



# COMPLIANCE UPDATE

July 2025 | Part 1 of 2

## Central Board of Direct Taxes (CBDT)

### ▪ CBDT notifies exemption from Withholding Tax for payments made to units of the International Financial Services Centre (IFSC)

The Central Board of Direct Taxes on June 20, 2025, has exempted payments made to finance companies, fund management entities, recognized clearing corporations and stock exchanges to International Financial Services Centre units from deducting tax at source (TDS), effective July 01, 2025. The exemption will cover payments under several categories, including those made by stock exchanges, commission incentives, interest from leases, freight or hire charges from finance firms, portfolio management fees, advisory charges and other service fees.

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

### ▪ Relaxation of time limit for processing of valid returns of income filed electronically

The Central Board of Direct Taxes on June 25, 2025, has relaxed the time limit for processing valid income tax returns filed electronically pursuant to orders under Section 119(2)(b) of the Income-tax Act, 1961. Additionally, refunds with applicable interest will be issued for eligible cases, barring instances where PAN-Aadhaar linkage is not found.

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

## Reserve Bank of India (RBI)

### ▪ Reserve Bank of India (Project Finance) Directions, 2025

The Reserve Bank of India on June 19, 2025, notified Reserve Bank of India (Project Finance) Directions, 2025. These Directions are issued to provide a harmonized framework for financing of projects in infrastructure and non-infrastructure sectors. The Directions also provide guidelines for sanction of loan amount, disbursement of amount and prudential norms for resolution.

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

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# Securities and Exchange Board of India (SEBI)

## ▪ Timelines for rebalancing of portfolios of mutual fund schemes in cases of all passive breaches

The Securities and Exchange Board of India on June 26, 2025, extended the timelines for portfolio rebalancing in mutual fund schemes to all types of passive breaches across actively managed schemes, which was earlier limited to only asset allocation.

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

## ▪ Industry Standards on minimum information to be provided to the Audit Committee and shareholders for approval of related party transactions

The Securities and Exchange Board of India on June 26, 2025, directed listed entities to follow the standards prescribed by Industry Standards Forum (ISF), on minimum information to be provided to the audit committee and shareholders for approval of related party transactions.

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

# Bureau of Indian Standards (BIS)

## ▪ Revision of BIS Standards for IT security and IT enabled services

The Bureau of Indian Standards on June 16, 2025, published revision in the following standards amongst others:

- IS/ISO/IEC 27006-1: 2024 Information Security, Cybersecurity and Privacy Protection — Requirements for Bodies Providing Audit and Certification of Information Security Management Systems Part 1 General (Second Revision)
- IS/ISO/IEC 30105-3: 2024 Information Technology — It Enabled Services-Business Process Outsourcing (ITES-BPO) Lifecycle Processes Part 3 Measurement Framework (MF) and Organization Maturity Model (OMM) (First Revision)
- IS/ISO/IEC 30105-5: 2024 Information Technology — It Enabled Services-Business Process Outsourcing (ITES-BPO) Lifecycle Processes Part 5 Guidance (First Revision)

**The revised standards will come into effect from June 02, 2025.**

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

## ▪ Revision of BIS Standards for ambient air and hygrometer

The Bureau of Indian Standards on June 13, 2025 (Published on June 16, 2025), revised the following standards amongst others:

- IS 5182 (Part 29/Sec 1): 2025 Air Pollution - Methods for Measurement Part 29 Vapor Phase Mercury in Ambient Air Section 1 Cold-Vapor Atomic Fluorescence Spectroscopy Method by Amalgamation Principle
- IS 5725: 2025 Psychrometers, Unventilated (Dry and Wet Bulb Hygrometers) Specification (First Revision)

**The revised standards will come into effect from June 02, 2025.**

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

## ▪ Amendment of BIS Standards for automotive tyres

The Bureau of Indian Standards on June 13, 2025 (Published on June 16, 2025), amended the following standards amongst others:

