



COMPLIANCE UPDATE

April 2025 | Part 2 of 2

Central Board of Direct Taxes (CBDT)

- **Income-tax (Ninth Amendment) Rules, 2025**
 The Central Board of Direct Taxes on April 03, 2025, notified Income-tax (Ninth Amendment) Rules, 2025. The amendment inserted Rule 114(5AA) which states that every person who has been allotted permanent account number based on Enrolment ID of Aadhaar application form shall intimate his Aadhaar number to the Principal Director General of Income-tax (Systems) or Director General of Income-tax (Systems) or the person authorized by the authorities.
 (To view the Amendment, please click [here](#))
- **Income-tax (Tenth Amendment) Rules, 2025**
 The Central Board of Direct Taxes on April 07, 2025, notified Income-tax (Tenth Amendment) Rules, 2025. The amendment inserted Rule 12AE, which states that the Return of Income under section 158BC, relating to any search initiated under section 132 or requisition made under section 132A, is to be filled in Form ITR-B.
 (To view the Amendment, please click [here](#))

Securities and Exchange Board of India (SEBI)

- **Securities and Exchange Board of India (Infrastructure Investment Trusts) (Amendment) Regulations, 2025**
 The Securities and Exchange Board of India on April 01, 2025, has notified Securities and Exchange Board of India (Infrastructure Investment Trusts) (Amendment) Regulations, 2025 further to amend Securities and Exchange Board of India (Infrastructure Investment Trusts) Regulations, 2014. The Amendment has inserted Schedule X in the Regulation defining the illustrative roles and responsibilities of Trustees.
 (To view the Amendment, please click [here](#))

Table of content

- **Central Board of Direct Taxes (CBDT)**
- **Securities and Exchange Board of India (SEBI)**
- **Bureau of Indian Standards (BIS)**
- **Industry-wise updates**
 - Commerce and Industries
 - Employees' State Insurance Corporation (ESIC)
 - Employees' Provident Fund Organisation (EPFO)
 - Electronics and Information Technology
 - Forest and Environment
- **State-wise updates**

- Andaman & Nicobar Islands	- Kerala
- Andhra Pradesh	- Ladakh
- Assam	- Puducherry
- Bihar	- Rajasthan
- Goa	- Sikkim
- Haryana	- Tamil Nadu
- Jharkhand	- Telangana
- Karnataka	- West Bengal

Bureau of Indian Standards (BIS)

▪ **BIS Standards for Rotating Electrical Machines**

The Bureau of Indian Standards on April 02, 2025, has amended the following Standards among others:

- IS 17123 (Part 7/Sec 1): 2025 IEC 61800-7-1: 2015 Adjustable Speed Electrical Power Drive Systems Part 7 Generic Interface and Use of Profiles for Power Drive Systems Section 1 Interface Definition
- IS 17123 (Part 7/Sec 204): 2025 IEC 61800-7-204: 2015 Adjustable Speed Electrical Power Drive Systems Part 7 Generic Interface and Use of Profiles for Power Drive Systems Section 204 Profile Type 4 — Specification
- IS/IEC 60034-18-42: 2017 + AMD 1: 2020 CSV Rotating Electrical Machines Part 18 Partial Discharge Resistant Electrical Insulation Systems (Type II) Used in Rotating Electrical Machines Fed from Voltage Converters Section 42 Qualification Tests
- IS/IEC 60071-11: 2022 Insulation Co-ordination Part 11 Definitions, Principles and Rules for HVDC System

The standards will come in force retrospectively from March 27, 2025.

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

▪ **Amendment of BIS Standards for CPVC Pipes for Potable Hot and Cold-Water Distribution Supplies**

The Bureau of Indian Standards on April 02, 2025, has notified the following Standards:

- IS 15778: 2007 Chlorinated Polyvinyl Chloride (CPVC) Pipes for Potable Hot and Cold-Water Distribution Supplies — Specification
- IS 16098 (Part 1): 2013 Structured-Wall Plastics Piping Systems for Non-Pressure Drainage and Sewerage — Specification Part 1 Pipes and Fittings with Smooth External Surface, Type A
- IS 18363: 2023 Zinc Solubilizing Bacterial Inoculant (ZnSBI) Specification

The standards will come in force retrospectively from March 27, 2025.

