



# COMPLIANCE UPDATE

December, 2020 – January, 2021

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## Companies Act, 2013

The Ministry of Corporate Affairs (MCA) has announced several relaxations for various regulatory and statutory compliances. The key notification and circulars are as follows:

### ▪ Extension of time frame for Board meetings

**Companies Act, 2013 (18 of 2013) read with Section 173, 177, 178, 186, 469**

Earlier, board meetings of subjects on approval of annual financial reports, board report, prospectus and audit committee meetings were prohibited to be dealt through video conferencing or other visual means and was later allowed vide notification dated September 28, 2020.

**Notification:** MCA has extended the dates from December 31, 2020, to June 30, 2021, for abovementioned meetings to be conducted via video conferencing or audiovisual means.

(To view the Notification, please [click here](#))

### ▪ Extension of time frame for conducting EGM through audio-visual means

**Circular:** Due to the COVID pandemic, MCA allowed companies to conduct the Extraordinary General Meeting through video conferencing or audio-visual and transact through postal ballot up to December 31, 2020. Previously, the last date was 30th September 2020. The Ministry of Corporate Affairs has further extended the timeline for conducting EGMs till June 30, 2021.

On October 20, 2020, the MCA further extended the relaxation of the minimum residency requirement for the financial year 2020-21.

(To view the Circular, please [click here](#))

- **Extension of applicability of Companies (Auditor's Report) Order, 2020**  
*Section 143 (11) of the Companies Act, 2013*  
**Order:** MCA on December 17, 2020, issued an order extending the validity of The Companies (Auditor's Report) Order, 2020 to the financial year 2021. The auditor has the power to make a report on the accounts and financial statements of the company while complying with the specifications of the order for making a report under Section 143. This will allow the auditor to have familiarity with the new specifications of the order and make a comprehensive report.  
 (To view the Order, please [click here](#))
- **Process of purchase of minority shareholdings held in DEMAT form**  
**Notification:** MCA vide notification dated December 17, 2020, has enforced legal procedure for purchasing of minority shareholdings held in DEMAT form by adding Section 26A to The Companies (Compromises, Arrangements and Amalgamations) Rules, 2016. The company, according to Section 26A, shall within two weeks from the date of receipt of the amount equal to the price of shares to be acquired by the acquirer, verify the details of the minority shareholders holding shares in dematerialized form.  
 (To view the Notification, please [click here](#))
- **Easement of procedures for appointment of Independent Directors**  
**Notification:** MCA on December 18, 2020, simplified the procedure for the appointment of an independent director. MCA has lifted the proficiency self-assessment test for an individual if the individual has served as an independent director for a total period of not less than three years as on the date of inclusion of his name in the data bank.  
 (To view the Notification, please [click here](#))
- **Substitution (Modification) of form SH-7 for the alternation of share capital**  
**Notification:** MCA on December 24, 2020, has issued the Companies (Share Capital and Debentures) Second Amendment Rules, 2020 to further amend the Companies (Share Capital and Debentures) Rules, 2014. It has substituted the form for submission of Rule 15 in Companies (Share Capital and Debentures) Second Amendment Rules, 2020 by Form SH-7 for giving notice to the Registrar for any alteration of share capital.  
 (To view the Notification, please [click here](#))
- **Extension of the time frame for reservation of Company name**  
*Section 3 read with Section 7 (1) read with Section 469 of the Companies Act, 2013*  
**Notification:** The application for reservation of name will be extended by the registrar under Rule 9 of Companies (incorporation) Third Amendment Rules, 2020 with three-time brackets of 40 days, 60 days and 60 days on payment of rupees one thousand, two thousand and three thousand respectively. The extension can be made by using Web service SPICe+ (Simplified Proforma for Incorporating Company electronically Plus: INC – 32).  
 (To view the Notification, please [click here](#))

