



TalEzine - July '24 Monthly Edition

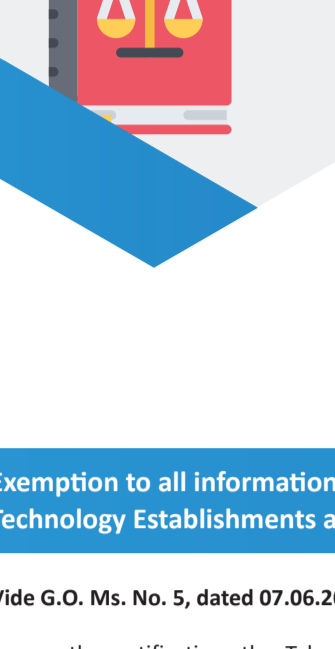
Circular regarding removal of mandatory uploading of the image of cheque leaf attested bank passbook for certain eligible cases in EPF claim.

Vide Circular No: WSU/E-49885 dated 28.05.2024.

As per the circular, the Employee Provident Fund Organisation, with view to facilitate the speedy settlement of claims filed online and reduce the rejection of claims due to the reason of non-uploading of the image of cheque leaf/attested bank passbook while filing claims online, it has been decided with the approval of the CPFC to relax the requirement of mandatory uploading of the image of cheque leaf/attested bank passbook for certain eligible cases based on certain validation which include online verification of the Bank KYC by concerned Bank/NPCI, verification of Bank KYC by the employer using DSC, Seeded Aadhaar Number verified by UIDAI among others. For further information, kindly refer to Circular.



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Circular regarding approval of rate of interest on EPF accumulations for the financial year 2023-2024

Vide Circular No: R-11018/01/2023-SS-II, dated 24.05.2024.

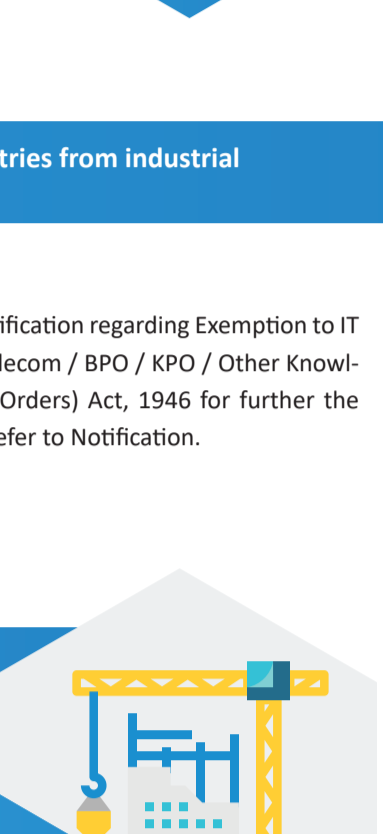
As per the Circular, the Ministry of Labour and Employment directed to refer to EPFO's UO Note No: INV-11/2/2021-INV/155 dated 20.03.2024 on the subject mentioned above and to hereby convey the approval of the Central Government under Para 60(1) of the Employees' Provident Funds Scheme, 1952 for crediting of interest @ 8.25% on EPF accumulations for the financial year 2023-2024 to the account of each member of the Scheme. For further information, kindly refer to Circular.

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Order regarding precautionary measures to be taken during heat wave in Gurugram

Vide Order No.67/FRA dated 31.05.2024.

As per the Order, the Office of the DDMA Gurugram issued precautionary measures to be taken during heat wave in Gurugram. As it is evident, there is an outbreak of severe heat wave in the district Gurugram, which poses a danger to all the casual workers, daily wage labourers, gig workers, house help/domestic maids, delivery boys and construction/open site workers, which are likely to be affected by the heat wave conditions. For further information, kindly refer to Circular.



