



# COMPLIANCE UPDATE

December 2025 | Part 2 of 2

## Ministry of Corporate Affairs (MCA)

### Companies (Specification of definition details) Amendment Rules, 2025

On December 01, 2025, the Ministry of Corporate Affairs issued the Companies (Specification of definition details) Amendment Rules, 2025, further, to amend the Companies (Specification of definition details) Rules, 2014. Vide this amendment in rule 2(1)(t), the following clause shall be substituted:

- For the purposes of sub-clause (i) and sub-clause (ii) of clause (85) of section 2 of the Act, paid up capital and turnover of the small company shall not exceed rupees ten crores and rupees one hundred crores respectively.

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

## Reserve Bank of India (RBI)

### Liberalized Remittance Scheme (LRS)- Submission of 'LRS Daily Return' by Authorized Dealers

Reserve Bank of India on December 03, 2025, issued a circular introducing submission of the Liberalized Remittance Scheme (LRS) Daily Return by Authorized Dealer (AD) Category-II banks/entities and Full-Fledged Money Changers (FFMCs). Previously, only AD Category-I banks submitted daily LRS returns on the Centralized Information Management System (CIMS) and included LRS transactions of their attached AD Category-II banks and FFMCs.

From January 01, 2026, AD Category-II banks/entities and FFMCs will directly submit their own LRS daily returns, including nil reports, via CIMS, allowing them to monitor the cumulative PAN-wise LRS remittances of residents before approving new transactions.

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

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# Securities and Exchange Board of India (SEBI)

## ▪ Securities and Exchange Board of India (Infrastructure Investment Trusts) (Fourth Amendment) Regulations, 2025

Securities and Exchange Board of India on December 09, 2025, issued the Securities and Exchange Board of India (Infrastructure Investment Trusts) (Fourth Amendment) Regulations, 2025. Key amendments include substitution in the following clauses of regulation 2(1)(a):

- clause (ya), sub-clause (ii) “a family trust or an intermediary registered with the Board, having a net worth of more than five hundred crore rupees, as per the latest audited financial statements.”
- clause (zs) “qualified institutional buyer”
- clause (zza) “strategic investor”

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

## ▪ Securities and Exchange Board of India (Real Estate Investment Trusts) (Third Amendment) Regulations, 2025

Securities and Exchange Board of India on December 09, 2025, issued Securities and Exchange Board of India (Real Estate Investment Trusts) (Third Amendment) Regulations, 2025. The amendment inserts a new definition of “institutional investor,” expanding it to include qualified institutional buyers, high-net-worth family trusts, and SEBI-registered intermediaries with net worth above ₹500 crore. It also updates the meaning of “qualified institutional buyer” by aligning it with ICDR Regulations, 2018.

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

## ▪ Securities and Exchange Board of India (Merchant Bankers) (Amendment) Regulations, 2025

Securities and Exchange Board of India on December 03, 2025, issued Securities and Exchange Board of India (Merchant Bankers) (Amendment) Regulations, 2025. Key changes include:

- Redefining the “principal officer” role, revising application and registration procedures, introducing minimum net worth and liquid net worth requirements for Category I and II merchant bankers, and mandating minimum revenue generation.
- The amendment prohibits merchant bankers from managing their own issues or issues where key personnel hold significant shares.

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

## ▪ Securities and Exchange Board of India (Intermediaries) (Third Amendment) Regulations, 2025

Securities and Exchange Board of India on December 03, 2025, issued Securities and Exchange Board of India (Intermediaries) (Third Amendment) Regulations, 2025 introducing an important expansion to Regulation 30A of the 2008 Intermediaries Regulations. The amendment inserts a new clause (da) under sub-regulation (1), specifying additional grounds on which a person may be deemed “not fit and proper” to act as an intermediary. The newly added clause covers three key compliance failures: not meeting prescribed minimum net worth or liquid net worth requirements, failing to achieve the mandated minimum revenue from permitted activities (subject to SEBI-notified exemptions), and not transferring specified activities to a separate business unit as required by SEBI.

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

## ▪ Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) (Amendment) Regulations, 2025

Securities and Exchange Board of India on December 03, 2025, issued Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) (Amendment) Regulations, 2025. The amendment inserts a new definition of “valuer” aligned with Section 247 of the Companies Act, 2013, and replaces the role of acquirers and managers in determining valuation with an “independent registered valuer.”

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

## ▪ Securities and Exchange Board of India (Substitution of Registered Post with Speed Post) (Amendment) Regulations, 2025

Securities and Exchange Board of India on December 01, 2025, issued Securities and Exchange Board of India (Substitution of Registered Post with Speed Post) (Amendment) Regulations, 2025 amending multiple existing regulations across different SEBI frameworks. These amendments replace references to “Registered Post” or “Registered A.D.” with “Speed Post with Registration” or “Speed Post with Registration with Acknowledgment Due,” ensuring uniformity in modes of official communication. The changes apply to:

- The Collective Investment Schemes Regulations, 1999
- The Prohibition of Fraudulent and Unfair Trade Practices Regulations, 2003

- The Intermediaries Regulations, 2008
  - The Issue of Capital and Disclosure Requirements Regulations, 2018.
- (To view the Amendment, please click [here](#))

▪ **Securities and Exchange Board of India (Foreign Venture Capital Investors) (Amendment) Regulations, 2025**

Securities and Exchange Board of India on December 01, 2025, issued Securities and Exchange Board of India (Foreign Venture Capital Investors) (Amendment) Regulations, 2025. The amendment inserts the SWAGAT-FI (Single Window Automatic and Generalised Access for Trusted Foreign Investor) definition into the 2000 Regulations, exempting such investors from certain sub-regulations, and allows renewal fees to be paid every ten years from the eleventh year of registration. Additionally, the standard investment limits of 66.67% and 33.33% under the principal regulations will not apply to SWAGAT-FIs.

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

## Ministry of Finance

▪ **Appointment of Securities and Exchange Board of India as the authorized agency**

Ministry of Finance (Department of Economic Affairs) on December 08, 2025, issued a notification authorizing the Securities and Exchange Board of India, as the authorized agency for the purpose of Information Technology (Guidelines for Intermediaries and Digital Media Ethics Code) Rules, 2021.

