



eZYCOMP HR Regulations' Insights

July 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.)



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Formats



Auto
Validation



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Access



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eZY-PLANNER

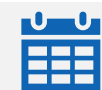
A tool that enables organization to plan for the compliance activities, define the criticality, assign the role & responsibility, get regular updates and escalations, Track the compliance level and take corrective measures proactively, complete activities on time and secure statutory documents at one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



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- Manual Audit
- Automated System Audit



Law Expert



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based Audit



Dash Board



Digital Records

Regulatory Updates

Regulatory Updates

Order Regarding Intervals of Rest for Adult workers in factories In the UT of Andaman & Nicobar Islands

On 02 June 2025, the administration of Andaman & Nicobar islands release an order¹ regarding the increase of rest intervals in the factories. The summary of the order as follows:

- The Order revises rest intervals for adult workers in Andaman and Nicobar factories under Factories Act, 1948
- 2. The revision is aimed at enhancing productivity, efficiency, and aligning with Ease of Doing Business and Living directives
- 3. Periods of work should not exceed six hours without a rest interval of at least half an hour

ESIC extends its coverage to Lakshadweep

On 06 June 2025, the Employees State Insurance Corporation has issued Circular¹ regarding Allotment of Regional code for newly implemented UT. Of Lakshadweep in ESI. The summary as follows:

- ESIC has initiated the process to allot a new regional code for Kavaratti, Agatti, and Minicoy Islands in the Union Territory of Lakshadweep, following the Central Government's Gazette Notification dated 25th April 2023.
- This move will enable employer registrations and facilitate implementation of ESI benefits in the region

No Adult worker shall not exceed six hours of work without a rest interval of at least half an hour.

1. Order No. 218

Lakshadweep has got new regional code for Karavatti, Agatti & Mincoy Islands

1. No: 54-V.14/11/1/2019 Vol III

Regulatory Updates

Allotment of ESI code series for establishments in Union Territories of DNH and Daman & Diu

On 06 June 2025, the Employees State Insurance Corporation has issued Circular¹ regarding Allotment of ESI code series for establishments in Union Territories of DNH and Daman & Diu. The summary of the circular as follows:

- Aims to consolidate and extend social security benefits to all types of workers—organized, unorganized, gig, and platform workers.
- Applicable across the Union Territory, except to certain Central Government-controlled establishments.
- Mandates electronic or manual registration of establishments under this Regulation.
- Constitutes statutory bodies like:
 - Employees' Provident Fund Board
 - Employees' State Insurance Corporation
 - Unorganised Workers' Social Security Board
 - Building and Other Construction Workers' Welfare Board
 - The Unorganised Workers' Board will have 33 members and advise the UT administration on schemes, monitor implementation, and oversee registration and welfare measures
 - The Construction Workers' Board will provide welfare benefits including pension, education, medical aid, insurance, maternity benefits, and skill development

Silavassa & Daman got new ESIC code series.

1. No. P-11/19/2005-Rev. I

Regulatory Updates

Employment of women workers in night shift in all factories - Bihar

On 06 June 2025, Hon. Governor of Bihar released an order regarding the employment of women workers in night shift in factories. The summary as follows:

- Women workers are allowed to work between 5:00 AM and 10:00 PM
- Work between 10:00 PM and 5:00 AM is prohibited unless specifically permitted
- Written consent must be obtained from women before assigning them late shifts
- Safe, GPS-enabled transport must be provided to and from their residence
- Provisions of the Sexual Harassment of Women at Workplace Act, 2013 must be fully implemented with clear policies
- No disciplinary action or termination is allowed if a woman refuses to work till 10:00 PM
- Adequate security and CCTV surveillance must be in place; footage must be preserved for at least 45 days
- Complaints committees must have at least 50% women members and be chaired preferably by a woman
- Workers must be informed about their rights under labor laws
- Employers must act promptly and confidentially on complaints, initiating disciplinary/legal action when required
- No adverse behavior should be shown towards women during complaint resolution; if needed, the accused should be relocated, not the complainant

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

On 06 June 2025, the Government of Tamil Nadu has issued Notification¹ of the Tamil Nadu Shops and Establishments (Amendment) Act, 2025

