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President
Mr. Ashok Khandelia
Hon. Secretary
Mr. Anjan Shah



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ASSOCIATION OF INDUSTRIES DEWAS

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World Cancer Awareness Day

November 7 is observed annually in India as National Cancer Awareness Day (often mistakenly referred to as World Cancer Awareness Day, which globally takes place on February 4).

National Law Day

National Law Day in India, also known as **Constitution Day** or **Samvidhan Divas**, is celebrated annually on **26 November** to commemorate the adoption of the Constitution of India.

Important Days in November	
Nov 5	World Tsunami Awareness Day
Nov 7	Infant Protection day; World Cancer Awareness Day
Nov 8	Diwali (Lakshmi Puja)
Nov 9	Legal Service Day
Nov 10	World Science Day for Peace Development
Nov 11	National Education Day
Nov 12	National Broadcasting Day
Nov 14	Children's day; World Diabetics day
Nov 17	Guru Nanak Dev's Birth Anniversary
Nov 18	Territorial Army Day
Nov 19	National Integration Day
Nov 21	World Fisheries Day; World Television Day
Nov 26	National Law Day

NOTIFICATIONS/CIRCULARS

सत्यमेव जयते

कर्मचारी भविष्य निधि संगठन

Employees Provident Fund Organisation

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

(MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA)

मुख्य कार्यालय/Head Office

प्लेट ए, ग्राउंडफ्लोर, ब्लॉक-II, ईस्ट किदवई नगर, नई दिल्ली-110023

Plate A, Ground Floor, Block II, East Kidwai Nagar, New Delhi-110023

Website: www.epfindia.gov.in, www.epfindia.nic.in

No. Compliance/AnnAcPlan/2022-23/RationalizationofECR-Part(1)/e-704368 Dated: 13.10.2026

13 OCT 2026

CIRCULAR

Subject: Extension of the due date for filing of Electronic Challan-cum-Return (ECR) and remittance of statutory contributions for the wage month of September, 2026, up to 31.10.2026 – reg.

Consequent upon the revision of the wage ceiling limit with effect from 17.09.2026, establishments covered under the Code on Social Security, 2020, and the Schemes framed thereunder have been required to undertake consequential changes in their payroll systems and related statutory compliance processes to ensure appropriate computation of wages and determination of provident fund and allied statutory contributions.

2. Multiple representations have been received from employers, establishments and other stakeholders highlighting the difficulties encountered in preparation and submission of the Electronic Challan-cum-Return (ECR). The representations have, inter alia, brought to notice the fact that the aforesaid revision, having come into effect during the wage month of September, 2026 w.e.f. 17.09.23026, has necessitated corresponding modifications in the pay-bills, payroll configurations, employee-wise contribution calculations and other related records maintained by establishments. Employers have reported that the implementation of the revised wage ceiling, together with the consequential changes required in their payroll and statutory compliance systems, has posed considerable technical, operational and administrative challenges for them, particularly in respect of the wage month of September, 2026.

3. The difficulties so represented are consequential to the implementation of the revised wage ceiling from mid-September and the adjustments required to be undertaken by establishments for ensuring correct computation and remittance of statutory contributions. The matter has, accordingly, been considered in view of the need to facilitate orderly compliance with the applicable statutory provisions, provide reasonable time to establishments to complete the requisite payroll revisions and for them to resolve the reported technical and operational impediments, while ensuring the proper discharge of statutory obligations under the Act and the Schemes framed thereunder.

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4. In exercise of the powers conferred upon the Central Provident Fund Commissioner under the second proviso to paragraph 28(3) of the Employees' Provident Funds Scheme, 1952, and having regard to the representations received and the circumstances stated hereinabove, the competent authority has decided to extend the due date for filing the Electronic Challan-cum-Return (ECR) and remittance of the corresponding statutory contributions for the wage month of September, 2026, from 15.10.2026 to 31.10.2026.

5. Accordingly, establishments shall be permitted to file the ECR and remit the corresponding statutory contributions for the wage month of September, 2026, on or before 31.10.2026, subject to compliance with the applicable provisions of the Code and the Schemes framed thereunder.

6. It is further clarified that, the aforesaid extension shall be confined exclusively to the filing of ECR and remittance of statutory contributions for the wage month of September, 2026. It shall not be construed as a general extension of statutory timelines for any other wage month, nor shall it dispense with any other obligation arising under the Act or the Schemes framed thereunder.