- IS 15523: 2018 Automotive Tyres - Precured Patches for Repairing Cross Ply/ Radial Tyres and Inner Tubes - Specification (First Revision)
- IS 15709: 2018 Automotive Vehicles - Retreaded Pneumatic Tyres for Passenger Car - Specification (First Revision)
- IS 15753: 2007 Automotive Tyres - Tyre Curing Bladder - Cold Process

**The amended standards will come into effect from June 02, 2025.**

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

## ▪ BIS Standards for environment management

The Bureau of Indian Standards on June 20, 2025, notified the following standards amongst others:

- IS 6303 (Part 6): 2025 Primary Batteries Part 6 Guidance on Environmental Aspects (IEC 60086-6: 2020, MOD)
- IS/ISO 14007: 2019 Environmental Management Systems - Guidelines for Determining Environmental Costs and Benefits
- IS/ISO 14016: 2020 Environmental Management - Guidelines on the Assurance of Environmental Reports
- IS/ISO 14083: 2023 Greenhouse Gases - Quantification and Reporting of Greenhouse Gas Emissions Arising from Transport Chain Operations

- IS 19143 (Part 3/Sec 1): 2025 IEC/TS 62933-3-1: 2018 Electrical Energy Storage (EES) Systems Part 3 Planning and Performance Assessment of Electrical Energy Storage Systems Section 1 General Specification.

**The standards will come in effect from June 09, 2025.**

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

▪ **Revision of BIS Standards for LPG Gas Stove and PNG Water Heaters**

The Bureau of Indian Standards on June 27, 2025, revised the following standards amongst others:

- IS 4246: 2025 Domestic Gas Stove and Built in Hob for Use with LPG — Specification (Sixth Revision)
- IS 17150: 2025 Mini Domestic Water Heater for Use with Piped Natural Gas (PNG) Specification (First Revision)

**The standards will come in effect from June 17, 2025.**

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

# Industry-wise updates

## Civil Aviation

- **Draft Aircraft (Carriage of Dangerous Goods) Rules, 2025**

The Ministry of Civil Aviation on June 18, 2025, notified Draft Aircraft (Carriage of Dangerous Goods) Rules, 2025 to regulate the transport of dangerous goods by air, emphasizing safety and compliance with international standards. The Draft Rules deal with Operator Certification, Compliance with Technical Instructions, Classification, Packing, Labeling, and Marking.

**The Draft Rules are open to suggestions for 21 days from the date of publication.**

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

## Commerce and Industries

- **Gas Cylinders (Amendment) Rules, 2025**

The Ministry of Commerce and Industries on June 16, 2025, notified Gas Cylinders (Amendment) Rules, 2025 revising the fee structure for licenses and other services related to gas cylinders. The new schedule introduces a tiered fee system, offering substantial reductions for Micro and Small Enterprises, Startups, and Women Entrepreneurs compared to standard charges.

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

- **Static and Mobile Pressure Vessels (Unfired) (Amendment) Rules, 2025**

The Ministry of Commerce and Industries on June 27, 2025, amended the Static and Mobile Pressure Vessels (Unfired) Rules, 2016. These new rules, known as the Static and Mobile Pressure Vessels (Unfired) (Amendment) Rules, 2025, introduce crucial and more stringent standards, particularly for pressure vessels used in the storage and transport of hydrogen.

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

## Food and Beverages

- **Food Safety and Standards (Alcoholic Beverages) first Amendment Regulations, 2025**

The Food Safety and Standards Authority of India on June 23, 2025, notified regulations to amend Food Safety and Standards (Alcoholic Beverages) Regulations, 2018. The amendment introduced specific provisions for country liquors and Indian liquors. Further, the rules define "Plain country liquor" or "Plain Indian liquor" as alcoholic distillates obtained from fermented molasses, jaggery, cereals, potato, cassava, fruits, coconut and palm tree sap, mahua flowers, or other agricultural carbohydrates.

