



TalEzine - DECEMBER 2024

MONTHLY JOURNAL



Notification regarding minimum wages for various industries in Tamil Nadu

The Government of Tamil Nadu Vide No.42 has issued Notification regarding minimum wages for various industries.

Vide notification No: 42, dated 23.10.2024



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Notification regarding VDA for workers in Vacuum Pan sugar Mills in Uttar Pradesh(Oct 2024)



Announcement of variable dearness allowance for workers in UP sugar mills based on average CPI index from May-July 2024, effective from October 1, 2024. Hence the price index for the months of May, 2024, June, 2024 and July, 2024 are 9196.81, 9295.41 and 9380.85 points respectively, its average comes to 9291 points. Therefore, variable dearness allowance at 9291 points is admissible to all the workers working in vacuum pan sugar mills of Uttar Pradesh state from 01 October, 2024 to 31 December, 2024.

Vide Letter No. 20248-52/IR(SO(8)/2024, dated 15.10.2024

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Notification regarding minimum wages for employment in Agriculture in Madhya Pradesh

The revised wage rate for the employees and laborers employed in the notified 67 scheduled employment such as planning in power plant, employment in steel plant, employment in sponge iron, employment in rolling mill, employment in casting industry industries, cement factory, employment in security guard Planning in building and other construction work, employment in stone crushing, stone crusher and crusher, employment in brick kiln from October 01, 2024, to March 31, 2025

Vide No.2/11/INV/5/2024/32034, dated 23.10.2024



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Circular regarding Rationalization of Regional Offices under Bengaluru Zone along with opening of two (02) new offices in EPF

The Employees Provident Fund Organization has accorded approval for the rationalization of big regional offices. The redistribution of officers and employees among the regional offices is to be done in proportion to the workload in such a manner that total sanctioned strength remains the same for now. The list of regional offices, their jurisdictions, pin code distribution, etc.

Vide HRD/50/2023/RationalisationofBigoffices/Bengaluru/1129, dated 25.10.2024



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Letter regarding submission of Annual Report under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013



It is to inform you that as per decision of the District Officer, POSH Act, 2013, Gurugram every Govt. & Non-Govt. organization has to submit their annual report as per calendar about cases of harassment in the workplace (Every year a notice/Checklist) is being circulated to all Govt. & Non-Government Organization, Gurugram is available at www.gurugram.gov.in, in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 by 28th February of every year.

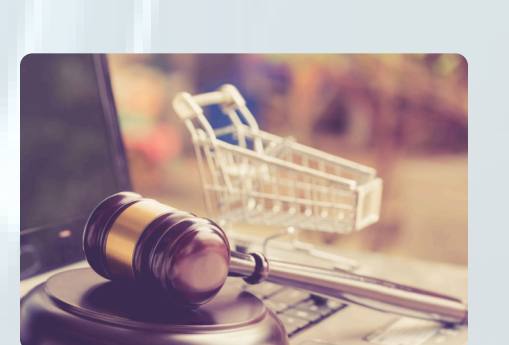
It is also intimated that a penalty of Rs. 50,000 on every employer will be levied, who fails to submit the annual report timely. In case of non-compliance, strict action will be initiated against the organization as per POSH Act.

Vide Notification No: 2457, dated 04.11.2024

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Circular regarding online submission of cash benefit claims (SB and others and Maternity Benefit Claims) by the IP through Portal

The Employees State Insurance Corporation has issued circular regarding online submission of cash benefit claims (SB and others and Maternity Benefit Claims) by the IP through Portal. It was intimated that online modules for submission of maternity benefit claims and SB and other benefits claims through IP Portal have been deployed and it was requested to direct Branch Office Managers to facilitate the IPs visiting their respective Branch Offices in filing online claims so that offline/ physical claim submission can be eliminated.



Vide File No. N-11012/5/2023-BFT-II-Part(1); dated 05.11.2024

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Order regarding declaration of rate of fines for renewal of licenses - Industries, Factories, Trades and Entrepreneurial Activities and Other Services in Kerala



The Government of Kerala has issued Order regarding declaration of rate of fines for renewal of licenses - Industries, Factories, Trades and Entrepreneurial Activities and Other Services (Malayalam Version).

Vide S.U(Sadha) No.2226/2024/LSGD; dated 16.11.2024

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Notification of the Employees' Deposit-Linked Insurance (Second Amendment) Scheme, 2024

The Ministry of Labour and Employment has issued Notification of the Employees' Deposit-Linked Insurance (Second Amendment) Scheme, 2024 and shall come into effect on 28th April 2024. The major change is related to the benefit amount payable to the nominees in case of the death of a member.

Vide G.S.R. 715 (E), dated 19.11.2024



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Notification regarding implementing various Labour laws for Welfare and Social Security of the workers in West Bengal

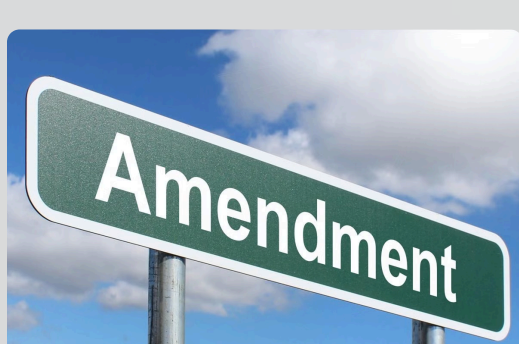


The Government of West Bengal has released Notification regarding implementing various Labour laws for Welfare and Social Security of the workers and their family and the laws provide for adjudication of industrial disputes/cases to remove the causes of friction between the employer and worker in day-to-day working of the establishment.

