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# COMPLIANCE UPDATE

September 2025 | Part 1 of 2

## Central Board of Direct Taxes (CBDT)

- **Income-tax (Twenty-Second Amendment) Rules, 2025**  
The Central Board of Direct Taxes on August 18, 2025, notified that the prescribed income under the head "Salaries" shall be four lakh rupees for the purpose of Section 17 ("Salary", "perquisite" and "profits in lieu of salary" defined). (To view the Notification, please click [here](#))
  
- **Income-tax (Twenty-Third Amendment) Rules, 2025**  
The Central Board of Direct Taxes on August 20, 2025, amended the Income Tax Rules, 1962, in relation to the operations of International Financial Services Centres (IFSC) and their insurance offices. (To view the Notification, please click [here](#))

## Central Board of Indirect Taxes and Customs (CBIC)

- **Temporary exemption of custom duty on cotton imports**  
The Central Board of Indirect Taxes and Customs on August 28, 2025, exempted custom duty on import of cotton till December 31, 2025. (To view the Notification, please click [here](#))
  
- **Extension for filing GST return GSTR 3B for July 2025**  
The Central Board of Indirect Taxes and Customs on August 20, 2025, extended the due date for furnishing the return in FORM GSTR-3B for the month of July, 2025 till August 27, 2025, for the registered persons whose principal place of business is located in the districts of Mumbai (City), Mumbai (sub-urban), Thane, Raigad and Palghar in the State of Maharashtra. (To view the Notification, please click [here](#))

## Ministry of Corporate Affairs (MCA)

- **Companies (Incorporation) Second Amendment Rules, 2025**

The Ministry of Corporate Affairs on August 26, 2025, amended Form RD-1 (Form for filing application to Central Government for Regional Director).  
(To view the Notification, please click [here](#))

## Ministry of Finance

- **Draft Indian Insurance Companies (Foreign Investment) Amendment Rules, 2025**

The Ministry of Finance on August 29, 2025, notified Draft of Indian Insurance Companies (Foreign Investment) Amendment Rules, 2025 to replace the existing limit of 74% foreign investment with “to exceed the limit as stipulated by the Insurance Act, 1938”. The Draft Rules will be open for objections for 15 days.  
(To view the Notification, please click [here](#))

- **Income-Tax Act, 2025**

The Ministry of Law and Justice on August 21, 2025, notified the Income-tax Act, 2025. The new Act aims to simplify the language and remove redundant provisions. Key changes include:

- Power to frame schemes
- Virtual digital space
- Interpretation of tax treaties
- Dispute resolution panel

The Act will come in force from **April 01, 2026**.  
(To view the Notification, please click [here](#))

- **Taxation Laws (Amendment) Act, 2025**

The Ministry of Law and Justice on August 21, 2025, notified Taxation Laws (Amendment) Act, 2025. The amendment aligns the Unified Pension Scheme (UPS) with the National Pension System by granting tax exemptions on withdrawals and retirement benefits, streamlines block assessment procedures by abating overlapping assessments after search actions, expands the INR 75,000 standard deduction to taxpayers opting for the new tax regime from AY 2026-27.  
(To view the Notification, please click [here](#))

## Securities and Exchange Board of India (SEBI)

- **Extension of timeline for implementation of SEBI Circular ‘Margin obligations to be given by way of pledge/Re-pledge in the Depository System’**

SEBI on August 18, 2025, extended the implementation timeline for the new framework on margin obligations through the pledge/re-pledge mechanism in the depository system to October 10, 2025.  
(To view the Circular, please click [here](#))

- **Relaxation in the timeline to submit net worth certificate by the stockbrokers**

SEBI on August 26, 2025, extended the timeline for stockbrokers to submit their net worth certificate required for offering margin trading facilities to clients to relax the compliance burden and promote ease of doing business. As per current norms, in order to be eligible to offer the margin trading facility to their clients, stockbrokers are required to submit a half-yearly certificate from an auditor confirming their net worth as of March 31 and September 30 every year. These were to be submitted to stock exchanges by April 30 and October 31, respectively.  
(To view the Circular, please click [here](#))

- **Extension of timelines and change in reporting authority for compliance with Digital Accessibility Circular**

SEBI on August 29, 2025, issued a circular to extend the compliance timelines for its Digital Accessibility Circular, which was originally published on July 31, 2025. The circular extends several key deadlines: the submission of initial compliance reports and a list of digital platforms are both moved from August 30, 2025, to September 30, 2025. The deadline for appointing an accessibility professional as an auditor is extended from September 14, 2025, to December 14, 2025.  
(To view the Circular, please click [here](#))

# Bureau of Indian Standards (BIS)

## ▪ Revision of BIS Standards for Petroleum, Wood and Cosmetics

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

- IS 1447 (Part 4): 2025 Petroleum and Its Products — Methods of Sampling Part 4 Sampling of Petroleum Coke for Laboratory Analysis (Second Revision)
- IS 3087: 2025 Medium Density Particle Boards of Wood and other Lignocellulosic Materials for General Purpose — Specification (Third Revision)
- IS 4707 (Part 2): 2025 Classification of Cosmetic Raw Materials and Adjuncts Part 2 List of GNRAS and Restricted Ingredients (Fifth Revision)
- IS 11312 (Part 1): 2025 External Upset Drill Pipe Assemblies for Use in Water Well Drilling — Specification Part 1 Screwed on Joints Drill Pipe (First Revision)

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

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

## ▪ Revision of BIS Standards for Home and Industrial Equipments

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

- IS 302 (Part 2/Sec 40): 2025 Safety of Household and Similar Electrical Appliances Part 2 Particular Requirements Section 40 Electrical Heat Pumps, Air-Conditioners and Dehumidifiers
- IS 1057: 2025 Commercial Carat Weights — Specification (Fourth Revision)
- IS/ISO 10218-1: 2025 Robotics — Safety Requirements Part 1 Industrial Robots
- IS 14492: 2025 Drying, Pre-Heating and Commissioning of Furnace Installations, Steam Boilers, Industrial Kilns and Chimneys — Recommendations (First Revision)

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

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

## ▪ Revision of BIS Standards for Paper products, Electrical Installation for Lighting and IT

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

- IS 6211: 2025 Packaging of Paper and Board — Code of Practice (Second Revision)
- IS 19320: 2025 IEC TS 61827: 2004 Electrical Installations for Lighting and Beacons of Aerodromes — Characteristics of Inset and Elevated Luminaires Used on Aerodromes and Heliports
- IS/ISO/IEC TR 24030: 2024 Information Technology — Artificial Intelligence (AI) — Use Cases (First Revision)

**The revised standards will come in effect from August 05, 2025.**

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

## ▪ Revision of BIS Standards for Textile Dye

The Bureau of Indian Standards on August 28, 2025, revised the following standard:

- IS 4360: 2025 Textile Dyestuffs – Method for Determination of Strength of Fast Bases (Second Revision).