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

## Telecommunication

- **Draft Telecommunications (Telecom Cyber Security) Amendment Rules, 2025**

The Ministry of Communications on June 24, 2025, notified Draft Telecommunications (Telecom Cyber Security) Amendment Rules, 2025. The government intends to set up an MNV platform to check if a mobile number matches the correct user in official records. The draft introduces a new entity called 'telecommunication identifier user entity'. The Draft Rules are open to suggestions for 30 days from the date of publication.

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

## Transportation

- **Draft Rules for exhibition of registration mark for hydrogen fuel operated vehicles**

The Ministry of Road Transport and Highways on June 25, 2025, notified Draft Rules for exhibition of Registration Mark (Number Plate) for Hydrogen Fuel Operated Vehicles. The colour for the mark shall be green for transport vehicles and blue for other category of vehicles.

**The Draft Rules are open to suggestions for 30 days from the date of publication.**

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

- **Draft Rules for compulsory supply of headgears by manufactures of two wheelers**

The Ministry of Road Transport and Highways on June 23, 2025, notified Draft Rules mandating manufacturers of two wheelers to supply two headgears conforming to BIS standards.

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

# State-wise updates

## Andhra Pradesh

### ▪ **Draft Amendment to Andhra Pradesh Factories Rules, 1950**

The Labour, Factories, Boiler and Insurance Medical Service Department, Government of Andhra Pradesh, vide notification dated June 05, 2025, has issued a draft amendment to the Andhra Pradesh Factories Rules, 1950. The proposed changes mainly focus on modifying certain terminologies within various schedules of Rule 95. Specifically, the draft amendment proposes the omission of the words "Women and" and "Woman or" in Rule 95, Schedule VII, Para 1; Rule 95, Schedule VIII, Para 3; and Rule 95, Schedule XIII, Para 2. Additionally, the words "Women" and "Woman" shall be omitted from Rule 95, Schedule XI, Para 2, and "Woman or" shall be omitted from Rule 95, Schedule XIV, Para 4.

The government is inviting objections and suggestions from the public regarding these proposed amendments. All feedback should be addressed to the Director of Factories, Andhra Pradesh, Vijayawada, and sent via email to [dof.despatch@gmail.com](mailto:dof.despatch@gmail.com) on or before July 21, 2025.

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

### ▪ **APERC extends deadline for feedback on Draft Electricity Supply Regulations Amendment**

The Andhra Pradesh Electricity Regulatory Commission (APERC) vide public notice dated June 23, 2025, announced an extension to the deadline for submitting comments, suggestions, or objections on its Draft Fourth Amendment to APERC (Licensees' duty for Supply of Electricity on Request and Recovery of Expenses for Providing Electric Line or Electrical Plant) Regulations, 2013. The extension comes following a specific request from Eastern Power Distribution Company of Andhra Pradesh Limited (APEPDCL). All stakeholders and interested parties now have until June 30, 2025, to provide their inputs.

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

### ▪ **APERC extends deadline for feedback on Draft Renewable Energy Tariff Regulations**

The Andhra Pradesh Electricity Regulatory Commission (APERC) vide notification dated June 17, 2025, has announced an extension to the deadline for submitting comments, suggestions, or objections on its Draft APERC (Terms and Conditions for Tariff determination from Renewable Energy Sources) Regulations, 2025. APERC has extended the deadline for sending comments from the previous June 20, 2025, to July 7, 2025. Interested parties can submit their feedback via email to [commn-secy@aperc.in](mailto:commn-secy@aperc.in) or by post to the Commission's office in Kurnool.

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

### ▪ **Compounding of offences under the Factories Act, 1948, and the Andhra Pradesh Factories Rules, 1950**

The Labour, Factories, Boilers & Insurance Medical Services Department, Government of Andhra Pradesh, vide notification dated June 27, 2025, issued a significant notice regarding the compounding of offences under the Factories Act, 1948, and the Andhra Pradesh Factories Rules, 1950 to streamline the process for certain violations. As per the notification:

