❑ Belated payment of pre-deposit amount warrants restoration of appeal rather than dismissal. [View Judgement](#)
- ❑ Existing Labour Courts can execute awards till the constitution of Tribunals under the IR Code. [View Judgement](#)

IMPORTANT JUDGEMENTS

- ❑ Execution order under the CoSS cannot be challenged directly before the High Court.

[View Judgement](#)

PUNJAB AND HARYANA HIGH COURT

- ❑ Mens rea is not essential for initiation of prosecution under the CoSS/EPF Act.

[View Judgement](#)

- ❑ Higher pension is not to be calculated on a pro rata basis. [View Judgement](#)

- ❑ EPFO must consider employee's representation for payment of increased interest on belated payment. [View Judgement](#)

- ❑ Sanction for initiating criminal prosecution under BNS against the employer is not necessary. [View Judgement](#)

- ❑ When EPFO verified higher wages for collecting money from employee, pension to be paid on the same. [View Judgement](#)

- ❑ EPFO's primary duty is to assess dues and identification of beneficiaries is a subsequent step. [View Judgement](#)

IMPORTANT JUDGEMENTS

TELANGANA HIGH COURT

- ❑ Determination of PF dues is necessary before initiation of criminal proceedings. [View Judgement](#)
- ❑ Non-supply of calculation sheet by EPF authority would not be illegal when no prejudice was caused. [View Judgement](#)
- ❑ Non-payment of PF dues would not mean that company's MD was involved in criminal misappropriation. [View Judgement](#)
- ❑ Volunteers would be 'employees' when they were carrying out activities relating to the employer's work and were remunerated for such engagement. [View Judgement](#)



CORE INTEGRA COMPLIANCE CALENDAR

JULY
2026



<https://ctrlf.coreintegra.com>



STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Employee State Insurance Act, 1948	All States	Remittance	Monthly	Jun'26	15-Jul	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Remittance	Monthly	Jun'26	15-Jul	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly	Jun'26	15-Jul	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly Return - EDLI Exempted Employer	Jun'26	25-Jul	Code wise	Offline
Employment Exchange (Compulsory Notification of Vacancies) Act, 1959	All States	Return	Quarterly	Apr'26 to Jun'26	30-Jul	Branch employing 25 or more	Haryana, Puducherry, Gujarat & Maharashtra, Telangana - Online

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	Jun'26	05-Jul	Branch	Offline
Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987	Andhra Pradesh	Remittance	Monthly	Jun'26	10-Jul	Branch	Online
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Remittance	Monthly	Jun'26	10-Jul	Branch	Online
Telangana Tax On Professions, Trades, Callings And Employments Act, 1987	Telangana	Remittance & Returns	Monthly	Jun'26	10-Jul	Branch	Online
Andhra Pradesh Labour Welfare Fund Act, 1987	Andhra Pradesh	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline
Assam Industrial Establishment (Conferment of Permanent Status to Workmen) Act, 1985	Assam	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch employing 50 or more	Offline

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Bombay Labour Welfare Fund Act, 1953 (Delhi)	Delhi	Remittance	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Online - 31st July
Bombay Labour Welfare Fund Act, 1953 (Delhi)	Delhi	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline
Chhattisgarh Shram Kalyan Nidhi Adhinyam, 1982 (LWF)	Chhattisgarh	Remittance and Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Offline
Chhattisgarh Shram Kalyan Nidhi Adhinyam, 1982 (LWF)	Chhattisgarh	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline
Factories Act, 1948	Delhi	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Factories Act, 1948	Gujarat	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Offline/Not required - If Self Certificate submitted
Factories Act, 1948	Punjab	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Covered under Integrated Annual Return
Factories Act, 1948	Assam	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Haryana	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Karnataka	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Offline
Factories Act, 1948	Chandigarh	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Uttar Pradesh	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Factories Act, 1948	West Bengal	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	West Bengal	Return	Quarterly	Apr'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Chhattisgarh	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Madhya Pradesh	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Rajasthan	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Uttarakhand	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Himachal Pradesh	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	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'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Meghalaya	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Mizoram	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Tripura	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Dadra and Nagar Haveli	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Daman & Diu	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Jammu & Kashmir	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	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'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Nagaland	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	
Factories Act, 1948	Goa	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Online
Goa Labour Welfare Fund Act, 1986	Goa	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline
Gujarat Labour Welfare Fund Act, 1953	Gujarat	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 1 years from become payable - Offline
Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976	Gujarat	Return	Monthly	Jun'26	15-Jul	Branch	Offline
Jharkhand State Employment of Local Candidates in Private Sector Act, 2021	Jharkhand	Return	Quarterly	Apr'26 to Jun'26	15-Jul	Branch	Online

