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COMPLIANCE NEWSLETTER



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MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION REGARDING WAGE CEILING UNDER THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2702(E) dated 29.05.2026 notified that in exercise of the powers conferred by clause (89) of section 2 of the Code on Social Security, 2020, the Central Government hereby notifies rupees fifteen thousand (Rs. 15,000) per month as the wage ceiling for the purposes of Chapter III of the said Code.

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NOTIFICATIONS/UPDATES

EPFO - CHANGE IN DATE OF HOLIDAY ON ACCOUNT OF ID-UL-ZUHA (BAKRID).

The Employees' Provident Fund Organization vide No. HRD /12 (1) 2011/ holiday/ Pt./ 1566 dated 26.05.2026 notified the change in the date of holiday on account of Id-ul-Zuha (Bakrid) in lieu of the Office Memorandum No. 12/3/2023-JCA dated 22.05.2026 issued by the Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training, for information and necessary action.

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MINISTRY OF PERSONNEL PUBLIC GRIEVANCES AND PENSIONS – CHANGE IN THE DATE OF HOLIDAY ACCOUNT OF ID-UL-ZUHA (BAKRID).

The Ministry of Personnel Public Grievances and Pensions, Department of Personnel and Training vide F. No. 12/3/2023-JCA dated 22.05.2026 notified that it has been decided to shift the holiday on account of Id-ul-Zuha (Bakrid) to 28th May 2026 in place of 27th May 2026 as notified earlier, for all Central Government administrative offices in Delhi/New Delhi. For Offices outside Delhi/New Delhi, the Central Government Employees Coordination Committees or Head of Offices (where such Committees are not functioning) can decide the date, depending upon the decision of the State Government concerned.

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MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT – AMENDMENT IN THE SCHEDULE TO THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016.

The Ministry of Social Justice and Empowerment vide S.O. 2627(E) dated 22.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 99 of the Rights of Persons with Disabilities Act, 2016, the Central Government hereby makes the following amendment in the Schedule to the said Act, with effect from the date of publication notification in the Official Gazette, namely: In THE SCHEDULE to the said Act, under the heading “1. Physical disability”, under the sub-heading “A. Locomotor disability”, for serial number (e) and the entries relating thereto, the following serial number and entries shall be substituted, namely: - ‘(e) “acid attack victim” means a person disfigured externally or internally, due to violent assault or self-infliction or accident, by throwing, administering, spilling of acid or similar corrosive substance.’

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ESIC – IMPLEMENTATION OF MANDATORY AADHAAR-BASED IDENTIFICATION/AUTHENTICATION OF BENEFICIARIES UNDER SECTION 142 OF CODE ON SOCIAL SECURITY, 2020.



The Employees' State Insurance Corporation vide F. No. P-14015/3/2022-BFT-II dated 22.05.2026 released an Office Memorandum regarding the implementation of mandatory Aadhaar-based identification/authentication of beneficiaries under section 142 of the Code on Social Security, 2020. Referring to the Government of India, Ministry of Labour and Employment letter No. S-38013/04/2021-SS-I dated 17.05.2026, all the Regional Directors/ Joint Directors I/c/ Deputy Directors I/c and all other field units are advised to comply with the mandate of Code and give wider circulation among the beneficiaries and employers for its implementation with immediate effect.

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MINISTRY OF LABOUR AND EMPLOYMENT – IMPLEMENTATION OF MANDATORY AADHAAR-BASED IDENTIFICATION/ AUTHENTICATION OF BENEFICIARIES UNDER SECTION 142 OF THE CODE ON SOCIAL SECURITY, 2020.



The Ministry of Labour and Employment vide F. No. S-38013/04/2021-SS-I dated 17.05.2026 notified that section 142 of the Code on Social Security, 2020, provides that an employee or unorganized worker or any other person shall establish his identity, or the identity of his family members/dependents, through Aadhaar number for registration, seeking benefits and receiving medical attendance or payments, under the Code. Accordingly, ESIC is advised to issue necessary administrative instructions/advisory for implementation of mandatory Aadhaar-based identification/ authentication of beneficiaries under section 142 of the Code on Social Security, 2020 for registration and availing benefits/services under the ESI Scheme.

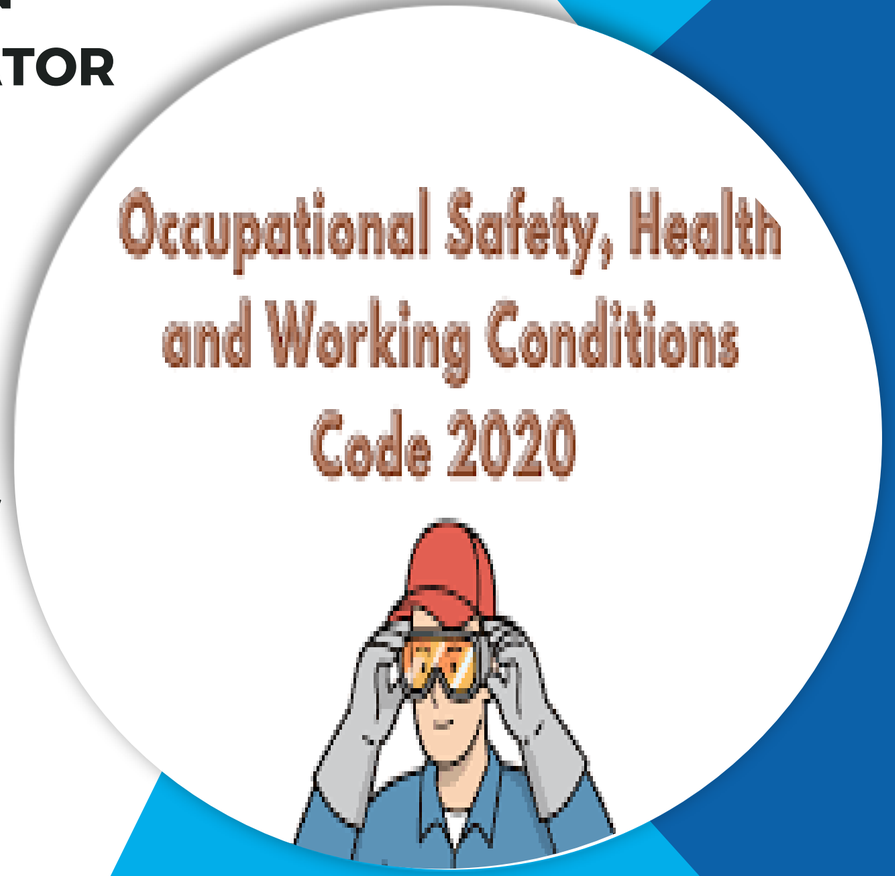
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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING APPOINTMENT OF INSPECTOR CUM FACILITATOR IN CASE OF CLC UNDER THE OSH CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2513(E) dated 13.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 34 of the Occupational Safety, Health and Working Conditions Code, 2020, the Central Government hereby appoints the officers mentioned in column (2) of the table to be as the Inspector-cum-facilitator for the purpose of the Code within the local limits of their jurisdiction as specifies in column (3) of the Table.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING OFFICER FOR COMPOSITION OF OFFENCES IN CASE OF MINES UNDER THE OSH CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2490(E) dated 13.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 114 of the Occupational Safety, Health and Working Conditions Code, 2020, the Central Government hereby notifies the officers mentioned in column (2) of the table to be the officer for compositions of offences in case of mines within the limits of their respective jurisdiction as specified in column (3) of the Table.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING APPOINTMENT OF CHIEF INSPECTOR CUM FACILITATOR IN CASE OF CLC UNDER THE OSH CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2489(E) dated 13.05.2026 notified that, in exercise of the powers conferred by sub-section (5) of section 34 of the Occupational Safety, Health and Working Conditions Code, 2020, the Central Government hereby appoints the officers mentioned in column (2) of the Table to be the Chief Inspector Cum Facilitator for the purpose of the said Code within the local limits of the jurisdiction specified in column (3) of the Table.

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MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION REGARDING APPELLATE AUTHORITY IN CASE OF CLC UNDER OSH AND WC CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2504(E) dated 13.05.2026 notified that, in exercise of the powers conferred by sub-section (3) of section 111 of the Occupational Safety, Health and Working Conditions Code 2020, the Central Government hereby appoints the officers mentioned in column (2) of the table as appellate authority for the purpose of the Code within the local limits of their jurisdiction specified in column (3) of the Table.

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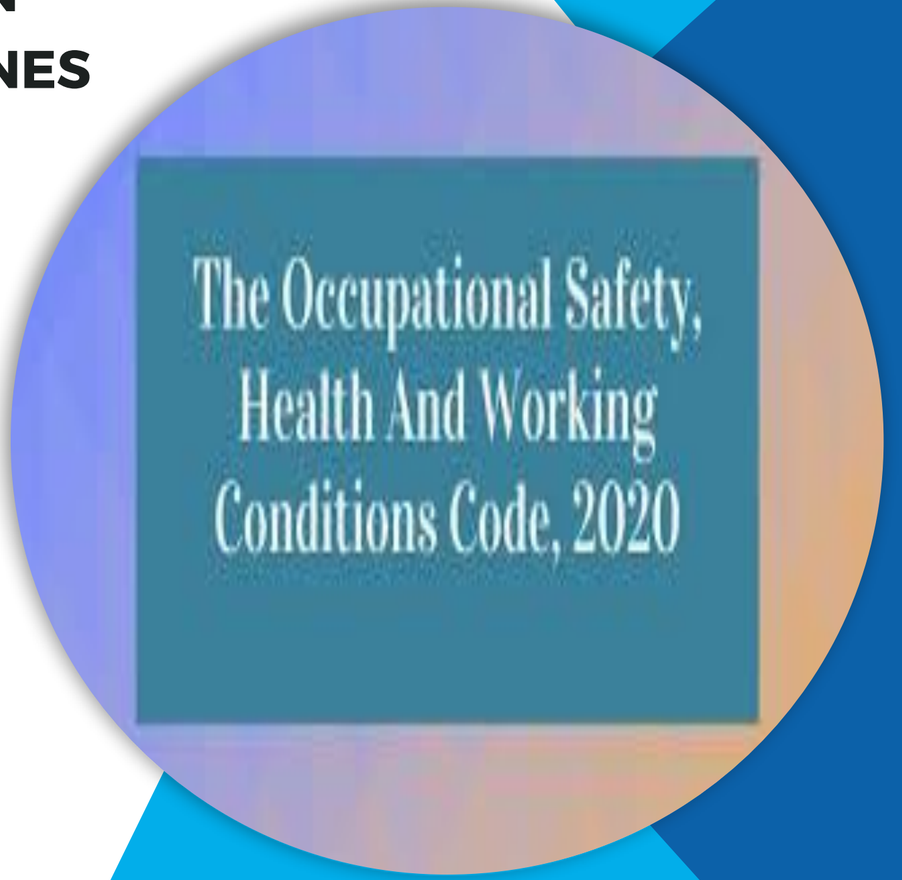
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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING OFFICER IMPOSING PENALTY IN CASE OF MINES UNDER THE OSH AND WC CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2504(E) dated 13.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 111 of the Code on Occupational Safety, Health and Working Conditions, 2020, the Central Government hereby appoints the officers mentioned in column (2) of the table to be the officer to impose penalty under the said Code in case of mines, for the areas specified in the corresponding entry them in column (3) of the Table.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING APPOINTMENT OF INSPECTOR CUM FACILITATOR OF MINES UNDER THE OSH AND WC CODE, 2020.