- The Tamil Nadu Shops and Establishments (Amendment) Act, 2025 has been notified to strengthen enforcement and improve ease of compliance. Key highlights include:
- Revised Penalties: First-time contraventions now attract penalties up to ₹5,000, rising to ₹10,000 for repeated offences. Non-compliance with Section 41-A may lead to penalties up to ₹1 lakh
- Compounding Provision: Employers may settle contraventions before formal adjudication by paying prescribed fines
- Adjudicating Mechanism: A new system introduced with adjudicating officers (Joint Commissioner rank and above) empowered to conduct inquiries and impose penalties
- Appeal & Recovery: Affected parties can appeal within 60 days. Unpaid penalties may be recovered as arrears of land revenue

Employee must take prior consent of women employees to work in night shifts in Factories with conditions

1. S.O 136

Now S&E compliances in Tamil Nadu are Simple & Strict

1. No. 263,

Regulatory Updates

Mandatory Aadhaar Authentication for BOCW Welfare Scheme Benefit in the State of Jharkhand

On 06 June 2025, the Government of Jharkhand has issued Notification¹ regarding welfare Schemes to BOCW workers (Chikitsa Pratipurti Yojana, Chikitsa Sahayata Yojana)

- **Schemes Covered:**
 - Chikitsa Pratipurti Yojana – Up to ₹2.5 lakhs reimbursement for critical illness treatment
 - Chikitsa Sahayata Yojana – Financial aid equivalent to minimum wages (max 40 days) for hospitalization of 5+ days
- **Target Group:**
 - Registered building and other construction workers under Jharkhand BOCW Welfare Board
 - Only workers aged 18 years and above are eligible
 - **Mandatory Aadhaar Requirement** :Beneficiaries must either undergo Aadhaar authentication or submit proof of possession of Aadhaar to avail benefits
 - Aligns with Section 7 of the Aadhaar Act, 2016
- **Authentication Failure Handling:**
 - Alternative authentication methods include:
 - Other biometric modes
 - OTP-based verification
 - Offline Aadhaar QR code or e-KYC document verification
- **Public Awareness:** : Department will conduct media campaigns to raise awareness about Aadhaar requirements under the schemes.
- **Exception Handling:** The Board will follow DBT Mission guidelines (OM dated 19 Dec 2017) to ensure no genuine beneficiary is excluded

Jharkhand Govt. mandated Aadhar authentication for Chikitsa Pratipurti & Sahayata yojanas

1. No. 284

Regulatory Updates

Aadhaar Authentication Made Mandatory for BOCW Welfare Scheme Benefits in Jharkhand

On 06 June 2025, the Government of Jharkhand Vide¹ has issued Notifications regarding welfare Schemes to BOCW workers (Various Schemes)

- **Welfare Schemes Covered:**
 - Matritva Prasav Sahayata Yojana: ₹15,000 maternity benefit for up to 2 births for registered women workers
 - Vivah Sahayata Yojana: ₹30,000 for the marriage of first two children; female workers also eligible for own marriage
 - Antyeshti Sahayata Yojana: ₹10,000 funeral assistance to dependents of deceased registered workers
 - Pension Yojana: ₹1,000/month pension for workers aged 60+
 - Nishaktata Pension Yojana: ₹10,000 lump sum and ₹1,000/month disability pension for permanently disabled workers
- **Target Group:**
 - Registered Building and Other Construction Workers in Jharkhand
 - Only individuals aged 18 years and above are eligible
 - Mandatory Aadhaar Requirement:
 - Beneficiaries must authenticate Aadhaar or submit proof of Aadhaar possession to avail benefits
- Applicable under Section 7 of Aadhaar Act, 2016
- Authentication Failure Protocol:
 - If biometric authentication fails, alternate methods like OTP or QR code verification and offline e-KYC are allowed
- **Exception Handling:** The Welfare Board must follow the DBT Mission's exception handling process (as per 19 Dec 2017 OM) to prevent denial of benefits

Jharkhand Govt. mandated Aadhar authentication for multiple welfare schemes under BOCW

1. No. 290

Regulatory Updates

Notifications to contractors engaged in construction work under Meghalaya BOCW Act

On 06 June 2025, The Government of Meghalaya has released Notifications¹ to contractors engaged in construction work under Meghalaya BOCW Act

