



eZYCOMP

# HR Regulations' Insights

Aug 2025



# Our product suite automate end-to-end compliance management



## eZY-PERFORMER

A tool that enhances the efficiency of the organization by automating the preparation and generation of statutory documents in different formats that varies on basis of :

- Nature of Establishment (Factory, S&E etc.)
- Place of operations (State)
- Nature of operations (Hazardous etc.)



Pre Loaded  
Formats



Auto  
Validation



Role Based  
Access



Digitally  
Signed



## eZY-PLANNER

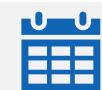
A tool that enables organization to plan for the compliance activities, define the criticality, assign the role & responsibility, get regular updates and escalations, Track the compliance level and take corrective measures proactively, complete activities on time and secure statutory documents at one place



Record  
On Cloud



Improved  
Efficiency



Auto  
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Alerts



Reports



## eZY-CHECKER

A tool that ensures the compliance to all applicable acts by auditing the timeliness, completeness and correctness of statutory documents through:

- Manual Audit
- Automated System Audit



Law Expert



Evidence-  
based Audit



Dash Board



Digital Records

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# Regulatory Updates

# Regulatory Updates

## SPREE 2025 – One-Time Opportunity for Voluntary Registration Under ESI Act

On 01 July 2025, the Employees State Insurance Corporation has issued Circular<sup>1</sup> regarding Circular regarding scheme to promote registration of employers/employees (SPREE) in ESI. The scheme period is 1 July 2025 – 31 Dec 2025 . The summary of the circular as follows:

- **Objective:** Encourage employers and employees who are currently uncovered to voluntarily register under the ESI Act, without fear of retrospective coverage or punitive action.
- **Coverage Provisions:**
  - Employers registering during the scheme will be covered from the declared date of registration.
  - Employees registered during the scheme will be covered from the date of their registration.
  - No inspection will be conducted on units registered during SPREE for one year.

### Implementation and Monitoring:

#### Awareness & Outreach:

- Regional offices to spearhead awareness campaigns in industrial hubs
- Facilitation Centres, Help Desks, seminars, posters, banners, and digital campaigns to be actively used
- Stakeholders like trade unions, MSMEs, state labour/health departments to be engaged

#### Registration Facilitation:

- Full support to employers for online registration.
- Officers to guide and assist in the registration process through the ESIC/SSP portal

**Tagging Mechanism:** Units covered under SPREE will be marked “Registered under SPREE” on the system or by stamp until ICT update is rolled out

#### Inspection Exemption:

- Units registered under SPREE will not be subject to inspection for 1 year
- No inspection to be conducted for periods prior to the declared date of coverage

#### Targeting Uncovered Units:

- Field offices to use EPFO, MSME, State Labour and Industry Department data to identify and approach uncovered units
- Units with 10+ employees in MSME segment to be prioritized

#### Fortnightly Reporting:

- Field offices must submit progress reports twice a month on number of registrations, outreach activities, and MSME coverage

**The SPREE 2025 initiative offers a no-penalty, no-retrospective liability window for employers to become compliant with the ESI Act.**

1. No. P-11/12/Agenda/06/2016-RevenueII

# Regulatory Updates

## Gujarat Ordinance Expands Work Hour Limits & Allows Women's Night Shifts with Safety Protocols

On 01 July 2025, the govt of Gujarat issued an ordinance<sup>1</sup> under the Factories Act. The summary of the ordinance as follows:

### Major Amendments:

- **Increased Daily Working Hours:**
  - State Govt. may extend daily maximum work hours up to 12 hours (inclusive of rest), with 48 hours/week cap
  - Written consent of worker required; remaining days to be paid holidays.
- **Longer Continuous Work Periods:**
  - Up to 6 hours without interval allowed for certain factories
- **Spread Over Limit Raised:**
  - Workday spread over may be extended to 12 hours
- **Overtime Revisions:**
  - Different daily limits for overtime pay based on 4, 5, or 6-day weeks.
  - Overtime wages at twice the ordinary rate
- **Quarterly Overtime Cap:**
  - Limit increased from 75 to 125 hours per quarter.
  - Written consent required for overtime work.
- **Women's Night Shift Employment:**
  - Women may work 7 PM to 6 AM if they consent and extensive safety measures are provided, including:
    - Sexual harassment prevention protocols.
    - CCTV coverage inside & outside factory; 45-day footage retention
    - Secure transport with GPS, CCTV, and women security guards
    - Batch employment (≥10 women), proper restrooms, lighting, and supervision
  - 12-hour rest between shift changes
  - Non-disclosure of personal contact details
  - Route planning to ensure no woman is picked first or dropped last

