

Monthly Edition The Kannada Language Comprehensive Development (Amendment) Act, 2024

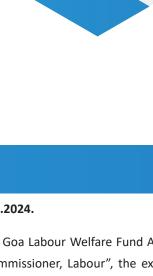
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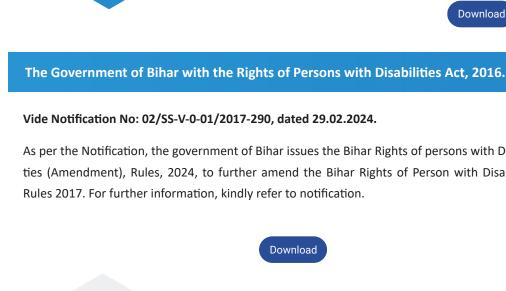
As per the Notification, has released the Governor Assent of the Kannada Language Comprehensive Development (Amendment) Act, 2024. Accordingly, the name boards of Commercial, Industrial and Business Undertakings, Trusts, Counselling Centre's, Hospitals, Laboratories, Amusement Centers and Hotels etc., functioning with the approval and sanction of the Government or Local Authorities, shall ensure that their name board displays 60% in Kannada language and Kannada shall be displayed in the upper half of the name board. For further information,

Vide Notification No: DPAL 01 SHASANA 2024 dated 25.02.2024.

Goa Labour Welfare Fund Act, 1986 (Act 4 of 1987) Vide Notification No: RNP/GOA/32/2024-2026, dated 01.03.2024. As per the Notification, the Amendment of section 5 of the Goa Labour Welfare Fund Act, 1986 (Act 4 of 1987), in sub-section (1), for the expression "Commissioner, Labour", the expression

tion, kindly refer to notification.





kindly refer to notification.

Vide Notification No: 02/SS-V-0-01/2017-290, dated 29.02.2024.

information, kindly refer to notification.

As per the Notification, the government of Bihar issues the Bihar Rights of persons with Disabili-

ties (Amendment), Rules, 2024, to further amend the Bihar Rights of Person with Disabilities Download

Declaration of Head (City Administration) Gift City Gandhinagar as local authority

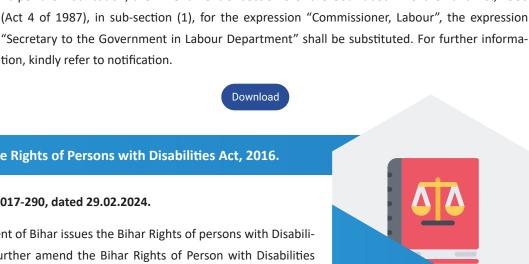
Vide Notification No: GHR/2023/116/LED/GAS/e-file/11/2023/1369/M3 dated 21.10.2024.

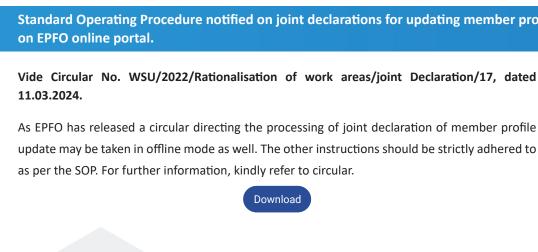
As per the notification, the government of Gujarat hereby declares the Head (City Administration, GIFT City, Gandhinagar as "Local Authority", for the purposes of the said Act. For further

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under Section-24(2) of Gujarat Shops and Establishments Act, 2019

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Standard Operating Procedure notified on joint declarations for updating member profile

Download Realignment of jurisdiction as per new districts under Factories Act, 1948 in

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needs of high support.

