



COMPLIANCE UPDATE

April 2025 | Part 1 of 2

Table of content

- **Central Board of Direct Taxes (CBDT)**
- **Central Board of Indirect Taxes and Customs (CBIC)**
- **Securities and Exchange Board of India (SEBI)**
- **Bureau of Indian Standards (BIS)**

- **State-wise updates**
 - Assam
 - Chhattisgarh
 - Govt. of NCT of Delhi
 - Haryana
 - Himachal Pradesh
 - Karnataka
 - Kerala
 - Maharashtra
 - Punjab
 - Tamil Nadu
 - West Bengal

Central Board of Direct Taxes (CBDT)

▪ **Income-tax (Sixth Amendment) Rules, 2025**

The Central Board of Direct Taxes on March 25, 2025, notified safe harbour rules for the assessment year 2025-26. These rules aim to provide certainty and clarity in transfer pricing matters, particularly concerning specified transactions and industries.

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

▪ **Income-tax (Seventh Amendment) Rules, 2025**

The Central Board of Direct Taxes on March 25, 2025, amended Forms 26Q and 27Q under the Income-Tax Rules, 1962. In Form 26Q, Section 194T has been added to the heading, and a new entry in Note 16 clarifies that it applies to payments such as salary, remuneration, commission, bonus, or interest to firm partners. In Form 27Q, Section 194T has been added, and modifications have been made in Note 13 to reflect payments to firm partners alongside existing provisions for non-resident payees under Section 195.

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

Central Board of Indirect Taxes and Customs (CBIC)

▪ **Central Goods and Services Tax (Second Amendment) Rules, 2025**

The Central Board of Indirect Taxes and Customs on March 27, 2025, amended Rule 164 of the CGST Rules, 2017 which provides Procedure and Conditions for Closure of Proceedings under section 128A in respect of demands issued under section 73. The Amendments relates to the procedures for availing waivers of interest and penalties for the period July 1, 2017 – March 31, 2020, and the handling of notices or orders relating to both eligible periods.

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

Securities and Exchange Board of India (SEBI)

▪ [Harnessing Digi Locker as a Digital Public Infrastructure for reducing Unclaimed Assets in the Indian Securities Marke](#)

The Securities and Exchange Board of India on March 19, 2025, has collaborated with Digi Locker to address the issue of unclaimed financial assets in the securities market. By integrating Digi Locker, investors can now access their Consolidated Account Statement (CAS) and other financial holdings within a secure and centralized platform.

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

▪ [Online Filing System for reports filed under Regulation 10\(7\) of SEBI \(Substantial Acquisition of Shares and Takeovers\) Regulations, 2011](#)

The Securities and Exchange Board of Indian on March 20, 2025, introduced an online system for filing of reports under SEBI (Substantial Acquisition of Shares and Takeovers) Regulations, 2011. SEBI will facilitate the submission of these reports through its SEBI Intermediary Portal (SI Portal), which can be accessed at <https://siportal.sebi.gov.in>. This online platform is designed to simplify the filing process, reduce paperwork, and improve the overall efficiency of processing these reports.

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

▪ [Disclosure of holding of specified securities in dematerialized form](#)

The Securities and Exchange Board of Indian on March 20, 2025, has revised the format for disclosure of shareholding pattern and it shall be effective from the quarter ending June 30, 2025.

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

▪ [Securities and Exchange Board of India \(Credit Rating Agencies\) \(Amendment\) Regulations, 2025](#)

The Securities and Exchange Board of Indian on March 20, 2025, introduced a dedicated chapter focusing on the recognition of an eligible credit rating agency as a past risk and return verification agency. According to the regulation, the provisions will apply to investment advisers, research analysts, algo providers (who are empaneled with a recognized stock exchange), and other intermediaries authorized by SEBI to provide investment advisory services, research analysis, and algorithmic trading services.

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

▪ [Securities and Exchange Board of India \(Listing Obligations and Disclosure Requirements\) \(Amendment\) Regulations, 2025](#)

The Securities and Exchange Board of Indian on March 28, 2025, has amended various provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Key updates include raising the threshold for High Value Debt Listed Entity (HVDLEs) to outstanding listed non-convertible debt securities of INR 1,000 Crore, along with provisions ensuring compliance within six months of exceeding this threshold. Amendments also introduce new reporting standards for corporate governance, applicable to entities with listed specified securities on SME Exchanges, exceeding defined capital and net worth criteria.