**The revised standards will come in effect from August 21, 2025.**

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

# Industry-wise updates

## Commerce

### ▪ **Promotion and Regulation of Online Gaming Act, 2025**

The Ministry of Law and Justice on August 22, 2025, notified Promotion and Regulation of Online Gaming Act, 2025. The Act has proposed three categories for online games — e-sports, social gaming and RMGs. While the Act aims to promote e-sports and social gaming segments, it seeks to ban all forms of Real Money Gaming (RMG) and its advertisements.

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

## Consumer Affairs

### ▪ **Revision of Stock Limit for Wheat**

The Ministry of Consumer Affairs, Food and Public Distribution on August 26, 2025, revised the stock limits for wheat. The revised limits are:

- Traders/Wholesaler: 2000 MT
- Retailer: 8 MT for each Retail outlet
- Big Chain Retailer: up to 8 MT for each retail outlet

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

## Mining

### ▪ **Mines and Minerals (Development and Regulation) Amendment Act, 2025**

The Ministry of Law and Justice on August 21, 2025, notified Mines and Minerals (Development and Regulation) Amendment Act, 2025. The amendment includes:

- Inclusion of other minerals in a mining lease
- Expanded scope of National Mineral Exploration Trust
- Removal of limit on sale of captive mines
- Inclusion of contiguous area in mining lease for deep-seated minerals.

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

# State-wise updates

## Andaman & Nicobar

### ▪ **Andaman & Nicobar Islands amends factory rules for women's safety and license validity**

The Andaman & Nicobar Administration, on August 08, 2025, issued the Andaman & Nicobar Islands Factories (Amendment) Rules, 2025, introducing key changes to the 1970 rules. The amendment now allows women to work in factories between 5:00 a.m. and 10:00 p.m., subject to strict safety and welfare conditions. These include written consent, a 10-hour daily work limit, 12 hours of rest between shifts, safe transport, CCTV surveillance, and separate restrooms and dining areas.

Additionally, the validity of factory licenses has been extended from one year to five years. Employers must also comply with the Sexual Harassment of Women at Workplace Act, 2013, and report any incidents promptly. The rules introduce special protections for pregnant and lactating women and mandate safety training and protective gear for all women working around hazards. (To view the Notification, please click [here](#))

## Andhra Pradesh

### ▪ **Draft Second Amendment to the Andhra Pradesh Electricity Regulatory Commission (Terms and Conditions of Open Access) Regulation, 2005**

The Andhra Pradesh Electricity Regulatory Commission (APERC) vide notification dated August 19, 2025, issued draft of the Second Amendment to its Andhra Pradesh Electricity Regulatory Commission (Terms and Conditions of Open Access) Regulation, 2005 aligning it with the Government of Andhra Pradesh's (GoAP) Integrated Clean Energy (ICE) Policy, 2024. The key proposed amendments include:

- Insertion of Clause 9.2 regarding Grid Connectivity for Clean Energy Projects. It states that the grant of grid connectivity for "Clean Energy Projects" and their operative period will be based on the progress and recommendation of the State Nodal Agency (SNA).
- Replacement of Clause 19.4 of Principal Regulations which deals with Energy and Demand Balancing. The new clause details how energy and demand balancing will be managed for open access users, including consumers and generators.

Further, note that the draft amendment was proposed by a request from the GoAP to streamline grid connectivity for clean energy projects.

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

### ▪ **Draft First Amendment to the Andhra Pradesh Electricity Regulatory Commission (The Grid Interactive Solar Rooftop Photovoltaic Systems under Net/Gross Metering) Regulation, 2023**

The Andhra Pradesh Electricity Regulatory Commission (APERC) vide notification dated August 19, 2025 issued draft First Amendment to the Grid Interactive Solar Rooftop Photovoltaic Systems under Net/Gross Metering) Regulation, 2023 to align with the Government of Andhra Pradesh's (GoAP) Integrated Clean Energy (ICE) Policy, 2024. The key proposed amendments include:

- Introduction of definition of Virtual Net Metering, Group Net Metering, and Distributed Energy Resources Aggregator under clause 2(xi), clause 2(xii), and clause 2(xxiv) respectively.
- Insertion of new clause 3.10 stating that DER aggregators will be allowed for DISCOMs and will receive an aggregator fee for their services.
- Changes in Clause 11.2 which provides the fee structure for the application.
- Substitution of Clause 13 regarding submission of agreement under Annexure IX, i.e., the agreement (Annexure-IX) must be submitted to the DISCOM within four months of receiving technical feasibility approval, failure to do so resulting in the cancellation of the application.

Note that the draft amendment was proposed by a request from the GoAP to streamline grid connectivity for clean energy projects.

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

### ▪ **Draft First Amendment to the Andhra Pradesh Electricity Regulatory Commission (Green Energy Open Access, Charges, and Banking) Regulation, 2024**

The Andhra Pradesh Electricity Regulatory Commission (APERC) vide notification dated August 19, 2025 issued draft First Amendment to the Andhra Pradesh Electricity Regulatory Commission (Green Energy Open Access, Charges, and Banking) Regulation, 2024 to align with the Government of Andhra Pradesh's (GoAP) Integrated Clean Energy (ICE) Policy, 2024. The key proposed amendments include:

- Insertion of third proviso in Clause 7 stating that EV charging stations are now explicitly permitted to procure power directly from Green Open Access (Green OA) generators.

- Insertion in Clause 11 on Smart Metering mandate, i.e., smart or renewable energy meters are now mandatory for Low Tension (LT) consumers/prosumers to avail Open Access.

Note that the draft amendment was proposed by a request from the GoAP to streamline grid connectivity for clean energy projects.

