



**TalEzine - JANUARY 2025**

**MONTHLY JOURNAL**



## UAN activation and seeding Bank account with Aadhaar for availing the benefits under ELI scheme has been extended till 15th Jan 2025

The Employees Provident Fund Organisation (EPFO) has extended the deadline for UAN activation and seeding of bank accounts to Aadhaar to avail the benefits under the ELI (Employment Linked Incentive) scheme to January 15.

The earlier deadline for this was December 15 and the provident fund body has now issued a circular dated December 20 to announce the extension of the deadline to January 15, 2024. Prior to this, the deadline was set for November 30

**No: ELI/UANActivation/ 2024; dated 20.12.2024**



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## Notification regarding online dashboard under EODB in Tripura



The Government of Tripura issued notification to publish the data related to inspections in an online dashboard in public domain for Joint inspection conducted by the Factories & Boilers Organisation, Labour Directorate, Tripura State Pollution Control Board and legal Metrology for factories/ establishments registered under various laws

**vide No.F.2(365)-FB/EoDB/BRAO/2024/1467-476; dated 30.11.2024**

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## Notification of the Unorganized Workers Social Security (Karnataka) (Amendment) Rules, 2024

Key changes to the Unorganized Workers Social Security (Karnataka) (Amendment) Rules, 2024, to further amend the Unorganised Workers Social Security (Karnataka) Rules 2009. This shall come into force on December 03, 2024. Requirement for the Board to submit an annual report in Form IV on the working of the Board for the preceding year ending on March 31.



**Vide NO: LD 508 LET 2023; dated 03.12.2024**

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## Circular on user manual for implementation of provision to bulk Aadhaar seeding of ESIC beneficiaries through employer portal



The Employees State Insurance Corporation has issued a circular on the forwarding of the user manual for the implementation of the provision to bulk Aadhaar seeding of ESIC beneficiaries through the employer portal. Using this facility, employers will be able to seed Aadhaar details of insured persons and their family members in bulk by providing their Aadhaar number and attached mobile number in the Bulk Aadhaar Seeding Template downloaded from the link given at the employer portal.

**No. N-16016/1/2023-Bft-II; dated 11.12.2024**

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## Delhi Labour Department issued advisory to all employers about illegal migrant workers from Bangladesh

Delhi Labour Department has issued advisory to all the concerned, including employers/establishments, to look into the matter of illegal migrants from Bangladesh and to report, on priority, any such illegal migrant working in their establishment to the local police so that immediate appropriate action is taken.



**F. No.15 (11)/Lab/2019/4889-4892; dated 13.12.2024**

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## Notification regarding revision of LWF contribution rates in West Bengal

The Government of West Bengal has revised the half-yearly contribution rate payable by an employer under the West Bengal Labour Welfare Fund Act, 1974. The employer's rate of contribution has been revised from Rs.15 to Rs.30. Hence, the revised rate of half-yearly LWF contributions effective from January 2024 in West Bengal will be as below:



Employer contribution	Rs.30
Employee contributions	Rs.3
Total	Rs.33

**Vide No. Labr/576641/2024/(LC-LW/MW); dated 19.11.2024**

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## The Kerala Minimum Wages CPI Notification (Oct 2024)

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 employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of October 2024 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act.



**Notification No.DES/1251/2024-P3(1); dated 13.12.2024**

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## Notice and checklist under POSH Act for all Govt. & Non. Govt. Organisations, Companies, Hospitals, Schools in Gurugram



Additional Deputy Commissioner cum District Officer under POSH Act, 2013 Gurugram has directed all non-government organisations (companies, schools, hospitals etc.) to submit Annual Report of their organisation under POSH Act, 2013 in the provided Comprehensive Compliance Checklist format to the District Officer for the year 1st January 2024 to 31st December 2024.

**Vide D. O No. 181,182; dated 12.12.2024**

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## Notification regarding revision of minimum rate of wages for various industries in Rajasthan



The Government of Rajasthan has issued Notification regarding 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 No. F.8(5)(6) New.M.Adv/Labour/I.R/2000/Part/00212; dated 13.12.2024**

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## Minimum wages notification for Paper Production industry in Kerala

The Government of Kerala notified regarding the revision in the minimum wages payable to the employees employed in the Paper Production Industry Sector.

**Vide S. R. O. No. 1169/2024; dated 18.12.2024**



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## Notification regarding list of holidays FY 2025 under purview of Factories Act, 1948 in Tripura



The Government of Tripura has released Notification regarding list of holidays FY 2025 under purview of Factories Act, 1948

**Vide No.F.17(1)-GA(SA)/2024/1534; dated 26.11.2024**

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## Press note regarding online payment of LWF contribution on or before 15th January 2025 in Karnataka

The Government of Karnataka has released Notification regarding online payment of Labour welfare fund contribution on or before 15th January 2025. There are no changes in Karnataka Labour Welfare Fund contribution for the 2024 calendar year.

**Press note dated 24.12.2024**



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# Compliance Update on Minimum Wages

## Meghalaya Minimum Wages Notification (Oct 2024)

The Government of Meghalaya has issued Notification regarding revision of minimum wages and VDA with effect from 01st October 2024

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## The Andaman And Nicobar Minimum Wage Notification (Jan 2025)

The Administrator of UT. Of Andaman and Nicobar Islands has released Order regarding revision of minimum wages for six scheduled employments with effect from 01st Dec 2025

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## The West Bengal Minimum Wages Notification (Jan 2024)

The Government of West Bengal has released Notification regarding revision of minimum wages for various scheduled employment with effect from 01st January 2025

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## The Tripura Minimum Wages Notification (Oct 2024)

The Government of Tripura has issued Notification regarding revision of minimum wages and VDA for various scheduled employment with effect from 01st October 2024

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[Click here](#) to refer the Minimum Wages table for the month of JANUARY-2025



# 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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