



COMPLIANCE UPDATE

November 2025 | Part 2 of 2

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Ministry of Corporate Affairs (MCA)

▪ Companies (Meetings of Board and its Powers) Amendment Rules, 2025

The Ministry of Corporate Affairs on November 03, 2025, has amended Rule 11 of Companies (Meetings of Board and their Powers) Rules, 2014. The amendment clarifies the meaning of the phrase “business of financing industrial enterprises” for NBFCs and Finance Company registered with the International Financial Services Centres Authority. (To view the Notification, please click [here](#))

Bureau of Indian Standards (BIS)

▪ BIS Standards for Information Technology and Electrical Machines

The Bureau of Indian Standards on November 10, 2025, notified the following standards:

- IS 19380 (Part 1): 2025 ISO/IEC 30137-1: 2024 Information Technology — Use of Biometrics in Video Surveillance Systems Part 1 System Design and Specification
- IS 19380 (Part 4): 2025 ISO/IEC 30137-4: 2021 Information Technology — Use of Biometrics in Video Surveillance Systems Part 4 Ground Truth and Video Annotation Procedure
- IS/IEC 60034-27-1: 2017 Rotating Electrical Machines Part 27 Winding Insulation of Rotating Electrical Machines Section 1 Off-Line Partial Discharge Measurements on the Winding Insulation
- IS/IEC 60034-27-2: 2023 Rotating Electrical Machines Part 27 Winding Insulation of Rotating Electrical Machines Section 2 On-Line Partial Discharge Measurements on the Stator Winding Insulation

The standards will come in effect from October 30, 2025.
(To view the Notification, please click [here](#))

- **Withdrawal of BIS Standard for Thermal Power Plants**

The Bureau of Indian Standards on November 10, 2025, withdrew IS/ISO 50045: 2019 Technical Guidelines for the Evaluation of Energy Savings of Thermal Power Plants with effect from October 30, 2025.

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

- **Amendment of BIS Standard for Industrial Gas Cylinders**

The Bureau of Indian Standards on November 10, 2025, amended IS 4379: 2021 Identification of the Contents of Industrial Gas Cylinders (Second Revision).

The standards will come in effect from October 30, 2025.

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

- **Amendment of BIS Standard for Safety Glass**

The Bureau of Indian Standards on November 10, 2025, amended IS 2553 (Part 2): 2019 Safety Glass — Specification Part 2 For Road Transport (First Revision).

The standards will come in effect from November 06, 2025.

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

Industry-wise updates

Commerce and Industries

- **[Draft Patent Second Amendment Rules 2025](#)**
The Ministry of Commerce and Industries on November 03, 2025, notified draft of Patent Second Amendment Rules 2025. The Draft introduces a Code of Conduct for patent agents and establishes detailed procedures for addressing professional misconduct. Key suggested provisions include defining “officer” and “disciplinary committee,” specifying responsibilities of patent agents, and laying down the procedure for filing and adjudicating complaints of misconduct.
(To view the Notification, please click [here](#))
- **[Draft Trademark Amendment Rules 2025](#)**
The Ministry of Commerce and Industries on November 03, 2025, notified draft of Trademark Amendment Rules 2025. The Draft introduces a Code of Conduct for trademark agents and establishes detailed procedures for addressing professional misconduct. Key suggested provisions include defining “officer” and “disciplinary committee,” specifying responsibilities of trademark agents, and laying down the procedure for filing and adjudicating complaints of misconduct.
(To view the Notification, please click [here](#))
- **[Gas Cylinders \(Fourth Amendment\) Rules, 2025](#)**
The Ministry of Commerce and Industries on November 12, 2025, amended the definition of Gas Cylinders as specified in Gas Cylinders Rules, 2016. As per the amendment, a gas cylinder (or cylinder) is a closed metal container with a volume exceeding 500 milliliters but not more than 1,000 litres, used for storing and transporting compressed gas. This includes containers for LPG, LNG, CNG, and compressed hydrogen gas, including those fitted to motor vehicles as fuel tanks.
(To view the Notification, please click [here](#))

Information Technology

- **[Digital Personal Data Protection Rules, 2025](#)**
The Ministry of Electronics and Information Technology on November 13, 2025, notified Digital Personal Data Protection Rules, 2025. Key provisions include requirements for data fiduciaries to obtain consent (especially verifiable parental consent for minors), implement robust security measures, and meet obligations like data minimization and purpose limitation.
(To view the Notification, please click [here](#))