## Securities and Exchange Board of India

- **Relaxation in timelines for compliance**  
**Circular:** Due to representations received from the stock exchanges, the Securities and Exchange Board of India (SEBI) has issued a circular dated December 01, 2020 for relaxation in timelines for compliance with regulatory requirements for the financial year 2019-2020. The timeline for Internal Audit for the half-year ended on September 30, 2020, System Audit for the half-year ended on September 30, 2020, half-yearly net worth certificate as on September 30, 2020 and submission of half-yearly Internal Audit Report by DPs for the half-year ended on September 30, 2020, was extended to December 31, 2020, whereas the timeline for Cyber Security and Cyber Resilience Audit for the half-year ended on September 30, 2020 has been extended till January 31, 2021.  
 (To view the Circular, please [click here](#))
- **E-voting facility provided by listed entities**  
**Circular:** SEBI on December 09, 2020, issued a Circular on e-voting facility provided by Listed Entities to increase participation by the public non-institutional shareholders and the efficiency of the voting process. Through the circular, SEBI has enabled e-voting to all the Demat account holders, by way of a single login credential through their Demat accounts. Demat account holders would be able to cast their vote without having to register again with the e-voting service providers (ESPs), thereby facilitating seamless authentication as well as enhancing ease and convenience of participating in the e-voting process.  
 (To view the Circular, please [click here](#))

- **Issue of depository receipts (DR) for permissible holders**

**Circular:** SEBI on December 18, 2020, has issued a notice to clarify the framework for the issue of Depository Receipts. Under circular dated October 2019, SEBI had barred NRIs from buying DRs issued by India-listed companies. The current circular relaxes the non-resident Indians in respect of holding DRs issued by Indian listed companies. NRIs can now hold DRs issued by the company under the employee stock option schemes, bonus issue, and rights issue. However, NRIs cannot subscribe to any further issue of DRs nor make any further acquisition of DRs except as permitted under the circular. Through this circular, a new clause (2.12A) has been inserted to the Act placing the onus on the listed company to identify NRI holders who are issued DRs.

(To view the Circular, please [click here](#))

## Reserve Bank of India

- **24x7 real-time gross settlement (RTGS) services**

*RTGS System Regulations, 2013*

**Notification:** The Reserve Bank of India (RBI) has launched round the clock RTGS services starting December 14, 2020. After official banking hours, the RTGS transactions are to be operated through the Straight-through Processing (STP) modes.

(To view the Notification, please [click here](#))

- **Processing of e-mandates for recurring transactions**

**Notification:** The limit of contactless card transactions has been increased to five thousand rupees from January 1, 2021. However, processing of recurring transactions (domestic or cross-border) using cards/PPIs/UPI under arrangements/practices not compliant with the existing instructions shall not be continued beyond March 31, 2021.

(To view the Notification, please [click here](#))

- **Certificate of Authorization with perpetual validity**

*Payment and Settlement Systems Act, 2007*

**Notification:** Payment System Operators (PSOs) who are applying for a new Certificate of Authorization (CoA) will be granted one with perpetual validity. PSOs with existing Certificates shall be granted perpetual validity upon renewal.

(To view the Notification, please [click here](#))

- **Cooling Period for various applications**

*Section 4 of the Payment and Settlement Systems Act, 2007*

**Notification:** In order to inculcate discipline and encourage the submission of applications by serious players, RBI has introduced a Cooling Period of one year (from the date of revocation/non-renewal/acceptance of voluntary surrender/rejection of the application, as the case may be) in few cases like authorized payment system operators (PSOs) whose certificate of authorization is revoked and not renewed for any reason or CoA is voluntarily surrendered for any reason, etc. During the Cooling Period, entities shall be prohibited from submission of applications of authorization for operating any payment system under the Payment and Settlement Systems Act, 2007.

(To view the Notification, please [click here](#))

- **Relaxation for opening a specific account**

**Notification:** RBI, via a notification dated December 14, 2020, has permitted banks to open specific accounts like accounts for real estate projects, nodal or escrow accounts, accounts permitted under FEMA, account for the settlement of dues related to debit or credit card, etc. which are stipulated under various statutes and instructions of other regulators/regulatory departments, without any restrictions placed. This permission is subject to the condition- banks will ensure that these accounts are used for permitted/specified transactions only.