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Public notice regarding revision of LWF contributions in Maharashtra

Vide Public Notification dated 18.03.2024

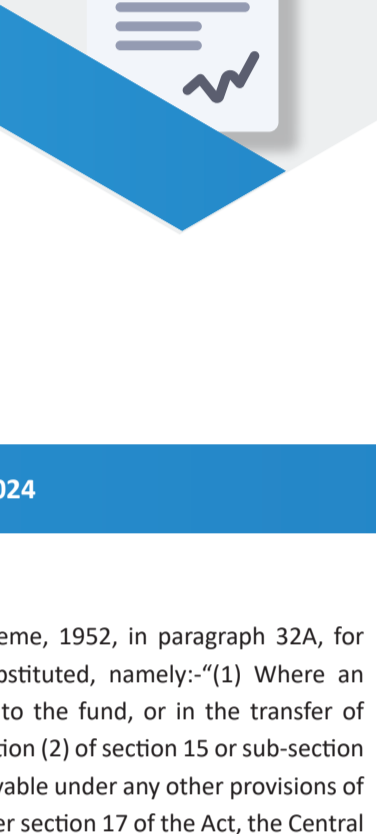
As per the notification, the Labour welfare board of Maharashtra has issued public notice regarding revision of Employee and Employer Contributions rates with effect from 01st June 2024. [Employee Contribution Rate- Rs. 25/-, Employer Contribution Rate- Rs. 75/-and Total -Rs.100/-] for all the establishment falling within the scope of the Maharashtra Labour Welfare Fund Act, 1953 are informed that the sec 6BB (2) of the Act is amended by Maharashtra Act No. 25 dated 18.03.2024. For further information, kindly refer to Notification.

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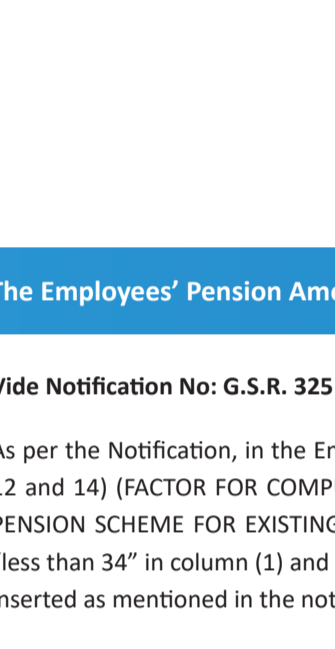
Exemption to all information technology enabled services ITES and Information Technology Establishments act Telangana state

Vide G.O. Ms. No. 5, dated 07.06.2024

As per the notification, the Telangana government has extended the exemption provided to IT and IT-enabled services establishments in the state from certain provisions of the Telangana Shops and Establishments Act, 1988, for a further period of four years with effect from May 30, 2024. For further information, kindly refer to Notification.



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Exemption to IT ITES and other knowledge-based Industries from industrial employment standing orders Act 1946 in Karnataka

Vide Notification No. LD 328 LET 2023, dated 10.06.2024

As per the notification, Government of Karnataka has issued notification regarding Exemption to IT / ITES / Startups/Animation / Gaming / Computer Graphics / Telecom / BPO / KPO / Other Knowledge based Industries from Industrial Employment (Standing Orders) Act, 1946 for further the period of 5 Years in Karnataka. For further information, kindly refer to Notification.

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Notification regarding VDA payable according to the Engineering Wage Board Recommendations

Vide Notification No. St/CPI/Eng. Wage Board/75/Pt., dated 11.06.2024

As per the notification, The Government of Rajasthan has published the Variable Dearness Allowance payable according to the Engineering Wage Board recommendations. For further information, kindly refer to Notifications.



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Circular on discontinuation of covid-19 advances under para 68l of EPS scheme grant of advances in abnormal conditions

Vide Notification No: WSU/2020/Covid-19/Agenda item/1701 dated 12.06.2024.

As per the notification, EPFO has informed that, as Covid-19 is no more pandemic, the competent authority has decided to discontinue the said advance with immediate effect. This will be applicable to the exempted trusts also and accordingly may be intimated to all the Trusts coming under the respective jurisdiction. For further information, kindly refer to Circular.