The Ministry of Labour and Employment vide S.O. 2515(E) dated 13.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 34 of the Occupational Safety, Health and Working Conditions Code, 2020, the Central Government hereby appoints the officers in the Directorate General of Mines Safety to be the Inspector-cum-Facilitator of mines, subordinate to the Chief Inspector-cum-Facilitator of Mines, with effect from the date of publication of this notification in the official gazette, until further orders.

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MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION REGARDING HOURS OF WORK FOR MINES UNDER THE OSH AND WC CODE, 2020.



The Ministry of Labour and Employment vide S.O. 2516(E) dated 13.05.2026 notified that, in exercise of the powers conferred by first proviso to sub-clause (i) of sub-section (1) of section 25 of the Occupational Safety Health and Working Conditions Code, 2020, the Central Government hereby notifies not more than eight hours for each shift in a day for the persons employed in below ground working of the mine.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING APPELLATE AUTHORITY IN CASE OF MAJOR PORTS UNDER OSH AND WC CODE, 2020.



The Ministry of Labour and Employment vide S.O. 2491(E) dated 13.05.2026 notified that, in exercise of the powers conferred by sub-section (3) of section 111 of the Occupational Safety, Health and Working Conditions Code, 2020, the Central Government hereby appoints the gazetted officer of the Government mentioned in column (2) of the Table to be the appellate authority for the purpose of the said Code, in case of dock work, within the local limits of the jurisdiction specified in column (3) of the Table.

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ESIC – ANNUAL HEALTH CHECK-UP PROGRAMME FOR INSURED PERSONS AGED 40 AND ABOVE – REQUEST FOR SUPPORT AND PARTICIPATION.

The Employees' State Insurance Corporation, Regional Office, Kolkata vide File No. 41.P.11.20.Ahc/I&C/2026/Vol.I dated 12.05.2026 informed that the four Labour Codes, notified in November 2025, represent a landmark reform in India's labour governance framework. Among the several path-breaking provisions enshrined therein, one of the most significant is the mandate for free Annual Health Check-up for all workers above the age of 40 years. In pursuance of this national commitment, the Employees' State Insurance Corporation (ESIC), under the Ministry of Labour & Employment, Government of India, decided to organise free Annual Health Check-up Camps for its Insured Persons (IPs) across the country, w.e.f. 07.05.2026.

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BOARD OF APPRENTICESHIP TRAINING (SOUTHERN REGION) – REVISION OF STIPEND UNDER NATIONAL APPRENTICESHIP TRAINING SCHEME (NATS).



The Board of Apprenticeship Training (Southern Region) vide Notification dated 13.05.2026 informed that in accordance with the directive vide Letter No. 16-13/2026-TS.VII from Ministry of Education, Government of India, the rate of stipend under NATS has been reviewed with effect from 01.04.2026. These rates are the minimum stipend amounts payable to apprentices under NATS. Out of the total stipend, 50% of the amount will be borne by the Government as per existing guidelines. All the establishments and other stakeholders are accordingly advised to take cognizance of the same and act accordingly.

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MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION UNDER SECTION 138 OF THE CODE ON SOCIAL SECURITY, 2020.



The Ministry of Labour and Employment vide S.O. 2447(E) dated 12.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 138 of the Code on Social Security, 2020 read with sub-rule (1) of Rule 54 of the Social Security (Central) Rules, 2026, the Central Government hereby appoints the officers mentioned in column (2) of the Table to be the Officers for the purposes of compounding offences relating to Chapter V and Chapter VI of the said Code for the area of jurisdiction specified against them in column (3) of the said Table in relation to all establishments for which the Central Government is the appropriate Government under clause (a) of sub-section (3) of section 2 of the said Code.

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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. 2444(E) dated 12.05.2026 notified that, in exercise of the powers conferred by section 122, of the Code on Social Security, 2020, the Central Government hereby appoints the officers to be the Inspector-cum-Facilitator for the purposes of Chapter V and Chapter VI of the said Code in relation to all establishments for which the Central Government is the appropriate Government under clause (a) of sub-section (3) of Section 2 of the said Code.

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MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION UNDER SECTION 56 OF THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2443(E) dated 12.05.2026 notified that, in exercise of the powers conferred by sub-section (8) of section 56, of the Code on Social Security, 2020 read with clause (a) of sub-rule (12) of rule 33 of the Social Security (Central) Rules, 2026, the Central Government hereby appoints the officers mentioned in column (2) of the Table to be the appellate authorities for the purposes of Chapter V to hear and dispose of the appeals filed under said sub-section for the area of jurisdiction specified against them in column (3) of the said Table in relation to all establishments for which the Central Government is the appropriate Government under clause (a) of sub-section (3) of section 2 of the said Code.



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MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION UNDER SUB-SECTION (68) OF SECTION 2 READ WITH SECTION 129 OF THE CODE ON SOCIAL SECURITY, 2020.



The Ministry of Labour and Employment vide S.O. 2445(E) dated 12.05.2026 notified that, in exercise of the powers conferred under sub-section (68) of section 2 read with section 129 of the Code on Social Security, 2020, the Central Government hereby appoints the officers mentioned in column (2) of the Table to be the Recovery Officers for the purposes of recovering the amount which is in arrear relating to Chapter V and Chapter VI of the said Code for the area of jurisdiction specified against them in column (3) of the said Table in relation to all establishments for which the Central Government is the appropriate Government under clause (a) of sub-section (3) of Section 2 of the said Code.

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MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION UNDER SUB-SECTION (16) OF SECTION 2 READ WITH SECTION 58 OF THE CODE ON SOCIAL SECURITY, 2020.



The Ministry of Labour and Employment vide S.O. 2442(E) dated 12.05.2026 notified that, in exercise of the powers conferred by sub-section (16) of section 2 and section 58 of the Code on Social Security, 2020, the Central Government hereby appoints the officers mentioned in column (2) of the Table to be the competent authorities for the purposes of Chapter V under the said Code for the area of jurisdiction specified against them in column (3) of the said Table in relation to all establishments for which the Central Government is the appropriate Government under clause (a) of sub-section (3) of section 2 of the said Code.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 136(1) OF THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2446(E) dated 12.05.2026, 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 appoints the officers mentioned to be the Officers for the purposes of said sub-section relating to Chapter V and Chapter VI of the said Code for the area of jurisdiction specified in relation to all establishments for which the Central Government is appropriate Government under clause (a) of sub-section (3) of section 2 of the said Code.



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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 31(3) OF THE CODE ON WAGES, 2019.

The Ministry of Labour and Employment vide S.O. 2458(E) dated 12.05.2026 notified that in exercise of the powers conferred by sub-section (3) of section 31 of the Code on Wages, 2019, the Central Government hereby notified the officers mentioned in column (2) of the Table to be the authorities to call upon the employer to produce the balance sheet before it, from his establishment, in relation to which the Central Government is the appropriate Government, situated within the jurisdictional area specified, respectively, against them in column (3) thereof.

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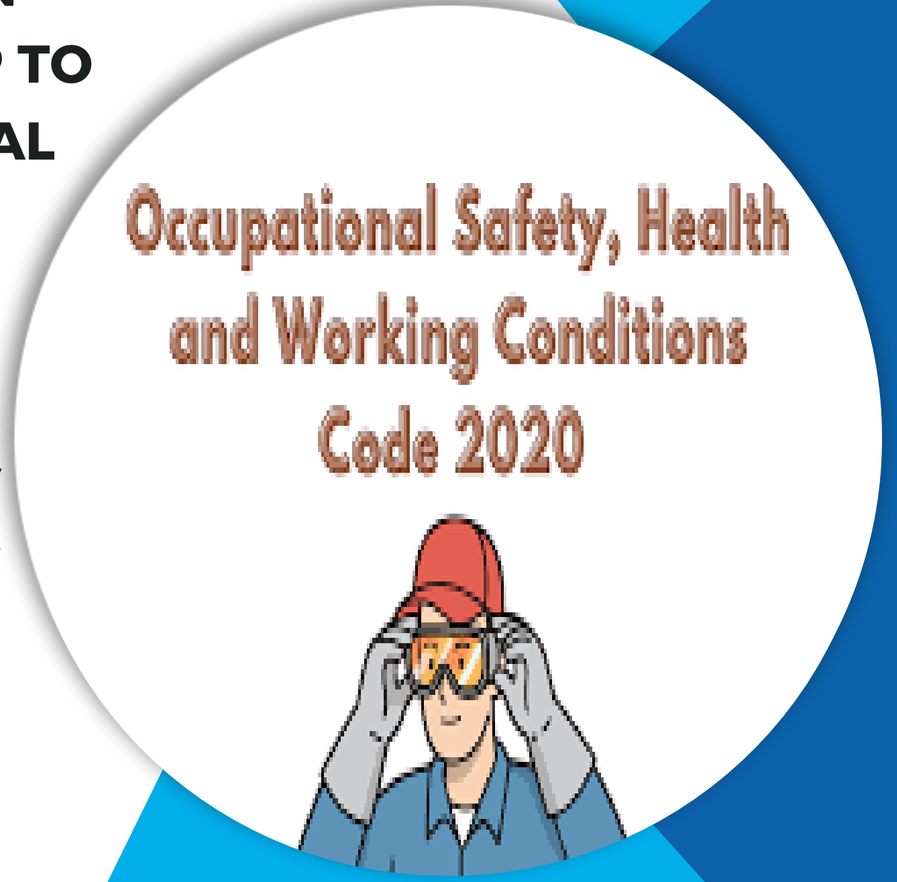
STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION SPECIFYING THE MAXIMUM REMUNERATION AMOUNT UP TO WHICH A PERSON WILL BE CONSIDERED AN AUDIO-VISUAL WORKER UNDER THE OSH CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2492(E) dated 13.05.2026 notified that, in exercise of the powers conferred by clause (f) of sub-section (1) of section 2 of the Code on Occupational Safety, Health and Working Conditions, 2020, the Central Government hereby notifies Rupees Nineteen thousand per month as the amount remuneration for the purpose of the said clause or where such remuneration is by way of lump sum, an amount equivalent thereto.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 2(16) OF THE CODE ON SOCIAL SECURITY, 2020.

The Ministry of Labour and Employment vide S.O. 2418(E) dated 12.05.2026 notified that in exercise of the powers conferred by sub-section (16) of section 2 of the Code on Social Security, 2020, the Central Government hereby appoints the officers mentioned in column (2) of the Table to be the competent authorities for the purposes of Chapter VI of the said Code for the area specified against them in column (3) of the said Table in relation to all establishments for which the Central Government is appropriate Government under clause (a) of sub-section (3) of the Section 2 of the said Code.



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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING APPOINTMENT OF CHIEF INSPECTOR CUM FACILITATOR OF MINES UNDER THE OSH CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2484(E) dated 13.05.2026 notified that, in exercise of the powers conferred by sub-section (5) of section 34 of the Occupational Safety Health and Working Conditions Code, 2020, the Central Government hereby appoints, the Director General of Mines Safety in the Directorate General of Mines Safety, Dhanbad, to be Chief Inspector-cum-Facilitator of Mines for all the territories to which the said Code extends with effect from the date of publication of this notification in official gazette, until further orders.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION REGARDING DESIGNATED AUTHORITY UNDER SECTION 57(2) OF THE OSH CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2483(E) dated 13.05.2026 notified that, in exercise of the powers conferred under clause (a) of sub-section (2) of section 57 of the Occupational Safety, Health and Working Conditions Code, 2020, the Central Government hereby appoints designated authority.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 39(1) OF THE CODE ON WAGES, 2019.