- Factory inspection authority is mandated to inform the Occupier or Manager of a factory about compoundable offences and the application procedure within 15 days of an inspection. Occupiers or Managers will then have a maximum of 30 days from the inspection date to apply for compounding these offences.
- The extensive list of compoundable offences includes failure to appoint a welfare officer; non-provision of ambulance rooms, canteens, and rest/lunchrooms; installation of machinery or extending factories without approved plans; operating factories without valid licenses or failing to pay prescribed fees; and various non-compliances with safety provisions, such as the lack of machine guarding, inadequate fire prevention measures, failure to appoint safety officers or constitute safety committees, and neglect of electrical and height safety, including the absence of safety belts and roof ladders for work on fragile surfaces

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

## Andaman & Nicobar

### ▪ **Launch of 30 Key Services via Online NSWS Portal**

The Andaman & Nicobar Administration's District Industries Centre (DIC) on June 11, 2025, launched 30 essential government services on the National Single Window System (NSWS) Portal. This move is aimed at making business processes faster, simpler, and more transparent by reducing the need for physical paperwork. Services from seven departments tourism, power, education, fire safety, labor, consumer affairs, and fisheries are now fully online. From film shooting permits and school recognitions to electricity connections, factory registrations, and

fishing permits, businesses can apply easily through the NSWS portal. With features like digital application tracking, instant approvals, and personalized guidance via the “Know Your Approvals (KYA)” tool, UT is taking a strong step towards promoting ease of doing business and attracting more investment.

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

## Assam

- **Reduction in fees payable by all recycling/reprocessing industries operating in Assam**  
The Pollution Control Board Assam (PCBA) on June 19, 2025, issued a notification regarding reduction in the fees payable by all Recycling/Reprocessing Industries operating in Assam. It was notified that the Consent to Establish (CTE) and Consent to Operate (CTO) fees payable by all Recycling/Reprocessing Industries operating in Assam were reduced by 10% of the existing fees.  
(To view the Notification, please click [here](#))

## Bihar

- **Paid Holiday to the employees due to Municipal General/Sub-Election, 2025**  
The Government of Bihar on June 18, 2025, issued the notification regarding the paid holiday to the employees on June 28, 2025, due to municipal general/sub-election, 2025.  
(To view the Notification, please click [here](#))

## Chhattisgarh

- **Amendment in the Chhattisgarh Motor Vehicle Taxation Act, 1991**  
The Government of Chhattisgarh on June 20, 2025, issued the notification regarding the amendment to the Chhattisgarh Motor Vehicle Taxation Act, 1991. Schedule-III, which specifies the ‘Annual tax on every vehicle in the possession of a manufacturer or dealer’ has been amended vide this amendment.  
(To view the Notification, please click [here](#))

## Govt. of NCT of Delhi

- **Unveiling of Comprehensive Air Pollution Mitigating Plan-2025**  
The Government of Delhi on June 16, 2025, officially launched the Air Pollution Mitigating Plan-2025, to tackle capital's persistent air quality challenges. The plan outlines targeted interventions across several key sectors, aiming for a significant reduction in pollution levels. The Key Areas of Focus in the 2025 Plan include:
  - Construction and Demolition Waste (C&D Waste) Management: Emphasis on effective monitoring of C&D projects using AI and digital technologies to ensure compliance. Further, mandates 100% processing of C&D waste and actively promotes the reuse of recycled products in both public and private projects.
  - Control of Vehicular Pollution: Phasing out End-of-Life vehicles from Delhi roads, ensuring the entry of only cleaner goods vehicles into the city, and implementing easier, seamless entry management to control vehicular load. Further, aims to promote electric mobility through expanded infrastructure and incentives.
  - Waste Management to Reduce Pollution: Focus on bio-mining of waste to reclaim land and increase waste processing capacity to achieve a landfill-free future along with strict monitoring and penalties will be enforced to curb biomass burning.
  - Abating Industrial Pollution: The plan calls for strict enforcement against polluting industries, coupled with efforts to improve infrastructure in industrial areas to support greener operations.  
(To view the Plan, please click [here](#))
- **SHe-Box Portal registration for all workplaces to combat sexual harassment**  
The Government of the National Capital Territory of Delhi vide Public Notice dated June 12, 2025, has issued a crucial notification making it mandatory for all public and private sector organizations to register their details on the SHe-Box portal. This mandatory registration is in direct compliance with the Supreme Court's order in the Civil Appeal titled ‘Aureliano Fernandes Vs. State of Goa & Ors.’
  - The notice aims to streamline the redressal process and improve data management for workplace sexual harassment complaints, reinforcing the safety and security of women at work.
  - As per the notice, all public and private sector entities, including their subordinate offices, are now required to register on the SHe-Box portal [<https://shebox.wcd.gov.in>] to ensure seamless complaint filing, resolution, and data repository maintenance.
  - Note that ‘SHe-Box’ (Sexual Harassment Electronic Box) is an online platform established by the Government of India, providing women with single-window access to file complaints



