

## TalEzine - November'23 Monthly Edition

### Aadhar is seeding for insured persons and their family members.

**Vide Circular No: P-11014/3/2022-Bft-II (Part-I)**

As per the notification, The ESIC has issued Aadhar seeding for insured persons and their family members. Please refer to the circular for more details.

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### Amendment notification under the Tamil Nadu Safety Officers (Duties, Qualifications and Conditions of Service) Rules, 2005

**Vide Notification No: G.O. Ms. No. 150, No. SRO A-33/2023**

As per the notification, The Government of Tamil Nadu has published amendments under the Tamil Nadu Safety Officers (Duties, Qualifications and Conditions of Service) Rules, 2005. Please refer to the attachment for more details.

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### Notification on Various Welfare Schemes and benefits to the beneficiaries under Delhi BOCW Board

**Vide Notification No: No.17(1212)/DBOCWWB/22/5153-5163**

As per the notification, The Government of NCT Delhi has announced various welfare schemes for the registered beneficiaries effective 20th October 2023. Please notification for more details

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### Enforcement Of Provisions of ESI Act in Nilgiris District of Tamil Nadu

**Vide Notification No: S.O.4497(E)**

As per the notification, The Government of India has implemented the provisions towards Chapter IV (Contribution), Chapter V (Benefits), and Chapter VI (Adjudication of Disputes and Claims) of the Employees' State Insurance Act, 1948 (ESI Act), effective from 1st day of November 2023, in the Nilgiris of Tamil Nadu. Please refer to the notification for more details.

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### Enforcement Of Provisions of ESI Act in Lalitpur, Kushinagar, Kaushambi, Budaun, Sultanpur, Deoria, Ballia, Jaunpur, Azamgarh, Baghpat, Chitrakoot, Sambhal and Ayodhya districts of Uttar Pradesh.

**Vide Notification No: S.O.4498(E)**

As per the notification, The Government of India has implemented the provisions towards Chapter IV (Contribution), Chapter V (Benefits), and Chapter VI (Adjudication of Disputes and Claims) of the Employees' State Insurance Act, 1948 (ESI Act), effective from 1st day of November 2023, in the Lalitpur, Kushinagar, Kaushambi, Budaun, Sultanpur, Deoria, Ballia, Jaunpur, Azamgarh, Baghpat, Chitrakoot, Sambhal and Ayodhya districts of Uttar Pradesh. Please refer to the notification for more details.

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### Financial assistance on specific welfare schemes under the Haryana Labour Welfare Board

**Vide Notification No: 6567-75**

As per the notification, The Government of Haryana has announced an increase in the benefit amount of welfare schemes under the Haryana Labour Welfare Board. Please refer to the notification for more details.

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### Draft notification under Tamil Nadu Shops and Establishments Rules, 1948.

**Vide Notification No: SRO A-32(a)/2023**

As per the notification, The Government of Tamil Nadu has issued Draft notification under Tamil Nadu Shops and Establishments Rules, 1948. please refer to the attachments for further details.

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### Declaration of holiday on the occasion of State Legislative Assembly elections in Rajasthan

**Vide Notification No: P.16(1) V.M.2023**

As per the notification, The Government of Rajasthan has declared the holiday during the state legislative assembly elections on 25th November 2023. Please refer to notifications for more details.

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### Clarification notification on Kerala Public Holidays 2024

**Vide Notification No: G.O.(P) No. 25/2023/GAD**

As per the notification, The Government of Kerala has released clarification on the list of Public Holidays in Kerala for the Calendar year 2024 AD was published as Notification G. O. (P) No. 23/2023/GAD & G. O. (P) No. 24/2023/GAD dated 4-10-2023 in the Kerala Gazette Extraordinary No. 3253 & 3254 dated 5-10-2023. It is further clarified that the holidays mentioned above will also apply to the Institutions coming under labour law, Industrial Disputes Act, Shops and Commercial Establishment Act, Minimum Wages Act, etc., and will be governed by the Kerala Industrial Establishment (National and Festival Holidays) Act, 1958, Please refer notification for more details.

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### EPFO extends the time limit for submitting Applications for Validation of Option / Joint Options for pension on higher wages till 31.12.2023

**Vide Notification No: P-11/14/Pending legal Cases/2023-Rev.II**

As per the notification, Earlier, an online facility was made available by EPFO for submitting Applications for Validation of Options/Joint Options for pension on higher wages. The facility was for eligible pensioners/members in compliance with the Hon'ble Supreme Court order dated 04.11.2022. Now, because of representations received from Employers and employers' Associations wherein requests were made to extend the period for uploading wage details of applicant pensioners/members, EPFO has extended the time for the employers to submit wage details.

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### Instruction regarding enhancement of the limit for Non-claiming of Interest for delayed payment of contribution under ESIC

**Vide Notification No: P-11/14/Pending legal Cases/2023-Rev.II**

As per the notification, The Employees State Insurance Corporation has released instructions on enhancing the limit for non-claiming of interest for delayed contribution payment. Please refer to the instructions for more details.

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### Comments were sought on the draft amendment to Tamil Nadu Shops and Establishments Rules proposing provisions on registration of establishments' availability of first-aid facilities.

**Vide Notification No: SRO A-32(a)/2023**

As per the notification, The Tamil Nadu Labour Welfare and Skill Development Department has issued a draft amendment to the Tamil Nadu Shops and Establishments Rules, 1948, seeking objections or suggestions till 8th December, 2023. Objection or suggestion, if any, should be addressed in duplicate to the Additional Chief Secretary to Government, Labour Welfare and Skill Development Department, Secretariat, Chennai-600 009 through the Commissioner of Labour, Chennai-600 006

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### The Delhi Minimum Wages Notification (October 2023)

**Vide Notification No: F.No.(142)/02/MW/VII/Part file/5206-5224**

As per the notification, The Government of NCT Delhi has released the Minimum Wages effective 1st October 2023. Please refer to the notification for more details.