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

## Bureau of Energy Efficiency (BEE)

▪ **Corrigendum notification for form II-B under Bureau of Energy Efficiency**

Bureau of Energy Efficiency on December 01, 2025, issued that notification published in the Gazette of India, Extra Ordinary, Part III, Section 4 in Issue No. 561 dated August 11, 2025, on page No. 33 for FORM – IIB Certificate for Certified Energy Manager has now been changed and be read as Certificate for Certified Energy Auditor.

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

## Bureau of Indian Standards (BIS)

▪ **BIS Standards for Hybrid Insulators**

The Bureau of Indian Standards on December 09, 2025 (Published on December 10, 2025), notified the following standards amongst others:

- IS/IEC 62896: 2024 Hybrid Insulators for A.C. and D.C. for High-Voltage Applications Greater Than 1000V A.C. and 1500V D.C. Definitions, Test Methods and Acceptance Criteria (First Revision)
- IS 17520 (Part 3): 2025 IEC TS 62998-3: 2023 Safety of Machinery - Safety Related Sensors Used for the Protection of Persons Part 3 Sensor Technologies and Algorithms.

**The standards will come into effect from December 9, 2025.**

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

▪ **Amendment of BIS Standards for Textiles**

The Bureau of Indian Standards on December 05, 2025, notified the amendment in standards of Textiles:

- IS 13489: 2025 Textiles - Bed Mattress - Specification (Second Revision).

**The amended standards will come into effect from November 28, 2025.**

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

▪ **BIS Standards for Textiles**

The Bureau of Indian Standards on December 05, 2025, notified the following standards amongst others:

- IS 3596: 2025 Textiles - Glossary of Terms Relating to Hosiery (First Revision).
- IS 6124: 2025 Textiles - Crimp in Wool Fibres - Methods of Test (First Revision)
- IS 19373: 2025 Textiles - Single Jersey Cotton Synthetic and Blended Women's Stockings - Specification.

**The standards will come in effect from November 28, 2025.**

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

▪ **Revision of BIS Standards for Gas Cylinders**

The Bureau of Indian Standards on December 04, 2025, notified the revision of following standards amongst others:

- IS 17613: 2025 Gas Cylinders - Refillable Welded Aluminium Alloy Cylinders - Design, Construction and Testing (First Revision)

**The revised standards will come in effect from November 28, 2025.**

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

▪ **Amendment of BIS Standards for Tyres**

The Bureau of Indian Standards on December 05, 2025, notified the amendment in standards of Textiles:

- IS 4824: 2022 Bead Wire for Tyres - Specification (Third Revision).
- IS 10086: 2021 Moulds for Use in Tests of Cement, Concrete and Pozzolana - Specification (First Revision)
- IS 17404: 2020 Electrogalvanized Hot Rolled and Cold Reduced Carbon Steel Sheets and Strips – Specification

**The amended standards will come in effect from December 01, 2025.**

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

▪ **Revision of BIS Standards for Electric Components and Wind Energy Generation Systems**

The Bureau of Indian Standards on December 08, 2025, notified the revision of following standards amongst others:

- IS/IEC 61709: 2017 Electric Components - Reliability - Reference Conditions for Failure Rates and Stress Models for Conversion
- IS/IEC TS 61400-28: 2025 Wind Energy Generation Systems Part 28 Through-Life Management and life Extension of Wind Power Assets.

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

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

▪ **BIS Standards for Domestic Pressure Cooker**

The Bureau of Indian Standards on December 03, 2025, notified the following standards amongst others:

- IS 2347: 2023 Domestic Pressure Cooker — Specification (Seventh Revision).
- IS 15558: 2024 Instantaneous Domestic Water Heater for Use with LPG — Specification (First Revision).

**The standards will come in effect from November 20, 2025.**

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

▪ **Withdrawal of BIS Standards for Steel Wire Ropes**

The Bureau of Indian Standards on December 03, 2025, notified the withdrawal of following standards amongst others:

- IS 2581: 2002 Round Strand Galvanized Steel Wire Ropes for Shipping Purposes - Specification (Fourth Revision)
- IS 2429 (Part 1) - 1987 Specification for Round Steel Short Link Chains (Electric Butt Welded), Grade L(3) Part 1 Non-Calibrated Load Chain for Lifting Purposes (Third Revision)
- IS 9542 - 1980 Specification for Horizontal Centrifugal Monoset Pumps for Clear, Cold, Fresh Water

**The standards will be withdrawn with effect from November 19, 2025.**

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

▪ **Amendment of BIS Standards for Liquefied Petroleum Gas (LPG) Containers**

The Bureau of Indian Standards on December 03, 2025, notified the amendment in standards of Textiles:

- IS 14899: 2014 Liquefied petroleum Gas (LPG) Containers for Automotive Use - Specification (First Revision)
- IS 8148: 2018 Ducted and Package Air Conditioners - Specification (Second Revision)

**The amended standards will come in effect from November 10, 2025.**

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

# Employees' State Insurance Corporation (ESIC)

## ▪ ESIC notified the mandatory ESIC registration for educational institutions under the Code on Social Security, 2020

Employees' State Insurance Corporation (ESIC) on December 03, 2025, issued a notification informing that educational institutions are now required to obtain mandatory ESIC registration under the Code on Social Security, 2020. As per the notification, all schools, colleges, universities and other educational establishments meeting the prescribed criteria must register as establishments, enroll eligible employees and ensure timely remittance of ESIC contributions. ESIC field units have also been instructed to identify covered institutions and issue necessary compliance directions for uniform implementation.

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

## ▪ Employees' State Insurance Corporation (ESIC) issues Official Holiday schedule for calendar year 2026

The Employees' State Insurance Corporation (ESIC), on December 01, 2025, issued the circular regarding approved list of holidays for the year 2026. The following has been stated:

- ESIC has issued the official notification confirming the holiday schedule for the calendar year 2026 for all its offices and establishments. The circular includes Gazetted, restricted, and regional holidays to ensure uniform implementation across ESIC units.
- An Office Memorandum in English has been provided, outlining administrative instructions for applying the holiday roster, while the annexure includes the detailed holiday table with the specific dates.