The Ministry of Labour and Employment vide S.O. 2457(E) dated 12.05.2026 notified that, in exercise of the powers conferred by proviso to sub-section (1) of section 39 of the Code on Wages, 2019, the Central Government hereby specifies the officer mentioned in column (2) of the Table to be authority, to exercise the powers conferred on them by the said proviso, in relation to which the Central Government is the appropriate Government, in respect of the establishments situated within the area of jurisdiction specified in column (3) of the said Table thereof.

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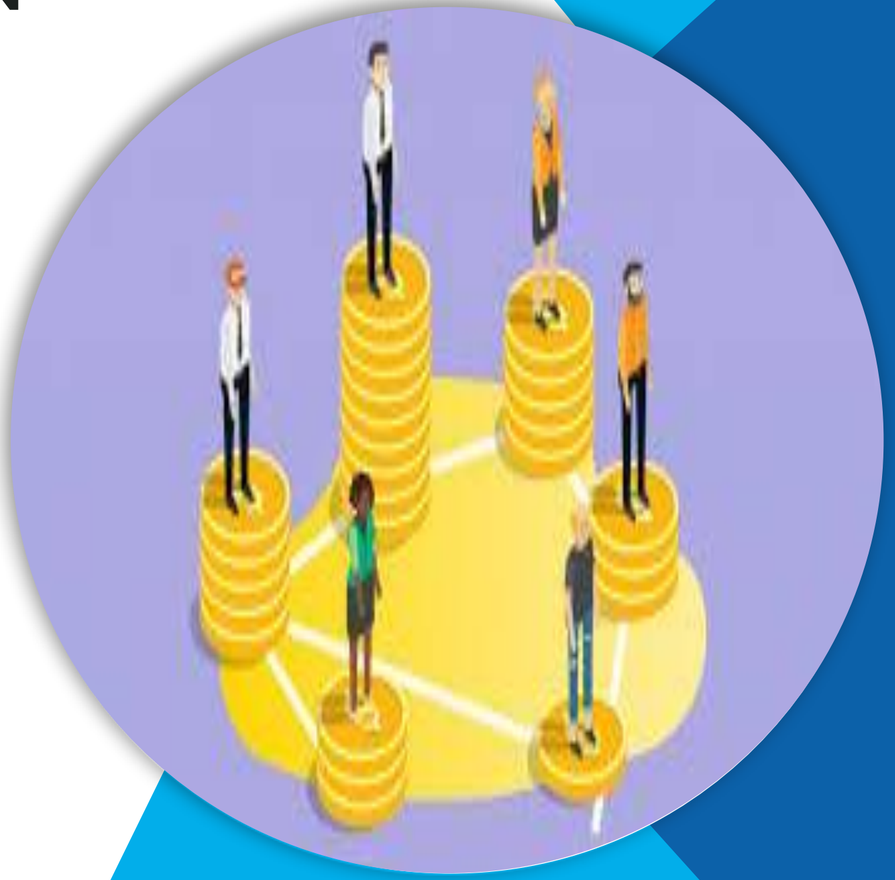
STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 53 OF THE CODE ON WAGES, 2019.

The Ministry of Labour and Employment vide S.O. 2456(E) dated 12.05.2026 notified that, in exercise of the powers conferred by section 53 of the Code on Wages, 2019, the Central Government hereby appoints the officers mentioned in column (2) of the Table below for the purpose of holding enquiry and to impose the penalty as he may think fit, in relation to the establishment for which Central Government is the appropriate government, in the area specified against them in column (3) thereof.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 56(1) OF THE CODE ON WAGES, 2019.

The Ministry of Labour and Employment vide S.O. 2455(E) dated 12.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 56 of the Code on Wages, 2019, the Central Government hereby specifies the officers mentioned in column (2) of the Table to compound offences punishable with imprisonment only, or with imprisonment and also with fine under the section, in relation to which the Central Government is the appropriate Government, within the respective jurisdiction specified against them in column (3) of the said Table thereof.

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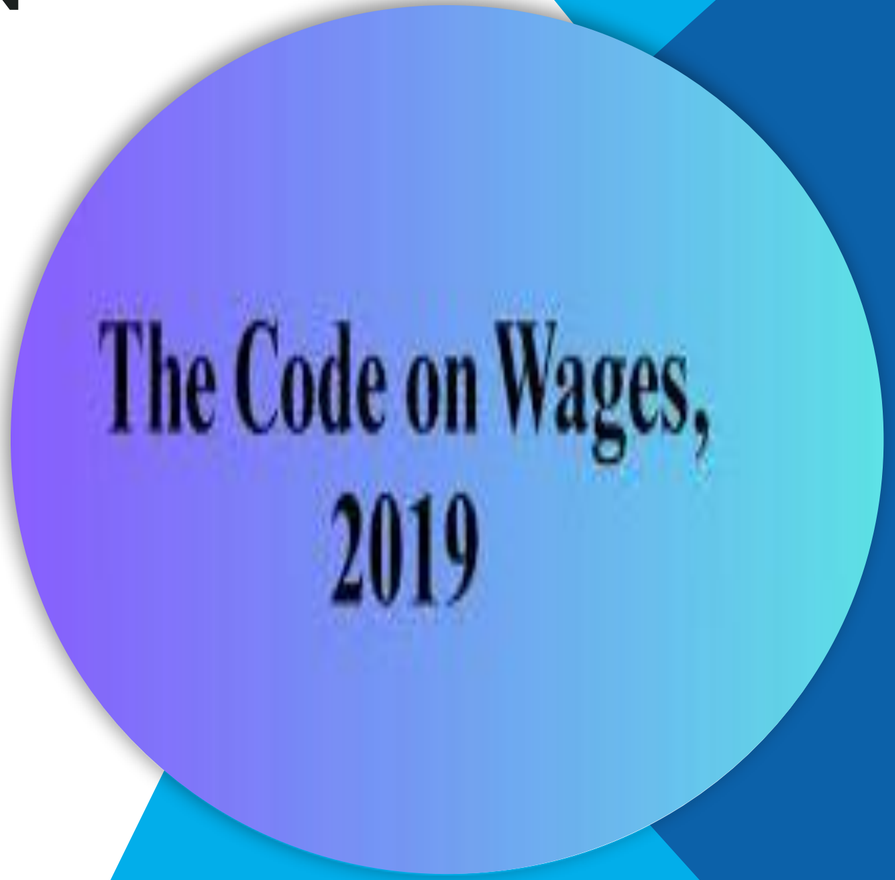
STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 51(1) OF THE CODE ON WAGES, 2019.

The Ministry of Labour and Employment vide S.O. 2454(E) dated 12.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 51 of the Code on Wages, 2019, the Central Government hereby appoints the officers mentioned in column (2) of the table to be the Inspector-cum-Facilitators to exercise the powers conferred on them under sub-section (6) of section 51 of the said Code, in respect of the establishments in relation to which the Central Government is the appropriate Government, situated in the area specified against them in column (3) thereof.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 49(1) OF THE CODE ON WAGES, 2019.

The Ministry of Labour and Employment vide S.O. 2453(E) dated 12.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 49 of the Code on Wages, 2019, the Central Government hereby appoints the officers mentioned in column (2) of the Table to be the appellate authorities, to hear and dispose of the appeals filed by any person aggrieved by an order passed by the authority under sub-section (2) of section 45 of the said Code, in relation to which the Central Government is the appropriate Government, in the area specified, against them in column (3) thereof.

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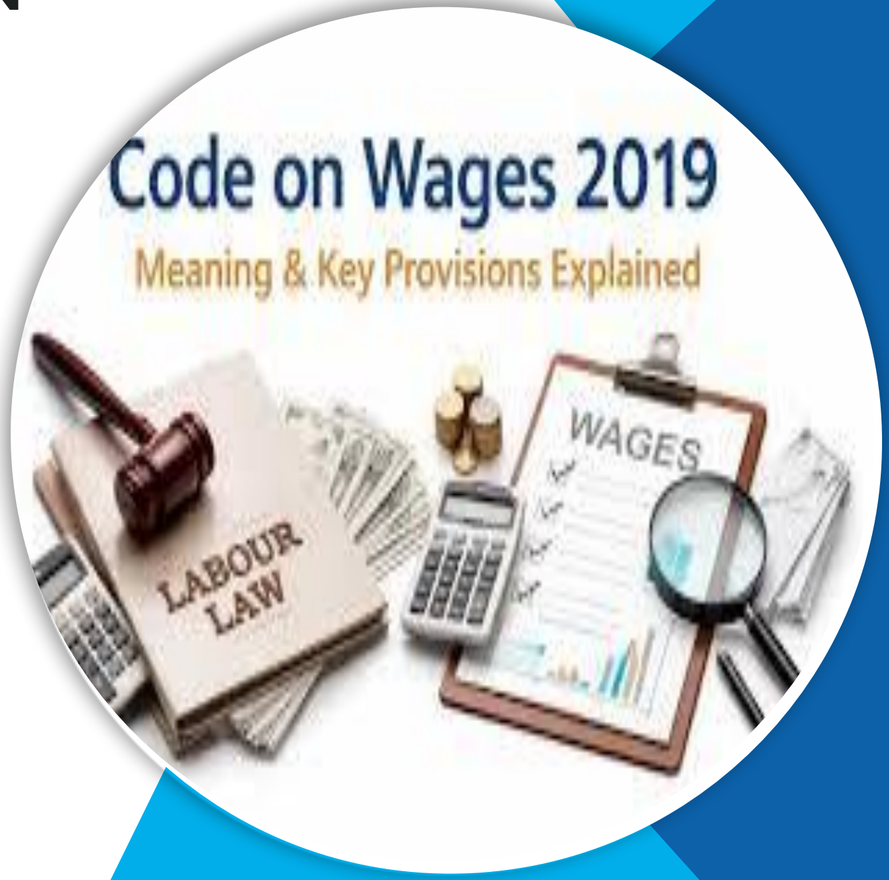


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NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 45(1) OF THE CODE ON WAGES, 2019.

The Ministry of Labour and Employment vide S.O. 2452(E) dated 12.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 45 of the Code on Wages, 2019, the Central Government hereby appoints the officers mentioned in column (2) of the Table below to be the authorities (not below the rank of a Gazetted Officer), to hear and determine the claims arising under the provisions of the said Code, in respect of the employees employed in the establishments in relation to which the Central Government is the appropriate Government and situated within the jurisdiction area specified against them in column (3) of the said Table thereof.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 7(2) OF THE CODE ON WAGES, 2019.

The Ministry of Labour and Employment vide S.O. 2451(E) dated 12.05.2026 notified that, in exercise of powers conferred by sub-section (2) of section 7 of the Code on Wages, 2019, the Central Government hereby appoints the officer mentioned in column (2) of the Table below as authority, for computation of the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concession rate in the establishments, at such intervals and in accordance with such directions as may be specified or given by the Central Government from time to time, in relation to which the Central Government is the appropriate Government, within the jurisdiction specified in column (3) of the said Table thereof.

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MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION UNDER SECTION 4 OF THE CODE ON WAGES, 2019.