State-wise updates

Andhra Pradesh

- **Revision of Cost-of-Living Index for minimum wages**
The Government of Andhra Pradesh vide notification dated October 29, 2025, revised the Cost-of-Living Index numbers applicable to employees in various scheduled employments across the state (like state industrial workers and state agricultural workers), with the revisions effective from October 1, 2025, under the Minimum Wages Act, 1948. The revised DA applies to employees in a wide range of scheduled employments, including oil mills, automobile engineering workshops, handloom weaving, baking, brick kiln, cashew processing, cement and chemical manufacturing, pharmaceuticals, and cinema sectors.
(To view the Notification, please click [here](#))
 - **Enforcement date of Andhra Pradesh Shops and Establishments (Amendment) Act, 2025**
The Labour Factories Boilers & Insurance Medical Services Department, Andhra Pradesh, vide notification dated November 4, 2025, released the enforcement of the Andhra Pradesh Shops and Establishments (Amendment) Act, 2025. The notification confirms that the provisions of the said Act have been brought into force with effect from **November 3, 2025**.
(To view the Notification, please click [here](#))
 - **Andhra Pradesh Fire Services invites applications for empanelment of certified agencies**
The Government of Andhra Pradesh's State Disaster Response and Fire Services Department vide notification dated October 30, 2025, notified the empanelment of Certified Agencies for the supply and installation of firefighting equipment. This notification mandates the immediate publication of the empanelment details in leading English and Telugu daily newspapers to ensure wide public reach across all districts. The notification states that:
 - The Fire Department is inviting applications from eligible agencies for empanelment as Certified Agencies for the supply and installation of BIS-approved firefighting equipment in various buildings.
 - Agencies will be empanelled under four distinct grades: Grade A, B, C, or D. Grading will be based on the agency's qualifications, experience, available manpower, and infrastructure.
 - Agencies must employ personnel holding a degree or diploma in Fire Engineering or an equivalent qualification.
 - The prescribed application format is available on the official website: www.fireservices.ap.gov.in with the Applications being submitted offline to the Office of the Director General, A.P. Fire Headquarters, Vijayawada.
- The last date for submission of applications is November 30, 2025.**
(To view the Notification, please click [here](#))

Chandigarh

- **Chandigarh Labour Department notifies Consumer Price Index for Industrial Workers (CPI-IW) figures for October 2025**
The Ministry of Labour & Employment, Government of Chandigarh, issued a notification on October 31, 2025, releasing the Consumer Price Index for Industrial Workers (CPI-IW) on base year 2016=100 for October.
 - Andhra Pradesh (Guntur Centre): For August 2025 is 154.1 and for September 2025 is 154.1
 - Andhra Pradesh (Nellore Centre): For August 2025 is 143.3 and for September 2025 is 143.4
 - Andhra Pradesh (Visakhapatnam Centre): For August 2025 is 157.3 and for September 2025 is 156.
 - Assam (Biswanath-Chariali Centre): For August 2025 is 154.3 and for September 2025 is 154.0
(To view the Notification, please click [here](#))

Chhattisgarh

- **Chhattisgarh issues List of Holidays for the year 2026**
The Government of Chhattisgarh, on November 06, 2025, issued a notification declaring a list of holidays for the Year 2026. The notification has been categorized into distinct sections outlining Public Holidays, General Holidays, and Elective/Optional Holidays.
(To view the Notification, please click [here](#))

▪ **Chhattisgarh Municipality (Trade Licensing) Rules, 2025.**

The Government of Chhattisgarh, on November 07, 2025, issued the Chhattisgarh Municipality (Trade Licensing) Rules, 2025. These rules govern the process of granting trade licenses to individuals and entities carrying out commercial, industrial, or business activities within municipal limits in Chhattisgarh.

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

▪ **Draft Amendment in Chhattisgarh Factories Rules, 1962**

The Government of Chhattisgarh, on November 11, 2025, issued the Draft Amendment in Chhattisgarh Factories Rules, 1962 inviting objections and suggestions within 45 days of its publication. The draft amendment introduces explicit protections for pregnant women, lactating mothers, and young persons by prohibiting their employment in various hazardous industrial processes such as metal electroplating, lead handling, glass manufacturing, solvent extraction, pottery work, benzene operations, pesticide handling, and carcinogenic dye production. It also formally adds definitions for “pregnant woman” and “lactating mother” to ensure clarity and uniform application of these restrictions. For all other women and adult workers, these hazardous processes may continue only under strict safety conditions, including engineering controls, enclosed systems, specialized PPE, regular air and medical monitoring, and mandatory safety training.