related to sexual harassment at the workplace. Upon submission, complaints are forwarded directly to the appropriate authority for swift action.  
(To view the Public Notice, please click [here](#))

## Gujarat

### ■ **Auto-Renewal for Industry Permits**

The Gujarat Pollution Control Board (GPCB) vide notification dated June 05, 2025, streamlined the renewal process for GPCB permits for industries through an auto-renewal method to simplify compliance for industries and to enhance ease of doing business. Under this new system, industries that have secured their initial Consent to Operate approval online through the GPCB's web portal will now be eligible for Auto-renewal upon submission of specific certificates or affidavits, depending on their industrial category. For renewal under the Water (Prevention and Control of Pollution) Act, 1974, and the Air (Prevention and Control of Pollution) Act, 1981, the following will be required:

- Green Category: A self-attested affidavit
- Orange Category: A certificate obtained from a Schedule II Auditor
- Red Category: A certificate obtained from a Schedule I Auditor

Furthermore, if renewal is also required under the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, industries in the red category must enclose a site inspection report and certificate from a Schedule I Auditor, while orange and green categories will require a site inspection report and certificate/affidavit from a Schedule II Auditor.

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

### ■ **Exemption of White Category industries from consent requirements**

The Gujarat Pollution Control Board (GPCB) vide Office Order dated June 05, 2025, exempted “White Category” industries from the requirement of obtaining Consent to Establish (CTE) and Consent to Operate (CTO) to streamline environmental clearances for low-impact industrial operations. However, they are still mandated to inform the GPCB about their operations for which they must submit a self-declaration confirming their compliance with all applicable environmental laws, in accordance with the Standard Operating Procedure (SOP) prescribed under the relevant Ministry of Environment, Forest and Climate Change (MoEFCC) notification. Note that the official list of industries classified as White Category by the Central Pollution Control Board (CPCB) is attached to the detailed GPCB notification.

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

## Jammu and Kashmir

### ■ **Amendment in GST rate schedule and increase in rate for specific entry**

The Finance Department, Government of Jammu and Kashmir vide notification dated June 13, 2025, announced an immediate amendment to its GST Rate Schedule. This change, made upon the recommendation of the GST Council and deemed necessary in public interest, modifies the existing SRO-GST No. 36 (Rate), dated January 29, 2018. In the Table section of the said notification, against serial number 4, which is with respect to all old and used vehicles other than the ones mentioned in serial number 1 to 3 of the table. The amendment in column (4) is – entry “6%” has been substituted with “9%”. This amendment comes into force with immediate effect.

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

### ■ **Amendment in reverse charge mechanism for GST on services**

The Finance Department, Government of Jammu & Kashmir, vide notification dated June 13, 2025, issued an amendment to its older notification No. 13/2017-Tax (Rate), dated July 8, 2017, which specifies categories of services on which GST is payable under the reverse charge mechanism (RCM). The key amendments in the Table of the notification are as follows:

- For Serial Number 4: In column (3), after the words “Any person,” the words “other than a body corporate” shall be inserted.
- For Serial Number 5AB: In column (4), after the words “Any registered person,” the words “other than a person who has opted to pay tax under composition levy” shall be inserted.

