भारतीय कम्पनी सचिव संस्थान
THE INSTITUTE OF
Company Secretaries of India
IN PURSUIT OF PROFESSIONAL EXCELLENCE
Statutory body under an Act of Parliament
(Under the jurisdiction of Ministry of Corporate Affairs)

SUPPLEMENT

EXECUTIVE PROGRAMME

(Syllabus 2022)

for

December, 2026 Examination

(Containing updates from 1st December, 2025 to 31th May, 2026)

SETTING UP OF BUSINESS, INDUSTRIAL & LABOUR LAWS

GROUP 1

PAPER 3

Students appearing in Examination shall note the following:

Students appearing in December, 2026 Examination should also update themselves on all the relevant Notifications, Circulars, Clarifications, Orders etc. issued by MCA, SEBI, RBI & Central Government upto May, 2026.

The students are advised to acquaint themselves with the subject specific updates published in Student Company Secretary Journal by the Institute.

This supplement is to be read with the SBILL study material (Syllabus 2022) updated up to November, 2025.

Lesson 2: Corporate Entities – Companies

1. The Companies (Specification of definition details) Amendment Rules, 2025 (December 01, 2025)

The Ministry of Corporate Affairs have notified amendment in the Companies (Specification of definition details) Rules, 2014. As per the amendment for the purposes of sub-clause (i) and sub-clause (ii) of clause (85) of section 2 of the Act, paid up capital and turnover of the small company shall not exceed rupees ten crores and rupees one hundred crores respectively.

Brief Analysis:

According to Section 2 (85) of the Companies Act, 2013 read with rule 2(1)(t) of the Companies (Specification of Definitions Details) Rules, 2014.

"Small Company'' means a company, other than a public company,—

(i) paid-up share capital of which shall not exceed ten crore rupees; and

(ii) turnover of which as per profit and loss account for the immediately preceding financial year shall not exceed one hundred crore rupees:

Provided that nothing in this clause shall apply to—

(A) a holding company or a subsidiary company;
(B) a company registered under section 8; or
(C) a company or body corporate governed by any special Act

For details: https://egazette.gov.in/(S(t3oqqajomkaoqc5dljlvext4))/ViewPDF.aspx

2. Advisory for Stakeholders for Name Reservation and Incorporation of Company and LLP (March 12, 2026)

Ministry of Corporate Affairs has issued a booklet dated March 12, 2026 titled "Advisory for Stakeholders for Name Reservation and Incorporation of Company and LLP". The booklet consists advisory/clarifications/explanations pertaining to name reservations. The booklet inter-alia illustrated the instances of applications filed in 2026 with the CRC that were rejected, due to resemblance for name reservation of Company / LLP. A tabulated information is also provided on ensuring that the proposed name(s) must take into consideration the timelines- for the scenario where proposed name(s) shall not be permitted and for preservation of existing names.

Further, the booklet also consists guidance on trademark for name reservation of Company / LLP; Acceptable documents for the registered office address of company; Factors relevant for incorporation of Company and LLP; Factors relevant for name change of an existing Company / LLP etc. Some of the important aspects are discussed below:

RESEMBLANCE FOR NAME RESERVATION OF COMPANY / LLP

1. Ensure that the proposed name(s) are distinctive and do not closely resemble, phonetically or otherwise, with any existing or well-known names. Additionally, confirm that they are sufficiently unique to avoid sounding similar to established brands or entities. The instances of applications filed in 2026 with the CRC that were rejected are as follows:

Existing Name	Proposed Name
Avon **Engineering** Private Limited	Avon **Engineers** Private Limited
Progressive **Jewels** LLP	Progressive **Jewellers** Private Limited
Cross Border Exports Private Limited	**Across** Borders Exports Private Limited