The Ministry of Labour and Employment vide S.O. 2450(E) dated 12.05.2026 notified that, in exercise of the powers conferred by section 4 of the Code on Wages, 2019, the Central Government hereby notifies the officers mentioned in column (2) of the Table to be the authority, to decide any dispute relating to any issue as to whether a work is if same or similar nature for the purpose of section 3 of the said Code, in relation to the establishments to which the Central Government is the appropriate Government, in the area specified against them in column (3) thereof.



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

The Ministry of Labour and Employment vide G.S.R. 343(E) dated 08.05.2026 notified that, in exercise of the powers conferred by section 67 of the Code on Wages, 2019 and in supersession of the Payment of Wages (Procedure) Rules, 1937; the Payment of Wages (Railways) Rules, 1938; the Minimum Wages (Central) Rules, 1950; the Payment of Wages (Mines) Rules, 1956; the Payment of Wages (Manner of Recovery of excess Deductions) Rules, 1966; the Payment of Bonus Rules, 1975; the Equal Remuneration Rules, 1976; the Central Advisory Committee on Equal Remuneration Rules, 1991; the Payment of Wages (Nomination) Rules, 2009; etc. except as respects things done or omitted to be done before such supersession, the Central Government hereby makes the Code on Wages (Central) Rules, 2020.



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MINISTRY OF LABOUR AND EMPLOYMENT - SOCIAL SECURITY (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment vide G.S.R. 344(E) dated 08.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 154 read with sub-section (2) thereof, and sub-section (1) of section 155 read with sub-section (2) thereof and section 158 and sub-section (1) read with sub-section (2) of section 159 of the Code on Social Security 2020, the Central Government hereby makes the Social Security (Central) Rules, 2026.

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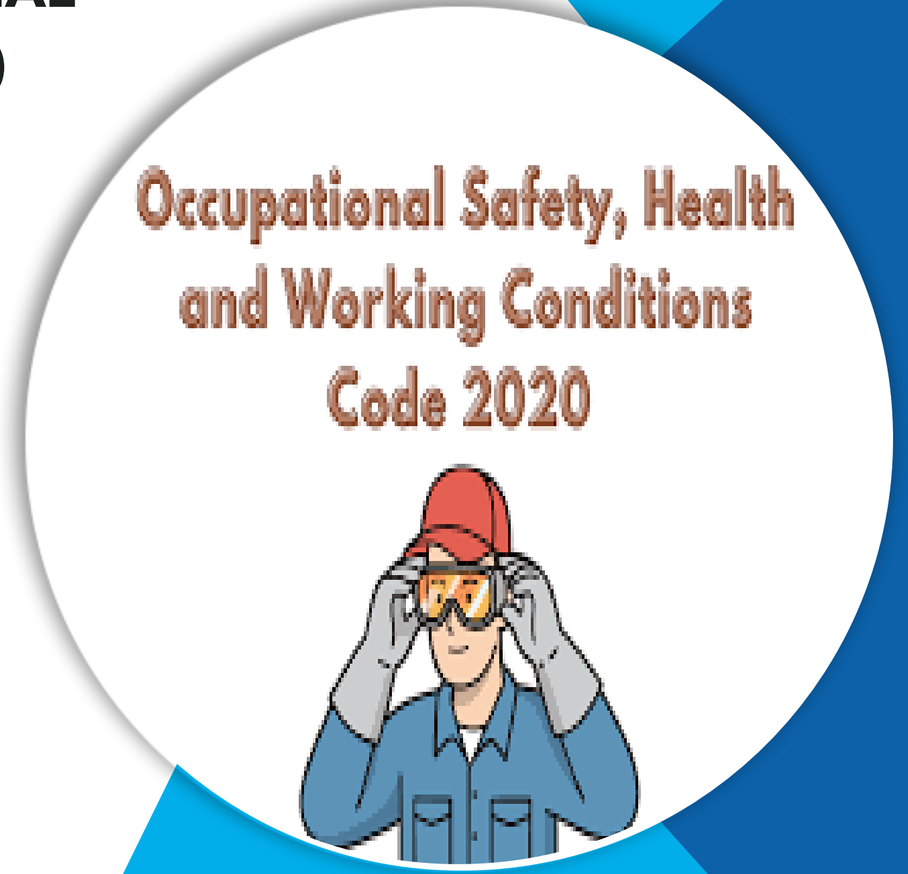


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NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment vide G.S.R. 345(E) notified that, in exercise of the powers conferred by section 133 and 134 of the Occupational Safety, Health and Working Conditions Code, 2020 and in supersession of the Dock Workers (Safety, Health and Welfare) Rules, 1990; Building and Other Construction Workers (Regulation of Employment and Condition of Services) (Central) Rules, 1998; Mines Rules, 1955; Mines Rescue Rules, 1985; Contract Labour (Regulation and Abolition) Central Rules, 1971; Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Central Rules, 1979; etc. except as respects things done or omitted to be done before such supersession, Central Government hereby makes the Occupational Safety, Health and Working Conditions (Central) Rules, 2026.



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MINISTRY OF LABOUR AND EMPLOYMENT - INDUSTRIAL RELATIONS (CENTRAL) RULES, 2026.

The Ministry of Labour and Employment vide G.S.R. 342(E) notified that, in exercise of the powers conferred by section 99 of the Industrial Relations Code, 2020 and in supersession of the Industrial Disputes (Central) Rules, 1957, in so far as they relate to Part II and Part V to VII; and the Industrial Employment (Standing Orders) Central Rules, 1946, in so far as they relate to these except as respects things done or omitted to be done before such supersession, the Central Government hereby makes the Industrial Relations (Central) Rules, 2026.

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MINISTRY OF LABOUR AND EMPLOYMENT - GAZETTED OFFICERS FOR COMPOUNDING OF OFFENCES UNDER SECTION 89(1) OF THE INDUSTRIAL RELATIONS CODE 2020.

The Ministry of Labour and Employment vide S.O. 2317(E) dated 08.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 89 of the Industrial Relations Code, 2020, the Central Government hereby specified the officers in column (2) of the Table to exercise the functions relating to composition of offences under the said section in respect of industrial establishments for which the Central Government is the appropriate Government, within the areas specified against each in column (3) of the Table as per the notification.

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MINISTRY OF LABOUR AND EMPLOYMENT - APPOINTMENT OF CERTIFYING OFFICERS UNDER CHAPTER IV OF THE INDUSTRIAL RELATIONS CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2313(E) dated 08.05.2026 notified that, in exercise of the powers conferred by clause (g) of section 2 of the Industrial Relations Code, 2020, the Central Government hereby appoints the Officers, mentioned in column (2)of the Table to perform the functions of a certifying officer in the areas specified in column (3) of the said Table.

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MINISTRY OF LABOUR AND EMPLOYMENT - APPOINTMENT OF CONCILIATION OFFICER UNDER THE INDUSTRIAL RELATIONS CODE, 2020.



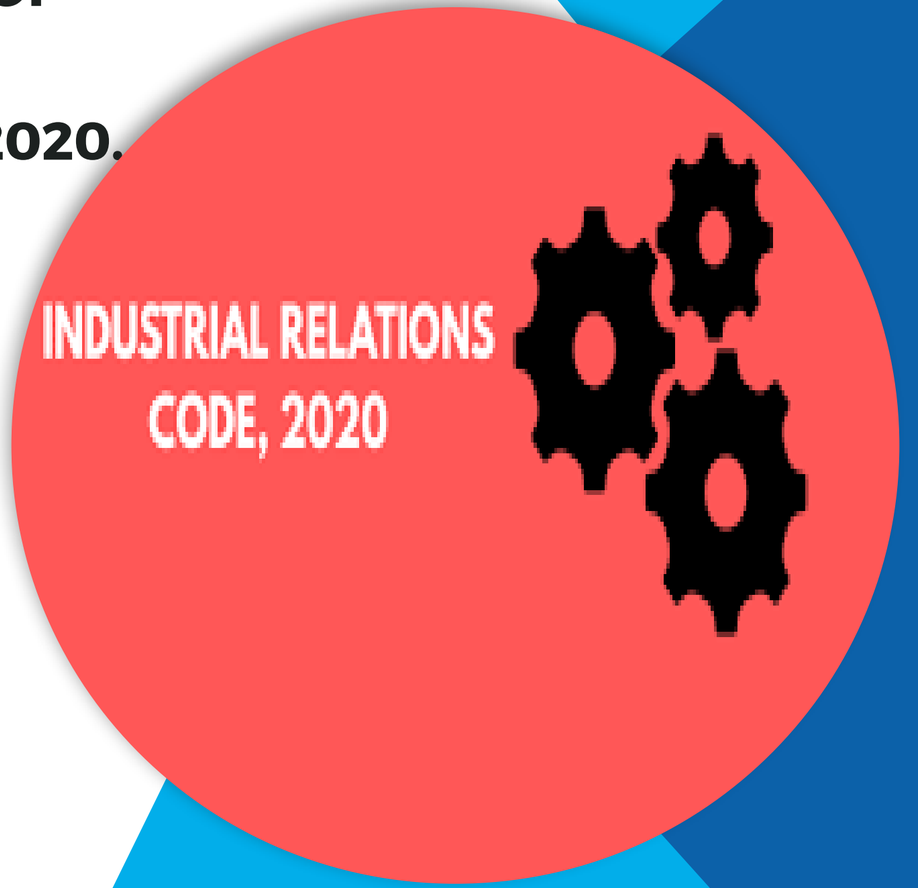
The Ministry of Labour and Employment vide S.O. 2315(E) dated 08.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 43 of the Industrial relations Code, 2020, and in supersession of the notification of the Government of India in the Ministry of Labour and Employment, number S.O 1447, dated the 4th May, 1990, except as respects things done or omitted to be done before such supersession, the Central Government hereby appoints the officers specified in column (2) of the Table as conciliation officers for mediating in and promoting the settlement of industrial disputes in the areas specified in column (3) of the said Table.

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MINISTRY OF LABOUR AND EMPLOYMENT - DELEGATION OF POWER UNDER SECTION 59(1) FOR ISSUE OF RECOVERY CERTIFICATE UNDER THE INDUSTRIAL RELATIONS CODE 2020.



The Ministry of Labour and Employment vide S.O. 2320(E) dated 08.05.2026 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 Regional Labour Commissioner (Central) within the jurisdiction to discharge the functions, the power vested in it under sub-section (1) of section 59 of the said Code.

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MINISTRY OF LABOUR AND EMPLOYMENT - DELEGATION OF POWER UNDER CHAPTER XIII OF THE INDUSTRIAL RELATIONS CODE 2020.



The Ministry of Labour and Employment vide S.O. 2319(E) dated 08.05.2026 notified that, in exercise of the powers conferred by section 100 of the Industrial Relations Code, 2020, the Central Government hereby directs that the powers exercisable by it under sub-section (1) of section 87 of the said Code shall, in respect of offences punishable under sub-sections (4), (6), (12), (13), (14), (15), (16), (17), (18) and (19) of section 86, be exercisable also by the Officers specified in column (2) of the Table, in respect of industrial establishments or undertakings for which the Central Government is the appropriate Government under clause (b) of section 2 of the said Code, within the respective areas specified against each in column (3) of the said Table.

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MINISTRY OF LABOUR AND EMPLOYMENT - MODEL STANDING ORDERS UNDER THE INDUSTRIAL RELATIONS CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2312(E) dated 08.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 29 of the Industrial Relations Code, 2020 and in supersession of the Industrial Employment (Standing Orders) Central Rules, 1946, in so far as they related to these Model Standing Orders except as respects things done or omitted to be done before such supersession, the Central Government hereby makes the Model Standing Orders.

