



TalEzine - June'21 Monthly Edition

Notification On Mandatory Seeding Of Aadhaar Number For Filing Of ECR

Vide Notification No: BKG-27/7/2020-G/Pt.f1e

As per the notification, Employees' Provident Fund Organization has directed that the employers shall be allowed to file the ECR only for the UANs seeded with Aadhaar w.e.f. 1st June 2021. The Employers are asked to ensure the Aadhaar seeding in respect of all the contributory members to enable them to avail uninterrupted services of the EPFO and to avoid any inconvenience. Please refer to the notification for more details

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Tamil Nadu Government announced a further extension of Lockdown offers Some Relaxation

Vide Notification No: DIPR, P.R .229

As per the notification, The Tamil Nadu government has announced extended the ongoing lockdown for another week till 6 am on 14 but offered some relaxations. Curbs have been further eased in state capital Chennai while already permitted activities will continue. The state's chief minister M K Stalin said that 11 districts - Coimbatore, Nilgiris, Tiruppur, Erode, Salem, Karur, Namakkal, Thanjavur, Tiruvarur, Nagapattinam and Myladuthurai - still have high rate of infections but certain relaxations have been offered to these districts as well to help people.

The new guidelines mandate:

- 1) Standalone vegetable, fruits, fish and meat shops to function between 6 a.m. to 5 p.m.;
- 2) Vegetable, flower and fruit vendors on pavement can function between 6 a.m. and 5 p.m.;
- 3) Slaughter houses will be permitted for wholesale businesses only.
- 4) Government offices can function with 30 per cent staff strength; -Only 50 tokens will be issued at sub-registrar offices; -Only 50 per cent workers are allowed in match box factories In the case of other districts apart from the above the following services are allowed with relaxations:
- 5) Private housekeeping services will be allowed with e-pass; -Electricians, plumbers, carpenters, motor technicians and other self-employed persons will be allowed to function between 6 a.m. and 5 p.m. with e-pass;
- 6) Shops selling electrical goods, hardware, automobile components, book, stationery items, automobile service stations (not sales showrooms) can function between 6 a.m. and 5 p.m.;
- 7) Cycle and two wheeler mechanic shops can function between 6 a.m. and 5 p.m.;
- 8) Taxis with three passengers other than driver and autrickshaws with two passengers can ply with e-pass. Please refer the Press release for more detail.

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Enforcement Of Provisions Towards ESIC In Districts Of West Bengal

Vide Notification No: S.O. 1950 E

As per the notification, ESIC has implemented the provisions of Chapter IV (Contribution), Chapter V (Benefits), Chapter VI (Adjudication of Disputes and Claims) in all the areas of the Alipurduar, Cooch Behar, Kalimpong, North Dinajpur, Purulia, and South Dinajpur Districts in the State of West Bengal. Please refer to the notification for more details

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ESIC Circular On Collection Of AADHAR For Beneficiaries or Insured Persons

Vide Circular No: P-11/14/11 Rules/2020-BFT II

As per the circular, ESIC has instructed all regional offices that the requirement of AADHAR for availing benefits may not be mandatory till the provisions of The Social Security Code, 2020 is implemented. Therefore, AADHAR will be collected after making changes in the modules of project Panchdeep are completed. Please refer circular for details

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Further Extension Of Due Date For Renewal Of Trade License Without Penalty In The State Of Kerala

Vide Notification No: 1016/2021/L.G. D

As per the notification, Government of Kerala vide notification no. has notified that due to the circumstances of COVID 19, the last date for renewal of validity period of trade license for commercial and industrial establishments for the year 2021-22 has been extended from 20th March 2021 to 31st August 2021. Please refer to the notification for more details

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Circular On Mandatory Registration Of Inter-State Migrant Worker In Delhi

Vide Circular No: F.No. PA/Add.LC/Lab/2021/499

As per the circular, The Government of Delhi has directed all principal employers employing (or have employed during last 12 months) the workers through outsourcing are required to mandatorily register with Labour Department through the e-district portal of Govt of NCT of Delhi on the link: <https://edistrict.delhigovt.nic.in>. The circular also directs contractors to issue passbook for interstate migrant workmen. Therefore, the circular states that principal employers and contractors shall strictly follow the circular and the non-following of the circular will attract legal action as mentioned in the Act. Please refer to the circular for more details

