



Table of content

- Central Board of Indirect Taxes and Customs (CBDT)
- Reserve Bank of India (RBI)
- Securities and Exchange Board of India (SEBI)
- Ministry of Finance (MoF)
- Ministry of Commerce and Industry (MoCI)
- Employees' Provident Fund Organisation (EPFO)
- Employees' State Insurance Corporation (ESIC)

- Industry-wise updates
 - Labour & Employment

- State-wise updates

<ul style="list-style-type: none"> – Andhra Pradesh – Bihar – Chandigarh – Goa – Govt of NCT of Delhi – Gujarat – Haryana – Himachal Pradesh – Jharkhand – Karnataka – Kerala – Ladakh 	<ul style="list-style-type: none"> – Lakshadweep – Madhya Pradesh – Maharashtra – Manipur – Meghalaya – Meghalaya – Odisha – Punjab – Rajasthan – Sikkim – Uttarakhand – West Bengal
--	--

COMPLIANCE UPDATE

May 2026 | Part 2 of 2

Central Board of Indirect Taxes and Customs (CBIC)

- **Tariff Values Revised for Specified Imported Goods**

The Central Board of Indirect Taxes and Customs (CBIC), on May 15, 2026, issued a notification revising tariff values for specified imported goods under the Customs Act, 1962.

The following has been amended:

- Tariff value of Crude Palm Oil has been revised to USD 1205 per metric tonne.
- Tariff value of RBD Palm Oil has been revised to USD 1212 per metric tonne.
- Tariff value of other Palm Oil has been revised to USD 1209 per metric tonne.
- Tariff values applicable to gold and silver in specified forms, including certain semi-manufactured silver products, have also been revised.

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

Reserve Bank of India (RBI)

- **Foreign Exchange Management (Authorised Persons) Regulations, 2026**

The Reserve Bank of India on May 06, 2026, notified Foreign Exchange Management (Authorised Persons) Regulations, 2026. The regulations provide a revised framework governing authorization, eligibility, permitted activities, renewal, compliance conditions, and oversight of authorised persons dealing in foreign exchange.

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

Securities and Exchange Board of India (SEBI)

▪ [Advisory on Emerging Advanced Artificial Intelligence \(AI\) Tools for Vulnerability Detection](#)

The Securities and Exchange Board of India on May 05, 2026, issued an advisory addressing cybersecurity risks arising from advanced AI-driven vulnerability detection tools such as Mythos. Recognizing the increasing threat posed by AI-enabled identification and exploitation of system vulnerabilities, SEBI constituted a task force named cyber-suraksha.ai comprising market infrastructure institutions, qualified regulated entities, and stakeholders to coordinate vulnerability management, threat intelligence sharing, and mitigation strategies.

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

▪ [‘Significant Indices’ under SEBI \(Index Providers\) Regulations, 2024](#)

The Securities and Exchange Board of India on May 05, 2026, specified the framework for identifying “Significant Indices” under the SEBI (Index Providers) Regulations, 2024. SEBI stated that an index based on listed securities will qualify as a Significant Index if the daily average cumulative assets under management (AUM) tracking or benchmarking the index across mutual fund schemes exceeds ₹20,000 crore for each of the past six months ending June 30 and December 31 every year.

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

Ministry of Finance (MoF)

▪ [Foreign Exchange Management \(Non-debt Instruments\) \(Second Amendment\) Rules, 2026](#)

The Ministry of Finance on May 02, 2026, amended Foreign Exchange Management (Non-debt Instruments) Rules, 2019. The amendment permits up to 100% foreign direct investment in Indian insurance companies and insurance intermediaries under the automatic route, subject to regulatory approval and compliance with the Insurance Act, 1938 and applicable IRDAI regulations.

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

▪ [Revision in Special Additional Excise Duty Rates of Notification No. 06/2026-Central Excise](#)

The Ministry of Finance (Department of Revenue), on May 15, 2026, issued Notification amending Notification No. 06/2026-Central Excise dated March 26, 2026.

The following has been amended:

- Against Serial No. 1, the rate specified in column (4) has been revised to ₹3 per litre.
- Against Serial No. 2, the rate specified in column (4) has been revised to ₹16.5 per litre.

The notification shall come into force from May 16, 2026.

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

▪ [Revision in Special Additional Excise Duty Rates of Notification No. 08/2026-Central Excise](#)

The Ministry of Finance (Department of Revenue), on May 15, 2026, issued a notification amending Notification No. 08/2026-Central Excise dated March 26, 2026.

The following has been amended:

- Against Serial No. 1, the rate specified in column (4) has been revised to ₹16 per litre.

The notification shall come into force from May 16, 2026.

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

Ministry of Commerce and Industry (MoCI)

▪ [Amendment to the Export Policy of Sugar](#)

The Directorate General of Foreign Trade (DGFT), Ministry of Commerce and Industry, on May 13, 2026, issued a notification amending the export policy of sugar under Chapter 17 of ITC (HS) 2022, Schedule-II.

The following has been amended:

- The export policy for sugar falling under ITC (HS) Codes 1701 14 90 and 1701 99 90 has been revised from “Restricted” to “Prohibited”.

- The prohibition shall remain applicable till September 30, 2026, or until further orders, whichever is earlier.
- The prohibition shall not apply to exports to the EU and USA under CXL and TRQ quotas and exports under the Advance Authorization Scheme (AAS).
- Certain transitional consignments, including consignments already loaded, berthed or handed over to Customs before publication of the notification, have been permitted subject to prescribed conditions.

It has been further stated that the notification shall come into effect immediately.

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

▪ **Revision of Import Policy for Specified Silver Items**

The Directorate General of Foreign Trade (DGFT), Ministry of Commerce and Industry, on May 16, 2026, issued a notification amending the import policy conditions for specified silver items under ITC (HS) 2022 Schedule-I (Import Policy).

The following has been amended:

- The import policy applicable to specified silver items under ITC (HS) Codes 71069221 and 71069229 has been revised from "Free" to "Restricted".
- The amendment applies to specified semi-manufactured silver products falling under Chapter 71 of ITC (HS) 2022.
- The revised policy has been made subject to Policy Condition No. 7 of Chapter 71 under the Import Policy Schedule.

It has been further stated that the amendment shall take effect immediately.

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

Employees' Provident Fund Organisation (EPFO)

▪ **Handling of Complaints in Compliance Matters**

The Employees' Provident Fund Organisation (EPFO), on May 06, 2026, issued a circular prescribing a structured mechanism for handling complaints relating to compliance matters, including verification, employer engagement, and escalation procedures.

The key highlights of the circular include:

- Complaints pertaining to non-compliance are required to be examined based on available records, including Electronic Challan-cum-Return (ECR) data and supporting documents submitted by the complainant.
- Employers may be called upon to furnish clarification, comments, and supporting documents in respect of the complaint.
- Employers are required to respond and take corrective action within a timeline of 7 days, extendable based on the nature of the matter.
- In cases where the employer fails to respond or take corrective action within the stipulated timeline, the matter may be escalated, including for inspection, in accordance with applicable procedures.
- The circular aims to strengthen the complaint redressal mechanism by linking grievance handling with time-bound employer response and enforcement action.

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

Employees' State Insurance Corporation (ESIC)

▪ **Invitation of Suggestions for Identification of 75 "Golden Goals"**

The Employees' State Insurance Corporation (ESIC), on April 30, 2026, issued a circular inviting suggestions from stakeholders, including employers, for identification of 75 specific and impactful "Golden Goals" to mark the 75th year of establishment of ESIC.

The key highlights of the circular include:

- Employers and other stakeholders are invited to submit suggestions covering areas such as service delivery, digitization, infrastructure, beneficiary satisfaction, and administrative efficiency.
- Each participating organisation is required to propose at least 10 specific, measurable, and outcome-oriented goals.
- Submissions are required to be made within 7 days from the date of issuance of the circular.

The initiative aims to identify actionable priorities for long-term improvement in service delivery and administration under the ESI Scheme.