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

▪ **Amendment of BIS Standards for Reverse Osmosis Based Point of Use Water Treatment System**

The Bureau of Indian Standards on April 07, 2025, has notified the following Standards:

- IS 16240: 2023 Reverse Osmosis Based Point of Use Water Treatment System for Drinking Purposes — Specification (First Revision)
- IS 277: 2018 Galvanized Steel Strips and Sheets (Plain and Corrugated) Specification (Seventh Revision)

The standards will come in force retrospectively from March 27, 2025.

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

▪ **BIS Standards for Textiles**

The Bureau of Indian Standards on April 07, 2025, has notified the following Standards:

- IS 3353: 2025 Textiles — Inland Packing of Wool Hosiery Yarn and Goods — Code of Practice (First Revision)
- IS 3530: 2025 Textiles — Rib Knitted Cotton Stockings for Gents — Specification (Second Revision)
- IS 1560 (Part 2): 2025 Textiles — Method for Estimation of Carboxylic Acid Groups in Cellulosic Textile Materials Part 2 Sodium Chloride-Sodium Bicarbonate Method (First Revision)

The standards will come in force retrospectively from March 28, 2025.

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

▪ **BIS Standards for Household Refrigerating Appliances**

The Bureau of Indian Standards on April 07, 2025, has notified the following Standards:

- IS 17550 (Part 3): 2025 Household Refrigerating Appliances — Characteristics and Methods of Test Part 3 Energy Consumption and Volume (First Revision)
- IS 12699: 2025 Selection, Installation, Operation and Maintenance of Centrifugal Jet Pump — Code of Practice (First Revision)
- IS 13192: 2025 Household Sewing Machines — Hand Attachment Assembly (First Revision)

The standards will come in force retrospectively from March 27, 2025.

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

▪ **BIS Standards for CSV Rotating Electrical Machines**

The Bureau of Indian Standards on April 07, 2025, has notified the following Standards:

- IS/IEC 60034-2-1: 2024 Rotating Electrical Machines Part 2 Determining Losses and Efficiency from Tests Section 1 Standard Methods (Excluding Machines for Traction Vehicles)
- IS/IEC 60034-18-41: 2014 + AMD 1: 2019 CSV Rotating Electrical Machines Part 18 Partial Discharge Free Electrical Insulation Systems (Type I) Used in Rotating Electrical Machines Fed from Voltage Converters Section 41 Qualification and Quality Control Tests
- IS 8747: 2025 Environmental Stress-Crack Resistance of Blow-Moulded Polyethylene Containers — Methods of Test (First Revision)

The standards will come in force retrospectively from March 27, 2025.

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

Industry-wise updates

Commerce and Industries

▪ **Boilers Act, 2025**

The Ministry of Law and Justice on April 04, 2025, notified Boilers Act, 2025. The new Act is expected to significantly improve boiler safety and operational standards in India. By implementing these regulations for manufacturing, inspection, repair, and operation, the government aims to minimize accidents and ensure the reliable and safe functioning of boilers across various industries. The Act has the following features:

- The Act applies to all boilers and boiler components, including those owned by the Central and State Governments, unless explicitly exempted.
- Boiler and component manufacturers must have specified design and construction facilities. Manufacturing requires a certificate for design and drawings, materials meeting regulations, and certified welders.

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

Employees' State Insurance Corporation (ESIC)

▪ **State wise updated list of notified/non-notified districts under ESIC 2.0/Vision-2022**

The Employees' State Insurance Corporation (ESIC) on April 01, 2025, issued the State wise updated list of notified/non-notified districts under ESIC 2.0/Vision-2022.

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

Employees' Provident Fund Organisation (EPFO)

▪ **Removal of uploading of the image of cheque leaf/attested bank passbook and Removal of the requirement of Employer approval for seeding bank account details with UAN**

The Employees' Provident Fund Organization (EPFO) on April 03, 2025, issued the notification regarding the removal of uploading of the image of cheque leaf/attested bank passbook and removal of the requirement of Employer approval for seeding bank account details with UAN. It has also been decided that there shall be no requirement of approval of the Employer in the bank account seeding process henceforth.

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

▪ **Payment of past contributions of employees by an employer through Demand Draft**

The Employees' Provident Fund Organization (EPFO) on April 04, 2025, issued the notification regarding the Payment of past contributions of employees by an employer through Demand Draft. Employers facing challenges in making electronic payments can now pay past dues through a Demand Draft (DD). This is applicable only for one-time payments of past dues, provided the employer commits to using internet banking for all future remittances.