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ESI Contribution Due Date Extended For The Month Of April 2021

Vide Notification No: p-11/14/Misc./1/2019-Rev-II

As per the notification, The ESIC keeping in view of pandemic and second wave of Coronavirus (COVID-19), has extended the ESI contribution for the month of April 2021 from 15th May 2021 to 15th June 2021. Please refer to the notification for more details

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Telangana Government Directive To Pay Wages To Employees Of Private Establishments During Lockdown Period

Vide Notification No: G.O.MS.No.102

As per the notification, The Government of Telangana has imposed lockdown in all parts of the State from 10. am to 6.00 am of the following day for a period of ten days' subject to conditions and restriction. The regulation and measures also provide that all government, as well as private establishments, shall make payment of wages/ salaries fully to the workers/ employees including those working under contract and outsourcing basis during the above period. Any violation will be viewed seriously and will invite penal action under the relevant Act(s). Please refer to the notification for more details

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Extension Of Due Date For Furnishing Of Integrated Returns Under Various Labour Laws In Telangana

Vide Notification No: G.O.Rt.No.248

As per the notification, The Government of Telangana has extended the date of furnishing of integrated returns for 2020-21 and herein fixed the date of furnishing returns on 30th June 2021 as a one-time measures in view of the Second wave of COVID-19 situation in the State under various labour laws,

- (1) The Contract Labour (Regulation And Abolition) Act, 1970,
- (2) The Telangana Shops And Establishments Act, 1988,
- (3) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979,
- (4) The Minimum Wages Act, 1948
- (5) The Payment Of Wages Act, 1936
- (6) The Motor Transport workers act 1961
- (7) The Building And Other Construction Workers (Regulation Of Employment And Conditions Of Service) Act, 1996
- (8) The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
- (9) The Telangana Factories And Establishments (National, Festival And Other Holidays) Act, 1974
- (10) The Factories Act, 1948,
- (11) The Industrial Disputes (Central) Rules, 1957
- (12) The Building And Other Construction Workers Welfare Cess Act, 1996
- (13) The Payment Of Bonus Rules, 1975
- (14) The Payment of Gratuity Act, 1972
- (15) Maternity Benefit (Mines & Circus) Rules, 1963. Please refer to the notification for more details

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Extension Of Working Hours For Factories In Maharashtra

Vide Notification No: 3620/1

As per the notification, The Government of Maharashtra has exempted provisions of Section 51 (Weekly Hour), Section 52 (Weekly Holidays), Section 54 (Daily Hour), Section 56 (Spread over Hours) for factories in Maharashtra till 30th June 2021 subject to aforesaid conditions, 1. Overtime pay should be paid at double the normal rate 2. It is the responsibility of the occupier to ensure that changes in worker's working hour do not affect their safety with reference to chemicals or other hazardous factories 3. The working hours in a day should not exceed twelve-hour 4. Working hour on any day should not exceed thirteen hours including rest time 5. The total working hour in any week should not exceed sixty hours 6. No workers should be given continuous overtime work for seven days in a row. Also, overtime hours in a quarter should not exceed one hundred fifteen hours 7. The occupier of the factory should take all necessary precautions to prevent the spread of coronavirus 8. There should be a safe distance between the two workers during the manufacturing process in the factory and the use of the mask is mandatory always 9. The occupier of the factory must take all necessary precautions to prevent the spread of the coronavirus 10. The said relaxation should be deemed to be as specified in Section 64 of the Factories Act 1948 till June 30, 2021. Hence, employers having their factories in the state of Maharashtra registered under the Act may avail the benefit of extended working hours allowed at their factories in adherence to the specific instruction issued hereinabove including payment of overtime wages. Please refer to the notification for more details

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Extension Of Working Hours For Factories In Himachal Pradesh

Vide Notification No: Shram(A)4-3/2017

As per the notification, The Government of Himachal Pradesh has exempted all factories registered under The Factories Act, 1948 in the state of the provisions of Section 51 (Weekly Hour), Section 54 (Daily Hour), Section 55 (Interval Of Rest), Section 56 (Spread over) for a period of three months from the date of publication of the notification subject to below mentioned conditions,

