



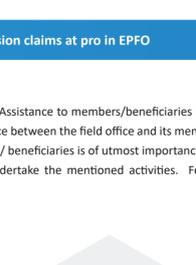
TalEzine - August '24 Monthly Edition

Exemption notification under the Shops and Establishment Act in Chandigarh

Vide Memo No. 12/2/149-HII (2)/2024/9789, dated 25.06.2024

As per the notification, the Chandigarh is pleased to exempt all shops and commercial establishments registered under this Act in the Union Territory, Chandigarh from the operation of provisions of Section 9, Sub-Section-(1) of Section 10 and section 30 of the said Act subject to the mentioned conditions in the notification. For further information, kindly refer to Circular.

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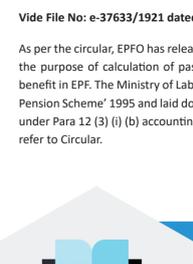


Assistance to members or beneficiaries in filling pension claims at pro in EPFO

Vide Circular No: E-File No: 763539/1902 dated 21.06.2024.

As per the circular, the EPFO has issued Web circulation for Assistance to members/beneficiaries in filling pension claims at PRO section. Since PRO is the interface between the field office and its member/ Beneficiaries, its role in guiding and educating members/ beneficiaries is of utmost importance. RO's are therefore, advised to strengthen their PRO to undertake the mentioned activities. For further information, kindly refer to Circular.

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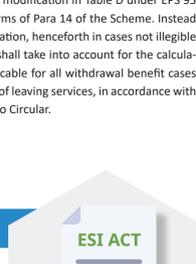


Circular on modification in table b under eps 95 for the purpose of calculation of past service benefit in EPF

Vide File No: e-37633/1921 dated 24.06.2024

As per the circular, EPFO has released Circular regarding the modification in Table B under EPS 95 for the purpose of calculation of past service benefit under Para 12(3) (i) (b) of the Scheme service benefit in EPF. The Ministry of Labour and Employment, GOI has extended Table B under Employees Pension Scheme' 1995 and laid down the corresponding factor for calculation of past service benefit under Para 12 (3) (i) (b) accounting for period further up to 42 years. For further information, kindly refer to Circular.

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Circular on modification in table d under eps 95 for the purpose of calculation of withdrawal benefit in EPF

Vide File No: e-37633/1920 dated 24.06.2024.

As per the circular, EPFO has released Circular regarding the modification in Table D under EPS'95 which is used for the calculation of withdrawal benefit in terms of Para 14 of the Scheme. Instead of taking the number of years of service as the basis of calculation, henceforth in cases not eligible for pension, the completed months of contributory service shall take into account for the calculation of the withdrawal benefits. The revised Table D is applicable for all withdrawal benefit cases settled after the date of notification, irrespective of the date of leaving services, in accordance with Para 6A of the scheme. For further information, kindly refer to Circular.

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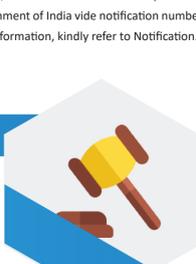


Circular regarding time barred claim relaxation in RO ESI beneficiaries

Vide Circular No: U-16/12/1/Misc./2023/Delhi/Time Barred(E-345640) dated 24.06.2024.

As per the Circular, with reference to this office letter No. U-16/51/7/2013-Med. III dated March 19, 2014. In the above-mentioned letter, all concerned were requested to decide to create awareness among the ESI beneficiaries in order to avail timely reimbursement and that such cases of time barred reimbursement claim as reason for the delay due to IP non-awareness will not be considered after March 31, 2014. However, it has been observed that such cases of time-barred medical reimbursement claim in r/o ESI beneficiaries are still being forwarded to Hqsrs. Office. For further information, kindly refer to Circular.

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Notification of the rights of persons with disabilities amendment rules 2024

Vide Notification No: G.S.R. 343(E) dated 20.06.2024.