- **1. Notification Regarding Contractor Registration (Post Tender)**
 - The Government of Meghalaya mandates that all contractors awarded construction work tenders must register their establishment with the Meghalaya Building & Other Construction Workers' Welfare Board
 - This is a post-tender condition enforced under Section 62 and Section 7 of the Building & Other Construction Workers' Act, 1996 .
 - All line departments must ensure strict compliance with this directive, which supersedes a previous notification from May 30th, 2018 .
- **2. Notification Regarding Worker Registration (Pre Tender)**
 - The Government of Meghalaya directs that contractors applying for construction work tenders must either employ workers already registered with the Meghalaya Building & Other Construction Workers' Welfare Board or register their workers before the tender
 - Proof of worker registration must be submitted to the concerned Line Departments as a pre-tender condition, according to Section 62 and Section 12 of the Building & Other Construction Workers' Act, 1996
 - This notification, which also supersedes a previous notification from May 30th, 2018, mandates strict compliance from all line departments

Contractors and Workers in Meghalaya must register with the Meghalaya Building & Other Construction Workers' Welfare Board

1. No. LE&SD.20/2023/73

Regulatory Updates

ESIC Medical Benefits Now Extended to Families in Various districts of Bihar & Maharashtra

On 09 June 2025, ESI issued a notification¹ stating the extension of ESI to the district of Araria, Saharsa, Aurangabad, Banka, East Champaran and Gopalganj districts in the State of Bihar; Hingoli and Nandurbar districts in the State of Maharashtra. The following provisions Enforced from 1st May 2025:

- Sections 38 to 43 – Related to ESI contributions and benefits
- Sections 45A to 45H – Provisions for determination and recovery of contributions
- Sections 46 to 75 – Benefits structure, claims, disbursements, etc.
- Sub-sections (2) to (4) of Section 76 – Pertaining to ESI Courts
- Sections 82 and 83A – Related to legal proceedings and appeals

Tamil Nadu Enhances Accident Relief for Construction Workers under Welfare Scheme

On 11 June 2025, the Government of Tamil Nadu has released Amendment notification¹ under Tamil Nadu Manual Workers (Construction Workers) Welfare Scheme, 1994:

- Expanded Eligibility: Personal Accident Relief will now cover workers who die not only at the worksite, but also while being taken to the hospital or during treatment as a result of a workplace accident
- Increased Compensation: The accident relief amount for death has been raised to ₹8,00,000

Various districts of Bihar & Maharashtra are now covered under ESIC

1. N-17011/1/Maharashtra/2025-P&D
2. N-17011/1/Bihar/2025-P&D

The changes in Sec 4, 7 and update to rule 16 were made to revise the rate of fees mentioned in the said rules

1. No. 274

Regulatory Updates

Draft Rules of Occupational Safety Health and Working Conditions Rules, 2025 - Gujarat

On 12 June 2025 the Government of Gujarat has released Notification of the Gujarat Occupational Safety, Health and Working Conditions Rules, 2025.

- Scope: Applies to all factories, establishments, and construction activities under the Gujarat State Government
- Effective Date: Will come into force with the implementation of the OSH Code, 2020
- Unified Framework: Replaces multiple earlier rules like Gujarat Factories Rules, Contract Labour Rules, BOCW Rules, etc
- Online Registration: Mandatory for all establishments through the Labour Commissioner's portal. Existing units to update details within 180 days
- Medical Check-ups: Annual health exams are mandatory for workers aged 45 and above
- Appointment Letters: Employers must issue formal appointment letters to all workers
- Safety Committees: Required for factories and construction sites with 250+ workers or involving hazardous processes
- Safety Officers: Mandatory appointment based on workforce size and risk category; defined qualifications and duties
- Accident Reporting: Strict timelines and formats for reporting accidents, dangerous occurrences, and occupational diseases
- Employee Rights & Duties: Employees must follow safety protocols and have the right to training, information, and to report unsafe conditions
- State Advisory Board: Established to oversee occupational safety and health policies and implementation

Draft OSH rules are released by Govt. of Gujarat

1. BOPTR/DBT/2025

Regulatory Updates

Credit of past accumulations of non-UAN members of exempted establishments-trusts - Central

The Employees Provident Fund Organisation, has released Circular¹ on credit of past accumulations of non-UAN members of exempted establishments-trusts who have submitted proposals for surrender-cancellation of exemption

