



TalEzine - September '20 Weekly Edition

Extension of Lockdown

As per the notification, the Government of India, the Ministry of Home Affairs, has directed the undersigned to an issue an order to re-open more activities in areas outside the containment zones and to extend the lockdown in containment zones upto 30th September 2020.

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Unlock 4 - Guidelines

As per the notification, the Ministry of Home Affairs issued Unlock 4 guidelines for opening up more activities in areas outside the containment zones. Please refer to the notification for more details.

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Karnataka Unlock 4 - Guidelines

As per the notification, the Government of Karnataka has issued Unlock 4 guidelines for opening up more activities in areas outside the containment zones. Please refer to the notification for more details.

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Jammu and Kashmir Unlock 4 - Guidelines

As per the notification, the Government of Jammu and Kashmir has issued Unlock 4 guidelines for opening up more activities in areas outside the containment zones. Please refer to the notification for more details.

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West Bengal Unlock 4 - Guidelines

As per the notification, the Government of West Bengal has issued Unlock 4 guidelines for opening up more activities in areas outside the containment zones. Please refer to the notification for more details.

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Punjab Unlock 4 - Guidelines

As per the notification, the Government of Punjab has issued Unlock 4 guidelines for opening up more activities in areas outside the containment zones. Please refer to the notification for more details.

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Haryana Unlock 4 - Guidelines

As per the notification, the Government of Haryana has issued Unlock 4 guidelines for opening up more activities in areas outside the containment zones. Please refer to the notification for more details.

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Chhattisgarh Unlock 4 - Guidelines

As per the notification, the Government of Chhattisgarh has issued Unlock 4 guidelines for opening up more activities in areas outside the containment zones. Please refer to the notification for more details.

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Himachal Pradesh Unlock 4 - Guidelines

As per the notification, the Government of Himachal Pradesh has issued Unlock 4 guidelines for opening up more activities in areas outside the containment zones. Please refer to the notification for more details.

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Arunachal Pradesh Unlock 4 - Guidelines

As per the notification, the Government of Arunachal Pradesh has issued Unlock 4 guidelines for opening up more activities in areas outside the containment zones. Please refer to the notification for more details.

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Exemption to Industrial Establishments from Punjab Industrial Establishment

Vide Notification No.21/65/2019-4L/1101

As per the notification, the Government of Punjab has exempted Punjab's industrial establishments engaged in the continuous process industry from the provisions of the Punjab Industrial Establishment (National Holidays, Festival Holidays, Casual and Sick Leave) Act, 1965.

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Further Extension of Working Hours for Factories in Himachal Pradesh

Vide Notification No. Shram (A) 4-3/2017-Loose-1

As per the notification, the Government of Himachal Pradesh has further extended the exemption of all factories registered under the Factories Act, 1948 in the State from the provisions of Section 51 (Weekly Hour), Section 54 (Daily Hour), Section 55 (Interval Of Rest), Section 56 (Spread Hours) to three more months on same terms and conditions as mentioned in the earlier notification.

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Industrial Disputes (Punjab Amendment) Ordinance, 2020

Vide Notification No.21/73/2019-4L/1134

As per the notification, the Governor of Punjab dated 11th August 2020 has promulgated The Industrial Disputes (Punjab Amendment) Ordinance, 2020, amending The Industrial Disputes Act, 1947. As per the Ordinance, the existing applicability of Chapter V of the Act specifies provisions relating to layoffs, retrenchment, and closure of certain establishments. The number of workmen employed is not less than one hundred workmen has been increased to three hundred workmen. In addition to the above, as per the provisions relating to the conditions of retrenchment, the existing compensation which shall be equivalent to fifteen days' average pay for every completed year of continuous service or any part thereof in excess of six months, an additional condition which will be an amount equivalent to last three months average pay has been introduced. Please refer to the notification for more details.

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Kerala CPI for June 2020

As per the notification, the Government of Kerala, Labour, and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial establishments and employment in Computer Software Sector. As per the Notification No.P3.Pdl.1/2020/DES, the Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of June 2020 are as ascertained by the Director-General of Economics & Statistics under clause (C) of Section 2 of the Act, effective from 1st June 2020.

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No restriction on Inter & Intra State movement

As per the notification, the Ministry of Home Affairs issued guidelines that there shall be no restrictions on Inter and Intra State movement of persons and goods. No separate permission/ approval/ e-permit will be required for such movements.

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Relaxation in Eligibility Criteria and Enhancement in the Payment of Unemployment Benefit Under Atal Bimit Vyakti Kalyan Yojana of ESIC

Vide Notification No. E-13/12/9/2020-P.R.