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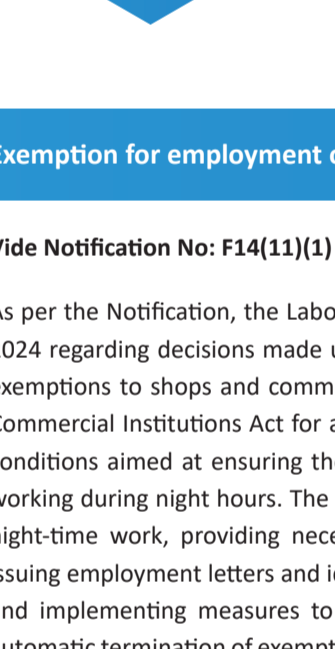
Circular on facilitation of Aadhaar seeding for insured persons ESIC Employees and Pensioners

Vide Circular No: F. No. I-21013/1/2022/ICT-Part-I, dated 13.06.2024.

As per the circular, the Employee State Insurance Corporation, the reference is made to this office letter of even No. dated 08-01-2024 and subsequent correspondence from the Benefit Division concerning the necessity for seeding of Aadhaar for Insured Person (Ips), ESIC employees, and Pensioners. In line facilitating the seamless process of Aadhaar seeding for Ips and their family members, ICT division has devised the provisions in IP Portal, Employer Portal, ESIC Staff and "AAA+" Mobile App. For further information, kindly refer to Circular.



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The Employees provident funds amendment scheme 2024

Vide Notification No: G.S.R. 329 (E) dated 14.06.2024.

As per the notification, the Employees' Provident Funds Scheme, 1952, in paragraph 32A, for sub-paragraph (1), the following sub-paragraph shall be substituted, namely:- "(1) Where an employer makes default in the payment of any contribution to the fund, or in the transfer of accumulations required to be transferred by him under sub-section (2) of section 15 or sub-section (5) of section 17 of the Act or in the payment of any charges payable under any other provisions of the Act or Scheme or under any of the conditions specified under section 17 of the Act, the Central Provident Fund Commissioner or such officer as may be authorised by the Central Government by notification in the Official Gazette in this behalf, may recover damages from the employer at the rate of one per cent. of the arrear of contribution per month or part thereof. For further information, kindly refer to Notification.

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The Employees' Pension Amendment Scheme 2024

Vide Notification No: G.S.R. 325 (E) dated 14.06.2024.

As per the Notification, in the Employees' Pension Scheme, 1995, in the "Table B"(See Paragraphs 12 and 14) (FACTOR FOR COMPUTATION OF PAST SERVICE BENEFIT UNDER THE CEASED FAMILY PENSION SCHEME FOR EXISTING MEMBERS ON EXIT FROM THE EMPLOYMENT), after the entry "less than 34" in column (1) and the corresponding entry "13.173" in column (2), the data shall be inserted as mentioned in the notification. For further information, kindly refer to Notification.



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The Employees' Pension Second Amendment Scheme 2024

Vide Notification No: G.S.R. 326 (E) dated 14.06.2024.

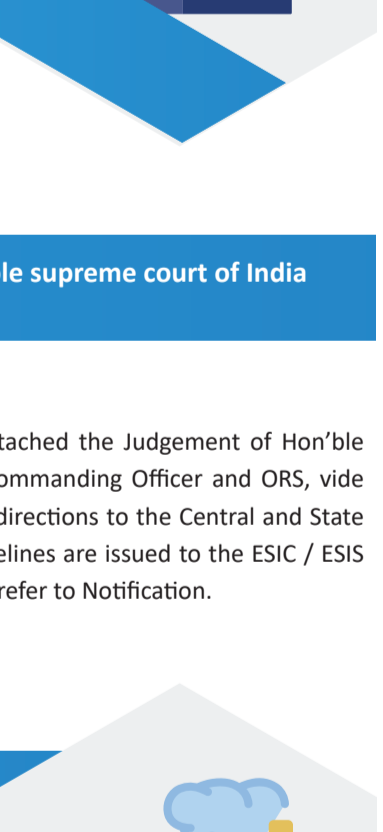
As per the Notification, in the Employees' Pension Scheme, 1995, for Table-D,(RETURN OF CONTRIBUTION ON EXIT FROM THE EMPLOYMENT), SHALL BE SUBSTITUTED STARTING MONTHS OF SERVICE AND PROPORTION OF WAGES AT THE EXIT) the data shall be inserted as mentioned in the notification. For further information, kindly refer to Notification.