2. Ensure that the proposed name(s) must take into consideration the timelines mentioned below:

Applicable Rule	Scenario where Proposed Name(s) shall NOT be Permitted	Reservation of Existing Names
Rule 8A(1)(n) of the Companies (Incorporation) Rules, 2014	If the proposed name is identical to the name of a company dissolved as a result of liquidation proceeding.	02 (Two) years from the date of dissolution.
Rule 8A(1)(n) of the Companies (Incorporation) Rules, 2014	If the proposed name is identical with the name of a company which is struck off.	20 (Twenty) years from the date of publication in the Official Gazette being so struck off
Rule 8A(1)(o) of the Companies (Incorporation) Rules, 2014	If the proposed name is identical with the name of a LLP in liquidation or the name of a LLP which is struck off up.	Up to the period of 5 (Five) years.
Rule 18(2)(xii) of LLP Rules, 2009	If the proposed name is identical with or too nearly resembles names of the LLP which is struck off.	Up to the period of 5 (Five) years.
Rule 18(2)(xii) of LLP Rules, 2009	If the proposed name is identical with or too nearly resembles the name of the LLP in liquidation	Up to the period of 5 (Five) years
Rule 18(3) of LLP Rules, 2009	Foreign LLP apply in Form 25 LLP to the Registrar for reserving its existing name by which it is registered in the country of its regulation or incorporation.	Valid for 03 (Three) years but may be renewed on a fresh application

CLARIFICATION ON NAME RESERVATION OF COMPANY / LLP

1. Avoid using well known and established abbreviations in the proposed name(s) such as:
"NHDC" - Popular abbreviation for National Handloom Development Corporation Limited.
"BRICS" - Intergovernmental organization comprising ten countries: Brazil, China, Egypt, Ethiopia, India, Indonesia, Iran, Russia, South Africa, and the United Arab Emirates.

2. In case the proposed names include the word of Foreign Country / City or related to it like for example “ITALY” / “SHANGHAI” “ITALIAN”, then it shall not be considered as per Rule 8A(1)(l) of the Companies (Incorporation) Rules, 2014 and Rule 18(2)(xv) of LLP Rule, 2009. The applicant/s should submit documentary proof that there is some form of Collaboration / Memorandum of Understanding with the foreigners of that country or place, the name of which is incorporated in the same.

3. If the proposed name is applied for Section 8 Company, the name must include the words Foundation, Forum, Association, Federation, Chambers, Confederation, Council, Electoral Trust and the like (Institute / Institution / Establishment / Organisation / Mission / Centre / Sansthan / Chapter / Pratishthan / Mandal), etc. as per Rule 8A(1)(u) of the Companies (Incorporation) Rules, 2014.

4. A proposed name(s) shall not be allowed as per section 4(3)(a) of the Companies Act, 2013 and Rule 18(2)(v) of the LLP Rules, 2009, if it contains word(s) or expression(s) which is/are likely to give the impression that the company is in any way connected with, or having the patronage of, the Central Government, any State Government, or any local authority, corporation or body constituted by the Central Government or any State Government under any law for the time being in force.

5. The proposed names should NOT:

- Be merely the plural or singular form of an existing name - Rule 8(2)(b) of the Companies (Incorporation) Rules, 2014.
- Differ from an existing name only by the use of different tenses - Rule 8(2)(d) of the Companies (Incorporation) Rules, 2014
- Differ from an existing name only in the order of words - Rule 8(2)(g) of the Companies (Incorporation) Rules, 2014.
- Be an exact Hindi or English translation of an existing name - Rule 8(2)(j) of the Companies (Incorporation) Rules, 2014.
- Be offensive to any section of the people - Rule 8A(1)(c) of the Companies (Incorporation) Rules, 2014.
- British India - Rule 8A(1)(k) of the Companies (Incorporation) Rules, 2014, etc.

FACTORS RELEVANT FOR INCORPORATION OF COMPANY

1. Make sure that the Total Authorized Capital and Total Subscribed Capital details (Number of Shares / Nominal Value / Total Amount) mentioned in Point 3 of SPICe+ Part B are correct and consistent with the details mentioned in Point 6 & 7 of SPICe+ Part B and Subscriber Sheet of E-MOA / MOA.

2. Objects of the company being incorporated as per Section 8 of the Companies Act, 2013 should be in accordance with and restricted to Section 8(1)(a) of the Act. Section 8 companies are not allowed to engage in money market or investment activity as it is considered Commercial / Profit-Oriented Activity in ordinary course of business as mentioned in MOA.

3. Ensure to remove clauses related to dividend / payment from the E-AOA i.e. Article Numbers from 80 to 88 and 90 in case of Section – 8 Companies.

4. Winding-Up Clause in E-AOA should be consistent with the clause of the E- MOA in case of Section – 8 Companies. Ensure that the assets of the Section – 8 Companies cannot be transferred to the members on Winding-Up.