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

## Bihar

### ▪ **Amendment in Motor Vehicles (Registration and Functions of Vehicle Scrapping Facility) Rules, 2021**

The Government of Bihar on August 22, 2025, notified the amendment Schedule V of Motor Vehicles (Registration and Functions of Vehicle Scrapping Facility) Rules, 2021. The amendment in the Schedule V states that, “All transport and non-transport vehicles manufactured as per emission standards Bharat Stage-1 and earlier emission standards and all medium and heavy goods vehicles/passenger motor vehicles manufactured as per emission standards Bharat Stage-II would be given 50% rebate in motor vehicle tax on scrapping the vehicle through a registered scrapper.”

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

### ▪ **List of Holidays Financial Year 2026-27**

The Governor of Bihar on August 19, 2025, notified List of Holidays for the Financial Year 2026-27. The notification states that:

- The Governor notifies that there will be a general holiday in all the offices under the State Government and all the Revenue Magistrate Courts on the festivals/occasions as per the Schedule-1.
- In addition to the general holidays, the State Government employees will be able to avail a maximum of any three leaves in the entire year from the list of optional/restricted holidays as per Schedule-2.
- In addition to Sundays being defined as public holidays;
  - There will be public holidays in the State of Bihar in the year 2026 on the festivals/occasions mentioned in Schedule-3.
  - There will be annual bank closing holiday in the State of Bihar in the year 2026 on the occasion mentioned in Schedule-4.

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

## Chandigarh

### ▪ **Allowance of 24/7 operations for shops and commercial establishments**

The Administrator of Union Territory, Chandigarh, vide notification dated August 14, 2025, exempted all shops and commercial establishments from certain provisions of the Punjab Shops and Commercial Establishment Act, 1958, thereby allowing them to operate 24/7 in a year.

Note that this order, effective from its publication date in the official Gazette, i.e., August 19, 2025, is subject to strict conditions to ensure employee welfare and safety. Thus, the exemption can be revoked if any of the conditions are violated. The key conditions are as follows:

- Employees must receive one day of rest per week with no wage deduction. Also, total spread-over of an employee's workday, including rest intervals, cannot exceed 10 hours
- Employees cannot work for more than 9 hours a day or 48 hours a week and a half-hour rest period is mandatory after five hours of continuous work.
- Written consent is required for female employees to work after 8:00 P.M and a minimum of five women employees must be on the night shift.
- There must be mandatory safe transportation by utilizing GPS-enabled vehicles with no tinted glass or curtains. Further, detailed records of vehicle, driver, and security information must be maintained.

However, the provisions of the Disaster Management Act, 2005, Epidemic Diseases Act, 1897, and Bharatiya Nagarik Suraksha Sanhita, 2023 will override the Punjab Shops and Commercial Establishments Act, 1958, during emergencies.

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

### ▪ **Consumer Price Index for Industrial Workers**

The Government of Chandigarh, vide notification dated August 28, 2025, released the Consumer Price Index for Industrial Workers (CPI-IW) for July 2025. This index, with a base year of 2016 = 100, measures changes in the retail prices of a fixed basket of goods and services consumed by industrial workers. The Consumer Price Index (CPI-IW) for June and July 2025 is 151.5 and 154.0, respectively.

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



## Chhattisgarh

### ■ Amendment in Chhattisgarh Factories Rules, 1962

The Government of Chhattisgarh on August 19, 2025, notified the amendment in Chhattisgarh Factories Rules, 1962. The amendment in Rule 5 substituted the figures and words "10 years", with the figures and words "15 years", increasing the term of license.

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

## Govt. of NCT of Delhi

### ■ Adoption of Wood-Based Industries (Establishment and Regulation) Guidelines, 2016

The Government of the National Capital Territory of Delhi vide notification dated August 20, 2025, has officially adopted the Wood-Based Industries (Establishment and Regulation) Guidelines, 2016, along with its subsequent amendments from 2017 and 2019. This adoption is in compliance with a directive from the Hon'ble Supreme Court of India in the case of T.N. Godavarman Thirumulpad Versus Union of India. The guidelines, originally formulated by the Ministry of Environment, Forest and Climate Change, require states to align their existing rules in conformity to these guidelines as amended from time to time.

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

### ■ Delhi Goods and Services Tax (GST) Act, 2017 amended to clarify tax liabilities

The Government of Delhi vide notification dated August 20, 2025, has implemented further amendments to the Delhi Goods and Services Tax (GST) Act, 2017. These changes, based on recommendations from the GST Council, modify Notification No. 13/2017-State Tax (Rate) to clarify tax liabilities for specific service providers.

- Amendment in Serial No. 4 specifies that the 'reverse charge mechanism' for certain services applies to "any person" now providing them, with the explicit exception of a body corporate.
- Amendment in Serial No. 5AB clarifies the recipient of the service who is liable to pay tax. It states that the reverse charge mechanism applies to "any registered person," but specifically excludes individuals who have opted to pay central tax under the composition levy scheme.

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

### ■ Draft Delhi Electricity Regulatory Commission (Terms and Conditions for Determination of Tariff) (Second Amendment) Regulations, 2025

The Delhi Electricity Regulatory Commission (DERC) vide draft notification dated August 27, 2025, has issued the Draft DERC (Terms and Conditions for Determination of Tariff) (Second Amendment) Regulations, 2025, which will come into effect upon their publication in the official gazette. The key proposed amendment is regarding substitution of Regulation 134, which automates the calculation and billing of the Fuel and Power Purchase Adjustment Surcharge (FPPAS) to streamline the recovery of fluctuating power costs. As per the draft amendment:

- The calculation and billing of the FPPAS will be on a monthly basis without prior regulatory approval. FPPAS for a given month ('n') will be computed based on actual cost variations.
- A detailed formula for computing the monthly FPPAS is provided, taking into account actual vs. projected power purchase costs, transmission charges, and a carry-forward component (F) that will be implemented from July 2026.
- DISCOMs are required to publish the FPPAS formula and monthly calculations on their websites and also update their billing systems to a unified, interoperable platform to ensure uniform billing.
- Lastly, the previous Regulations 135 and 136 have been deleted from the Principal Regulations.

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

### ■ Draft Delhi Electricity Regulatory Commission (Business Plan) (First Amendment) Regulations, 2025

The Delhi Electricity Regulatory Commission (DERC) vide draft notification dated August 27, 2025, has issued the Draft Delhi Electricity Regulatory Commission (Business Plan) (First Amendment) Regulations, 2025 amending the Delhi Electricity Regulatory Commission (Business Plan) Regulations, 2023. The key and sole amendment proposed in this notification is the deletion of Regulation 30 from the Principal Regulations.

