



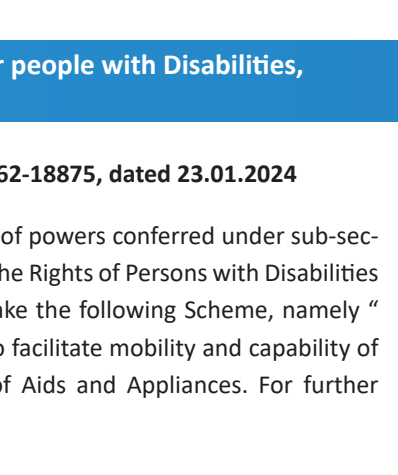
# TalEzine - March '24 Monthly Edition

## Labour Department of Puducherry factories Amendment Rules-2023

**Vide Notification No: G.O. Ms. No. 1/AII/Lab./G/2024 dated**

As per the Notification, the Labour Department of Puducherry issued a notification on 2nd January, 2024. It pertains to the amendment of the Puducherry Factories Rules, 1964. The notification outlines the process of amending the rules, starting with the issuance of the Draft Rules and the subsequent invitation for objections and suggestions from the public, followed by the absence of any received objections or suggestions. For further information, kindly refer to notification.

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## Government of Delhi introduces Scheme to Empower people with Disabilities, namely "SUGAMYA SAHAYAK SCHEME"

**Vide Notification no: F 85(6)/AD-III/DSW/2008-09/Pt-I/18862-18875, dated 23.01.2024**

As per the Notification, the government of Delhi, in exercise of powers conferred under sub-section (1) read with clause (f) of sub-section (3) of section 24 of the Rights of Persons with Disabilities Act 2016, the Lt. Governor of NCT of Delhi is pleased to make the following Scheme, namely "SUGAMYA SAHAYAK SCHEME" in order to provide facilities to facilitate mobility and capability of Persons with Benchmark Disabilities(PwBDs) in the form of Aids and Appliances. For further information, kindly refer to notification.

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## EPFO regulating the EPS entitlement of members having Multiple Account Numbers

**Vide Notification No: E-597452/4406 dated 29.01.2024**

As per the notification, EPFO mentioned some instruction whenever an EPS member possesses multiple account number for concurrent employment, simultaneously in two or more establishments. For further information, kindly refer to notification

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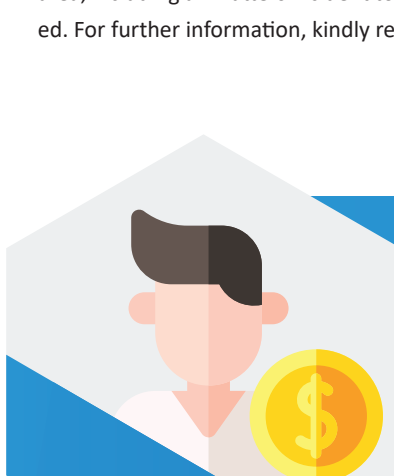


## EPFO Implemented the Digital Joint Request under Para 26 (6) of the EPF Scheme, 1952

**Vide Notification No: WSU/E-108547/4421, dated 30.01.2024**

As per the notification, EPFO has issued circular on Implementation of the Digital Joint Request under Para 26(6) of the EPS Scheme, 1952. With a view to reduce time and paper consumption, the format as enclosed herewith shall be filed and processed in digital mode for all new cases prospectively. For further information, kindly refer to notification

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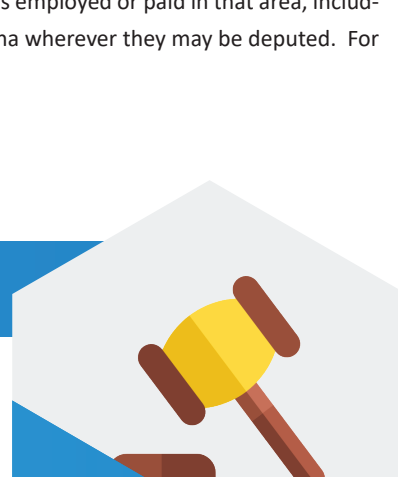


## Order regarding appointment of Authorities under the Payment of Wages Act, 1936 in State of Haryana

**Vide Notification No: 3051 Lab dated 01.02.2024**

As per the notification, the Governor of Haryana hereby appoints all the Deputy Labour Commissioners, Assistant Labour Commissioners and Welfare Officers (W) to be "Authority" to hear and decide all claims arising out of deductions from Wages, or delay in payment of wages, of persons employed or paid in that area, including all matters incidental to such claims, within the State of Haryana wherever they may be deputed. For further information, kindly refer to notification.

