



TalEzine - July'21 Monthly Edition

EPFO: Extension of Registration under Aatm Nirbhar Bharat Rojgar Yojana (ABRY)

As per the Circular, The Union Cabinet has given its approval for extending the terminal date for registration of beneficiaries for availing the benefit under Aatmanirbhar Bharat Rojgar Yojana (ABRY) for another nine months i.e. from 30th June, 2021 to 31st March, 2022. This scheme is being implemented through Employees Provident Fund Organization (EPFO) to reduce financial burden of the employers of various sectors/industries and to encourage them to hire more workers. Under ABRY, establishments registered with EPFO and their new employees drawing monthly wage of less than Rs. 15,000/- are being benefited if the establishment recruits new employees or those who lost their job between 01.03.2020 to 30.09.2020. Please refer to the notification for more details.

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Extension Of Timeline For Mandatory Seeding Of Aadhaar Number For Filing Of ECR

Vide Notification No: WSU/15(1)2019/ATR/529

As per the notification, The Employees' Provident Fund Organisation has amended the previous circular dated 1st June 2021. As per the amendment, the filing of ECR for UAN to seed with Aadhaar has extended till 1st September 2021. The concerned field officers shall advise employers for implementation after the period of deferment. Please refer to the notification for more details

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ESIC COVID-19 Relief Scheme

Vide Notification No: P-11/14/11/ COVID-19 Relief Scheme/2021-Bft- II

As per the notification, The ESIC has approved ESIC COVID-19 Relief Scheme to provide help to the families of the Insured Persons who died due to Covid-19. The dependent of insured person is entitled to receive 90% of the Average Daily Wages of the Insured persons during their life and will be paid periodically. For the dependents to receive the benefits, the insured person should have been registered on the ESIC portal at least 3 months prior to diagnosis of COVID resulting in death. Also, the Insured person must have been employed for wages and contribution for 78 days should have been paid or payable in respect of deceased insured person during a period of one year preceding the death. The scheme shall be effective for a period of two years w.e.f. 24.03.2020. Please refer to the notification for more details

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Extension Of Medical Benefits To The Family Members Of Insured Persons In The State Of West Bengal

Vide Notification No: N-16/1/WB/2017

As per the notification, The ESIC has extended medical benefits to the family of Insured persons in the entire area of Alipurduar, South Dinajpur, Purulia, North Dinajpur, Kalimpong and Cooch Behar in addition to the already notified areas in the districts of West Bengal. Please refer to the notification for more details

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Financial Assistance To The Dependent Of Deceased Person

Vide Circular No: No/DLCW/2021/459

As per the Circular, The Deputy Labour Commissioner (Welfare) Gurugram, Government of Haryana has instructed all establishments located in Gurugram circle to utilize financial scheme of Rs.2,15,000 provided under labour welfare fund for widows and dependents of deceased employees and funeral expenses. The Mukhya Mantri Shramik Suraksha Yojna also provides Rs.5,00,000 in the event of the death of an employee at workplace. Hence, dependents of the concerned employees can avail these benefits by applying through online website <https://saralharyana.gov.in/>. Please refer to the notification for more details.

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Exemption Of Certain Compliances Under The Building And Other Construction Workers (Regulation Of Employment And Conditions Of Service) Act,1996 In Delhi

Vide Notification No: F.N.17(889)/DBOCWWB/2020/1275-1281

As per the notification, The Government of Delhi has exempted certain compliances under the Building and Other Construction Workers (Regulation Of Employment And Conditions Of Service) Act,1996 for the next three month from the date of issue of this order such as annual contribution, late fees, penalty towards registration and renewal of construction worker. Therefore, existing eligibility condition for registration and renewal of construction workers shall remain the same. Please refer to the notification for more details

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Draft Code On Social Security (Employee' s Compensation) (Central) Rules, 2021

Vide Notification No: G.S.R. 385(E)

As per the notification, The Ministry of Labour has notified the draft Code On Social Security (Employee' s Compensation) (Central) Rules, 2021 for providing compensation to workers under the Code on Social Security, 2020. The proposed draft Rules will supersede the Employee's Compensation Rules, 1924, the Employee's Compensation (Transfer of Money) Rules, 1935 and the Employee's Compensation (Venue of Proceedings) Rules, 1996 under the erstwhile Employee's Compensation Act, 1923. The Act has been repealed by section 164 of the said Code on Social Security, 2020 passed by the Parliament in September 2020. As per the new rules, if the amount of compensation payable under sub-section (3) of section 77 is not paid by the employer within the period of thirty days, the employer shall pay, from the date on which the compensation become payable to the date on which it is paid, simple interest at the rate of 12% per annum or any other rate notified by the Central Government from time to time. Further, it has also notified Rules to give effect to arrangements with other countries for the transfer of money paid as compensation under section 159 of the Code. When any sum is transmitted by any authority in India to any other authority in accordance with these rules, the costs of such transmission may be deducted from the sum so transmitted and such money shall be transmitted by remittance transfer receipt or by money order. It further stated that when the whole or any part of a lump sum deposited with a competent authority for payment as compensation under the Code is payable to any person or persons residing or about to reside in any other country, the competent authority may order the transfer to that country of the sum so payable. Please refer to the notification for detailed information