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

### ■ Delhi Goods and Services (Second Amendment) Act, 2025

The Government of the NCT of Delhi vide notification dated August 20, 2025, has issued the Delhi Goods and Services (Second Amendment) Act, 2025, further amending the Delhi Goods and Services Tax Act, 2017. The amendment introduces several key changes related to tax liabilities, appeals, and penalties, aiming to strengthen tax compliance and streamline the GST framework. The key amendments include:

- Omission of Section 12, sub-section (4) (Time of supply of goods) and Section 13, sub-section (4) (Time of supply of services).
- A new proviso to sub-section (2) of Section 34 has been substituted which states that a supplier cannot reduce their output tax liability via a credit note if either the recipient (if registered) has not reversed the input tax credit attributable to that credit note or if the incidence of tax has been passed on to another person in other cases.
- Insertion of a new section 122B which imposes a new penalty on any person who contravenes the provisions of Section 148A(1)(b). The penalty is INR 1 lakh or 10% of the tax payable on the goods, whichever is higher, and is in addition to any other penalties under the Act.

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

## Gujarat

### ■ **Gujarat Electricity Regulatory Commission (Procurement of Energy from Renewable Sources) Regulations, 2025**

The Gujarat Electricity Regulatory Commission (GERC) vide notification dated August 12, 2025, introduced the Gujarat Electricity Regulatory Commission (Procurement of Energy from Renewable Sources) Regulations, 2025. These regulations aim to promote the procurement of renewable energy by defining key terms, specifying the applicability of Renewable Power Purchase Obligations (RPO), and outlining the quantum of this obligation (RPPO). The key provisions include:

- Definitions under regulation 3 provides essential terms such as "Central Commission" and "Captive Generating Plant"
- Regulation 3 specifies which entities are subject to the RPO, i.e., Applicability of RPO. This includes obligated entities like distribution licensees and captive power plants, mandating that they source a certain percentage of their total electricity consumption from renewable sources.
- Quantum of RPPO under Regulation 4 which details the specific amount or percentage of electricity that obligated entities must procure from renewable sources.

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

## Haryana

### ■ **Haryana Goods and Services Tax (Amendment) Bill, 2025**

The Government of Haryana vide notification dated August 21, 2025, introduced the Haryana Goods and Services Tax (Amendment) Bill, 2025, which proposes key changes to the Haryana Goods and Services Tax Act, 2017. Note that some of which will be retroactively applicable from April 01, 2025, aim to improve tax administration and clarify several legal provisions. The key proposed changes include:

- The bill introduces definition for "unique identification marking" to enable a new track and trace system for specific goods and expansion of definitions of "municipal fund" and "local fund".
- A new penalty of INR 1 lakh or 10% of the tax payable is introduced for non-compliance with the new track and trace mechanism.
- The bill clarifies that certain supplies of goods from warehouses in Special Economic Zones (SEZs) or Free Trade Warehousing Zones (FTWZs) are taxable, and no refund will be issued for taxes already collected on these supplies.

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

### ■ **Draft Punjab Factories (Haryana Amendment) Rules, 2025**

The Labour Department, Haryana, vide notification dated August 19, 2025, issued the Draft Punjab Factories (Haryana Amendment) Rules, 2025, proposing an amendment to the Punjab Factories Rules, 1952. The amendment proposes to mandate that under Rule 14(1) all applicable fees are paid only through online mode under the specific head of accounts: "0230-Labour and Employment -104" and for the word "women" the words "pregnant women or lactating mother" is substituted. The government is inviting objections or suggestions from the public and stakeholders on this draft amendment. Feedback must be submitted within forty-five days from the notification date of August 19, 2025.

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

## Himachal Pradesh

### ■ **Himachal Pradesh Goods and Services Tax (2nd Amendment) Bill, 2025**

The Government of Himachal Pradesh vide notification dated August 29, 2025, has issued the bill on Himachal Pradesh Goods and Services Tax (2nd Amendment) Act, 2025, which further amends the Himachal Pradesh Goods and Services Tax Act, 2017. These changes introduce



several clarifications and modifications to the state's GST framework. The key amendments proposed include:

- The definition of an Input Service Distributor under Section 2, Clause 61 has been expanded, with retroactive effect from April 1, 2025.
- The word "fund" has been inserted after "management of a municipal" in the definition under Section 2, Clause 69.
- Section 12, sub-section (4), which previously pertained to the time of supply of goods, has been omitted.
- Section 13, sub-section (4), which previously pertained to the time of supply of services, has also been omitted.

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

## Jharkhand

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

The Labour, Employment, Training and Skill Development Department, Jharkhand, on July 31, 2025, issued draft Jharkhand Factories (Amendment) Rules, 2025, to amend the Jharkhand Factories Rules, 1950. The following substitutions, among others have been stated as:

- Substitution of Para 3 of Schedule II of Rule (95): No pregnant women, lactating mothers, adolescents, or children shall be employed or permitted to work at a bath. Women other than pregnant and lactating mothers may be allowed to work with their consent.
- Substitution of Para 3 of Schedule III of Rule (95): No pregnant women, lactating mothers, or young persons shall be employed or permitted to work in any lead process or in any room in which the manipulation of raw oxide of lead or pasting is carried on. Women other than pregnant and lactating mothers may be allowed to work with their consent.
- The objections and suggestions may be submitted till **September 15, 2025**.

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

### ▪ **Factories (Jharkhand Amendment) Act, 2025**

The Government of Jharkhand on August 25, 2025, notified the Factories (Jharkhand Amendment) Act, 2025 to further amend the Factories Act, 1948. The State of Jharkhand has amended the Factories Act, 1948, as it applies within its jurisdiction. This amendment modifies the working hours for women in factories. The previous rule prohibited women from working between 10 p.m. and 5 a.m. The new amendment allows women to work between 7 p.m. and 6 a.m., provided they give their written consent. The amendment also stipulates that this extended work period is subject to additional conditions related to safety, holidays, and overall working hours, which will be prescribed by the State Government.

