



TalEzine - AUGUST 2025

MONTHLY JOURNAL



Notification regarding SOP for the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2018 in Tamil Nadu



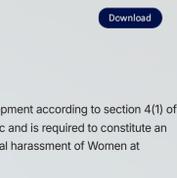
As per the notification, the protection against sexual harassment of women at workplace and for the prevention and redressed of complaints of sexual harassment under Sexual harassment of Women at Workplace (Prevention, Prohibition and redressed) Act, 2013.

Vide G.O(Ms)No.64; dated on 18.06.2025

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Amendment notification under Tamil Nadu BOCW (Regulation of Employment and Conditions of Service) Rules, 2006

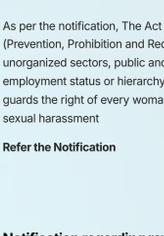
As per the notification, the Contract Labour (Regulation and Abolition) Act, 1970 (Central Act 37 of 1970), the expression "for the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Central Act 30 of 1979)" shall be inserted. In exercise of the powers conferred by section 62 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (Central Act 27 of 1996) the Governor of Tamil Nadu, after consultation with the expert committee



Vide No. SRO A-16/2025; dated 18.06.2025

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Public notice on Mandatory Registration on SHE-BOX portal in Rajasthan



As per the notification, Ministry of Women and Child Development according to section 4(f) of chapter II of the Act, every employer, institutions, offices, etc and is required to constitute an internal complaints committee for its workplace under Sexual harassment of Women at Workplace Act 2013.

Refer the Notification

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Public notice on Mandatory Registration on SHE-BOX portal in NCT Delhi

As per the notification, The Act The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 applies universally—across organized and unorganized sectors, public and private organizations—regardless of woman's role, employment status or hierarchy. It also extends protection to domestic workers. Safe guards the right of every woman to a safe and secure working environment, free from sexual harassment



Refer the Notification

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Notification regarding revision of VDA for Urea Bag loading and unloading workers in Assam



As per the Notification, In continuation to the Notification No. E-273060/518, dtd. 6th March 2025, the rates of VDA payable to the workers engaged in loading and unloading of urea bags in the State of Assam are fixed on the basis of 75% rise on average all India General CPI for Industrial Workers

Vide Notification No.E-273060/518; dated 23.06.2025

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Notification regarding working hours of women workers working under Shops and Commercial Establishments and Factories in Madhya Pradesh

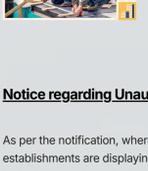
As per the Notification, it shall be mandatory to take written consent of women workers for working in night shift and employer shall ensure that women workers are employed in a batch of not less than five women. Women employees shall be provided a safe and securer workplace and women guards shall be provided at entry and exit wherein 10 or more women are employed



Vide Notification No.734;dated 27.06.2025

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Notification of the Dadra & Nagar Haveli and Daman & Diu Shops and Establishments (Regulation of Employment and Conditions of Service) Rules, 2025



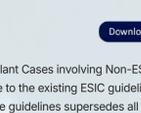
As per Notification, These rules may be called the Dadra & Nagar Haveli and Daman & Diu Shops and Establishments (Regulation of Employment and Conditions of Service) Rules, 2025. They shall come into force from the date of its publication in the Official Gazette of the Union Territory of Dadra and Nagar Haveli and Daman & Diu.

Vide Notification No. LE/LI/DMN/SE-R/388/2025/172 ; dated 24-06-2025

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Notification regarding revision of minimum wages for tea garden workers in Tripura

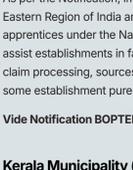
As per the Notification, in exercise of the powers conferred, the Government is pleased to revise the basic rates of minimum wages of the tea garden workers engaged in the employment of Tea plantation. It should be payable to the different categories of tea Garden workers engaged in the aforesaid employment in the state of Tripura.