**GJ, through an amendment aims to boost economic activity, attract investment, and promote equal employment opportunities, while ensuring stringent safety and welfare measures for women working night shifts..**

1. IV- Ex.-13



# Regulatory Updates

## Boost to Employment – Govt. Approves ELI Scheme with ₹99,446 Cr Outlay

On 01 July 2025, the EPFO released Circular<sup>1</sup> on approval of employment linked incentive (ELI) Scheme by the Cabinet. The summary of the ordinance as follows:

- **Union Cabinet Approval:** The ELI Scheme has been approved to promote employment generation and workforce formalization, with a special focus on the manufacturing sector
- **Scheme Outlay:** ₹99,446 Crore has been allocated to create 3.5 crore jobs over 2 years (Aug 1, 2025 – July 31, 2027)

### Part A – First-Time Employees:

- One month’s EPF wage (up to ₹15,000) in two instalments
- Eligibility: EPFO-registered, salary up to ₹1 lakh/month
- Payouts after 6 and 12 months of service + completion of a financial literacy program
- ~1.92 crore employees to benefit

### Payment Method:

**Employees:** Direct Benefit Transfer via Aadhaar-linked ABPS

**Employers:** Paid into PAN-linked bank accounts

### Part B – Employer Incentives:

Up to ₹3,000/month per new employee for 2 years (4 years for manufacturing sector).

### Eligibility:

- Hire at least 2 additional employees (if <50 employees).
- Hire 5 or more (if ≥50 employees), sustained for at least 6 months.
- Salary of new hires must be up to ₹1 lakh/month.

EPF Wage	Employer Benefit (Per Month)
• Up to ₹10,000	Up to ₹1,000
• ₹10,001 – ₹20,000	₹2,000
• ₹20,001 – ₹1,00,000	₹3,000

**The ELI Scheme is part of a broader employment initiative under the Union Budget 2024–25 aimed at benefiting 4.1 crore youth and enhancing social security and formalization across sectors**

1. No.BG/BNG(Central)/COMP/GENERAL/2025-26

# Regulatory Updates

## Andaman & Nicobar Administration Rolls Out Third Party Certification and Self-Inspection Mechanism for Labour Law Compliance

On 01 July 2025, the administration of Andaman & Nicobar islands release an order<sup>1</sup> has released Notification regarding Third Party Certification Self Inspection. The summary of the order as follows:

- Factories are classified into four categories (Very High, High, Medium, and Low Risk) based on operational hazards and workforce size.
- **Low Risk:** Eligible for self-certification, exempt from routine inspections for 5 years if no major violations in the past 3 years.
- **Medium Risk:** Eligible for third-party certification by accredited safety auditors every 3 years if criteria are met.
- **Very High & High Risk:** Subject to regular inspection protocols.
- Accredited agencies such as DGFASLI or certified Safety Auditors will act as third-party certifiers.
- Shops and Commercial Establishments can also opt for voluntary third-party certification by qualified Company Secretaries under various labour laws. Regularly certified units are exempt from annual routine inspections unless specific complaints arise.
- Comprehensive audit and reporting procedures are outlined, including advance notification requirements and a defined follow-up reporting mechanism to the Labour Commissioner.
- Legal immunity is granted for issues flagged in audits, provided recommended actions are implemented.
- The new mechanism aims to streamline compliance, encourage proactive adherence to labour laws, and foster a business-friendly environment.