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Karnataka Labour Welfare Fund Act, 1965	Karnataka	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline
Kerala Labour Welfare Fund Act, 1975	Kerala	Remittance and Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Offline
Kerala Labour Welfare Fund Act, 1975	Kerala	Remittance	Unpaid Accumulation & Fine	Jan'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Return	Quarterly	Apr'26 to Jun'26	15-Jul	Branch	Online
Maharashtra Labour Welfare Fund Act, 1953	Maharashtra	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Offline
Maharashtra Labour Welfare Fund Act, 1953	Maharashtra	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline
Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975	Maharashtra	Remittance & Returns	Monthly	Jun'26	15-Jul	Combined	Online

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	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 5 years from become payable - Offline
Odisha Labour Welfare Fund Act, 1996	Odisha	Remittance & Returns	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Offline
Puducherry Municipalities Act, 1973	Puducherry	Remittance and Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	PT - Half yearly - Jan to June - Deduction in June. - Offline
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Remittance & Returns	Monthly	Jun'26	15-Jul	Branch	Online
Tamil Nadu Labour Welfare Fund Act, 1972	Tamil Nadu	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline
Tamil Nadu Payment of Subsistence Allowance Act, 1981	Tamil Nadu	Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Offline
Telangana Labour Welfare Fund Act, 1987	Telangana	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
The Jharkhand Tax On Profession, Trades, Callings And Employments Act, 2011	Jharkhand	Remittance	Quarterly	Apr'26 to Jun'26	15-Jul	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'26 to Jun'26	15-Jul	Branch	Offline
The Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982 (LWF)	Madhya Pradesh	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline
West Bengal Labour Welfare Fund Act, 1974	West Bengal	Remittance and Return	Half Yearly	Jan'26 to Jun'26	15-Jul	Branch	Offline
West Bengal Labour Welfare Fund Act, 1974	West Bengal	Remittance	Unpaid Accumulation & Fine	Apr'26 to Jun'26	15-Jul	Branch	Unpaid Accumulation - After 3 years from become payable - Offline
Karnataka Tax on Professions, Trades, Callings and Employments Act, 1976	Karnataka	Remittance & Returns	Monthly	Jun'26	20-Jul	Combined	Online
West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979	West Bengal	Remittance	Monthly	Jun'26	21-Jul	Branch	Online