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

Industry-wise updates

Labour & Employment

▪ **Industrial Relations (Central) Rules, 2026**

The Ministry of Labour and Employment on May 08, 2026, notified Industrial Relations (Central) Rules, 2026 under Industrial Relations Code, 2020. These Rules will be applicable to Central Public Sector Undertakings and Central Government Departments.

The key provisions include:

- Equal or greater representation of workers
- Adequate representation of women workers
- Structured process for recording settlements of industrial disputes.

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

▪ **Clarification on Certifying Officer under Industrial Relations Code, 2020**

The Ministry of Labour and Employment on May 08, 2026, appointed Additional Chief Labour Commissioner (Central) as Certifying Officer under clause (g) of section 2 of the Industrial Relations Code, 2020.

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

▪ **Model Standing Orders, 2026**

The Ministry of Labour and Employment on May 08, 2026, notified Model Standing Orders, 2026 under section 29 of the Industrial Relations Code, 2020, superseding the Industrial Employment (Standing Orders) Central Rules, 1946.

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

▪ **Setting up Worker Re-skilling Fund**

The Ministry of Labour and Employment on May 08, 2026, sets up a fund to be called the worker re-skilling fund under section 83 of the Industrial Relations Code, 2020. The fund will consist of contribution of the employer of an industrial establishment an amount equal to fifteen days' wages last drawn by the worker immediately before the retrenchment, or such other number of days as may be notified by the Central Government, for every retrenched worker in case of retrenchment only

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

▪ **Rate of Building and Other Construction Worker Cess**

The Ministry of Labour and Employment on May 08, 2026, notified cess at the rate of one per cent for the purposes of social security and welfare of building workers under Code on Social Security, 2020.

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

▪ **Code on Wages (Central) Rules, 2026**

The Ministry of Labour and Employment on May 08, 2026, notified Code on Wages (Central) Rules, 2026, under Code on Wages, 2019. These Rules will be applicable to Central Public Sector Undertakings and Central Government Departments. The key provisions include:

- Method of calculating minimum wages
- Normal Working Hours
- Specific provisions related to Contractual employees
- Clarifying the situation on 'part-time employees'

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

▪ **Social Security (Central) Rules, 2026**

The Ministry of Labour and Employment on May 08, 2026, notified Social Security (Central) Rules, 2026, under Code on Social Security, 2020. These Rules will be applicable to Central Public Sector Undertakings and Central Government Departments.

The key provisions include:

- Unified Registration through Shram Suvidha Portal
- EPF and Central Board Management Provisions
- Employees' State Insurance (ESI) Administration
- National Social Security Board for Unorganised Workers
- Employees' Compensation Provisions

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

▪ **Non-applicability of provisions of vacancies to career centers**

The Ministry of Labour and Employment on May 08, 2026, notified that the provision for reporting of vacancies to career centers under Section 139 of Code on Social Security, 2020, shall not apply in relation to vacancies which carry a total remuneration of less than eleven thousand rupees per month.

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

▪ **Occupational Safety, Health and Working Conditions (Central) Rules, 2026**

The Ministry of Labour and Employment on May 09, 2026, notified Occupational Safety, Health and Working Conditions (Central) Rules, 2026, under Occupational Safety, Health and Working Conditions Code, 2020. These Rules will be applicable to Central Public Sector Undertakings and Central Government Departments.

The key provisions include:

- Consolidated Registration of Establishment
- National Occupational Safety and Health Advisory Board
- Special provision relating to employment of women in establishment

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

▪ **Appointment of Chief Inspector-cum-Facilitator of Mines**

The Ministry of Labour and Employment on May 13, 2026, appointed the Director General of Mines Safety in the Directorate General of Mines Safety, Dhanbad, to be the Chief Inspector-cum-Facilitator of Mines under Occupational Safety Health and Working Conditions Code, 2020.

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

▪ **Registering Officers Appointed under OSHWC Code, 2020**

The Ministry of Labour and Employment, on May 13, 2026, issued a notification appointing Registering Officers under the Occupational Safety, Health and Working Conditions Code, 2020. The notification supersedes earlier notifications issued in 2016 and 2019 relating to appointment of registering authorities.

The following has been stated:

- The Central Government has appointed Regional Labour Commissioners (Central) and Assistant Labour Commissioners (Central) as Registering Officers for establishments where the Central Government is the appropriate Government under the Occupational Safety, Health and Working Conditions Code, 2020.
- Separate territorial jurisdictions have been prescribed for the notified officers across regions including Ahmedabad, Mumbai, Kolkata, Chennai, Hyderabad, Chandigarh, Guwahati and other notified regions.

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

▪ **Designated Authorities Appointed under OSHWC Code, 2020**

The Ministry of Labour and Employment, on May 13, 2026, issued a notification appointing Designated Authorities under the Occupational Safety, Health and Working Conditions Code, 2020. The notification supersedes earlier notifications issued in 2016 relating to appointment of authorities.

The following has been stated:

- The Central Government has appointed Regional Labour Commissioners (Central) and Assistant Labour Commissioners (Central) as Designated Authorities for the purposes of the Occupational Safety, Health and Working Conditions Code, 2020.
- The notification prescribes separate territorial jurisdictions for the notified authorities across regions including Ahmedabad, Mumbai, Kolkata, Chennai, Delhi, Hyderabad, Chandigarh, Guwahati and other notified regions.
- The notification further specifies the States, Union Territories and districts falling within the jurisdiction of each notified authority.

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

▪ **Rest Interval after Continuous Working Hours under OSHWC Code**

The Ministry of Labour and Employment, on May 14, 2026, issued a notification under the Occupational Safety, Health and Working Conditions Code, 2020 regarding rest intervals for workers.

It has been stated that no worker shall be required or allowed to work for more than 5 continuous hours without a rest interval of at least 30 minutes.

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

▪ **Maximum Working Hours for Persons Employed in Underground Mines Notified**

The Ministry of Labour and Employment, on May 14, 2026, issued a notification under the Occupational Safety, Health and Working Conditions Code, 2020 regarding working hours for persons employed in underground mines.

It has been stated that the maximum duration of each shift for persons employed in underground mines is 8 hours per day.

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

▪ **Aadhaar Authentication Permitted for Shram Suvidha Portal**

The Ministry of Labour and Employment, on May 15, 2026, issued a notification permitting Aadhaar authentication for verification of user details on modules of the Shram Suvidha Portal.

The following has been stated:

- Aadhaar authentication has been permitted for verification of user details on the Shram Suvidha Portal, which functions as a unified web-based portal for labour law compliance and interaction between employers and enforcement agencies.
- The Ministry shall perform Aadhaar authentication only through Yes/No and e-KYC authentication facilities for the specified purpose.
- It has been clarified that Aadhaar authentication for the said purpose shall be conducted on a voluntary basis.

The notification shall come into effect from the date of publication in the Official Gazette.

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

State-wise updates

Andhra Pradesh

▪ **Draft Amendment to Andhra Pradesh Legal Metrology (Enforcement) Rules, 2011**

The Government of Andhra Pradesh, vide notification dated May 13, 2026, has introduced draft amendments to the Andhra Pradesh Legal Metrology (Enforcement) Rules, 2011.

The proposed changes are as follows:

- Licenses will be granted automatically through a digital portal upon the submission of a self-declaration.
- Manufacturers and dealers will no longer be required to apply for periodic license renewals. Their approvals will remain valid for a lifetime, contingent upon continuous compliance with statutory norms.
- Specific forms, i.e., LM-1(a) for manufacturers and LD1(a) for dealers have been introduced, requiring applicants to certify that their weights and measures meet all national standards and model approvals.
- Applicants must now possess a valid Certificate of Skill to ensure they are technically equipped to handle sensitive metrological equipment.
- A one-time grant fee has been established:
 - o Manufacturers: INR 10,000 (One-time fee)
 - o Dealers: INR 2,000 (One-time fee)

The Department of Consumer Affairs, Food & Civil Supplies has invited the general public and industrial stakeholders to review these draft amendments and submit any objections or suggestions within 15 days from the date of publication in the Official Gazette.