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

## ▪ Employees' State Insurance Corporation (ESIC) notification on implementation of the Code on Social Security, 2020

The Employees' State Insurance Corporation (ESIC), on November 28, 2025, issued a notification regarding the implementation of the Code on Social Security, 2020. The Code on Social Security, 2020 (CoSS) has come into force from November 21, 2025, as per the Ministry of Labour & Employment Gazette Notification No. 5143. The following has been stated:

- Under Section 2(24)(c), the definition of "dependent" has been expanded to include widowers and grandparents, making them eligible for Dependent Benefit.
- Under Section 2(33)(e), the father-in-law and mother-in-law of a woman employee are now recognized as part of her family, making them eligible for Medical Benefit.
- ESIC has directed all authorities and stakeholders to apply these revised definitions while extending Dependent and Medical Benefits to eligible persons.

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

## ▪ Employees' State Insurance Corporation (ESIC) notification on new email ID for On Account Payment (OAP) Communication

The Employees' State Insurance Corporation (ESIC), on November 27, 2025, issued a notification regarding the intimation of a new official email ID for handling all On Account Payment (OAP) matters at ESIC Headquarters. A dedicated email ID has been created for all OAP-related communication and processing. Henceforth, all issues, queries, and submissions related to On Account Payment must be sent exclusively to [oap-hq@esic.gov.in](mailto:oap-hq@esic.gov.in).

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

## ▪ Implementation of new Wages definition under section 2(88) of 'The Code on Social Security, 2020'

Employees' State Insurance Corporation (ESIC) on December 11, 2025, issued a notification for implementing new Wages definition under section 2(88) which included ESIC with effect from November 21, 2025. With implementation of the Code on Social Security, 2020, a large number of exempted employees in a covered establishment is likely to be brought back/ covered under ESIC coverage with this new wage definition. Vide the notification, field units are advised to make awareness programs in this regard and ensure employer make compliance accordingly by covering all the employees as per the new wage definition.

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

## ▪ Implementation of ESI Act provision in specified districts of Sikkim

Employees' State Insurance Corporation (ESIC) on December 11, 2025, issued a notification regarding the implementation of ESI Act provision in specified districts of Sikkim. Vide this notification, November 01, 2025, has been appointed as the date from which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of Soreng, Gyalshing and Mangan districts of Sikkim.

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

▪ **Implementation of ESI Act provision in specified districts of Nagaland**

Employees' State Insurance Corporation (ESIC) on December 11, 2025, issued a notification regarding the implementation of ESI Act provision in specified districts of Nagaland. Vide this notification, November 01, 2025, has been appointed as the date from which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of Tuensang, Mon, Phek, Kiphire, Peren, Longleng, Shamator, Noklak and Meluri district of Nagaland.

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

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

Employees' State Insurance Corporation (ESIC) on December 11, 2025, issued a notification regarding the implementation of ESI Act provision in specified districts of Meghalaya. Vide this notification, November 01, 2025, has been appointed as the date from which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of West Garo Hills, South Garo Hills, North Garo Hills, East Garo Hills, South West Garo Hills and West Jaintia Hills district of Meghalaya.

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

▪ **Implementation of Code on Social Security, 2020**

Employees' State Insurance Corporation (ESIC) on December 10, 2025, issued a notification for implementation of Code on Social Security, 2020, with effect from **November 21, 2025**.

It is mandatory for all establishments that meet the prescribed criteria under the Code to register with Employees' State Insurance Corporation (ESIC) and make the timely payment of the contributions so that their workforce receives the necessary benefits under the Code on Social Security, 2020.

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

▪ **Clarification regarding implementation of Amnesty Scheme, 2025**

Employees' State Insurance Corporation (ESIC) on December 08, 2025, issued a notification clarifying regarding the implementation of Amnesty Scheme, 2025. Key Clarifications include:

- The Amnesty Scheme 2025 is self-explanatory, and the provisions are clearly delineated in the Scheme.
- In cases where the employer produces documents/records in support of their claim during the Amnesty period, the concerned Officer may examine the documents and, if satisfied regarding the correctness, action may be taken as per Scheme extant, and the cases may be withdrawn.

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

## Employees' Provident Fund Organization (EPFO)

▪ **Employee Provident Fund Organization (EPFO) discontinues extension for mandatory Aadhaar UAN Seeding for ECR Filing**

The Employees' Provident Fund Organisation (EPFO) on December 01, 2025, issued a notification regarding the discontinuation of extension of timelines for mandatory Aadhaar seeding with UAN for filing Electronic Challan-cum-Return (ECR) for establishments in the Northeast Region and certain specified industries. Earlier relaxations granted to the Northeast Region (NER) States and industries such as beedi, building & construction, and plantations allowed Aadhaar-UAN seeding up to October 31, 2025, based on repeated extensions issued since 2021. EPFO has now clarified that sufficient time has been provided, and pendency levels are minimal. No further extension will be granted beyond October 31, 2025, for Aadhaar seeding and verification with UAN for establishments in these categories. All Zonal and Regional Offices must sensitise employers that ECR filing for the wage month of November 2025 onwards will be allowed only for Aadhaar-verified UANs, without any exception.

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

## Industry-wise updates

### Shipping, Ports and Fisheries

▪ **Inland Vessel (Design and Construction) First Amendment Rules, 2025**

The Ministry of Ports, Shipping and Waterways (MoPS&W) on December 03, 2025, issued the Inland Vessel (Design and Construction) (First Amendment) Rules, 2025 to further amend the Inland Vessels (Design and Construction) Rules, 2024. The following amendments have been stated under Rule 4 -

- Sub-rule (5) shall be omitted.
- Sub-rule (1), after the words "Category 'A' vessels which are decked vessels of any of the following types", the words "and are operating in Zone 1, namely" shall be omitted;

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



# State-wise updates

## Andhra Pradesh

### ▪ **Government of Andhra Pradesh notification of General and Optional Holidays for 2026**

The Government of Andhra Pradesh, on December 4, 2025, issued notification declaring the official General Holidays and Optional Holidays for all State Government offices for the calendar year 2026, with the following key clarifications:

- General Holidays listed in Annexure-I shall be observed as official holidays, excluding those falling on Sundays or Second Saturdays, which are separately listed in Annexure-I(A).
- Optional Holidays specified in Annexure-II (excluding those falling on Sundays or Second Saturdays as listed in Annexure-II(A)) may be availed up to a maximum of five days in 2026, subject to prior written approval of the competent authority.
- The notification clarifies that General Holidays do not automatically apply to industrial establishments, public sector undertakings, Public Works Department workmen, or educational institutions. Separate instructions will be issued by the respective departments for such entities.
- Festivals dependent on moon sighting, such as Ramzan, Bakrid, Moharrum, and Eid Milad-un-Nabi, as well as Hindu festivals with variable dates, shall be observed as announced through electronic or print media, without waiting for a formal government order.