**This initiative aligns local regulations with national EoDB objectives, enhancing ease of operation for businesses in the Andaman and Nicobar Islands while safeguarding workers' rights.**

1. No.55/2025/F.No.M-2530973/1/2025-ALC(SA)-LAB\_AN/766

# Regulatory Updates

## Women Permitted to Work Between 7 PM and 6 AM in Shops & Establishments in Goa

On 03 July 2025, The Government of Goa has released notification<sup>1</sup> regarding conditions of Employment of Women workers during night shift for all Shops and establishments. The summary as follows:

- **Conditions for Night Shift Work:**
  - **Written Consent:** Employment between 7:00 PM and 6:00 AM only with written consent of the woman worker
  - **Safe Transport:** Employer must provide secure pick-up and drop facility to and from the worker's residence
  - **CCTV Coverage:** Work areas employing women at night must be equipped with CCTV cameras
  - **Safe Work Environment:** Ensure safe, secure, and healthy working conditions, preventing any disadvantage to women workers

**Extended working hours for women in Goa's shops and establishments while ensuring strict safety and welfare measures are in place.**

1. 24/14/2021/LAB/413

## Tamil Nadu Amends Shops & Establishments Act with Stricter Penalties and Faster Redressal

On 05 July 2025, the Government of Telangana has released 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)

- **Extended Daily Hours:** Employees in commercial establishments (excluding shops) may work up to 10 hours/day, subject to 48 hours/week.
- **Overtime Entitlement:** Work beyond 48 hours/week to be paid at overtime rates, capped at 144 hours/quarter
- **Mandatory Rest Break:** No employee to work more than 6 hours continuously without at least 30 minutes rest
- **Daily Spread Over:** Total work period including rest breaks must not exceed 12 hours/day
- **Revocation Clause:** Violation of conditions can lead to immediate withdrawal of exemption without notice.

**This reform is part of Telangana's Ease of Doing Business initiative, providing greater flexibility in work schedules while ensuring rest periods, overtime pay, and maximum weekly hour limits**

1. Vide G.O.Rt.No. 282



# Regulatory Updates

## Haryana Govt. Prescribes Conditions for Employing Women Between 7 PM–6 AM in Factories and 8 PM–6 AM in Shops & Establishments

On 04 July 2025, the Government of Haryana has issued Exemption Notifications<sup>1,2</sup> of the Employment of Women in Factories & shops & Commercial Establishments in Night Shifts

- **Common Safety & Welfare Conditions:**
  - **Written Consent:** Mandatory from each woman employee to work during night shifts
  - **POSH Compliance:** Full adherence to the Sexual Harassment of Women at Workplace Act, 2013, and submission of annual return to authorities (Shops & Establishments only)
  - **Lighting & CCTV:** Adequate lighting and CCTV coverage inside premises and surrounding areas
  - **Minimum Batch Size:** Women to be employed in batches of not less than 4 (relaxable for senior IT/ITeS staff earning ₹1 lakh+)
  - **Transportation:** Secure pick-and-drop with security guards (including female guards), trained drivers, CCTV, GPS; option for employee to opt out
  - **Medical Facilities:** Doctor or female nurse on-site; tie-up with nearby hospitals; emergency contacts displayed
  - **Boarding/Lodging (if provided):** Exclusive for women with women wardens/supervisors (Shops & Establishments)
  - **Reporting:** Untoward incidents must be reported to local police and labour authorities (Factories)
  - **Compliance with Labour Laws:** All provisions under relevant labour legislations, including ESI and Haryana Labour Welfare Fund, must be met

**Haryana's 2025 notifications open doors for women's night shift employment while mandating stringent safety, welfare, and compliance measures to protect their rights and well-being.**

1. No. 11/6/2022-4Lab
2. No. 11/26/2025-4Lab

# Regulatory Updates

## UP Revises Factories Rules on Worker Safety, Overtime, and Welfare

On 04 July 2025, the Government of Uttar Pradesh has released Notification<sup>1</sup> of the Uttar Pradesh Factories (Seventy-Fifth Amendment) Rules, 2025. Major Changes as follows :

- **Updated Safety Committee Composition:**
- Equal representation from employer and worker sides; at least one-third women members
- **Workplace Safety Improvements:**
- Detailed norms for lighting, ventilation, and safe handling of hazardous processes
- **Overtime & Leave Adjustments:**
  - Clear calculation methods for overtime pay
  - Provisions to ensure weekly holidays and compensatory leave
- **Welfare Provisions:**
  - Enhanced facilities for drinking water, washing, and restrooms
  - Separate and adequate facilities for women workers
- **Compliance & Penalties:** Stricter enforcements for rule violations

**The amendments aim to modernize factory operations in UP, enhancing worker safety, welfare, and compliance standards**

1. No.963/XXXVI-03-2025-1792147

## Bihar Expands Workplace Safety & Welfare Provisions to Pregnant and Lactating Women

On 07 July 2025, the Government of Bihar Vide File Number-01/F108/2025,Sr.No 51, has released Notification<sup>1</sup> of the Bihar Factories (Amendment) Rules, 2025. The summary as follows :

In multiple schedules under Rule 95 of the Bihar Factories Rules, 1950, the term “woman” has been replaced with “pregnant women and lactating mother”.