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

▪ **Draft Fifth Amendment to Supply and Expense Recovery Regulations, 2013**

The Andhra Pradesh Electricity Regulatory Commission (APERC), on May 06, 2026, notified a Draft Fifth Amendment to the APERC (Licensees' duty for supply of Electricity on Request and Recovery of Expenses for Providing Electric Line or Electrical Plant) Regulation, 2013.

The draft introduces the following changes:

- To streamline the process for new connections or load extensions up to 150 kW, the Commission has defined the geographical limits within which a network is considered "existing and serviceable."
 - o LT Service Connections: Existing LT distribution line within 1 km.
 - o HT Service Connections (11 kV): Existing 11 kV line within 1 km.
- Additionally, if a consumer already operates with a dedicated DTR and the requested additional load falls within the transformer's existing capacity, the recovery charge is fixed at INR 2,000 per kW (or part thereof). Whereas, if the total load exceeds 20 kW and necessitates a new DTR, the charge for the additional load is INR 12,600 per kW.

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

Bihar

▪ **Introduction of Bihar Green Climate Fund (BGCF)**

The Environment, Forest and Climate Change Department, Government of Bihar, on May 05, 2026, notified the constitution of the Bihar Green Climate Fund (BGCF) as a dedicated financial mechanism to support climate change mitigation and adaptation initiatives in the State. The Fund will be utilised for activities including afforestation, biodiversity conservation, pollution control, promotion of renewable energy, climate resilience and adaptation measures, monitoring and evaluation, green livelihood generation and awareness initiatives.

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

▪ **Bihar Minerals (Concession, Prevention of Illegal Mining, Transportation and Storage) (Amendment) Rules, 2026**

The Government of Bihar, on May 06, 2026, notified the Bihar Minerals (Concession, Prevention of Illegal Mining, Transportation and Storage) (Amendment) Rules, 2026.

The following has been stated, namely:

- Provisions have been introduced for appointment and powers of exploration authorities and strengthening of geological assessment and reporting mechanisms.
- A detailed framework has been prescribed for mining plan execution, financial assurance and scientific mining practices.
- Compliance requirements relating to transportation, storage, monitoring and enforcement mechanisms have been strengthened.

The Rules shall come into force from May 06, 2026.

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

▪ **Approval for E-Auction of Mineral Concessions through MSTC Portal**

The Government of Bihar, on May 07, 2026, issued a resolution approving the conduct of e-auction of mineral concessions through the MSTC portal to facilitate allocation of mineral resources in the State. The decision has been taken in view of the need to ensure availability of stone materials for infrastructure development, reduce dependence on other States and enhance revenue generation. Identified mineral blocks across specified districts shall be allotted through e-auction based on approved district survey reports and necessary statutory clearances.

The Government has approved engagement of MSTC as the e-auction platform provider, with allotment to be conducted through a transparent online bidding process. The procedure for payment of royalty, instalments and other compliances shall be governed by the applicable provisions of the Bihar Minor Mineral Rules, 2019, as amended from time to time.

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

Chandigarh

▪ **Extension of Haryana Fire and Emergency Services Act, 2022 to UT of Chandigarh**

The Ministry of Home Affairs (MHA), vide notification dated May 06, 2026, has extended the Haryana Fire and Emergency Services Act, 2022, to the Union Territory of Chandigarh. The Act, which came into immediate effect on the date of notification, introduces several changes to fire safety management and enforcement:

- The key legal terms have been modified such as the "Government" or "State" are replaced by the term "Administrator" and the "Union Territory of Chandigarh," while the role of "Director" is now designated to the "Chief Fire Officer."
- The validity of fire safety certificates has been standardized to five years.
- The Act expands the requirement for firefighting scheme approvals and introduces mandatory annual compliance certifications.
- Specified buildings are now required to appoint dedicated Fire Safety Officers to oversee on-site emergency preparedness.
- New requirements have been introduced for the engagement of licensed agencies to conduct annual inspections of fire safety systems.
- Lastly, several sections have replaced imprisonment with heavy monetary penalties. Fines for violations have been increased up to INR 1,00,000, (One Lakh) with even higher penalties prescribed for repeat offences.

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

▪ **Revision of Minimum Wage Rates for 2026-2027**

The Chandigarh Administration, vide notification dated May 12, 2026, has officially revised the minimum wage rates for employees serving in various capacities across the Union Territory. These updated rates are effective retrospectively from April 01, 2026, and will govern compensation through March 31, 2027.

The notification introduced a broad upward adjustment across all occupational categories within Government Offices, Boards, Public Sector Undertakings, and autonomous bodies under the U.T. Administration. For entry-level and support roles including attendants, helpers, etc., monthly wages have been increased from INR 22,680 to INR 24,494. Additionally, increases have been implemented for professional and high-level technical positions, such as legal officers, medical officers, and assistant professors, with some senior-tier salaries now reaching approximately INR 87,275 per month.

Beyond the base increases, the notification clarify that these monthly rates are predicated on a standard 8-hour workday, with part-time remuneration being calculated on a strictly proportionate basis. Furthermore, in a move to reward longevity, the administration has authorized an additional 2% wage hike for outsourced employees who have completed five years of continuous, uninterrupted service as of March 31, 2026.

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

Goa

▪ **Draft Goa Code on Wages Rules, 2026**

The Department of Labour, Government of Goa, vide notification dated April 22, 2026, released the Draft Goa Code on Wages Rules, 2026. This draft follows the Central Government's push to consolidate and simplify labor laws. The proposed rules seek to enhance the ease of doing business while safeguarding worker interests.

Key provisions include:

- The draft outlines specific procedures for the fixation and revision of minimum wages. It introduces a structured criteria based on skill levels (unskilled, semi-skilled, skilled, and highly skilled), geographical areas, and fluctuations in the cost of living.
- Detailed guidelines are provided for the timely payment of wages and permissible deductions. Notably, the rules emphasize the use of digital payment methods.
- The draft provides clarity on the calculation and disbursement of bonus payments, alongside requirements for maintaining electronic registers and records.

The government invited stakeholders, including employers and labor unions, to submit their objections or suggestions regarding the draft rules by May 06, 2026.

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

▪ **Revised Variable Dearness Allowance (VDA)**

The Department of Labour and Employment, Goa, vide order issued by the Commissioner of Labour and Employment in Panaji dated April 29, 2026, announced a revision of the Variable Dearness Allowance (VDA) to stay aligned with current economic conditions.

The notification effective retrospectively from April 01, 2026, introduces the below-mentioned updates to the state's wage structure:

- Following a review of the average Consumer Price Index (CPI) for Industrial Workers for the period of June to December 2025, the VDA has been fixed at INR 149 per day.
- This new rate applies to 20 different Scheduled Employment categories across the state. Key sectors included in this revision are:
 - Shops and Commercial Establishments
 - Hotels, Restaurants, and Hospitality
 - Construction and Maintenance
 - Agriculture and Allied Activities.
- All employers operating within the specified scheduled employments in Goa are required to update their payroll to reflect the revised VDA to ensure compliance with the Minimum Wages Act.

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

▪ **Draft Goa Occupational Safety, Health and Working Conditions (Labour) Rules, 2026**

The Government of Goa, vide notification dated May 11, 2026, has issued the Draft Goa Occupational Safety, Health and Working Conditions (Labour) Rules, 2026. Framed under Sections 133 and 135 of the OSH Code, 2020, these rules aim to modernize the state's industrial safety framework and align it with the now-active National Labour Codes.

Key provisions proposed under the draft rules are as follow:

- Establishments must apply for registration through a centralized digital portal.
- Registration fees are categorized by workforce size, ranging from INR 3,200 (up to 10 workers) to INR 1,20,000 Lakh (above 401 workers).
- The rules aim to permit women to work between 7:00 PM and 6:00 AM with their written consent, mandating that employers provide secure transport, well-lit workplaces, and CCTV surveillance in common areas.
- Fatal accidents or dangerous occurrences must be reported to the Chief Inspector-cum-Facilitator, the nearest police station, and the victim's family within 24 hours.
- The draft proposes reducing the eligibility for annual paid leave from 240 days to 180 days of work.