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

### ▪ **Andhra Pradesh Electricity Regulatory Commission (APERC) amends renewable energy tariff determination regulations**

The Andhra Pradesh Electricity Regulatory Commission (APERC), on December 08, 2025, issued the First Amendment to the Andhra Pradesh Electricity Regulatory Commission (Terms and Conditions for Tariff Determination from Renewable Energy Sources) Regulation, 2025, applicable to the entire State of Andhra Pradesh. The amendment introduces the following changes to the Principal Regulation:

- Clause 27 is substituted to provide that the applicable parameter shall be project-specific and not less than 30%.
- Further, notwithstanding Clause 10 of the Regulation, where a small hydro project in any year generates more energy than the approved Capacity Utilisation Factor or Plant Load Factor, as applicable, the tariff for such excess energy shall be the tariff applicable for that year.

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

### ▪ **Andhra Pradesh Electricity Regulatory Commission (APERC) issues draft amendment to green energy open access and banking regulations**

The Andhra Pradesh Electricity Regulatory Commission (APERC), on December 08, 2025, issued the Draft First Amendment to the Andhra Pradesh Electricity Regulatory Commission (Green Energy Open Access, Charges, and Banking) Regulation, 2024 (Regulation No. 3 of 2025). The draft amendment proposes the following changes:

- Clause 2(1)(B) is proposed to be substituted to redefine "Banking" as a facility allowing the unutilized portion of energy arising from underutilisation by the consumer or excess generation over the schedule by the generator from green energy sources such as wind, solar, wind-solar hybrid, and mini-hydel during a billing month to be credited to a separate account, to be treated in accordance with the conditions prescribed under the Regulation.
- A third proviso is proposed to be inserted in Clause 7, providing that Electric Vehicle (EV) charging stations shall be permitted to procure input power through Green Energy Open Access (GEOA) generators.

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

## Bihar

### ▪ **Draft Code on Wages (Bihar) Rules, 2025**

The Government of Bihar, on December 05, 2025, issued a notification publishing the Draft Code on Wages (Bihar) Rules, 2025, which propose to supersede the Bihar Payment of Wages Rules, 1937 and the Bihar Minimum Wages Rules, 1951. The notification invites objections and suggestions from stakeholders, which will be considered after the expiry of forty-five (45) days from the date of publication in the Official Gazette.

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

#### ▪ **Draft Social Security (Bihar) Rules, 2025**

The Government of Bihar, on December 09, 2025, issued a notification publishing the Draft Social Security (Bihar) Rules, 2025, which propose to supersede the following rules:

- Bihar Maternity Benefit Rules, 1964.
- Bihar Payment of Gratuity Rules, 1972.
- Bihar Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2005, and
- Bihar Unorganized Workers Social Security Rules, 2015

The notification invites objections and suggestions from stakeholders, which will be considered after the expiry of forty-five (45) days from the date of publication in the Official Gazette.

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

#### ▪ **Draft Industrial Relations (Bihar) Rules, 2025**

The Government of Bihar, on December 05, 2025, issued a notification publishing the Draft Industrial Relations (Bihar) Rules, 2025, which propose to supersede the following rules;

- The Bihar Industrial Dispute Rules, 1961.
- The Bihar Industrial Employment (Standing Orders) Rules, 1947 and
- Bihar and Orissa Trade Union Regulations, 1928

The notification invites objections and suggestions from stakeholders, which will be considered after the expiry of forty-five (45) days from the date of publication in the Official Gazette.

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

### Chhattisgarh

#### ▪ **Extension of the due date for filing GSTR - 3B**

The Government of Chhattisgarh, on December 11, 2025, issued a notification regarding the extension of the Due Date for Filing GSTR-3B. The following has been stated:

- For monthly filers, the return for September 2025 can be filed up to October 25, 2025.
- For quarterly filers, the return for July-September 2025 is also due by October 25, 2025.

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

### Goa

#### ▪ **Goa Issues Jan Vishwas (Laws Amendment) Ordinance, 2025**

The Government of Goa, on December 09, 2025, issued the Jan Vishwas (Laws Amendment) Ordinance, 2025, amending multiple State enactments with the objective of rationalizing and updating penalty frameworks. The Ordinance provides that the enactments listed in Column (4) of Schedule I and Schedule II shall stand amended to the extent and in the manner specified in Column (5) of the respective Schedules. It further stipulates that the fines and penalties prescribed under the enactments listed in Schedule I shall be enhanced by ten per cent of the minimum penalty amount, as applicable, after the expiry of every three years from the date of commencement of the Ordinance.

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

### Govt. of NCT of Delhi

#### ▪ **Labour department releases Draft Occupational Safety, Health and Working Conditions Rules, 2025**

The Labour Department, Government of Delhi, on December 03, 2025, issued the Draft Delhi Occupational Safety, Health and Working Conditions Rules, 2025, to operationalize provisions under the Occupational Safety, Health, and Working Conditions Code, 2020. The following are the key provisions of the draft rules:

- Workplace standards that state detailed requirements for safety, health, and welfare of workers across sectors including factories, construction, contract labour, and mines.
- Mandates registration, licensing, and digital record maintenance with periodic compliance statements.
- Specifies working hours, overtime, welfare facilities, safety measures, accident reporting, and health surveillance.
- Requires employers to ensure risk assessments, emergency preparedness, hazard control, and mandatory safety training.
- Prescribes guidelines for women workers, contract labour management, and welfare amenities such as canteens, crèches, and first aid, along with accommodation standards where applicable.

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



#### ▪ **Delhi Labour Department Issues Draft Industrial Relation (Delhi) Rules, 2025**

The Labour Department, Government of Delhi, on December 12, 2025, issued the Draft Industrial Relation (Delhi) Rules, 2025, applicable to industrial establishments and matters where the Appropriate Government is the Government of NCT of Delhi. The key provisions of the draft rules include:

- Constitution of Works Committee and selection of representatives from employers and workers.
- Procedure for choosing members for the Grievance Redressal Committee.
- Filing applications for conciliation of grievances against the decisions of the Grievance Redressal Committee.
- Payment of subscription by Trade Union members and donations from members or others.
- Procedure for annual audit of the Trade Union.
- Form and procedure for making declarations by affidavit.
- Preparation of a general statement of assets and liabilities of the Trade Union in the prescribed form.