As per the notification, the Ministry of Social Justice and Empowerment and Department of Empowerment of Persons with Disabilities (Divyangjan) has released the Rights of Persons with Disabilities Rules, 2017, in rule 15, in sub-rule (1), after clause (m), the following clause shall be inserted, namely- "(n) Accessibility Code for Educational Institutions as specified, in the notification of the Department of School Education and Literacy, Ministry of Education, Government of India vide notification number F. No. 9-4/2022-IS.18 dated 10th January, 2024". For further information, kindly refer to Notification.

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Circular issued regarding decriminalisation of certain acts Punjab Shop Act

Vide Notification No: 07/25/2023-4AR dated 02.07.2024

As per the notification, the Government of Haryana has issued circular on decriminalisation of certain Acts (The Punjab shops and commercial Establishments Act, 1956). Details of the Acts as per following: (a) Not to be decriminalised (b) Already decriminalised (c) Proposed to be decriminalised with a tentative timeline. For further information, kindly refer to Notification.

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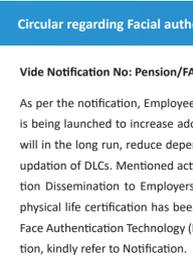


Gujarat laws amendment of provisions ordinance 2024

Vide Ordinance No: 1 dated 01.07.2024

As per the notification, the government of Gujarat issued the Gujarat Laws (Amendment of Provisions) Ordinance, 2024 to further amend the provisions of the Act made by the State of Gujarat to give effect to the references to Bharatiya Nyaya Sanhita, 2023, the Bharatiya Sakshya Adhiniyam, 2023. The following has been stated namely:- 1. The list of laws amended is stated in the notification, this shall have effect subject to the specified amendments. 2. The newly re-enacted Acts shall come into force with effect from July 01, 2024. For further information, kindly refer to Notification.

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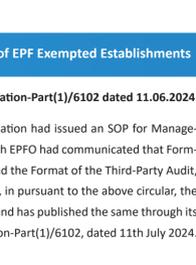


Clarification regarding correction in date of birth of insured persons and their family members dependents in ESI

Vide Notification No: N-12013/2/2023-BFT-II, dated 02/07/2024

As per the notification, the Employees State Insurance, clarified that that any correction / update in the Date of Birth of insured persons and their family members / dependents be made in accordance with the provisions outlined in Reg. 80 (2) of the ESI (General) Regulation, 1950 and Para 1.73 of ESIC Branch Office Manual. Hence, all ROs / SROs are requested to bring the above instructions to the notice of subordinate offices and staffs for compliance. This issues with the approval of the Insurance Commissioner (Benefit). For further information, kindly refer to Notification.

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Circular on standard operating procedure on freezing and De freezing the MID UAN and Establishment under EPF

Vide Notification No: FIA/11(22)/SOP/Freezing UAN/2022 (E-49005)/3106 dated 04.07.2024

As per the notification, the Employee Provident Fund Organisation, has issued deployment of functionality for the Standard Operating Procedure (SOP) on Freezing/Defreezing the MID/UAN/Establishment. It states that this SOP aims to provide a time-bound methodology for freezing MID/UANs/Establishments on account of verifications requirements, as a measure of due diligence to secure the funds in these MID/UANs/Establishments and the subsequent de-freezing, wherever required, on completion of verification of genuineness. For further information, kindly refer to Notification.

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Circular regarding SOP for management of regulation of EPF Exempted Establishments

Vide File No: E-III/10(116)2023/SOP-Management and Regulation-Part(1)/6102 dated 11.06.2024

As per the notification, the Employee provident fund organisation had issued an SOP for Management and Regulation of EPF Exempted Establishments, in which EPFO had communicated that Form-5, and Form RM-6, i.e., the Balance Sheet of the Trust Fund and the Format of the Third-Party Audit, were under preparation and would be issued separately. Now, in pursuant to the above circular, the EPFO has finalized Form- RM-6 (Format of Third-Party Audit), and has published the same through its circular no. E-III/10(116)2023/SOP-Management and Regulation-Part(1)/6102, dated 11th July 2024. For further information, kindly refer to Notification.