(To view the Notification, please [click here](#))

- **Mandatory KYC with the Centralized KYC Registry**

**Notification:** RBI via a notification dated December 18, 2020, has mandated the registered entities to upload the KYC data pertaining to all accounts opened after April 01, 2021, on the Centralized KYC Registry (CKYCR) as per Rule 9(1A) of the Prevention of Money Laundering (Maintenance of Records) Rules, 2005.

(To view the Notification, please [click here](#))

- **Delegation of powers to Authorized Dealers for the facilitation of external trade**

**Circular:** RBI via a notification dated December 04, 2020, with the view to further enhance ease of doing business and quicken the approval processes, has delegated powers to the Authorized Dealer Category – I banks (**AD banks**) in transactional areas for external trade purposes like the direct dispatch of shipping documents, “write-off” of unrealized export bills, etc.

(To view the Circular, please [click here](#))

## Goods and Services Tax Act, 2017

- **Use of Harmonized System of Nomenclature (HSN) Code for the supply of chemicals**

*Central Goods and Services Tax Rules, 2017 read with Proviso to Rule 46*

**Notification:** HSN code related to chemical supply has been mandated through a notification dated December 01, 2020, by the Central Board of Indirect Taxes and Customs for different classes of supplies dealing with chemicals that must be mentioned in the invoice.

(To view the Notification, please [click here](#))

- **Extension of due dates for various compliances**

*Section 168A of the Central Goods and Services Tax Act, 2017 read with Section 20 of the Integrated Goods and Services Tax Act, 2017, and Section 21 of the Union Territory Goods and Services Tax Act, 2017*

**Notification:** The limit for completion or compliance of any action by any authority or any person, which falls from the period of March 20, 2020, to June 29, 2020, where completion or compliance of such action has not been made within such time, was June 30, 2020. Vide notification dated September 01, 2020, the compliance time period got extended to November 30, 2020. The notification got further extended till March 30, 2021.

(To view the Notification, please [click here](#))

- **Central Goods and Services Tax (Fourteenth Amendment) Rules, 2020**

*Section 164 of the Central Goods and Services Tax Act, 2017*

**Notification:** The Central Board of Indirect Taxes and Customs has notified the Central Goods and Services Tax (Fourteenth Amendment) Rules, 2020. The Amendment emphasizes on the usage of biometric-based Aadhaar authentication and photograph for applying registration form (GST REG-01).

(To view the Notification, please [click here](#))

## Industry-wise Updates

### Insurance

- **Filing of half-yearly POS Portal returns**

**Notification:** The Insurance Regulatory and Development Authority of India (IRDAI) has advised the insurers and insurance intermediaries to upload the half-yearly data on POS portal commencing from the Financial Year 2020-21. The half-yearly data up to September should be uploaded by January 31, 2021, and the data up to March 31, 2021 should be uploaded by April 30, 2021. Going forward, the half-yearly data up to September 30 should be uploaded by October 30 and data up to March 31 should be uploaded by April 30.

(To view the Notification, please [click here](#))

- **Guidelines for all General Insurance Companies**

*Section 34 (1) of Insurance Act, 1938*

**Notification:** The Insurance Regulatory and Development Authority of India (IRDAI) has notified the Guidelines for all General Insurance Companies for submission of Reports on December 01, 2020,. The said Guidelines provide for the requisite formats for the various filings.

(To view the Notification, please [click here](#))

## Commerce & Retail

### ▪ **Mandatory certification of Inspection for export of Basmati and non-Basmati rice to European Countries**

**Notification:** Presently, under the export policy, both Non-Basmati Rice and Basmati Rice is 'free'; however, the Directorate General of Foreign Trade (DGFT) proposed the following amended policy conditions by the notification dated December 29, 2020: 'Export to the EU Member States and European countries namely Iceland, Liechtenstein, Norway and Switzerland permitted subject to the issuance of Certificate of Inspection by Export Inspection Council /Export Inspection Agency' with effect from July 1, 2021'.