Justice Department as the authority for receiving applications and certifying the needs of high support and its nature for the purpose of the said Act. For further information, kindly refer to

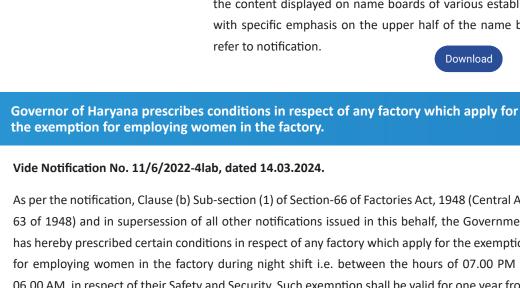
Enforcement of certain provisions of ESI act in areas of Almora, Bageshwar, Chamolic, **Champawat Pithoragarh State of Uttarakhand ESI ACT** Vide Notification No: S.O. 1257(E) dated 08.03.2024

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commercial, industrial, and business undertakings, trusts, counseling centers, hospitals, laboratories, amusement centers, and hotels, functioning with the approval and sanction of the government or local authorities, must ensure that their name boards display 60% of the content in the Kannada language. The amendments aim to ensure that a significant portion of the content displayed on name boards of various establishments is in the Kannada language, with specific emphasis on the upper half of the name board. For further information, kindly

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provisions namely, " Provided that for the purpose of exemption from the cost of building and other construction works, the total amount under the exemption clauses (i) to (xii) shall not Download Maharashtra Labour Welfare Fund (Amendment) Act No. XXV of 2024. Vide Notification RNI No. MAHENG / 2009 / 35528, dated 18.03.2024.

> As per the notification, the Maharashtra Government on 18th march, 2024 issued an amendment in Maharashtra Labour Welfare Fund Act, 2024. The Act stipulates the amendment specifying the rates of contribution payable by both employees and employers every six months. It details the rates of contribution for employees whose names appear in the establishment's register on specific dates and outlines the conditions and limitations for potential increases in the contribution rates. The Act specifies that the contribution payable every six months by both employees and employers is to be calculated at specific rates, with provisions for potential increases in the employee's contribution rate as approved by the State Government. For further

The Government of Rajasthan issued conditions for employing Women Workers

Vide notification No.F.14(11)(1) Labour/Rules/2017, dated 19.03.2024.



Download Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 in Tripura.

information, kindly refer to notification.

Vide Notification No: F.10(19)/DESMP/ESTT/2019/825-929, dated 05.03.2024

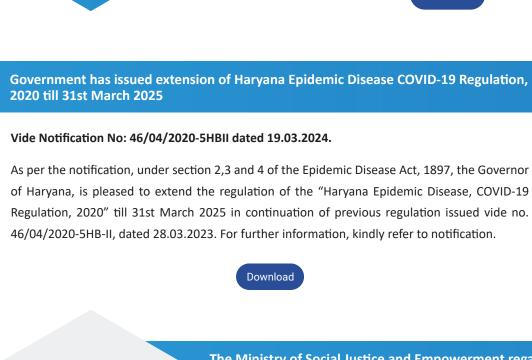
As per the notification, it is notified that, as per EE (CNV) Act. 1959 and Rule 1960, all employers, both Central and State Government along with their undertakings and concerned private Employers shall notify their vacancies araising under the jurisdiction of south Tripura, District to this District Employment Exchange in Future. For further information, kindly refer to notification.

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during the night.

Vide Notification no: N-15015/01/2023-P&D, dated 18.03.2024.

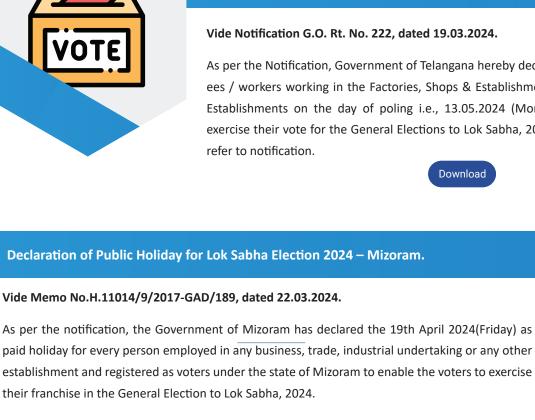
(Fully Notified 565 & Partially Notified-103) notified districts and 110 non-notified districts under ESI Scheme (As on 18.03.2024. For further information, kindly refer to notification. Download Vide P-11/12/Defaulter employers/2023 RevII, dated 22.03.2024. As per the circular, it is advised to update the status of employer data and also take action against partially contributing employers. In this regard, it is requested to submit the compliance report on updating the status of employers on fortnightly basis by 17th & 3rd of each month. Download



Grant of increase to compensate the erosion in the real value of PDB & DB due to inflation and PDB/DB Revised Rate Implementation and Arrear Disbursement in ESI ESI ACT Vide Circular No: R-12/16/9/2022-Policy-BFT-II, dated 22.03.2024.

tory to avail the various scheme benefits.