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

## Karnataka

### ▪ **Amendment to Lifts, Escalators and Passenger Conveyors Act, 2012**

The Government of Karnataka, on August 21, 2025, notified the Karnataka Lifts, Escalators and Passenger Conveyors (Amendment) Bill, 2025, amending provisions of the 2012 Act. Key amendments include are provided under Section 4:

- o Sub-section (1) - Reference to Central Electricity Authority (Measures relating to Safety and Electric Supply) Regulations, 2010 replaced with 2023 Regulations.
- o Sub-section (5) - References to Chief Inspector of Lifts, Escalators & Passenger Conveyors omitted/substituted with authorised officer.
- o Sub-sections (6) & (7) - Substitution of Chief Inspector with authorised officer.
- o Section 11(1), Section 16, and Section 17(1) - References to Chief Inspector of Lifts, Escalators & Passenger Conveyors substituted with authorised officer.

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

### ▪ **Draft Amendment to Ground Water (Regulation and Control of Development and Management) Act, 2011**

The Government of Karnataka, vide notification dated August 13, 2025, issued the Karnataka Ground Water (Regulation and Control of Development and Management)(Amendment) Bill, 2025, amending provisions of the 2011 Act. Key amendments suggested under Section 3 include substitution of members of the Authority:

- Clause (a): The Secretary to Government in charge of Minor Irrigation and Ground Water Development, Government of Karnataka, shall be the Chairperson.
- Clause (b): The Director, Groundwater Directorate, shall be the Member Secretary.
- Clause (f): The Chief Engineer, Rural Drinking Water and Sanitation Department.
- Clause (h): The Chief Engineer of South Zone, Minor Irrigation and Groundwater Development Department.

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

▪ **Karnataka proposes decriminalization provisions under Bangalore Water Supply and Sewerage Act**

The Government of Karnataka, vide notification dated August 14, 2025, issued the Karnataka Decriminalisation (Amendment of Provisions) Bill, 2025, proposing to amend the Bangalore Water Supply and Sewerage Act, 1964. The proposed amendment aims at decriminalising and rationalising offences, replacing imprisonment and fines with monetary penalties, in line with trust-based governance and ease of doing business. Key suggested changes include:

- Section 62:
  - Omission of the words “with imprisonment which may extend to six months or”.
  - Substitution of “fine” with “penalty”.
  - Omission of the words “or with both”.
- Section 32(9): “fine which may extend to INR ten thousand” substituted with “penalty which may extend to INR fifty thousand”.
- Section 75: “fine which may extend to INR five hundred and in the case of a continuing contravention, with fine which may extend to INR fifty” substituted with “penalty which may extend to INR five thousand and in the case of a continuing contravention, with penalty which may extend to INR five hundred”.

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

▪ **Karnataka introduces fire cess on newly constructed high-rise buildings**

The Government of Karnataka, vide notification dated August 12, 2025, issued the Karnataka Fire Force (Amendment) Bill, 2025, proposing to amend the Karnataka Fire Force Act, 1964. The amendment suggests addition of new provisos to Section 15, introducing a fire cess on high-rise constructions:

- A 1% surcharge on property tax will be levied on all newly constructed multi-storied buildings.
- The cess will become effective from the date of commencement of the Amendment Act, 2025.
- Exemption: The cess will not apply to buildings owned by or under the control of the State Government, Central Government, or any public authority owned by them.

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

▪ **Karnataka Platform Based Gig Workers (Social Security and Welfare) Bill, 2025**

The Government of Karnataka, vide notification dated August 12, 2025, notified the Karnataka Platform Based Gig Workers (Social Security and Welfare) Bill, 2025, which came into force on May 30, 2025. The Act seeks to protect the rights of gig workers and ensure social security benefits, placing compliance obligations on aggregators and platforms. Key provisions include:

- Establishment of the Karnataka Platform Based Gig Workers Welfare Board, responsible for registering gig workers and platforms.
- Creation of a Welfare Fund, financed by:
  - A Welfare Fee charged to aggregators/platforms at 1%–5% of each payout made to gig workers.
  - Additional contributions as notified.
- Rights for gig workers:
  - A Unique ID applicable across all platforms.
  - Access to a two-tier grievance redressal system.
  - Transparent contracts, fair working conditions, and human contact points for inquiries.
  - Transparency in automated monitoring systems.
  - Prohibition on termination without valid reason and 14 days’ prior notice.

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

▪ **Ports fee structure amended for periodic revisions and flexibility**

The Government of Karnataka, vide notification dated August 12, 2025, issued the Karnataka Ports (Landing and Shipping Fees) (Amendment) Bill, 2025, further amending the Karnataka Ports (Landing and Shipping Fees) Act, 1961. Key amendments include:

- Section 3(1):
  - After the words “Fees at such rates and subject to such conditions”, the words “and to revise the fees at such intervals of time” have been inserted.
  - A new proviso added: “Provided also that, if fees are not revised at such intervals of time, the Government may, by notification, increase or decrease fees at such percentage, considering inflation and such other conditions as may be prescribed.”
- Section 10(1): The words “After previous publication” have been omitted.

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

▪ **Karnataka Medical Registration (Amendment) Bill, 2025**

The Government of Karnataka, vide notification dated August 12, 2025, issued the Karnataka Medical Registration (Amendment) Bill, 2025, to further amend the Karnataka Medical Registration Act, 1961. The draft amendment suggests modification to Section 28 as follows:

- The words “in the case of a first conviction with fine which may extend to INR ten thousand and in the case of subsequent conviction with fine which may extend to INR one lakh” are substituted with: “under the provisions of Section 36 of the Karnataka Ayurvedic, Naturopathy, Siddha, Unani and Yoga Practitioners’ Registration and Medical Practitioners’ Miscellaneous Provisions Act, 1961 (Karnataka Act 9 of 1962).”

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

▪ **Karnataka Municipal Corporations amendment bill suggests introduction of empaneled professionals and construction rules**

The Government of Karnataka, vide notification dated August 13, 2025, issued the Karnataka Municipal Corporations (Amendment) Bill, 2025, to further amend the Karnataka Municipal Corporations Act, 1976. Key proposed amendments include:

- Definition of Empanelled Professional (Section 2, clause 9-A):
- Architects, engineers, structural consultants, MEP consultants, environment consultants, town planners, etc., empanelled by the Local Authority to inspect building sites, certify compliance with approved plans, and sanction certain building plans as notified by the Government.
- Insertion of Section 300-A (Working Hours):
  - Provides that working hours for building and development activities not causing nuisance from dust, smoke, or noise shall be as prescribed by rules or byelaws.
- Amendment to Section 423(9)(c):
  - Provides for licensing of plumbers, surveyors, architects, engineers, and structural designers; compulsory employment of licensed professionals; empanelment of professionals to inspect building sites and certify compliance; sanction of building plans of certain buildings by empanelled professionals; and definition of their roles, responsibilities, and penal provisions for violations.