Vide Notification No. LF.22(15)-LAB/TE/MW/2025;dated 30.06.2025

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Notification of the Building and other Construction Workers' (Regulation of Employment and Conditions of Service) Kerala (Amendment) Rules, 2024



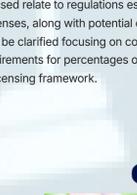
As per the Notification, This rules may be called the Building and other Construction Workers' (Regulation of Employment and Conditions of Service) Kerala (Amendment) Rules, 2024 In the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1998, in rule 31, for the entries . The Government have now decided to revise the said rate of fees payable under rule 31 of the said rules and to make necessary amendments in the said rules, after consulting the Expert Committee

Vide Notification G.O. (P) No.57/2025/LBR; dated 13.06.2025

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Notice regarding Unauthorized Display of Goods on Public Property in Meghalaya

As per the notification, whereas it was found that. Many shops and commercial establishments are displaying goods and ware outside their premises. This is a blatant encroachment into public path and roads leading 10 inconvenience of the public, is violating the terms, and conditions set-forth in the Business License issued under the Shillong Municipal Bye-Law J 36 framed under Meghalaya Municipal ACI 1973. Kindly refer to notification.



Vide Notification No.SMB/LIC/5/2025-26/12; dated 27.07.2025

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Guidelines for In-House Renal Transplant Cases involving Non-ESI Donors



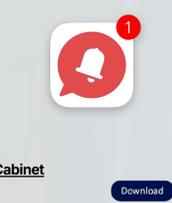
As per the Notification, Guidelines for In-House Renal Transplant Cases involving Non-ESI Donors. All locations are to emphasize, to prioritize, to adhere to the existing ESIC guidelines and policies applicable for such cases and procedures. These guidelines supersedes all other related guidelines in this matter. This is issued with the approval of the Competent Authority. Kindly refer to notification.

Vide Notification No. U-16012/392/2022-SST; dated 30.06.2025

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Advisory regarding Use of Credentials and Oversight of Activities by Empanelled Third Party Aggregators (TPAs)

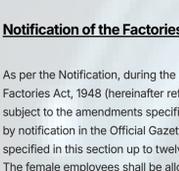
As per the Notification, implementation of the Apprentices Act, 1961 across the Eastern Region of India and strives to ensure smooth and compliant engagement of apprentices under the National Apprenticeship Training Scheme (NATS). In order to assist establishments in facilitating apprentice engagement, contract creation, and claim processing, sources of Third-Party Aggregators (TP As) have been sought by some establishment purely for ease of operational processes.



Vide Notification BOPTER/NATS/TPA/2024-25; dated 30.06.2025

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Kerala Municipality (Grant of License for Industries, Factories, Trades, Entrepreneurial Activities and other Services) Amendment Rules, 2025



As per the Notification, It states that the licenses for a specific type of work should be obtained by November 16, 2024. Items discussed relate to regulations established in 2011 that include provisions for secondary licenses, along with potential extensions for existing operational timelines. Licenses are to be clarified focusing on compliance and reporting obligations, and specifying the requirements for percentages of produce that must adhere to quality standards within the licensing framework.

Vide Notification No.2407; dated 2025

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Notification regarding Third Party Certification Self Inspection - EODB

As per the Notification, Notify the implementation of the 'Third Party Certification/Self-Inspection Mechanism' for factories, shops and commercial establishments under labour laws in the Union Territory of Andaman and Nicobar islands. This initiative is aimed at facilitating compliance Reduction and Deregulation under the Ease of Doing Business(EODB) framework, as formulated by the Department for promotion of industry and internal trade(DPIIT), Ministry of Commerce and Industry, government of India and shall come into force with immediate effect.