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MINISTRY OF LABOUR AND EMPLOYMENT - APPOINTMENT OF PENALTY OFFICERS UNDER THE INDUSTRIAL RELATIONS CODE, 2020.



The Ministry of Labour and Employment vide S.O. 2318(E) dated 08.05.2026 notified that, in pursuance of the powers conferred by sub-section (1) of section 85 of the Industrial Relations Code, 2020, the Central Government hereby appoints the officers specified in column (2) of the Table, for holding inquiry and for imposing penalty under sub-sections (3), (5), (10), (11), and (20) of section 86 of the said Code, in respect of the industrial establishments for which the Central Government is the appropriate Government, within the areas specified against them in column (3) of the said Table.

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MINISTRY OF LABOUR AND EMPLOYMENT - SETTING UP OF RESKILLING FUND UNDER SECTION 83 (1) OF INDUSTRIAL RELATIONS CODE, 2020.

The Ministry of Labour and Employment vide S.O. 2316(E) dated 08.05.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 83 of the Industrial Relations Code, 2020, the Central Government hereby sets up a fund to be called the worker re-skilling fund for the purpose of the said Code.

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EPFO - HANDLING OF COMPLAINTS/GRIEVANCES PERTAINING TO COMPLIANCE MATTERS.

The Employees Provident Fund Organization vide No. CAIU/011/V-1(27)2026/Circulars/E-1273909/703 dated 06.05.2026 notified that in supersession of previous circulars, all Zonal Offices and Regional Offices are advised to the follow a uniform procedure while dealing with complaints relating to Compliance matters.

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MINISTRY OF LABOUR AND EMPLOYMENT - EXTENSION OF EMPLOYEES STATE INSURANCE TO SIX ISLANDS IN THE UNION TERRITORY OF LAKSHADWEEP.



The Ministry Labour and Employment vide Gazette Order S.O. 2144(E) dated 30.04.2026 notified that in exercise of the powers conferred by the third proviso to First Schedule of the Code on Social Security, 2020, the Central Government hereby appoints the 1st day of May 2026, as the date on and from which the contribution from the employer and employees of establishments in the entire areas of the Andrott, Amini, Kadmat, Kalpeni, Chetlat and Kiltan Islands in the Union Territory of Lakshadweep shall be payable under section 29 and any benefits under Chapter IV relating to the Employees State Insurance Corporation will be provided by the Corporation to the employees of such establishments.

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KARNATAKA – FINAL NOTIFICATION ON REVISED MINIMUM WAGES.

The Government of Karnataka vide No. KA 411 LWA 2023 dated 22.05.2026 notified that as per the direction of the Hon'ble High Court judgment in the case of M. Reppakos Brett and Co., since there are no obstacles at this stage to revise the minimum wage rates of workers, the State Government has decided to revise the minimum wage. Therefore, the Government, having considered the suggestions and objections received from the employers, heads of industries and trade unions in the Single Notification issued on 11.04.2025 and the views received by the Minimum Wage Advisory Board on 29.07.2025, in exercise of the powers conferred on the State Government under sections 3(1)(b) and 5(1)(b) of the Minimum Wages Act, 1948, has decided to revised the minimum wage rates with immediate effect.



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

The Department of Economics and Statistics, Government of Kerala vide Notification no. DES/1129/2025-P3(1) dated 19.05.2026 issued the Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of April 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.

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DADRA AND NAGAR HAVELI AND DAMAN AND DIU - DECLARATION OF SPECIAL ALLOWANCE W.E.F. 01.04.2026.

The UT Administration of Dadra & Nagar Haveli and Daman & Diu, Department of Labour and Employment vide No. LE/LI/DMN/MWA-3(II)/2026/70 dated 30.04.2026 notified that the daily rate of special allowance payable on the basis of cost-of-living index number payable with effect from 01.04.2026 is hereby increased at the rate of Rs. 12.00 per day in respect of all the employments in the Union Territory of Dadra & Nagar Haveli and Daman & Diu under Minimum Wages Act, 1948.

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ODISHA - REVISED VDA AND MINIMUM RATES OF WAGES EFFECTIVE FROM 1ST APRIL 2026.

The Government of Odisha, Labour Department vide No. 3920/LC, Bhubaneswar, dated 01.05.2026 Notified the revised rate of minimum wages including VDA per day payable from 1st April 2026 for the Scheduled Employments.

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GOA - REVISED MINIMUM RATES OF WAGES AND VDA W.E.F. 1 APRIL 2026.

The Office of the Commissioner, labour and Employment, Goa, vide No. CLE/PA/MWA-VDA/(10)/2016/1547 dated 29.04.2026, notified the revised Variable Dearness Allowance and minimum rates of wages in various Scheduled Employments. Based on the average Consumer Price Index Number for the preceding period of six months i.e., June 2025 to December 2025 reaching 424.8 from 379, thereby resulting in an increase of 46 points for Industrial Workers, the rate of Variable Dearness Allowance so calculated is Rs. 149/- per day for various categories of employees employed in Scheduled Employments, effective from 01.04.2026.

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PUNJAB - REVISED RATE OF MINIMUM WAGES W.E.F. 01.05.2026.

The Government of Punjab, Labour Department vide No. Labour-Lab0MIWA/1/2021-4L (260032)/166 dated 01.05.2026, notified that in exercise of the powers conferred by sub-section (3) of section 8 of the Code on Wages, 2019, the Governor of Punjab, after considering the report submitted by the Advisory Board constituted for fixation of minimum wages, and after consultation with the Punjab Minimum Wages Advisory Board in respect of fixation/revision of minimum rates of wages for the State of Punjab, hereby fixes/revises the basic minimum rates of wages in respect of all employments in the State of Punjab. The new rates shall come into force with effect from 1st May 2026.

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PUDUCHERRY - CONSUMER PRICE INDEX POINTS FOR INDUSTRIAL WORKERS FOR CALCULATION OF DEARNESS ALLOWANCE IN THE U.T. OF PUDUCHERRY FOR THE YEAR 2026-27.



The Government of Puducherry, Labour Department vide No. 1706/Lab/AIL/G/2025 dated 28.04.2026 notified that in exercise of the powers conferred under clause (c) of section 2 and sub-section (2) of section 4 of the Minimum Wages Act, 1948, the Competent Authority under the Minimum Wages Act, 1948, hereby declare the Consumer Price Index points for Industrial Workers for calculation of Dearness Allowance in the U.T. of Puducherry payable for the year 2026-27.

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NOTIFICATIONS/UPDATES

DELHI - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.

The Government of NCT of Delhi, General Administration Department vide F. No. 53/849/GAD/CN/2026/3219-3262 dated 26.05.2026 notified that in exercise of the powers section 25 of the Negotiable Instruments Act, 1881 and in partial modification of this Department's Notification No. F. 53/812/GAD/CN/2025/4503-4539 dated 04.12.2025, the Lieutenant Governor of the National Capital Territory of Delhi is pleased to declare that the holiday on account of Id-ul-Zuha (Bakrid), earlier declared on 27th May, 2026 (Wednesday), shall now be observed on 28th May, 2026 (Thursday).

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UTTARAKHAND - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.

The Government of Uttarakhand, General Administration Department vide No. 753/XXXI(15)G/26-74(S)/2016 dated 26.05.2026 notified that, in place of the public holiday delcared on 27th May 2026 (Wednesday) for Eid-Ul-Zuha (Bakrid) mentioned in Schedule 1 of the Notification No. 1800/XXXI(15)G/25-74(S)/2016 dated 24.12.2025 and serial no. 11 of Schedule 4 under the Negotiable Instruments Act, 1881, regarding declaration of public holiday in the State of Uttarakhand, now 28th May, 2026 (Thursday) is declared as public holiday.

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NOTIFICATIONS/UPDATES

UTTAR PRADESH - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026.

The Government of Uttar Pradesh, General Administration Department vide Circular dated 26.05.2026 notified that since Eid-Ul-Azha (Bakrid) will be celebrated on 28th May 2026 in Uttar Pradesh, it has been decided to change the public holiday of Eid-ul-Azha (Bakrid) declared on 27th May 2026 (Wednesday) and declare the said public holiday on 28th May 2026 (Thursday). In view of the said decision, 28th May 2026 (Thursday) on the occasion of Eid-ul-Azha (Bakrid) is hereby declared as a public holiday.

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PUNJAB - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.

The Government of Punjab, Personnel Department vide 06/01/2025-2nd-3/248 dated 25.05.2026 notified that a holiday is declared on 28.05.2026 (Thursday) in the Government Offices, Boards/Corporations and Government Educational Institutions of the State of Punjab in connection with Eid-ul-Zuha (Bakrid) in place of 27.05.2026 (Wednesday) and 28.05.2026 (Thursday) is declared as a gazetted holiday under the interpretation of section 25 of the Negotiable Instruments Act, 1881.

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NOTIFICATIONS/UPDATES

HARYANA - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.

The Government of Haryana, Human Resources Department vide No. 28/67/2008-1HR-I dated 25.05.2026 notified that Thursday, the 28th May 2026 shall be observed as Gazetted Holiday in the Departments/Boards/Corporations, Educational and Other Institutions under the Haryana Government on account of festival Id-Ul-Zuha (Bakrid) instead of Wednesday, 27th May, 2026. It is also notified that the Gazetted Holiday on 28th May 2026 shall also be observed within the meaning of section 25 of Negotiable Instruments Act, 1881.

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ODISHA - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026.

The Government of Odisha, Revenue and Disaster Management Department vide RDM-Reg-MISC-0021-2025-21787 dated 25.05.2026 notified that the State Government has announced with interest that Eid-ul-Azha holiday shall be observed on 28.05.2026 instead of 27.05.2026, in partial modification of the Notification No. 42437/Revenue and English Notification No. 42428/Revenue dated 11.11.2025 issued by the Revenue and Disaster Management Department.

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HIMACHAL PRADESH - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026.

The Government of Himachal Pradesh, General Administration Department vide No. GAD-A(F)10-8/2025 dated 25.05.2026 notified that the Governor, Himahcal Pradesh is pleased to declare 28th May 2026 (Thursday) as a "Gazetted Holiday" on account of Id-Ul-Zuha (Bakrid) in place of 27th May 2026 (Wednesday) in the State of Himahcal Pradesh.

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MADHYA PRADESH - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.

The Government of Madhya Pradesh, General Administration Department vide No. F 03-01/2025/1/4 dated 25.05.2026 notified that the State Government hereby delcares Thursday, May 28, 2026, as a public and general holiday under section 25 of the Negotiable Instruments Act, 1881 in lieu of the holiday delcared on account of Eid-ul-Adha on Wednesday, May 27, 2026. All Offices will remain opne as scheduled on Wednesday, May 27, 2026.

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ASSAM - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.

The Government of Assam, General Administration Department vide e-file No: 792047/1 dated 25.05.2026 notified that in pursuance of the petitions received, the Governor of Assam is pleased to declare 28th May 2026 (Thursday) as public holiday on account of Id-ul-Zuha instead of 27th May 2026 (Wednesday). All Banks and Financial Institutions in the State shall also remain closed on 28th May 2026 (Thursday) on account of Id-Ul-Zuha under Negotiable Instruments Act, 1881.

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NOTIFICATIONS/UPDATES

JHARKHAND - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.