5. As per rule 3(6) of the Companies (Incorporation) Rules, 2014, OPC cannot carry on NBFC

related activities and no OPC can acquire/invest in securities of any body corporate and further OPC cannot issue or allot shares to anyone except its member. Ensure not to mention such objects in MOA & remove Point no. 3 (ii), 7 & 8 from AOA. Accordingly, ensure not to mention NIC 64.

FACTORS RELEVANT FOR INCORPORATION OF LLP

1. The Web-Form "Form 9" is for consent from designated partners having valid DIN / DPIN. In case of designated partners not having valid DIN/DPIN, kindly attach physically executed "Form 9" in Form FiLLiP, as per the format given in Section 7(3) of LLP Act, 2008 and Rule 7 of the LLP Rules, 2009.

2. Furnish witnessed and signed Subscriber Sheet in the prescribed format as given in the Form FiLLiP under "'Consent by Designated Partners / Partners".

3. In case of conversion of Company to LLP, ensure that there are no mis-matches in shareholding pattern as per the Latest Annual Filing / PAS-3 and in Form FiLLiP. Ensure to provide relevant documents if shares are transferred. Furnish duly signed SH-4 / Resolution for verification of shareholding pattern.

4. In case of conversion of the Firm into LLP, furnish the Initial Partnership Deed along with Latest Partnership Deed of the firm mentioning the objects and name of the current partners.

FACTORS RELEVANT FOR NAME CHANGE OF AN EXISTING COMPANY / LLP

1. If a Board Resolution is required for a name change, it must be printed on the Company / LLP's official letterhead and include proper details of the directors who signed it with their approved DIN.

2. Furnish the consent in the form of resolution for change of name and objects (if any) signed by all the Designated Partners and Partners of LLP.

3. Even minor changes in the name of an existing Company / LLP require the filing of Form RUN / RUN LLP for name approval.
Example: If the existing company name as per the Certificate of Incorporation is "IndiTech Private Limited" and the company intends to remove the hyphen so that the name reads "Inditech Private Limited", such change shall be treated as a change of name and the company must first file Form RUN to obtain name approval.

Note: The above mentioned advisory also to be referred in context of Lesson 3 which covers name reservation provisions for Limited Liability Partnerships.

For details:
https://www.mca.gov.in/bin/dms/getdocument?mds=Yyau8%252FQveEEgOSo722nczw%253D%253D&type=open

Lesson 4: Startups and its Registration

1. Revised the Startup Recognition Framework (February 04, 2026)

Department for Promotion of Industry and Internal Trade, Ministry of Commerce and Industry vide its Notification G.S.R. 108(E) dated February 04, 2026 and in supersession of the Gazette Notification No. G.S.R. 127(E) dated February 19, 2019 has revised the startup recognition framework to further strengthen the Startup India Action Plan and advance vision of positioning India as a global innovation powerhouse, a manufacturing-led economy, and a hub for emerging technologies.

Key revisions to the startup recognition criteria are as follows:

'Startup' means an entity which:

(i) is incorporated or registered in India as a private limited company (as defined in the Companies Act, 2013) or registered as a partnership firm (registered under section 59 of the Partnership Act, 1932) or a limited liability partnership (under the Limited Liability Partnership Act, 2008) or a Multi-State Cooperative Society registered with the Central Registrar of Cooperative Societies (under the Multi-State Cooperative Societies Act, 2002) or a Cooperative Society registered under any State or Union Territory Cooperative Societies Act with the respective Registrar of Cooperative Societies in India;

(ii) is within a period of ten years from the date of its incorporation or registration;

(iii) has a turnover for any of the financial years since incorporation or registration not exceeding two hundred crore rupees; and

(iv) is working towards innovation, development or improvement of products or processes or services, or is a scalable business model with a high potential of employment generation or wealth creation.

It may be noted that, in the case of an entity recognised as a ***'Deep Tech Startup'*** under this notification:

(a) the period specified in clause (ii) shall be up to twenty years from the date of its incorporation or registration; and

(b) the turnover limit specified in clause (iii) shall be three hundred crore rupees for any of the financial years since incorporation or registration.

Provided further that, an entity formed by splitting up or reconstruction of an existing business shall not be considered a Startup.