Vide Notification No.55/2025/F.No.M-2530973/1/2025-ALC(SA)-LAB_AN/766; dated 01.07.2025

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Circular regarding scheme to promote registration of employers/employees (SPREE) in ESIC



As per the Notification, As per the Notification, The Employees State Insurance Corporation, in its 196 the meeting held on 27.06.2025 has approved a Scheme to promote registration of Factories/Establishments and Employees coverable under the ESIC Act, 1948. The employers are required to register the Factory/Establishments under the ESIC Act within 15 days after the Act becomes applicable to the unit and required to register their employees. To encourage such employers to take themselves under the Act without any botheration of retrospective coverage and punitive action, the SPREE scheme as a one-time opportunity has been launched.

Vide Notification No.55/2025/F.No.M-2530973/1/2025-ALC(SA)-LAB_AN/766 on 01.07.2025.

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Circular regarding amendment of ESIC reference policy 2023 for super speciality and speciality services

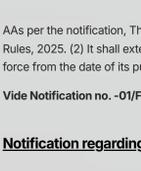
As per the Notification, competent authority has approved the amendments in ESIC Reference Policy 2023 for Super Speciality & Speciality Services . The Health Care Organizations (HCOs) in class X city must be mandatorily accredited by the National Accreditation Board for Hospitals & Healthcare Providers (NABH) and National Accreditation Board for Laboratory (NABL).



Vide Notification No.: U-16/30/649/2020-SST dated 01.07.2025

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Circular on approval of employment linked incentive (ELI) Scheme by the Cabinet



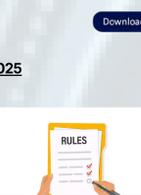
As per the Notification, The Union Cabinet chaired by the Hon'ble Prime Minister, Shri Narendra Modi, has approved the Employment Linked Incentive (ELI) Scheme to support employment generation, enhance employability and social security across all sectors, with special focus on the manufacturing sector. ELI Scheme, the government intends to catalyse job creation in all sectors, particularly in manufacturing sector, besides incentivizing youth joining the workforce for the first time. An important outcome of the Scheme will also be formalization of the country's workforce by extending social security coverage for crores of young men and women.

Refer the notification dated 01.07.2025

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Notification of the Factories (Gujarat Amendment) Ordinance, 2025

As per the Notification, during the period of operation of this Ordinance, the factories Act, 1948 (hereinafter referred to as "the principal Act") shall have effect subject to the amendments specified in sections 3 to 8. The State Government may by notification in the Official Gazette, extend the daily maximum hours of work specified in this section up to twelve hours inclusive of interval for rest in any day. The female employees shall be allowed to raise issues of sexual harassment to the workers in the workers meeting and other appropriate forums. There shall be no change of shifts except after a weekly holiday or any other holiday.



Vide Notification no.02 dated on 01.07.2025

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Employment Conditions of Women workers during night shift for all Shops and establishments in Goa



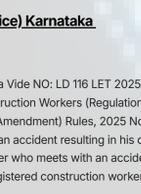
As per the Notification, This Notification shall come into force on the date of its publication in the Official Gazette. By order and in the name of the Governor of Goa. Employment between the hours of 7.00 p.m. to 6.00 a.m. shall be with the consent in writing of the concerned woman workers. Adequate, secure and safe transportation facilities shall be provided to the women worker to pick-up and drop such worker at her residence. CCTV cameras shall be provided and maintained in the work areas where women workers will be employed. Provide safe, secure and healthy working condition such that no women worker is disadvantaged in connection with her employment..

Vide Notification No.24/14/2021/LAB/413; dated 23.06.2025

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Exemption Notification of the Employment of Women in Factories in Night Shifts in Haryana

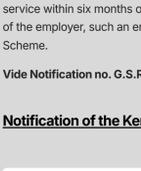
As per the Notification, the Governor of Haryana hereby prescribes the following conditions in respect of any factory which apply for the exemption for employing women in all the factory during night shift i.e. between the hours of 07.00 PM to 06.00 AM, in respect of their Safety and Security. Such exemption shall be valid for one year from the date of issuance of the notification.