The Government of Goa has invited Stakeholders and given 30 days from the date of publication in the Official Gazette to submit objections or suggestions. Representations should be forwarded to the Secretary (Labour), Secretariat, Porvorim, Goa, or via email to dir-gpps.goa@nic.in.

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

Govt of NCT of Delhi

▪ **Revision of Environment Compensation Charge (ECC) for Commercial Vehicles**

The Department of Environment, Government of NCT of Delhi, vide notification dated May 06, 2026, announced the revision of Environment Compensation Charge (ECC) for commercial vehicles entering the city. This move was followed after the March 12, 2026, order by the Hon'ble Supreme Court of India in the landmark M.C. Mehta v. Union of India case, approving recommendations from the Commission for Air Quality Management (CAQM).

The revised rates, which are effective retrospectively from April 01, 2026, are structured as follows:

- Category 2 & 3 (Light Duty Vehicles and 2-Axle Trucks): The charge has been increased from INR 1,400 to INR 2,000.

- Category 4 & 5 (3-Axle Trucks and 4-Axle & above Trucks): The charge has been increased from INR 2,600 to INR 4,000.
- Vehicles carrying essential commodities remain exempt, and transit vehicles are encouraged to use peripheral expressways to avoid the charge entirely.

Additionally, as per the notification, the ECC will now increase annually by 5% every April 1st, rounded off to the nearest INR 10.

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

▪ **Advisory on Mandatory Electrical Safety & Heat Wave Directives**

The Government of the National Capital Territory of Delhi, vide advisory dated May 11, 2026, has issued a critical set of directives aimed at mitigating the risks associated with extreme heat wave conditions. These mandates are specifically designed to safeguard electrical infrastructure and the personnel responsible for its operation and maintenance.

The directive focuses on the following:

- Adequate ventilation in all technical areas and preventing workers from prolonged, direct exposure to sunlight.
- Mandatory display of heat wave safety protocols and information at all worksites.
- Providing robust emergency preparedness kits and ensuring that fire-fighting equipment is accessible and fully functional.
- Mandatory installation and testing of Residual Current Devices (RCDs) and circuit breakers.

Owners of any electrical installation with a connected load exceeding 250 KW must appoint a designated Electrical Safety Officer (ESO) who should conduct periodic inspections, ensure safety compliance, and oversee the structural integrity of the installation during the heat wave period.

Prohibiting the storage of inflammable materials in the vicinity of electrical systems.

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

▪ **Revision in Special Additional Excise Duty on Aviation Turbine Fuel (ATF)**

The Finance Department, Government of NCT of Delhi, on May 17, 2026, issued a notification amending the Fourth Schedule under the Delhi Value Added Tax Act, 2004 in relation to Aviation Turbine Fuel (ATF).

The rate applicable on Aviation Turbine Fuel (ATF) has been revised to 7 paise per rupee. It has been further stated that the notification shall remain in force for a period of six months from the date of publication in the Official Gazette.

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

Gujarat

▪ **GPCB Issues Notification for End-of-Life Vehicles (ELV) EPR Compliance**

The Gujarat Pollution Control Board (GPCB), vide public notice dated May 06, 2026, has mandated strict adherence to the Environment Protection (End-of-Life Vehicles) Rules, 2025. These rules, which have been in effect since April 01, 2025, establish a comprehensive framework for the sustainable management of decommissioned vehicles through Extended Producer Responsibility (EPR).

The public notice outlines compliance requirements for all stakeholders, i.e., Producers, Bulk Consumers, and Registered Vehicle Scrapping Facilities (RVSFs) involved in the automotive lifecycle and recycling chain. Accordingly, all stakeholders are strictly required to register on the Central Pollution Control Board (CPCB) EPR Portal prior to engaging in any commercial activities related to vehicle production or disposal. Additionally, RVSFs operating without valid consent are required to cease operations immediately and obtain necessary approvals.

While most vehicle categories, including Electric Vehicles (EVs), fall under the purview of this notice, the mandate specifically excludes agricultural tractors, trailers, power tillers, and combine harvesters. Lastly, failure to comply with registration and operational standards will result in punitive action under the Environment (Protection) Act, 1986.

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

▪ **GPCB Mandates Implementation of Solid Waste Management Rules, 2026**

The Gujarat Pollution Control Board (GPCB), vide public notice dated May 13, 2026, has enforced the Solid Waste Management Rules, 2026. Having come into effect on April 1, 2026, these regulations apply universally across Gujarat to households, local authorities, and specialized waste processing facilities and introduce more stringent segregation protocols and digital oversight for waste management across the state.

The core mandates under the new framework include:

- Four-Way Source Segregation of waste into Wet Waste, Dry Waste, Sanitary Waste and Special Care Waste.
- Entities producing large volumes of waste (industrial parks, commercial complexes, large housing societies) face specific operational requirements:
 - o BWGs must establish their own wet waste processing facilities (such as composting or bio-methanation).
 - o If on-site processing is not feasible, BWGs must obtain an Exempted Bulk Waste Generator (EBWGR) certification and follow the prescribed alternative disposal pathway.
- Additionally, the rules mandate an increased use of Refuse Derived Fuel (RDF) produced from combustible waste by industries, specifically for boiler and furnace operations.

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

Haryana

▪ **Draft Occupational Safety, Health and Working Conditions (Haryana) Rules, 2026**

The Labour Department, Government of Haryana, vide notification dated May 04, 2026, has released the Draft Haryana Occupational Safety, Health and Working Conditions Rules, 2026. This set of rules aims to implement the Central OSH Code at the state level, consolidating various labor laws into a unified framework to improve workplace safety and administrative efficiency.

The draft rules introduce several changes:

- The rules mandate a system of electronic registration and licensing for employers, aiming to reduce procedural burdens and promote the "Ease of Doing Business" through digitalization.
- It is now mandatory for employers to provide formal appointment letters to all workers.
- The rules regulate a standard maximum of 48 hours per week, with clear provisions for leave and overtime.
- Employers are held strictly accountable for maintaining a safe working environment, like:
 - o Conducting formal risk assessments and safety audits.
 - o Providing Personal Protective Equipment (PPE) and first-aid facilities.
 - o Maintaining hygienic standards, including clean drinking water, sanitation, canteens, and crèches.
- The Draft also includes specific safeguards to ensure non-discrimination and safer conditions for women workers, contract labor, and inter-state migrant workers.

The government has invited stakeholders to review the draft, and any objections or suggestions must be submitted by June 19, 2026. Submissions can be sent to the Labour Commissioner-cum-Chief Inspector of Factories, Haryana (30 Bays Building, Sector 17 B, Chandigarh) or via email at haryanaoshrules@gmail.com.

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

▪ **Exemption of Establishments from Dual Registration under Shops Act and OSH Code**

The Haryana Labour Department (HLD), vide notification dated May 04, 2026, provides for an exemption from specific registration requirements under the Haryana Shops and Commercial Establishments Act, 1958, for businesses that transition to the new national labor framework.

The key highlights of the notification include:

- Elimination of Duplicate Registration: Establishments are now exempt from registration and intimation requirements under Sections 13 and 13A of the Haryana Shops and Commercial Establishments Act, 1958, provided they are registered under Section 3 of the Occupational Safety, Health and Working Conditions (OSH) Code, 2020.
- Condition for Exemption: This relaxation is applicable only after the finalization of the Haryana OSH Rules and once the establishment successfully obtains registration under the OSH Code framework. Additionally, the exemption applies strictly to the procedural requirement of registering or intimating the commencement of business. It does not extend to other regulatory obligations. Establishments must continue to comply with all other provisions of the 1958 Act (such as working hours, leave, and holiday mandates) unless those provisions are explicitly inconsistent with the OSH Code.

This move is part of the state's broader effort to rationalize labor laws, aiming to enhance the "Ease of Doing Business" by removing overlapping regulatory hurdles for commercial entities.

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

▪ **Draft Code on Wages (Haryana) Rules, 2026**

The Government of Haryana, vide notification dated May 04, 2026, has published the Draft Code on Wages (Haryana) Rules, 2026. This draft is a pivotal step toward implementing the Central Code on Wages at the state level.