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

Haryana

▪ **Haryana revises minimum wages effective July 1, 2025**

The Government of Haryana vide circular dated October 30, 2025, announced the revised minimum wages for various occupations, effective July 1, 2025. This revision is part of the state's biannual adjustment (in January and July) based on changes in the Consumer Price Index (CPI). The circular states that:

- The average Haryana CPI figure increased from 3438.5 points at the end of December 2024 to 3446.3 points by the end of June 2025.
- There has been a total CPI increase of 7.8 points.

Based on Section 5(2) of the Minimum Wages Act, an increase of 0.23% has been prescribed in the basic wages for workers across all notified employments and categories, effective from **July 1, 2025.**

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

▪ **Haryana Shops and Commercial Establishments (Amendment) Ordinance, 2025**

The Government of Haryana vide notification dated November 12, 2025, issued the Haryana Shops and Commercial Establishments (Amendment) Ordinance, 2025, to further amend the Haryana Shops and Commercial Establishments Act, 1958. The ordinance focuses on revising the applicability thresholds for establishments, enhancing worker documentation, and increasing penalties for contraventions. The ordinance states that:

- A new sub-section (5) is added to Section 1, defining the application of the Act based on the number of workers:
- The minimum rest interval for workers has been increased: in sub-section (1) of Section 8, the words “five hours” are substituted with the words “six hours”.
- Substitution of Section 26, i.e., general penalty where no other penalty is specified:
 - First Violation: Penalty shall be not less than INR 3,000 but may extend to INR 10,000.
 - Second Violation: Penalty shall be not less than INR 5,000 but may extend to INR 25,000.

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

Himachal Pradesh

▪ **Himachal Pradesh amends taxation act for arrears settlement scheme**

The Government of Himachal Pradesh vide notification dated October 28, 2025, issued the Himachal Pradesh Taxation (on Certain Goods Carried by Road) Amendment Act, 2025, to further amend the Himachal Pradesh Taxation (on Certain Goods Carried by Road) Act, 1999. A new section, Section 11A, titled "Special provision for settlement of arrears of Certain Goods Carried by Road Tax," has been inserted into the Principal Act. This section grants the Government the power to notify a scheme for the settlement of outstanding dues related to the Road Tax. The scheme will be subject to such conditions and restrictions as may be specified within it, covering aspects like the period of limitation, rate of tax, penalty, interest, or any other dues payable by a person, proprietor, or owner.

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

Jammu and Kashmir

▪ **Jammu and Kashmir prohibits use of the term “ORS” (Oral Rehydration Solution) on food and beverage products**

The Drugs & Food Control Organization, Jammu & Kashmir, on October 30, 2025, issued a notification withdrawing all permissions for the use of the term "ORS" (Oral Rehydration Solution) on food and beverage products. The notification states that:

- The use of the term "ORS" as a brand name, trademark, prefix, or suffix on any food or beverage product is prohibited with immediate effect.
- Earlier permissions issued in July 2022 and February 2024, which allowed the use of "ORS" with disclaimers, have now been completely withdrawn
- Any product continuing to use the term "ORS" will be treated as misbranded or misleading, and Food Business Operator (FBOs) must stop usage, withdraw existing stocks, or relabel such products, without any delay.
- Non-compliance may lead to action under Sections 52, 53, and 63 of the Food Safety and Standards Act (FSS) Act, including penalties up to INR 10 lakh and possible imprisonment. (To view the Notification, please click [here](#))

Jharkhand

▪ **Revision of minimum wages for employees employed in 90 scheduled employments**

The Government of Jharkhand, on November 03, 2025, issued a notification declaring the consumer price index number applicable to the employees employed in 90 scheduled employments. The rates of variable dearness allowance will be based on the average of all India Consumer Price Index on which the minimum rates of wages have been fixed/revised in the schedule employments.

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

Karnataka

▪ **Karnataka implements the Menstrual Leave Policy, 2025**

The Department of Labour and Employment, Karnataka (DoLE), on November 12, 2025, has officially implemented the "Menstrual Leave Policy,2025." The following has been stated, namely: -

- The policy mandates one day of paid menstrual leave per month (totaling 12 days annually) for all women employees aged 18 to 52 years working in establishments registered under state labour laws, including the Factories Act, 1948, Karnataka Shops and Commercial Establishments Act, 1961, Plantation Labour Act, 1951, Beedi and Cigar Workers (Conditions of Employment) Act, 1966, and Motor Transport Workers Act, 1961.
- Under the policy, women employees may avail one paid menstrual leave day each month without requiring a medical certificate. The leave must be used within the same month and cannot be carried forward to subsequent months.