As per the notification, the ESIC had launched the 'Atal Bimit Vyakti Kalyana Yojna' (ABVKY), a scheme under which unemployment benefit is paid to the workers covered under ESIC Scheme. The ESIC has now decided to extend the scheme for one more year up to 30th June 2021. It has been decided to relax the existing conditions and enhance the amount of relief for workers who have lost employment during the Covid-19 pandemic period. The enhanced relief under the relaxed conditions will be payable from 24th March 2020 to 31st December 2020. Thereafter the scheme will be available with original eligibility condition from 1st January 2021 to 30th June 2021. Please refer to the notification for more details.

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The Contract Labour (Regulation and Abolition) (Punjab Amendment) Ordinance, 2020

Vide Ordinance No.11/01/2019-2L/1131

As per the notification, the Governor of Punjab dated 11th August 2020 has promulgated The Contract Labour (Regulation And Abolition) (Punjab Amendment) Ordinance, 2020, amending the Contract Labour (Regulation and Abolition) Act, 1970. As per the notification, the existing applicability of the establishments employing twenty or more workmen has been increased to fifty or more workmen. Please refer to the notification for more details.

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The Industrial Disputes and Certain Other Laws (Karnataka Amendment)

Vide Ordinance No 15 of 2020

As per the notification, the Government of Karnataka dated 31st July 2020 has promulgated The Industrial Disputes and Certain other laws (Karnataka Amendment) Ordinance, 2020 to amend The Industrial Disputes Act, 1947, The Factories Act, 1948, The Contract Labour (Regulation and Abolition) Act, 1970. Please refer to the notification for more details.

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Maharashtra Unlock 4 - Guidelines

As per the notification, the Maharashtra Government has extended the lockdown in the entire State of Maharashtra further until midnight of 30th September 2020, easing of restrictions and phase-wise opening till 30th September 2020. Please refer to the notification for more details.

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The Maharashtra State Tax on Professions, Trades, Callings, and Employments (Amendment) Rules, 2020

Vide Notification No. PFT-1220 / C.R. 16 / Taxation-3

As per the notification, the Government of Maharashtra has amended The Maharashtra State Tax on Professions, Trades, Callings, and Employments Rules, 1975. As per the amendment, Employers registered under Companies Act 2013 shall furnish first return from the month in which it is liable to pay tax and shall continue to furnish monthly return till the end of that year. Thereafter they shall furnish the return as per the provisions of sub-rule (3) of rule 11. Please refer to the notification for more details.

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Government of Tamil Nadu has extended the lockdown

As per the notification, the Government of Tamil Nadu has extended the lockdown till 30th September 2020 with relaxations. Please refer to the notification for more details.

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The Tamil Nadu Rationalisation of Forms and Reports Under Certain Labour Laws Rules, 2020

Vide Notification No G.O. (Ms) No.111

As per the notification, the Government of Tamil Nadu has implemented The Tamil Nadu Rationalisation of Forms and Reports under Certain Labour Laws Rules, 2020. As per the rules, the following important compliances forms for registration, renewal, a notice of commencement by principle employer/contractor, a notice of completion by principle employer/contractor have been consolidated and amended under Tamil Nadu Contract Labour (Regulation and Abolition) Rules, 1975, Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006, Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) (Tamil Nadu) Rules, 1983. Please refer to the notification for more details.

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The Maharashtra Minimum Wages VDA Notification 1st July 2020

As per the notification, the Government of Maharashtra has released revised minimum rates of wages (variable dearness allowance) effective from 1st July 2020 which will be valid till 31st December 2020.

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The Rajasthan Minimum Wages Notification 1st May 2019

Vide Notification No: F8(5)(6)Min. M/Labour/2000/Part/15744

As per the notification, the Government of Rajasthan has released minimum wages for the state of Rajasthan effective from 1st May 2019.

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Minimum Wages Notifications

Minimum Wages 2020-2021

State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Maharashtra	HIGHLY SKILLED	-				01-Jul-20
	SKILLED	12568.00	11972.00	11376.00		01-Jul-20
	SEMI-SKILLED	11792.00	11196.00	10600.00		01-Jul-20
	UNSKILLED	10957.00	10361.00	9764.00		01-Jul-20
Rajasthan	HIGHLY SKILLED	7774.00				01-May-19
	SKILLED	6474.00				01-May-19
	SEMI-SKILLED	6162.00				01-May-19
	UNSKILLED	5850.00				01-May-19

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Sources:

Government Notifications, Press Releases, Labour Department Announcements through Circulars.



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