The draft rules outline a comprehensive framework for wage calculation, payment, and worker welfare, namely:

- Minimum wages will now be calculated using a multi-factor approach. This includes essential requirements such as calorie intake, clothing, housing (rent), and other social expenses (education and health), ensuring that the floor wage is rooted in the actual cost of living.
- The State Government, supported by a technical committee, will fix wages based on:
 - o Skill Level: Unskilled, semi-skilled, skilled, and highly skilled.
 - o Geography: Urban vs. rural/semi-urban areas.
 - o Experience: Consideration of the nature of work and professional tenure.
- The rules, additionally, prescribe specific methods to derive wages on daily, hourly, and monthly bases to accommodate various employment types, including gig and contract work.
- Mandatory weekly rest days are established, with specific wage entitlements for such days as well as clear provisions for overtime compensation and safeguarding of employees working under strenuous conditions.
- Further, the draft mandates periodic revisions of the Variable Dearness Allowance (VDA) to ensure that the purchasing power of workers is not eroded by inflation.

The Haryana Government has invited stakeholders, including industry bodies, labor unions, and the general public, to review the draft. Objections and suggestions must be submitted within 30 days from the date of the notification to the designated labor authorities for consideration before the final rules are notified.

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

▪ **Draft Code on Social Security (Haryana) Rules, 2026**

The Government of Haryana, vide notification dated May 07, 2026, released the Draft Code on Social Security (Haryana) Rules, 2026. This move follows the full enforcement of the Central Code on Social Security on November 21, 2025, and while a preliminary version of these rules was published for consultation in 2021, this new draft serves as the formal proposal under the relevant sections of the Code on Social Security, 2020.

The key objectives include:

- The draft rules aim to replace several existing state-specific regulations, bringing multiple welfare domains under one umbrella, including Maternity Benefits, Payment of Gratuity, Unorganized Workers' Social Security, Building and Other Construction Workers' (BOCW) Welfare, Employment Exchanges (Compulsory Notification of Vacancies), etc.
- The notification clarifies that while the old rules will be superseded, any actions, registrations, or benefits granted under the previous regulations will remain valid and legally protected.
- The draft rules also introduce digital interface for the registration of unorganized workers and the filing of returns, aligning with the "Ease of Doing Business" initiative.

The Haryana Government has opened a window for democratic participation to ensure the final rules are balanced and practical. Stakeholders, including employers, labor unions, and legal experts, have 45 days from the date of publication in the Official Gazette to submit objections or suggestions. Feedback must follow the prescribed format and is to be directed to the Labour Commissioner, Haryana, via mail or post: 30 Bays Building, Sector 17, Chandigarh.

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

▪ **Haryana Labour Welfare Board Revises LWF Contribution Ceiling**

The Haryana Labour Welfare Board, vide notification dated May 08, 2026, has announced a revision to the contribution ceiling for the Labour Welfare Fund (LWF). This adjustment is effective retrospectively from January 01, 2026.

The revised contribution structure for employees and employers in Haryana is as follows:

- Employee Contribution: The contribution rate remains at 0.2% of the salary, wages, or remuneration. However, the maximum monthly ceiling has been increased from INR 34 to INR 35 per month.
- Employer Contribution: The employer's liability remains twice (2x) the amount contributed by the employee.
-

As per the notification, the contribution limits should be indexed to the Consumer Price Index (CPI) beginning from 01st January each year.

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

Himachal Pradesh

▪ **Draft Code on Wages (Himachal Pradesh) Rules, 2026**

The Government of Himachal Pradesh, vide notification dated April 29, 2026, has introduced the Draft Code on Wages (Himachal Pradesh) Rules, 2026. Once finalized, these rules will consolidate and replace several legacy legislations, including the Payment of Wages Act, 1936, and the Minimum Wages Act, 1948.

Key Provisions of the Draft Rules:

- The draft rules prescribe a structured approach to fixing and revising minimum wages, considering essential factors such as skill levels, geographical locations, and the nature of the work.
- Precise regulations are established for standard working hours, mandatory rest days, and intervals for meals.
- The draft provides formulas for calculating wages on daily, weekly, and monthly bases to ensure consistency across industries.
- Employers will be required to maintain standardized registers, forms, and digital wage slips.
- The rules outline authorized modes of payment and list permissible deductions to prevent the exploitation of workers.
- The draft proposes the establishment of a State Advisory Board. This body will consist of representatives from the government, employers, and employees to provide expert counsel on wage-related matters and gender equality in pay.
- The Himachal Pradesh Government has invited stakeholders including industrial associations, trade unions, and the general public to submit their objections and suggestions within 30 days from the date of the notification.

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

▪ **Paid Holidays for Panchayati Raj Elections**

The Government of Himachal Pradesh, vide notification dated May 06, 2026, has declared a series of paid holidays to facilitate the General Elections to Panchayati Raj Institutions across the state.

The elections are scheduled to be conducted in three distinct phases.

- The holiday schedule is as follows:
- Phase 1: May 26, 2026
- Phase 2: May 28, 2026
- Phase 3: May 30, 2026

As per the notification, the holidays declared shall apply to Government Offices, Industrial Establishments (covered under the Industrial Disputes Act, 1947) and all Shops and Commercial Establishments, situated within the concerned Panchayati Raj areas. However, the election programme and associated holidays do not apply to Gram Panchayats Karjan and Soyals as well as Gram Panchayats Jabani and Namhog in District Kullu.

Lastly, to avail of this leave, the employee must submit a certificate from the Presiding Officer confirming that the vote was successfully cast.

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

Jharkhand

▪ **Jharkhand Sand Mining (Amendment) Rules, 2026**

The Department of Mines and Geology, Government of Jharkhand, on May 11, 2026, issued a notification notifying the Jharkhand Sand Mining (Amendment) Rules, 2026, further amending the Jharkhand Sand Mining Rules, 2025.

The following has been amended:

- The definition of "Year" has been revised to mean the period of allocation of sand/deposit commencing from the date of registration of the executed lease deed.
- The payment schedule for bid amount instalments has been revised, requiring payment of 50% before grant of first permit, followed by 25% each during the third and fourth quarters of the year.
- It has been clarified that royalty, District Mineral Foundation Trust contribution, Income Tax, Environmental Cess, Management Fee, GST, stamp duty and registration charges shall be payable as per applicable law.
- Lessees are required to submit monthly returns within 10 days of the succeeding month, failing which a penalty of INR 25 per day, subject to maximum of INR 2,500, shall be payable.

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

Karnataka

▪ **Extension of Professional Tax Deadline for FY 2026-27**

The Government of Karnataka, vide an order dated May 02, 2026, under the Karnataka Tax on Professions, Trades, Callings and Employments (Removal of Difficulties) Order, 2026, introduced a third proviso to Section 10(2) of the Act.

This order specifically addresses a timeline adjustment for the payment of professional tax for the Financial Year 2026-27. Under the newly inserted proviso to Section 10(2) of the Act, the payment schedule for FY 2026-27 has been adjusted for all individuals and entities enrolled prior to the start of the year. While such taxes are typically due by April 30th, this order mandates that the amount must now be paid on or before May 05, 2026.

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

Kerala

▪ **Environmental Safeguards for CETP Operations**

The Kerala State Pollution Control Board (KSPCB), vide circular dated April 27, 2026, has mandated a set of environmental safeguards for Common Effluent Treatment Plants (CETPs).

The key requirements include:

- CETPs are now required to adopt Zero Liquid Discharge systems and transport of industrial effluent via tankers or open drains is prohibited.
- Member industries must convey their pre-treated effluent to the CETP through exclusive closed-loop pipeline systems to prevent illegal dumping, leakages, or groundwater contamination during transit.
- CETPs must install Online Continuous Effluent Monitoring Systems (OCEMS) at both the inlet and the outlet. These systems must be live linked to the KSPCB and CPCB central servers for real-time data transmission.
- Additionally, the chemical and biological sludge generated during the treatment process be handled as per Hazardous Waste Management Rules.
- Lastly, the Board emphasizes that both the CETP Operator and the individual member industries are held accountable for compliance.