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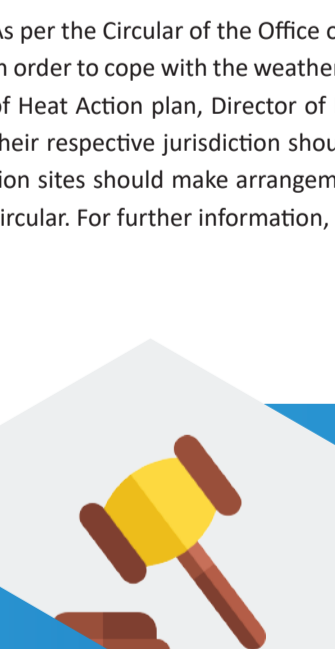
The Employees' Pension Third Amendment Scheme 2024

Vide Notification No: G.S.R. 327 (E) dated 14.06.2024

As per the Notification, the Employees' Pension Scheme, 1995, in paragraph 5, for sub-paragraph (1), the following sub-paragraph shall be substituted, namely:- "(1) Where an employer makes default in the payment of any contribution to the Employees' Pension Fund, or in the payment of any charges payable under any other provisions of the Act or the Scheme, the Central Provident Fund Commissioner or such officer as may be authorised by the Central Government by notification in the Official Gazette in this behalf, may recover damages from the employer at the rate of one per cent of the arrear of contribution per month or part thereof." For further information, kindly refer to Notification.



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The employees deposit linked Insurance amendment Scheme 2024

Vide Notification No: G.S.R. 330 (E) dated 14.06.2024.

As per the Employees' Deposit Linked Insurance Scheme, 1976, in paragraph 8A, for sub-paragraph (1), the following sub-paragraph shall be substituted, namely:- "(1) Where an employer makes default in the payment of any contribution to the Insurance Fund, or in the payment of any charges payable under any other provisions of the Act or the Scheme, the Central Provident Fund Commissioner or such officer as may be authorised by the Central Government by notification in the Official Gazette in this behalf, may recover damages from the employer at the rate of one per cent of the arrear of contribution per month or part thereof. For further information, kindly refer to Notification.

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Notification of the building and other construction disabled assistance grant scheme 2024

Vide Notification No: BSKMM-2024-1545, dated 14.06.2024.

As per the notification, in a significant move towards inclusivity, the Madhya Pradesh Building and Other Construction Workers Welfare Board has launched the "Building and Other Construction Disability Assistance Grant Scheme, 2024." Effective April 1, 2023, this scheme aims to assist disabled construction workers by providing grants for essential equipment such as motorized tricycles. Eligibility hinges on possessing a Unique Disability ID (UDID) with a disability of 40% or more, along with valid identity cards and registration with the Board. This notification was published on June 14, 2024. For further information, kindly refer to Notification.



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Assistance to members/beneficiaries in filling pension claims at PRO in EPFO

Vide Notification No: E-File No.763539/1902 Dated 21.06.2024.

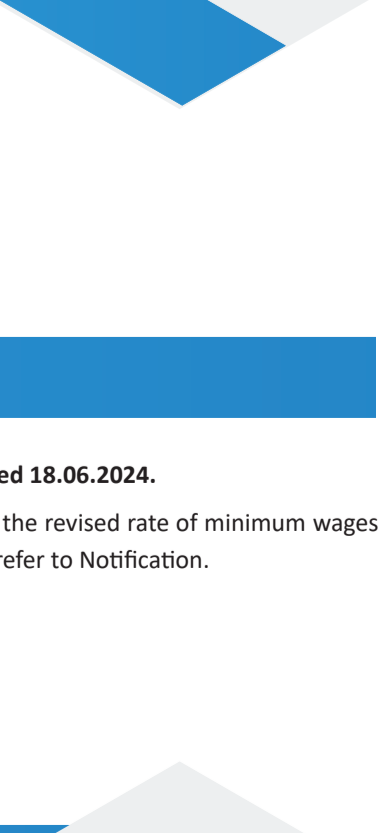
As per the notification, the Employee Provident Fund Organisation has issued Web circulation circular Assistance to members/beneficiaries in filling pension claims at PRO. For further information, kindly refer to Notification.