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Employer to obtain valid insurance policy before six months under the Karnataka Compulsory Gratuity Insurance Rules 2024

Vide Notification No: LD 325 LET 2023, dated 04/07/2024

As per the notification, The Government of Karnataka has issued a corrigendum extending the timeline for obtaining a valid insurance policy by the exiting establishments for their liability towards payment of gratuity to all eligible employees under the Payment of Gratuity Act, 1972. Now, the valid insurance policy is required to be obtained within 10th July 2024 i.e., six months from the date of commencement of the Karnataka Compulsory Gratuity Insurance Rules, 2024. For further information, kindly refer to Notification.

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Notification of the Assam Private Placement Agencies for recruitment of Workers

Vide Notification No: 271442/104 dated 02/07/2024.

As per the notification, the Assam Private Placement Agencies for Recruitment of Workers (Regulation) Act, 2019, the Government of Assam issued and notified the Assam Private Placement Agencies for Recruitment of Workers Regulation Rules, 2024 ("Rules"). The Rules, reflect an effort to regulate the private placement agencies and safeguard workers' rights in Assam. With the introduction of the Rules, the Government of Assam aims to enhance transparency, accountability, and regulate the operation of such private placement agencies. For further information, kindly refer to Notification.

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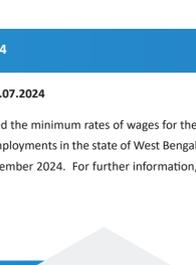


Notification regarding coverage of ESI Scheme to six districts of Manipur

Vide S.O. 2696(E) dated 10/07/2024

As per the Notification, Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 1st day of August, 2024, as the date on which the provisions of sections 38 to 43 (both inclusive), sections 45A, 45AA, 45B, 45C, 45D, 45E, 45F, 45G, 45H and 45I, sections 46 to 73(both inclusive), section 74 and section 75, sub-section (2) to (4) of section 76, section 82 and section 83 of the said Act shall come into force in all the areas of Bishnupur, Senapati, Ukhrul, Kangpokpi, Churachandpur and Thoubal districts in the State of Manipur. For further information, kindly refer to Notification.

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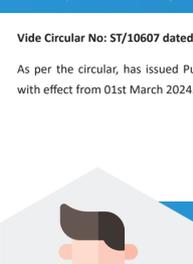


Notification regarding monthly deposit of Labour Welfare Fund in Haryana

Vide Notification No: HLWB/REV/2024/3755-3804, dated 09.07.2024

As per the Notification, the Government of Haryana awakening the Labour Welfare Fund every month. It was stated that the monthly provision for depositing the contribution to be deposited under the Punjab Labour Welfare Fund Act, 1965 (Haryana Amended) has also been made on the online portal. Like EPF and ESI, the Labour Welfare Fund should be deposited monthly from all the institutions. For further information, kindly refer to Notification.

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Restricted holiday on occasion of Hariyali Teej in Haryana

Vide Notification No: 28/67/2008-IHR-I dated 17.07.2024

As per the Notification, The Government of Haryana has announced a Restricted Holiday for Hariyali Teej. The holiday will be observed on 7th August 2024. This replaces the previously scheduled date of 6th September 2024. The change applies to all of Haryana. For further information, kindly refer to notification.

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Notification regarding revision of professional tax rate in Kerala

Vide Order No: Order (Sadha) No.1149/2024/LSGD dated 27.06.2024

As per the Notification, The Government of Kerala has issued notification regarding revision of Professional Tax rates with effect from 01st October 2024. The Sixth State Finance commission has recommended to the government to revise the employment tax slabs of gram panchayats and municipalities. The Government has accepted the recommendation and issued the order. For further information, kindly refer to notification.