(To view the Notification, please [click here](#))

### ▪ **Amendments to the Handbook of Procedures, 2015-2020**

**Notification:** DGFT issued a notification dated December 29, 2020, extending the period for installation and operationalization of Radiation Portal Monitors and container scanner in the designated seaports to March 31, 2021.

(To view the Notification, please [click here](#))

### ▪ **Amended export policy for Medical Goggles and Nitrile/NBR Gloves**

**Notification:** As per Section 3 of the Foreign Trade (Development & Regulation) Act, 1992, wherein Medical Goggles and Nitrile/NBR Gloves were restricted for export. By the notification dated December 22, 2020., the export policy for Medical Goggles and Nitrile/NBR Gloves has been revised for free export.

(To view the Notification, please [click here](#))

### ▪ **Notification of effective date for Refrigerating Appliances (Quality Control) Order, 2020**

**Notification:** As per sub-Sections (1) and (2) of Section 16 read with sub-Section (3) of Section 25 of the Bureau of Indian Standards Act, 2016, the Central Government, by order dated December 10, 2020, and after consulting the Bureau of Indian Standards, has notified January 01, 2022 as the effective date for Refrigerating Appliances (Quality Control) Order. Freezers and household registration appliances must conform to the corresponding Indian Standard and shall bear the Standard Mark under a license from the Bureau as per Scheme-I of Schedule-II of the Bureau of Indian Standards (Conformity Assessment) Regulations, 2018. None of this is applicable for exports.

(To view the Notification, please [click here](#))

### ▪ **Standard Mark inclusion in leather footwear**

**Order:** The Leather and other materials (Quality Control) Amendment Order, 2020 dated December 04, 2020 provides that effective from July 01, 2021, leather footwear will bear the Standard Mark under a license from the Bureau as per the standards of Bureau of Indian Standards (Conformity Assessment) Regulations, 2018.

(To view the Order, please [click here](#))

### ▪ **The effective date for Footwear made from all-Rubber and all Polymeric material and its components (Quality Control) Amendment Order, 2020**

**Order:** The 'Footwear made from all-Rubber and all Polymeric material and its components (Quality Control) Amendment Order, 2020' dated December 04, 2020 makes it compulsory for manufacturers of footwear made from all-rubber and all polymeric material and its components to obtain a license from the Bureau of Indian Standards (BIS) and bear its Standard Mark. This will be enforced from July 1, 2021.

(To view the Order, please [click here](#))

## Steel

### ▪ **Conformity to standards and essential requirements**

**Order:** As per Section 16 of the Bureau of Indian Standards Act, the Central Government made an order dated December 22, 2020, which will apply to steel and steel products specified in the order and goods or articles, except steel and steel products manufactured domestically for export which conform to any other specification required by a foreign buyer. Also, every steel and steel product specified in the order shall conform to the corresponding Indian Standards.

(To view the Order, please [click here](#))

## Pharma

### ▪ [The Cosmetic Rules, 2020 notified](#)

#### *Drugs and Cosmetics Act, 1940*

A draft of the Cosmetics Rules, 2018 was earlier published with a view to separately codify and update the rules relating to cosmetics. The Central Government, in exercise of the powers conferred by Section 12 and Section 33 of the Drugs and Cosmetics Act, 1940, after consultation with the Drugs Technical Advisory Board, has now notified these rules containing provisions for licensing, import/export of cosmetics, manufacturing, distribution, and sales of cosmetics.

(To view the Notification, please [click here](#))

### ▪ [Licenses to be generated by the importer of certain medical devices](#)

The Central Drugs Standard Control Organization (**CDSCO**) on December 28, 2020, amended the notification dated December 27, 2019, and specified the time limit for the importers and manufacturers to obtain a license for the import or manufacture of certain medical devices.

These include nebulizers, blood pressure monitoring devices, digital thermometer, and a glucometer.

(To view the Notification, please [click here](#))

### ▪ [Extension of deadline till April 2021 for allowing import of drugs with residual shelf life less than 60%](#)

CDSCO has further extended the deadline for allowing import of drugs with residual shelf life less than 60% till April 30, 2021. This was done based on representations from importers regarding delay in clearances at port offices due to the shortage of staff in the wake of Covid-19 pandemic. Previously, the last date was extended till October 31, 2020.