- (1) No Adult workers shall be allowed or required to work in the factory more than twelve hours in a day and seventy-two hours in a week
- (2) The periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed six hours and that no workers shall work for more than six hours before he had an interval for rest at least half an hour
- (3) Wages in respect of increased working hour as a result of this exemption shall be in proportion to the existing Minimum Wage fixed by the Government of Himachal Pradesh under Minimum Wage Act 1948
- (4) Provision of the Over Time under section 59 of the Act shall continue to apply without any change. Hence, employers having their factories in the state of Himachal Pradesh registered under the Act may avail the benefit of extended working hours allowed at their factories in adherence to the specific instruction issued hereinabove including payment of overtime wages. Please refer to the notification for more details

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Appointment Of Effective Date Of Section 142 of Code On Social Security, 2020

Vide Notification No: 1603

As per the notification, The Government of India has appointed the 3rd day of May 2021 as the date on which the provisions of section 142 of the Code on Social Security, 2020 shall come into force. As per the notification, the Government has made Aadhaar mandatory as identity proof for all employees and workers, including organized and unorganized workers, to avail social security benefits with effect from May 3rd in order to prevent the misuse of the benefit being given to workers or employees with a fake identity. Section 142 of the Code on Social Security, 2020 provides that the employees or unorganized workers shall, to register as beneficiaries for social security benefits or avail other social security services, establish his identity or, as the case may be, the identity of his family members or dependants through Aadhaar number. The Aadhaar registration is mandatory for all workers and employees seeking social security benefits from the government in either kind or cash. These would also include medical and sickness benefits, pension, gratuity, maternity benefit, or any other benefit or withdrawal of fund. Further, Aadhaar registration will also be mandatory for availing services of the career centre or receiving any payment or medical attendance as the insured person himself or for his dependents. Please refer to the notification for more details

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ESIC On Medical Care Benefits And Relief During COVID-19 Pandemic

Vide Notification No: F. No. E-13/12/5/2021-ER

As per the notification, The ESIC has introduced medical care and relief to its beneficiaries during COVID-19 pandemics. As per the press release, (1) The insured person can claim sickness benefits for the period of abstinence. The sickness benefit is paid at 70 per cent of daily wage for ninety-one days, (2) The insured person during the period of unemployment may avail relief under Atal Beemit Vyakti Yozana Scheme under fifty per cent average per day earning for a maximum of ninety days. (3) The insured person during retrenchment or closure under The Industrial Dispute Act, 1947 may claim unemployment allowance for a period of two years (4) In any case of unfortunate demise of Insured Person, funeral expenses of Rs.15000 are paid to eldest surviving members of his family. Please refer to the notification for more details

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Telangana has extended the due date for filing integrated returns under various labour laws

Vide Notification No: G.O Rt.No.248

As per the notification, The State Government of Telangana has extended the date of furnishing of the Integrated Returns for 2019-20 by 2 months, that is till 30.06.2020 as a onetime measure.

The Labor laws which are under the scope of consolidated/integrated returns are stated below:

- (1) Contract Labour (Regulation & Abolition) Act, 1970 and Telangana Contract Labour (Regulation and Abolition) Rules, 1971;
- (2) Inter State Migrant workers' (Regulation of Employment) Act, 1979 and Telangana
- (3) Inter-State Migrant Workmen (Regulation of Employment and Condition of Service) Rules, 1982;
- (4) Minimum Wages Act, 1948 and Telangana Minimum Wages Rules, 1960;
- (5) Payment of Wages Act, 1936 and Telangana Payment of Wages Rules, 1938;
- (6) Motor Transport Workers Act, 1961 and Motor Transport Workers Rules, 1963;
- (7) Building and Other Constructions Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Telangana Building and Other Constructions Workers (Regulation of Employment and Conditions of Service) Rules, 1999;
- (8) Beedi and Cigar Workers (Condition of Employment) Act, 1966 and Telangana Beedi and Cigar Workers (Conditions of Employment) Rules, 1968;
- (9) Telangana Shops and Establishments Act, 1988 and Telangana Shops and Establishments Rules, 1990;
- (10) Factories Act, 1948 and Telangana Factories Rules, 1950;
- (11) Industrial Disputes (Central) Rules, 1957;
- (12) Building and Other Construction Workers Welfare Cess Act, 1996 and Building and Other Construction Workers Welfare Cess Rules, 1998;
- (13) Payment of Bonus Rules 1975
- (14) Payment of Gratuity Act, 1972
- (15) Maternity Benefit (Mines & Circus) Rules, 1963. Please refer to the notification for more details

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Notification for Employers On Termination And Reducing Wages Of Employees During COVID 19 Curfew In Karnataka

Vide Notification No: 158/PNR/2020

As per the notification, The Government of Karnataka has requested all employers not to terminate and reduce their employees' wages during the Covid-19 curfew imposed in Karnataka. Please refer to the notification for more details.