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## Order regarding appointment of Authorities under the Minimum Wages Act, 1948 in State of Haryana

**Vide Notification No: 3096 Lab, dated 01.02.2024**

As per the notification, the Governor of Haryana hereby appoints all the Deputy Labour Commissioners, Assistant Labour Commissioners and Welfare Officers (W) to be "Authority" to hear and decide all claims arising out of payment of less than the minimum rates of wages or in respect of the payment of remuneration for days of rest or for work done on such days under clause (b) or clause (c) of sub-section 1 of Section 13 or of wages at the over-time rate under section 14 to employees employed or paid in that area, including all matters incidental to such claims, within the State of Haryana wherever they may be deputed. For further information, kindly refer to notification.

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## Order regarding appointment of Authorities under the Employee's Compensation Act, 1923 in State of Haryana

**Vide Notification No: 3006 Lab, dated 01.02.2024**

As per the notification, the Governor of Haryana hereby appoints all the Deputy Labour Commissioners, Assistant Labour Commissioners and Welfare Officers (W) having educational qualifications and experience as prescribed in the said provision to be the Commissioners for the purpose "Employee's Compensation Act, 1923" within the State of Haryana wherever they may be deputed. For further information, kindly refer to notification

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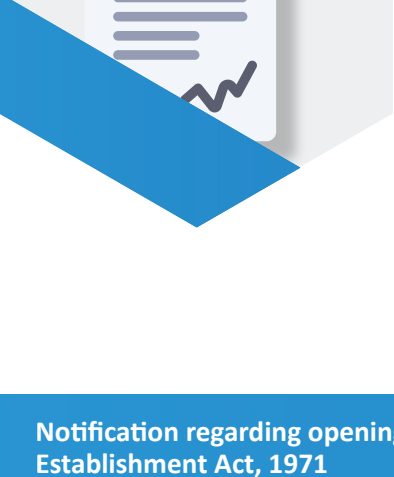


## Enhancement in rate of Permanent Disablement Benefit / Dependent's Benefit under Employees' State Insurance Act, 1948

**Vide Notification No: R-12/16/9/2022-Policy-BFT-II, dated 02.02.2024**

As per the notification, the ESIC as issued notification on Enhancement in Rate of Permanent Disablement Benefit / Dependent Benefit under Employees' State Insurance Act, 1948 w.e.f 01st August 2022, in the cases where the employment injuries resulting in disablement or death occurred on or before 31.12.2021. For further information, kindly refer to notification.

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## Ladakh Rights of Persons with Disabilities Rules, 2024

**Vide Notification No: A/11/2021-S&TW SEC dated 05.02.2024**

As per the notification, the government of Ladakh has issued the Ladakh Rights of Persons with Disabilities Rules, 2024 with effect from 05th February 2024. For further information, kindly refer to notification.

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## Circular regarding issuing of e-Pehchan Card to all IP's after Registration under ESI

**Vide Notification No: I-11012/8/2021-ICT, dated 02.02.2024**

As per the directions of MoL&E, it has been decided that the E-Pehchan card must be given to all the Insured Persons immediately after registration. Hence, all Ros/SROs are directed to issue suitable directions to all the employers under their jurisdiction to download e-Pahchan card from ESI portal and hand it over to their respective employees/Insured Person immediately after registration under the ESI scheme. For further information, kindly refer to notification

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## Notification regarding opening of Shops and Establishments under Assam Shop and Establishment Act, 1971

**Vide Notification No.E.264949/244, dated 07.02.2024**

As in Exercise of the power conferred by section 35 of the Shops and Establishment Act, 1971 (Assam Act No: XXI of 1971), the Governor of Assam is pleased to suspend the operation of Sections 6,9,10 and 11 of the said Act, throughout the State of Assam during the following festivals for a period of 70 (Seventy) days i.e. on the occasions as mentioned below during the year 2024. For further information, kindly refer to notification.

