



TalEzine - APRIL 2025

MONTHLY JOURNAL



Notification regarding increase of LWF contribution in Haryana

The Government of Haryana has released Notification regarding increase the contribution limit under section 9A of the Punjab Labour Welfare Fund Act, 1965 from 01st Jan 2025

Vide HLWB/REV/2025/306-1530; dated 07.03.2025



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Notification regarding Equal Opportunity Policy of Factories & Boilers Organisation in Tripura



The Government of Tripura has released Notification regarding Equal Opportunity Policy for persons with Disabilities of Factories & Boilers Organisation.

Vide No. F. 2(199)-FB/ESTT/99; dated 03.03.2025

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Amendment notification under Jammu and Kashmir BOCW Act

The Government of Jammu and Kashmir has released Amendment notification under Jammu and Kashmir BOCW Act.

- The Chief Minister and Deputy Chief Minister (Minister In charge of Labour and Employment) are now designated as Chairperson and Vice Chairperson, respectively.
- Additionally, a representative from women construction workers, nominated by the CEO/Secretary of JKBOCW, is added as a member in entry 17

vide S.O 57 dated 06.03.2025



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Notification on Guidelines related to ensuring effective determination and recovery of building and other construction workers welfare cess



The Government of Madhya Pradesh has released Notification on Guidelines related to ensuring effective determination and recovery of building and other construction workers welfare cess.

Vide No.17/7/Inv/5/2024/8701-56; dated 07.03.2025

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Circular regarding Ban on engaging the labour/EPF consultancy work by officials /officers off EPFO directly or indirectly through family members Issue of suitable guidelines

The Employees Provident Fund Organisation has released Circular regarding Ban on engaging the labour/EPF consultancy work by officials /officers off EPFO directly or indirectly through family members Issue of suitable guidelines.

vide No.A-45012/8/2022-HRm-VIII/1302; dated 07.03.2025



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Notification regarding Implementation of ESI Scheme in entire of 15 districts of Uttar Pradesh



The Ministry of Labour and Employment has released Notification regarding Implementation of ESI Scheme in entire of 15 districts of Uttar Pradesh

Districts in the State of Uttar Pradesh - Ambedkar Nagar, Auraiya, Bahraich, Gonda, Hamirpur, Jalaun, Kannauj, Maharajganj, Mahoba, Pilibhit, Siddharthnagar, Shamli, Pratapgarh, Kasganj and Shravasti

Vide S.O. 1384 (E), dated 26.03.2025

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The Kerala Minimum Wages CPI Notification (Jan 2025)

The Government of Kerala, Labour and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial Establishment and employment in Computer Software Sector. As per the Notification, The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of January 2025 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act.

No.DES/1251/2024-P3(1) dated 01.03.2025



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Exemptions for All ITES and IT establishments under Shops and Establishments Act in Andhra Pradesh



The Government of Andhra Pradesh has released notification on Exemption from the provisions of Section 15,16,21,23,31 and 47(1)(2)(3)(4) of Andhra Pradesh Shops and Establishments Act, 1988 to All IT and ITES establishments with five years of effect from the publication of the notification.

Vide G.O.Ms.No.7; dated 25.03.2025

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Circular on providing of seating, safety equipment and other basic facilities to workers working Shops and Commercial establishments

The Government of Kerala has released Circular on providing of seating, safety equipment and other basic facilities to workers working Shops and Commercial establishments

Vide No. LCO 1340/2025/EN(2); dated 10.03.2025



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Draft modifications to the Tamil Nadu Shops and Establishments Rules, 1948 are open for public feedback until May 12, 2025



- Stakeholders may submit their objections or suggestions (if any), in duplicate to the Secretary to Government, Labour Welfare and Skill Development Department, Secretariat, Chennai – 600 009, through the Commissioner of Labour, Chennai – 600 006, by 12th May 2025
- A new requirement for submitting a combined yearly return via the Labour Department's official web site has been proposed. This return must be submitted using Form-ZC to the local inspector by January 31st of each year at the latest

Refer notification dated 14.02.2025

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Updates on EPFO

Circular regarding simplification of joint declaration process in EPF

The Employees Provident Fund Organisation has released Circular regarding Simplification of the joint declaration process in EPF, including the online procedure format, required documents for upload, and the approval levels for making changes on the EPFO portal.