Brief Analysis:

For the purposes of this notification, an entity shall cease to be a Startup on completion of ten years from the date of its incorporation or registration, or if its turnover for any previous year exceeds two hundred crore rupees.

Provided that, in the case of an entity recognised as a Deep Tech Startup under this notification, such entity shall cease to be a Deep Tech Startup on completion of twenty years from the date of its incorporation or registration, or if its turnover for any previous year exceeds three hundred crore rupees.

Enhanced turnover threshold for startup recognition:

Keeping in view the evolving startup ecosystem and the need to support enterprises at different stages of their business lifecycle, the turnover limit for recognition as a startup has been increased from ₹100 crore to ₹200 crore.

Introduction of a dedicated category for Deep Tech Startups:

A **'Deep Tech Startup'** means a 'Startup' that has the following attributes:

i. It is working on producing a solution based on new knowledge/advancements within a scientific or engineering discipline or multiple disciplines, which is yet to be developed or is in the process of being developed;

ii. It has a high percentage of expenditure on research and development (R&D) activities as a percentage of revenue/funding;

iii. It owns or is in the process of creating significant novel intellectual property (IP) and taking steps to commercialize the same; and

iv. It is facing extended development timelines, long gestation periods, high capital and infrastructure requirements, and carrying large technical or scientific uncertainty.

Provided that, for the purposes of this notification, a 'Deep Tech Startup' shall be deemed to be a 'Startup', and references to a 'Startup' shall include a 'Deep Tech Startup', unless otherwise stated.

Provided further that, the determination of whether an entity satisfies the attributes of a 'Deep Tech Startup' shall be made in accordance with such framework, parameters, and guidelines as may be issued by the Department, and based on the documents and information furnished by the applicant in the manner specified by the Department.

A new sub-category of "Deep Tech Startup" has been introduced for entities working on cutting-edge and breakthrough technologies. The core attributes of Deep Tech Startups have been finalised through consultations with line Ministries, Departments and ecosystem stakeholders to ensure clarity, consistency and objective identification. In recognition of the long gestation periods, high research and development intensity, and capital-intensive nature of deep technology enterprises, the eligibility criteria for this category have been expanded, with the age limit extended from 10 years to 20 years from the date of incorporation or registration, and the turnover limit enhanced to ₹300 crore.

Inclusion of Cooperative Societies as Eligible Entities

To promote innovation-driven growth at the grassroots level in agriculture, allied sectors, rural industries and community-based enterprises, startup recognition eligibility has been extended to cooperative entities. Accordingly, Multi-State Cooperative Societies registered under the Multi-State Cooperative Societies Act, 2002, as well as Cooperative Societies registered under State and Union Territory Cooperative Acts, are now eligible for startup recognition, subject to fulfilment of other applicable criteria.

The updated criteria are expected to expand access to startup benefits for research- and innovation-driven enterprises, provide targeted support to deep tech ventures requiring extended development timelines, enable cooperatives to drive innovation in agriculture and rural development, and further strengthen India's position as a global hub for high-technology and knowledge-intensive entrepreneurship.

Process of Recognition of an Eligible Entity as Startup

(1) An entity shall make the application specified on the portal set-up by DPIIT. The application shall be accompanied by:

(a) a copy of Certificate of Incorporation or Registration, as the case may be, and
(b) a write-up about the nature of business highlighting how it is working towards innovation, development or improvement of products or processes or services, or its scalability in terms of employment generation or wealth creation.
(c) in the case of entities applying to be recognised as 'Deep Tech Startup', the entity must provide documents and information as may be specified in the online application portal which demonstrate that the entity meets the attributes specified under point (n) under the 'Explanation' section of this notification.

(2) The DPIIT may, after calling for such documents or information and making such enquiries, as it may deem fit:

(a) recognise the eligible entity as 'Startup', including as a 'Deep Tech Startup' as applicable; or

(b) reject the application by providing reasons.

(3) A Startup, including a Deep Tech Startup being a private limited company or limited liability partnership, which fulfils the conditions specified in sub-clause (i) and sub-clause (ii) of the Explanation to section 80-IAC of the Act, may, for obtaining a certificate for the purposes of section 80-IAC of the Income-tax Act, 1961, make an application in **Form-1** along with documents specified therein to the Inter-Ministerial Board of Certification and the Inter-Ministerial Board of Certification may, after calling for such documents or information and making such enquires, as it may deem fit:

(a) grant the certificate referred to in sub-clause (c) of clause (ii) of the Explanation to section 80-IAC of the Act;
(b) or reject the application by providing reasons.

