

SGC SERVICES PVT.LTD.

UPDATES ON LABOUR LAW – August' 2022

S.No.	Type of Update.	Summary
1.	Conditions for exemptions from restrictions on employing women workers during night shifts in state of Madhya Pradesh	The Government of Madhya Pradesh, exempted all the shops and establishments from the applicability of provision related to working hours of women between 9.00 P.M. to 7.00 A.M, subject to the prescribed conditions including the prevention of acts of sexual harassment, complaint redressal mechanism, prior consent from women workers for such employment, etc. Please refer to the notification for more details as per Annexure 1
2.	The Maharashtra minimum wages VDA notification (July 2022)	The government of Maharashtra has released revised minimum rates of wages (variable dearness allowance) effective from 1st July 2022 which will be valid till 31st Dec 2022 as per Annexure 2
3.	The Uttar Pradesh Dookan Aur Vanijya Adhishtan (Navam Sanshodhan) Niyamawali, 2022	The Government of Uttar Pradesh, has amended Uttar Pradesh Dookan Aur Vanijya Adhishtan Niyamawali, 1963, amending the provisions on the procedure registration and renewal of license. Please refer to the notification for more information as per Annexure 3
4.	Online services to apply for exemption under Delhi Shops & Establishments Act, 1954	The Government of Delhi, has launched online services to receive applications for exemption under the provisions of Section 14 (Young persons and women to work during day time), Section 15 (Opening and closing hours of shops and commercial establishments), Section 16 (Close day) of the Delhi Shops and Establishments Act, 1954. The services will be available with effect from August 08, 2022, through URL https://dlabourwelfareboard.delhi.gov.in/shopexemption/ . Please refer to the office order for more details as per Annexure 4

5.	The Kerala Shops & Commercial Establishments (Amendment) Rules, 2022	The Government of Kerala, has amended the Kerala Shops and Commercial Establishments Rules, 1961. The amendment omitted Rule 2E (Issue of duplicate Registration Certificate), sub-rule (3) of Rule 2G (a duplicate copy of the Registration Certificate), and Rule 12A (submission of return) of the said rules. Please refer to the notification for more details as per Annexure 5
6.	The Kerala Minimum Wages Notification (June 2022)	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 No. DES/859/2022-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 June 2022 ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act as per Annexure 6 (i) (ii) (iii)