

SGC SERVICES PVT.LTD.

UPDATES ON LABOUR LAW – December' 2022

S.No.	Type of Update.	Summary
1.	Revision in rate of Labour Welfare Fund Contribution in Tamil Nadu	The Government of Tamil Nadu, vide Notification G.O.MS.No. 161, revised the rate of contribution, under the Tamil Nadu Labour Welfare Fund Act, 1972, to twenty rupees for employees and forty rupees for employers, effective from 2nd December 2022. Please refer to the notification for more details as per Annexure 1
2.	Circular on corrections of member profile under Employees Provident Fund	EPFO, vide Circular No. AP/RO/GNT/Profile/2022-23, issued guidelines for the employers and employees submitting joint applications for the correction in the member's profile. Please refer to the circular for more details as per Annexure 2
3.	Registration and Licensing services through single window Silpasathi Portal in West Bengal	The Government of West Bengal, vide Notification No. Labr./17-3/2(4)/IT & EoDB, mandated all applications for registrations and licenses, under various labour legislations, to be made through the State Single Window Silpasathi Portal (www.silpasathi.wb.gov.in), with effect from 1st January 2023. Please refer to the notification for details as per Annexure 3
4.	Introduction of Unified Portal for principal employers to check EPF compliances	EPFO, vide Circular No, F.No. Addl.LC /LAB /EPFO /2022 / 7556-7558, released an advisory to all the principal Employers requiring them to login and regularly check the EPF compliances in respect of their contractors and their contract workers through the unified portal i.e., https://unifiedportal-emp.epfindia.gov.in , launched by the Employee's Provident Fund Organization. Please refer to the notification for more details as per Annexure 4

5.	Change of domain name of ESIC website	The Employees' State Insurance Corporation (ESIC), vide Notification F. No. Z-11/13/1/2022-PR, informed that the domain name of the ESIC website has been changed to www.esic.gov.in. Please refer to the notification for more details as per Annexure 5
6.	Exemption under The Himachal Pradesh Shops & Commercial Establishment Act, 1969	The Government of Himachal Pradesh, vide Notification No. Shram (A)4-4/2017, exempted all shops and establishments from the operation of Section 8 (Intervals for meals or rest), Section 9 (Opening and Closing hours), and Section 10 (Close day) under the Himachal Pradesh Shops and Commercial Establishment Act, 1969. The exemption is effective from 28 th December 2022 till 2 nd January 2023. Please refer to the notification for more details as per Annexure 6
7.	The Andaman & Nicobar minimum wage notification (Jan 2023)	The Administrator of Andaman and Nicobar Island, vide Notification F.NO 16/1/MW/2019-20/LC&DET/1314, declared the minimum rate of wages in the Union Territory of Andaman and Nicobar Island with effect from 1st January 2023. Please refer to the notification for more details as per Annexure 6