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Maharashtra shops and establishment regulation of employment and conditions of service amendment rules 2024

Vide Notification No: MS&EA-08/2021/C.R.153/Labour-10 dated 22.07.2024

As per the Notification, The Government of Maharashtra has notified the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Rules, 2024. These amendments incorporate the details of the Establishment Insurance Certificate in Forms A, D, F, and R of the Rules. For further information, kindly refer to notification

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The West Bengal Minimum Wages Notification Jul 2024

Vide Circular No: 22/Stat/14/RW/24/2023/LCS/JLC dated 16.07.2024

As per the circular, the Government of West Bengal has revised the minimum rates of wages for the employees employed in the following 30 (thirty) Scheduled Employments in the state of West Bengal shall be effective in the period from 1st July 2024 to 31st December 2024. For further information, kindly refer to notification.

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The Punjab minimum wages Notification March 2024

Vide Circular No: ST/10607 dated 18.07.2024

As per the circular, has issued Punjab Minimum Wages Notification for scheduled employment with effect from 01st March 2024. For further information, kindly refer to notification.

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The Odisha minimum wages notification Basic Revision 2024

Vide Notification No: 5308 - LESI-III-111-0081-2017/LESI dated 18.07.2024

As per the Notification, the Government of Odisha has issued notifications regarding revision of minimum wages for various scheduled employment with effect from 18th July 2024. For further information, kindly refer to notification.

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The Kerala minimum wages CPI Notification May 2024

Vide Notification No: DES/1251/2024-P3(1) dated 20.07.2024

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 Establishments 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 May 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 Assam Minimum Wages Notification Dec 2023

Vide Notification No: E-238621/621 dated 15.07.2024

As per the Notification, The Government of Assam has issued Assam Security Services Minimum Wages with effect from 01st January 2024. For further information, kindly refer to notification.

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The Andaman and Nicobar Minimum Wages Notification (Jul 2024)

Vide Notification No: A-196/1/2022-Lab.1ns-1-LAB AN dated 12.07.2024

As per the Notification, The Administrator of UT. Of Andaman and Nicobar Islands has released minimum wages for six schedules of employment with effect from 01st July 2024. For further information, kindly refer to notification.

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Meghalaya Minimum Wages Notification October 2023

Vide Notification No: LBG. 9/2023/13 dated 27.11.2023

As per the Notification, The Government of Meghalaya has released minimum rate of wages with effect from 01st October 2023. 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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Minimum Wages 2023-2024						
State	Class	Minimum Wages				
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	With Effect From
West Bengal	Highly Skilled	13252.00	12572.00			1-Jul-24
	Skilled	12408.00	11427.00			
	Semi Skilled	10952.00	10387.00			
	Unskilled	9956.00	9445.00			
Punjab	Highly Skilled	13608.00				1-Mar-24
	Skilled	12577.00				
	Semi Skilled	11680.00				
	Unskilled	10900.00				
	Staff - Category A	16070.00				
	Staff - Category B	14400.00				
	Staff - Category C	12900.00				
	Staff - Category D	11700.00				
Odisha	Highly Skilled	15782.00				18-Jul-24
	Skilled	14482.00				
	Semi Skilled	13182.00				
	Unskilled	11882.00				
Kerala	Highly Skilled	14548.00				1-May-24
	Skilled	14128.00				
	Semi Skilled	13918.00				
	Unskilled	13708.00				
Andaman & Nicobar Islands	Highly Skilled	23920.00				1-Jul-24
	Skilled	21762.00				
	Semi Skilled	18564.00				
	Unskilled	16458.00				
Meghalaya	Highly Skilled	14638.00				1-Oct-23
	Skilled	13234.00				
	Semi Skilled	11830.00				
	Unskilled	10452.00				
Chhattisgarh	Highly Skilled	13130.00				1-Apr-24
	Skilled	12324.00				
	Semi Skilled	11544.00				
	Unskilled	10894.00				

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Sources:

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

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Contact Us

Chennai (Corporate Office)
No: 64 (Old No: 30), III Floor,
Ethiraj Salai, Egmore, Chennai, 600008
Tel : +91 44 42123497
Toll free : 18001035642
Email : sales@talentproindia.com