The Industrial Disputes (Amendment and Miscellaneous Provisions) (Haryana Amendment) Repeal Act, 2024. Vide Notification No. Leg. 10/2024, dated 26.03.2024. As per the Notification, the Government of Haryana issued the industrial Disputes (Amendment and Miscellaneous Provisions) (Haryana Amendment) Repeal Act, 2024, to repeal the industrial Dispute (Amendment and Miscellaneous Provisions) (Haryana Amendment) Act, 1957. It has stated that the repeal by this Act shall not affect any other enactment in which the repealed enactment has been applied, incorporated, or referred to. This as will also impact any established jurisdiction, rules of law, practice, or procedure, from or course of pleading, existing usage, custom, privilege, restriction, exemption, office, or appointment, even if those things have been in any way confirmed, acknowledged or derived from the act that is being repealed. For further information, kindly refer to notification. Download



Declaration of Public Holiday for Lok Sabha Election 2024 – Bihar. Vide No.3/H-01/2023 S.P 5109 dated 25.03.2024.

granted a Holiday. For further information, kindly refer to notification.

Declaration of Public Holiday for Lok Sabha Election 2024 – Maharashtra.

As per the notification, the Government of Maharashtra, has announced public holidays in the respective constituency during five-phased (19th April, 26th April, 7th May, 13th May, 20th May) Lok Sabha general elections. Every Person employed in any business, trade, Industrial undertaking, or any other establishment and entitled to vote an election to the house of people or the Legislative Assembly of a State, shall on the day of Poll, be granted a Holiday. For further information, kindly

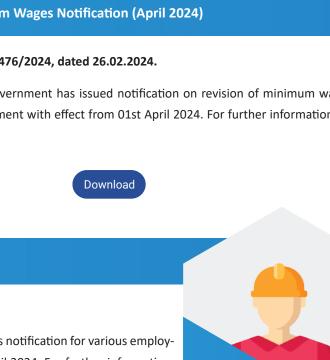
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Vide Notification No: Losani-2024/P.No.26/Industry-6, dated 22.03.2024.

refer to notification.

As per the notification, the Government of Bihar, has announced public holidays in the respective constituency during seven-phased (19th April, 26th April, 7th May, 13th May, 20th May, 25th May, 01st June) Lok Sabha polls, and assembly by-elections. Every Person employed in any business, trade, Industrial undertaking, or any other establishment and entitled to vote an election to the house of people or the Legislative Assembly of a State, shall on the day of Poll, be

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As EPFO has released a circular directing the processing of joint declaration of member profile update may be taken in offline mode as well. The other instructions should be strictly adhered to as per the SOP. For further information, kindly refer to circular. Andhra Pradesh. Vide Notification No: 61, G.3984 dated 05.03.2024.

kindly refer to notification.

Announcing the Joint Director as authority to receive the applications and certifying

As per the Notification, the Government of Kerala have decided to notify the Joint Director, Social

Download The Ministry of Social Justice and Empowerment has issued Rights of Persons with Disabilities (Amendment) Rules, 2024. Vide Notification No: G.S.R. 175 (E), dated 12.03.2024. As per the Notification, the Government has released on the Rights of Persons with Disabilities (Amendment) Rules, 2024. For further information, kindly refer to notification.

Vide G. O. (P) No. 8/2024/SJD., S. R. O. No. 268/2024, dated 11.03.2024.

Kannada Language Comprehensive Development (Amendment) Act, 2024 Vide Notification no: DPAL 01 SHASANA 2024, dated 26.02.2024 As per the Notification, "Kannada Language Comprehensive Development (Amendment) Act, 2024" published in the Karnataka Gazette, the amendments made to the Kannada Language Comprehensive Development Act, 2022. It emphasizes the requirement for name boards of various establishments to display 60% of the content in Kannada, with Kannada being displayed in the upper half of the name board. The amendment specifies that the name boards of

refer to notification.