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

▪ **Karnataka proposes amendment to Goods and Services Tax Act to introduce track-and-trace and compliance changes**

The Government of Karnataka, vide notification dated August 13, 2025, issued the Karnataka Goods and Services Tax (Amendment) Bill, 2025, further amending the Karnataka GST Act, 2017. Key highlights include:

- Track-and-Trace Mechanism:
  - Insertion of a definition for “unique identification marking.”
  - A new Section 148A empowers the Government to mandate a track-and-trace system for specific goods, requiring designated persons to affix a unique digital stamp, furnish details, and maintain records.
  - A new Section 122B imposes penalties for non-compliance — INR 1 lakh or 10% of tax payable, whichever is higher.
- Credit Note & Output Tax Liability:
  - Conditions for reducing output tax liability through a credit note have been refined.
- Schedule III Amendment:
  - Clarifies that supply of goods from SEZs/FTWZs to a person before clearance for exports or to the Domestic Tariff Area (DTA) is to be treated as a non-supply transaction.

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

▪ **Karnataka issues notification on constitution of Complaints Committee under Prevention of Sexual Harassment Act, 2013**

The Government of Karnataka, on August 21, 2025, issued a notification regarding the constitution of Complaints Committee under the POSH Act, 2013. Key points include:

- Every employer is required to constitute an Internal Complaints Committee (ICC) at the workplace.
- In cases where no such committee has been constituted, action will be initiated under the provisions of the POSH Act.
- Employers must furnish data on ICC constitution and take corrective steps wherever gaps exist.
- The exercise must be completed within six weeks.

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

## Kerala

### ■ **Kerala Pollution Control Board delegates consent issuance powers to District-Level Officers**

The Kerala State Pollution Control Board (KSPCB), vide circular dated August 12, 2025, has revised its delegation of powers for granting consents and authorizations to industries, with the objective of promoting Ease of Doing Business (EoDB) and reducing consent processing time. Key changes include:

- Green Category industries: Authority to issue integrated consents (Consent to Establish/Operate and Renewal) is delegated to the Assistant Engineer (AE) of the District Office, provided their probation has been declared.
- Orange Category industries: For industries with capital investment below INR 25 crores, authority is delegated to the Assistant Environmental Engineer (AEE) of the District Office.
- No changes are made to existing powers for hotels, healthcare institutions, and other categories.

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

### ■ **Draft amendment to Kerala Factories Rules, 1957**

The Labour Department, Government of Kerala, vide notification dated August 13, 2025, issued the Draft Kerala Factories (Amendment) Rules, 2025, to further amend the Kerala Factories Rules, 1957. Key proposed amendments include:

- In Rule 2A(1) & (2): After the words “ventilation system”, the words “ovens and driers, thermic fluid heaters” shall be inserted.
- In Rule 2A(4): The words “revoke the certificate of competency” shall be substituted with “issue the order(s) to revoke the certificate of competency and debar them from obtaining the certificate of competency for such period as specified by the Chief Inspector”.
- In Rule 2A(5): After the words “ventilation system”, the words “dangerous machinery, confined space, ovens and driers, thermic fluid heaters and such other process or plant and equipment as stipulated in the Act and Rules” shall be inserted.
- Objections and suggestions on the draft rules may be submitted to the Secretary to Government, Labour and Skills (B) Department, Government Secretariat, Thiruvananthapuram – 695001, by September 27, 2025.

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

## Madhya Pradesh

### ■ **Madhya Pradesh Electricity Regulatory Commission issues draft amendments to wind and solar forecasting and scheduling regulations**

The Madhya Pradesh Electricity Regulatory Commission (MPERC), vide notification dated July 31, 2025, issued the Draft Madhya Pradesh Electricity Regulatory Commission (Forecasting, Scheduling, Deviation Settlement Mechanism and related Matters of Wind and Solar Generating Stations) Regulations, 2018 (Third Amendment) {AG-44(iii) of 2025}, to amend the existing 2018 Regulations {G-44 of 2018}. Key details include:

- The draft proposes amendments to the forecasting, scheduling, and deviation settlement framework for wind and solar projects.
- Stakeholders may submit objections/ suggestions by August 21, 2025, via post, email, or fax.
- Copies of the draft can be obtained from MPERC, Bhopal, on payment of prescribed fees.

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

## Maharashtra

### ■ **Maharashtra Pollution Control Board introduces simplified auto-renewal scheme for industry consents**

The Maharashtra Pollution Control Board (MPCB), on August 13, 2025, issued a circular announcing a simplified scheme for auto-renewal of Consents based on self-declaration for industries under Red, Orange, Green, and Blue categories. This builds on earlier initiatives and aims to ease compliance for industries that maintain environmental standards without increasing production capacity or pollution load.

- Under this scheme, consent auto-renewal can now be availed for up to 5 years (Red), 10 years (Orange), and 15 years (Green), provided there are no significant changes in operations. Minor capital investment increases (up to 30%) are allowed if related to clean technology or infrastructure, with applicable fees. No site visits or committee approvals are required renewals will be processed online within 7 days upon submission of a self-declaration (Annexure A) and the prescribed fee. The scheme takes immediate effect.

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

▪ **Draft Maharashtra Motor Vehicles (First Amendment) Rules, 2025**

The Government of Maharashtra on August 20, 2025, released the Draft Maharashtra Motor Vehicles (First Amendment) Rules, 2025, proposing a key change to Rule 249 of the 1989 Rules. The draft states that heavy goods vehicles equipped with a "Driver Assist System" will no longer be required to have an attendant, except for articulated semi-trailers and hydraulic trailers carrying over-dimensional consignments. The "Driver Assist System" must include features like a 360-degree vision camera, blind spot and rear-view live feed, proximity alarms with visual and audio alerts, and external warnings for surrounding traffic especially while reversing. The draft is open for public comments until August 29, 2025, and suggestions or objections can be sent to the Transport Commissioner's office in Mumbai. (To view the Notification, please click [here](#))

▪ **Maharashtra GST specifies forms and submission process for Tax Arrears Settlement**