7. All field offices are advised to take note of the above extension and ensure that the establishments under their respective jurisdictions are duly informed. Necessary action may also be taken to facilitate compliance by establishments in accordance with the provisions of this circular.

(This issues with the approval of the CPFC.)

13/9/26.

(P. B. Verma)
Additional Central Provident Fund Commissioner (Compliance)

To:

1. FA & CAO
2. CVO
3. All Additional CPFC (HQ) (Divisional Heads in Head office)/Director PDUNASS
4. All ACC, Zones/ZTIs
5. Rajbhasha Anubhag for Hindi Version
6. All RPFCs/OIC of ROs
7. All District offices/SSOs
8. IS division for website upload

NOTIFICATIONS/CIRCULARS

रजिस्ट्री सं. डी.एल.- 33004/99 REGD. No. D. L.-33004/99

भारत का राजपत्र
The Gazette of India

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असाधारण
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PART III—Section 4
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No.633] NEW DELHI, FRIDAY, OCTOBER 16, 2026/ASVINA 24, 1948

कर्मचारी राज्य बीमा निगम

अधिसूचना

नई दिल्ली, 7 अक्तूबर, 2026

सं. एन-12011/1/2023-यो.एवं वि.— सामाजिक सुरक्षा (केंद्रीय) नियमावली, 2026 के नियम 21 के साथ पठित सामाजिक सुरक्षा संहिता, 2020 (2020 का 36) की धारा 32 की उप-धारा (1) के खंड (च) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उक्त खंड के प्रयोजनों के लिए देय अंत्येष्टि व्यय की राशि 20,000/- रुपये (बीस हजार रुपये मात्र) होगी। यह अधिसूचना 08 मई, 2026 से प्रभावी होगी।

उत्तम प्रकाश, बीमा आयुक्त (यो. एवं वि.)

[विज्ञापन-III/4/असा./402/2026-27]

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NOTIFICATIONS/CIRCULARS

EMPLOYEES' STATE INSURANCE CORPORATION

NOTIFICATION

New Delhi, the 7th October, 2026

No. N-12011/1/2023-P&D.— In exercise of the powers conferred by Rule 21 of the Social Security (Central) Rules, 2026 read with clause (f) of sub-section (1) of Section 32 of the Code on Social Security, 2020 (36 of 2020), the amount of funeral expenses payable for the purposes of the said clause shall be Rs.20,000/- (Rupees Twenty Thousand only). This notification shall come into force with effect from 08th May, 2026.

UTTAM PRAKASH , Insurance Commissioner(P&D)

[ADVT.-III/4/Exty./402/2026-27]

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NOTIFICATIONS/CIRCULARS

AP-22/4/2026-NAPS (E-80730)
Government of India
Ministry of Skill Development & Entrepreneurship
(Apprenticeship Training Division)

New Delhi, 21-10-2026

OFFICE MEMORANDUM

Subject: Clarification on the Applicability of Provident Fund and ESI Acts to Apprentices – regarding.

Various representations have been received from industry and Sector Skill Councils, particularly from export-oriented sectors such as apparel, seeking clarity on the applicability of Provident Fund (PF) and Employees' State Insurance (ESI) to apprentices engaged under the National Apprenticeship Promotion Scheme (NAPS). It has been stated that buyer compliance standards expect every person on the factory floor to be covered under PF and ESI, which creates uncertainty for establishments wishing to engage apprentices.

2. In this regard, the undersigned is directed to refer to **Section 18 of the Apprentices Act, 1961**, and to inform that an apprentice is treated as a **trainee and not a worker**, and therefore, the laws related to regular employees do not apply to them.

3. Further, The Code on Social Security, 2020, which subsumes, among others, the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and the Employees' State Insurance Act, 1948, has come into force with effect from 21 November 2025 (Ministry of Labour & Employment notification S.O. 5319(E) dated 21.11.2025). The provisions relating to Provident Fund (Chapter III) and Employees' State Insurance (Chapter IV) are now governed by the Code. Section 2(26) of the Code defines "employee" as any person, other than an apprentice engaged under the Apprentices Act, 1961, employed on wages by an establishment, directly or through a contractor, for any kind of work.