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

▪ **Revision of rates of Dearness Allowance to Central Government employees**

The Employees' Provident Fund Organization (EPFO) on April 04, 2025, issued a notification regarding Revision of rates of Dearness Allowance to Central Government employees, effective from January 01, 2025.

The Dearness Allowance payable to Central Government employees has been enhanced from 53% to 55% of the Basic Pay with effect from **January 01, 2025**.

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

▪ **Allotment and Activation of UAN through UMANG Application using Face Authentication Technology**

The Employees' Provident Fund Organization (EPFO) on April 08, 2025, issued the allotment and activation of UAN through UMANG APP using FAT ('Face Authentication Technology').

- To simplify and to make the entire process of allotment and activation of UAN more robust, the following 3 facilities for Employees/Members have been introduced in the UMANG APP leveraging the FAT.
 - Direct UAN Allotment and Activation
 - UAN Activation for Existing UANS
 - Face Authentication Service for Existing Activated UANS

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

Electronics and Information Technology

- **Electronics Component Manufacturing Scheme**

The Ministry of Electronics and Information Technology on April 08, 2025, notified the Electronics Component Manufacturing Scheme.

The scheme aims to develop a robust component ecosystem by attracting large investments (global/domestic) in electronics component manufacturing ecosystem, by developing capacity and capabilities, and integrating Indian companies with Global Value Chains (GVCs).

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

Forest and Environment

- **Environment (Construction and Demolition) Waste Management Rules, 2025**

The Ministry of Environment, Forest and Climate Change on April 02, 2025, notified Environment (Construction and Demolition) Waste Management Rules, 2025.

The new rules by mandating the recycling and reuse of Construction and Demolition (C&D) waste, the rules aim to reduce the reliance on virgin materials, thereby conserving natural resources and reducing environmental degradation. Additionally, the rules are expected to minimize illegal dumping of C&D waste, which has been a major contributor to urban flooding and pollution.

These Rules will come into force with effect from April 01, 2026.

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

State-wise updates

Andaman & Nicobar Islands

▪ **Launch of Online VAT Portal for Mandatory E-Filing**

The Andaman and Nicobar Administration on April 01, 2025, notified, regarding the Launch of Online VAT Portal for Mandatory E-Filing in Andaman & Nicobar from April 2025. Key highlights of the notification include:

- The VAT Commissionerate has introduced an online platform (<https://vat.andaman.gov.in>) to simplify tax payments and quarterly VAT return filings under the Andaman & Nicobar Value Added Tax Regulation, 2017.
- E-filing will be mandatory from April 1, 2025, covering Quarter 4 of FY 2024–25.
- All VAT-registered dealers are required to register on the portal and submit their tax payments and returns digitally within the prescribed timelines.

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

Andhra Pradesh

▪ **Consumer Price Index Numbers and Cost of Living Allowance**

The Andhra Pradesh Government vide notification dated April 07, 2025, released the Consumer Price Index (CPI) numbers for industrial and agricultural workers for the half-year ending December 2024, effective from April 01, 2025. The notification is detailed about adjustments in CPI for various industries and agricultural sectors, specifying scheduled employment. This adjustment aims to align wages with the cost of living.

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

▪ **Draft Amendment to Andhra Pradesh Factories Rules, 1950 regarding Welfare Officer Qualifications**

The Government of Andhra Pradesh, vide notification dated April 03, 2025, notified regarding the draft amendment to Factories Rules, 1950 specifically regarding Welfare Officer qualifications. This change aims to standardize and elevate the qualification criteria for Welfare Officers in factories. Objections and suggestions can be submitted to the Commissioner of Labour within 45 days. The draft amendment substitutes Rule 76(B)(2), mandating the following requirements:

- a degree in any discipline,
- a two-year postgraduate qualification in relevant labor subjects - industrial relations, and human resource management and labor welfare
- Telugu language proficiency,
- recognition of equivalent qualifications and Osmania University's diploma in Industrial Relations and Personnel Management up to 1991-92.

