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# FTCCI Review

English Weekly

ISO 9001:2015

CIN No. U91110TG1964NPL001030

THE FEDERATION OF TELANGANA CHAMBERS OF COMMERCE & INDUSTRY

Vol.VI No.51 | December 17, 2025 | Rs. 15/-

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## MINISTRY OF LABOUR AND EMPLOYMENT

### NOTIFICATION

New Delhi, the 8th December, 2025

**S.O. 5683(E).** - Whereas, section 104 of the Industrial Relations Code, 2020 (35 of 2020) (hereafter in this Order referred to as the said Code) provides that in the notification issued under sub-section (3) of section 1 for the commencement of any provisions of the Code, the Central Government may specify that the provisions of the Acts specified in clauses (a) to (c) shall stand repealed with effect from the date appointed in the said notification and the remaining provisions of the said Acts referred thereto shall remain in force till they are repealed by like notification in the like manner;

And whereas, vide notification number S.O. 5320(E), dated 21st November, 2025, published in the Gazette of India, the provisions of the said Code have been brought into force with effect from the 21st day of November, 2025 and the said notification did not expressly repeal any of the Acts specified in sub-section (1), as required for the purpose of section 104;

And whereas, sub-section (1) of section 51 of the said Code provides that, on and from the date of commencement of the said Code, the cases pending immediately before such commencement -

- in the Labour Court and the Tribunal constituted under the Industrial Disputes Act, 1947, shall be transferred to the Tribunal having corresponding jurisdiction under this Code;
- in the National Tribunal constituted under the Industrial Disputes Act, 1947 shall be transferred to the National Industrial Tribunal having corresponding jurisdiction under this Code;

And whereas, sub-section (2) of said section 51 provides that the cases so transferred under sub-section (1) to the Tribunal or the National Industrial Tribunal shall be dealt with de novo or from the stage at which they were pending before such transfer, as it may deem fit.

Now, therefore, in exercise of the powers conferred by section 103 of the said Code, the Central Government, hereby makes the following Order, namely: -

1. Short title and commencement. - (1) This Order may be called the Industrial Relations Code (Removal of Difficulties) Order, 2025.

(2) It shall come into force with effect from the 8th day of December 2025.

2. For the removal of difficulties, it is hereby clarified that the existing Labour Courts, Industrial Tribunals and National Industrial Tribunals constituted under the Industrial Disputes Act, 1947 (14 of 1947) shall continue to adjudicate the existing as well as new cases, for the purpose of ensuring continuity of adjudication and avoiding any legal or administrative vacuum until the constitution of Industrial Tribunals and National Industrial Tribunals under the Industrial Relations Code, 2020.

*Deepika Kachhal, Jt. Secy.*

Dear Members,

We are pleased to inform you that the Office of the Regional Director, South-Eastern Region, Ministry of Corporate Affairs, has shared with us the summary data of candidates who have successfully completed the ***Prime Minister's Internship Scheme (PMIS) and are now seeking full-time employment opportunities across various sectors in Telangana.***

These candidates have undergone a one-year structured internship under PMIS, gaining practical exposure and hands-on experience in diverse domains such as:

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>• <b><i>Agriculture &amp; Allied Sectors</i></b></li><li>• <b><i>Automotive</i></b></li><li>• <b><i>Aviation &amp; Defence</i></b></li><li>• <b><i>Banking &amp; Financial Services</i></b></li><li>• <b><i>Consulting Services</i></b></li><li>• <b><i>Education, Media &amp; Entertainment</i></b></li><li>• <b><i>FMCG</i></b></li><li>• <b><i>Gems &amp; Jewellery</i></b></li></ul> | <ul style="list-style-type: none"><li>• <b><i>IT &amp; Software Development</i></b></li><li>• <b><i>Manufacturing &amp; Industrial Operations</i></b></li><li>• <b><i>Metals &amp; Mining</i></b></li><li>• <b><i>Oil, Gas &amp; Energy</i></b></li><li>• <b><i>Pharmaceuticals</i></b></li><li>• <b><i>Telecom</i></b></li><li>• <b><i>and other allied sectors</i></b></li></ul> |
|--|--|

**The candidates' preferred job roles span:**

Business Administration, Data Science & Analytics, Engineering & Technical roles, Finance & Banking, Healthcare, HR & Administration, IT/ITES, Manufacturing Operations, Media & Communication, Pharma & Life Sciences, Sales & Marketing, Supply Chain & Logistics, E-Commerce, and others.

The summary includes location-wise availability of interns across Telangana districts including Hyderabad, Jogulamba Gadwal, Khammam, Nagarkurnool, Nirmal, Ranga Reddy, and Vikarabad.

***A total of 50+ trained interns are available for immediate placement.***

We request our member organizations to kindly review the available candidate data and share any employment opportunities or staffing requirements that may be suitable for these candidates. Details of vacancies or shortlisted candidates may be communicated to the Federation, which will then be coordinated with the PMIS Cell of the Regional Directorate for further processing.

***About PMIS:***

The Prime Minister's Internship Scheme is a flagship initiative aimed at providing one-year industry internships to young graduates across India. The scheme is designed to bridge skill gaps, enhance employability, and prepare candidates for full-time industry roles.

We encourage members to take advantage of this opportunity to engage trained, motivated, and sector-ready young professionals.