Vide Notification no. 117 dated on 04.07.2025

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Exemption notification of the Employment of Women in night shift for all IT, ITES, Banking, 3 Star and above Hotels, Logistics and warehousing in Haryana



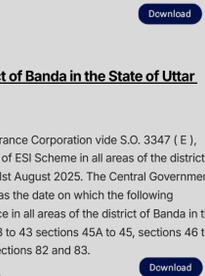
As per the notification the Government of Haryana Vide No. 11/26/2025-4Lab, has issued Exemption notification of the Employment of Women in night shift for all IT, ITES, Banking, 3 Star and above Hotels, Logistics and warehousing

Refer the Notification no dated 01.07.2025

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Notification regarding Allowing employees to work daily 10 hours per day subjected to 48 hours per week in all Commercial establishments (other than shops) – (EODB Reforms)

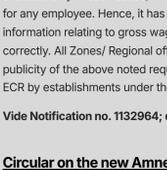
As per the notification the , to allow daily working hours of 10 hours subjected to weekly hours limit of 48 hours among other Ease of Doing Business, notification shall be published in an extraordinary issue of Telangana Daily Hours for an employee shall not exceed 10 hours and weekly working hours shall be 48 hours. For the work done beyond 48 hours, employee is entitled for overtime wages. . No employee shall be required or allowed to work for more than six hours in any day unless he/she has had an interval for rest of not less than 30 minutes. The periods of work of an employee in an establishment shall be so arranged that, along with his / her interval for rest, they shall not spread over for more than twelve hours on any day.



Vide Notification no. 282 dated on 0.07.2025

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Notification on women employment during night shift for Shops in Himachal Pradesh



As per the notification, Any woman worker can be employed in any shop or commercial establishment in night employment before 06:00 AM and after 07:00 PM. to provide them work place gender equality. Any woman employee can be allowed to work for more than eight hours as per provisions regarding overtime and spread over prescribed under the Act ibid/ H.P. Rules framed thereunder.

Vide Notification no No. LEP-A003/15/2023-PT-II; dated 05.07.2025

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Notification of the Bihar Factories (Amendment) Rules, 2025

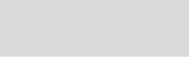
As per the notification, These rules may be called the Bihar Factories (amendment) Rules, 2025. (2) It shall extend to the whole of the State of Bihar. (3) It shall come into force from the date of its publication in the Official Gazette.



Vide Notification no. -01/F1 -08 dated on 07.07.2025

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Notification regarding Exemption notification under Shops and Commercial Establishment Act, 1958



As per the notification, The Government of Rajasthan Vide No.F.14(T1)(1) LABOUR/LAW/2017/PART/00882, has released Notification regarding Exemption notification under Shops and Commercial Establishment Act, 1958 Central Government hereby grants to the five registered dacolts and commercial establishments under the Act, exemption from the provisions of section 22 of the said Act, from the penalty of a fine not exceeding one hundred rupees for the publication in the Rajasthan Gazette of this Ordinance. Permission to be made by the employer to engage in night duty shall be granted only after obtaining the consent of the employee.

Refer the notification dated 04.07.2025

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Notification of the Delhi Transgender Persons (Protection of Rights) Rules, 2025

As per the notification, these rules may be called the Delhi Transgender Persons (Protection of Rights) Rules, 2025. They shall come into force on the date of their publication in the Official Gazette. Application for issue of certificate of identity under section 6 or section 7 Issue of certificate of identity for a transgender, within ninety days from the date of intimation of the rejection of the application, to the Divisional Commissioner, Revenue Department, Govt. of NCT of Delhi for a final order.

Vide Notification no.2524; dated 10.07.2025

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Notice regarding LWF schemes in Karnataka

As per notification, The Karnataka labour welfare fund is constituted for financing and conducting activities to promote welfare of contributing employees covered under the KLFWF Act 1965 Education assistance to children of the workers, funeral expenses maternity benefit for women and Medical Assistance. Every year between 1st January to 15th January has contribute Rs.50 and Rs.100 by employee i.e. Rs.150 remitted by the employer to welfare fund.