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

Assam

▪ **Amendment to Assam Professional Tax Rates, 2025**

The Government of Assam vide notification dated April 1, 2025, issued a notification to amend the Professional Tax Rates under the Assam Professions, Trades, Callings and Employments Taxation Act, 1947. The revised monthly tax rates for salary and wage earners are as follows:

- Income up to INR 15,000/- month – No tax
- Income between INR 15,001/- and INR 24,999/month – INR 180/- month
- Income INR 25,000/- and above/month – INR 200/month

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

Bihar

▪ **Revision of Minimum Wages and Variable Dearness Allowance in Bihar, 2025**

The Government of Bihar vide notification dated April 1, 2025, stated regarding the revision of minimum wage rates for scheduled employment. The revision includes adjustments [reviewed every 6 months] based on the Variable Dearness Allowance ('VDA'), which will reflect changes in the All-India Consumer Price Index. The key highlights are as follows:

- Minimum wages will not be reduced, even if the CPI falls.
- Revised wage rates per day are as follows:
 - o Unskilled: INR 424/-
 - o Semi-skilled: INR 440/-
 - o Skilled: INR 536/-
 - o Highly skilled: INR 654/-
 - o Supervisory/clerical staff: INR 466/-

- Workers are entitled to double wages for overtime on rest days or specified days.
- Equal pay for male and female workers performing similar tasks.
- Daily wages are converted to monthly wages by multiplying by 26, while domestic workers' wages are calculated per hour by dividing daily rate by 8 hours.

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

Goa

▪ **Exemption of Certain Motor Vehicles from Tax Upon Scrapping Old Vehicles**

The Department of Transport, Goa, vide notification dated April 01, 2025, announced tax exemptions for newly registered motor vehicles when the registration is made against the submission of a "Certificate of Deposit" from a scrapped vehicle.

The following tax exemption percentages have been specified:

- Transport Vehicles: Fifteen percent of the tax leviable or rupees seventy-five thousand (INR 75,000/-), whichever is lower.
- Motor Vehicles (other than transport vehicles): Twenty-five percent of the tax leviable or rupees seventy-five thousand (INR 75,000/-), whichever is lower.

This exemption is available for transport vehicles for up to 8 years and for vehicles other than transport vehicles, for up to 15 years only.

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

Haryana

▪ **Online Submission of ER-I Report for Gurugram Establishments**

The Government of Haryana vide notification dated April 01, 2025, has mandated the online submission of the ER-I report for the quarter ending March 31, 2025. In compliance with the Compulsory Notification of Employment Exchange Vacancies Act 1959, all establishments within Gurugram district are now required to submit their ER-I reports for the January-March 2025 quarter online by April 30, 2025.

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

▪ **Increase in Minimum Wages Based on Consumer Price Index**

The Government of Haryana vide notification dated April 04, 2025, has announced an increase in minimum wages, effective from January 01, 2025, to reflect the rise in the Workers Consumer Price Index (CPI).

The revision follows a 111.90-point increase in the CPI from June 2024 to December 2024. This adjustment applies to both skilled and unskilled workers, including those employed in the brick kiln industry, with specific wage rates defined for tasks such as brick loading and transport. As a result, a 3.36% increase in basic wages has been successfully implemented across various employment categories.

The revised wages aim to ensure that workers are compensated in accordance with the updated CPI, maintaining their purchasing power.

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

Jharkhand

▪ **Jharkhand Factories (Amendment) Rules, 2025**

The Government of Jharkhand on April 09, 2025, notified the Jharkhand Factories (Amendment) Rules, 2025 to further amend the Jharkhand Factories Rules, 1950. The key amendments include:

- Rule 8(3) – Transfer of License: The sub-rule has been revised to state that the fee for transferring a factory license will be INR 1,000, payable by the new occupier applying for the transfer.
- Rule 100(1) – Annual Returns: The existing rule has been substituted, updating the provisions related to the filing of annual returns.
- Schedule A, B, and C under Rule 5(1): These schedules have been replaced, updating the forms or documents required under the rule.

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

Karnataka

▪ **Revision of Petrol and Diesel Tax Rate, 2025**

The Government of Karnataka vide notification dated April 1, 2025, issued a notification to make a change to an earlier notification to the earlier Notification No. FD 31 CSL 2024, dated June 15, 2024, about the tax rate on petrol and diesel.

In the earlier notification, at Sl. No. (ii), the tax rate written as 18.44% is now replaced with 21.17%.

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

▪ **Karnataka Stamp (Amendment) Act, 2025**

The Government of Karnataka on April 7, 2025, issued a notification the Karnataka Stamp (Amendment) Act, 2025, to make changes to the Karnataka Stamp Act, 1957. The changes are as follows:

- In Section 10, a new subsection (4) has been added. It allows the State Government to set rules for paying Stamp Duty electronically to the Government Treasury and for showing this payment on the document.
- Section 10-A has been removed (omitted).

