

SGC SERVICES PVT.LTD.

UPDATES ON LABOUR LAW – August'2025

S.No.	Type of Update.	Summary
1.	Exemption notification on women employment during night for S&E in Punjab	The Government of Punjab vide No.Labour-Lab/OPSCA/2/2021-5L/656, has released Exemption notification regarding women employment during night shifts under Shops and Commercial Establishment Act. Please refer to the notification for more details. as per Annexure 1
2.	The Maharashtra Minimum Wages VDA Notification (Jul 2025)	The Government of Maharashtra Vide No. Sr.Gr.V.K.V.A/V.V.July-Dec/2025(2)/Action-10/8, has released Notification regarding revision of minimum wages for various employments with effect from 01st Jul 2025. Please refer to the notification for more details. as per Annexure 2
3.	Exemption notification on women employment during night for S&E in Delhi	On August 7, 2025, the Lieutenant Governor of Delhi issued a notification (No. F. No. 28/Addl. LC/Exemp./S&E Act/2021/2438) exempting all establishments except liquor shops from Sections 14, 15, and 16 of the Delhi Shops and Establishments Act, 1954, allowing for night shifts for women. Please refer to the notification for more details as per Annexure 3
4.	Notification of the Bihar Shops and Establishment (Employment Regulation and Conditions of Service) Act, 2025	The Government of Bihar has released the notification for the Bihar Shops and Establishments (Employment Regulation and Conditions of Service) Act, 2025, via notification No. LG-01-14/2025/5089-Leg dated August 12, 2025. This new law aims to regulate the employment and conditions of service in the state's shops and establishments and repeals the earlier 1953 Act. Please refer to notification for more details as per Annexure 4
5.	Circular on Seeding/Correcting Aadhaar in UAN in EPF	The Employees Provident Fund Organisation vide No.WSU/MemberProfile/E-710137/2025-26/26, has released Circular on Seeding/Correcting Aadhaar in Universal Account Number (UAN). Please refer to notification for more details as per Annexure 5

6.	Circular on Simplification of death claims-non-requirement of guardianship certificate for settlements to bank accounts of minor children in EPF	The Employees Provident Fund Organization vide No. No.WSU/Death Claims/E-1115891/2025-26/25, has released Circular on Simplification of death claims-non-requirement of guardianship certificate for settlements to bank accounts of minor children in EPF. Please refer to the notification for more details as per Annexure 6
7.	Exemption notification on opening the Shops and Establishments 24X7 on all days in Puducherry	The Government of Puducherry Vide G.O Ms. No.10, has released Exemption notification on opening the Shops and Establishments 24X7 on all days w.e.f 14/08/2025. Please refer for more details as per Annexure 7
8.	Notification regarding declaration of List of Holidays FY 2026 (Bihar)	The Government of Bihar Vide No. 3/H-01/2025-SA 15401, has released Notification regarding declaration of List of Holidays FY 2026. Please refer for more details as per Annexure 8
9.	Exemption notification on opening the Shops and Establishments 24X7 on all days in Chandigarh	The Government of Chandigarh Vide No. 12/2/149-HII (2)2025/12994, has issued a Notification regarding exemption to open all Shops & Establishment 24x7 Operations on all days. Please refer to more details as per Annexure 9
10.	Notification regarding Acceptance of Alternate Documents for Identification of ESI beneficiaries	the Ministry of Labour and Employment released notification S.O. 3792(E) on August 19, 2025, mandating that the Employees' State Insurance Corporation (ESIC) must accept alternative identification documents for ESI beneficiaries if Aadhaar authentication is not provided. The notification clarifies that Aadhaar authentication is voluntary and that beneficiaries who decline it cannot be denied ESI benefits. Instead, they can use a Passport, PAN card, or Driving License for identification. Please refer to more details as per Annexure 10

11.	Notification regarding exemption from registration for shops and establishments employing 0-10 workers under the Rajasthan Shops and Establishments Rules, 1959	The Government of Rajasthan Vide No.F.14(11)(3)RegistrationExemption/Labour/Law/2025Part/002067, has issued Notification regarding exemption from registration for shops and establishments employing 0-10 workers under the Rajasthan Shops and Establishments Rules, 1959. Please refer to the notification for more details as per Annexure 11
12.	The Kerala Minimum Wages CPI Notification (June 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 No.DES/1251/2024-P3(1),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 June 2025 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act. Please refer to the notification for more details as per Annexure 12 (i)(ii)(iii)
13.	Notification regarding revision of VDA in Minimum wages for Engineering Industry in Uttar Pradesh	The Government of Uttar Pradesh Vide Number: 781-803/IRD-2025(P.B.Eng), has issued Notification regarding revision of VDA in Minimum wages for Engineering Industry w.e.f 01/08/2025 to 01/03/2026. Please refer to the notification for more details as per Annexure 13
14.	Office order regarding implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in Karnataka	The Government of Karnataka released an office order, referencing file number GGDAT/CIA30/2023-2024, concerning the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, which aims to provide protection and a redressal mechanism for women against sexual harassment at their workplaces. This order mandates compliance with the Act and the constitution of internal committees to handle such complaints. Please refer to the notification for more details as per Annexure 14

15.	Notification of the Punjab Shops and Commercial Establishments (Amendment) Act, 2025 in Punjab	The provisions of the Punjab Shops and Commercial Establishments Act, 1958, shall apply to shops and establishments employing twenty or more workers, whereas only section 13-A shall be applicable to shops and establishments employing fewer than twenty workers. The amendment aims to provide relief to small businesses by reducing compliance burdens, increasing operational flexibility, and promoting entrepreneurial growth through measures such as decriminalizing certain non-compliances and increasing permissible working and overtime hours. Please refer to the notification for more details as per Annexure 15
16.	Notification regarding the Display of Bengali Language on Top of All Signage's in KMC, West Bengal	The Kolkata Municipal Corporation, Government of West Bengal Vide Municipal Commissioners Circular No.34 of 2025-26, has released Notification regarding the Display of Bengali Language on Top of all commercial signboards, including hoardings, in West Bengal, with a deadline of September 30, 2025 , for implementation. This rule requires shops and other businesses to prominently feature Bengali on their signs alongside any other languages used, underscoring the official language's importance in the state. Please refer to the notification for more details as per Annexure 16