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Bihar Shops and Establishments Act, 1953	Bihar	Return	Half Yearly	Apr'26 to Jun'26	30-Jul	Branch	10 or More Employees - Offline
Bihar Shops and Establishments Act, 1953	Jharkhand	Return	Half Yearly	Apr'26 to Jun'26	30-Jul	Branch	10 or More Employees - Offline
Contract Labour (Regulation and Abolition) Act, 1970	Arunachal Pradesh	Return by Contractor	Half Yearly Returns - By Contractor	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act, 1970	Assam	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act, 1970	Bihar	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act, 1970	Chandigarh	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	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	Chhattisgarh	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Delhi	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Goa	Return by Contractor	Quarterly Return	Apr'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Gujarat	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	Offline
Contract Labour (Regulation and Abolition) Act,1970	Haryana	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Himachal Pradesh	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	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	Jammu & Kashmir	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Jharkhand	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Kerala	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Punjab	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Rajasthan	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Tamil Nadu	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	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	Uttar Pradesh	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Uttarakhand	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	West Bengal	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Karnataka	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	Offline
Contract Labour (Regulation and Abolition) Act,1970	Madhya Pradesh	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Meghalaya	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Mizoram	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	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	Nagaland	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Puducherry	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Tamil Nadu	Return	Certificate - Half Yearly	Jan'26 to Jun'26	30-Jul	License	Only IT / ITES
Contract Labour (Regulation and Abolition) Act,1970	Odisha	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Dadra and Nagar Haveli	Return by Contractor	Half Yearly	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Daman & Diu	Return by Contractor	Half Yearly Returns	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Ladakh	Return by Contractor	Half Yearly Returns	Jan'26 to Jun'26	30-Jul	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'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Manipur	Return by Contractor	Half Yearly Returns	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Meghalaya	Return by Contractor	Half Yearly Returns	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Mizoram	Return by Contractor	Half Yearly Returns	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Nagaland	Return by Contractor	Half Yearly Returns	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Sikkim	Return by Contractor	Half Yearly Returns	Jan'26 to Jun'26	30-Jul	License	
Contract Labour (Regulation and Abolition) Act,1970	Tripura	Return by Contractor	Half Yearly Returns	Jan'26 to Jun'26	30-Jul	License	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Employment Exchange (Compulsory Notification of Vacancies) Act, 1959	Maharashtra	Return	Quarterly Return	Apr'26 to Jun'26	30-Jul	Branch employing 25 or more	Online
Employment Exchange (Compulsory Notification of Vacancies) Act, 1959	Gujarat	Return	Quarterly Return	Apr'26 to Jun'26	30-Jul	Branch employing 25 or more	Online
Manipur Professions, Trades, Callings And Employments Taxation Act, 1981	Manipur	Remittance and Return	Monthly	Jun'26	30-Jul	Branch	Online
Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995	Mizoram	Remittance and Return	Monthly	Jun'26	30-Jul	Branch	Online
Nagaland Professionals, Trades, Calling and Employment Taxation (4th Amendment) Act, 2012	Nagaland	Remittance and Return	Monthly	Jun'26	30-Jul	Branch	Online
Punjab State Development Tax 2018	Punjab	Remittance and Return	Monthly	Jun'26	30-Jul	Branch	Online

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	Jun'26	31-Jul	Branch	Online
Contract Labour (Regulation and Abolition) Act, 1970	Maharashtra	Return by Contractor	Half Yearly	Jan'26 to Jun'26	31-Jul	Branch	Offline
Factories Act, 1948	Tamil Nadu	Return	Half Yearly	Jan'26 to Jun'26	31-Jul		
Factories Act, 1948	Kerala	Return	Half Yearly	Jan'26 to Jun'26	31-Jul	Branch	
Factories Act, 1948	Puducherry	Return	Half Yearly	Jan'26 to Jun'26	31-Jul	Branch	
Goa Labour Welfare Fund Act, 1986	Goa	Remittance & Returns	Half Yearly	Jan'26 to Jun'26	31-Jul	Branch	Offline

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Gujarat Labour Welfare Fund Act, 1953	Gujarat	Return	Half Yearly	Jan'26 to Jun'26	31-Jul	Branch	Remittance by 15th July - Online
Maternity Benefit Act, 1961	Tamil Nadu	Return	Certificate - Half Yearly	Jan'26 to Jun'26	31-Jul	Branch	Only IT / ITES - Offline
Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947	Meghalaya	Remittance and Return	Monthly	Jun'26	31-Jul	Branch	Online
Minimum Wages Act, 1948	Tamil Nadu	Return	Certificate - Half Yearly	Jan'26 to Jun'26	31-Jul	Branch	Only IT / ITES
Payment of Gratuity Act, 1972	Tamil Nadu	Return	Certificate - Half Yearly	Jan'26 to Jun'26	31-Jul	Branch	Only IT / ITES
Payment of Wages Act, 1936	Tamil Nadu	Return	Certificate - Half Yearly	Jan'26 to Jun'26	31-Jul	Branch	Only IT / ITES

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'26 to Jun'26	31-Jul	Branch	Online
Tamil Nadu Shops And Establishments Act,1947	Tamil Nadu	Return	Certificate - Half Yearly	Jan'26 to Jun'26	31-Jul	Branch	Only IT / ITES - Offline
Tripura Professions Trades Callings And Employments Taxation Act, 1997	Tripura	Remittance and Return	Monthly	Jun'26	31-Jul	Branch	Online
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	Branch	Online

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