(To view the Notification, please [click here](#))

## Entertainment & Media

### ▪ [Guidelines for obtaining license for providing Direct-To-Home \(DTH\) broadcasting services in India](#)

The Ministry of Information and Broadcasting on December 30, 2020, amended the Guidelines for obtaining license for providing DTH broadcasting services in India. These amendments shall come into effect immediately.

- The amendment has increased the licensing period for DTH from 10 years to 20 years. Under the new law, the period of license may be renewed by 10 years at a time.
- The license fee has been revised from 10% of Gross Revenue (**GR**) to 8% of Adjusted Gross Revenue (**AGR**). AGR will be calculated by deduction of GST from GR.
- The amendment has also introduced a new clause regarding Set-Top Boxes. The Set-Top Boxes offered by a DTH Service Provider must be according to the specifications laid down by the Bureau of Indian Standards (**BIS**).

(To view the Notification, please [click here](#))

## State-wise updates

### ANDHRA PRADESH

### ▪ [Online maintenance of registers and records under various labor laws](#)

**Notification:** The notification dated December 14, 2020, provides for a scheme for maintenance of electronic or digital registers instead of manual registers of various labor laws such as Maternity Benefit Act, 1961, Payment of Bonus Act, 1965, Contract Labor (Regulation and Abolition) Act, 1970 etc.

(To view the Notification, please [click here](#))

### ▪ [Online payment facility for Labour Welfare Fund](#)

#### *Section 10(1) of Andhra Pradesh Labour Welfare Fund Act, 1987*

**Notification:** The notification dated December 08, 2020 provides for an online facility for payment of contributions under Andhra Pradesh Labour Welfare Fund Act, 1987. The yearly contribution of thirty (30) rupees to be made by companies and seventy (70) rupees by the employees to the fund.

(To view the Notification, please [click here](#))

- **[Andhra Pradesh State list of holidays 2021](#)**

**Notification:** The Government of Andhra Pradesh by notification dated December 15, 2020, has declared the List of General Holidays in the State of Andhra Pradesh for the calendar year 2021.  
(To view the Notification, please [click here](#))

- **[Self-Compliance Certification under the Factories Act, 1948 In Andhra Pradesh](#)**

**Notification:** The Government of Andhra Pradesh has issued a notification dated December 04, 2020, to introduce Self Compliance Certification/Third Party Compliance Certification 2020 instead of departmental inspections for verification of compliance provisions under the Factories Act, 1948 to facilitate the Ease of Doing Business in the State of Andhra Pradesh.  
(To view the Notification, please [click here](#))

## ASSAM

- **[List of public holidays for 2021](#)**

**Notification:** The Government of Assam on December 23, 2020, has notified the list of holidays in the state for the year 2021.  
(To view the Notification, please [click here](#))

## BIHAR

- **[Bihar State list of holidays 2021](#)**

**Notification:** The Government of Bihar by notification dated December 16, 2020, has declared the List of Public Holidays in the State of Bihar for the calendar year 2021.  
(To view the Notification, please [click here](#))

## DELHI

- **[Revised Minimum Wages \(October 2020\)](#)**

*Minimum Wages Act, 1948*

**Order:** There has been revision on the minimum rates of wages by an order dated December 07, 2020, in Scheduled Employments under Minimum Wages Act, 1948. The revised wages shall be payable with effect from October 01, 2020, and the payments made shall be in accordance with the new wage rates.

(To view the Order, please [click here](#))

## GOA

- **[Introduction of auto-renewal system for Certificates/Registrations/License](#)**

**Notification:** On December 17, 2020, the Department of Labour has notified in pursuance of the ease of doing business reforms, of an auto-renewal system for Certificates/ Registration/ License for establishments upon prescribed online payment of fees.

(To view the Notification, please [click here](#))

- **[List of public holidays for 2021](#)**

**Notification:** The Government of Goa by notification dated December 09, 2020, has declared the list of holidays for the year 2021.