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EPFO Allows Its Members To Avail Second COVID-19 Advance

Press Release No: 1723083

As per the Press Release, The Ministry of Labour and Employments has allowed members of EPFO to avail second non-refundable COVID-19 advance to support its subscribers amidst second wave of the pandemic. The provision for special withdrawal to meet the financial need of members during pandemic was introduced in March 2020, under Pradhan Mantri Garib Kalyan Yojana (PMGKY) which provided non-refundable withdrawal to the extent of the basic wages and dearness allowances for three months or up to 75% of the amount standing to member's credit in the EPF account, whichever is less. Further, EPFO has deployed a system driven auto claim settlement process in respect of all such members whose KYC requirements is complete in all respect. Auto-mode settlement enables EPFO to reduce the claim cycle to three days as against the statutory requirement to settle the claims within twenty days. Please refer to the press release for more details.

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Enforcement Of Medical Benefits In Districts Of Tripura

Vide Notification No: N-16/2/Tripura/2017-P&D

As per the notification, The ESIC has extended medical benefits with effect from 01 April 2021 to the families of all insured persons in the entire area of Khowai, South Tripura and Unakoti districts in the State of Tripura. Please refer to the notification for more details.

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Order On Further Extension Of Payment Of Enrolment Tax Under The Karnataka Tax On Professions, Trades, Callings And Employments Act, 1976

Vide Notification No: FD 02 CPT 2021

As per the notification, The Government of Karnataka has further extended the due date of payment of enrolment tax from 30th May 2021 to 30th June 2021 due to the continuation of tough measures regarding Covid-19. Please refer to the notification for more details

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Enforcement Of Provisions Towards ESIC In Erode Districts Of Tamil Nadu

Vide Notification No: S.O. 2068(E)

As per the notification, ESIC vide notification has implemented the provisions of Chapter IV (Contribution), Chapter V (Benefits), Chapter VI (Adjudication Of Disputes and Claims) in the entire area of Erode District in the State of Tamil Nadu, in addition to the already implemented area in the said District. Please refer to the notification for more details.

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Registration Of Establishment Under Delhi Shops & Establishments Act Integrated With Ministry Of Corporate Affairs SPICE+ Portal

Vide Notification No: PA/Addl.LC/Lab/2021/1859

As per the notification, The Ministry of Corporate Affairs, under Easy of Doing Business has "developed a single window facility for incorporation of a new company and other different services including issuance of PAN, TAN, ESIC No, Bank Account, Professional Tax registration, GSTIN etc. on "SPICE+" portal. Now, Government of Delhi has directed that Ministry Of Corporate Affairs "SPICE+" portal is now integrated with the registration portal of "Delhi Shops & Establishments" and any new company seeking registration under the Delhi Shops And Establishments Act, 1954 should be done on the "SPICE + " portal. However, any such subsequent registration for different branch offices of an establishments under the Act can be done on Delhi Shops & Establishment registration portal i.e https://labourcis.nic.in. Hence, employer of a new company intending to register its establishments in Delhi under The Delhi Shops And Establishments Act, 1954, may register directly on the "SPICE+" portal. Please refer to the notification for more details

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Extension Of Working Hours For Essential Commodities, Pharmaceutical Factories In Uttarakhand

Vide Notification No: VIII-1/21-91(Labour)/2008-TC-II(2)

As per the notification, Government of Uttarakhand has exempted provisions of Section 51 (Weekly Hour), Section 54 (Daily Hour), Section 55 (Intervals for Rest), Section 56 (Spread over Hours) for factories relating to essential commodities, pharmaceutical manufacturers due to COVID-19 pandemic in Uttarakhand subject to aforesaid conditions, (1) In all the industries mentioned above, work can be done in two shifts of twelve to twelve hours per day for a production unit. Four hours per day of overtime shall be paid according to the rules, (2) Workers working in both these units will work maximum days in a week, and the limit of overtime will be twenty-four hours per week. (3) The extension of work will be determined in such a way that every worker will be given thirty minutes rest after six hours (4) Employees shall not be laid off by the employer during this period (5) The labour commissioner will ensure that the said emergency provisions are not used by any factory continuously (6) This notification will remain in effect for sixty days from the date of issue and it will be automatically neutralised after the said period. Please refer to the notification for details