Refer the notification dated 2025

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Amendment notification under Tamil Nadu Catering Establishments Rules, 1959

As per the notification, Tamil Nadu Catering Establishments Act, 1958 (Tamil Nadu Act XIII of 1958), the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Catering Establishments Rules, 1959, whether the contribution to Tamil Nadu Labour Welfare Fund for the previous year has been paid and, if so, furnish the full details of payment (Viz., Online Payment receipt No. and date)

Vide Notification no.10; dated 20.06.2025

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Notification of the BOCW (Regulation of Employment and Conditions of Service) Karnataka (Amendment) Rules, 2025

As per the notification, The Government of Karnataka Vide NO: LD 116 LET 2025, has released Notification of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Karnataka (Amendment) Rules, 2025 Nominee of a registered construction worker who meets with an accident resulting in his or her death"; the words "The registered construction worker who meets with an accident resulting in his or her death, the Nominee of such registered construction worker," shall be substituted.

Vide Notification no 116 ; dated 16.07.2025

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Notification of the Employees Deposit-Linked Insurance (Amendment) Scheme, 2025

As Per notification, the Ministry of Labour and Employment vide G.S.R. 476 (E), has released Notification of the Employees Deposit-Linked Insurance (Amendment) Scheme, 2025. In the event an employee who is a member of the Fund or of a provident fund exempted under section 17 of the Act, as the case may be, dies in service within six months of the last contribution received while still being on the rolls of the employer, such an employee shall get the assurance benefit as per the Scheme.

Vide Notification no. G. S.R. 488(E); dated 16.07.2025

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Notification of the Kerala Motor Transport Workers Welfare Fund (Amendment) Scheme, 2025

As Per notification, the Government of Kerala Vide S. R. O. No. 841/2025, has released Notification of the Kerala Motor Transport Workers Welfare Fund (Amendment) Scheme, 2025 A member of the fund can continue to have membership up to the age of 60 years only. But for self-employed person membership can be maintained until the age of 65 years. , by producing medical fitness certificate annually from a medical officer not below the rank of assistant surgeon, and the said period can be considered for pension as well.

Vide Notification no 841; dated 14.07.2025

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Notification regarding Coverage of ESIC Scheme in all areas of the district of Banda in the State of Uttar Pradesh

As Per notification, The Employees State Insurance Corporation vide S.O. 3347 (E), has released Notification regarding Coverage of ESIC Scheme in all areas of the district of Banda in the State of Uttar Pradesh w.e.f 01st August 2025. The Central Government hereby appoints the 1st day of August, 2025, as the date on which the following provisions of the said Act, shall come into force in all areas of the district of Banda in the State of Uttar Pradesh, namely:— sections 38 to 43 sections 45A to 45, sections 46 to 75 sub-section (2) to (4) of section 76; and sections 82 and 83.

Vide Notification no 3274 ; dated 21.07.2025

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Circular on furnishing accurate gross wages in monthly ECR for the purpose of availing benefit under ELI Scheme

As per notification, The Employment Linked Incentive (ELI) Scheme envisages incentives to employer and employees, wherein the eligibility for the incentive is available only in such cases, where the gross wage does not exceed Rs. One Lakh for any employee. Hence, it has become imperative that all employers to submit information relating to gross wages of employees in the respective field of ECR correctly. All Zones/ Regional offices/District offices are requested to give wide publicity of the above noted requirement of furnishing correct gross wages in the ECR by establishments under their respective jurisdiction.

Vide Notification no. 1132964; dated 22.07.2025

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Circular on the new Amnesty Scheme, 2025 for withdrawal of the criminal cases filed against insured persons and employers and settlement of cases filed by employers u/s 75 and 82 of ESIC Act, 1948

As Per notification, The Employees State Insurance Corporation vide S.O. 3347 (E), has released Notification regarding Coverage of ESIC Scheme in all areas of the district of Banda in the State of Uttar Pradesh w.e.f 01st August 2025. The Central Government hereby appoints the 1st day of August, 2025, as the date on which the following provisions of the said Act, shall come into force in all areas of the district of Banda in the State of Uttar Pradesh, namely:— sections 38 to 43 sections 45A to 45, sections 46 to 75 sub-section (2) to (4) of section 76; and sections 82 and 83.

