



**TalEzine - November 2024**

**MONTHLY JOURNAL**



## Advisory regarding in respect of Payment of bonus to outsourced employees, employed through Contractors in NCT Delhi



The Government of Delhi issued an advisory in respect of Payment of bonus to outsourced employees, employed through Contractors. It is informed that all the contractors covered under the Payment of Bonus Act, 1965, it is the responsibility of the Contractor to pay bonus to their employees. Non-Payment of bonus is a serious issue, and all the Principal Employers are urged upon to ensure disbursement of bonus to outsourced employees by their contractors in the forthcoming Deepawali Festival season. For further information, kindly refer to Notification.

Vide Notification No: [F.No.15\(46\)/Lab/2020/3401-3405, dated 23.09.2024.](#)

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## Amendment Notification under Madhya Pradesh Labour welfare fund rules 1982

Madhya Pradesh Labour Welfare Fund Rules, 1984, the State Government hereby proposes amendments in the Madhya Pradesh Labour Welfare Fund Rules, 1984. Which is already published in the Madhya Pradesh Gazette on the 21st June 2024 under sub-section 3(1) of section 33 of the said Act, i.e., where bank draft, cheque and online payment is to be made, the payment up to Rupees Fifteen Thousand shall be made by an officer not below the rank of Assistant Welfare Commissioner authorized by the Welfare Commissioner and more than the said amount shall be made by the Welfare Commissioner. For further information, kindly refer to Notification.



Vide No. 1077-1789860-2024-A-XVI, dated 23.10.2024.

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## Goa child and adolescent labour prohibition and regulation amendment rules 2024



The Government of Goa on June 13, 2024, issued the draft Goa Child and Adolescent Labour (Prohibition and Regulation) (Amendment) Rules, 2024, to further amend the Goa Child Labour (Prohibition and Regulation) Rules, 1994. In Rule 3, which States "Restriction for employment of children in certain occupation", shall be omitted. In Rule 4 which states "Hours of Work" – No Adolescent shall be employed or permitted to work in any establishment or class of establishments to which part III of the Act applies, for more than 5 hours on any day". For further information, kindly refer to Notification.

Vide Notification No: 24/06/2022/LAB/574 dated 26.09.2024

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## The Kerala Factories Amendment rules 2024

The Government of Kerala, in exercise of the powers conferred by section 112 of the Factories Act(Central Act 63 of 1948), the Government of Kerala hereby make the mentioned rules further to amend the Kerala Factories Rule 1957. Government have decided to exempt the fee for transfer of license while a closed factory is taken over by another factory. Hence it has been decided to amend Kerala Factories Rules, 1957. For further information, kindly refer to Notification.



Vide notification No: G.O.(P) No.65/2024/LBR, dated 11.09.2024.

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## Cabinet approval for the proposal to allow Women to work 24-7 under Tripura Shops and Establishments Act,1970



The Cabinet of Tripura Government, allows women to work 24/7, including night shifts, in shops and commercial establishments subject to certain conditions under Sixth amendment of the Tripura Shops and Establishments Act,1970. For further information, kindly refer to Notification.

Vide Notification No.F.8 (8)-GA (CAB)/202, dated 30.09.2024.

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## Special Allowance under Minimum Wages act 1948 for various Scheduled employment in Gujarat

The Government has released notification under the Minimum Wages Act, 1948, the daily rate of Special Allowance based on the subsistence figure in addition to the rate of basic pay fixed by the Government for that occupation for the period from 01.10.2024 to 31.03.2025. For further information, kindly refer to Notification.

Vide Notification No: Sr. A.6/Te.3/158/275/2024, dated 30.09.2024.



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## Special Allowance Notification under CLRA Act in Gujarat



The Government of Gujarat has issued Special Allowance notification under CLRA Act in Gujarat with effect from 01st October 2024. For further information, kindly refer to Notification.