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### The Kerala Minimum Wages CPI Notification (August 2023)

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

As per the notification, The Government of Kerala's Labour and Skills (E) Department has revised the variable dearness allowance for employment in shops and commercial establishments and the computer software sector. As per Notification No. DES/1036/2023-P3(1), 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 August 2023 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act. Please refer to the press release for more details.

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### The Punjab Minimum Wages Notification (Sep 2023)

**Vide Notification No: ST/12027**

As per the notification, The Government of Punjab has adjusted and revised the minimum wages from 01st September 2023 in the State of Punjab. Please refer to the notification for more details.

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### The Odisha Minimum Wages Notification (October 2023)

**Vide Notification No: 6158**

As per the notification, The Government of Odisha has released the Minimum Wages effective from 1st October 2023 for the State of Odisha. Please refer to the notification for more details.

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### The Andhra Pradesh Minimum Wages Notification (October 2023)

**Vide Notification No: G / 466 / 2023**

As per the notification, The Government of Andhra Pradesh has released the minimum wages effective from 1st October 2023. Please notification for more details.

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### The Assam Security Services Minimum Wages (Jan 2023)

**Vide Notification No: ECF No. 377617/315**

As per the notification, The Government of Assam has released the Security Services Minimum Wages effective from 1st January 2023. Please notification for more details.

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### The Telangana Minimum Wages CPI Notification (October 2023)

As per the notification, The Government of Telangana has released the enhanced consumer price index for calculating the variable dearness allowance, effective from 1st October 2023 till 01st March 2024. Please refer to the notification for more details

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### The Uttar Pradesh Minimum Wages Notification (October 2023)

**Vide Notification No: 1013-20 Enforcement-(MW)/15**

As per the notification, The Government of Uttar Pradesh has declared minimum wages effective from 1st October 2023 to 31 March 2023. Please refer to the notification for more details.

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### The Bihar Minimum Wage Notification (October 2023)

**Vide Notification No: 5/mw-40-16/2021 Serial No. By 5362**

As per the notification, The Government of Bihar has revised the VDA, effective from 1 October 2023. Please refer to the notification for more details

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### The Uttarakhand Minimum Wages Notification (October 2023)

**Vide Notification No: 3312/4-10/13**

As per the notification, The Government of Uttarakhand has released the minimum wages effective 1st October 2023. Refer to the notification for more details.

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### The Madhya Pradesh Minimum Wages VDA Notification (October 2023)

**Vide Notification No: 6/11/Inv/Five/2015/28003-252**

As per the notification, The Government of Madhya Pradesh has released minimum wages effective 1st October 2023 for all scheduled employment. Please refer to the notification for more details.

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### The Chhattisgarh Minimum Wages Notification (October 2023)

**Vide Notification No: Sr.0/2023/6465**

As per the notification, The Government of Chhattisgarh has revised the VDA and MW effective 1st October 2023. Please refer to the notification for more details.

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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)	
Delhi	Highly Skilled	23082				01-Oct-23
	Skilled	21215				01-Oct-23
	Semi Skilled	19279				01-Oct-23
	Unskilled	17494				01-Oct-23
Jharkhand	Highly Skilled	14615.83				01-Oct-23
	Skilled	12652.78				01-Oct-23
	Semi Skilled	9598.66				01-Oct-23
	Unskilled	9162.11				01-Oct-23
Gujarat	Skilled	12870	12558			01-Oct-23
	Semi Skilled	12558	12298			01-Oct-23
	Unskilled	12298	12012			01-Oct-23
Uttarakhand	Skilled	11218				01-Oct-23
	Semi Skilled	10624				01-Oct-23
	Unskilled	10031				01-Oct-23
	Clerk-1	12220				01-Oct-23
	Clerk-2	11472				01-Oct-23
Chattisgarh	Highly Skilled	12830				01-Oct-23
	skilled	12050				01-Oct-23
	Semi Skilled	11270				01-Oct-23
	Unskilled	10620				01-Oct-23
Odisha	Highly Skilled	13052				01-Oct-23
	Skilled	11492				01-Oct-23
	Semi Skilled	10172				01-Oct-23
	Unskilled	9152				01-Oct-23
Bihar	Highly Skilled	15886				01-Oct-23
	skilled	13000				01-Oct-23
	Semi Skilled	10686				01-Oct-23
	Unskilled	10270				01-Oct-23
	Supervisory / Clerical	11317				01-Oct-23
Andhra Pradesh	Highly Skilled	13262	12843			01-Oct-23
	Skilled	12427.6	12225.6			01-Oct-23
	Semi Skilled	11807.6	11591.6			01-Oct-23
	Unskilled	11405.6	11075.6			01-Oct-23
Telangana	Highly Skilled	13512	13093			01-Oct-23
	Skilled	12677	12475			01-Oct-23
	Semi Skilled	12057	11841			01-Oct-23
	Unskilled	11655	11325			01-Oct-23
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
Rajasthan	Highly Skilled	9334				01-Jan-23
	Skilled	8034				01-Jan-23
	Semi Skilled	7722				01-Jan-23
	Unskilled	7410				01-Jan-23
Punjab	Highly Skilled	13445.64				01-Sep-23
	Skilled	12413.7				01-Sep-23
	Semi Skilled	11516.7				01-Sep-23
	Unskilled	10736.7				01-Sep-23
	Staff - Category A	15906.54				01-Sep-23
	Staff - Category B	14236.56				01-Sep-23
	Staff - Category C	12736.62				01-Sep-23
	Staff - Category D	11536.72				01-Sep-23

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#### 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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