



US-India Tax Forum
NEWSLETTER
Tuesday | December 30, 2025
usindiataxforum.org | usispf.org

A photograph showing a person in a light blue shirt sitting at a desk, using a calculator and looking at a laptop screen.

Headlines News

A complete overhaul of the customs area is on the cards


The Finance Minister has indicated that a comprehensive overhaul of India's customs framework will be her next major reform priority, signalling a far-reaching effort to modernise and streamline one of the country's most critical trade and logistics interfaces.

Recent Events




USISPF - US India Tax Forum | Pre-Budget Recommendation 2026-27

November 07, 2025 | Kartavya Bhawan




Income Tax Act, 2025 Series



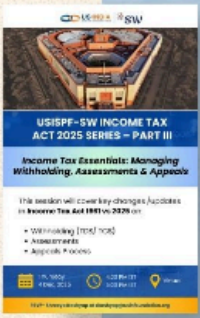
Session 1:

- Income Tax Act, 2025 – Legislative Timeline
- Residential Status
- Income deemed to accrue or arise in India
- Charitable Trusts / Non-Profit Organizations



Session 2:

- Classification of Income under the Income-tax Framework
- Income from Salary (Section 2)
- Income from House Property (Section 3)
- Profits and Gains from Business and Profession (Section 4)
- Capital Gains (Section 5)
- Income from Other Sources (Section 6)



Session 3:

- Withholding (TDS / TCS)
- Assessments
- Appeals Process

USISPF – SW India Income Tax Series

September – December, 2025

US·INDIA
STRATEGIC PARTNERSHIP FORUM

Shardul Amarchand Mangaldas

USISPF Briefing Session: India's Labour Reforms

Pooja Ramchandani
Partner, Shardul Amarchand Mangaldas (SAM)

Kriti Kaushik
Partner, Shardul Amarchand Mangaldas (SAM)

Tuesday, December 2, 2025 | **7:30 PM - 8:30 PM (IST)** | **Virtual**

RSVP: Prabhath Agarwal at pagrawal@usinfoundation.org

USISPF – SAM Briefing Session on India's Labour Reforms

December 2, 2025



USISPF - Working Group on Global Capability Centers (GCCs)- Discussion on Transfer Pricing (TP) policy recommendations



Mr. Rajat Bansal
Senior Advisor, KPMG



Mr. Gangadhar Panda
Former Additional DGFT, Ministry of Commerce and Industry



Mr. Rishi Harlalka
Senior Partner, KPMG



Dr. Shreeya Kashyap
Senior Associate,
US India Tax Forum, USISPF

GCC Tax Series : Session I

USISPF – KPMG Working Group on Global Capability Centers (GCCs) - Discussion on Transfer Pricing Policy Recommendations

October 16, 2025



GCC Tax Working Group Webinar Part II
Unlocking key opportunities for Global Capability Centres (GCC)



Dr. Shreeya Kashyap
Senior Associate,
US India Tax Forum, USISPF



Dr. Hasnain Shroff
Partner and National Leader –
Transfer Pricing, KPMG India



Mr. Rishi Harlalka
Partner – Transfer Pricing,
KPMG India



Mr. Sandip Jain
Partner – Indirect Tax, KPMG
India



Ms. Poorna Zaveri
Associate Partner – Corporate
Tax (BFSI), KPMG India

GCC Tax Series : Session II

Unlocking Key Opportunities for Global Capability Centers (GCCs)

December 15, 2025 | Virtual

Customs



CBIC has released a comprehensive notification superseding over 30 previous customs notifications issued between 1957 and 2025 to consolidate and rationalize customs duty exemption.

[Click here to read more.](#)



Labour Laws

India's Labour Reform

The Government has consolidated 29 existing labour laws into four comprehensive Labour Codes.

● India's Labour Reform ●

01 Code on Wages, 2019

What it replaces:

- Payment of Wages Act, 1936
- Minimum Wages Act, 1948
- Bonus Act, 1965
- Equal Remuneration Act, 1976

Key Features:

- Introduces a national floor wage to ensure uniformity across states.
- Standardizes definitions of wages, reducing litigation and compliance complexity.
- Ensures timely wage payments to all employees in all sectors.
- Strengthens provisions for equal pay for equal work across genders.

Impact:

- Simplifies wage structures, improves worker protection, and reduces disputes.