Vide Notification No: Sr.A.6/T.3/524/2024, dated 30.09.2024.

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## Exemption on permitting all shops and Commercial Establishment to open 24-7 on all days

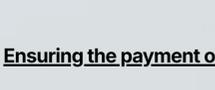
Government of Karnataka permits all Shops and Commercial Establishments in the state employing ten or more persons to be open on 24 X 7 basis on all days of the year for a period of three years from the date of publication of this notification in the official gazette subject to the conditions mentioned in the notification. For further information, kindly refer to Notification.



Vide Notification No: E-LD 4 LET 2019(P) dated 27.09.2024

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## Ensuring the payment of Bonus FY-2023-24 on occasion of Diwali Festival



The Government of Gujarat has issued notification regarding ensuring the Payment of Bonus FY2023-24 on Occasion of Diwali festival to all workers. For further information, kindly refer to Notification.

Vide Notification No: Mands. Act/Sec.7(5)/PBA/2023-24/2/70TH/2180, dated 04.10.2024

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## Notification regarding Online and Compliance Dashboard in West Bengal

The Labour Department of the Government of West Bengal announced significant reforms aimed at improving the ease of doing business in the state. The newly introduced Compliance Dashboard is designed to bring transparency to information dissemination and streamline the application process for various services under the Labour, Boiler, and Factories Acts. For further information, kindly refer to Notification.



Vide Notification No: No.I/5657111/2024/LABR-18099/4/2022-IT, dated 01.10.2024.

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## The Kerala Labour Welfare Fund Amendment Rules-2024



The Government of Kerala in exercise of the powers conferred by section 40 of the Kerala Labour Welfare Fund Act, 1975 (11 of 1977), the Government of Kerala hereby make the following rules further to amend the Kerala Labour Welfare Fund Rules, 1977. The Amendment stated that the for the existing rule 10, the following rule shall be substituted, namely: - "10. All payments from the Fund shall be transferred to the account of beneficiaries either through National Electronic Fund Transfer or through modern Banking Fund Transfer systems."; For further information, kindly refer to Notification.

Vide Notification No: G.O.(P)No.68/2024/LBR, dated 01.10.2024.

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## Implementation of Aadhaar seeding for Insured persons, ESI Employees and Pensioners

The Employees State Insurance Corporation (ESIC) issued a critical notification emphasizing the urgent need for the implementation of Aadhaar seeding for Insured Persons (IPs), ESIC employees, and pensioners. For further information, kindly refer to Notification.



Vide Notification No: I-21013/1/2022-ICT-Part(1) dated 21.10.2024.

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## Guidelines for processing of DSC E-sign requests submitted by an employer in EPFO



The Employees Provident Fund Organisation (EPFO) issued comprehensive guidelines aimed at enhancing the security and compliance of Digital Signature Certificates (DSC) and E-Sign requests submitted by employers. For further information, kindly refer to Notification.

Vide Notification No: Compliance/SOP(DSC)/2022/5550, dated 10.10.2024.

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## The Rights of Persons with Disabilities Amendment Rules 2024

The Government of Delhi, 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 following rules further to amend the Rights of Persons with Disabilities Rules. For further information, kindly refer to Notification.



Vide Notification No: G.S.R. 649(E), dated 16.10.2024.

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## The Tripura skill and entrepreneurship policy 2024



The Government of Tripura is pleased to notify the Tripura Skill and Entrepreneurship Policy, 2024 which will come into force from 8th October 2024 for a period of 5 years. For further information, kindly refer to Notification.

Vide Notification No: F.5(173)/DSD/2024/3124-78, dated 08.10.2024.

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## Utilization of reserves and surplus for crediting interests to the existing trust beneficiaries in EPFO

The Employee Provident Fund Organization, with reference to the subject, instance have come to the notice of H.O. wherein Exempted establishments have sought permission from Regional Offices to appropriate the balance lying in the Trust Reserves and Surplus by crediting interests to the existing Trust beneficiaries at a much higher rate than that declared by EPFO for its members. Such action by the Exempted establishments have been proposed either during the time of Surrender of exemption or undertaken just prior to the initiation of surrender process. For further information, kindly refer to Notification.