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

Bureau of Indian Standards (BIS)

▪ [Amendment of BIS Standards for Environmental Management Systems](#)

The Bureau of Indian Standards on March 19, 2025, amended IS/ISO 14001: 2015 Environmental Management Systems — Requirements with Guidance for Use (Second Revision).

The Standards shall come into force retrospectively from February 22, 2025.

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

▪ [Amendment of BIS Standards for LPG Water Heaters and Refrigeration System](#)

The Bureau of Indian Standards on March 19, 2025, amended the following Standards among others:

- IS 15558: 2024 Instantaneous Domestic Water Heater for Use with LPG — Specification (First Revision)
- IS 17773: 2022 Closed-Circuit Ammonia Refrigeration System — Code of Practice for Design and Installation (ANSI/IIAR 2: 2014, NEQ)

The Standards shall come into force retrospectively from February 22, 2025.

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

▪ **Revision of BIS Standards for Mines and Machinery**

The Bureau of Indian Standards on March 19, 2025, revised the following Standards among others:

- IS 1448 (Part 197): 2025 Petroleum and Its Products — Methods of Test Part 197 Determination of Hydrocarbons and Non-Hydrocarbon Gases in Refinery Gas Streams by Gas Chromatography
- IS 10202: 2025 Scrapers Used in Mines — Specification (First Revision)
- IS 17017 (Part 30): 2025 Electric Vehicle Conductive Charging Systems Part 30 Dual Gun d.c. Electric Vehicle Supply Equipment
- IS 19092 (Part 5): 2025 ISO 19014-5: 2021 Earth-Moving Machinery — Functional Safety Part 5 Tables of Performance Levels

The Standards shall come into force retrospectively from February 22, 2025.

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

▪ **Amendment of BIS Standards for Textile Machinery**

The Bureau of Indian Standards on March 20, 2025, amended IS 4474: 2003 Textile Machinery — Glossary of Terms Relating to Drafting in Spinning Machinery (First Revision).

The Standards shall come into force from March 18, 2025.

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

▪ **BIS Standards for Implementation of Occupational Health Safety Management System**

The Bureau of Indian Standards on March 20, 2025, notified IS 19209: 2025 Implementation of Occupational Health Safety Management System in Agencies Dealing with Solid Waste Management — Guidelines.

The Standards shall come into force from March 19, 2025.

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

▪ **Revision of BIS Standards for Use of Vehicles for Collection and Transportation of Municipal Solid Wastes**

The Bureau of Indian Standards on March 26, 2025, revised IS 12662 (Part 2): 2025 Guidelines for Use of Vehicles for Collection and Transportation of Municipal Solid Wastes Part 2 Maintenance (First Revision).

The revised Standards shall come into force from March 20, 2025.

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

▪ **Revision of BIS Standards for certain types of Textiles**

The Bureau of Indian Standards on March 26, 2025, revised the following Standards among others:

- IS 13162 (Part 4): 2025 ISO 13433: 2006 Geotextiles — Methods of Test Part 4 Dynamic Perforation Test (Cone Drop Test) (First Revision)
- IS 13489: 2025 Textiles — Bed Mattress — Specification (Second Revision)
- IS 16575: 2025 ISO 9867: 2022 Textiles — Evaluation of the Wrinkle Recovery of Fabrics — Appearance Method (First Revision)
- IS 17297: 2025 ISO 1888: 2022 Textile Glass — Staple Fibres or Filaments — Determination of Average Diameter (First Revision)

The Standards shall come into force retrospectively from March 18, 2025.

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

State-wise updates

Assam

▪ Variable Dearness Allowance Rates for Urea Bag Loading and Unloading Workers.

- The Government of Assam on March 17, 2025, notified regarding new Variable Dearness Allowance (VDA) Rates for Urea Bag Loading and Unloading Workers. The notification states:
- A 75% rise in the average All India General CPI for Industrial Workers has led to an increase in the VDA.
 - The minimum rate for mechanized filling and weighing of urea bags is now INR 21.478 per metric ton and carrying and loading bags directly into trucks has been updated to INR 43.774 per metric ton.