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Exemption for employment of women during night shift in Rajasthan

Vide Notification No: F14(11)(1) Labour/law/2017/4863607 dated 20.06.2024

As per the Notification, the Labour Department of Rajasthan issued a notification on 19th March 2024 regarding decisions made under the Industrial Disputes Act. The notification grants certain exemptions to shops and commercial establishments registered under the Rajasthan Shops and Commercial Institutions Act for a period of three years. These exemptions are subject to specific conditions aimed at ensuring the safety and well-being of female employees, particularly those working during night hours. The conditions include obtaining consent from female employees for night-time work, providing necessary safety measures for travel and workplace environment, issuing employment letters and identity cards, offering restrooms and lockers for women workers, and implementing measures to prevent sexual harassment. The notification also outlines the automatic termination of exemptions and the liability of employers in case of violation of the specified conditions. For further information, kindly refer to Notification.



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Exemptions to keep shops and commercial establishments closed for one day in a week in Rajasthan

Vide Notification No: F14(11)(1) Labour/law/2017/ 4863577 dated.

As per the notification, the Rajasthan Government issued notification dated 02nd May, 2024, specifically focusing on the decisions given under the Industrial Disputes Act by the Labour Department. The notification pertains to the Rajasthan Shops and Commercial Establishments Act, 1958. It grants certain exemptions and provisions to the shops and commercial establishments registered under the Act. These provisions include granting employees one day off per week on a rotation basis, limiting the daily and weekly working hours, ensuring payment of wages as per the Payment of Wages Act, providing appointment letters to all employees, and stipulating that the exemption applies to shops and commercial establishments under all sections of the Employees Act. For further information, kindly refer to Notification.

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Extension of medical benefits to insured persons families in Uttarakhand

Vide Notification No: N-17011/1/UK/2024-P&G dated 18.06.2024.

As per the Notification, 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 1st of April, 2024 as the date from, which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of districts namely (1) Almora (2) Bageshwar (3) Chamoli (4) Champawat (5) Pithoragarh (6) Rudrapur (7) Uttarkashi in the state of Uttarakhand. For further information, kindly refer to Notification.

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Mandate to publish on online dashboard in public domain under EODB

Vide Notification G.O. RT. NO. 340, dated 21.06.2024.

As per the Notification the government of Telangana hereby instructed the Director of Labour, Director of Factories and Director of Boilers to develop and reform no.167 communicated by their respective websites covering the following features, in terms of letter no.167 communicated by the EODB Team of Industries department. Mandate to publish an online dashboard in public domain with following features i. Clearly publish the data on number of applications received and granted, and the time taken and fee incurred to grant approvals/certificate ii. Highlight that the dashboard is updated preferably on real time or updated regularly (daily/weekly/fortnightly/monthly). Date and time of modification may be mentioned. The dashboard should cover all the acts. For further information, kindly refer to Notification.

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Notice regarding declaration of public holiday due to bye elections for various constituencies in west-bengal

Vide Notification No: Labr/579/(20/117)/(LC-IR) dated 19.06.2024.

As per the notification, the Government of West Bengal has announced public holiday due to bye elections to WB LA from 25 – Rajgan, 90 – Ranaghat Dakshin (SC), 94 – Bagda (SC) & 167 – Manikata Assembly Constituency, 2024 in the state of west Bengal is going to be held on 10.07.2024(Wednesday). For further information, kindly refer to Notification.

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Circular regarding compliance of the order of honourable supreme court of India provisions of the HIV Act in ESIC

Vide Circular No: U-12011/3/2022-Med-I dated 25.01.2024.

As per the notification, the Employee State Insurance has attached the Judgement of Hon'ble Supreme Court of India, Civil Appeal No. 7175 of 2021, Vs Commanding Officer and ORS, vide which the Hon'ble Supreme Court of India has issued certain directions to the Central and State Governments. In r/o of the above-mentioned judgement guidelines are issued to the ESIC / ESIS Hospitals for strict Compliance. For further information, kindly refer to Notification.