- **Credit of Past Accumulations**
 - Relaxation of Aadhaar requirement for UAN generation/credit of Past Accumulations for non-UAN members of Exempted Trusts
 - Software functionality made available for bulk generation of UANs in such cases
 - CPFC directs use of functionality to upload Past Accumulations and credit to members by 30.06.2025 in cancellation or surrender of Exempt Trust cases
- **Action Taken Report**
 - Submission of action taken report on instructions by 30.06.2025
 - Report format includes zone name, establishment details, order date, number of UANs not generated, and number of non-UAN members with Past Accumulation credited without Aadhaar

No Aadhar is required for UAN and credit of past accumulations for non UAN members and EPFO made software functionality available

1. Exemption/Past Accumulation/906104/09

Regulatory Updates

365 days opening the establishment exemption under Punjab Shops and Commercial Establishments Act

On 17 June 2025, the Government of Punjab has released Notification regarding extension of exemption of opening the shops and establishments for all 365 days for further one year till 31/05/2026

- The Governor of Punjab exempts all establishments from Section-9 and Sub-Section-(1) of section-10 of the Punjab Shops and Commercial Establishments Act, 1958
- Permits establishments registered under the Act in Punjab to remain open 365 days a year until 31-05-2026, subject to conditions
- This exemption is valid for one year from the date of notification publication in the Government Gazette
- **Terms and Conditions**
 - Every employee must have one day off per week with no wage deductions, and the holiday schedule must be posted in advance
 - Employees must receive a one-hour rest period after 5 hours of continuous work and cannot work more than 10 hours a day or 48 hours a week
 - Adequate safety and security must be ensured for employees and visitors if the establishment stays open past 10:00 PM
 - New staff must be hired for extended hours, and female employees must have separate locker, security, and rest rooms
 - Employers with women employees must form an Internal Complaint Committee under the Sexual Harassment of Women at Workplace Act, 2013
 - Female employees cannot work after 8:00 PM without their written consent and ensured safety
 - The Prevention of Child and Adolescent Labour Act, 1986 must be implemented
 - Employees must be provided all facilities as per labor laws, and their consent must be kept on record
 - An employee's workday spread cannot exceed 12 hours and they must receive national and festival holidays with wages
 - Wages, including overtime, must be credited to the employees' bank accounts
 - All provisions of the Act and other relevant laws apply, and violation of terms may result in exemption cancellation after a hearing
- **Forwarding and Distribution**
 - A copy of the notification is forwarded to the Controller, Department of Printing & Stationary, Punjab for publication in the ordinary gazette
 - The Labour Commissioner cum Director of Factories, Punjab, is to circulate the notification to all concerned officers for information and action

Now Shops & commercial Establishments can operate 365 days without any approvals for one year from May 2025

1. Endst.No.LabOPSCA/2/2024-5L/497,

Regulatory Updates

Tamil Nadu Amends BOCW and Factories Rules to Strengthen Worker Protections

On 18 June 2025, the Government of Tamil Nadu has issued amendments to enhance regulatory clarity and safety under key labour laws:

- **BOCW Rules Update:** Rule 241 of the Tamil Nadu Building and Other Construction Workers Rules, 2006 has been amended to include coverage under the Inter-State Migrant Workmen Act, 1979, in addition to the Contract Labour Act. This ensures better protection and oversight for migrant construction workers
- **Factories Rules Amendment (Draft):** A draft amendment to Rule 4(6) of the Tamil Nadu Factories Rules, 1950 proposes that fireworks factories may employ up to 15% more workers than the licensed limit under the Explosives Act, 1884, subject to approval. Objections or suggestions can be submitted within 45 days of the notification

Tamil Nadu Issues SOP for Effective Implementation of POSH Act Across Workplaces

On 18 June 2025, the Government of Tamil Nadu has issued a Standard Operating Procedure (SOP) to ensure proper enforcement of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). Key highlights include:

- Clear Roles & Responsibilities for employers, internal committees, and district officers to ensure awareness, prevention, and redressal of sexual harassment
- Mandatory Formation of Internal Complaints Committees (ICC) in all workplaces and Local Committees at district level with at least 50% women members
- Detailed Inquiry Procedure with timelines, rights of complainants and respondents, and provisions for interim relief
- Annual Compliance: Employers must file an annual report by 31st January with details of POSH-related complaints and actions taken
- Penalties up to ₹50,000 for non-compliance, increasing to ₹1,00,000 and possible cancellation of licenses for repeated violations

Govt. of Tamilnadu amended rules under BOCW and Factories enhancing regulatory clarity and safety.

