

SGC SERVICES PVT.LTD.

UPDATES ON LABOUR LAW – February'2023

| S.No. | Type of Update. | Summary |
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| 1. | The Maharashtra Minimum Wages VDA Notification (Jan 2023) | The Government of Maharashtra, vide Notification No. 2023/10/1, released the revised minimum rates of variable dearness allowance, effective from 1st January 2023, which will be valid till 30th June 2023. Please refer to the notification for more details as per Annexure 1 |
| 2. | Circular mandating the display of Name Board in Punjabi | The Government of Punjab, vide Circular No. 6988-90/MISC, mandated that the name board of all public and private shops and commercial establishments, and other institutions be displayed in Punjabi in Gurumukhi script by the 21st of February 2023. Please refer to the circular for more details as per Annexure 2 |
| 3. | Guidelines for Opting Higher Pension from EPS before March'2023 | The Employee Provident Fund Organisation (EPFO) has issued a circular to opt for a higher pension under Employees Pension Scheme (EPS) wherein the employees who had not applied for a higher pension but were entitled to do so can apply before March 3, 2023, as mandated by the recent Supreme Court judgement. Please refer to the notification for details as per Annexure 3 |
| 4. | Conditions for exemptions from restrictions on employing women workers during night in the state of Haryana | The Government of Haryana, vide Notification No. 4490, superseding earlier notification, allowed employment of women employees during night shifts from 08:00 PM till 06:00 AM, for a period of one year subject to the conditions which include measures for security and safety of women employees, prevention of acts of sexual harassment, provision for transportation facilities, the requirement of prior consent from women workers, etc. Please refer to the notification for more details as per Annexure 4 |