As per the notification, the Central Government hereby appoints the 1st day of April, 2024, as the date on which the following provisions of the said Act, shall come into force in all areas of the Almora, Bageshwar, Chamoli, Champawat, Pithoragarh, Rudraprayag and Uttarkashi districts, in

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the State of Uttarakhand. For further information, kindly refer to notification.

exceed the upper limit of amount shown in the miscellaneous/ contingency costs mentioned – in the technical sanction of such building and other construction project. Further that the amount of total exemption from the cost of construction shall not exceed, in anu case, three percent of the total technical sanction of that building and other construction project. For further informa-

workers welfare Cess Act, 1996(28 of 1996), the state government, hereby, insert the following

As per the notification, the Maharashtra Government on 18th march, 2024 issued an amendment in Maharashtra Labour Welfare Fund Act, 2024. The Act stipulates the amendment specifying the rates of contribution payable by both employees and employers every six months. It details the rates of contribution for employees whose names appear in the establishment's register on specific dates and outlines the conditions and limitations for potential increases in the contribution rates. The Act specifies that the contribution payable every six months by both employees and employers is to be calculated at specific rates, with provisions for potential increases in the employee's contribution rate as approved by the State Government. For further information, kindly refer to notification. Download The Employees State Insurance Corporation circular regarding the State wise updated list of notified/non-notified districts under ESIC 2.0/Vision-2022.



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As per the order, the Administrator of Union Territory of Ladakh has declared the Poll Day on 20th May-2024 (Monday) shall be observed as public Holiday in the Union Territory of Ladakh on account of General Elections to house of People (Lok Sabha), 2024. The Poll Day shall also be declared as paid holiday to every Person employed, including those who work on shift basis: in any business, trade industrial undertakings or any other establishments and entitled to vote at an election to the House of the People. Daily wage / Casual workers shall also be entitled for the

holiday and wages on the poll day. For further information, kindly refer to notification.

Declaration of Public Holiday for Lok Sabha Election 2024 – West Bengal

As per the Notification, the Government of West Bengal, has announced public holidays in the respective constituency during seven-phased (19th April, 26th April, 7th May, 13th May, 20th May, 25th May, 01st June) Lok Sabha polls, and assembly by-elections. Every Person employed in any business, trade, Industrial undertaking, or any other establishment and entitled to vote an election to the house of people or the Legislative Assembly of a State, shall on the day of Poll, be granted a

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Vide Notification No. Labr. / 294/(20)/(LC-IR)/IR/7S-06/17, dated 22.03.2024.

Holiday. For further information, kindly refer to notification.

Declaration of Public Holiday for Lok Sabha Election 2024 – Ladakh

Vide Order No. 142-LA(GAD)of 2024, 19.03.2024.

ees / workers working in the Factories, Shops & Establishments, and Industrial Undertakings / Establishments on the day of poling i.e., 13.05.2024 (Monday) to enable the electorate to exercise their vote for the General Elections to Lok Sabha, 2024. For further information, kindly refer to notification. Download Declaration of Public Holiday for Lok Sabha Election 2024 – Mizoram. Vide Memo No.H.11014/9/2017-GAD/189, dated 22.03.2024. As per the notification, the Government of Mizoram has declared the 19th April 2024(Friday) as

Vide Notification G.O. Rt. No. 222, dated 19.03.2024.

Declaration of Public Holiday for Lok Sabha Election 2024 – Telangana.

As per the Notification, Government of Telangana hereby declare paid holiday to all the employ-



19th April, 26th April, 7th May, 13th May, 20th May, 25th May, 1st June to be the holiday with wages for all Shops and Commercial Establishments falling with the jurisdiction area of the State of Haryana for only those employees who are enrolled as voters to cast their votes. For further information, kindly refer to notification. Download The Uttarakhand Minimum Wages Notification (April 2024) Vide Notification No: F.184/Addl.LC/Holiday-Election/2019/8349-8355, dated 27.03.2024. As per the notification, Government has released the Minimum Wages effective from 1st April 2024. For further information, kindly refer to notification. Download The Chandigarh Minimum Wages Notification (October 2023) Vide Notification No. ST/(CPI)/2023-24/679, dated 06.03.2024. As per the notification, Government has released the Minimum Wages effective from 1st October 2023. For further information, kindly refer to notification. Download The Madhya Pradesh Minimum Wages Notification (April 2024) Vide Notification No. 1/11/Anv./Panch/2024/8621-870, dated 13.03.2024. tion, kindly refer to notification. Download Vide Notification No. Z3/5476/2024, dated 26.02.2024.