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

▪ **Karnataka amends notification on nominated agencies under State GST (Goods and Service Tax) and Foreign Trade Procedures**

The Government of Karnataka, on October 30, 2025, amended its earlier notification No. (26/2018) No. FD 48 CSL 2017, dated December 31, 2018, concerning definitions and procedures linked to provisions of the Foreign Trade Policy and the Handbook of Procedures as referenced under the State GST (Goods and Service Tax) regime.

Amendment to Clause (c) in the Explanation: The definition of “Nominated Agency” has been updated to refer to specific entities listed in Lists 13, 14, and 15 of Table I of Notification No. 45/2025-Customs, dated 24 October 2025, published in the Gazette of India. These nominated agencies are authorized entities recognized by the government to carry out certain functions under the Foreign Trade Policy, such as import/export facilitation, compliance monitoring, and trade promotion activities.

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

Kerala

▪ **Kerala Pollution Control Board introduces auto-renewal system for Consent Applications**

The Kerala State Pollution Control Board (KSPCB) has announced the launch of an auto-renewal system basis self-declaration for consent applications under the Water Act and Air Act. This update is part of ongoing Ease of Doing Business measures aimed at simplifying consent renewal processes.

- The auto-renewal system applies to all consent renewal applications except:
 - o Red Category industries
 - o Units requiring Environmental Clearance (EC)
 - o Temporary consent units such as brick kilns, crushers, and hot-mix plants.

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

Maharashtra

▪ **Maharashtra issues draft policy on Safe Reuse and Management of Treated Wastewater, 2025**

The Government of Maharashtra, on October 31, 2025, released the Draft Policy on Safe Reuse and Management of Treated Wastewater, 2025. The policy aims to promote circular water use and reduce dependence on freshwater resources across the State. The draft outlines the State's vision to enhance economic value, improve resource efficiency, and strengthen water security through optimized reuse of treated wastewater. It sets key objectives including:

- Guiding municipal bodies and implementing agencies in executing supportive programs and schemes.
- Integrating treated water into the wider water cycle to encourage multiple cycles of use and reuse.
- Defining the roles and responsibilities of State departments such as Urban Development, Energy, Industries, Agriculture, Rural Development & Panchayat Raj along with private sector entities, local bodies, civil society, and citizens.

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

Meghalaya

▪ **Implementation of ESI Act provisions in specified districts of Meghalaya**

The Ministry of Labour and Employment, on October 17, 2025, issued a notification regarding the implementation of ESI Act provisions in specified districts of Meghalaya. Vide this notification, November 01, 2025, has been appointed as the date on which the below-mentioned provisions of the Act shall come into force in the entire area of the West Garo Hills, South Garo Hills, North Garo Hills, East Garo Hills, Southwest Garo Hills and West Jaintia Hills districts in the State of Meghalaya, namely:

- Sections 38 to 43 related to Insurance and Contributions Framework.
- Sections 45A to 45H regarding Enforcement, Inspection and Recovery.
- Sections 46 to 75 related to Benefits under the ESI Scheme.
- Sub-sections (2) to (4) of section 76 regarding Adjudication of Disputes.
- Sections 82 and 83 related to Appeals.

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

Odisha

▪ **List of Holidays for government offices and courts in Odisha for the year 2026**

The Government of Odisha, on November 11, 2025, has declared the list of holidays for State Government Offices and Revenue and Magisterial (Executive) Courts for the calendar year 2026. The notification provides 29 public holidays under Annexure-I and 9 optional holidays under Annexure-II, applicable to all government offices and institutions under the State Government of Odisha. It further states that State Government employees may avail one optional holiday from the list in Annexure-II, irrespective of their religion or denomination, subject to obtain written approval from the competent authority authorized to sanction casual leave.

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

Punjab

▪ **Update on Punjab State Development Tax rules for November 2025**

The Government of Punjab, on November 07, 2025, notified the Punjab State Development Tax (First Amendment) Rules, 2025, amending the Punjab State Development Tax Rules, 2018. The amendments introduce new Forms PSDT-15 to PSDT-18 for cessation, cancellation, and opting in or out of the lump-sum tax payment system. Employers or enrolled people choosing the lump-sum option must make the payment by April 30 each year. The amendment also includes updated procedural requirements such as form-based communication and provisions for approval of applications.

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

Rajasthan

▪ **Rajasthan notifies Motor Vehicles (Third Amendment) Rules, 2025**

The Transport and Road Safety Department, Rajasthan, on October 29, 2025, issued the Rajasthan Motor Vehicles (Third Amendment) Rules, 2025, amending the Rajasthan Motor Vehicles Rules, 1990. The amendment substitutes Rule 7.85, which now states:

“The colour of vehicles shall be such as specified, from time to time, by the Transport Commissioner, District Magistrate, or Police Commissioner, as applicable.”