Conditions for Start UP

(1) Startup, including a Deep Tech Startup, shall deploy its funds primarily towards its core business activities, innovation, research, scaling, or operational requirements, and shall not engage in activities or investments of the nature specified below, except in the ordinary course of its business.

(2) Startup, including a Deep Tech Startup, shall not, during the period of recognition, invest in any of the following assets or activities, other than where such investment is integral to its core business operations:

(a) building or land appurtenant thereto, being a residential house, other than that used by the Startup for its own business purposes or held as stock-in-trade;

(b) land or building, or both, not being a residential house, other than that occupied by the Startup for its business or held as stock-in-trade in the ordinary course of business;

(c) loans and advances, except where the lending of money is a substantial part of the Startup's business or such advances are made in the ordinary course of business;

(d) capital contributions to other entities, except where such contribution is directly related to the Startup's business or strategic objectives;

(e) investment in shares and securities, except where such investments are incidental to treasury operations or form part of the Startup's core business;

(f) motor vehicles, aircraft, yachts or other modes of transport of high value, except where such assets are used for operational, leasing, hiring or stock-in-trade purposes;

(g) jewellery or other luxury assets, except where held as stock-in-trade in the ordinary course of business;

(h) any other asset or activity of a speculative or non-productive nature, as may be notified by the Central Government.

For details:
https://www.dpiit.gov.in/static/uploads/2026/02/119e52e2a36f652215a32c3ccc5f9c66.pdf

Lesson 8: Financial Services Organisation

1. Registration and Categorization of NBFCs (April 29, 2026)

Net Owned Funds

In terms of Section 45-IA of the RBI Act, 1934, no company can commence or carry on business of a non-banking financial institution without obtaining a certificate of registration from the Reserve Bank and without having a Net Owned Funds (NOF) of ₹10 crore with effect from October 01, 2022 (NBFCs seeking registration shall have NOF of ₹10 crore ab initio, and existing NBFCs have timeline upto March 31, 2027 to attain NOF of ₹10 crore).

Requirements for registration with the Reserve Bank

A 'company' desirous of commencing the business of non-banking financial institution as defined under Section 45I(a) of the RBI Act, 1934 should comply with the following:
(i) It should be a company incorporated under Section 3 of the companies Act, 1956 or corresponding Section under the Companies Act, 2013;
(ii) It should have a minimum net owned fund of ₹10 crore. (The minimum net owned fund requirements for specialized NBFCs are NBFC-Infrastructure Finance Company (NBFC-IFC) – ₹300 crore; Infrastructure Debt Fund – NBFC (IDFNBFC) – ₹300 crore; Mortgage Guarantee Company (MGC) – ₹100 crore; Housing Finance Company (HFC) – ₹20 crore, Standalone Primary Dealers (SPDs) which undertake only the core activities – ₹150 crore and SPDs which also undertake non-core activities – ₹250 crore; NBFC-AA – ₹2 crore; and NBFC-P2P – ₹2 crore).
(iii) The applicant company shall submit an application on PRAVAAH portal of Reserve Bank along with necessary documents as per the process prescribed by the Reserve Bank.

Different types/categories of NBFCs registered with the Reserve Bank

NBFCs are categorized:
(a) in terms of the type of liabilities into Deposit and NonDeposit accepting NBFCs;
(b) regulatory structure of NBFCs under Scale Based Regulation into NBFC-Base Layer, NBFC-Middle Layer, NBFC-Upper Layer, and NBFC-Top Layer (as detailed in Reserve Bank of India (Non-Banking Financial Companies – Registration, Exemptions and Framework for Scale Based Regulation) Directions, 2025); and
(c) by the kind of activity they conduct. Based on the type of activities they conduct.