(To view the Notification, please [click here](#))

## JAMMU & KASHMIR

- **[List of public holidays for 2021](#)**

**Order:** The Government of Jammu & Kashmir has by an order dated December 24, 2020, notified the list of public holidays for the year 2021.

(To view the Order, [click here](#))

## JHARKHAND

### ▪ List of public holidays for 2021

**Notification:** The Government of Jharkhand on December 24, 2020, has notified the list of holidays for the year 2021.

(To view the Notification, please [click here](#))

## KARNATAKA

### ▪ Restoration of earlier Contribution Rates under Labour Welfare Fund

The Government of Karnataka has repealed the Karnataka Labour Welfare Fund (Amendment) Act, 2017. As per the notification, the contribution rate for the employees (including casual, temporary, badli) whose names are borne in the register of the establishment as of December 31, is retained to rupees six from rupees twenty per year, and the employer's contribution rate is retained to rupees twelve from rupees forty per employee.

**Notification:** The notification dated December 01, 2020, provides for restoration of earlier Contribution Rates under labour welfare fund in Karnataka.

(To view the Notification, please [click here](#))

## KERALA

### ▪ Retrofitting of Emission Control Devices In Diesel Generator (DG) Sets

**Notification:** Notification dated December 9, 2020 from the Kerala State Pollution Control Board has directed all industries to follow the below mentioned norms:

- Retrofit all operational DG sets of capacity 500 kVA and above with an Emission Control Device/Equipment having a minimum specified Particulate Matter capturing efficiency of at least 70% tested as per 5 mode D2 cycle; OR
- Shift to gas-based generators by employing new gas-based generators or retrofitting the existing DG sets for partial gas usage

(To view the Notification, please [click here](#))

### ▪ The Kerala Minimum Wages Notification (Oct 2020)

**Notification:** The Government of Kerala, Labour, and Skills Department under the notification dated December 21, 2020, has revised the variable dearness allowance for employment in Shops and Commercial Establishment and employment in Computer Software Sector.

(To view the Notification, please [click here](#))

## MAHARASHTRA

### ▪ List of public holidays for 2021

**Notification:** The Government of Maharashtra on December 1, 2020, has notified the list of holidays for the year 2021.

(To view the Notification, please [click here](#))

## MEGHALAYA

### ▪ Auto-renewal of Factory License

**Factories Act, 1948 and Rule 8 of Meghalaya Factories Rules, 1980**

**Notification:** The Government of Meghalaya, by notification dated December 22, 2020, has introduced an online procedure for the auto-renewal of the Factories Licenses. This is a welcome step as it will increase the ease of doing business and lessen the compliance burden on the stakeholders.

(To view the Notification, please [click here](#))

### ▪ Introduction of Online Registration and Auto-Renewal of Certificates of Registration and Licenses under Various Labour Law

**Notification:** The Government of Meghalaya by notification dated December 22, 2020, has implemented the process of online registrations and auto-renewals of certificates of registration and licenses concerning the following Acts:



- The Contract Labour (Regulation and Abolition) Act, 1970
- The Inter-State Migrant Workmen (Regulation of Employment & Conditions of Service) Act 1979
- The Meghalaya Shops and Establishments Act, 2003

(To view the notification, please [click here](#))

▪ **Meghalaya State list of holidays 2021**

**Notification:** The Government of Meghalaya by notification dated December 09, 2020, has declared the List of Public Holidays in the State of Meghalaya for the calendar year 2021

(To view the Notification, please [click here](#))

## NAGALAND

▪ **Amendment under Nagaland Professions, Trades, Callings and Employments Taxation Rules, 1970**

**Circular:** On December 14, 2020, the Government of Nagaland has issued a Circular to notify the following information:

- For Registration under Nagaland Professions, Trades, Callings and Employments Taxation Rules, 1970 (the Rules), Form-I shall be filled as per Rule 3(i) of the Rules
- For Enrolment under the Rules, Form-II shall be filled as per Rule 4(1) and 6 (2) of the Rules
- For Returns under the Rules, Form-V and VA shall be filled as per Rule 12 of the Rules
- For Payment of Taxes under the Rules, Form-V and VA shall be filled as per Rule 13 and Rules 14 of the Rules.