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Centre Issues Advisory To State Governments/UTs To Encourage Work From Home For Nursing Mothers

Vide Notification No: 158 TNR 2020

As per the Press Release, The Ministry of Labour and Employments has issued an advisory to all state government and union territories to encourage work from home for nursing mothers. The provision for working from home said that where the nature of work is such that she may work from home, the employer may allow her to do so on mutual agreement. It also further requested to allow more nursing mothers to work from home under Sec 5(5) of the Maternity Benefit (Amendment) Act, 2017 to prevent deepening of crisis amidst the pandemic. Please refer to the notification for more details

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The Apprenticeship (Amendment) Rules, 2021

Vide Notification No: G.S.R. 436(E)

As per the notification, The Government of India has amended Schedule - I(List of Designated Trades) of The Apprenticeship Rules, 1992. As per the amendment, the entries relating to Spinning Technician, Textile Wet Processing Technician, Weaving Technician has been included under Group No.16 (Textile Trades Group) and Solar Technician (Electrical), Wind Power Plant Technician (Electrical) has also been included under Group No.40 (Green Jobs Trades Group) of The Apprenticeship Rules, 1992. Please refer to the notification for more details.

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Further extension of Timelines of Compliances

As per the Press Release, The Ministry of Finance has published the new extensions granted in timeline of Income Tax compliances. A new legislation is proposed in order to provide relief to tax members of deceased taxpayers. It has been decided to provide income-tax exemption to ex-gratia payment received by family members of a person from the employer of such person or from other person on the death of the person on account of Covid-19 during FY 2019-20 and subsequent years. The exemption shall be allowed without any limit for the amount received from the employer and the exemption shall be limited to Rs. 10 lakh in aggregate for the amount received from any other persons. Please refer to the notification for

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Tripura Minimum Wages Notification (April 2021)

Vide Notification No: F.87(30)-LAB/ENF/MW/SHOPS/2002(A)/1388-98

As per the notification, Government of Tripura has released minimum wage for the State of Tripura effective from 1st April 2021. Please refer to the notification for more details.

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The Delhi Minimum Wages Notification (April 2021)

Vide Notification No: F. 12(142)/02/MW/VII/Partfile/2044-2055

As per the notification, The Government of National Capital Territory of Delhi has released minimum wages including variable dearness allowance for the National Capital Territory of Delhi effective 1st April 2021. Please refer to the notification for more details.

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The Haryana Minimum Wages Notification (Jan 2021)

Vide Notification No: I.R- 2/2021/2771-916

As per the notification, The Government of Haryana has released the variable dearness allowance towards Minimum Wages effective from 1st January 2021. Please refer to the notification for more details.

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The Kerala Minimum Wages Notification (April 2021)

Vide Notification No: DES/859/2021-P3(1)

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 Establishment and employment in Computer Software Sector. 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 April 2021 ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act. Please refer to the notification for more details.

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The West Bengal Minimum Wages Notification (July 2021)

Vide Notification No: 21/703/Stat/2RW/29/2016/LCS/JLC

As per the notification, The Government of West Bengal has released the minimum rates of wages effective from 1st July 2021 to 31st December 2021. Please refer to the notification for more details.

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Minimum Wages Notification

Minimum Wages 2020-2021						
State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
West Bengal	Highly Skilled	11851.00	10554.00			01-Jul-21
	Skilled	10775.00	9593.00			01-Jul-21
	Semi Skilled	9795.00	8720.00			01-Jul-21
	Unskilled	8904.00	7929.00			01-Jul-21
Haryana	Highly Skilled	12384.59				01-Jan-21
	Skilled A	11233.18				01-Jan-21
	Skilled B	11794.85				01-Jan-21
	Semi Skilled A	10188.83				01-Jan-21
	Semi Skilled B	10698.26				01-Jan-21
	Unskilled	9703.68				01-Jan-21
Delhi	Highly Skilled	20976.00				01-Apr-21
	Skilled	19291.00				01-Apr-21
	Semi Skilled	17537.00				01-Apr-21
	Unskilled	15908.00				01-Apr-21
Tripura	Skilled	7617.99				01-Apr-21
	Semi Skilled	6811.85				01-Apr-21
	Unskilled	6208.66				01-Apr-21
Odisha	Highly Skilled	11986.00	9261.20			01-Apr-21
	Skilled	10426.00	9053.20			01-Apr-21
	Semi Skilled	9126.00	8845.20			01-Apr-21
	Unskilled	8086.00				01-Apr-21

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Sources:

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

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