The Government of Maharashtra, on August 13, 2025, issued a notification under Section 19(2) of the Maharashtra Settlement of Arrears of Tax, Interest, Penalty or Late Fee Act, 2025. The notification outlines the prescribed Forms and the manner of submission for settling tax arrears related to periods ending on or before June 30, 2017. As per the notification, all specified forms must be submitted physically at the respective Maharashtra GST offices. This includes the application form under Section 12 of the Act, which also requires physical submission for processing the settlement request. (To view the Notification, please click [here](#))

▪ **Maharashtra Pollution Control Board limits scope of consent amendment requests**

The Maharashtra Pollution Control Board (MPCB) on August 25, 2025, issued a circular clarifying the scope of amendment applications to consents. This follows the Ministry of Environment, Forest and Climate Change (MoEF&CC)'s guidelines on consent timelines and the establishment of a State Level Monitoring Committee (SLMC) in Maharashtra, chaired by the Secretary of Environment & Climate Change. To prevent misuse and delays, MPCB has restricted amendments to only clerical corrections, name changes, and hazardous waste disposal path updates. Any other changes such as production capacity, product mix, or pollution load must be made through a fresh or revised consent application, along with the applicable fees. (To view the Notification, please click [here](#))

▪ **Maharashtra Pollution Control Board simplifies consent process for green category industries**

The Maharashtra Pollution Control Board (MPCB) on August 26, 2025, issued new guidelines to simplify the consent process for Green Category industries. As per the circular, no site visits or inspections will be required for Consent to Establish (CTE), Consent to Operate, or Renewal applications. Industries must apply online only, with self-certification of compliance-siting criteria and building permissions for CTE, and environmental norms and prior conditions for operation or renewal. Physical submissions will not be accepted. While random inspections may still occur in case of suspected non-compliance, the simplified process also applies to expansion projects. Regional and Sub-Regional Officers have been directed to enforce these changes with immediate effect. (To view the Notification, please click [here](#))

## Manipur

▪ **Manipur State Goods and Services Tax (Amendment) Act, 2025**

The Government of Manipur on August 18, 2025, notified the Manipur State Goods and Services Tax (Amendment) Act, 2025, to further amend the Manipur Goods and Services Tax Act, 2017. The following has been stated in the amendment;

- In section 10 of the principal Act, in sub-section (5), after the words and figures "section 73 or section 74", the words, figures and letter "or section 74A" shall be inserted;
- In Section 11A: Notwithstanding anything contained in this Act, if the Government is satisfied that
- (a) a practice was, or is, generally prevalent regarding levy of State tax (including non-levy thereof) on any supply of goods or services or both; and
- (b) such supplies were, or are, liable to
- (i) State tax, in cases where according to the said practice, State tax was not, or is not being, levied;
- (ii) or a higher amount of State tax than what was, or is being, levied, in accordance with the said practice.

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

## Puducherry

### ■ **Puducherry notifies exemptions on working hour rules for Shops & Establishments**

The Government of Puducherry on August 14, 2025, issued a notification exempting certain shops and establishments from specific working hour provisions under the relevant Act. As per the notification:

- Shops and establishments with fewer than 50 employees are fully exempt from the Act's provisions related to working hours, provided they ensure employees do not work more than 12 hours a day, 48 hours a week, and are given two 30-minute rest breaks. Overtime up to 180 hours per quarter is allowed and must be paid.
- Establishments with 50 or more employees are exempt from Sections 12(1), 12(2), 17(1), and 17(2) of the Act, subject to the same conditions regarding daily/weekly work limits, rest breaks, and paid overtime.

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

### ■ **Puducherry launches third party certification scheme for Shops & Establishments**

The Labour Department of Puducherry on August 14, 2025, introduced the Third-Party Certification Scheme, 2025 under the Puducherry Shops and Establishments Act, 1964. The scheme is aimed at improving ease of doing business, reducing compliance burdens, and helping establishments effectively implement labour laws. The scheme applies to all shops and establishments registered under the Act, allowing them to undergo annual third-party compliance audits. Certified auditors will ensure independent assessments, maintain confidentiality, and record audit findings. Establishments must act on audit recommendations, submit compliance reports, and obtain certification, which will be monitored by the Labour Commissioner, Puducherry.

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

### ■ **Puducherry allows 24/7 operations for Shops & Establishments permitting women to work in night shifts**

The Government of Puducherry on August 14, 2025, notified that shops and establishments with 50 or more employees are now permitted to operate 24/7 on all days of the year. The notification also allows women employees to work night shifts (8 PM to 6 AM), subject to specific safeguards. Key conditions include:

- One weekly off on a rotational basis for all employees, with schedules displayed publicly.
- Wages and overtime must be credited directly to employees' bank accounts. Unauthorized overtime will invite action.
- For women working night shifts, written consent is mandatory. Employers must ensure adequate lighting, CCTV surveillance, separate toilets, and compliance with maternity and sexual harassment laws.
- A daily list of employees on leave or holiday must be clearly displayed on the premises.

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

## Punjab

### ■ **Punjab Issues New Tariff Regulations for Power Sector**

The Government of Punjab notified the Punjab State Electricity Regulatory Commission (Terms and Conditions for Determination of Generation, Transmission, Wheeling, and Retail Supply Tariff) Regulations, 2025 on August 20, 2025. These regulations will be effective from April 1, 2026, and remain in force until March 31, 2029, covering the 4th Control Period. The regulations provide the framework for tariff determination under the Electricity Act, 2003. Further, the scope includes:

- Generation tariffs (excluding renewable energy) for plants owned by or selling to distribution licensees
- Transmission tariffs for intra-state transmission
- SLDC fees and charges
- Wheeling and retail supply tariffs by distribution licensees
- Surcharges for open access users as per the Act.

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

### ■ **Punjab State Power Corporation limited flags GST mismatches and emphasized timely reconciliation**

The Punjab State Power Corporation Limited (PSPCL) on August 28, 2025, issued a notification highlighting issues of short or excess GST payments arising from non-reconciliation between GST returns and the books of accounts. The notification reminds that under GST law, tax must be paid and reported monthly, and any delay attracts 18% interest. PSPCL's reconciliation for Q1 of FY 2025–26 has revealed discrepancies, pointing to lapses in routine monthly reconciliation. All concerned officers are instructed to ensure accurate, timely reconciliation to avoid penalties, interest liability, and compliance risks.