Vide Notification No: E.III/10(122)/2024/Circular/Exemption/5435 dated 07.10.2024.

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## Inclusion of certain employment under the minimum wages act 1948



The Government of Tamil Nadu has issued Notification regarding inclusion of certain employment under the Minimum wages Act, 1948. For further information, kindly refer to Notification.

Vide G.O. Ms. No. 82, dated 28.09.2024.

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## Amendment Notification under factories Act 1948 for hazardous and non-hazardous units in Kerala

The Government of Kerala has issued a notification, which pertains to the application of the Factories Act, 1948. This notification supersedes a previous notification from 2019 and aims to clarify the manufacturing processes that fall under the purview of the Act within the state of Kerala. The notification specifies that the provisions of the Factories Act will apply to any manufacturing process described in the accompanying schedule, regardless of the location within the state. For further information, kindly refer to Notification.



Vide Notification No: G.O.(Rt) No. 1011/2024/LBR dated 28.09.2024.

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## EODB online dashboard in Haryana



The Government of Haryana Vide No.3741, has issued Order regarding Ease of Doing Business online dashboard. For further information, kindly refer to Notification.

Vide Notification No: 3741 dated 15.10.2024.

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## Holiday List – 2025 – Bihar

The Government of Bihar has announced the list of holidays for the year 2025. For further information, kindly refer to Notification.



Vide Notification No: 3/H-01/2024-15764/S.P dated 03.10.2024.

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## Holiday List – 2025 – Himachal Pradesh



The Government of Himachal Pradesh has announced the list of holidays for the year 2025. For further information, kindly refer to Notification.

Vide Notification No: GAD-A(F)10-7/2023 dated 18.10.2024.

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## Holiday List – 2025 – Kerala

The Government of Kerala has announced the list of holidays for the year 2025. For further information, kindly refer to Notification.



Vide Notification No: G. O. (P) No. 35/2024/GAD dated 14.10.2024.

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## Holiday List – 2025 – Lakshadweep



The Administrator of UT. Of Lakshadweep has announced Lakshadweep Union Territory List Of Holidays, 2025.

Vide [F.No.35/02/2018-Gen/1638](#), dated 17.10.2024.

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## Holiday List – 2025 – Rajasthan

The Government of Rajasthan has announced the list of holidays for the year 2025. For further information, kindly refer to Notification.



Vide No. 6(1)SA.PV/6/2024-3592, dated 15.10.2024.

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# Compliance Update on Minimum Wages

## Chandigarh Minimum Wages Notification April-2024

The Administrator of UT. Of Chandigarh has issued revision of minimum rate of wages with effect from 01st April 2024.

**Vide Notification No: ST/(CPI)/2024-25/2650**

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## Odisha Minimum Wages Notification October-2024

The Government of Odisha Bhubaneswar has issued revision of minimum wages for scheduled employment with effect from 01st October 2024.

**Vide Notification No: 6432/LC**

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## Rajasthan Minimum Wages Notification October-2024

The Government of has issued revision of minimum rate of wages for any tobacco including beedi making and work construction with effect from 01st October 2024.

**Vide Notification No: F.8(1) (VDA)/New. M./Labour/2000**

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## Rajasthan Minimum Wages Notification for various Industries October-2024

The Government of Rajasthan has issued revision of minimum rate of wages for workers employed in breaking any stone or workers employed in grinding (outside mines), glass and chinaware, salt industry, woollen carpet and dushale weaving and workers employed in papad industry with effect from 1st October 2024 to 30th September 2025 (Hindi Version).