4. Therefore, Apprentices engaged under the Apprentices Act, 1961, including under NAPS and the National Apprenticeship Training Scheme (NATS), are not "employees" within the meaning of the Code. The provisions of the Code relating to PF and ESI are therefore not applicable to them, and no enrolment or contribution is required in respect of the stipend during the period of apprenticeship.

(b) The above applies only to persons engaged as apprentices under the Apprentices Act, 1961, with a contract of apprenticeship registered on the apprenticeship portal. Persons engaged as trainees or apprentices otherwise than under the Act, including under standing orders of the establishment, are not covered by this clarification, and the Code shall apply to them in accordance with its provisions.

(c) If an apprentice is subsequently engaged as a regular employee, the provisions of the Code shall apply from the date of such employment.

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NOTIFICATIONS/CIRCULARS

(d) The exclusion from PF and ESI does not dilute the obligations of establishments under the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, including payment of the prescribed stipend, provision of health, safety and welfare measures, and the other terms of the contract of apprenticeship.

5. While apprentices are not considered employees under the social code, establishments are encouraged to voluntarily extend certain benefits to them as a part of good HR practices, industry standards, or training policies.

6. This issues with approval of the competent authority.

(V.S. Arvind)
Director (AT)

To,

All establishments engaging apprentices under the Apprentices Act, 1961.

...2...

Copy to:

1) Sr PPS to Secretary (MSDE) – for kind information please.
2) PPS to Additional Secretary, MSDE – for kind information please.
3) OSD to Director General, DGT, New Delhi – for kind information.
4) DDG (Hqrs)/ DDG (ER)/ DDG (SR), DGT.
5) Director / Deputy Secretary dealing with Board of Apprenticeship Training, Dept of Higher Education, New Delhi
6) All apprenticeship advisers (Regional Central Apprenticeship Adviser, State Apprenticeship Advisers, Assistant Apprenticeship Advisers, etc.) – Requested to bring to the notice of all establishments falling under your jurisdiction.
7) CEO, NSDC, New Delhi
8) GM/ DGM, Apprenticeship Training, NSDC – With a request to (i) take forward this communication to all CEOs / Joint Apprenticeship Adviser (JAA), Sector Skill Councils (ii) Third Party Aggregators (TPAs) and (iii) upload this OM on the apprenticeship portal.

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NOTIFICATIONS/CIRCULARS



"Whether you think you can or think you can't, you're right." – Henry Ford." – Henry Ford

EVENTS

MEETING WITH DY. DIRECTOR (URBAN DEPARTMENT) AT BHOPAL

The FMPCCI Association organized a meeting on 07.10.2026 with the Dy. Director of the urban department, at Bhopal to discuss the proposed rules "**Madhya Pradesh Fire and Emergency Services General Rules, 2026.** AID also attended the meeting and offered valuable suggestions for the proposed Rules.





EVENTS

TABLE TENNIS TOURNAMENT

A Table Tennis Tournament was organized by AID on 09/10/2026 for employees working across various member industries. We are pleased to inform you that a total of 35 (Men's & Women's) employees enthusiastically participated in the event.

Final results are as follows: -

Men's Category

Company Name	Name of Participant	Results
M/s Baerlocher India Additives Pvt. Ltd.	Shri Bharat Kumar	Winner
M/s VE Commercial Vehicles Limited	Shri Vikas Bagla	Runner-up
M/s VE Commercial Vehicles Limited	Shri Digvijay Joshi	Outstanding Performance

Women's Category

Company Name	Name of Participant	Results
M/s Anil Enterprises	Ms. Antim Agrawal	Winner
M/s VE Commercial Vehicles Limited	Ms. Harshita Dangarh	Runner-up





EVENTS

TABLE TENNIS TOURNAMENT











"Whether you think you can or think you can't, you're right." – Henry Ford." – Henry Ford

EVENTS

INTERACTION WITH LABOUR COMMISSIONER UNDER JAN VISHWAS PROGRAM

The Association of Industries, Dewas (AID), hosted **Ms. Sheetla Patle, Labour Commissioner, Government of Madhya Pradesh, Indore**, along with other dignitaries, on 23rd October 2026 under the **Jan Vishwas Program**. The interaction provided an opportunity for members to discuss labour laws, their implementation, and various industry-related issues. The program facilitated constructive dialogue between the authorities and industrial representatives to promote better understanding and compliance with labour regulations.









With Best Compliments from



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