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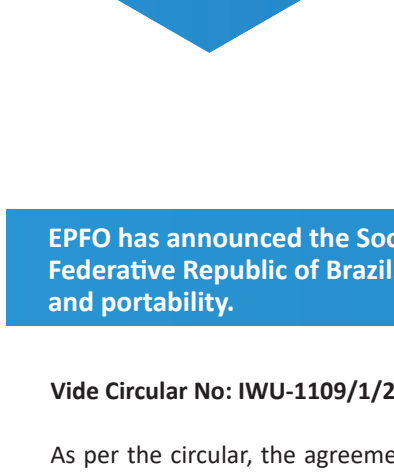


## Circular regarding restrictions on deposits and credit transactions in Paytm Payment Bank Accounts in EPFO

**Vide circular File No: BKG/1/2021-BKG/C-32521/263 dated 08.02.2024**

As per the circular, Employees Provident Fund Organisation (EPFO) has restricted deposits and credit transactions in Paytm Payment Bank accounts. This was announced in a circular issued on Feb 8, 2024 and uploaded on the official website of pension fund body. For further information, kindly refer to notification.

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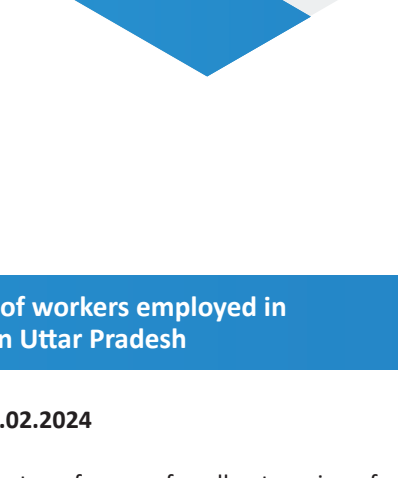


## ESIC Circular regarding the problems being faced by IPs in submission of online maternity benefit claim in the absence of UAN.

**Vide Circular No: R.14011/5/2023-Interest-II-part (2), dated 12.02.2024.**

As per the circular, ESIC in receipt of several representations where the IAWs are unable to submit their maternity benefit claims through IP portal in absence of UAN. Therefore Ros/SROs are advised to guide the IAWs, who don't have UAN, properly through Branch Offices in obtaining UAN and submission of maternity benefit claims by logging in at IP portal. Further, it is also advised to ensure that all cash benefits claims are processed through online only. For further information, kindly refer to notification.

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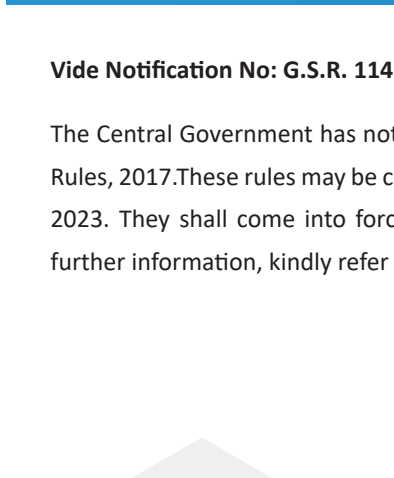


## ESIC Circular regarding Grant of increase to compensate the erosion in the real value of PDB and DB due to inflation

**Vide Circular No: R-12/16/9/2022-BFT-II, dated 12.02.2024.**

As per the circular, it is advised that all field offices ensure the PDB/DB rates applicable from 01.08.2018 has been updated in the system in respect of all PDB/DB beneficiaries. Further, it is requested to furnish a certificate in this regard to this office mentioning that "The benefit rates applicable from 01.08.2018 in respect of all eligible PDB/DB beneficiaries have been updated in the system and no case is left out for updation" For further information, kindly refer to notification.

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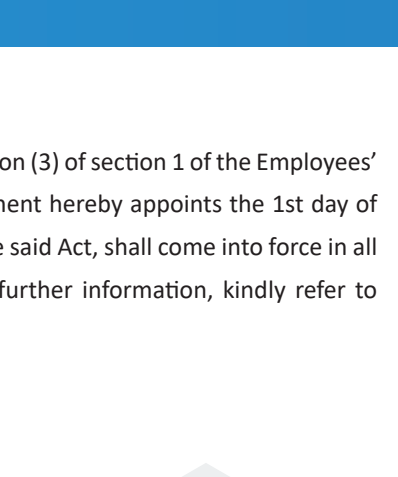


## EPFO has announced the Social Security Agreement between Republic Of India and Federative of Brazil. The Agreement provides for detachment, totalization and portability.