Vide No:LABR/562/23099/17/2023(LITECIEC); dated 19.11.2024

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Notification of the Rajasthan Private Security Agencies Regulation Amendment Rules, 2024



The Government of Rajasthan Vide G.S.R.76, has issued Notification of the Rajasthan Private Security Agencies Regulation Amendment Rules, 2024. Application in Form-I shall be submitted, with fees as specified in sub-section (3) of section 7 of the Act, online through the Private Security Agency Licensing Portal (PSARA) to the Controlling Authority

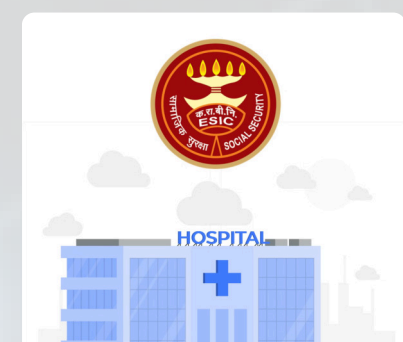
Vide G.S.R.76; dated 20.11.2024

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Office Memorandum regarding Qualitative, effective and timely resolution of Public Grievances at various field offices and feedback from Insured Persons thereon in ES

It has been observed that public grievances taking long time for disposal by few field offices, and being disposed of without qualitative resolution. The Employees State Insurance Corporation has released Office Memorandum regarding Qualitative, effective and timely resolution of Public Grievances at various field offices and feedback from Insured Persons thereon.

Vide No. C-12012/54/2021-PG; dated 21.11.2024



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Circular regarding UAN Activation and Seeding Bank Account with Aadhaar for availing the benefits under ELI Scheme



The Union Ministry of Labour and Employment (MoLE) has directed the Employees Provident Fund Organization (EPFO) to ensure that UAN activation via Aadhaar based (One-Time Password) OTP is carried out for new joiners who joined in the Financial Year 2024-25 (April 2024) so that the benefits of Employment Linked Incentive (ELI) Scheme can be seamlessly passed.

Vide No. ELI/UANActivation/2024; dated 22.11.2024

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Notification regarding minimum wages for employment of Medical Shop Sector in Kerala

The Government of Kerala on November 26, 2024, issued a notification regarding the revision of the minimum rates of wages for employees working in Medical Shops. The revision follows consultations with the Minimum Wages Advisory Board and considers objections and suggestions from the public.

Vide S. R. O. No. 1085/2024; dated 26.11.2024



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Notification regarding provide Maternity benefits to all female members registered under various Boards in Kerala



The Kerala Government issued a significant notification on November 26th 2024, regarding the **Maternity Benefit Scheme** administered by the **Labour and Skills Department**, which will now require beneficiaries to link their Aadhaar for seamless service delivery. This move is intended to simplify the process, reduce delays, and ensure that maternity benefits reach eligible women directly and efficiently.

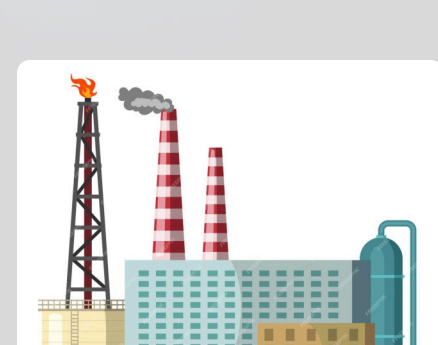
Vide S. R. O. No. 1083/2024; dated 26.11.2024

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Notification of the Kerala Factories (Amendment) Rules, 2024

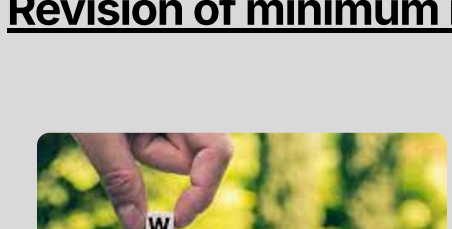
The Government of Kerala has issued Notification of the Kerala Factories (Amendment) Rules, 2024. Amendment of the Rules.- In the Kerala Factories Rules, 1957,- In sub rule (5) of rule 7, for the figures and words "5 years", the figures and words "10 years" shall be substituted.

Vide S. R. O. No. 1093/2024; dated 27.11.2024



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Revision of minimum rates of wages Employment in Automobile Workshops



The Government of Tamil Nadu No. 44, has released Notification regarding Revision of minimum rates of wages for employment in automobile workshops.

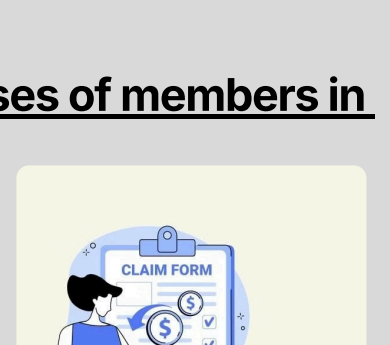
Vide No. 44; dated 06.11.2024

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Circular on Settlement of physical claims without seeding of Aadhaar for certain classes of members in EPF

The Employees Provident Fund Organization has issued Circular on Settlement of physical claims without seeding of Aadhaar for certain classes of members.

Vide WSU/2020/Claim Settlement without UAN-clarification/8726; dated 29.11.2024



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COMPLIANCE

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Sources:

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

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