The Government of Jharkhand, Department of Personnel Administrative Reforms and Official Language vide No. 10/SA. AV-03-03/2025 CO. – 3435 dated 25.05.2026 notified that based on the sighting of moon, the festival of Eid-Ul-Zuha (Bakrid) will be celebrated on 28.05.2026 (Thursday) instead of 27.05.2026 (Wednesday). Therefore, in the said situation, on the occasion of Eid-ul-Zuha (Bakrid) dated 28.05.2026 (Thursday) is declared as a holiday under the Negotiable Instruments Act, 1881.

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TRIPURA - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026.

The Government of Tripura, General Administration (Secretariat Administration) Department vide Notification dated 25.05.2026 informed that the Government of India has declared holiday on 28th May 2026 due to Id-ul-Zuha (Bakrid). In order to maintain parity with the Government of India, Tripura Government has also declared the holiday due to Id-ul-Zuha (Bakrid) on 28th May 2026 instead of 27th May 2026.

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PUNJAB - GENERAL HOLIDAY UNDER NI ACT ON 26 MAY 2026 IN LIEU OF GENERAL ELECTIONS OF MUNICIPAL CORPORATIONS, MUNICIPAL COUNCILS AND NAGAR PANCHAYATS 2026.



The Government of Punjab, Personnel Department vide Notification dated 24.05.2026 clarified that in view of the General Election of Municipal Corporations, Municipal Councils and Nagar Panchayats, 2026, 26th May 2026 (Tuesday) is declared as General Holiday in the State of Punjab. This holiday is declared under the Negotiable Instruments Act, 1881.

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HIMACHAL PRADESH - DRAFT OF OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (HIMACHAL PRADESH) RULES, 2026.



The Government of Himachal Pradesh, Labour, Employment and Overseas Placement Department vide No. LEP-A003/10/2026 dated 22.05.2026 notified that, in exercise of the powers conferred by section 133 and section 135 of the Occupational Safety, Health and Working Conditions Code, 2020 read with section 23 of the Himachal Pradesh General Clauses Act, 1968, the Governor, proposes the draft of the Occupational Safety, Health and Working Conditions (Himachal Pradesh) Rules, 2026.

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WEST BENGAL –CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.



The Government of West Bengal, Finance Department vide No. 1814-F(P2) dated 22.05.2026 notified that the Governor is pleased to declare 28th May 2026 (Thursday) as public holiday under section 25 of the Negotiable Instruments Act, 1881 on account of Id-Ul-Zuha (Bakrid). Consequently, the holidays notified earlier on 26th May 2026, and 27th May 2026 are hereby cancelled and will be working days for all offices, institutions and establishments to which the notification applies.

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TELANGANA - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.

The Government of Telangana, General Administration Department vide G.O.Rt.No.718 dated 22.05.2026 notified that, in partial modification of the orders issued in G.O.Rt.No.1716 dated 06.12.2025, the Government hereby declare 28.05.2026 (Thursday) as Holiday on the occasion of Eid-ul-Azha (Bakrid) under NI Act, 1881 instead of 27.05.2026 (Wednesday) declared earlier.

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MEGHALAYA – CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.

The Government of Meghalaya, General Administration vide No. GAA.78/2025/44 dated 21.05.2026 notified that in partial modification Notification No. GAA.78/2025/23 dated 21.10.2025, the State Holiday for Id-ul-Zuha (Bakrid) under Negotiable Instruments Act, 1881 shall be read as 28th May 2026 instead of 27th May 2026.

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ANDHRA PRADESH - CHANGE IN DATE OF HOLIDAY FOR BAKRID FROM 27.05.2026 TO 28.05.2026 UNDER NI ACT.

The Government of Andhra Pradesh, General Administration Department vide G.O.Rt.No. 1007 dated 21.05.2026 notified that in partial modification of the orders issued in G.O.Rt.No. 2277, dated 04.12.2025, notifying the General Holidays and Optional Holidays under Negotiable Instruments Act, 1881 for the year 2026, the Government hereby declare 28.05.2026 (Thursday) as General Holiday on the occasion of Eid-ul-Adha (Bakrid) instead of 27.05.2026 (Wednesday).

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NOTIFICATIONS/UPDATES

DADRA & NAGAR HAVELI AND DAMAN & DIU – IMPLEMENTATION OF THE PROVISIONS OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013.



The UT Administration of Dadra & Nagar Haveli and Daman & Diu, Department of Labour and Employment vide No. LE/LI/DMN/POSH Act/204813/2026/103 dated 20.05.2026 issued a notification on the implementation the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. All the establishments in the Union Territory of Dadra and Nagar Haveli and Daman and Diu having ten or more employees are therefore directed to comply with the provisions of the POSH Act and submit a report of compliance to the State Mission Coordinator, Social Welfare Department within a period of 30 days with a copy of letter constituting ICC and screenshot of the registration on She-Box Portal.

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NOTIFICATIONS/UPDATES

HARYANA - ADVISORY ON HEAT WAVE AND PREPARATORY ACTION FOR HEAT-WAVE SEASON 2026.

The Labour Commissioner, Labour Department of Haryana vide No. 1613-1793 dated 20.05.2026 issued an Advisory on heat wave and preparatory action for heat wave season 2026. The Commissioner has directed to take proactive measures and issue necessary instructions/directions to employers/industries/construction companies to immediately undertake necessary steps in this direction which may include measures suggested by said Authority; such as allowing re-scheduling of working hours for employees/workers in different sectors; ensuring adequate drinking water facilities and making provisions for rest areas and cooling of work places, etc.



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NOTIFICATIONS/UPDATES

GOA - PAID HOLIDAY ON 24 MAY 2026 FOR BYE-ELECTION TO VILLAGE PANCHAYAT.



The Government of Goa, Department of General Administration vide No. 2/2/2010-GAD-III/Vol.I/2049 dated 19.05.2026 notified that in pursuance to sub section (1) of section 40A of the Goa Panchayat Raj Act, 1994, the Government of Goa hereby declares Sunday, the 24th May, 2026 as a paid holiday being the polling day for the bye-elections to Ward No. III of Village Panchayat Arpora Nagao, Taluka Bardez, North Goa District and Ward No. VII of Village Panchayat Sancordem, taluka Dharbandora, Kushavati Disctrict in the State of Goa.

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STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - REGARDING AUTHORIZATION OF OFFICERS AND EMPLOYERS TO INSPECT ESTABLISHMENTS UNDER THE POSH ACT, 2013.



The Government of Maharashtra, Women and Child Development Department vide Circular dated 14.05.2026 notified that as per section 25 of the Protection of Women from Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Government may, in pursuance of this Act, seek information from the concerned establishments or from the District Officers. It may also inspect the establishments. Considering the vast number of private as well as government and semi-government establishments, corporations, etc. in the State of Maharashtra, the Government has considered the matter of authorising officers to inspect under section 25 of the Act and accordingly officers are being authorised to inspect as listed in the Circular. If any errors are found during the inspection, penal action will be taken against the concerned establishments as per section 26 as recommended by the Inspection Officer. The inspection list for the inspection of the establishments has been attached with the circular along with a compliance checklist. **View Notification**

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UTTARAKHAND – DRAFT OF UTTARAKHAND SOCIAL SECURITY CODE RULES, 2026.

The Government of Uttarakhand, Labour Department vide No. 519(1)/VIII-1/2026-09(Labour)/2018 dated 30.04.2026 notified the Governor, in exercise of the powers conferred by section 154 and section 156 of the Social Security Code, 2020, proposes to make the draft of the Uttarakhand Social Security Code Rules, 2026 to regulate all matters incidental to the social security of all employees/workers of the organized or unorganized or any other sectors of the Uttarakhand.

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DELHI - ADVISORY TO EMPLOYERS ON IMPLEMENTATION OF WORK-FROM-HOME POLICY (WFH) IN VIEW OF PREVAILING SITUATIONS.



The Government of NCT of Delhi, Labour Department vide F.No.Lab/Addl.LC/Misc/2026/314 dated 14.05.2026 issued an advisory to employers on implementation of Work-From-Home Policy (WFH) in view of prevailing situation. With a view to contribute to National Fuel Conservation efforts, all Employer of Industrial Establishments, Factories, Shops and Commercial Establishments functioning within the geographical territory of NCT of Delhi, including IT, IT Enabled Services (ITES) etc. are hereby strongly encouraged to implement a minimum of two (2) days of Work-From-Home per week for those eligible employees, whose nature of work permit so. These establishments may maintain workforce strength at the maximum of 50% of total employees.

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NOTIFICATIONS/UPDATES

DELHI - ADVISORY IN ORDER TO TACKLE THE EXTREME HEAT WAVE CONDITIONS.

The Government of NCT Delhi, Labour Department vide ED4 (Misc. 40)/Lab-EI/2026/273-84 dated 11.05.2026 issued an advisory in order to tackle the extreme heat wave conditions and in order to protect the electrical workmen from the adverse effect heat wave, all officers of the Electrical Inspectorate, all electrical generation, transmission and distribution licensee, in their respective jurisdiction, to immediately undertake necessary steps in this direction and ensure the measures listed in the notification.

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GOA - DRAFT OF GOA OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (LABOUR) RULES, 2026.



The Government of Goa, Labour Department vide 26/36/2026/LAB/220 dated 11.05.2026 notified draft of Goa Occupational Safety, Health and Working Conditions (Labour) Rules, 2026, which the Government proposes to make in exercise of the powers conferred by sections 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 and notice is hereby given that the said draft Rules will be taken into consideration by the Government after expiry of a period of ninety days from the date of publication of this Notification in the Official Gazette.

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HARYANA - REVISION OF LWF CONTRIBUTIONS W.E.F. 01.01.2026.

The Government of Haryana, Haryana Labour Welfare Board, vide No. HLWB/REV/2026/3436 dated 08.05.2026 notified that further, w.e.f. 01.01.2026, the compliance shall be ensured as "Each employee shall contribute to the Fund every month an amount equal to zero point two percent of his salary or wages or any remuneration subject to a limit of rupees thirty-five and each employer in respect of each such employee shall contribute to the Fund every month, twice the amount contributed by such employee. Provided that the limit specified above shall be indexed annually to the consumer price index beginning from first of January each year."

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

The Government of Haryana, Labour Department vide No. 2/29/2026-2Lab dated 07.05.2026 notified that draft of Code on Social Security (Haryana) Rules, 2026, which the Government proposes to make in exercise of the powers conferred by sub-section (1) of section 154 read with sub-section (2) thereof, and sub-section (1) of section 156 read with sub-section (2) thereof and Section 158 and sub-section (1) read with sub-section (2) of section 159 of the Code on Social Security, 2020 and notice is hereby given that the said draft notification will be taken into consideration after the expiry of a period of forty-five days from the date on which the copies of the Official Gazette in which this notification is published.

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NOTIFICATIONS/UPDATES

MAHARASHTRA - DRAFT OF MAHARASHTRA OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (FACTORIES AND OTHER PORTS) RULES, 2026.



The Government of Maharashtra, Industries, Energy and Labour Department vide No. FAC 2026/CR No.07/Labour-4 dated 05.05.2026 notified the draft of Maharashtra Occupational Safety, Health and Working Conditions (Factories and Other Ports) Rules, 2026, which the Government proposes to make in exercise of the powers conferred by section 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 for the information of all persons likely to be affected thereby, and notice is hereby given that the said draft will be taken into consideration by Government of Maharashtra, after the expiry of forty-five days from the date of publication of this notice in the Maharashtra Government Gazette

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MAHARASHTRA - DRAFT OF MAHARASHTRA CODE ON SOCIAL SECURITY RULES, 2026.