**These changes are effective retrospectively from January 16, 2025.**

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

### ■ **Reschedule of Sarthal Devi Ji yatra holiday in Kishtwar district**

The Lieutenant Governor of Jammu and Kashmir vide Government Order dated June 24, 2025, issued a partial modification to a previous order concerning the local holiday for the Shri Sarthal Devi Ji Yatra in Kishtwar District. The holiday, initially scheduled for July 2nd and 3rd, 2025 (Wednesday and Thursday), has been officially rescheduled and to be now observed on July 3rd and 4th, 2025 (Thursday and Friday).

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

## Karnataka

- **Karnataka Electricity Regulatory Commission (KERC) extends generic tariffs for solar projects until June 30, 2025**

The Karnataka Electricity Regulatory Commission (KERC), vide notification dated June 16, 2025, has extended the generic tariff for Solar Power Projects, including Solar Rooftop Photovoltaic (SRTPV) projects, from April 1 to June 30, 2025. This interim extension ensures tariff continuity as the Commission finalizes the tariff for the F.Y. 2025 - 2026. The tariff rates specified in the earlier Order dated June 11, 2024 (for F.Y. 2024 - 2025) will remain applicable during this period. (To view the Notification, please click [here](#))

## Kerala

- **Declaration of biomedical waste management as an 'essential' service under the Kerala Essential Services Maintenance Act, 1994**

The Government of Kerala, vide notification dated June 18, 2025, has declared Biomedical Waste Management as an Essential Service under the Kerala Essential Services Maintenance Act, 1994. This change aims to ensure the uninterrupted provision and legal protection of Biomedical Waste Management services across the state. (To view the Notification, please click [here](#))

- **Implementation of revised common effluent treatment plants CETP discharge standards**

The Kerala State Pollution Control Board (KSPCB), vide circular dated June 10, 2025, issued instructions regarding the implementation of revised standards for discharge of environmental pollutants from Common Effluent Treatment Plants (CETPs) and their regulations. As per directions from the Central Pollution Control Board (CPCB), the Environment (Protection) Second Amendment Rules, 2024 will come into effect from September 01, 2025, and are to be implemented accordingly. (To view the Circular, please click [here](#))

## Manipur

- **Revision of the motor vehicle tax rate for all types of vehicles**

The Government of Manipur on June 19, 2025, notified regarding the revision of the motor vehicle tax rate for all types of vehicles. The following changes have been introduced vide this notification:

- Tax for motorcycles and scooters in Manipur will be 5 – 7% of sale price (excluding GST/VAT) for 15 years, with a pro-rata 5-year extension tax plus INR 1000 – INR 3000 green tax based on cost brackets.
- Tax for auto rickshaws in Manipur will be 5 – 6% of sale price (excluding GST/VAT) for 15 years, with pro-rata tax for a 5-year RC extension plus INR 1500 – INR 2000 green tax based on vehicle cost.
- Tax for goods vehicles (GVW below 7.5T, local use) will be 7–8% of sale price (pre-GST) for 15 years, with INR 3000 – INR 4000 green tax and INR 1000 annual permit fee; RC extension taxed pro-rata.

**The new Motor Vehicle Tax rate shall come into force from July 01, 2025.**

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

## Punjab

- **Hike in Property Tax by 5% for F.Y. 2025-26**

The Government of Punjab on June 05, 2025, announced a 5% increase in property tax rates for FY 2025-26, effective from April 01, 2025. This hike applies to all Urban Local Bodies (ULBs), including Municipal Corporations, Councils, and Nagar Panchayats. The revision follows a Government of India mandate requiring states to align property tax floor rates with circle rates and adopt annual revision mechanisms. The 5% annual increase was already part of earlier notifications issued in 2021.

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

- **New emission standards for industrial boilers**

The Punjab Pollution Control Board (PPCB) on June 16, 2025, announced new emission standards for industrial boilers, effective from May 15, 2025, under Notification G.S.R. 373(E). These standards set specific limits for particulate matter (PM) emissions based on the boiler's



capacity and the type of fuel used (agro-based or other fuels). For example, boilers below 2 TPH must now meet a PM limit of 500 mg/Nm<sup>3</sup>, with stricter limits for larger boilers or those using different fuels. Industries are required to fully comply with these updated norms to ensure cleaner operations.