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

Ladakh

▪ **New Electrical Safety Inspection Protocols for Commercial and Industrial Consumers**

The Administration of the Union Territory of Ladakh, vide notification dated May 08, 2026, has established a standardized procedure for the inspection, testing, and certification of electrical installations. Issued under the Central Electricity Authority (CEA) Regulations, 2023, and the JERC-JKL Supply Code, these rules must be followed prior to the commencement or recommencement of electricity supply across the UT.

The notification states that for Electrical Installations having Voltage above 250 Volts and up to 650 Volts, the administration has introduced a streamlined self-certification model; owners must ensure their installations are certified by an empaneled Chartered Electrical Safety Engineer and submit the report to the Electrical Inspector.

However, for large-scale industrial units and commercial complexes utilizing High Tension (HT) or Extra-High Tension (EHT) supply (exceeding 650V, such as 11 kV connections), the installations must undergo a mandatory inspection and testing by the Electrical Inspector before any electricity supply can commence or be restored after a shutdown of six months or more.

The notification is effective immediately.

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

Lakshadweep

▪ **Occupational Safety, Health and Working Conditions (Lakshadweep) Rules, 2025**

The Union Territory of Lakshadweep Administration, vide notification dated April 27, 2026, has issued the Occupational Safety, Health and Working Conditions (Lakshadweep) Rules, 2025. Framed under the Central OSH Code of 2020, these rules replace legacy regulations to establish a modern, digital-first safety and health ecosystem for all establishments across the islands.

The key highlights of the new regulatory framework include:

- Employers must register establishments through a mandatory online application system.
- To prevent administrative delays, the rules introduce "Deemed Approval," where certificates are automatically considered granted if the authority does not act within the stipulated period.

- Mandatory Annual Medical Examination for all employees aged 45 years and above. Whereas, workers exposed to hazardous processes must undergo bi-annual (twice yearly) medical check-ups.
- Employers are legally bound to issue formal appointment letters to all employees.
- Large or hazardous establishments must constitute Safety Committees and appoint dedicated Safety Officers

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

▪ **Social Security Code Implementation Extended to Lakshadweep Islands**

The Ministry of Labour & Employment, vide circular dated May 07, 2026, has formally notified the extension of the Code on Social Security, 2020, to several geographical regions within the Union Territory of Lakshadweep.

As per the notification, the provisions of the Social Security Code are now applicable across the entire areas of the following six islands:

- Andrott
- Amini
- Kadmat
- Kalpeni
- Chetlat
- Kiltan

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

▪ **Lakshadweep Fire and Emergency Service Regulation, 2026**

The Ministry of Law and Justice, via notification dated May 15, 2026, promulgated the Lakshadweep Fire and Emergency Service Regulation, 2026.

The following has been stated:

- The Regulation provides a comprehensive framework for establishment, administration and regulation of fire and emergency services in the Union Territory of Lakshadweep.
- Owners and occupiers of specified buildings and premises are required to appoint qualified Fire Safety Officers and furnish compliance reports to designated authorities.
- The Regulation prescribes provisions relating to fire prevention measures, fire safety compliance, inspections, emergency response operations and powers of fire authorities during rescue and firefighting operations.
- The framework also provides for establishment of fire stations, appointment of fire officers, emergency coordination mechanisms and utilisation of firefighting infrastructure and water resources during emergencies.
- Provisions have additionally been introduced regarding fire audits, enforcement powers, penalties and appeals in relation to non-compliance with prescribed fire safety requirements.

It has been further stated that the Regulation shall come into force on such date as may be notified by the Administrator in the Official Gazette.

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

Madhya Pradesh

▪ **Adoption of Water (Prevention and Control of Pollution) Amendment Act, 2024**

The Government of Madhya Pradesh, vide notification dated April 28, 2026, has formally adopted the Water (Prevention and Control of Pollution) Amendment Act, 2024. This adoption follows a resolution passed by the Madhya Pradesh Legislative Assembly under Article 252(2) of the Constitution of India, extending the amended provisions of the central legislation to the state's jurisdiction.

The 2024 Amendment introduced significant reforms to the Principal Act of 1974, primarily focusing on decriminalization and administrative efficiency. The amendment replaces imprisonment for several minor or technical violations with monetary penalties. Violations that previously attracted imprisonment now carry fines ranging from INR 10,000 to INR 15 lakh. Further, an additional penalty of INR 10,000 per day may be imposed for persistent non-compliance.

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

▪ **Draft Madhya Pradesh Industrial Relations Rules, 2026**

The Department of Labour, Government of Madhya Pradesh, vide notification dated April 30, 2026, has proposed the Draft Madhya Pradesh Industrial Relations Rules, 2026. Issued under Section 99 of the Industrial Relations Code, 2020, these rules consolidate three major legacy frameworks into a single, unified regime, i.e., Madhya Pradesh Industrial Disputes Rules, 1957;

Madhya Pradesh Trade Union Regulations, 1961; and Madhya Pradesh Industrial Employment (Standing Orders) Rules, 1963.

- The draft rules emphasize a digital-first approach for the registration of Trade Unions, filing of Standing Orders, and submission of notices regarding strikes or lockouts.
- The threshold for the mandatory application of Standing Orders is aligned with the Code, providing a clearer framework for service conditions in industrial establishments.
- Provisions are included for the establishment of a Worker Re-skilling Fund, ensuring that retrenched workers receive financial support for skill development.

Stakeholders, including industry associations and labor unions, have 45 days from the date of publication in the Official Gazette to submit objections or suggestions.

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

▪ **Draft Madhya Pradesh Social Security Rules, 2026**

The Labour Department, Government of Madhya Pradesh, vide notification dated May 06, 2026, has released the Draft Madhya Pradesh Social Security Rules, 2026. The draft rules aim to streamline compliance by superseding eight existing state regulations, effectively merging various specialized welfare domains.

Some of the key aspects being covered under the draft rules include:

- Unified Compliance: By bringing maternity benefits, gratuity, and construction worker welfare under one set of rules, the state aims to reduce the administrative burden on employers.
- Digital Integration: The rules prioritize electronic filing and registration, aligning with the national shift toward digital labor governance.
- Protection of Past Actions: The draft includes a "savings" clause, clarifying that any actions, registrations, or benefits granted under the old laws will remain valid and legally protected during the transition.
- Expanded Scope: The framework provides a clearer roadmap for extending social security benefits to unorganized workers, gig workers, and platform workers as envisioned in the 2020 Code.

The Madhya Pradesh Government has opened a window for feedback to ensure the rules are robust and inclusive. Stakeholders, including industrial bodies, trade unions, and legal practitioners, have 45 days from the date of publication in the Madhya Pradesh Gazette to submit their input. Objections and suggestions can be submitted either to the designated Labour Department office or through the official email IDs specified in the Gazette notification.

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

▪ **Code on Empowering Work Spaces, 2026**

The Government of Madhya Pradesh, vide notification dated April 30, 2026, has introduced the Madhya Pradesh Code on Empowering Work Spaces, 2026. This legislation serves as a consolidated legal framework designed to modernize employment conditions, strengthen worker rights, and streamline employer obligations across the state.

The Code integrates the standards of the Code on Wages, Industrial Relations Code, Social Security Code, and the OSH Code. While it adopts central definitions, it explicitly prioritizes any existing state provisions that are more beneficial to the worker, ensuring a high standard of employee welfare.

The key compliances include:

- Single, lifetime registration system for all establishments through a dedicated digital portal, aimed at eliminating redundant paperwork and promoting "Ease of Doing Business."
- Prohibition of coercive employment practices. Specifically, employers are barred from withholding original employee documents or imposing restrictive conditions that infringe upon worker mobility or dignity.
- Women are permitted to work night shifts, provided the employer implements mandatory safety and transportation measures.
- Employers can hire on a fixed-term basis, but these workers must receive equal treatment and pro-rata benefits (such as gratuity and leave) comparable to permanent employees.