This applies to provisions in Schedules II, III, IV, VI, VII, VIII, X, XI, XIII, XVI, XVII, XVIII, and XIX, thereby extending specific protections and welfare measures to these categories of workers.

**The amendment ensures that pregnant and lactating women receive targeted workplace safety, welfare, and health safeguards in Bihar’s factories.**

1. 01/F108/2025,Sr.No 51



# Regulatory Updates

## Rajasthan Permits Women's Night Shift Work in Shops & Commercial Establishments

On 08 July 2025, Government of Rajasthan has released Notification<sup>1</sup> regarding Exemption notification under Shops and Commercial Establishment Act, 1958)

### Conditions include:

- Written consent of the woman employee.
- Issuance of appointment letters & ID cards with photo.
- Employer responsible for safe commute and workplace security.
- Separate restrooms & lockers for women.
- No night duty during 3 months before and after childbirth.
- Prevention of sexual harassment ensured.
- Violation of conditions will cancel the exemption and invite legal action.

## Updated Registration Form Requirements for Catering Establishments – Tamil Nadu

the Government of Tamil Nadu vide G.O. Ms. No. 65, has released Notification regarding amendments to the Tamil Nadu Catering Establishments Rules, 1959

Employers must declare if Labour Welfare Fund contribution for the previous year has been paid with proof

Proof of Tamil language name board display must be submitted (photograph required)

All form fields to be filled mandatorily

**The notification promotes women's employment opportunities while mandating strict safety and welfare measures**

1. No.F.14(11)(1) LABOUR/LAW/2017/PART/00882,

**The changes improve compliance monitoring and reinforce Tamil signage requirements in catering establishments**

1. G.O. Ms. No. 65

# Regulatory Updates

## Delhi Notifies Rules to Safeguard Rights of Transgender Persons

On 11 July 2025, the Government of NCT Delhi has released Notification of the Delhi Transgender Persons (Protection of Rights) Rules, 2025. The summary as follows:

### Main Provisions:

- **Right to Self-Perceived Identity:**
  - Procedure for application and issuance of Certificate of Identity by the District Magistrate.
  - Provision for change in gender on all official documents upon certificate issuance.
- **Protection Against Discrimination:**
  - Prohibits denial of education, employment, healthcare, access to public places, and participation in public life based on gender identity
- **Welfare Measures:**
  - State to formulate schemes for social security, health, and education for transgender persons
  - Inclusive facilities in hospitals, separate wards, and washrooms to be ensured
- **Grievance Redressal:**
  - Establishment of complaint officers in government and private establishments to address discrimination complaints.

### Awareness & Sensitization:

- Government to conduct public awareness campaigns to promote respect and inclusion

**With these rules, Delhi takes a significant step toward ensuring legal recognition, dignity, and equality for transgender persons, strengthening the framework for their protection and empowerment.**

1. F. 30(641)/TG.PR/SD/DSW/24/93-95



# Regulatory Updates

## Karnataka Doubles Education Aid & Increases Accident Compensation for Construction Workers

On 16 July 2025, the Government of Karnataka has released Notification of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Karnataka (Amendment) Rules, 2025 :

### Major Amendments:

- Education Assistance Increased:
- Scholarship/education aid limit under Rule 44(1) raised from ₹71,000 to ₹1,46,000 per beneficiary.
- Enhanced Accident Compensation:
- Under Rule 47(2), in case of a registered construction worker's death due to a workplace accident, the nominee is entitled to ₹8,00,000 compensation from the Board

### Clarified Eligibility:

- The provision now explicitly includes compensation to the registered worker themselves if the accident results in death at the workplace.