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

#### ▪ **Delhi Government announces public holidays for 2026**

The General Administration Department, Government of Delhi, on December 04, 2025, issued the list of Public Holidays in the National Capital Territory of Delhi for 2026. The Lieutenant Governor of the National Capital Territory of Delhi has declared the days specified in the schedule to be observed as Public Holidays across the NCT of Delhi during 2026.

Additionally, in accordance with RBI guidelines, April 01, 2026 is declared as a public holiday under Section 25 of the Negotiable Instruments Act for the annual closing of bank accounts.

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

### Gujarat

#### ▪ **Gujarat Maritime Board notifies port holidays for calendar year 2026**

The Gujarat Maritime Board (GMB), on December 09, 2025, notified the list of public holidays to be observed as non-working days at ports operating under its jurisdiction for the calendar year 2026. The notification has been published in the Gujarat Government Gazette (Extraordinary), Part IV-C. As per the notification, ports shall observe specified national and religious holidays, including Republic Day (26 January 2026), Holi (Dhuleti – 4 March 2026), Ramzan Eid (21 March 2026), Janmashtami (4 September 2026), Dussehra (20 October 2026), and Vikram Samvat New Year Day (10 November 2026). Certain holidays, such as Shree Ramnavmi and Eid-ul-Adha (Bakri-Eid), shall apply only to specified port stretches, namely Porbandar to Umargaon and Koteswar to Dwarka, respectively. The Board has clarified that on such non-working days, ports shall remain closed for cargo operations, except for arrival, departure, and other essential vessel movements, and that these holidays shall also be treated as non-working days under charter party terms.

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

### Haryana

#### ▪ **Haryana proposes amendments to Motor Vehicles Rules regulating aggregators and operators**

The Transport Department, Government of Haryana, on December 11, 2025, issued the Draft Haryana Motor Vehicles (Amendment) Rules, 2025 to further amend the Haryana Motor Vehicles Rules, 1993, with a focus on licensing and regulation of operators and IT-based passenger aggregators. The draft rules propose the following amendments:

- Rule 86A is proposed to be substituted to provide a comprehensive framework for the licensing and regulation of conduct of operators or IT-based passenger aggregators, including delivery providers, acting as agents or canvassers for soliciting customers for travel by public service vehicles.
- The substituted rule mandates that an application for grant or renewal of licence shall be made in writing in Form HR No. 38A to the competent authority.
- It further provides that no operator, IT-based passenger aggregator, or delivery provider shall act as an agent or canvasser for registered vehicle owners in the State unless a licence in Form HR No. 38AII has been obtained.

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

#### ▪ **Haryana Notifies HIV/AIDS rules to strengthen rights protection and non-discrimination framework**

The Health Department, Government of Haryana, on November 27, 2025, notified the Haryana Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome Rules, 2025, which came into force with effect from the same date, to operationalize the provisions of the HIV/AIDS (Prevention and Control) Act within the State. The Rules mandate strict confidentiality of HIV-

related information and prohibit discrimination in employment, education, healthcare, housing, and public services. They require healthcare, diagnostic, and treatment establishments to follow informed consent procedures, safe handling practices, and secure medical record maintenance. The Rules also provide grievance redressal mechanisms, including designated officers and complaint procedures, and prescribe awareness, training, and compliance responsibilities for government and private institutions to promote a stigma-free and safe environment statewide. (To view the Notification, please click [here](#))

## Himachal Pradesh

### ■ **Himachal Pradesh notifies amendment to Factories Rules, 2025**

The Labour Department, Government of Himachal Pradesh, on December 06, 2025, issued the Himachal Pradesh Factories (Amendment) Rules, 2025, amending the Himachal Pradesh Factories Rules, 1950, with effect from the same date. The following are the key amendments:

- Deletion of words “women and” in clause 3 of Schedules II, III, IV, VI, VII, VIII, and XI.
- Extension of maximum daily work hours in Form No. 20, clause 1 from “more than 9 hours in any day” to “more than 10 hours in any day”.
- Revision in continuous work and daily limit in Form No. 20, clause 6: the maximum continuous period is now 6 hours (earlier 5 hours), and the maximum daily work limit is 12 hours (earlier 10½ hours or 12 hours with Chief Inspector’s permission).
- Update to employment of women in Form No. 20, clause 10 under Section 66: women may work for not more than 10 hours in any day and not between 7 P.M. and 7 A.M.

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

### ■ **Himachal Pradesh introduces Shops and Commercial Establishments (Amendment) Bill, 2025**

The Government of Himachal Pradesh, on December 02, 2025, introduced the Himachal Pradesh Shops and Commercial Establishments (Amendment) Bill, 2025 in the Legislative Assembly to amend provisions of the 1969 Act, as part of broader reforms aimed at easing compliance and updating employment thresholds in the State's shop and establishment sector. The following are the key amendments:

- Section 7, proviso (a) of sub-section (2): the employee threshold is increased from “fifty” to “one hundred forty-four”, expanding the exemption limit for registration obligations or conditions under this section.
- Section 13, sub-section (1): the compliance requirement previously applicable to “every establishment” will now apply only to establishments employing ten or more employees.

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

## Karnataka

### ■ **Karnataka Labour Welfare Fund (Amendment) Bill, 2025**

The Karnataka State Legislature, on December 10, 2025, introduced the Karnataka Labour Welfare Fund (Amendment) Bill, 2025, proposing amendments to the Karnataka Labour Welfare Fund Act, 1965 to expand coverage and modernize compliance mechanisms. The Bill amends Section 2(4)(iii) by replacing the phrase “more than fifty persons” with “more persons”, indicating an intended expansion in the scope of establishments covered under the Act and bringing a larger number of workplaces within labour welfare obligations.

Further, Section 7A is amended to permit contributions to the Labour Welfare Fund through digital and electronic modes such as Net Banking, NEFT, RTGS, UPI, or demand draft, replacing older instruments like cheques or crossed demand drafts and aligning statutory payments with digital governance practices.