**Vide Circular No: IWU-1109/1/2020-IWU/Brazil/E-file(621352)/4763 dated 13.02.2024**

As per the circular, the agreement provides for detachment, totalization and portability. Under the detachment clause, the employees of one country deputed by their employers to the other country on short term assignment are exempted from Social Security contribution in that country up to a period of 36 months. However, such exemption can be availed on the basis of "Certificate of Coverage" (COC). For further information, kindly refer to notification

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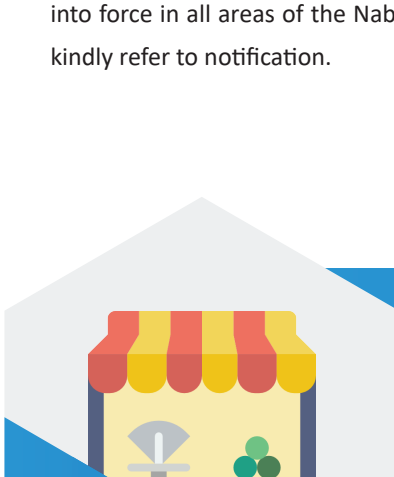


## Revision in minimum rates of wages for all categories of workers employed in engineering factories employing 50 or more workers in Uttar Pradesh

**Vide Notification No: 2429-32/IRD-2024(M.B.E.G), dated 15.02.2024**

Government of Kanpur has released revision on minimum rates of wages for all categories of workers employed in engineering factories employing 50 or more workers in the State with effect from 01st February 2024 to 01st July 2024. For further information, kindly refer to notification.

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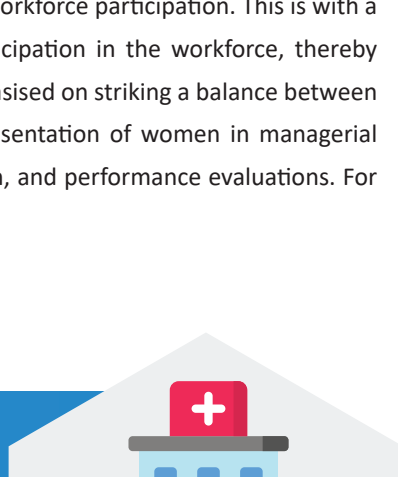


## Ministry of Social Justice and Empowerment issued Rights of Persons with Disabilities (Amendment) Rules, 2024

**Vide Notification No: G.S.R. 114 (E) dated 15.02.2024.**

The Central Government has notified the Amendment to the Rights of Persons with Disabilities Rules, 2017. These rules may be called the Rights of Persons with Disabilities (Amendment) Rules, 2023. They shall come into force on the date of their publication in the Official Gazette. For further information, kindly refer to notification.

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## Notification on ESI coverage in all areas of the Nayagarh district, in the State of Odisha.

**Vide Notification no: S.O. 803(E), dated 20.02.2024.**

S.O. 803(E).—In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 1st day of March, 2024, as the date on which the some provisions of the said Act, shall come into force in all areas of the Nayagarh district, in the State of Odisha. For further information, kindly refer to notification.

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## Notification on ESI coverage in all areas of the Nabrangpur district, in the State of Odisha

**Vide Notification no: S.O. 802(E), dated 20.02.2024.**

As per the notification, in exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 1st day of March, 2024, as the date on which the following provisions of the said Act, shall come into force in all areas of the Nabrangpur district, in the State of Odisha. For further information, kindly refer to notification.

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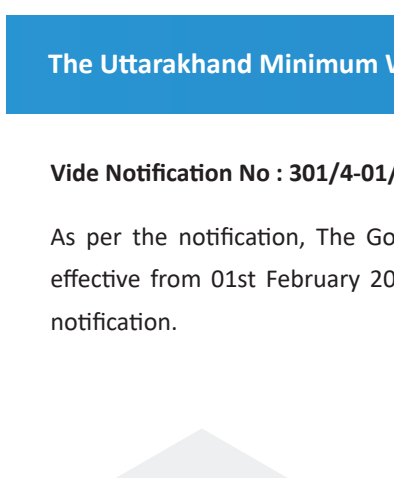


## Ministry of labour and employment issued an advisory for employers to promote women workforce participation.

**Vide Notification no: S.O. 803(E), dated 20.02.2024.**

Ministry of Labour and Employment ("Ministry") has issued an Advisory for employers, aimed at fostering gender equality and increasing participation of women in the workforce as part of a broader strategy to promote gender equality and women's workforce participation. This is with a view to advance gender equality and boost women's participation in the workforce, thereby reinforcing women's empowerment. The Ministry has emphasised on striking a balance between employment and caregiving responsibilities, ensuring representation of women in managerial roles, and eradicating gender bias in recruitment, promotion, and performance evaluations. For further information, kindly refer to notification.