## Govt. Notifies EDLI Scheme Amendments – Minimum ₹50,000 Benefit Now Assured

On 18 July 2025, Ministry of Labour and Employment vide G.S.R. 476 ( E ), has released Notification of the Employees Deposit-Linked Insurance (Amendment) Scheme, 2025. **Major Amendments Introduced:**

### Minimum Insurance Assurance:

- A minimum of ₹50,000 will be paid as insurance benefit, even if the average Provident Fund balance is below ₹50,000
- Applicable to all members of EPF or exempted PFs under Section 17, if death occurs during the last 12 months or during active membership

### Continuity Relaxation for Eligibility:

- Employment gaps of up to 60 days between two spells will be ignored for calculating the 12-month continuous service requirement for EDLI eligibility
- This allows aggregation of multiple employments as continuous service.

### Death Within 6 Months of Last PF Contribution:

- If a member dies within 6 months of their last contribution while still on the employer's rolls, they will be eligible for EDLI benefits, even if not actively contributing at the time of death.

**These amendments significantly strengthen the financial and welfare support available to Karnataka's construction workers and their families**

1. Vide NO: LD 116 LET 2025

**These amendments are aimed at providing broader coverage and financial security to the families of employees under the EDLI Scheme. Employers and EPF members are advised to take note of the revised eligibility criteria and benefits now in effect.**

1. G.S.R. 476 ( E )

# Regulatory Updates

## ESI Act Provisions Now Applicable in Banda District from 1st August 2025

On 21 July 2025, the Employees State Insurance Corporation has released Notification<sup>1</sup> regarding Coverage of ESI Scheme in all areas of the district of Banda in the State of Uttar Pradesh w.e.f 01 August 2025:

### Applicable ESI Act Provisions Enforced:

The following sections of the Employees' State Insurance Act, 1948 will be enforced across Banda district:

- Sections 38 to 43 – Obligations related to registration, contributions, and payment of ESI.
- Sections 45A to 45H – Powers of ESI authorities to determine contributions and recover dues.
- Sections 46 to 75 – Benefits such as sickness, maternity, disablement, dependents', and funeral expenses.
- Section 76(2) to 76(4) – Appeals to Employees' Insurance Court.
- Sections 82 & 83A – Provisions relating to proceedings before the Employees' Insurance Court and their

## Mandatory: Accurate Reporting of Gross Wages in ECR for ELI Scheme Benefits

On 22 July 2025, the EPFO has released a circular<sup>1</sup> reiterating the need for accurate reporting of gross wages in the Electronic Challan-cum-Return (ECR) from August 2025 onwards

### Why It Matters:

- Under the Employment Linked Incentive (ELI) Scheme, both employees and employers are eligible for incentives only if the employee's gross wage does not exceed ₹1 lakh/month.

### Compliance Required From:

- All employers submitting monthly ECRs under EPFO.
- The requirement applies across all sectors and establishments under the ELI Scheme.

### Action Required:

- Ensure correct and complete declaration of gross wages in the designated ECR fields.
- Mistakes or omissions may result in ineligibility for incentives.

### EPFO's Direction to Offices:

- All EPFO zones, regional, and district offices are instructed to widely publicize this requirement among employers in their jurisdiction.

**ESI coverage is formally extended to Banda district, bringing statutory health and social security benefits to more workers in the region. Employers operating in Banda are advised to ensure timely registration and compliance under the ESI Act starting 1st August 2025.**

1. S.O. 3347 ( E ),

**Accurate reporting of gross wages in the monthly ECR is critical for availing benefits under the ELI Scheme. Employers are advised to align their payroll systems and internal processes before the August 2025 filing**

1. No.ELI/GrossWageinECT/2025/E-1132964



# Regulatory Updates

## New ESIC Amnesty Scheme 2025 – Settle Pending Cases Without Penalty or Damages

On 24 July 2025 the Employees State Insurance Corporation has released Circular<sup>1</sup> 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 ESI Act, 1948

- **Scheme Duration:** Effective from 1 October 2025 to 30 September 2026.
- **Objective:** Reduce litigation, promote dispute resolution outside court, and improve stakeholder relations.

### Scope of the Amnesty Scheme:

#### A. Court Cases under Sections 75, 82, and Article 226:

- Covers coverage disputes and contribution disputes under the ESI Act.
- Employers can settle if:
- Units are closed (with varying conditions based on closure period).
- Dues and interest are paid as per records or assumed basis.
- No damages will be claimed.
- Undertaking for future compliance required.