The rates will be applicable retrospectively from July 01, 2024.

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

▪ Revised VDA Rates for workmen employed by and through contractors

- The Government of Assam on March 25, 2025, notified the new Variable Dearness Allowance (VDA) Rates for Contract Laborers. The Cumulative VDA rate for the period January 2025 to June 2025 (six months) is obtained as 53.71%, where CPI-IW (Base 2001) all India average for the last six months; July – December 2024 is 413.48.

The rates will be applicable retrospectively from January 01, 2025.

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

Chhattisgarh

▪ Chhattisgarh Labour law Amendment and Miscellaneous Provisions Bill, 2025

- The Government of Chhattisgarh on March 20, 2025, issued the Chhattisgarh Labour Law Amendment and Miscellaneous Provisions Bill, 2025.

The following provisions will be inserted through the Bill:

- In Factories Act, 1948 under Chapter II, section 92, after the words “of any of the provisions” and before the words “or any of”, the words and figures shall be inserted with: - “(except section 6 or under)”.
- In Factories Act, 1948 under Chapter II, a new section will be inserted, namely: - “Section 92A” which states that Compounding of Offences.
- In Factories Act, 1948 under Chapter II, a new section will be inserted, namely: - “Section 92B” which states that the Penalty for contravention of Section 6.
- In the Factories Act, 1948 under Chapter II, a new Schedule is inserted, namely: - “Hazardous Processes”

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

Govt of NCT of Delhi

▪ Directions for “No PUC Certificate” to vehicles without third registration mark

- The Transport Department, Delhi on March 21, 2025, issued new directions regarding the issuance of Pollution Under Control (PUC) Certificates for vehicles without a third number plate, in compliance with the Supreme Court’s order dated January 27, 2025.

The following has been stated namely:

- The SMS messages sent by the Operation Branch will be updated to include the instruction that no PUC Certificate will be issued to vehicles that do not have a third number plate.
- The department will work with the IT Branch to figure out how to prevent PUC certificates from being issued to vehicles without a third number plate through the software. If a PUC certificate is issued, it will not be updated in the Vahan system unless the third number plate is registered.
- All PUC Centres will be instructed not to issue PUC Certificates to vehicles that do not have a third number plate.
- A proposal will be prepared to publicize this Supreme Court order through both electronic and print media.

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

Haryana

▪ Observance of Eid-ul-Fitr as a Restricted Holiday (Schedule-II) instead of a Gazette Holiday

- The Government of Haryana on March 26, 2025, notified that Eid-ul-Fitr, i.e., 31st March 2025, shall be observed as a Restricted Holiday (Schedule-II) instead of a Gazette Holiday, since 29th

and 30th March 2025 are weekend days and 31st March being the closing day of the Financial Year 2024-2025.

In case an employee has already exhausted his/her Restricted Holidays, an additional Restricted Holiday shall be allowed.

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

Himachal Pradesh

▪ **Amendment regarding conditions for regulating the working of Katha Bhatties using IBR boilers**

The Department of Forests, Government of Himachal Pradesh on March 15, 2025, issued amendment in the older notification regarding conditions for regulating the working of Katha Bhatties using IBR boilers.

It states that the total number of Katha Bhatties with IBR boilers in Himachal Pradesh is fixed at 79, with 40 traditional Katha Bhatties needing conversion to IBR boilers, subject to processing fees and registration with the Chief Inspector of Boilers. Each unit can process a specific quantity of Khairwood, and exceeding this limit will lead to cancellation of registration.

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

Karnataka

▪ **Revised Minimum Wages and Variable Dearness Allowance (VDA) for Shops and Commercial Establishments**

The Government of Karnataka on March 17, 2025, has announced revised Minimum Wages and Variable Dearness Allowance (VDA) for Shops and Commercial Establishments in the state, effective from April 1, 2025, to March 31, 2026.

The VDA will be calculated at 4 paise per point over and above 6537 points, ensuring that employees receive compensation in line with the rising cost of living.

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

Kerala

▪ **Kerala Finance Act, 2025**

The Government of Kerala on March 28, 2025, notified the Kerala Finance Act, 2025. The Finance Act 2025 amended various finance laws such as:

- Kerala Court Fees and Suits Valuation Act, 1959.
- Kerala Motor Vehicles Taxation Act, 1976.
- Kerala General Sales Tax Act, 1963.
- Kerala State Goods and Services Tax Act, 2017, etc.