Vide No: WSU/joint Declaration/E-54018/2024-25/006; dated 16.01.2025

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Circular regarding Implementation of centralized pension payment system (CPPS) in EPF

A circular regarding the implementation of the Centralized Pension Payment System (CPPS) in EPF announces that, starting from January 2025, pension claims will be processed through any scheduled commercial bank across India.

Vide No. Pensionrv4/CPPS/Pilov2024-Part(1)/efile-948434/2024-25/08; dated 17.01.2025

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Circular regarding deployment of functionality for capture of data of non EPS member

The Employees Provident Fund Organisation stating EPFO Deploys Functionality to Capture Data for Non-EPS Members. On January 17, 2025, the Employees Provident Fund Organisation (EPFO) announced the deployment of a new functionality designed to capture data for Non-EPS members of Provident Fund (PF) trusts.

Vide Exemption/ELI Scheme/902100/2024-25/07; dated 17.01.2025

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Circular regarding de-linking of erroneously linked member Ids from UAN in EPF

The Employees Provident Fund Organisation has released Circular regarding de-linking of erroneously linked member Ids from UAN in which EPFO Announces New Facility to Delink Wrongly Linked Member IDs from UAN. The Employee Provident Fund Organisation (EPFO) on January 17th, 2025, issued a circular introducing a new facility allowing members to delink any erroneously linked Member ID (MID) from their Universal Account Number (UAN).

Vide No. WSU/ErroneousLinkingofUAN/E-838432/2024-25/10; dated 17.01.2025

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Clarification on policy issues related to processing of pension on higher wages in EPF

The Employees' Provident Fund Organisation, through has issued clarifications on policy matters related to processing pensions on higher wages in EPF. These clarifications cover the pension computation on a pro-rata basis, the eligibility of exempted establishments for PoHW based on trust rules, the netting of PoHW dues against pension arrears, and the reckoning of wage arrears payable retrospectively.

File No: Pension/V1/PoHW/2024-25/efile-951977/09; dated 18.01.2025

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Compliance Update on Minimum Wages

The Tamil Nadu Minimum Wages Notification (April 2025)

The Government of Tamil Nadu has released Notification regarding revision of VDA and Minimum wages for various scheduled employment with effect from 01st April 2025

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The Karnataka Minimum Wages Notification (Apr 2025)

The Government of Karnataka has released minimum wages notification for various employments with effect from 01st April 2025- (Shop and Commercial Establishments, Hotels, Security Agency, Automobile Engineering, Employment not covered under any scheduled Employments)

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Notification regarding Minimum Wages Revision in Cane and Bamboo Industry sector in Kerala

The Government of Kerala has released Notification regarding Minimum Wages Revision in Cane and Bamboo Industry sector.

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Notification regarding revision of minimum wages and VDA payable to workers engaged in loading and unloading of urea bags(Jul 2024)

The Government of Assam has released Notification regarding revision of minimum wages and VDA payable to workers engaged in loading and unloading of urea bags w.e.f 01/07/2024.

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Multiple notifications regarding revision of minimum wages for security guard board's (Pune, Nagpur, Nashik, Sangli, and Aurangabad)

The Govenrment of Maharashtra vide a notifications has issued Multiple notifications regarding revision of minimum wages for security guard board's (Pune, Nagpur, Nashik, Sangli, and Aurangabad) with effect from 01st Jan 2025.

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Multiple notifications regarding revision of minimum wages for security guard board's (Kolhapur, Solapur, Raigad)

The Govenrment of Maharashtra vide a notifications has issued Multiple notifications regarding revision of minimum wages for security guard board's (Kolhapur, Solapur, Raigad) with effect from 01st Jan 2025.

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[Click here](#) to refer the Minimum Wages table for the month of APRIL-2025



COMPLIANCE

Monthly compliance checklist are the best practices to stay on top of HR compliance throughout the month

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UNION BUDGET 2025

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Sources:

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

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