1. No. SRO A-16/ 2025)

Govt of TN issued SOP's for employers, IC and district officers under POSH

1. G.O(Ms)No.64

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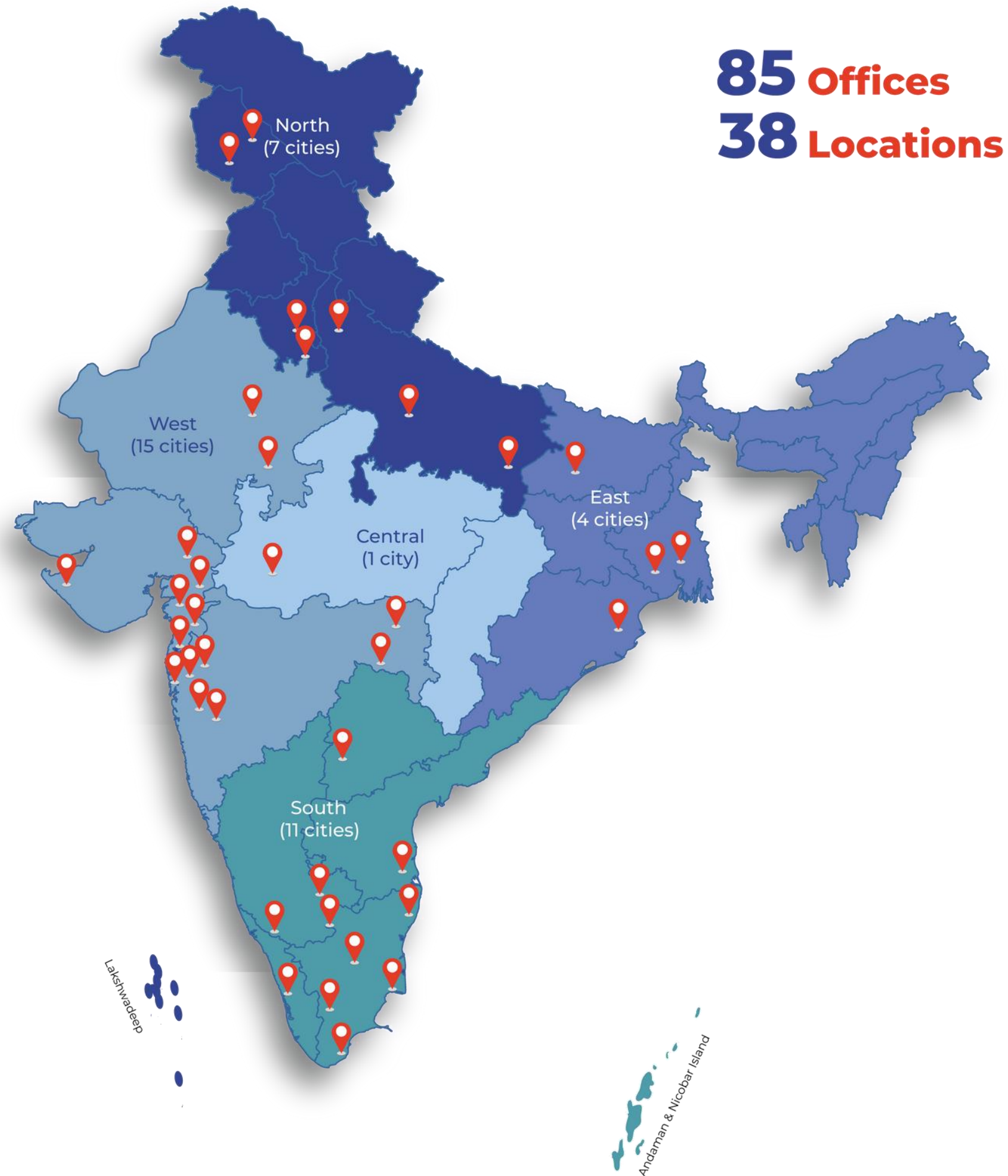
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