The Government of Maharashtra, Industries, Energy and Labour Department vide No. Miscellaneous-1026/C.R.03/LABOUR-7a dated 05.05.2026 notified that draft of Maharashtra Code on Social Security Rules, 2026, which the Government proposes to make in exercise of the powers conferred by sub-section (1) of section 154 read with sub-section (2) thereof, and sub-section (1) of section 156 read with sub-section (2) thereof and Section 158 and sub-section (1) read with sub-section (2) of section 159 of the Code on Social Security, 2020 and notice is hereby given that the said draft notification will be taken into consideration after the expiry of a period of forty-five days from the date on which the copies of the Official Gazette in which this notification is published.

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HARYANA - CLARIFICATION REGARDING REGISTRATION OF ESTABLISHMENTS UNDER OSH CODE 2020 AND HARYANA SHOP AND ESTABLISHMENT ACT.



The Government of Haryana, Labour Department vide No. 02/26/2026-2Lab dated 04.05.2026 notified that in exercise of the powers conferred by section 28 of the Haryana Shop and Commercial Establishments Act, 1958 read with Rules framed under the said Act, and all the powers enabling him in this behalf, the Governor of Haryana hereby exempts any "Establishment" covered under the said Act, which gets itself registered under section 3 of the Occupational Safety, Health and Working Conditions Code, 2020 after finalization of the Haryana Rules; from the operation of the provisions of Registration or Intimation of Business Commencement under section 13 or section 13A of the said Act and Rules in order to avoid duplicity of registration and compliance process.

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HARYANA - DRAFT OF HARYANA OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITION RULES, 2026.

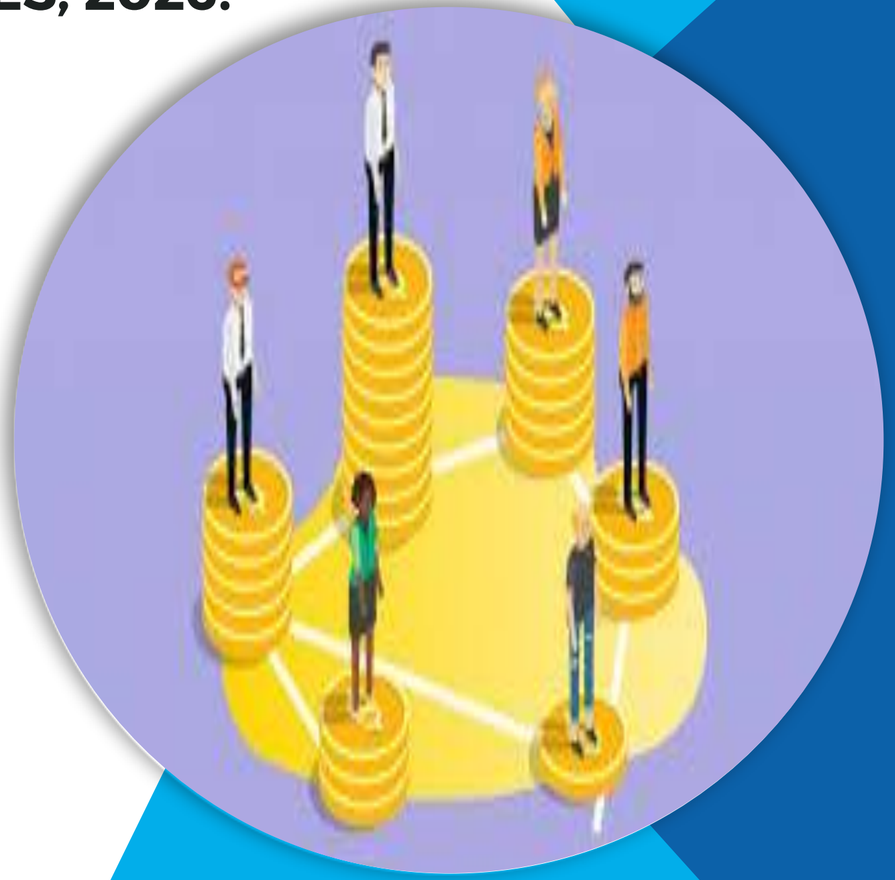


The Government of Haryana, Labour Department vide No. 2/27/2026-2LAB dated 04.05.2026 notified the draft of the Haryana Occupational Safety, Health and Working Condition Rules, 2026, which the State Government proposed to make in exercise of the power conferred by section 133 and 135 of the Occupational Safety, Health and Working Condition Code, 2020 are hereby published, and notice is hereby given that the said draft rules will be taken into consideration after the expiry of period of forty five days from the date of the publication of this notification in the Official Gazette.

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HARYANA - DRAFT OF CODE ON WAGES (HARYANA) RULES, 2026.



The Government of Haryana, Labour Department vide No. 02/08/2021-2Lab dated 04.05.2026 notified the draft of Code on Wages (Haryana) Rules, 2026 which the Government proposes to make in exercise of the powers conferred by sub-sections (1) and (2) of section 67 of the Code on Wages, 2019 and in supersession of the Punjab Minimum Wages Rules, 1937, the Punjab Payment of Wages (Procedure) Rules, 1965 and the Punjab Payment of Wages Rules, 1950 is hereby published, as required by sub-section (1) of section 67 of the said Code, for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the expiry of thirty days from the date on which the copies of the Official Gazette in which this notification is published.

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

The Government of West Bengal, Directorate of Commercial Taxes vide No. I/767256/2026 dated 30.04.2026 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 31.05.2026 and last date of upload of signed and scanned copy of return is 15.06.2026.

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LAKSHADWEEP - THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (LAKSHADWEEP) RULES, 2025.



The Union Territory of Lakshadweep Administration, Department of Labour, Employment and Training vide F.No. 08/04/2024-LE&T dated 27.04.2026 notified that, in exercise of the powers conferred by sub-section (1) of section 133 of the Occupational Safety, Health and Working Condition Code, 2020, read with the powers delegated by the Ministry of Home Affairs, Government of India, vide Notification S.O.273 (E) dated 16.01.2023, and in supersession of all rules on the subject corresponding thereto in force in the Union Territory of Lakshadweep, the Administration of the Union Territory of Lakshadweep hereby makes the Occupational Safety, Health and Working Conditions (Lakshadweep) Rules, 2025.

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

The Government of Goa, Labour Department vide No. 24/16/2021/LAB/203 dated 30.04.2026 notified the draft of Goa Code on Wages Rules, 2026, which the Government proposes to make in exercise of the powers conferred by section 67 of the Code on Wages, 2019, in supersession of the earlier draft rules pre-published in the Official Gazette, Series I No. 26 dated 23.09.2021 and in supersession of the Goa, Daman and Diu Payment of Wages Rules, 1964; the Goa, Dama and Diu Minimum Wages Rules, 1975 and the Goa, Daman and Diu Minimum Wages (Advisory Boad) Rules, 1974; as required by sub-section (1) of section 67 of the said Code for information of all persons likely to be affected thereby and the notice is hereby given that the draft will be taken into consideration by the Government on the expiry of forty five days from the publication of this Notification in the Official Gazette.

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HIMACHAL PRADESH - DRAFT OF CODE ON WAGES (HIMACHAL PRADESH) RULES, 2026.

The Government of Himachal Pradesh, Labour Department vide No. LEP-A003/13/2025 dated 29.04.2026 notified the draft of Code on Wages (Himachal Pradesh) Rules, 2026, which the Government proposes to make in exercise of the powers conferred by section 67 of the Code on Wages, 2019, and in supersession of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948 and the Himachal Pradesh Ease of Compliance to Maintain Registers under Various Labour Laws Rules, 2020 to the extent these rules are made in exercise of the powers conferred by Minimum Wages Act, 1948 and the Payment of Wages Act, 1936; as required by sub-section (1) of section 67 of the said Code for information of all persons likely to be affected.

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HARYANA - DRAFT OF THE INDUSTRIAL RELATIONS (HARYANA) RULES, 2026.



The Government of Haryana, Labour Department vide No. 2/28/2026-2Lab dated 05.05.2026 notified the draft of the Industrial Relations (Haryana) Rules, 2026 which the Government proposes to make in exercise of the powers conferred by sub-section (1) section 99 of the Industrial Relations Code, 2020 and of all other powers enabling it in that behalf and in supersession of the Industrial Disputes (Punjab) Rules, 1958, the Industrial Employment (Standing Order) Punjab Rules, 1949 and the Punjab Trade Unions Regulations, 1927, is hereby published as required by sub-section (1) of the said section 99, for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Haryana after the expiry of thirty days from the date of publication of this notification in the Official Gazette.

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KARNATAKA - THE KARNATAKA TAX ON PROFESSIONS, TRADES, CALLINGS AND EMPLOYMENTS (REMOVAL OF DIFFICULTIES) ORDER, 2026.



The Government of Karnataka, Karnataka Government Secretariat vide No. FD 14 CSL 2026 dated 02.05.2026 notified that, in exercise of the powers conferred by section 34 of the Karnataka Tax on Professions, Trades, Callings and Employments Act, 1976, the Government hereby makes the Order, to remove the difficulties, namely: the Karnataka Tax on Professions, Trades, Callings and Employments (Removal of Difficulties) Order, 2026. In section 10 of the said Act, in sub-section (2), after the second proviso, the following shall be inserted namely: "Provided also that for the Financial year 2026-27, in respect of person who stands enrolled before the commencement of the said year, the payment of the amount of tax due shall be paid before 5th May, 2026."

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NOTIFICATIONS/UPDATES

GOA - DRAFT OF THE INDUSTRIAL RELATIONS (GOA) RULES, 2026.

The Government of Goa, Labour Department vide No. 24/19/2021/LAB/Part-I/208 dated 30.04.2026 notified the draft of the Industrial Relations (Goa) Rules, 2026 which the Government proposes to make in exercise of the powers conferred by sub-sections (1) and (2) of section 99 of the Industrial Relations Code, 2020 and of all other powers enabling it in that behalf and in supersession of the Goa, Daman and Diu Trade Unions Regulations, 1963 is hereby published as required by sub-section (1) of the said section 99, for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Goa after the expiry of thirty days from the date of publication of this notification in the Official Gazette.

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CORE INTEGRA

IMPORTANT JUDGEMENTS



IMPORTANT JUDGEMENTS

TRANSFER PER SE WOULD NOT PROVIDE A CAUSE, UNLESS LEGAL GROUNDS ARE ESTABLISHED TO NULLIFY ADMINISTRATIVE TRANSFERS.

The Management, L.G. Balakrishnan and Brothers Limited v. Coimbatore District Secretary, (Ulaipor Urimai Iyakkam), (MADRAS HIGH COURT) 2026 LLR 515, W.A. Nos. 3398/2025.

Facts of the Case: This case is a result of Inter Court Appeal challenging the common Writ Order dated 17.10.2025. this was brought about since both the parties were not satisfied with the award by the Principal Labour Court (FAC).

The Union submitted that the issue is related to the transfer of workmen from their Coimbatore Unit, Tamil Nadu to Pant Nagar Factory at the State of Uttarakhand and the Counsel contended that the transfer order is mala fide on the grounds of drafting the order and Standing order. Moreover, the counsel argued upon fine distinction between Service Law Jurisprudence and Labour Law Jurisprudence by contending that principles of transfer is an incident to service while conditions of service would have no application.



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IMPORTANT JUDGEMENTS

The Management opposed by submitting that, the said transfer is an administrative transfer for some urgent matter and to meet some requirements. And the dispute raised based on victimisation and Standing Order is not defendable.