02 Industrial Relations Code, 2020

What it replaces:

- Industrial Disputes Act, 1947
- Trade Unions Act, 1926
- Industrial Employment (Standing Orders) Act, 1946

Key Features:

- Facilitates formation and recognition of negotiating unions or councils.
- Streamlines dispute-resolution mechanisms, including conciliation timelines.
- Establishes provisions for fixed-term employment with all statutory benefits.
- Raises thresholds for layoffs/closures requiring government approval (300 workers).

Impact:

- Provides greater labour market flexibility while keeping safeguards for workers.

03 Code on Social Security, 2020

What it replaces:

9 major laws including: EPF Act, ESI Act, Maternity Benefit Act, Gratuity Act, and Building & Construction Workers Acts.

Key Features:

- Universalizes access to Social Security for gig workers, platform workers, and informal sector workers.
- Modernizes EPF, ESI, gratuity, and maternity benefits into a unified code.
- Introduces national and state-level Social Security Boards for unorganised workers.
- Allows voluntary enrolment for self-employed and gig workers.

Impact:

- Extends safety nets, reduces exclusion, and supports India's rising gig economy.

04 Occupational Safety, Health & Working Conditions (OSHC) Code, 2020

What it replaces:

13 laws including the Factories Act, Mines Act, Contract Labour Act, Inter-State Migrant Workmen Act, and others.

Key Features:

- Consolidates health, safety, and working condition norms under one code.
- Introduces a single registration for establishments.
- Ensures dignified working conditions, potable water, sanitation, ventilation.
- Protects contract workers, migrant workers, and women (including night shifts with safeguards).

Impact:

- Promotes safer workplaces and reduces administrative burden on employers.

Overall Benefits of the Four Labour Codes

<p>For Workers:</p> <ul style="list-style-type: none"> • Expanded social security coverage • Standardized wage protection • Safer and improved working conditions • Inclusion of gig, platform, and informal workers • Faster dispute resolution 	<p>For Industry & Employers:</p> <ul style="list-style-type: none"> • Consolidation of 29 laws into 4 → simplified compliance • Clarity on definitions and processes • Single registration, single licensing, digitised systems • Greater labour flexibility • Reduced compliance cost and legal ambiguity 	<p>For the Economy:</p> <ul style="list-style-type: none"> • Enhanced ease of doing business • Better formalization of labour markets • Improved productivity and investment climate • Alignment with modern economic and workplace realities
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Quality Control Orders (QCOs)



USISPF Welcomes Government's Series of Industry-Friendly Interventions on Quality Control Orders and Technical Regulations

New Delhi, December 8, 2025 — The U.S.-India Strategic Partnership Forum (USISPF) welcomes and deeply appreciates the Government of India's continued, pragmatic approach toward improving the ease of doing business and supporting India's manufacturing competitiveness. Over the past month, the Government has taken several significant steps to rationalise regulatory requirements across critical industrial inputs.

On 12 November 2025, the Ministry of Chemicals and Fertilizers issued a set of notifications rescinding fourteen Quality Control Orders (QCOs) on key chemicals and petrochemicals, easing import constraints and ensuring uninterrupted access to essential raw materials for downstream industries. This was followed by the deferral of the Machinery and Electrical Equipment Safety (Omnibus Technical Regulation) Order on 13 November 2025, providing necessary time for industry preparedness and alignment with global practices. Further, on 20 November 2025, the Government rescinded six additional QCOs related to specialty chemical intermediates. Most recently, on 1st December 2025, the Ministry has withdrawn QCOs on six more high-use chemical inputs, including p-Xylene, Toluene, Methyl Acrylate & Ethyl Acrylate, Vinyl Acetate Monomer (VAM), Ethylene Dichloride (EDC), and Vinyl Chloride Monomer (VCM).

These policy decisions collectively provide major relief to sectors such as textiles and apparel, plastics and polymers, packaging, automotive components, Polyester Value Chain (PVC) and construction products, paints and coatings, adhesives and sealants, pharmaceuticals, and specialty chemicals. They enhance operational flexibility, remove avoidable compliance bottlenecks, and strengthen India's linkages with global supply chains.

USISPF extends its sincere gratitude to the Ministry of Chemicals and Fertilizers, Department of Chemicals and Petrochemicals, Ministry of Heavy Industries, Bureau of Indian Standards (BIS), and all inter-ministerial partners for their consultative and forward-looking approach. These steps will significantly boost industry confidence and support India's vision of becoming a globally competitive manufacturing hub.

For more information, please write to Shreeya Kashyap at skashyap@usinfoundation.org and Prabhat Agrawal at pagrawal@usinfoundation.org

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