The different types of NBFCs are as follows:

(i) Investment and Credit Company (ICC): ICC means any company which is a financial institution carrying on as its principal business - asset finance, the providing of finance whether by making loans or advances or otherwise for any activity other than its own and the acquisition of securities; and is not any other category of NBFCs as defined by the Reserve Bank in any of its Directions.
(ii) Housing Finance Company (HFC): HFC shall mean a company that fulfils the following conditions: It is an NBFC whose financial assets, in the business of providing finance for

housing, constitute at least 60% of its total assets; Out of the total assets (netted off by intangible assets), not less than 50% should be by way of housing finance for individuals.
(iii) Infrastructure Finance Company (IFC): IFC is a non-banking finance company which deploys at least 75 per cent of its total assets towards infrastructure lending.
(iv)Infrastructure Debt Fund (IDF-NBFC): IDF-NBFC means a non-deposit taking NBFC which is permitted to:
(a) refinance post commencement operations date (COD) infrastructure projects that have completed at least one year of satisfactory commercial operations; and
(b) finance toll operate transfer (TOT) projects as the direct lender.
(v) Core Investment Company (CIC): CIC is a NBFC carrying on the business of acquisition of shares and securities which satisfies the following conditions:

- At least 90% of net assets invested in group companies (equity, preference shares, debt, or loans)
- Minimum 60% of net assets invested in group company equity (including convertible instruments within 10 years) and sponsor units of InvITs.
- CIC's InvIT exposure restricted to sponsor holdings within SEBI limits; investments in group companies not traded, except via block sale for dilution/disinvestment.
- CIC engages only in limited financial activities: (i) investments in deposits, market instruments, government securities, or group company bonds/debentures; (ii) loans to group companies; (iii) guarantees for group companies.
- Its asset size is ₹100 crore or above; and
- It accepts public funds.

(vi)Micro Finance Institution (NBFC-MFI): "NBFC-MFI" means a non-deposit taking NBFC which has a minimum of 75 percent of its total assets deployed towards "microfinance loans".
(vii) Non-Banking Financial Company – Factors (NBFC-Factors): NBFC-Factor is a non-deposit taking NBFC engaged in the principal business of factoring. The financial assets in the factoring business should constitute at least 50 per cent of its total assets and its income derived from factoring business should not be less than 50 per cent of its gross income.
(viii) Mortgage Guarantee Companies (MGC): MGC means a company registered as mortgage guarantee company which primarily transacts the business of providing mortgage guarantee i.e., a guarantee for the repayment of an outstanding housing loan and interest accrued thereon up to the guaranteed amount to a creditor institution, on the occurrence of a trigger event. A mortgage guarantee company shall be deemed to primarily transact the business of providing mortgage guarantee when at least 90 per cent of the business turnover is mortgage guarantee business or at least 90% of the gross income is from mortgage guarantee business.
(ix)Standalone Primary Dealers (SPDs): SPDs are primarily NBFCs which have been granted authorisation to undertake the Primary Dealer activities in Government Securities. SPDs may undertake a set of core and non-core activities which are clearly defined. SPDs support G- Sec market, (both primary and secondary) through various obligations like participating in primary auctions, market making in G- Secs, predominance of investment in G-Secs, achieving minimum secondary market turnover ratio, etc.
(x) Non-Operative Financial Holding Company (NOFHC): NOFHC means a nondeposit taking NBFC which holds the shares of a banking company and the shares of all other

financial services companies in its group, whether regulated by the Reserve Bank or by any other financial regulator, to the extent permissible under the applicable regulatory prescriptions.
(xi)NBFC – Account Aggregator (NBFC-AA): NBFC-AA means a non-banking financial company as notified under in sub-clause (iii) of clause (f) of section 45-I of the RBI Act, that undertakes the business of an account aggregator, for a fee or otherwise.

(xii) NBFC – Peer to Peer Lending Platform (NBFC-P2P): NBFC-P2P means a nonbanking institution which carries on the business of a Peer to Peer Lending Platform i.e., acting as intermediary providing the services of loan facilitation via online medium or otherwise, to the participants of the platform.

For details:
https://rbidocs.rbi.org.in/rdocs/faqs/PDFs/ALLNBFC23042025.PDF

Note: The above mentioned may also to be referred in context of Lesson 13.