Issue of the Case: The Court is to decide whether the transfer is mala fide on the raised grounds or not and whether the dispute on Standing Order would stand its ground or not?
Also, whether non-incorporation of the subject ‘transfer' in the Item in the Schedule to Certified Standing Order would disable the entire transfer order?

Judgement of the Case:
The Court stated that the transfer in the case can be considered as administrative transfer and the there were no finding on mala fide transfer of the same. The judgement of the case is such that, such transfer is not a punishment, and it is only an incidental to service. Transfer in itself would not provide a cause, unless legal grounds ordain it as nullify the cluses of administrative transfer. Consequently, both the Labour Court award as well as the Writ Order are set aside.

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IMPORTANT JUDGEMENTS

NO EXCEPTION FOR EMPLOYER FROM PAYING THE INTEREST DUE TO DELAYED PAYMENT EVEN IN UNFORESEEABLE EVENTS.



Mr. B.S. Rajashekar, Proprietor, M/s Gemini Security and Allied Services v. The Regional Provident Fund Commissioner and Another. (KARNATAKA HIGH COURT) 2026 LLR 556, WP No. 23314/2022 (L-PF)

Facts of the Case:

The petition for this case was filed in response to the order passed on 04.11.2022 under Section 7Q of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 due to delayed payment of PF contribution by the petitioner. The counsel for the petitioner submitted that the delay in payment of the contribution was not intentional due to COVID-19 situation and also delayed payment by two respondents of BSNL who provided service to BSNL.

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The counsel for the respondent 1 submitted that delayed payment is not a ground to seek exemption from payment of interest on the delayed payment. The respondent 2 submitted that the petitioner had undertaken to pay the PF contribution and there is such agreement upon payment of interest in case of delayed payment by the petitioner. Additionally, respondent 2 urged for dismissal of the petition.

Issues of the Case:

The Court contended the provisions under the Section 7Q of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. The Court is of opinion that based on the language of the provision, the liability to pay interest on the delayed payment is on the employer and allows no exemption to the employer for reason whatsoever since the state of employer is not a disputed fact. The issue of the case is whether the petitioner is liable to pay the interest or is applicable to any exemption?

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IMPORTANT JUDGEMENTS

Judgement of the Case:

The Court state that as per the language of the law the petitioner is liable to pay the prescribed interest under the provision and if the petitioner contends the default upon the 2nd respondent and due to be paid by the 2nd respondent then the court suggested the petitioner to take appropriate legal remedy against the 2nd respondent. And stating that the Court dismissed the petition.

View Judgement

IMPORTANT JUDGEMENTS

SUPREME COURT OF INDIA

- The burden of proving the status of "worker" lies upon the employee and not the management. **View Judgement**

BOMBAY HIGH COURT

- No PF dues recovery against third party unless it owes money to the defaulting employer. **View Judgement**
- When large number of workers have accepted settlement benefits, the acceptance would not be forced. **View Judgement**
- Intention is not totally irrelevant for the purposes of imposing damages. **View Judgement**
- Financial hardship is no ground to waive or reduce damages for belated deposit of PF dues. **View Judgement**
- Identification of beneficiaries is not necessary while imposing damages. **View Judgement**



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IMPORTANT JUDGEMENTS

CHHATTISGARH HIGH COURT

- Order assessing PF dues passed without hearing party can be directly challenged before the High Court without approaching the CGIT. **View Judgement**
- No violation of natural justice when employer failed to appear before PF authority multiple times. **View Judgement**

DELHI HIGH COURT

- Change in manpower agencies is not termination at the hands of Principal employer. **View Judgement**
- Confirmation not automatic on continuation of probation beyond period mentioned in appointment letter. **View Judgement**
- Shifting of an establishment to another location is not closure. **View Judgement**
- Dismissal justified when the candidate lied about the existence of pending criminal cases. **View Judgement**
- Mere presence at the premises of principal employer cannot establish employer-employee relation. **View Judgement**

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IMPORTANT JUDGEMENTS

GUJARAT HIGH COURT

- Mere mention of Director in Form 5A would not make him personally liable for non-deposit of PF dues. **View Judgement**
- Cancellation of contractor's licence, for filing delayed annual return, without hearing him is illegal. **View Judgement**

KARNATAKA HIGH COURT

- Gratuity cannot be forfeited only because there is a likelihood of a loss. **View Judgement**
- Director cannot be prosecuted for building workers' safety violation if the company is not made an accused. **View Judgement**
- Any amendment to the Model Standing Orders would not automatically apply to Certified Standing Orders. **View Judgement**
- No recovery can be initiated without considering the objections of the employer. **View Judgement**

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IMPORTANT JUDGEMENTS

MADHYA PRADESH HIGH COURT

- The existing ESI Rules and Regulations will continue to remain in force till 25.11.2026. **View Judgement**
- Existing forums can adjudicate both pending and fresh matters after Labour Codes' implementation. **View Judgement**
- The labour authorities cannot refuse to accept new claims because of the implementation of Labour Codes. **View Judgement**
- Orders passed by the ESI Court under the old law can be enforced even after the commence-ment of the Code on Social Security, 2020. **View Judgement**
- Subsequent payment of PF dues would not erase the offence which had already been committed. **View Judgement**

MADRAS HIGH COURT

- Imposing damages is discretionary, the power of which vests with the PF authorities. **View Judgement**
- Central Board of Trustees can authorize RPFC to file a writ petition against an order passed by the CGIT. **View Judgement**
- CGIT can dismiss appeal when there is non-compliance with the pre-deposit order. **View Judgement**

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IMPORTANT JUDGEMENTS

- Financial hardship may justify installment-based payment of EPF dues in lieu of statutory pre-deposit. **View Judgement**
- EPFO cannot challenge CGIT's order after 6.5 years. **View Judgement**
- Depositing interest is mandatory at 12% per annum and the authority has no discretion to reduce it. **View Judgement**
- Employer can approach High Court for seeking payment of pre deposit amount in installments. **View Judgement**

PATNA HIGH COURT

- PF is payable in respect of informal workers when they were paid minimum wages and given ID cards. **View Judgement**
- EPFO is liable to pay interest on the amount deposited with it when the employer succeeded in appeal. **View Judgement**

PUNJAB AND HARYANA HIGH COURT

- Abusing a female employee, without sexual intent, is not sexual harassment. **View Judgement**

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IMPORTANT JUDGEMENTS

RAJASTHAN HIGH COURT

- Ordering enquiry after passing dismissal order and then revoking the termination is not proper. **View Judgement**

TELANGANA HIGH COURT

- Refund of excess ESI amount mistakenly deposited proper when ESIC failed to provide information.**View Judgement**

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CORE INTEGRA COMPLIANCE CALENDAR

JUNE
2026

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STATUTORY DUE DATES

Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Employee State Insurance Act, 1948	All States	Remittance	Monthly Contribution Challan	May'26	15- Jun	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Remittance	Monthly Contribution Challan	May'26	15- Jun	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	International Workers Return	May'26	15- Jun	Code wise	Online
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly Return - EDLI Exempted Employer	May'26	25-Jun	Code wise	Offline

STATUTORY DUE DATES

Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Kerala Shops and Commercial Establishments Workers Welfare Fund Act,2006	Kerala	Remittance	Monthly	May'26	05-Jun	Branch	Offline
Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987	Andhra Pradesh	Remittance	Monthly Remittance & Filing of Return	May'26	10-Jun	Branch	Online
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Remittance	Monthly Remittance	May'26	10-Jun	Branch	Online
Telangana Tax On Professions, Trades, Callings And Employments Act, 1987	Telangana	Remittance & Returns	Monthly Remittance & Filing of Return	May'26	10-Jun	Branch	Online
Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976	Gujarat	Return	Monthly Returns	May'26	15- Jun	Branch	Offline

STATUTORY DUE DATES

Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975	Maharashtra	Remittance & Returns	Monthly Remittance & Filing of Return	May'26	15-Jun	Combined	Online
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Remittance & Returns	Monthly	May'26	15-Jun	Branch	Online
Karnataka Tax on Professions, Trades, Callings and Employments Act, 1976	Karnataka	Remittance & Returns	Monthly Remittance & Filing of Return	May'26	20-Jun	Combined	Online
West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979	West Bengal	Remittance	Monthly Remittance & Filing of Return	May'26	21-Jun	Branch	Online
Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987	Andhra Pradesh	Remittance	Enrolment Fees - Employer	Apr'25 to Mar'26	30 - Jun	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 Remittance & Filing of Return	May'26	30 - Jun	Branch	Online
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Remittance	Enrolment Fees	Apr'25 to Mar'26	30 - Jun	Branch	Online
Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975	Maharashtra	Remittance & Returns	Employer Enrolment Tax	Apr'25 to Mar'26	30 - Jun	Combined	Online
Manipur Professions, Trades, Callings And Employments Taxation Act, 1981	Manipur	Remittance and Return	Monthly	May'26	30 - Jun	Branch	Online
Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947	Meghalaya	Remittance and Return	Monthly	May'26	30 - Jun	Branch	Online

STATUTORY DUE DATES

Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995	Mizoram	Remittance and Return	Annual Returns	Apr'25 to Mar'26	30 - Jun	Branch	Online
Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995	Mizoram	Remittance and Return	Monthly	May'26	30 - Jun	Branch	Online
Nagaland Professionals,Trades,Calling and Employment Taxation (4th Amendment) Act ,2012	Nagaland	Remittance and Return	Monthly	May'26	30 - Jun	Branch	Online
Punjab State Development Tax 2018	Punjab	Remittance and Return	Monthly	May'26	30 - Jun	Branch	Online

STATUTORY DUE DATES

Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Telangana Tax On Professions, Trades, Callings And Employments Act, 1987	Telangana	Remittance	Enrolment Fees	Apr'25 to Mar'26	30 - Jun	Branch	Online
Tripura Professions Trades Callings And Employments Taxation Act, 1997	Tripura	Remittance and Return	Monthly	May'26	30 - Jun	Branch	Online
Various Acts	Jharkhand	Return	Annual Returns	Jan'25 to Dec'25	30 - Jun	Branch	Online
Various Acts (CLRA, S&E, Factories, MW, POB, ISMW, BOCW, POG)	Andhra Pradesh	Return	Combined Annual Returns	Apr'25 to Mar'26	30 - Jun	Branch	(CLRA, S&E, Factories, MW, POB, ISMW, BOCW, POG) - Online

STATUTORY DUE DATES

Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Various Acts	Bihar	Return	Combined Annual Returns	Jan'25 to Dec'25	30 - Jun	Branch	Applicable to the employer who uploaded the records digitally - Rule 42 of Bihar Shops and Establishment Rules, 1955. Rule 21(4) of the Bihar Minimum Wages Rule, 1951. Rule 82(2) of the Bihar Contract labour (Regulation and Abolition) Rules, 1972. Rule 100 of the Bihar Factories Rules, 1950. Rule 242 of The Bihar Building and Other Construction Workers (Regulation of Employment and Condition of Service) Rule, 2005. Rule 56(2) of the Bihar Inter State Migrant Workmen (Regulation of Employment and Condition of Service) Rule, 1980. Rule 18 of the Bihar Payment of Wages Rule, 1937. Rule 16 of the Bihar Maternity Benefit Rule, 1964. Rule 32 of the Bihar Bidi and Cigar Workers (Condition of Employment) Rule ,1968. Rule 39 of the Bihar Motor Transport Workers Rule, 1962. - CLRA covered

AWARDS

AND CERTIFICATIONS



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