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Circular regarding precautionary measures to be taken in lieu of heat wave in Delhi

Vide Notification No: F.No.15(11)/Lab/2019/1039-1041 dated 27.05.2024

As per the Circular of the Office of the Commissioner (Labour) Labour Department, GNCT of Delhi, in order to cope with the weather conditions and as effective strategy to tackle the situation and as of Heat Action plan, Director of Industrial Safety, Electrical Inspectorate, all District In-Charges in their respective jurisdiction should ensure that all the establishments/Factories/Shops/Construction sites should make arrangement and take precautions at the work place as mentioned in the circular. For further information, kindly refer to Notification.

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The Gujarat private security agencies regulations rules 2024

Vide Notification No: GG/68/2024/SB-I/JSA/102010/1082, dated 20.06.2024.

As per the Notification, the Government of Gujarat has issued Notification of the Gujarat Private Security Agencies (Regulations) Rules, 2024. In exercise of the power conferred by sub-section (1) of section 25 read with section 11 of the Private Security Agencies (Regulation) Act, 2005 (29 of 2005) and in supersession of the Gujarat Private Security Agencies Rules, 2007, except as respects things done or omitted to be done before such supersession, the Government of Gujarat, hereby makes the rules namely Gujarat Private Security Agencies (Regulations) Rules, 2024. For further information, kindly refer to Notification.

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The rights of person with disabilities amendment rules 2024

Vide Notification No: G.S.R. 334(E) dated 22.03.2024.

As per the Notification, MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT, in exercise of the powers conferred by sub-sections (1) and (2) of section 100 of the Rights of Persons with Disabilities Act, 2016 (49 of 2016), the Central Government hereby makes the rules further to amend the Rights of Persons with Disabilities Rules, 2017. These rules may be called the Rights of Persons with Disabilities (Amendment) Rules, 2024. n The Rights of Persons with Disabilities Rules, 2017, in rule 15, in sub-rule (1), after clause (E), the following clause shall be inserted, "(m) Accessibility Standards and Guidelines for MHA Specific Built Infrastructures & Associated Services for Police Stations, Prisons & Disaster Mitigation Centres, as specified in the notification of the Ministry of Home Affairs, Government of India vide notification number F. No. I-34020/187/2020-Coord.I., dated the 2nd January, 2024". For further information, kindly refer to Notification.

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The madhyapradesh minimum wages vda notification april 2024 revised

Vide Notification No: WP.10772/2024, F.WP.9401/2024, dated 21.04.2024.

The Government of Madhya Pradesh vide, has issued revised minimum wages with effect from 01st April 2024. (With reference to the Petition no. by High Court, Division Bench Indore. In WP.10772/2024 and WP.9401/2024 etc. dated 21st May, the Minimum wage rates including variable dearness allowance for workers w.e.f. 01/04/2024 in view of the moratorium order passed on 2024). For further information, kindly refer to Notification.

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The Kerala minimum wages CPI notification April 2024

Vide Notification No: No.DES/1251/2024-P3(1), dated 10.06.2024.

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. As per the Notification No.DES/1251/2024-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 April 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.

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The Goa minimum wages notification April 2024

Vide Notification No: CLE/PA/MWA-VDA(10)/2016/2947 dated 18.06.2024.

As per the Notification, the Government of Goa has published the revised rate of minimum wages with effect from 01 April 2024. For further information, kindly refer to Notification.

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The madhyapradesh minimum wages vda notification for slate pencil manufacturing printing house agricultural beedi and agarbathi april 2024

Vide Notification No: 6/11/Nov/Five/2024/15817-16066, dated 24.05.2024.

As per the notification, The Government of Madhya Pradesh has issued revision of Minimum Wages and VDA Notification for (Slate Pencil manufacturing, Printing house, Agricultural, Beedi and Agarbathi) with effect from 01st April 2024. For further information, kindly refer to Notification.

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The chhattisgarh minimum wages notification october 2024

Vide Notification No: Eight/New/Way/Sr.a/2024/3302, dated 24.05.2024.

As per the notification, the Government of Chhattisgarh has released revision of minimum wages and VDA with effect from 01st April 2024. For further information, kindly refer to Notification.

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State	Class	Minimum Wages 2024				
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	With Effect From
Goa	Skilled	16978.00	16848.00			1st April 2024
	Semi Skilled	15548.00	15418.00			
	Unskilled	13962.00	13832.00			

Payroll

Staffing

Compliance

HRMS

Recruitment

Start-up Solutions

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Sources:

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



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