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

▪ **Foreign Liquor (3rd Amendment) Rules, 2025**

The Government of Kerala on March 27, 2025, notified Foreign Liquor (3rd Amendment) Rules, 2025. The Government, by this amendment, have decided to change the process of sampling of liquor kept for sale on premises with a license granted under the Foreign Liquor Rules, 1953.

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

Maharashtra

▪ **Revision of Wages and Benefits for Security Personnel**

The Government of Maharashtra on March 20, 2025, issued a notification about new wages and benefits for security personnel. The key revision includes:

- On February 25, 2025, the Maharashtra Government announced updated wages and allowances for registered security guards and officers in Kolhapur, Solapur, and Raigad, starting from January 1, 2025.
- The Special Allowance/DA is set at INR 3,614 per month, and the House Rent Allowance (HRA) is 20% of the combined basic wages and DA.
- Employers are required to pay 42.75% on basic wages and DA, and 3.25% on HRA and other allowances.

These changes are intended to provide better financial support to security personnel in these areas.

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

▪ **Maharashtra Private Security Guards (Regulation of Employment and Welfare) (Amendment) Bill, 2025**

The Government of Maharashtra on March 19, 2025, issued the Maharashtra Private Security Guards (Regulation of Employment and Welfare) (Amendment) Bill, 2025 to amend the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981.

The key amendments include:

- In section 2, the definition of "Establishment" is updated to match the definition in section 2(4) of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017.
- In section 3, sub-section (2), clause (c) now includes rules for managing the recruitment and entry of security guards into the system, as well as the process for registering and cancelling the registration of security guards and their employers. It also covers maintaining records, waiting lists, and the removal or restoration of names from these lists, whether temporarily or permanently, along with the fees for registration.

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

▪ **Maharashtra Motor Vehicles Tax (Amendment) Bill, 2025**

The Government of Maharashtra on March 19, 2025, issued the Maharashtra Motor Vehicles Tax (Amendment) Bill, 2025, making changes to the Maharashtra Motor Vehicles Tax Act.

The key amendments include:

- In section 3, sub-section (1C), the limit of "rupees 20 lakhs" is now increased to "rupees 30 lakhs."
- In section 3, sub-section (1D), the limit of "rupees 20 lakhs" is also increased to "rupees 30 lakhs."
- A new sub-section (1G) is added in section 3, which states that a one-time tax will be charged for the lifetime of certain motor vehicles used for construction, such as cranes, compressors, projectors, excavators, and light goods vehicles that carry goods or materials and weigh less than 7,500 kilograms. This tax will apply to vehicles registered on or after the date the Maharashtra Motor Vehicles Tax (Amendment) Act, 2025, comes into effect. The tax rates will be specified in the Sixth Schedule.
- In section 4, sub-section (2), the reference to "(1F)" is updated to include "(1F) or (1G)."
- In section 4, clause (a), after the reference to "(1F)," a new reference to "(1G)" will be added.

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

▪ **Maharashtra Land Revenue Code (Third Amendment) Bill, 2025**

The Government of Maharashtra on March 21, 2025, issued the Maharashtra Land Revenue Code (Third Amendment) Bill, 2025, to make changes to the Maharashtra Land Revenue Code, 1966. In the key amendment, a new clause has been added after clause (b) in section 123, which states that the premises of a residential building located within a village, town, or city, but outside the urban area as defined in section 122, will be included.

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

▪ **Child Labour (Prevention and Regulation) (Maharashtra Amendment) Bill, 2025**

The Government of Maharashtra on March 21, 2025, issued the Child Labour (Prevention and Regulation) (Maharashtra Amendment) Bill, 2025, to amend the Child Labour (Prevention and Regulation) Act, 1986.

The key amendments include:

- A new section, 17A, will be added after section 17. It states that the government will set up Vigilance Committees in each district to detect child labour in the state. These committees will also ensure proper rehabilitation for the child laborers they identify.

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

▪ **Maharashtra Prohibition of Smoking and Spitting Bill, 2025**

The Government of Maharashtra on March 21, 2025, issued the Maharashtra Prohibition of Smoking and Spitting Bill, 2025.

