



**TalEzine - APRIL 2026**  
**MONTHLY JOURNAL**



### **Notification regarding exemption of Opening Shops and Commercial Establishments 24x7**



As per the Notification, Shops in Puducherry can operate 24x7, exempt from certain Shops and Establishments Act provisions. Employers must provide holidays, wage compliance, and safe facilities with consent and helplines for women on night shifts.

Vide No: 46 ; dated on 15/03/2026

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### **Notification regarding declaration of Election paid holidays for various States**

As per the Notification, The Election Commission of India has scheduled General and Bye-elections in April 2026, with polling in different states on 9th, 23rd, and 29th April. All registered voters, including daily wage and casual workers, are entitled to a paid holiday on their polling day.



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Refer the notification dated 03/04/2026

### **Bill notification of the Karnataka Tax on Profession, Trades, Callings and Employments(Amendment)Act, 2026**



As per the Notification, The Karnataka Tax on Profession, Trades, Callings and Employments (Amendment) Act, 2026, effective 1st April 2026, says paying the tax counts as filing a return and lets the Commissioner exempt some people from submitting returns.

Vide No: No.219 dated on 18/03/2026

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### **Notification regarding declaration of general election holiday on 9th April 2026 in Puducherry**

As per the Notification, The Government has released Puducherry The Government of Puducherry has declared 9 April 2026 as a public holiday for the Legislative Assembly elections

Refer the notification dated 25/03/2026



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### **Notification of the Kerala Headload Workers Welfare Board Employees Contributory Provident Fund(Amendment)Rules, 2026**



As per the Notification, the Government of Kerala raised the minimum PF contribution for Headload Workers Welfare Board employees from 8% to 12% by amending the rules.

Vide No G.O.(Ms) No. 19/2026/LBR; dated on 20/03/2026

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### **Amendment notification under the Madhya Pradesh Vritti Kar Adhinyam, 1995**

As per the Notification, This notification extends the validity of a previous tax-related provision under the Madhya Pradesh VAT Act by replacing the date 31 March 2025 with 31 March 2030. In short, it continues the existing tax arrangement for an additional five years without other changes.

Vide No G.O.No.3; dated on 31/03/2026



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### **Press release on Sexual Harassment Electronic Box (SHe-Box) Portal - a digital governance initiative for effective implementation of Sexual Harassment of Women at Workplace Act, 2013**



As per the Notification regards, The SHe-Box Portal is a digital platform launched to strengthen implementation of the PoSH Act, 2013, with over 1.6 lakh workplaces onboarded. It enhances compliance and access through Supreme Court-backed monitoring, mobile app integration, and multilingual support for wider outreach.

Refer the notification dated 01/04/2026

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### **Notification of the Rajasthan Shops and Commercial Establishments (Amendment)Act, 2026**

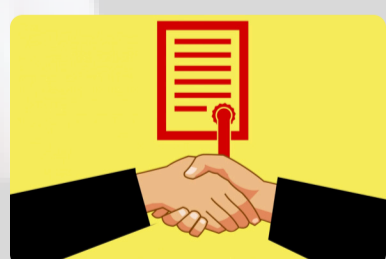
As per the Notification, The Rajasthan Shops and Commercial Establishments (Amendment) Act, 2026 raises the minimum age for apprentices from 12 to 14 years and revises age limits for child/adolescent workers It also increases working hours (from 9 to 10 hours) and modifies other employment conditions under the act

Vide No: No. F. 2(13)Vidhi/2/2026; dated on 25/03/2026



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### **Circular regarding the Simplification of procedure for extension of Certificate of Coverage (COC) cases under Article 7.2 of the Social Security Agreement between India and Japan**



As per the Notification, The Employees' Provident Fund Organization has simplified the procedure for extending the Certificate of Coverage (CoC) under the India-Japan Social Security Agreement. Now, EPFO regional offices can directly grant extensions (up to 8 years) without prior approval from Japan in specified cases, improving ease of doing business.

Vide No: No: IWU/7(13)2008/Japan/E-55049; dated on 27/03/2026

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### **Notification regarding declaration of election holiday for various states voters**

As per the Notification, The Government of Andhra Pradesh has declared a paid holiday for employees who are voters of Puducherry and Tamil Nadu but working in certain AP districts.

Vide No: 165 dated on 06/04/2026



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### **Notification regarding Discontinuation of Signing-Authentication of NCS Card**



As per the Notification, The government has discontinued the physical signing/authentication of NCS registration cards, making the online registration via the NCS portal sufficient and self-authenticated. Job seekers no longer need to visit employment offices, as the process is now fully digital and contactless with immediate effect.

Vide No:.8(1)/D-ESMP/2025/1884-2056;dated on 17/03/2026

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# Compliance Update on Minimum Wages

The Government of Tamil Nadu has issued Notification regarding minimum rate of wages for scheduled employment w.e.f April 2026

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The Government of Andhra Pradesh has issued Notification regarding minimum rate of wages for scheduled employment w.e.f April 2026

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The Government of Telangana has issued notification regarding revision of minimum wages for scheduled employment w.e.f April 2026

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The Government of Gujarat has issued notification regarding revision of minimum wages for scheduled employment w.e.f April 2026

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The Government of Madhya Pradesh has issued notification regarding revision of minimum wages for scheduled employment w.e.f April 2026

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The Government of Uttar Pradesh has issued notification regarding revision of minimum wages for scheduled employment w.e.f April 2026

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# COMPLIANCE

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## Sources:

Government Notifications, Press Releases, Labour Department Announcements through Circulars.

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