#### B. Damages Disputes:

- Employers disputing only the damages after paying dues and interest can settle by paying 10% of the determined damages.

#### C. Criminal Cases under Sections 84, 85, 85A:

- Insured Persons: Cases of false declarations may be withdrawn if excess payment is refunded.
- Employers: Prosecution cases can be withdrawn if dues + interest are paid as per available records (EPFO, IT returns, etc.).
- No interest or damages will be levied.
- Serious fraud/forgery cases are excluded.

#### D. Expanded Coverage Includes:

- Cases pending for 15+ years with low dues (₹25,000 or less).
- Non-submission of return cases (with no financial impact).
- Late declaration cases pending for 3+ years.

#### E. Additional Highlights:

- Cases must be settled within 6 months of application.
- Proforma-based application required for withdrawal.
- Regional Directors fully empowered to sanction settlements.
- Wide publicity directed via media, meetings, and website.
- Incentives for panel advocates and best-performing regions/offices.
- Monthly progress reports due to HQ by the 10th of each month.

**The New Amnesty Scheme 2025 is a golden opportunity for employers and insured persons to resolve long-pending ESI disputes without facing punitive damages. It also facilitates formal closure of legacy litigations, reduces legal burden, and promotes a compliant environment.**

1. No. P-11/14/Amnesty Scheme/2023-Rev.II,

# Regulatory Updates

## Mandatory Compliance by TPA Partners on Enrolment & Contract Creation for Apprentices

On 24 July 2025, the Board of Practical Training (Easter Region), Govt. of India has released Notification regarding creation of Enrolment and contracts of Apprentices on NATS portal by TPA partners

**Purpose:** To ensure authenticity and transparency in apprentice enrolment and contract processes on the NATS (National Apprenticeship Training Scheme) portal by Third Party Aggregators (TPAs).

### Mandatory Directives for TPA Partners:

#### Authentic Apprentice Enrolment:

- Apprentices must register themselves using their own valid email ID and mobile number.
- Fake or temporary contact details are strictly prohibited.

#### Contract Acceptance:

- Apprentices must personally accept their Contract of Apprenticeship (CoA) on the portal.
- TPAs are not permitted to digitally accept contracts on behalf of apprentices.

#### Daily Reporting:

- TPAs must report contract creation details daily to the respective establishment and copy the BOPT officer concerned.

#### Verification Compliance:

- Apprentices should respond to verification calls by BOPT officials.
- Any mismatch in actual presence vs. registered contracts will result in disciplinary action.

#### Zero Tolerance for Malpractice:

- Any corrupt or unethical practices by TPAs or establishments (e.g. fake apprenticeships) will lead to strict legal action.

**This directive ensures transparency, accountability, and fair practice in the apprenticeship system under NATS 2.0. All establishments and TPA partners are urged to strictly adhere to these instructions to avoid penalties and support genuine skilling efforts.**

1. BOPT/DT/2025-26



# Regulatory Updates

## Odisha Introduces Night Shift Guidelines for Women Workers

On 24 July 2025, the Government of Odisha has released notification<sup>1</sup> regarding engagement of women during night shifts)

Women can work night shifts in factories from 7 p.m. to 6 a.m., with their written consent.

### Factories must ensure:

- Adequate safety, security, and welfare measures.
- Separate toilets and washrooms for women.
- Transportation facilities with GPS tracking for pick-up and drop-off near residences.
- Creche facilities for women with over 30 workers, or arrangements with voluntary organizations.
- Well-lit workplaces with CCTV surveillance.
- Employers must submit a self-certification confirming compliance.
- Penalties apply for non-compliance under the Factory Act, 1948.
- The guidelines aim to expand employment opportunities while ensuring safety and dignity for women workers.

## Bihar notifies Factories (Bihar Amendment) Act, 2025

On 24 July 2025, the state government can now, by notification<sup>1</sup>, allow for more flexible scheduling of daily and weekly working hours, and extend the period for compulsory compensatory offs, all under specified conditions and safeguards.

**Clarity in Wage Calculations:** The law details ordinary versus overtime wage calculations, including for piece-rate workers.

**Operation Only with Registration:** Strengthens the prohibition against operating factories without proper registration, introducing a list of notifiable and compoundable offences.

**Compoundable (Settleable) Offences Introduced:** For the first time, a wide range of minor violations (such as lack of clean water, crèche/canteen facilities, missing registers, or delayed payments) can be settled by paying a fine without prosecution.

