



# TalEzine - October'23 Monthly Edition

## Draft on The Ladakh Rights of Persons with Disabilities Rules, 2023

**Vide Notification No: File No: A/11/2021-S&TW SEC,**

As per the notification, The Administrator of Ladakh has released draft rules for The Ladakh Rights of Persons with Disabilities Rules, 2023. These rules will be taken into consideration after a period of thirty days from the date on which the notification is made available to the public. Please refer to the notification for more details.

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## Draft on The Maharashtra State Rights of Persons with Disabilities Rules, 2023

**Vide Notification No: Divyang-2017/C.R.5/D.K.2,**

As per the notification, The Government of Maharashtra has released a draft of The Maharashtra State Rights of Persons with Disabilities Rules, 2023. Please refer to the notification for more details.

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## EPFO Extends Three Months' Time for Employers to Upload Wage Details Regarding Pension on Higher Wages

As per the notification, Previously, EPFO introduced an online facility for submitting Applications for Validation of Option/Joint Options for pension on higher wages. In response to requests from Employers and Employers' Associations for an extension of the time period to upload wage details of applicant pensioners/members, EPFO has decided to extend the deadline. As of September 29, 2023, there are 5.52 lakh pending Applications for Validation of Option/Joint Options with employers. The Chairman of the Central Board of Trustees has sympathetically considered this request and extended the time for employers to submit wage details until December 31, 2023. Please refer to the notification for more details.

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## EPFO Issues Guidelines for Standard Operating Procedure for Inspection of Establishments

**Vide Circular No: CAIU/SOP/2022/40**

As per the notification, The Employees' Provident Fund Organization (EPFO) has issued guidelines in continuation of the Standard Operating Procedure for the inspection of establishments as outlined in Circular, Under these guidelines, all field offices of EPFO are required to conduct a Desk Review of all establishments (not marked as "closed") at least once a year. If, after the Desk Review, a physical inspection is deemed necessary, the Regional/District Office will notify the establishment, and a satisfactory response must be provided. Failure to do so will result in a request for a Physical Inspection being uploaded onto the CAIU Portal. Establishments that have reported closure and provided all relevant information will be marked as "closed" in the Unified Portal as per the guidelines. Please refer to the hyperlinked notification for a detailed read

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## EPFO Issues New Process for Updating EPF Accounts' Information

**Vide Notification No: WSU/2022/Rationalisation of work areas/Joint Declaration / 284**

As per the notification, The new Standard Operating Procedure (SOP) from EPFO allows EPF members to update 11 profile-related parameters, including name, gender, date of birth, father's name, relationship, marital status, date of joining, reason for leaving, date of leaving, nationality, and Aadhaar numbers. Please refer to the notification for more details.

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## Governor of West Bengal Issues Guidelines for Payment of Bonus

**Vide Notification No: Labr./853/(LC-IR)/222013/56/2019**

As per the notification, The Governor of West Bengal has issued an appeal to all employers and employees in the state covered under the Payment of Bonus Act, 1965 (as amended by the Payment of Bonus (Amendment) Act, 2015). These guidelines are intended to ensure that legitimate dues of workers in respect of payment of bonus are set in view of the upcoming Durga Puja for the year 2023.

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## Punjab Government Issues Notification Regarding Exemption from Provisions of the Factories Act, 1948

**Vide Notification No: E-517838-943**

As per the notification, The Government of Punjab has issued a notification granting exemption to all factories from the provisions of sections 51, 52, 54, and 56 of the Factories Act, 1948, until further orders. This exemption is subject to the following conditions:

- The total number of hours of work in any day shall not exceed twelve.
- The spread-over, inclusive of intervals for rest, shall not exceed thirteen hours in any one day. For more information, please refer to the attached notification.
- ESI Announces Coverage for Casual and Contractual Employees of Municipal Bodies

Upon the issuance of notifications for ESI coverage by the respective States/UTs, casual and contractual workers employed by municipal bodies will be eligible to avail of the full range of benefits available under the ESI Act. These benefits include sickness benefits, maternity benefits, disablement benefits, dependent's benefits, funeral expenses, etc. Furthermore, these workers will have access to medical services through a vast network of ESI facilities, comprising 160 hospitals and over 1500 dispensaries across the country.

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## Extension of Time Limit for Atal Beemit Vyakti Kalyan Yojana

**Vide Notification No: (N-12011/01/2023-P&D),**

As per the notification, The ESIC has extended the Atal Beemit Vyakti Kalyan Yojana from July 1, 2022, to June 30, 2024, with improvements in the rate of relief and eligibility conditions. Please refer to the notification for more details.