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

▪ **Motor Vehicles Taxation (Amendment) Act, 2025**

The Government of Karnataka vide notification dated April 4, 2025, issued a notification Karnataka Motor Vehicles Taxation (Amendment) Act, 2025 to make changes to the Karnataka Motor Vehicles Taxation Act, 1957. The changes include:

- In Section 3 (Levy of Tax), clause (d) of the fifth proviso: the words “the cost of which exceeds rupees ten lakhs” have been removed.
- In Section 4(1) (Payment of Tax), the same phrase “the cost of which exceeds rupees ten lakhs” has also been removed from the fifth proviso.
- In PART A7, a new section has been added for Lifetime Tax for:
 - o Construction Equipment Vehicles (as defined in rule 2, clause (cab) of the Central Motor Vehicle Rules, 1989), and
 - o Vehicles fitted with Air Compressors and Generators.

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

Kerala

▪ **Kerala Motor Transport Workers’ (Amendment) Rules, 2025**

The Labour and Skills (E) Department, Government of Kerala vide notification dated April 8, 2025, issued the Kerala Motor Transport Workers’ (Amendment) Rules, 2025 to update the existing Kerala Motor Transport Workers’ Rules, 1962. Key Update are as follows:

- A new fee table has been introduced under Rule 5.
- The fees are determined based on the number of motor transport workers employed, following a tiered structure:
 - o INR 575 for up to 5 workers.
 - o Up to INR 28,750 for 501 to 750 workers.

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

Ladakh

▪ **Subsidized Kerosene Oil (Licensing & Distribution) Order, 2025**

The Administration of the Union Territory of Ladakh Food Civil Supplies and Consumer Affairs Department UT Secretariat, Ladakh on February 25, 2025, invited comments from all the stakeholders within a period of 30 days on the Official website on the Draft Union territory of Ladakh Subsidized Kerosene Oil (Licensing & Distribution) Order, 2025. The Comments, if any, may be sent by e-mail (secy.fcsca.-utl@ladakh.gov).

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

Puducherry

▪ **Reduction in VAT Rates for Piped Natural Gas**

The Commercial Taxes Department, Govt. of Puducherry on April 01, 2025, notified regarding the reduction in Value Added Tax (‘VAT’) Rates for Piped Natural Gas.

The revised rates are as follows:

- Domestic PNG: Reduced from 14.5% to 5%
- Commercial PNG: Reduced from 14.5% to 7.5%
- Industrial PNG: Reduced from 14.5% to 7.5%

The revised VAT rates have come into effect from **April 1, 2025**.

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

Rajasthan

▪ **Rajasthan Value Added Tax Act, 2025**

The Law (Legislative Drafting) Department, Govt. of Rajasthan on April 01, 2025, issued the Rajasthan Value Added Tax Act, 2025. The Act contains the following key provisions:

- Officers with designations such as Additional Commissioner, Deputy Commissioner, Assistant Commissioner, Commercial Taxes Officer, Assistant Commercial Taxes Officer, Junior

Commercial Taxes Officer, and Tax Assistant will be deemed as officers appointed under this Act.

- The State Government has the authority to appoint additional officers as needed under the provisions of the Act.
- Officers of the Commercial Tax Department are empowered to perform duties under the Act, subject to any conditions or limitations imposed by the State Government or Commissioner.

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

▪ **Rajasthan Excise (Amendment) Rules, 2020**

The Finance Department, Rajasthan on April 01, 2025, issued the notification to amend the notification number F.4(1)FD/Ex/2020-Part-I dated April 01, 2020, regarding "Rajasthan Excise (Amendment) Rules, 2020". Key Amendment:

- The existing provision granting a **75% exemption on the renewal fee** has been **revised to a 90% exemption**.

This amendment is aimed at providing greater relief in license renewal fees and comes into effect from **April 1, 2025**.