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

Sikkim

▪ **Implementation of ESI Act provisions in specified districts of Sikkim**

The Ministry of Labour and Employment, on October 17, 2025, issued a notification regarding the implementation of ESI Act provisions in specified districts of Sikkim. Vide this notification, November 01, 2025, has been appointed as the date on which the below-mentioned provisions of the Act shall come into force in the entire area of the Soreng, Gyalshing and Mangan Districts in the State of Sikkim, namely:

- Sections 38 to 43.
- Sections 45A to 45H.
- Sections 46 to 75.
- Sub-sections (2) to (4) of section 76.
- Sections 82 and 83.

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

Tamil Nadu

▪ **Tamil Nadu Amends Shops and Establishments Rules for information technology software establishments and information technology software enabled services**

The Government of Tamil Nadu has notified amendments to the Tamil Nadu Shops and Establishments Rules, 1948, introducing a new Rule 16-C and replacing Form-O. These changes apply specifically to Information Technology Software Establishments and Information Technology Software Enabled Services (ITES). Under the new Rule 16-C, employers in the IT/ITES sector are required to file a Combined Self-Certification in Form-O through the Labour Department's designated online portal. The filing must be completed twice a year by July 31 for the half-year ending June 30, and by January 31 for the half-year ending December 31. The existing Form-O has been fully substituted with a revised format titled "FORM-O: Combined Self-Certification for IT Software Establishments and ITES for the Half Year Ending.

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

▪ **Tamil Nadu government issues public holiday list for 2026**

The Government of Tamil Nadu, on November 11, 2025, issued the official list of Public Holidays for 2026 for all State Government Offices, Undertakings, Corporations, Boards, and all Commercial and Co-operative Banks under the Negotiable Instruments Act, 1881. The approved holiday list will be published in the Tamil Nadu Government Gazette, following the earlier 2024 order and the RBI letter dated June 27, 2025. In addition to the holidays declared under the Negotiable Instruments Act, the Government of Tamil Nadu has directed that all its offices shall remain closed on all Saturdays and Sundays throughout 2026. The only exception is April 1, 2026, which is observed as the Annual Closing of Bank Accounts and is a public holiday for banks but does not result in the closure of government offices.

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

▪ **Tamil Nadu Pollution Control Board (TNPCB) issues instructions on Online Continuous Effluent/Emission Monitoring Systems (OCEMS) Connectivity**

The Tamil Nadu Pollution Control Board (TNPCB) on November 10, 2025, issued directions regarding the migration and connectivity of Online Continuous Effluent/Emission Monitoring Systems (OCEMS). As per CPCB's notice dated October 7, 2025, all industries in Tamil Nadu registered on the old CPCB OCEMS portal must register on the new OCEMS portal by November 15, 2025, to ensure uninterrupted transmission of monitoring data. Industries are required to comply with all CPCB guidelines and directions relating to OCEMS, including continuous data transmission to Central Pollution Control Board (CPCB) and Tamil Nadu Pollution Control Board (TNPCB). TNPCB has further instructed all 17-category industries, CETPs, local body STPs, and common facilities to shift to TNPCB's new OCEMS portal by December 15, 2025. It has clarified that no IoT/data logger manufacturers or service providers have been authorized or empanelled by TNPCB for OCEMS connectivity.

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

Telangana

- **Telangana declares public holiday for 61-Jubilee Hills bye-election**

The Labour, Employment, Training and Factories Department, Telangana, on October 31, 2025, issued a notification regarding a public holiday in 61-Jubilee Hills Assembly Constituency, Hyderabad District, on November 11, 2025. For industrial undertakings and establishments working on a shift basis, the holiday is declared only for the shift during which polling is scheduled.

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

Tripura

- **Variable Dearness Allowance (VDA) based on 6-monthly average Consumer Price Index numbers**

The Government of Tripura, on October 28, 2025, issued a notification revising the Variable Dearness Allowance (VDA) based on 6-monthly average Consumer Price Index Numbers for the period of six months commencing from January 01, 2025, and ending on June 30, 2025, over the previous 6 monthly average. The half yearly average increased Consumer price Index point has been notified for different categories of workers engaged in the various employment.

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

- **Tripura Jan Vishwas (Amendment of Provisions) Act, 2025**

The Government of Tripura, on November 04, 2025, issued the Tripura Jan Vishwas (Amendment of Provisions) Act, 2025. Vide this Amendment Act, the State has undertaken legislative reforms by amending and repealing specific provisions across multiple statutes, including notable changes to The Tripura Municipal Act, 1994 and The Tripura Fire and Emergency Services Act, 2022.

(To view the Amendment, 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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