As per the notification, Clause (b) Sub-section (1) of Section-66 of Factories Act, 1948 (Central Act 63 of 1948) and in supersession of all other notifications issued in this behalf, the Government has hereby prescribed certain conditions in respect of any factory which apply for the exemption for employing women in the factory during night shift i.e. between the hours of 07.00 PM to 06.00 AM, in respect of their Safety and Security. Such exemption shall be valid for one year from the issuance of the notification. For further information, kindly refer to notification. Download Employees' State Insurance (General) Regulations, 1950, regarding extension of medical benefits to family members of the insured persons. Vide Notification No: N-17011/1/Odisha/2023-P&D dated 07.03.2024. In pursuance of powers conferred by Section 46 (2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 01/03/2024 as the date from, which the medical benefit as laid down in the said Regulation 95-A and the Odisha Employees' State Insurance (Medical Benefit) Rules, 1958 shall be extended to the families of insured persons in all the areas of Nayagarh & Nabrangpur districts in the State of Odisha. For further information, kindly refer to notification. Download The Government of Madhya Pradesh has issued Amendment notification under **BOCW Welfare Cess Act, 1996.** Vide Notification No: 408-P-S-2024, dated 15.03.2024. As per the notification, the sub section (1A) of section 3 of the Building and other construction

Circular on cleansing/updating of employer's data in ESI EST ACT

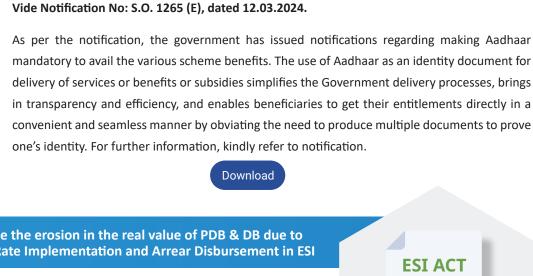
As per the notification, the Employees State Insurance corporation issued State-wise list of 668

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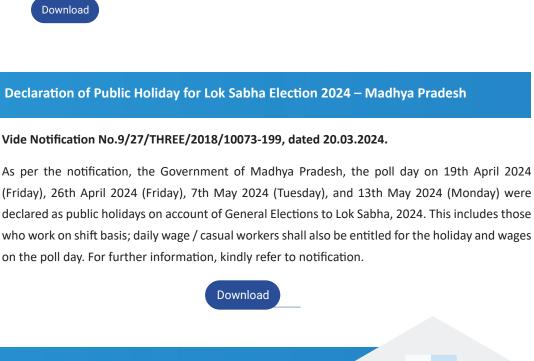
As per the Circular, the Employee State Insurance Corporation on Grant of increase to compensate the erosion in the real value of PDB & DB due to inflation and PDB/DB Revised Rate Implementation and Arrear Disbursement. The Benefit rates applicable from August 01, 2018, for all eligible PDB/DB beneficiaries have been updated in the system and no case is left out for updat-

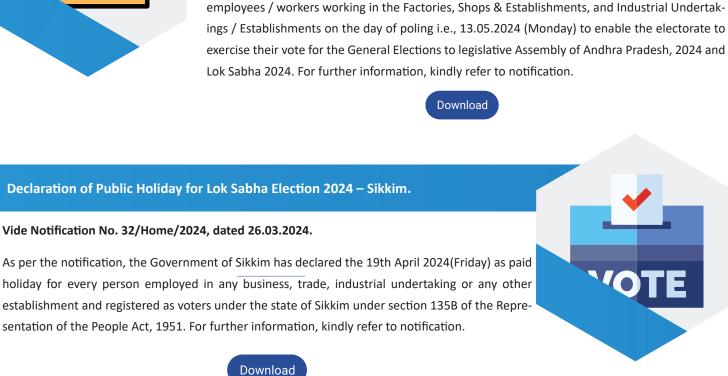
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ing. For further information, kindly refer to notification.