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

Maharashtra

▪ **Draft Maharashtra Occupational Safety, Health and Working Conditions (Labour) Rules, 2026**

The Industries, Energy, Labour & Mining Department, Government of Maharashtra, on April 30, 2026, issued a notification publishing the Draft Maharashtra Occupational Safety, Health and Working Conditions (Labour) Rules, 2026 under the Occupational Safety, Health and Working

Conditions Code, 2020, inviting objections and suggestions within 45 days from publication in the Official Gazette.

The following has been proposed, namely:

- Employers of specified establishments are required to provide free annual medical examinations to workers, with initial medical examination within 30 days of appointment.
- Employers are required to electronically notify commencement, closure and certain workplace accidents or dangerous occurrences to the Inspector-cum-Facilitator within prescribed timelines.
- Provisions relating to constitution and functioning of Safety Committees, appointment of Safety Officers and duties relating to workplace health and safety management, have been specified.
- The Draft Rules also prescribe requirements relating to working hours, overtime wages, maintenance of registers and records, welfare facilities, crèche facilities, canteens and worker accommodation in establishments.
- Provisions have been introduced regarding contract labour engagement, including licensing, , wage payment obligations and responsibility of principal employers.
- Separate compliance provisions have been prescribed for sectors including building and other construction work, motor transport undertakings, industrial premises, inter-state migrant workers and plantation establishments.

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

■ **Clarification on Registration of Establishments under OSH Code, 2020**

The Industries, Energy, Labour & Mining Department, Government of Maharashtra, on April 30, 2026, issued a circular clarifying the requirement of registration of establishments under the Occupational Safety, Health and Working Conditions Code, 2020 vis-à-vis the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017.

The following has been clarified:

- Establishments employing 10 or more workers and obtaining registration under the Occupational Safety, Health and Working Conditions Code, 2020 shall be deemed to have complied with the requirement of registration under the Maharashtra Shops and Establishments Act, 2017.
- The Circular states that separate registration under the Maharashtra Shops and Establishments Act, 2017 shall not be required after implementation of the registration framework under the OSH Code, 2020.
- It has been further clarified that establishments shall continue to comply with other applicable provisions of the Maharashtra Shops and Establishments Act, 2017 to the extent they are not inconsistent with the OSH Code, 2020.
- Establishments employing less than 10 workers are required to continue furnishing intimation of commencement of business under the Maharashtra Shops and Establishments Act, 2017.

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

■ **Maharashtra State Compressed Biogas (CBG) Policy, 2026**

The Urban Development Department, Government of Maharashtra, on May 05, 2026, issued a Resolution notifying the Maharashtra State Compressed Biogas (CBG) Policy, 2026. The Policy aims to promote production and use of compressed biogas (CBG) as a clean and renewable fuel alternative through utilisation of municipal solid waste, agricultural residues, livestock waste and other biodegradable waste. It provides a framework for development of CBG projects, cluster-based CBG hubs and integrated feedstock collection, processing and distribution infrastructure.

The Policy applies to urban local bodies, public sector undertakings, oil and gas marketing companies, private developers, farmer producer organisations and aggregators involved in compressed biogas projects. It further promotes a multi-feedstock approach, long-term feedstock supply arrangements, public-private partnerships, technology adoption and utilisation of bio-fertiliser by-products for development of a sustainable bio-energy ecosystem in the State.

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

■ **Maharashtra Artificial Intelligence (AI) Policy, 2026**

The Electronics, Information Technology & Artificial Intelligence Department, Government of Maharashtra, on May 06, 2026, issued a Resolution notifying the Maharashtra Artificial Intelligence (AI) Policy, 2026.

The following has been stated:

- The Policy aims to position Maharashtra as a leading hub for AI-driven innovation, research, governance and economic growth, with emphasis on ethical and responsible AI adoption.
- The Policy provides a framework for development of AI infrastructure, local datasets, interoperability platforms, AI innovation ecosystems and digital public infrastructure integration.

- It envisages establishment of AI Centres of Excellence (CoEs), AI Innovation Cities and Maharashtra Applied AI Accelerator, along with promotion of pilot-to-scale deployment mechanisms.
- Support measures have been introduced for startups, MSMEs and public-private partnerships, including funding support and adoption incentives for AI-enabled solutions.
- The Policy shall come into force from the date of issuance and remains applicable for a minimum period of five years.

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

Manipur

▪ **Manipur District Mineral Foundation (Trust) Rules, 2026**

The Department of Textiles, Commerce & Industry, Government of Manipur, on May 14, 2026, issued a notification notifying the Manipur District Mineral Foundation (Trust) Rules, 2026 under the Mines and Minerals (Development and Regulation) Act, 1957.

The following has been stated:

- The Rules provide for constitution and administration of District Mineral Foundations (DMFs) in mining-affected districts for implementation of welfare and development measures.
- Holders of mining leases, prospecting licence-cum-mining leases and specified minor mineral concessions are required to make prescribed contributions to the District Mineral Foundation.
- Lessees are required to submit quarterly returns relating to DMF contribution within 15 days from the end of each quarter to prescribed authorities.
- Delay in submission of returns shall attract penalty of ₹100 per day, while delayed payment of contribution shall attract interest at 6.25% on outstanding dues.

The Rules shall come into force from May 14, 2026.

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

Meghalaya

▪ **Summer Fire Safety Advisory for Residential and Commercial Establishments**

The Government of Meghalaya, on May 11, 2026, issued a press release regarding the Summer Fire Safety Advisory for Residential and Commercial Establishments, with the objective to prevent fire incidents during periods of extreme heat.

The following has been advised, namely:

- The advisory emphasises safe electrical practices, including avoidance of overloaded sockets, use of standard electrical equipment, proper ventilation and periodic inspection of electrical wiring and appliances.
- Residential and commercial establishments have been advised to maintain functional fire protection systems, keep exits and escape routes unobstructed, safely store LPG cylinders and inflammable materials, and avoid temporary electrical connections.
- Commercial establishments have additionally been advised to conduct fire audits, employee training programmes, mock drills and regular servicing of transformers, DG sets, HVAC systems and other high-risk electrical installations.
- The advisory further stresses public awareness, emergency preparedness and safe handling of ignition sources to minimise fire risks during the summer season.

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

Odisha

▪ **Responsibilities of Bulk Waste Generators under Solid Waste Management Rules, 2026**

The State Pollution Control Board, Odisha, on April 30, 2026, issued a notification regarding responsibilities of Bulk Waste Generators (BWGs) under the Solid Waste Management Rules, 2026.

The following has been stated:

- Bulk Waste Generators are required to register with local bodies through a centralised portal.
- BWGs shall ensure four-stream segregation of waste and handover to authorised collection agencies.
- BWGs are required to procure Extended Bulk Waste Generator Responsibility certificates and comply with prescribed reporting requirements.
- Provision has been made for processing of wet and horticulture waste within premises, particularly for new bulk waste generators.

- It has been specified that non-compliance shall attract environmental compensation under applicable norms.

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

▪ **Revision of Minimum Wages with Variable Dearness Allowance (VDA) in Odisha**

The Government of Odisha, on May 01, 2026, notified the revision of Variable Dearness Allowance (VDA) for employees engaged in scheduled employments in the State, based on the increase in the Consumer Price Index for industrial workers. The revision has been made effective retrospectively from April 01, 2026.

The key highlights of the notification include:

- The VDA has been revised on account of an increase of 3.92 points in the Consumer Price Index for industrial workers during the relevant period.
- The VDA has been increased by INR 10 per day, resulting in a corresponding increase in wage rates.
- Revised wage rates (inclusive of VDA) have been prescribed as:
 - Unskilled – INR 472/day
 - Semi-skilled – INR 522/day
 - Skilled – INR 572/day
 - Highly Skilled – INR 622/day
- The revised wage rates are applicable across 91 scheduled employments, as specified in the notification, covering categories of unskilled, semi-skilled, skilled and highly skilled employees.

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

Punjab

▪ **Revision of Minimum Wages for All Employments in Punjab**

The Labour Department, Government of Punjab, on May 01, 2026, issued a notification revising the basic minimum rates of wages for all employments under the Code on Wages, 2019, effective from May 01, 2026.

