

LAW 360°

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Monthly Newsletter





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Employment & Labour



The Government's formal rollout of all four labour codes, a long-anticipated move that finally consolidates 29 disparate Central laws into a single, coherent structure. This change is not cosmetic; it redefines the groundwork of employment in India. From universal minimum-wage coverage and mandatory written appointment letters to clearer rules on industrial relations and workplace safety, the codes push employers toward a more organised and transparent way of doing business.

A historic reset for employers: The four labour codes take effect

The Ministry of Labour & Employment had formally announced that all four labour codes the Code on Wages, 2019, the Industrial Relations Code, 2020, the Occupational Safety, Health and Working Conditions Code, 2020, and the Code on Social Security, 2020 have come into effect from 21 November 2025.

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Haryana streamlines Shop registration timelines

Haryana now mandates one-day shop registration under its Right to Service reforms. The change speeds up business setup, reducing delays affecting licences, bank accounts, and staffing. Employers must submit complete digital applications, as quick rejections are likely. The update boosts compliance efficiency and operational predictability.

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Amendment to IT (Intermediary Guidelines & Digital Media Ethics Code) Rules, 2025

The 2025 IT Rules introduce strict obligations for platforms hosting synthetic content. Intermediaries must label AI-generated visuals and audio, verify user declarations, and deploy technical checks. Significant platforms face heightened duties, requiring stronger detection systems, updated policies, and proactive safeguards to prevent user deception.

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Haryana overhauls Shops & Establishments framework: Wider coverage, longer hours, stricter compliance

The 2025 Ordinance modernises Haryana's Shops Act by introducing size-based applicability, digital registration, flexible work hours, stricter penalties, and mandatory employee documentation. Larger establishments face tighter compliance, while smaller ones get simplified online intimation—all reflecting a shift to a stricter, digital-first regulatory regime.

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Real Estate Bytes



Bengaluru's E-Khata boosts transparency by digitising property records despite some transition challenges. The Madras High Court held stamp-duty liability begins once a document is executed and presented. The Supreme Court reaffirmed that only a registered sale deed conveys ownership. Karnataka's regularisation of B-Khata properties upgrades them to A-Khata, enabling loans, civic amenities, and clearer title.

E-Khata: A Game Changer For Bangalore's Real Estate Market

Bangalore's E-Khata digitises property ownership and tax records, improving transparency, reducing fraud, and simplifying transactions. It streamlines updates, payments, and verification, boosts buyer confidence, and enhances government revenue, though some owners face awareness, documentation, and technical challenges during the transition.

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Supreme Court Clarifies Limits On Title Transfer Through Informal Documents

A 2025 Supreme Court ruling in Ramesh Chand v. Suresh Chand reaffirmed that an Agreement to Sell, GPA, or Will cannot transfer property ownership. Only a registered sale deed conveys title. The judgment impacts buyers, developers, and lenders, reinforcing formal, legally compliant documentation in real estate transactions.

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Gita Power & Infrastructure Private Limited V. Inspector General Of Registration & Ors (W.A. No. 1609 Of 2024)

Gita Power presented an assignment deed for registration, but it was found insufficiently stamped and sent for deficit duty assessment. The company sought to withdraw the document to avoid higher duty, but the Madras High Court held that once an instrument is executed and presented, stamp-duty liability is triggered and unavoidable.

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Bengaluru's B-Khata To A-Khata Regularisation: A Step Toward Transparent And Inclusive Urban Growth

Karnataka's decision to regularise all B-Khata properties up to September 30, 2024 shifts them into A-Khata status, enabling loans, improving resale value, and granting civic amenities. The reform enhances legal clarity, boosts transparency, and strengthens Bengaluru's overall urban governance and property market confidence.

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Banking & Finance



Karnataka Bank restructured senior management, while RBI updates cover PA registration, gold-backed lending, deceased claim settlements, and nomination rules. Digital deposit run-off buffer reduced to 2.5%, effective April 2026. Nalgonda DCC Bank fined ₹2.5 lakh for director loans. Nomination Directions allow up to four nominees, ensuring smooth, transparent claims and improved depositor protection nationwide.

Key Developments Reshaping Karnataka's Banking Landscape in 2025

Karnataka Bank restructured senior management to enhance risk, credit, and legal oversight. RBI updates include PA registration, gold-backed lending limits, deceased claim settlements, and nomination rules. Rural agro-credit is promoted, while the 2025 Micro & Small Loan Act strengthens protections against exploitative lending.

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Revisions to the Reserve Bank of India's buffer guidelines for online bank deposits to combat the risk of digital deposits

RBI reduces the digital deposit run-off buffer from 5% to 2.5%, deferring full implementation to April 2026. Banks must update liquidity policies, risk models, and compliance frameworks, highlighting how digital deposits increasingly influence regulatory, legal, and operational requirements in India's evolving banking landscape.

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RBI Tightens Governance in Co-operative Banks: The Nalgonda DCCB Penalty

On 7 August 2025, RBI penalised Nalgonda DCC Bank ₹2.5 lakh for granting loans to directors, breaching Sections 20 and 56 of the Banking Regulation Act. The penalty reflects RBI's rigorous enforcement of insider-lending norms, strengthened governance under the 2025 Banking Laws Amendment, and commitment to depositor protection across co-operative banks nationwide.

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RBI New Direction on Bank's Nomination Facility

RBI's 2025 Nomination Directions, effective November 1, allow up to four nominees per deposit account. Banks must inform customers of the facility's benefits, record nomination status on passbooks and TDRs, and ensure smooth, transparent claim settlements. These measures reduce procedural delays, enhance customer protection, and simplify the transfer of funds to families of deceased depositors.