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

▪ **365-Day operation for Shops and Establishments extended with worker safeguards**

The Government of Punjab on June 17, 2025, has extended the exemption allowing all establishments registered under the Punjab Shops and Commercial Establishments Act, 1958, to operate 365 days a year until May 31, 2026. This extension comes with strict employee protection measures. Key conditions include:

- a mandatory weekly off with full pay, limits on daily (10 hours) and weekly (48 hours) work hours, and required rest breaks.
- For late-night operations, businesses must ensure proper safety, especially for female staff providing transport, separate facilities, and written consent if working past 8:00 PM.
- An Internal Complaint Committee (ICC) against sexual harassment is also mandatory.
- All wages, including overtime, must be paid via bank transfers. Non-compliance can lead to exemption cancellation.

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

## Rajasthan

▪ **Harmonization of categorization of industries in Red/Orange /Green /White**

The Rajasthan State Pollution Control Board (RSPCB), on June 10, 2025, issued a notification aligning the classification of industries into Red, Orange, Green, and White categories. This harmonization aims to bring clarity and consistency in environmental regulation enforcement. Based on the Pollution Index (PI) developed by the Central Pollution Control Board (CPCB), the classification considers factors like air and water pollution, hazardous waste, fuel usage, and wastewater output. The objective is to promote environmentally sustainable industrial development and encourage cleaner technologies categorizing industries such as Red (high pollution), Orange (moderate), Green (low), and White (negligible).

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

▪ **SHe-Box Portal registration for all workplaces to combat sexual harassment**

The Government of Rajasthan on June 23, 2025, issued a notification mandating strict compliance with the Sexual Harassment of Women at Workplace Act, 2013. All workplaces with 10 or more employees must form an Internal Complaints Committee (ICC), display its details prominently, and register on the She-Box portal within 15 days. Additionally, organizations must conduct awareness programs, workshops, and submit annual reports to local authorities. Women can also access 24/7 support through One Stop Centers, Women Helpline-181, and the Panna Dhay Safety & Respect Centre, which offers free medical, legal, counselling, and shelter services.

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

## Tamil Nadu

▪ **Amendments to Tamil Nadu Manual Workers (Construction Workers) Welfare Scheme, 1994**

The Government of Tamil Nadu on June 11, 2025, issued notification to amend the Tamil Nadu Manual Workers (Construction Workers) Welfare Scheme, 1994. The amended rules clarify that all registered manual workers are eligible for Personal Accident Relief in case of workplace accidents. This includes accidents occurring at the worksite, on the way to the hospital, or during treatment. In the event of death due to such accidents, the worker's nominee will now receive an enhanced compensation of INR 8,00,000, as per the revised provision. These changes aim to strengthen worker welfare and financial support for affected families.

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

▪ **Issuance of updated White Category industry list**

The Tamil Nadu Pollution Control Board (TNPCB) on June 18, 2025, released a notification listing industries that fall under the White Category. These are non-polluting industries that do not require environmental clearance or consent to operate. Examples include assembly of bicycles and baby carriages, bailing of wastepaper, tea blending and packing, and making of biscuits trays using PVC sheets. It also covers small-scale activities like electric bulb assembly, bio-fertilizer production without chemicals, and diesel pump servicing using only dry mechanical processes. This move simplifies compliance and promotes ease of doing business for low-impact industries.

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

▪ **Amendment to Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006**

The Labour Welfare and Skill Development Department, Tamil Nadu, on June 18, 2025, notified amendments to the Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006. A key change was made in Rule 241(3), where it now includes reference to the Inter-State Migrant Workmen Act, 1979 alongside the existing Contract Labour (Regulation and Abolition) Act, 1970. This ensures better alignment and protection for migrant workers employed in the construction sector.