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

### ■ **Karnataka mandates compulsory online payment of labour welfare fund contributions**

The Government of Karnataka, on December 05, 2025, issued a notification mandating the compulsory online payment of contributions to the Karnataka Labour Welfare Fund under the Karnataka Labour Welfare Fund Act, 1965. The notification requires all commercial and IT/BT establishments employing 50 or more workers, as well as charitable trusts/organizations and registered societies, to pay Labour Welfare Fund contributions online. Covered establishments are required to remit contributions for the 2025 calendar year on or before January 15, 2026, through the prescribed online mode. Any delay in payment will attract penal interest at 12% per annum for the first three months, and 18% per annum thereafter on the amount due.

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

## Kerala

### ▪ Kerala declares public holidays for General Election

The Government of Kerala, on December 02, 2025, issued a notification declaring public holidays in connection with the General Election, applicable district-wise on specified polling dates. The notification declares December 09, 2025, as a public holiday in Thiruvananthapuram, Kollam, Pathanamthitta, Alappuzha, Kottayam, Idukki, and Ernakulam, and December 11, 2025, as a public holiday in Thrissur, Palakkad, Malappuram, Kozhikode, Wayanad, Kannur, and Kasaragod. Employees who are registered voters in a polling constituency but working in a district where no holiday is declared are permitted to avail Other Duty or Special Leave (excluding Casual Leave, Commuted Leave, or Earned Leave), subject to submission of proof of voter status. In terms of the Kerala Panchayat Raj Act and the Kerala Municipality Act, all private-sector employees who are voters are entitled to a paid holiday on the polling day, and employers are required to ensure that no wages are deducted on account of such election-related leave, even where the employee would otherwise be unpaid. The notification further clarifies that daily-wage and casual workers who are voters but are working outside their polling constituency must also be granted a paid holiday on the election day. (To view the Notification, please click [here](#))

### ▪ Kerala Pollution Control Board revises siting and pollution control norms for M-Sand and Rock Material Godowns

The Kerala State Pollution Control Board (KSPCB), on November 29, 2025, issued a clarification revising the distance criteria, siting norms, and pollution control measures applicable to M-Sand, Rock Dust, and Rock Sand godowns. The notification mandates that revised pollution control measures shall apply uniformly to all such godowns, irrespective of storage capacity, and prescribes specific operational and infrastructure requirements to mitigate dust and noise pollution. Key measures include the requirement that loading and unloading operations be conducted within enclosed areas, installation of sprinkler systems to control dust during material handling, and daily maintenance of logbooks recording details of materials handled, including type and quantity. Further, internal roads within the compound must be tarred or concreted, with appropriate arrangements for drainage of wastewater generated from vehicle tyre washing. All materials must be transported in properly covered vehicles to prevent environmental contamination. (To view the Circular, please click [here](#))

## Ladakh

### ▪ Ladakh Notifies Fire Prevention and Fire Safety Rules, 2025

The Administration of the Union Territory of Ladakh, on November 28, 2025, issued the Ladakh Fire Prevention and Fire Safety Rules, 2025, which come into force from December 01, 2025. The following are the key provisions of the Rules:

- Mandatory fire safety standards for buildings, public places, and establishments across the Union Territory.
- Requirements for fire prevention including installation of fire-fighting equipment, fire exits, water storage, alarms, hydrants, extinguishers, and periodic maintenance.
- Responsibility of building owners, occupiers, and institutions to obtain fire safety certificates, conduct annual audits, and allow inspections by designated fire authorities.
- Powers for authorities to issue notices, impose penalties, and order closure of premises in case of non-compliance or serious fire hazards.
- Provisions for public awareness, emergency preparedness, and coordination with fire services to strengthen fire prevention and response mechanisms in Ladakh.

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

## Madhya Pradesh

### ▪ Madhya Pradesh proposes digital registration and update framework under Shops and Establishments law

The Government of Madhya Pradesh, on December 01, 2025, introduced the Madhya Pradesh Shops and Establishments (Second Amendment) Bill, 2025 to further amend the Madhya Pradesh Shops and Establishments Act, 1958, with a view to strengthening digital registration, Updation, and closure compliance for establishments. The Bill proposes the following amendments:

- It substitutes Section 6 to require that every establishment to which the Act applies be registered through the prescribed online portal. Employers must apply within 30 days of the Act coming into force in respect of the establishment, in the prescribed form and fee, furnishing details including the name of the employer, manager and managerial personnel, postal address and date of commencement, name and category of the establishment, and other prescribed particulars.

- It further substitutes Section 7, mandating that employers update any change in the information submitted under Section 6 within seven days of such change on the portal. Upon such update, the portal will amend the register of establishments and generate a revised or fresh registration certificate, as applicable.
- Additionally, Section 8 is substituted to require employers to intimate the closure of an establishment within ten days of closure through the portal, following which the establishment will be removed from the register, and the portal-generated registration certificate will stand cancelled.

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

## Maharashtra

### ■ **Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Bill, 2025**

The Maharashtra Legislative Assembly, on December 08, 2025, introduced the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Bill, 2025 to further amend the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017. The following key amendments have been proposed:

- Section 1, sub-section (3): In clauses (a) and (b), the word “ten” is substituted with “twenty”.
- Section 6, sub-section (1): The word “ten” is substituted with “twenty”.
- Section 14 is replaced to state that a worker’s spread-over in an establishment shall not exceed 12 hours in a single day.
- Section 15 increases the maximum monthly working hours from 125 hours to 144 hours.
- The Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Ordinance, 2025, is repealed.

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

### ■ **Maharashtra Declares Local Holidays for 2026 in Mumbai**

The Government of Maharashtra, on December 09, 2025, declared local holidays for all Government and Semi-Government offices in Mumbai City and Mumbai Suburban Districts for the year 2026. In accordance with Government Circular (GAD No. Sarvasu-1196/Pr.No.5/96/29 dated 18 September 1996) and following the practice since 2007 for Gopalkala (Dahihandi), the local holidays for 2026 are Gopalkala (Dahihandi) on September 05, 2026, 14th Bhadrapad, Shaka 1948 and Anant Chaturdashi on September 25, 2026, 03 Ashwin, Shaka 1948. These holidays apply to all State Government and Semi-Government offices located in Mumbai City and Mumbai Suburban Districts.