***For further information please email : [secretariat@ftcci.in](mailto:secretariat@ftcci.in)***

### ***Certification of Origin & Attestation of Export Documents***

The Chamber is recognized by the Government of India to issue Certificates of Origin for non-preferential countries. Export documents are also accepted as authentic by the Consular offices of various countries and international authorities.

**VISA FACILITATION**

The letters of recommendation are issued to Embassies and Consulates for issue of business visa to representatives of member companies for business travel.

**PASSPORT UNDER TATKAL SCHEME**

FTCCI is being recognized by the Govt. of India to issue Verification Certificate to the Owners, Partners or Directors of the Companies having Membership with the FTCCI.

**FOR MORE DETAILS CONTACT :**

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(श्रम एवं रोजगार मंत्रालय, भारत सरकार)  
**EMPLOYEES' STATE INSURANCE CORPORATION**  
(Ministry of Labour & Employment, Govt. of India)



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**35/BEC/MISC-FILE/23-24/CoSS2020**

**Date: - 10/12/ 2025**

**Sub- Implementation of Code on Social Security,2020- reg.**

Sir/Madam,

1. The Government of India has implemented the Code on Social Security, 2020, which came into effect nationwide on November 21, 2025. This landmark legislation consolidates and amends social security laws for all employees across various sectors, including providing medical and financial security benefits as envisaged in Code on Social Security, 2020.
2. In light of this implementation, it is mandatory for all establishments that meet the prescribed criteria under the Code to register themselves with Employees' State Insurance Corporation (ESIC).
3. The Wage terminology has been redefined in the CoSS 2020. As per the section 2 (88) of CoSS 2020 new definition of wage, coverage of employees under ESI Scheme is expected to extend to many excluded employees also. Now, wages s defined as under:

2 (88) "wages" means all remuneration, whether by way of salaries, allowances or otherwise, expressed in terms of money or capable of being so expressed which would, if the terms of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment, and includes, —

- (a) basic pay;
- (b) dearness allowance; and
- (c) retaining allowance, if any, but does not include—
  - (a) any bonus payable under any law for the time being in force, which does not form part of the remuneration payable under the terms of employment;
  - (b) the value of any house-accommodation, or of the supply of light, water, medical attendance or other amenity or of any service excluded from the computation of wages by a general or special order of the appropriate Government;
  - (c) any contribution paid by the employer to any pension or provident fund, and the interest which may have accrued thereon;
  - (d) any conveyance allowance or the value of any travelling concession;
  - (e) any sum paid to the employed person to defray special expenses entailed on him by the nature of his employment;
  - (f) house rent allowance;
  - (g) remuneration payable under any award or settlement between the parties or order of a court or Tribunal;
  - (h) any overtime allowance;
  - (i) any commission payable to the employee;
  - (j) any gratuity payable on the termination of employment;



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Chambers of Commerce and Industry**

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(k) any retrenchment compensation or other retirement benefit payable to the employee or any ex gratia payment made to him on the termination of employment, under any law for the time being in force:

Provided that for calculating the wages under this clause, if payments made by the employer to the employee under sub-clauses (a) to (i) exceeds one-half, or such other per cent. as may be notified by the Central Government, of the all remuneration calculated under this clause, the amount which exceeds such one-half, or the per cent. so notified, shall be deemed as remuneration and shall be accordingly added in wages under this clause:

Provided further that for the purpose of equal wages to all genders and for the purpose of payment of wages, the emoluments specified in sub-clauses (d), (f), (g) and (h) shall be taken for computation of wage.

Explanation.—Where an employee is given in lieu of the whole or part of the wages payable to him, any remuneration in kind by his employer, the value of such remuneration in kind which does not exceed fifteen per cent. of the total wages payable to him, shall be deemed to form part of the wages of such employee;

4. Therefore, it is advised that:

- a. Register all eligible employees working at their premises (as per the eligibility criteria set out under the Code on Social Security, 2020).
- b. Ensure timely payment of the contributions so that their workforce receives the necessary benefits under the Code on Social Security, 2020.

5. Immediate compliance is crucial to ensure that employees of your unit can avail of the social security benefits under the new code.

6. You are hereby requested to get registration of coverable but not covered employees including contractual employee under ESI Scheme and facilitate your eligible employees for availing ESIC benefits. Online registration is done through Shram Suvidha Portal(<https://shramsuvudha.gov.in/signupUser>) or ESIC Employer Portal (<https://portal.esic.gov.in/ESICInsurance1/ESICInsurancePortal/ESICSignup.aspx>).

7. This issues with the approval of Joint Director(I/C).

**(Somnath Sudhansu)**

**Dy. Director  
Big Employer Cell.**

### **The Following Latest Books & Journals have been added to the Library of FTCCI**

- |                                  |                                   |                                       |
|----------------------------------|-----------------------------------|---------------------------------------|
| 1. Yojana - June, 2025           | 6. KASSIA- May, 2025              | 10. Life of a Karma Yogi: Memoir of a |
| 2. Kurukshetra – June, 2025      | 7. Textile Magazine- May, 2025    | Civil Servant By M.Gopalakrishna,     |
| 3. The News You Like- June, 2025 | 8. Beyond Biryani by Dinesh       | 2025                                  |
| 4. Cargo talk – June, 2025       | C.Sharma, 2024                    | 11. Ratan Tata A Life by Thomas       |
| 5. Vizag Industrial Scan -       | 9. Obtuse Angle by Bibhu Acharya, | Mathew, 2024                          |
| May 16-31, 2025                  | 2025                              | 12. GCPC – January-March, 2025        |