The following has been stated, namely:

- The Government has revised minimum wages across all categories, including unskilled, semi-skilled, skilled, highly skilled and staff categories, prescribing updated monthly, daily and hourly rates, along with provisions for agricultural labour.
- The notified wages are basic rates and are subject to 100% neutralisation of CPI variation, with wages not permitted to fall below the revised levels.
- The revised rates apply to all establishments and employees, including contract and outsourced workers, with the principal employer responsible for ensuring compliance.
- It has been clarified that no discrimination shall be made in wages on the basis of gender, transgender status or disability.
- Specific provisions have been introduced allowing reduction in wages where meals and lodging are provided, subject to prescribed conditions.
- It has been clarified that employers paying higher wages shall not be affected, however wages cannot be paid below the notified minimum rates.

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

Rajasthan

▪ **Amendment to Classification and Applicable GST Rates of Certain Goods**

The Finance Department, Government of Rajasthan, on May 01, 2026, issued a notification amending the earlier notification no. F.12(5)FD/Tax/2025-05 dated September 17, 2025, regarding classification and applicable GST rates of certain goods under the Rajasthan Goods and Services Tax Act, 2017.

The following has been amended:

- Under Schedule I (2.5% GST), the HSN entries against Serial Nos. 150 and 151 have been substituted with revised tariff codes relating to specified beverage products falling under heading 2202.
- Under Schedule III (20% GST), the HSN entries against Serial Nos. 2 and 3 have also been substituted with revised tariff codes under heading 2202.

The notification shall come into force from May 01, 2026.

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

▪ **Revision in Variable Dearness Allowance under Engineering Wage Board Recommendations**

The Labour Department, Government of Rajasthan, on May 02, 2026, issued a notification regarding Variable Dearness Allowance (VDA) payable, under the Engineering Wage Board recommendations. The notification states that following introduction of the revised Consumer Price Index (CPI) series from September 2020 onwards, the Variable Dearness Allowance under the Engineering Wage Board recommendations continues to be calculated based on the All India Consumer Price Index with Base Year 1949=100.

Accordingly, the average CPI for the period October 2022 to March 2023 has been worked out at 10,601 points, as against 10,351 points for the previous period from April 2022 to September 2022, resulting in an increase of 250 points for determination of VDA payable under the Engineering Wage Board recommendations.

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

▪ **Adoption of CPCB Framework for Classification of Industrial Process Materials as Waste or By-products in Rajasthan**

The Rajasthan State Pollution Control Board (RSPCB), on May 05, 2026, issued an office order adopting the CPCB's framework for identification of materials generated from industrial processes as waste or by-products under the Environment (Protection) Act, 1986.

The following has been directed via the order:

- All materials claimed as "by-products" shall be assessed strictly in accordance with CPCB's prescribed framework and criteria for identification of materials generated from industrial processes.
- Applications for classification of materials as by-products shall be submitted by industries in the Common Application Form prescribed by CPCB and routed through regional offices.
- Such applications shall be forwarded to the Hazardous Waste Cell for further submission to the Technical Expert Committee (TEC) for evaluation and final classification.
- All applications received shall be placed before the TEC constituted by the State Board for decision in accordance with CPCB guidelines.
- Regional officers have been directed to verify during inspections whether industrial materials are being used as by-products and refer such cases to the Hazardous Waste Cell for TEC review.

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

▪ **Rajasthan Boilers (Draft) Rules, 2026**

The Factories and Boilers Inspection Department, Government of Rajasthan, on May 06, 2026, issued a notification publishing the Rajasthan Boilers (Draft) Rules, 2026 under the Boilers Act, 2025, inviting objections and suggestions within 15 days from publication in the Official Gazette.

The following has been proposed, namely:

- A detailed framework has been prescribed for electronic registration, inspection, certification and transfer of boilers, including slab-wise registration fees based on boiler rating.
- Procedures and timelines have been specified for approval of drawings, inspections, grant of certificates and renewal processes.
- Obligations relating to transfer of boilers within and outside the State, including mandatory entry in prescribed registers and certification prior to use, have been introduced.
- A framework has been laid down for accident reporting, inquiry proceedings and restrictions on use of boilers after accidents.
- The Draft Rules also prescribe maintenance of statutory registers, inspection records and electronic payment mechanisms under specified treasury heads.

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

▪ **Road Transport Services Declared as Public Utility Service in Rajasthan**

The Labour Department, Government of Rajasthan, on May 13, 2026, issued a notification declaring services relating to transport (other than railways) for carriage of passengers and goods by road as a public utility service under the Industrial Disputes Act, 1947.

It has been stated that the declaration has been made in public interest and shall remain in force for a period of six months from the date of publication of the notification.

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

Sikkim

▪ **Public Notice on Management and Environmentally Sound Disposal of Waste Tyres**

The State Pollution Control Board, Sikkim, on May 06, 2026, issued a public notice regarding management and environmentally sound disposal of waste tyres under the Hazardous and Other Wastes (Management and Transboundary Movement) Amendment Rules, 2022.

The following has been stated:

- The notice reiterates the applicability of the Extended Producer Responsibility (EPR) framework for waste tyres introduced vide G.S.R. 593(E) dated July 21, 2022, requiring producers, recyclers and retreaders to obtain registration with CPCB through the centralised EPR portal.
- Producers, including manufacturers, sellers and importers, are required to ensure collection, channelisation and environmentally sound disposal of waste tyres through registered entities.
- The public notice reiterates that open burning of waste tyres is strictly prohibited, including use of tyres as fuel for hot mix plants or similar operations.
- The general public has been advised not to dispose waste tyres in open spaces, drains, rivers or municipal waste bins, and to hand over used tyres to authorised dealers, distributors or designated collection centres.
- It has been stated that individuals, garages and commercial establishments violating the prescribed requirements shall be liable to punitive action, including environmental compensation, under applicable environmental norms.

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

Uttarakhand

▪ **Draft Uttarakhand Social Security Code Rules, 2026**

The Government of Uttarakhand, vide notification dated April 30, 2026, has introduced the Draft Uttarakhand Social Security Code Rules, 2026. These rules establish a comprehensive governance framework for the social protection of unorganized and construction workers across the state.

The Government has invited beneficiaries and the public to submit their representations, objections, or suggestions within 45 days of the notification's publication. Submissions can be sent to:

- Secretary, Labour Department: 4 B Subhash Road, Uttarakhand Secretariat, Dehradun (Email: secretaryswpl25@gmail.com)
- Labour Commissioner, Uttarakhand: (Email: lcukhd0@gmail.com).

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

West Bengal

▪ **Extension of Due Date for Profession Tax Return (Form-III)**

The Directorate of Commercial Taxes, Government of West Bengal, on April 30, 2026, issued an order extending the due date for filing return in Form-III for the year ending March 31, 2026, under the West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979.

The last date for electronic submission of return data has been extended from April 30, 2026 to May 31, 2026. Whereas, the last date for uploading the signed and scanned copy of the return has been extended to June 15, 2026. It has been clarified that where tax payable has been paid by April 30, 2026, returns filed within the extended timeline shall be treated as filed within the prescribed due date, and no late fee shall be payable.

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

ABOUT US

UnComplycate is an end-to-end compliance and contract management solutions provider that integrates domain experience with IT-enabled implementation, monitoring and management protocols.

With more than thirty years' experience in helping clients discharge their compliance obligations, we have developed a repository of significant knowledge and practical experience in advising and assisting businesses on their regulatory compliance, litigation management, notice and contract management and other attendant requirements. We create bespoke products for clients that include, among other things, an audit of the functions of the company, offering technology-enabled platforms that provide solutions for effective control over the compliance and contract management functions. These services are not limited by geography and can be seamlessly extended to all operating sites of the client.

CONNECT WITH US

 connect@uncomplycate.com

 www.uncomplycate.com

 [Uncomplycate](https://www.linkedin.com/company/uncomplycate)



New Delhi

newdelhi@uncomplycate.com

Mumbai

mumbai@uncomplycate.com

Bengaluru

bengaluru@uncomplycate.com

Kolkata

kolkata@uncomplycate.com