**Immunity from Prosecution After Compounding:** Once such an offence is “compounded” (settled), no further legal action will be initiated for that particular offence.

**For detailed guidelines and submission procedures, visit the Odisha Labour & ESI Department official website**

1. No.LESI-LL2-FM-0008-2025-6791

**The purpose is to update old provisions for today’s workplace realities, simplify industrial operations, encourage compliance, and enhance the welfare of workers in factories across Bihar.**

1. No.VSV-13/2025-3167/VS

# Regulatory Updates

## LWF Members in Karnataka Can Apply for Education, Medical & Other Benefits

On 28 July 2025, the Government of Karnataka issued notice regarding LWF schemes

- Coverage: Applies to all registered employees under the Karnataka Labour Welfare Fund Act
- Application Period: As per Board's schedule (check official notification for dates)

### Welfare Schemes Available:

#### Educational Assistance:

- Scholarships and fee reimbursement for children of registered workers

#### Medical Aid:

- Financial support for hospitalization, surgery, and critical illness treatment

#### Maternity & Family Welfare:

- Benefits for maternity, post-delivery care, and dependent family needs

#### Death & Funeral Assistance:

- Lump sum payment to family of deceased worker.

**Eligible members of the Karnataka Labour Welfare Fund should apply promptly to avail benefits across education, health, and family welfare schemes**

## Delegation of Authority under Section 66(1)(b) of the Factories Act, 1948 in Punjab

The Punjab Government through a notification<sup>1</sup> has delegated the powers exercisable under section 66(1)(b) of the Factories Act, 1948, to the Labour Commissioner-cum-Director of Factories, Punjab.

- The notification was issued on July 25, 2025, and published on July 28, 2025.
- This change centralizes certain regulatory powers related to factories under the Labour Commissioner-cum-Director of Factories.
- The notification was signed by Manvesh Singh Sidhu, IAS, Secretary, Department of Labour, Punjab.

**This delegation aims to streamline factory regulation enforcement in Punjab, enhancing administrative efficiency under the relevant provisions of the Factories Act, 1948.**

1. No. Labour-Lab0FAFR/7/2025-2L/1161467

# Regulatory Updates

## Tamil Nadu Amends BOCW and Factories Rules to Strengthen Worker Protections

On 30 July 2025, The Employees Provident Fund Organisation has released Circular regarding Mandatory Allotment and activation of UAN through UMANG App using FAT

- New Feature: Aadhaar-based Face Authentication for all UAN services
- Services Available:
  - UAN Allotment & Activation (For new users)
  - Generate & activate UAN using Aadhaar, mobile OTP, and face scan.
  - UAN sent via SMS after verification.
  - UAN Activation (For existing but inactive UANs)
  - Link Aadhaar & UAN, authenticate face, and receive temporary password via SMS.
  - Face Authentication of Activated UANs (For record updates)
  - Update EPFO records (photo, address) via biometric verification.

## EPFO Postponed the release of PMVBRY Scheme

On 31 Jul 2025 Vide notification<sup>1</sup> notified that the PMVBRY scheme scheduled to be launched on 1 Aug 2025 is postponed due to internal exigencies and the new launch dates shall be notified

**With Aadhaar-linked Face Authentication, EPFO aims to make UAN allotment and activation faster, paperless, and fully digital through the UMANG app**

1. No.WSU/memberProfilept1/E-965649/2025-26/22,

**PMVBRY is rescheduled its launch on 1 Aug 2025**

1. No.KN/MLR/RO/RPFC'sSectt./2025-26



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# About Our Group



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- ▶ Performance Management
- ▶ Expense Management

- ▶ Learning Experience Platform
- ▶ Learning Management System



- ▶ IT Staffing
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- ▶ Modern Assessment Centers
- ▶ 360 Degree Feedbacks
- ▶ Development Programs

- ▶ Behavioral Profiling
- ▶ Aptitude and Ability Assessments
- ▶ Emotional Intelligence (EI) Assessment
- ▶ Team Dynamics Analysis

## One of the Fastest Growing HR Services Company



### Complete HR Solution

End-to-end employee lifecycle support.