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

▪ **Rajasthan Finance Act, 2025**

The Law (Legislative Drafting) Department, Govt. of Rajasthan on April 01, 2025, issued the Rajasthan Finance Act, 2025. The following has been stated namely:

- Amendment to Rajasthan Stamp Act, 1998 (Act No. 14 of 1999)
 - o In Article 33 of the Stamp Act Schedule, the phrase "The same duty as on a conveyance (No. 21) on the market value of the property" has been replaced with "Six percent on the market value of the property".
- Amendment to Rajasthan Fiscal Responsibility and Budget Management Act, 2005 (Act No. 7 of 2005)
 - o In Section 6, clause (f) of the first proviso has been updated to allow additional borrowing of 0.50% of Gross State Domestic Product (GSDP), as permitted by the Central Government, based on performance in the power sector or for other specified purposes.
- Amendment to Rajasthan Motor Vehicles Taxation Act, 1951 (Act No. 11 of 1951)
 - o In Section 17(1), the list of authorized enforcement officers has been expanded. Motor Vehicle Sub-Inspectors and Inspectors of the Transport Department, as well as officers from the Directorate of Revenue Intelligence and Economic Offences not below the rank of Deputy Director or Revenue Intelligence Officer.

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

Sikkim

▪ **Draft Child Labour (Prohibition and Regulation) Sikkim (Amendment) Rules, 2025**

The Department of Labour, Government of Sikkim, vide notification dated April 04, 2025, released the Draft Child Labour (Prohibition and Regulation) Sikkim (Amendment) Rules, 2025, proposing revisions to the existing Child Labour (Prohibition and Regulation) Sikkim Rules, 1994. These amendments, being effective from **April 04, 2025**, aim to align the rules with current legislation and expand their scope. The key proposed changes include:

- Substitution of "Child Labour (Prohibition and Regulation) Sikkim Rules" with "Child and Adolescent Labour (Prohibition and Regulation) Rules" throughout the document.
- Replacement of the word "child" with the word "adolescent" in rule 2(b) and rule 3(b).
- Addition of new definitions for "Fund" (Child and Adolescent Rehabilitation Fund) and "Municipality."
- Insertion of rule 2A, rule 2B, rule 2C, rule 5A and Rule 5C, etc.

The Sikkim Government is inviting objections and suggestions from the public, which must be submitted to the Secretary, Labour Department, Shram Bhawan, Government of Sikkim, Sokeythang, Lingding, on or before May 4, 2025.

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

Tamil Nadu

▪ **Clarifications regarding the applicability of GST on certain services**

The Government of Tamil Nadu, on April 07, 2025, issued clarifications regarding the applicability of GST on certain services. The circular is intended to ensure uniform interpretation and implementation. The Tax Research Unit's clarification is adopted mutatis mutandis for the implementation of TNGST Act, 2017.

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

Telangana

▪ **Revised Consumer Price Index (CPI) and Minimum Wages in Telangana**

The Commissioner of Labour, Telangana, Hyderabad vide notification dated April 1, 2025, issued a notification regarding the average State Industrial Workers' Consumer Price Index Numbers for the half-year ending December 2024.

- Key Details:
 - o Part I (Industrial Workers): Increased by 51 points, from 1888 to 1939
 - o Part II (Agriculture Workers): Increased by 33 points, from 1459 to 1492
 - o These revised indices are applicable from April 1, 2025, to September 30, 2025
- The notification also introduced a revised minimum wage structure for various job categories and zones:
 - o Applicable to sectors such as Shops, Commercial Establishments, Hair Cutting/Beauty Parlors, Tailoring Units, Laundries/Dry Cleaners, and other miscellaneous roles.
 - o Wages are classified by job roles (e.g., Manager, Helper, Field Officer, Beautician) and zone (Zone-I and Zone-II)
- A uniform Dearness Allowance (DA) of INR 8,723 is applicable across all roles and zones.
- The total monthly wage is calculated by adding the base wage to the DA.

The revised wage structure aims to ensure regionally appropriate and fair compensation, while promoting uniformity across similar job categories.

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

West Bengal

▪ **Notice on retired employees no longer allowed to hold office in Trade Unions**

The West Bengal Government vide notification dated April 08, 2025, has issued a notice under the Trade Unions Act, 1926, addressing issues with defective Annual Returns, particularly regarding office bearers. The notice states that retired employees, as per amended Section 22, are prohibited from holding offices in trade unions. Outsiders can only be honorary Executive Committee members. Thus, individuals not currently employed are disqualified from key trade union positions like Secretary or Treasurer. This notice aims to enforce legal compliance and maintain the integrity of trade union governance. The government is emphasizing the need for accurate and lawful reporting.

(To view the Notice, 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