The Ministry of Social Justice and Empowerment regarding making Aadhaar manda-





Declaration of Public Holiday for Lok Sabha Election 2024 – Tamil Nadu.

of poll, be granted a holiday. For further information, kindly refer to notification.

As per the notification, the Government of Tamil Nadu has declared the 19th April 2024(Friday) as paid holiday on the poll day of General Election to Lok Sabha, 2024 and Bye - Election to Tamil Nadu Vilavancode Assembly Constituency as 19.04.2024(Friday). Every person employed in any business, trade, industrial undertaking or any other establishment and entitled to vote at an election to the house of the people or the Legislative Assembly or a State / UT shall, on the day

Vide Letter No. 4082/Ele-I/2024-2, dated 26.03.2024.

Declaration of Public Holiday for Lok Sabha Election 2024 – Andhra Pradesh.

As per the notification, the Government of Andhra Pradesh hereby declare paid holiday to all the

Vide Notification No: G.O Rt.No.630, dated 22.03.2024.

As per the notification, Government has released Notification regarding revision of minimum rate of wages for various scheduled employment with effect from 01st April 2024. For further informarefer to notification. The Karnataka Minimum Wages Notification (April 2024) Vide Notification No. KAE 47 LMW 2017, dated 30.12.2017. As per the notification, Government has released minimum wages notification for various employments in Shops and Establishment Act, with effect from 01st April 2024. For further information, kindly refer to notification. Download

The Tamil Nadu Minimum Wages Notification (April 2024) As per the notification, Government has issued notification on revision of minimum wages for various scheduled employment with effect from 01st April 2024. For further information, kindly The Assam Minimum Wages Notification (July-2023 to Dec-2023)

Vide Notification No: E-262184/60, dated 05.02.2024. For further information, kindly refer to notification. Download

The Kerala Minimum Wages Notification (January 2024) Vide Notification No. DES/1036/2023-P3(1), dated 14.03.2024 As per the notification, 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 January 2024 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act. For further information, kindly refer to notification.

As per the notification, Government has released revision of minimum wages and VDA for employees/workers engaged in Private Security Agency with effect from July 2023 to Dec 2023.

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Minimum Wages Notification 2024-2025

State	Class			Minimum Wages		
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	With Effect From
Uttarakhand	Skilled	13838				01-Apr-24
	Semi Skilled	13110				01-Apr-24
	Unskilled	12391				01-Apr-24
	Clerk-1	15035				01-Apr-24
	Clerk-2	14139				01-Apr-24
Chandigarh	Highly Skilled	14734				01-Oct-23
	Skilled - I	14334				01-Oct-23
	Skilled - II	14109				01-Oct-23
	Semi Skilled -I	13909				01-Oct-23
	Semi Skilled -II	13809				01-Oct-23
	Unskilled	13659				01-Oct-23
	Staff (Class I)	14444				01-Oct-23
	Staff (Class II)	14084				01-Oct-23
	Staff (Class III)	13934				01-Oct-23
Madhya Pradesh	Highly Skilled	16144				01-Apr-24
	Skilled	14519				01-Apr-24
	Semi Skilled	12796				01-Apr-24
	Unskilled	11800				01-Apr-24
Tamil Nadu	Highly Skilled	11695	11645	11593	11695	01-Apr-24
	Skilled	11283	11231	11181	11131	01-Apr-24
	Semi Skilled	11131	11192	11073	11020	01-Apr-24
	Unskilled	11131	11073	11010	10953	01-Apr-24
Karnataka	Highly Skilled	18942	18207	17508	16842	01-Apr-24
	Skilled	17540	16872	16236	15631	01-Apr-24
	Semi Skilled	16265	15658	15080	14529	01-Apr-24
	Unskilled	15106	14554	14029	13528	01-Apr-24

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