### Sector Expertise

Diverse domain like Manufacturing, Engineering, Automotive, Energy, Construction and Real Estate, IT & ITES, Consumer Products, E-commerce, Pharma, BFSI, Hospitality and Services sectors.



### Seasoned Team

95 Senior Managers with an average of 21+ yrs of HR Experience



### Presence

67 offices across 33 locations



### Technology

Deployed across all HR aspects, covering every part of employee life cycle.

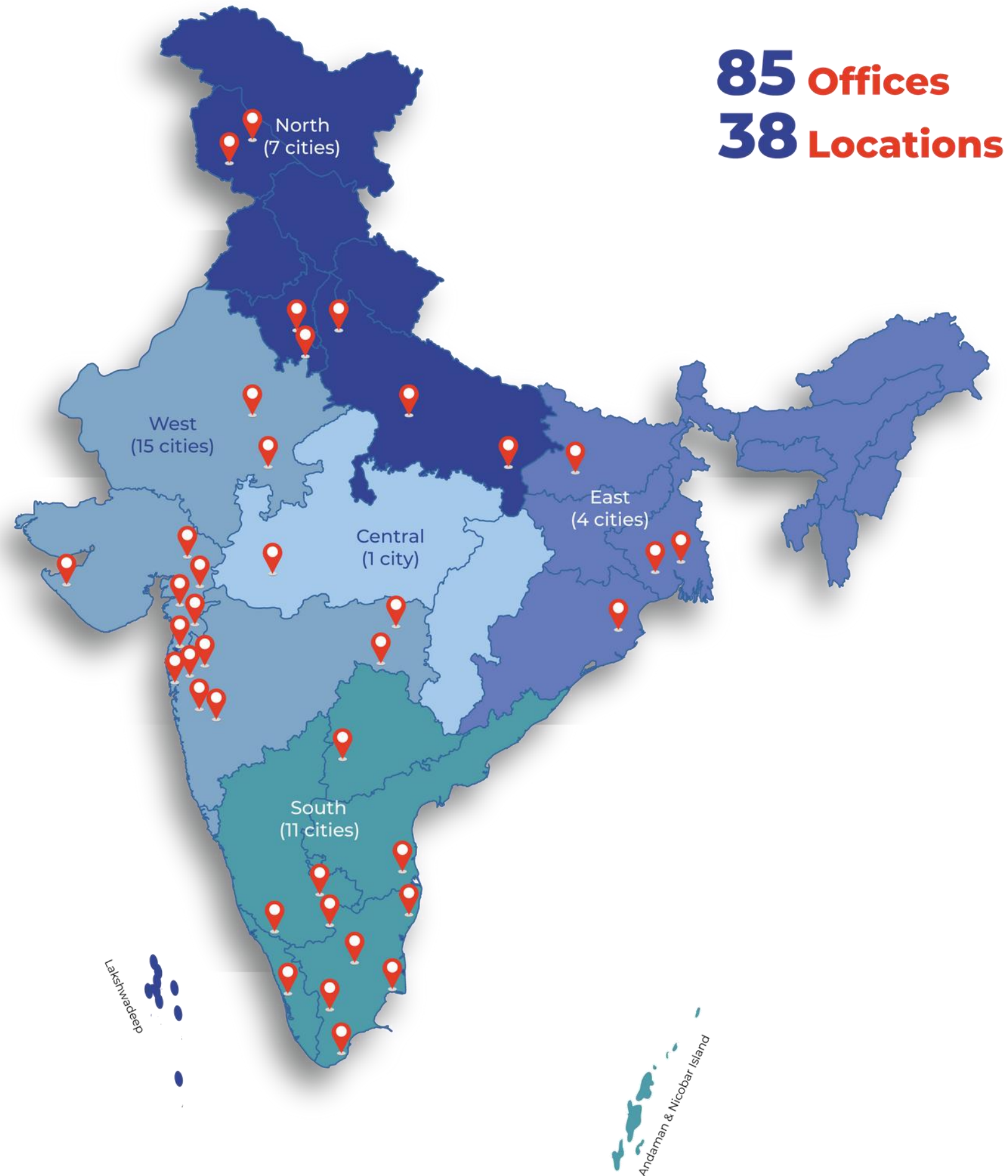


### Strong Lineage

Founders of Ma Foi power CIEL



# OUR PRESENCE





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## Media Coverage

# Thank You!