The key provisions include:

- Smoking and spitting are banned in public places and public service vehicles. Advertising tobacco products is also prohibited, and selling tobacco or related items to people under 18 is not allowed.
- Tobacco products cannot be stored, sold, or distributed within 100 meters of religious places, schools, colleges, or other educational institutions. Owners or managers of public places must display signs that forbid smoking and spitting.
- As per the Bill, anyone who breaks the rules in Sections 5, 6, 9, or 10 will be fined up to ₹1,000 for the first offense and between INR 2,000 to INR 5,000 for repeat offenses. Violations of Sections 7 and 8 can lead to a fine of up to INR 1,000 for the first offense and for repeat offenses, a fine between INR 5,000 and INR 10,000 or imprisonment for up to three months, or both.

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

▪ **Maharashtra Private Placement Agencies (Regulation) Bill, 2025**

The Government of Maharashtra on March 24, 2025, issued the Maharashtra Private Placement Agencies (Regulation) Bill, 2025.

The Key Regulations include:

- Private placement agencies in Maharashtra must have a valid registration certificate to operate, including placing candidates outside Maharashtra. Educational institutions conducting campus placements are exempt but must report placement details within 60 days.
- The State Government will appoint a Registering Authority to issue, renew, or deny registration certificates for private placement agencies. These certificates will be valid for five years and can be renewed, but they are non-transferable and come with specific terms and conditions.
- The bill outlines the responsibilities and duties of private placement agencies.
- Violating the provisions of this Act can result in up to three years in prison and a fine of up to INR 1 lakh. Other violations may result in fines ranging from INR 50,000 to INR 3 lakhs.

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

Punjab

▪ **Punjab Water Resources (Management and Regulation) Amendment Act, 2025**

The Government of Punjab on March 17, 2025, issued the Punjab Water Resources (Management and Regulation) Amendment Act, 2025, to amend the Punjab Water Resources (Management and Regulation) Act, 2020.

The Key Amendments are:

- In section 6, new sub-sections are introduced:
 - o No person can serve as Chairperson or a Member if they are over 65 years old.
 - o The Chairperson or other Members will serve for a term of up to three years, starting from the date they take office. However, their term can be extended to five years, depending on their performance, management of the office, and initiatives they take.
- In section 28, a change is made to sub-section (2):
 - o If the Government believes that specific guidance is needed for the Authority regarding the use of groundwater resources in the public interest, it can issue binding directives to the Authority to help achieve the goals of the Act.

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

Tamil Nadu

▪ **Draft amendment to the Tamil Nadu Shops and Establishments Rules, 1948**

The Labour Welfare and Skill Department, Government of Tamil Nadu on March 12, 2025, issued a draft amendment to the Tamil Nadu Shops and Establishments Rules, 1948. The changes suggested under the draft are as follows:

- A new rule, Rule 16-D, will be added, stating that every employer must submit a combined annual return under section 47-A. This return must be submitted through the Labour Department's designated web portal to the area Inspector in Form-ZC by January 31st each year.
- A new form, Form-ZC, will be added after Form-ZB. This form will be titled: "*Combined Annual Return for The Year Ending 31st December 20...*".
- If anyone has objections or suggestions regarding these draft amendments, they can send them by **May 12, 2025**, to the Secretary to the Government, Labour Welfare and Skill Development Department, Secretariat, Chennai-600009, through the Commissioner of Labour, Chennai-600006.

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

West Bengal

▪ **Payment of bonus on Eid-ul-Fitr for the year 2025 to Muslim workers**

The Government of West Bengal on March 21, 2025, issued the notification for the Payment of bonus on Eid-ul-Fitr for the year 2025 to Muslim workers.

The Governor asked employers to stick to the guidelines while setting the legitimate dues of workers in respect to payment of bonus for the year 2025 in terms of the Payment of Bonus Act in the interest of maintenance of industrial peace and harmony.

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

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.

CONNECT WITH US

 connect@uncomplycate.com

 www.uncomplycate.com

 [Uncomplycate](https://www.linkedin.com/company/uncomplycate)



New Delhi

newdelhi@uncomplycate.com

Mumbai

mumbai@uncomplycate.com

Bengaluru

bengaluru@uncomplycate.com

Kolkata

kolkata@uncomplycate.com