**Vide Notification No: F.8(1) (VDA)/New/Labour/2000**

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## Central Minimum Wages Notification October-2024

The Ministry of Labour and Employment has issued the Central Minimum Wages for various employment with effect from 01st October 2024.

**Vide Notification No: 1/27(1)/2024-LS-II**

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## Chhattisgarh Minimum Wages Notification October-2024

As per the notification, The Government of Chhattisgarh has issued revision of minimum wages for various scheduled employment with effect from 01st October 2024.

**Vide Notification No: 8/N/W/Sh. A/2024/6210**

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## Delhi Minimum Wages Notification October-2024

As per the notification, the Government of NCT Delhi, has issued minimum wages revision order with effect from 01st October 2024

**Vide Notification No: (142)/02/MW/VII/Part file/3478-3495**

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## Delhi Minimum Wages Notification April-2024

As per the notification, the Government of NCT Delhi has issued minimum wages revision order with effect from 01st April 2024.

**Vide Notification No: (142)/02/MW/VII/Part file/3502-3519**

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## Haryana Minimum Wages Notification July-2024

As per the notification, the Government of Haryana has issued revision of minimum wages for scheduled employment with effect from 01st July 2024.

**Vide Notification No: IR-2/2024/25852-26005**

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## Himachal Pradesh Minimum Wages Notification April-2024

As per the notification, the Government of Himachal Pradesh has issued revision of minimum wages for the scheduled employment with effect from 01st April 2024.

**Vide Notification No: Shram (A)4-1/2024**

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## Madhya Pradesh Minimum Wages Notification October-2024

As per the notification, the Government of Madhya Pradesh has issued revision of minimum wages for the scheduled employment with effect from 01st October 2024

**Vide Notification No: 5/11/Inv/five/2024/29501-750**

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## Puducherry Minimum Wages Notification September-2024

As per the notification, The Government of Puducherry has released minimum wages revision notifications for various employments with effect from 20th September 2024.

**Vide Notification No: 125**

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## Telangana Minimum Wages Notification October-2024

As per the notification, The Government of Telangana has issued Press note regarding revision of minimum rate of wages with effect from 01st October 2024.

**Vide Notification No: DOL-H/MW/1/2024-H SECTION-DOL**

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## Uttarakhand Minimum Wages Notification for workers employed in agriculture

As per the notification, The Government of Uttarakhand has issued minimum wages for workers employed in agriculture for the period of 01/10/2024 to 31/03/2025.

**Vide Notification No: 2007/4-01/07**

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## Uttar Pradesh Minimum Wages Notification October-2024

As per the notification, The Government of Uttar Pradesh has issued revision of minimum wages for the scheduled employment with effect from 01st October 2024.

**Vide Notification No: 801-07 Enforcement (MW)/15**

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## Uttar Pradesh Minimum Wages Notification for Hotel and Restaurant Industry

As per the notification, The Government of Uttar Pradesh has issued revision of minimum wages for Hotel and Restaurant Industry with effect from 01st October 2024.

**Vide Notification No: 2075-81/IR-2024**

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## Bihar Minimum Wages Notification October-2024

As per the notification, The Government of Bihar has issued revision of minimum rate of wages for scheduled employment with effect from 01st October 2024.

**Vide Notification No: 5/MW-40-16/2021 L&R-07**

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## Andhra Pradesh Minimum Wages Notification October-2024

As per the notification, The Government of Andhra Pradesh has issued revision of minimum wages for various schedules employment with effect from 01st October 2024.

**Vide Notification No: G/197/2024**

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## Tamil Nadu Minimum Wages Notification

As per the notification, The Government of Tamil Nadu has issued the revision of minimum rate of wages for scheduled employment with effect from 11th September 2024.

**Vide Notification No: G.O. (2D). No. 65**

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**[Click here to refer the Minimum Wages table for the month of November-2024.](#)**



# COMPLIANCE

**Monthly compliance checklist are the best practices to stay on top of HR compliance throughout the month**  
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## Sources:

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

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