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



▪ **Draft notification on inlet and primary effluent treatment standards for Ludhiana dyeing Common Effluent Treatment Plant**

The Punjab Pollution Control Board (PPCB) on August 22, 2025, issued a draft notification proposing Inlet Quality Standards for the 40 MLD Common Effluent Treatment Plant (CETP) and Primary Effluent Treatment Plant (PETP) standards for member units of the dyeing cluster at Focal Point, Ludhiana. As mandated by MoEF&CC and CPCB, and in line with NGT directions, PPCB has framed draft standards following inputs from an expert committee, SPVs, and industry associations. Proposed inlet standards include pH 6.0 – 9.0, BOD 350 mg/l, COD 800 mg/l, and TSS limits. Stricter PETP norms are set for individual member units. Both CETP operators and member units must install online effluent monitoring systems. Objections or suggestions to the draft may be submitted within 30 days of the notification before finalisation.  
(To view the Draft Notification, please click [here](#))

▪ **Punjab Pollution Control Board notified SOP for recycling waste tyres in Tyre Pyrolysis Oil (TPO) Units**

The Punjab Pollution Control Board (PPCB), on August 25, 2025, notified the Standard Operating Procedure (SOP) issued by the CPCB for the recycling of waste tyre scrap to recover Tyre Pyrolysis Oil (TPO), Pyro Gas, Steel, and Char. The SOP has been circulated in response to public complaints about pollution from tyre pyrolysis units in Punjab. All Environmental Engineers of Regional Offices have been directed to share this SOP with relevant departments and industry associations for strict compliance. The notification references the official SOP issued by the Department of Science, Technology & Environment, Punjab (Notification No. STE-STE013/2/2025-STE4/578, dated August 14, 2025). The Board emphasized the importance of adherence to the SOP to control emissions and improve environmental standards in TPO operations across the state.  
(To view the Notification, please click [here](#))

## Rajasthan

▪ **Rajasthan exempts small establishments from registration under Shops & Establishments Act**

The Labour Department of Rajasthan, on August 20, 2025, issued a notification providing registration exemption for small establishments under the Rajasthan Shops & Commercial Establishments Act, 1958. Under Section 3(2) of the Act, read with Section 4 and Rule 3 of the 1959 Rules, establishments employing 0 - 10 workers are now exempt from the requirement of registration. This move aims to ease compliance for micro-businesses and unorganised sector entities in the state.  
(To view the Notification, please click [here](#))

▪ **Rajasthan issues procedural guidelines under Data Centre Policy, 2025**

The Government of Rajasthan issued on August 25, 2025, Procedural Guidelines under the Rajasthan Data Centre Policy, 2025, to streamline application processing and incentive disbursement for data centre units. Key highlights:

- The Industries and Commerce Department is designated as the nodal agency for handling applications and coordinating with other departments.
- These guidelines are applicable statewide and will remain in force as long as the Data Centre Policy, 2025 is active.
- Eligibility of data centre units will be determined as per the Rajasthan Investment Promotion Scheme (RIPS), 2024.
- Financial incentives, exemptions, and reimbursements (as per Section 5.5 of the Policy) will align with definitions and processes under the forthcoming Rajasthan Industrial Park Promotion Policy, 2025.
- The nodal department holds the authority to review, revise, or modify the guidelines in the public interest.

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

## Sikkim

▪ **Amendment to the Guidelines for Vetting of DPRs**

The Government of Sikkim, on August 19, 2025, issued a notification regarding an amendment to the Guidelines for Vetting of Detailed Project Reports. The Government vide this notification made substitution to all references to the Persons with Disabilities Act, 1995 with the Rights of Persons with Disabilities Act, 2016.

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

## Telangana

### ▪ **Guidelines for provisional fire No Objection Certificates**

The Telangana Fire, Disaster Response, Emergency and Civil Defence Department, vide circular dated July 30, 2025, issued revised guidelines for Inspecting Officers regarding issuance of Provisional and Occupancy No Objection Certificates (NOCs) under the MSB Section. Key changes include:

The earlier practice of forming inspection committees on a rotation basis with DFO, ADFO, and SFO officers has been discontinued. Going forward, jurisdictional officers will serve as Inspecting Officers, ensuring accountability and improving ease of doing business. The Regional Fire Officer, Multi-Zone II, has been directed to coordinate with the Centre for Good Governance (CGG) for necessary software modifications to enable compliance with the new process.

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

## Uttar Pradesh

### ▪ **Uttar Pradesh Revises Minimum Wages for Agricultural Employment**

The Government of Uttar Pradesh, vide notification dated August 21, 2025, has revised the minimum rates of wages payable to employees engaged in agricultural employment across the state. This revision is effective retrospectively from April 1, 2025. The notification covers activities including:

- Cultivation, sowing, production, harvesting, and marketing of agricultural produce (including mushrooms within 6 km of municipal/cantonment limits)
- Forest and wood-related work incidental to agriculture
- Dairy, livestock, beekeeping, poultry, and ancillary activities
- The revised wage rates are as follows:
  - INR 6,552 per month
  - INR 252 per day
  - Hourly rate not less than 1/6th of the daily rate
- Wages may be paid in cash or partly in cash and partly in agricultural produce with the consent of employees.

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

### ▪ **Notification on Solid Waste Disposal and Penalties**

The Government of Uttar Pradesh, vide notification dated August 26, 2025, issued directions on the management and disposal of solid waste across the state, in line with the orders of the Hon'ble National Green Tribunal (NGT). Key provisions include:

- Dumping or littering of solid waste at unauthorized places is strictly prohibited.
- Violators will be liable to pay environmental compensation ranging from INR 5,000 to INR 50,000, depending on the nature and frequency of the violation.
- Municipal authorities and Regional Officers of the Uttar Pradesh Pollution Control Board (UPPCB) are empowered to impose and recover penalties.
- All solid waste must be disposed of only at designated sites, with responsibility placed on the concerned individual, organization, or authority.

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

### ▪ **Revised Dearness Allowance for Engineering Unit Workers**

The Labour Department, Uttar Pradesh, vide notification dated August 21, 2025, issued directions on the calculation of Variable Dearness Allowance (DA) for workers in engineering units. Key points include:

- As per Govt. Notification No. 4/2016/873/36-1-2018-549, inflation above 239 points in the All-India CPI (2001=100) is made 100% neutral for enterprises employing 50 or more workers.
- DA adjustments are calculated based on CPI averages from February–July and August–June of the previous year.
- For engineering unit workers, with a CPI average of 414 (January 2025–June 2026), DA is payable for the period August 1, 2025, to January 31, 2026.

(To view the Notification, 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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