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## Permission to Keep Establishments Open Year-Round in Telangana

**Vide Notification No: 12**

As per the notification, The Government of Telangana has published a notification allowing all establishments under the Telangana Shops and Establishments Act, 1988, to remain open year-round for a further period of three years, starting from June 16, 2022, subject to prescribed conditions.

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## Rajasthan PCB Issues Revised Checklist for Consent to Establish / Operate / Authorization / Registration

**Vide Notification No: F.14.(5-Adm)RSPCB/Project]250-]3**

As per the notification, The Rajasthan State Pollution Control Board, through an office order dated October 20, 2021, has issued a revised checklist of documents required to obtain consent to establish / operate / authorize / register under the E-Waste Management Rules, 2016, Bio-medical Waste Management Rules, 2016, and Hazardous and Other Waste (Management and Trans-boundary Movement) Rules, 2016.

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## Rajasthan State Pollution Control Board Revises Checklist for 'Consent to Establish' and 'Consent to Operate' under the Water and Air Act

**Vide Notification No: F.12(5-Adm) RPCB / Gen / 1693-1702**

As per the notification, The Rajasthan State Pollution Control Board ("RSPCB") has issued an order to revise the checklist of documents required for 'Consent to Establish' and 'Consent to Operate' under the Water and Air Act. Please click the link below for a detailed read of the notification.

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## Revision of Minimum Wages for Electronic Equipment, Home Appliance, and Software System Industry in Kerala

**Vide Notification No: G.O. (P) No.73/2023/LBR.**

As per the notification, The Kerala government has revised the minimum wages for employees employed in the electronic equipment, home appliance, and operation of the software system industry sector.

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## Revision of Minimum Rates of Wages for Employment in Paper and Incidental Processes

**Vide Notification No: G.O.(D). No.439**

As per the notification, The state government of Tamil Nadu has revised the minimum wage rates for employment in paper and other incidental processes connected with the machine-made paper industry under the provisions of the Minimum Wages Act, 1948.

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## Central Minimum Wages Notification (September 2023)

**Vide Notification No: File No. 1/8(1)2023-LS-II**

As per the notification, The Government of India has released minimum wages for various categories, including construction or maintenance of roads or runways and building operations. These rates are effective from October 1, 2023. Please refer to the order for more details.

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## Puducherry Minimum Wages Notification (September 2023) - Building Operations Industry

**Vide Notification No: G.O. Ms. No. 35/AIL/Lab./G/2023**

As per the notification, The Administrator of Puducherry has released minimum wages for the building operations industry in the Union Territory of Puducherry. Please refer to the notification for more details.

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## Uttar Pradesh Minimum Wages Notification (October 2023)

As per the notification, The Government of Uttar Pradesh has notified the revised rate of minimum wages for the period from October 1, 2023, to March 31, 2024.

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## Kerala Minimum Wages Notification (July 2023)

**Vide Notification No: DES/1036/2023-P3(1)**

As per the notification, The Government of Uttar Pradesh has also notified the revised rate of minimum wages for the period from July 1, 2023, to March 31, 2024.

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## Madhya Pradesh Revises Minimum Wage and Dearness Allowance Rates

As per the notification, The Government of Madhya Pradesh has revised the minimum wage rate for scheduled employment from April 1, 2023, to September 30, 2023.

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## Tamil Nadu Government Revises Minimum Wage Rates

**Vide Notification No: G.O. (D). No. 448**

As per the notification, The state government of Tamil Nadu has revised the minimum wage rates for employment in bought leaf tea factories under the provisions of the Minimum Wages Act, 1948.

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# Minimum Wages Notification

Minimum Wages 2022-2023						
State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Madhya Pradesh	Highly Skilled	13360				01-Oct-23
	Skilled	12060				01-Oct-23
	Semi Skilled	10682				01-Oct-23
	Unskilled	9825				01-Oct-23
Uttar Pradesh	Skilled	12661				01-Oct-23
	Semi Skilled	11303				01-Oct-23
	Unskilled	10275				01-Oct-23
Kerala	Highly Skilled	14366				01-Jul-23
	Skilled	13946				01-Jul-23
	Semi Skilled	13736				01-Jul-23
	Unskilled	13526				01-Jul-23

Payroll

Staffing

Compliance

HRMS

Recruitment

Start-up Solutions

## About TalentPro India

TalentPro is an India leader for HR related products and services. TalentPro brings a spectrum of HR services that add value to our people, our clients, and all other stake holders in our ecosystem.

### Sources:

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



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