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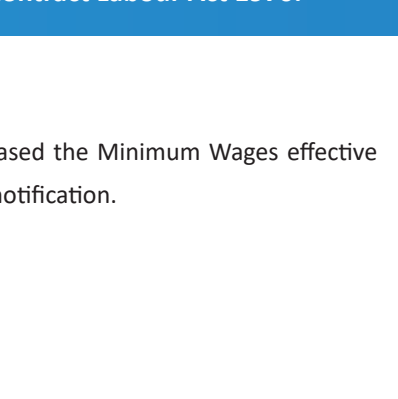


## The Employee State Insurance Corporation has issued Circular on strict adherence to guidelines for high-cost treatment cases in ESI.

**Vide No. U-16012/14/2021-SST1/1099068/2024, dated 22.02.2024.**

As per the notification, ESIC has mandated Strict Adherence to Guidelines for Forwarding High-Cost Treatment cases to Headquarters Office. To ensure timely processing and accurate assessment of such cases, field offices are requested to diligently follow and adhere to the issued ESIC Referral Policy & Operational Manual 2023 for Super Speciality and Speciality Services and circulars issued from Headquarters Office time to time.

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## The Maharashtra Minimum Wages Notification (Jan-2024)

**Vide Notification No : G.V./K.V.A./V.B/2024(1)/Work-10, dated 04.02.2024**

As per the notification, The Government of Maharashtra has released the Minimum Wages effective from 1st January 2024. For further information, kindly refer to notification.

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## The Haryana Minimum Wages Notification (Jan-2024)

**Vide Notification No : IRO-2/2024/5377-522, dated 22.02.2024.**

As per the notification, The Government of Haryana has released the Minimum Wages effective from 1st January 2024. For further information, kindly refer to notification.

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## The Kerala Minimum Wages Notification (Dec-2023)

**Vide Notification No : DES/1036/2023-P3(1), dated 12.02.2024**

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. As per the 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 the month of December 2023 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.

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## The Uttarakhand Minimum Wages Notification (Jan 2024) (Engineering Industry)

**Vide Notification No : 301/4-01/07, dated 05.02.2024.**

As per the notification, The Government of Uttarakhand has released the Minimum Wages effective from 01st February 2024 to 01st July 2024. For further information, kindly refer to notification.

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## The Assam Minimum Wages Notification (July 2023) Contract Labour Act 1970.

**Vide Notification No : I/437748/2024, dated 08.02.2024.**

As per the notification, The Government of Assam has released the Minimum Wages effective from 01st July 2023. For further information, kindly refer to notification.

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## Minimum Wages Notification 2024-2025

| State       | Class          | Minimum Wages |               |                |               | With Effect From |
|-------------|----------------|---------------|---------------|----------------|---------------|------------------|
|             |                | Zone I (INR)  | Zone II (INR) | Zone III (INR) | Zone IV (INR) |                  |
| Maharashtra | Highly Skilled | -             | -             | -              | -             | 01-Jan-24        |
|             | Skilled        | 14700         | 14104         | 13508          |               | 01-Jan-24        |
|             | Semi Skilled   | 13924         | 13328         | 12732          |               | 01-Jan-24        |
|             | Unskilled      | 13089         | 12510         | 11896          |               | 01-Jan-24        |
| Haryana     | Highly Skilled | 13942.36      |               |                |               | 01-Jan-24        |
|             | Skilled A      | 12646.12      |               |                |               | 01-Jan-24        |
|             | Skilled B      | 13278.44      |               |                |               | 01-Jan-24        |
|             | Semi Skilled A | 11470.41      |               |                |               | 01-Jan-24        |
|             | Semi Skilled B | 12043.91      |               |                |               | 01-Jan-24        |
|             | Unskilled      | 10924.24      |               |                |               | 01-Jan-24        |

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

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