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Intellectual Property



The Supreme Court and High Courts issued key IP and personality-rights rulings in 2025: SC stayed restrictions on KPL's intra-group trademark licensing; Kerala HC dismissed PAS Agro's rectification petition for lack of jurisdiction; Delhi HC restrained "BRO CODE" film for trademark infringement; and granted Hrithik Roshan protection against AI deepfakes, enforcing rapid content takedown and user disclosure.

Kirloskar Proprietary Limited Vs Kirloskar Brothers Limited

The Supreme Court stayed the Bombay High Court's 10 October 2025 order restraining KPL from licensing the "KIRLOSKAR" mark to group companies. The Court held that licensing differs from assignment, and interim modifications should not expand injunctions while appeals are pending, preserving status quo and intra-group licensing rights.

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PAS AGRO Foods VS KRBL Limited & ORS

Kerala High Court dismissed PAS Agro's petition to cancel KRBL's "INDIA GATE" trademark, holding it lacked territorial jurisdiction, as the mark was registered in Delhi. The Court also ruled the petition premature, reaffirming that rectification petitions under Section 57 require registry-based jurisdiction and prior trial court consideration of validity.

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Indospirit Beverages v. Ravi Mohan Studios: Use of "BROCODE" for Film Title restrained

Delhi High Court granted an interim injunction to Indospirit Beverages, holding the film title "BRO CODE" infringed its "BROCODE" trademark. The Court emphasized goodwill, likelihood of confusion, and cross-class protection, restraining the defendant from using the mark while allowing the film to continue under a different title.

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Protecting Celebrity Personality Rights in the Age of AI: Insights from Hrithik Roshan Case

Delhi High Court granted an ex parte injunction protecting Hrithik Roshan's personality and publicity rights, restraining AI-generated deepfakes, voice clones, and unauthorized commercial use. Platforms must remove infringing content within 72 hours and disclose user details, balancing celebrity protection with legitimate fan expression and lawful media content.

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Corporate & Commercial



From November 2025, RBI mandates nomination facilities for accounts, lockers, and custody items, ensuring registers, acknowledgments, and efficient claims. SEBI's October circulars allow IAs/RAs to share certified past performance, revise related-party transaction disclosures, and simplify PMS transfers, balancing compliance, investor protection, and operational clarity across India's financial sector.

Analysis of RBI 2025 Nomination Facility Directions for Deposit Accounts and Safe Custody.

Effective 1 November 2025, RBI mandates banks to provide nomination facilities for accounts, lockers, and safe custody items. Banks must maintain registers, acknowledge forms within three days, update documentation, recognize proprietorship accounts, and ensure efficient processing if a nominee dies, reducing disputes and legal delays.

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SEBI issues interim framework for certified past performance data of investment advisers, research analysts.

SEBI's 30 October 2025 circular introduces an interim framework allowing Investment Advisers (IAs) and Research Analysts (RAs) to share certified past performance data before PaRRVA's operationalisation. Data must be ICAI/ICMAI-certified, communicated privately, include disclaimers, and PaRRVA registration is mandatory for future compliance.

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SEBI Circular – Minimum information for Audit Committee and shareholder approval of Related Party Transactions.

SEBI Circular (13 October 2025) revises related-party transaction (RPT) disclosures. Transactions below ₹1 crore are exempt; transactions under ₹10 crore or 1% of turnover require minimum info (Annexure-13A) to Audit Committees/shareholders. The circular simplifies compliance, standardizes disclosures, and strengthens corporate governance.

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Facilitating Seamless Transfers: SEBI's Revised PMS Business Regulations

SEBI's new circular simplifies the transfer of Portfolio Management Services (PMS) between registered managers, outlining approval, timelines, client notifications, liability assumptions, and documentation. It balances ease of business restructuring with investor protection, ensuring compliance while enhancing operational clarity and efficiency for PMS entities.

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Energy, Infrastructure & Mobility



MNRE designates Deendayal, Paradip, and V.O. Chidambaranar ports as Green Hydrogen Hubs, promoting large-scale production and investment. India's 2025 Geothermal Policy advances clean power, heating, agriculture, R&D, pilot projects, and public-private collaboration, supporting innovation, sustainability, and Net Zero 2070 goals.

Three Major Ports Recognised as Green Hydrogen Hubs under the National Green Hydrogen Mission

MNRE names Deendayal, Paradip, and V.O. Chidambaranar ports as Green Hydrogen Hubs, enabling large-scale hydrogen production, storage, and transport. The initiative attracts investments, fosters public-private partnerships, integrates regulations, and advances India's clean-energy transition toward net-zero emissions by 2070.

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MoEFCC Notifies First Legally Binding Emission Rules: The Greenhouse Gas Emission Intensity Target Rules, 2025

India's 2025 Geothermal Energy Policy supports the Net Zero 2070 goal by promoting research, pilot projects, and skill development. It encourages geothermal use for power, heating, cooling, and agriculture, fostering innovation, sustainability, and energy diversification within India's renewable energy ecosystem.

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Supreme Court Restores GERC Order In Gujarat Urja-Essar Power Dispute

Supreme Court restores GERC's 2009 order in GUVNL v. Essar Power, resolving a 20-year dispute. EPL must compensate GUVNL for diverted electricity and reimburse fixed charges. Compensation arises from breach, reimbursement from contractual terms. Half-hourly metering applies, ensuring accountability and contractual compliance.

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India Notifies New Policy to Secure Net Zero 2070

The Government of India has launched the National Policy on Geothermal Energy (2025) to harness untapped geothermal potential, supporting clean, reliable power and the 2070 Net Zero Goal. The policy promotes electricity, heating, agriculture, aquaculture, space conditioning, R&D, pilot projects, and public-private collaborations nationwide.

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