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

### ■ **Maharashtra Government Announces Public Holiday List for 2026**

The Government of Maharashtra, on December 08, 2025, issued the list of Public Holidays for the year 2026. The following has been stated:

- Table A contains the list of Public Holidays.
- Table B contains the list of Holidays for Banks.
- The State Government has also declared additional holidays for offices of the State Government, State Public Sector Undertakings, Municipal Corporations, Municipal Councils, Nagar Panchayats, Zilla Parishads, Panchayat Samities, and Village Panchayats.

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

## Manipur

### ■ **Manipur Goods and Services Tax (Second Amendment) Act, 2025**

The Government of Manipur on December 10, 2025, issued the Manipur Goods and Services Tax (Second Amendment) Act, 2025 to further amend the Manipur Goods and Services Tax Act, 2017. The following amendments have been stated:

- In section 17(5)(d), for the words “plant or machinery”, the words “plant and machinery” shall be substituted and be deemed to have been substituted with effect from July 01, 2017;
- In section 107(6), the following proviso shall be substituted, namely: “Provided that in case of any order demanding penalty without involving demand of any tax, no appeal shall be filed against such order unless a sum equal to ten per cent. of the said penalty has been paid by the appellant.”
- After section 122A of the principal Act, the following section shall be inserted, namely:
  - “122B: Notwithstanding anything contained in this Act, where any person referred to in clause (b) of sub-section (1) of section 148A acts in contravention of the provisions of the said section, he shall, in addition to any penalty under Chapter XV or the provisions of this Chapter, be liable to pay a penalty equal to an amount of one lakh rupees or ten per cent. of the tax payable on such goods, whichever is higher.”

- The Manipur Goods and Services Tax (Second Amendment) Ordinance, 2025 has now been repealed.

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

#### ▪ **List of Holidays for the Year 2026**

The Government of Manipur, on November 24, 2025, issued the official list of holidays for the calendar year 2026.

The following has been stated:

- Holidays specified in Annexure-I are observed as General Holidays.
- All Government employees will be authorized to avail two Restricted Holidays out of those mentioned in Annexure-II.
- On the Festival of Kang (Rathajatra) mentioned in Annexure-I, in respect of the Hill Districts and the Manipur Bhawans in Kolkata, Delhi, and Guwahati, it may be replaced by holidays of local importance after taking prior approval of the Government by January 31, 2026.
- Holidays specified in Annexure-III are observed as Public Holidays for the year 2026 in Manipur.

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

## Punjab

#### ▪ **Punjab Labour Department revises guidelines for employing women in night shifts**

The Department of Labour, Punjab, on November 28, 2025, issued a notification regarding the employment of women in night shifts, superseding the 2022 notification under the Punjab Shops & Commercial Establishments Act, 1958. The key provisions are as follows:

- All shops and establishments in Punjab may employ women in night shifts with their consent, subject to mandatory safety and compliance conditions.
- Employers must assist Internal/Local Committees during inquiries, ensure attendance of parties, provide required information, and treat sexual harassment as misconduct under service rules.
- Any incident of sexual harassment must be reported to the Labour Inspector and the Internal Complaints Committee.
- Employers must ensure proper lighting, electricity backup, and safe movement of women workers throughout the night shift areas.
- Safe transport must be provided: well-lit vehicles, no curtains/dark films, helpline numbers displayed, and proper logs of drivers, helpers, and security staff.
- Additional obligations include first-aid/medical facilities, separate boarding arrangements for women, adherence to working hours and labour laws, periodic grievance meetings, and compliance for both new and existing establishments.

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

#### ▪ **Punjab Pollution Control Board classifies left-out sectors under White Category**

The Punjab Pollution Control Board (PPCB) on November 24, 2025, notified the harmonization of previously left-out industrial sectors under the White Category. Key points are as follows:

- Punjab Pollution Control Board (PPCB) adopted the CPCB-recommended harmonized industrial-sector classification framework and classified low-impact units, including warehouses with built-up areas less than 20,000 m<sup>2</sup> and wastewater generation below 10 KLD, as White Category, indicating they are environmentally non-polluting under prescribed conditions.
- Units not meeting these criteria, such as large warehouses, malls, educational institutions, complexes, or units outside industrial estates, will follow standard building-construction or other applicable categories and may require environmental clearance or consent.
- The harmonisation provides regulatory clarity, allowing White-category units to benefit from simplified compliance, often only requiring intimation rather than full Consent to Operate, thus easing business operations while maintaining environmental oversight.

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

#### ▪ **Punjab Pollution Control Board clarifies classification of Warehouses, Malls, and Educational Institutions**

The Punjab Pollution Control Board (PPCB) on November 24, 2025, issued clarifications regarding the classification of warehouses, malls, educational institutions, and shopping complexes under the CPCB harmonized industrial-sector framework. Key points are as follows:

- Punjab Pollution Control Board (PPCB) clarification follows earlier CPCB directions dated February 12, 2025, March 25, 2025, and the corrigendum of November 11, 2025, and is based on recommendations from a Committee headed by the Member Secretary to categorize previously left-out sectors.
- Warehouses or godowns with no manufacturing activity, a built-up area below 20,000 m<sup>2</sup>, wastewater generation under 10 KLD, and located within industrial estates or area

development projects under the EIA Notification, 2006, are to be classified under the White Category, provided they install suitable effluent treatment and disposal systems.  
(To view the Notification, please click [here](#))

▪ **Punjab Pollution Control Board issues order on classification of left-out industrial sectors**

The Punjab Pollution Control Board (PPCB), on November 24, 2025, issued an order referencing earlier communications regarding the adoption of CPCB's updated framework for harmonized classification of industrial sectors. The CPCB directions dated February 12, 2025, March 25, 2025, and corrigendum dated November 11, 2025, supersede all earlier categorizations and mandate uniform classification into Red, Orange, Green, White, and blue categories.

- To classify industrial sectors not covered in the CPCB schedule, PPCB had constituted a Committee under the Chairmanship of its Member Secretary via Office Memorandum dated March 19, 2025. Based on the Committee's recommendations, PPCB has approved:
- Six additional sectors under the Orange Category
- Eleven sectors under the Green Category
- Introduction of a "Miscellaneous" category within the red and orange categories for better regulatory clarity

(To view an order, please click [here](#))

▪ **Punjab Government issues Punjab Minor Mineral (Fourth Amendment) Rules, 2025**

The Department of Mines and Geology, Government of Punjab, on December 01, 2025, issued the Punjab Minor Mineral (Fourth Amendment) Rules, 2025, further amending the Punjab Minor Mineral Rules, 2013, which shall be deemed to have come into force from April 30, 2025.