(To view the Circular, please [click here](#))

## PUNJAB

▪ **The Punjab Factory (Amendment) Rules, 2020**

**Rule 10A read with Rule 114 of Punjab Factory Rules, 1952**

**Notification:** The Government of Punjab has implemented the Punjab Factory (Amendment) Rules, 2020 as notified on December 04, 2020. The following are the key changes:

- The license shall be renewed for one year digitally through automatic mode if there is no change in particulars of license from the previously granted or renewed license and other conditions required by Government
- The application for the renewal of the license shall be made in Form 2-B
- The occupier or factory Manager can maintain the registers in an electronic or digital format with time stamp, geo-positioning and digital signatures of the occupier or factory manager in the same format as specified for the said registers in these Rules

(To view the Notification, please [click here](#))

▪ **Punjab State list of holidays 2021**

**Notification:** The Government of Punjab by notification dated December 17, 2020, has released the holiday list for the year 2021

(To view the Notification, please [click here](#))

## TELANGANA

▪ **Additional list of holidays In 2021 for employees of various districts In Telangana**

In addition to the Telangana State list of holidays for the calendar year 2021, the Joint Commissioner of Labour, Hyderabad (Twin Cities) along with Rangareddy, Medchal, Vikarabad, Medak, Siddipet, Sangareddy, Nizamabad, Kamareddy, Nalgonda, Yadadri, Suryapet, Mahabubnagar, Nagarkurnool, Wanaparthy, Jogulamba Gadwal, and Narayanpet districts have notified the list of holidays with wages for the calendar year 2021 to the employees working in Shops and Establishments and Factories located in these respective districts.

**Notification:** The Notification dated December 18, 2020, provides for the state list of holidays for the calendar year 2021 along with the district-wise changes as applicable.

(To view the Notification, please [click here](#))

## UTTAR PRADESH

- **List of public holidays for 2021**

**Notification:** The Government of Uttar Pradesh has notified on December 11, 2020, the list of holidays for the year 2021.

(To view the Notification, please [click here](#))

## UTTARAKHAND

- **List of public holidays for 2021**

**Notification:** The Government of Uttarakhand has notified the list of holidays for the year 2021.

(To view the Notification, please [click here](#))

- **Digital maintenance of Records and Registers under various Labor Laws**

**Notification:** All statutory registers and records that are to be maintained under various labor laws to be stored online and/or in a Single Digital Platform.

(To view the Notification, please [click here](#))

## WEST BENGAL

- **Digital maintenance of Records and Registers**

**Section 4 read with Section 81 of the Information Technology Act, 2000**

**Notification:** The Government of West Bengal on December 01, 2020, to ensure ease of doing business, has allowed maintenance of all the statutory register and records required under various labor laws to be stored online and/or in a Single Digital Platform.

(To view the Notification, please [click here](#))

- **Introduction of auto-renewal system for Certificates/Registrations/License**

**Notification:** The Labor Department by a notification dated December 01, 2020, to rationalize the compliance burden on business to improve ease of doing business has introduced a non-discretionary auto-renewal procedure which will be effective from December 01, 2020, for Certificates/Registrations/License of establishments through the online portal on payment of license fees online.

(To view the Notification, please [click here](#))

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## ABOUT US

UnComplycate is an end-to-end compliance and contract management solutions provider that integrates domain experience with IT-enabled implementation, monitoring and management protocols.

With more than thirty years' experience in helping clients discharge their compliance obligations, we have developed a repository of significant knowledge and practical experience in advising and assisting businesses on their regulatory compliance, litigation management, notice and contract management and other attendant requirements. We create bespoke products for clients that include, among other things, an audit of the functions of the company, offering technology-enabled platforms that provide solutions for effective control over the compliance and contract management functions. These services are not limited by geography and can be seamlessly extended to all operating sites of the client.

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