Lesson 13-Various Initial Registrations and Licenses

1. The Food Safety and Standards (Licensing and Registration of Food Businesses) Amendment Regulations, 2026 (March 10, 2026)

Food Safety and Standards Authority of India vide issuing notification dated March 10, 2026 has released the Food Safety and Standards (Licensing and Registration of Food Businesses) Amendment Regulations, 2026. The amendment inter-alia consists changes pertaining to:

1) In definition part regulation 1.2, in sub-regulation 1.2.1, for clause 4, the following clause is substituted, namely:-

4. "Petty Food Business Operator" means any food business operator, who manufactures or sells any article of food himself or a petty retailer, street food vendor, hawker, itinerant vendor or temporary stall holder or food truck or distributes foods including in any religious or social gathering, except a caterer or such other food business including small scale or cottage or such other industries relating to food business or tiny food business.

2) In sub-regulation 2.1.1 pertaining to Registration and Licensing of Food Business, an additional proviso to clause 4 is inserted:
Provided further that the Food Authority may grant registration certificate instantly on submission of requisite documents and the Food Authority may specify any condition or procedure in this regard.

Now the regulation 2.1.1 clause (4) to be read as:

In the event of an inspection being ordered, the registration shall be granted by the Registering Authority after being satisfied with the safety, hygiene and sanitary conditions of the premises as contained in Part II of Schedule 4 within a period of 30 days. If registration is not granted, or denied, or inspection not ordered within 7 days as provided in above sub regulation (3) or no decision is communicated within 30 days as provided in above sub regulation (4), the petty food manufacturer may start its business, provided that it will be incumbent on the Food Business Operator to comply with any improvement suggested by the Registering Authority even later.
Provided that registration shall not be refused without giving the applicant an opportunity of being heard and for reasons to be recorded in writing.
Provided further that the Food Authority may grant registration certificate instantly on submission of requisite documents and the Food Authority may specify any condition or procedure in this regard.

3. Whole regulation 2.1.7 pertaining to Validity of Registration and License, is substituted as:

- A license and registration certificate granted under these regulations shall be valid and subsisting, unless otherwise suspended, cancelled or surrendered.
- Any food business operator fails to pay the annual license fee or registration fee as specified by the Food Authority or fails to submit the return on or before the due date, wherever applicable, the license or registration shall be deemed

suspended. The License so suspended shall be revoked after payment of the due annual fee or submission of the return along with due penalty, as the case may be, and during such suspension the food business operator shall not involve in any food business activity. Any food business activity carried out during the suspension period shall be deemed non-compliant of the provision of the Act and the regulations shall attract subsequent action including penalty under the Act.

- In the event of closure of business, the food business operator shall, within thirty days from the date of such closure, inform the concerned Licensing Authority or Registering Authority, as the case may be, in writing and surrender the registration certificate or license issued under these regulations.
- No refund of any fee paid under these regulations shall be admissible upon such surrender of registration certificate or license.
- The Food Authority may specify any condition or procedure for the purpose of this sub-regulation.

For details:
https://fssai.gov.in/upload/uploadfiles/files/1_Notification%20dt%2010_03_2026.pdf

Lesson 15: Evaluation of Labour Legislation and need of Labour Code

Ministry of Labour and Employment notified Rules on Labour Codes (May 08, 2026)

The Ministry of Labour and Employment vide issuing gazette notifications G.S.R. 342; 343; 344 and 345 dated May 08, 2026 has issued the rules on Labour Codes, following are the central rules which came into force on the date of their publication in the Official Gazette:
i) the Code on Wages (Central) Rules, 2026;
These Rules cover norms related to wage calculation, payment of wages and bonus, constitution of boards, handling of undisbursed dues, and procedures for returns, appeals, and offences.

ii) the Social Security (Central) Rules, 2026;
These Rules cover norms related to provident fund, gratuity, maternity benefits, social security for workers (including gig/platform), cess for construction workers, offences, penalties, and administration of the Social Security Fund.

iii) the Occupational Safety, Health and Working Conditions (Central) Rules, 2026;
These Rules cover norms related to registration, employer–employee duties, national occupational safety and health advisory board, sector-specific health and welfare provisions, women's employment safeguards, contract labour, offences, penalties, and grievance redressal mechanisms.

iv) the Industrial Relations (Central) Rules, 2026
These Rules cover norms related to bipartite forums, trade unions, standing orders, arbitration, dispute resolution, strikes/lockouts, lay-off/closure, offences, penalties, and miscellaneous provisions for industrial establishments.

For details:
https://egazette.gov.in/(S(kuv3ef00fx4hhyq5wgfskhzv))/ViewPDF.aspx

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