The key provisions are as follows:

- Introduces Crusher Mining Sites (CRMS) and Landowner Mining Sites (LMS), granting landowners priority rights to mine sand and gravel.
- Online submissions are mandated, and a Letter of Intent (LOI) must be secured within strict timelines for environmental clearance and Consent to Operate.
- Structured fee schedules and security deposits have been defined for different lease categories, along with clear processing timelines and documentation requirements.
- Leases may be transferred only with government approval, and miners are required to comply with environmental, safety, and extraction limits.
- Compensation mechanisms are revised, and exemptions are provided for certain construction activities and residential properties within defined limits.

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

▪ **Punjab Government Issues Punjab Minor Mineral (Fifth Amendment) Rules, 2025**

The Government of Punjab, on December 01, 2025, issued the Punjab Minor Mineral (Fifth Amendment) Rules, 2025, further amending the Punjab Minor Mineral Rules, 2013. The key amendments are as follows:

- Rule 70, sub-rule (2A) has been omitted.
- Rules 72(A), 72(B), and 72(C) have been substituted with updated provisions, including:
  - o All modes of carriers, machinery, or excavation equipment used for excavation or transportation of minor minerals must be registered with the Director (or authorized officer) online, upon payment of the applicable fee for the period specified in the Schedule.
  - o All registered carriers, machinery, and excavation equipment must be fitted with a GPS device for real-time tracking, installed as per departmental guidelines.
  - o Mineral concession holders, short-term permit holders, or other registered stakeholders cannot allow excavation or transportation using unregistered or GPS-unfitted carriers or machinery.
  - o Any carrier or equipment entering or passing through Punjab from another State must also be registered and GPS-fitted.
  - o The Government may cancel registrations or take necessary action against any equipment found violating these rules. Unregistered or GPS-unfitted carriers/machinery will be treated as non-compliant, and action will be initiated by authorized officers.
  - o Owners or persons in charge of existing carriers/machinery must register and fit GPS within the period specified by the Director.

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

## Rajasthan

▪ **Rajasthan State Pollution Control Board issues OCEMS installation mandate for Delhi-NCR Industries**

The Rajasthan State Pollution Control Board (RSPCB), on December 02, 2025, issued a circular regarding the mandatory installation of CSIR-NPL certified Online Continuous Emission



Monitoring Systems (OCEMS) for air-polluting industries operating in the Delhi-NCR region. Key highlights of the notification:

- As directed by the Central Pollution Control Board (CPCB), only Council of Scientific and Industrial Research National Physical Laboratory (CSIR-NPL) certified Online Continuous Emission Monitoring Systems (OCEMS) are to be installed in air-polluting industries.
- CSIR National Physical Laboratory (NPL) has been designated as the official verification authority for emission-monitoring equipment and has launched a certification scheme for Online Continuous Emission Monitoring Systems (OCEMS).
- Currently, 21 Online Continuous Emission Monitoring Systems (OCEMS) models are certified. The updated list of certified systems is available on the Central Pollution Control Board (CPCB) website.
- National Capital Region (Delhi-NCR) must install only CSIR-NPL certified Online Continuous Emission Monitoring Systems (OCEMS) by December 31, 2025. Only these certified systems will be allowed to connect to the Central Pollution Control Board (CPCB) server.

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

▪ **Rajasthan Electricity Regulatory Commission (Grid Interactive Distributed Renewable Energy Generating Systems) (Third Amendment) Regulations, 2025**

The Rajasthan State Electricity Regulatory Commission (RSERC), on December 03, 2025, issued the Rajasthan Electricity Regulatory Commission (Grid Interactive Distributed Renewable Energy Generating Systems) (Third Amendment) Regulations, 2025, amending the Rajasthan Electricity Regulatory Commission (Grid Interactive Distributed Renewable Energy Generating Systems) Regulations, 2021. Key amendments are as follows:

- Sub-regulation 2.1(j) defines "Eligible Consumer" or "Participating Consumer" as a consumer of electricity in the area of supply of the Distribution Licensee who uses or proposes to use a Renewable Energy generating system to offset all, part, or no part of their electrical requirements, with systems owned and/or operated by the consumer, Distribution Licensee, or Renewable Energy Service Company (RESCO).
- 2.1(dd) Virtual Net Metering (VNM) refers to an arrangement where energy generated or injected from a Renewable Energy System at a single location, or from a Battery Energy Storage System (BESS) charged through a Renewable Energy System, is exported to the grid and adjusted across multiple electricity service connections of participating consumers within the Distribution Licensee's area of supply.
- 2.1(ee) Group Net Metering (GNM) refers to an arrangement where surplus energy generated or injected from a Renewable Energy System at a single location, or from a BESS charged through a Renewable Energy System, is exported to the grid through a Net Meter and adjusted across multiple electricity service connections of the same consumer within the Distribution Licensee's area of supply.
- 2.1(ff) Lead Consumer is a participating consumer nominated by other consumers under Virtual Net Metering to manage correspondence with the Distribution Licensee on their behalf.

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

## Telangana

▪ **Telangana declares local public holidays in Sangareddy District for Gram Panchayat Elections**

The Government of Telangana, on December 02, 2025, issued a notification declaring local/public holidays in polling areas of Sangareddy District in connection with the Gram Panchayat Elections, 2025, to facilitate voter participation. The elections are scheduled to be conducted in three phases, with Phase I on December 11, 2025, Phase II on December 14, 2025, and Phase III on December 17, 2025. The public holiday will apply only in the polling areas concerned for each phase, on the respective poll day. The holiday is applicable to Government offices, local bodies, Public Sector Undertakings (PSUs), and educational institutions (Government, aided, and private), as well as all public and private establishments located in the poll-bound areas. Central Government employees who are registered voters are permitted to avail limited time-off to exercise their franchise. The notification further clarifies that the poll day shall be treated as a Public Holiday under the Negotiable Instruments Act and the applicable Shops and Establishments Act, and all institutions and establishments are required to strictly comply with the directions to ensure the conduct of free, fair, and peaceful elections.

(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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