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Employers Of Manufacturing Units/Factories In Puducherry To Provide Paid Medical Leave And Not Terminate Services Of Workers Who Test COVID-19 Positive

Vide Notification No: 104/PSEC/COVID-19/2021

As per the notification, The Government of Puducherry has enforced corona night curfew from 10.00 pm till 5 am up to 31st May 2021. In furtherance of the above order, terms and conditions for operations of industries are issued in addition to the list of permitted and restricted activities. The factories/manufacturing units must ensure adherence to the below guidelines issued, (1) If a worker is found positive, other workers who have been in contact with the him will be quarantined with pay. (2) In any case, if a worker is found positive, the unit should be closed until completely sanitized. (3) If a worker is found positive, he/she would be allowed medical leave and cannot be discontinued during their absence for this reason (3) Common toilet facilities must be sanitized frequently. Hence, employers are requested to ensure medical leave as per the notification and direction issued in accordance with the guidelines for the list of permitted areas, restricted activities and ensure adherence to appropriate COVID behavior along with National Directives. Please refer to the notification for detailed information towards the guideline issued

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The Daman And Diu Minimum Wages Notification (April 2021)

Vide Notification No: LE/LI/DMN/MWA-3(II)/2021/90

As per the notification, The Administrator of Daman And Diu has released Minimum Wages for the Union Territory of Daman and Diu effective from 1st April 2021 to 30th September 2021. Please refer to the notification for more details

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The Andhra Pradesh Minimum Wages Notification (April 2021)

Vide Notification No: J/3984/2021

As per the notification, The Government of Andhra Pradesh, CPI points for minimum wage calculation has been released for the state of Andhra Pradesh with effect from 1st April 2021. Please refer to the notification for more details

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The Kerala Minimum Wages Notification (March 2021)

Vide Notification No: DES/859/2021-P3(1)

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, the Consumer Price Index (Cost of Living Index) Numbers applicable to the employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of March 2021 ascertained by the Director-General of Economics & Statistics under clause (C) of Section 2 of the Act. Please refer to the notification for more details

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The Uttar Pradesh Minimum Wages Notification (April 2021)

Vide Notification No: 336-61/Pravartan-(M.W.)/15

As per notification, Minimum Wages released for the state of Uttar Pradesh effective from 1st April 2021 to 30th Sep 2021. Please refer to the notification for more details

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The Dadra And Nagar Haveli Minimum Wages Notification (April 2021)

Vide Notification No: LE/LI/DMN/MWA-3(II)/2021/90

As per the notification, The Administrator of Dadra & Nagar Haveli has released Minimum Wages for the Union Territory of Dadra and Nagar Haveli effective from 1st April 2021 to 30th September 2021. Please refer to the notification for more details

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The Odisha Minimum Wages Notification (April 2021)

Vide Notification No: 2816/LC

As per the notification, The Government of Odisha has released the Minimum Wages effective from 1st April 2021 for the State of Odisha. Please refer to the notification for more details

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Minimum Wages Notification

		Minimum Wages 2020-2021				
State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Andhra Pradesh	Highly Skilled	11663.00	11244.00			01-Apr-21
	Skilled	10626.00	10408.00			01-Apr-21
	Semi Skilled	10208.00	9992.00			01-Apr-21
	Unskilled	9806.00	9476.00			01-Apr-21
Daman and Diu	Skilled	9261.20				01-Apr-21
	Semi Skilled	9053.20				01-Apr-21
	Unskilled	8845.20				01-Apr-21
Dadra and Nagar Haveli	Skilled	9261.00				01-Apr-21
	Semi Skilled	9053.00				01-Apr-21
	Unskilled	8845.00				01-Apr-21
Kerala	Highly Skilled	12988.00				01-Mar-21
	Skilled	12568.00				01-Mar-21
	Semi Skilled	12358.00				01-Mar-21
	Unskilled	12148.00				01-Mar-21
Uttar Pradesh	Skilled	11185.00				01-Apr-21
	Semi Skilled	9985.20				01-Apr-21
	Unskilled	9078.00				01-Apr-21

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Sources:

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

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