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

▪ **Draft Amendments to Tamil Nadu Factories Rules, 1950**

The Labour Welfare and Skill Development Department, Govt. of Tamil Nadu, on June 18, 2025, released a draft of the amended Tamil Nadu Factories Rules, 1950. Stakeholders can send objections or suggestions (in duplicate) to the Secretary, Labour Welfare and Skill Development Department, via the Director of Industrial Safety and Health, Guindy, Chennai – before the expiry of 45 days. A key change under Rule 4(6) allows fireworks factories to employ up to 15% more people than the limit specified in their license under the Explosives Act, 1884 and the Explosives Rules, 2008.

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

▪ **Draft Revision of minimum rates of wages for employment**

The Tamil Nadu Government on June 24, 2025, released draft revisions to the minimum wages for the Gunny, Footwear Making, and Pottery Works industries which are as follows:

- Gunny Bag Stitcher: INR 414, Piece-rate: INR 5.05 per bag. Dearness Allowance ('DA') will increase by INR 2.07/day for every point above 161 in the Chennai CPI (2010 base year), reviewed annually on April 1.
- Footwear Industry monthly basic wages are updated across two zones. For example, Highly Skilled Accountant earns INR 7872 (Zone-A) and INR 7760 (Zone-B); Unskilled Worker earns INR 6117 (Zone-A) and INR 6005 (Zone-B).
- Pottery skilled workers to earn INR 15,506/month; Unskilled at INR 7989/month. DA to increase by INR 49.60/month for each CPI point above 161, revised annually on April 1.

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

▪ **Standard Operating Procedure for POSH Act Implementation**

The Social Welfare and Women Empowerment Department, Govt. of Tamil Nadu on June 18, 2025, released a Standard Operating Procedure (SOP) to strengthen implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The SOP outlines clear responsibilities for employers, ICCs, and authorities to ensure a safe, gender-sensitive work environment. It mandates zero-tolerance HR policies, regular training for all staff, and fair, timely inquiry processes. Section 19 of the Act emphasizes that sexual harassment must be treated as misconduct. Non-compliance can result in penalties of up to INR 50,000 for the first offence, and INR 1,00,000 or license cancellation for repeat offences.

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

## Telangana

▪ **Amendment to Schedule VI of Telangana Value Added Tax, 2005**

The Government of Telangana, on June 18, 2025, made an amendment to Schedule VI of the Telangana Value Added Tax Act, 2005.

- “Reliance BP Mobility Limited” has been inserted as item (o) under the Note to Explanation-IV.

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

## West Bengal

▪ **Mandatory Implementation of Direct Beneficiary Transfer (DBT) for Disbursement of Government Share of Stipend to Apprentices**

The Board of Practical Training (Eastern Region), Kolkata, West Bengal on June 12, 2025, issued notification regarding Implementation of Direct Beneficiary Transfer (DBT) for Disbursement of Government Share of Stipend to Apprentices. The Board of Practical Training (Eastern Region) is mandated by the Ministry of Education, Government of India to implement the Apprentices Act, 1961 across the Eastern and Northeastern Region of India. This includes the states of Bihar, Jharkhand, Odisha, West Bengal, Sikkim, the Northeastern States and the Union Territory of Andaman and Nicobar Islands. As per the revised DBT system:

- The Government share will be transferred directly to the apprentices' bank accounts by the Government of India.
- The establishment's share shall continue to be paid directly by the establishment to the apprentices.

- The notification will be effective from the Stipend Month of July 2025.

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

▪ **Revised Minimum Wages Rates in Scheduled Employment**

The Government of West Bengal on June 17, 2025, issued notifications regarding the revised minimum wages rates in 76 Scheduled Employment which shall be effective from July 01, 2025, to December 31, 2025. The 76 Scheduled Employment includes the following amongst others;

- Any establishment in which manufacturing activity as defined under section 2(k) of the factories act is carried out and is not covered under any of the other scheduled employments.
- Employment in engineering units employing less than 50 people.
- Establishments as defined under the Shops and Establishments Act, 1963.
- Hotels and restaurants include boarding houses, eating houses, canteens, clubs and guest houses.

(To view the Combined Notifications, 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.

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