Vide Notification no 11 ; dated 24.07.2025

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Notification regarding Submission of request for creation of contract on NATS 2.0 Portal

As per notification, NATS 2.0 portal was under scheduled maintenance during the period from 19.07.2025 till 24.07.2025. During this period, contracts could not be created and since the barred time has passed, cannot be created now. Accordingly, it is requested to send an e-mail to the respective Assistant Directors of this organization mentioning the following details latest by 29.07.2025 for necessary consideration.

Refer the notification dated 25.07.2025

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ESIC NOTIFIED DISTRICTS

[Click here](#) to refer the State wise list of notified & non-notified districts under ESIC as on 01.04.2025

Below are the notified districts with effect from 01.05.2025

Notification regarding Implementation of ESI Scheme in 8 Districts of Nagaland

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Districts in the State of Nagaland - Dimapur, Kohima, Mokokchung, Chumukedima, Niuland, Tseminyu, Wokha and Zunheboto

Notification on Coverage of ESI Scheme in entire area of 6 Districts of Bihar

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Districts in the State of Bihar - Araria, Saharsa, Aurangabad, Banka, East Champaran and Gopalganj

Notification on Coverage of ESI Scheme in entire area of 2 Districts of Maharashtra

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Districts in the State of Maharashtra - Hingoli and Nandurbar

Notification on Coverage of ESI Scheme in entire area of the Boudh district of Odisha;

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Districts in the State of Odisha - Boudh

Compliance Update on Minimum Wages

The Himachal Pradesh Minimum Wages Notification (Apr 2025)

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The Government of Himachal Pradesh vide No. Shram(A)4-1/2024, has released Notification regarding revision of minimum wages for various scheduled employment w.e.f 01/04/2025. The Government of Himachal Pradesh vide No. Shram(A)4-1/2024, has released Notification regarding revision of minimum wages for various scheduled employment w.e.f 01/04/2025.

The Kerala Minimum Wages CPI Notification (May 2025)

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The Government of Kerala, Labour and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial Establishment and employment in Computer Software Sector. As per the Notification No.DES/1129/2025-P3(1), The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of May 2025 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act.

Meghalaya Minimum Wages Notification (Apr 2025)

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The Government of Meghalaya vide No.LE&SD.9/2023/pt/14, has released Meghalaya Minimum Wages Notification for scheduled employment with effect from 01st April 2025

The Assam Minimum Wages Notification (Dec 2024)

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The Government of Assam Vide No.E-238621/696, has released Notification regarding revision of VDA and minimum wages w.e.f 01/12/2024 for various scheduled employment.

The West Bengal Minimum Wages Notification (Jul 2025)

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The Government of West Bengal Vide No.40/Stat/14/RW/24/2023/LCS/JLC, has released Notification regarding revision of minimum wages for various scheduled employment with effect from 01st July 2025

The Jharkhand Minimum Wages Notification - Apr 2025

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The Government of Jharkhand Vide No-2/MW-2071/2010 L&T-2119, has issued Notification regarding revision of minimum wages for various scheduled employment w.e.f 01st April 2025.

The Andaman And Nicobar Minimum Wage Notification (Jul 2025)

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The Administrator of UT. Of Andaman and Nicobar Islands vide F.No.A-196/1/2022-Lab.Ins-I-LAB_AN, has released Notification regarding revision of minimum rate of wages for six schedule of employments w.e.f 01/07/2025.

[Click here to refer the Minimum Wages table for the month of AUGUST-2025](#)



COMPLIANCE

Monthly compliance checklist are the best practices to stay on top of HR compliance throughout the month

Click here to know the deadlines of AUGUST 2025.



UNION BUDGET 2025

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