

SGC SERVICES PVT.LTD.

UPDATES ON LABOUR LAW – March'2024

S.No.	Type of Update.	Summary
1.	The Telangana Minimum Wages CPI Notification (April 2024)	The Government of Telangana vide File No. DOL-H/MW1/1/2024-H SECTION-DOL, has released minimum wages for scheduled employment with effect from 01st April 2024. Please refer press note for more details as per Annexure 1
2.	The Chandigarh Minimum Wages Notification (April 2023)	The Union Territory of Chandigarh, vide Notification No.ST/(CPI)/2023-24/678, released the Minimum Wages effective from 1st April 2023. Please refer to the notification for more details. as per Annexure 2
3.	The Chandigarh Minimum Wages Notification (October 2023)	The Union Territory of Chandigarh, vide Notification No.ST/(CPI)/2023-24/679, released the Minimum Wages effective from 1st April 2023. Please refer to the notification for more details as per Annexure 3
4.	SOP for processing joint declarations for member profile update in EPFO	The Employee Provident Fund Organisation vide No. No.WSU/2022/Rationalisation of work areas/joint Declaration/17, has released circular on SOP for processing joint declarations for member profile update in EPFO. Please refer circular for more details. as per Annexure 4
5.	The Madhya Pradesh Minimum Wages VDA Notification (April 2024)	The Government of Madhya Pradesh vide No.1/11/Anv./Panch/2024/7370-620, has released Notification regarding revision of minimum rate of wages for various scheduled employment with effect from 01st April 2024. Please refer notification for more details as per Annexure 5
6.	Conditions for employing women workers during night in the state of Haryana	The Government of Haryana vide No. 11/6/2022-4lab, hereby prescribes certain conditions in respect of any factory which apply for the exemption for employing women in the factory during night shift i.e. between the hours of 07.00 PM to 06.00 AM, in respect of their Safety and Security. Such exemption shall be valid for one year from the issuance of the notification. Please refer notification for more details as per Annexure 6

7.	The Kerala Minimum Wages CPI Notification (January 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 No.DES/1036/2023-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 January 2024 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act. Please refer press release for more details as per Annexure 7 (1)(2)(3)
8.	The Bihar Minimum Wage Notification (April 2024)	The Government of Bihar vide S.O. 69 Dated 15.3.2024, has released notification on revision of minimum wages and VDA for 69 scheduled employment with effect from 01st April 2024. Please refer notification for more details as per Annexure 8
9.	Conditions for employing women workers during night in the State of Rajasthan	The Government of Rajasthan vide No.F.14(11)(1) Labour/Rules/2017, has released notification with respect to adequate safety and security arrangements of female employees in the Shops and Establishment wherein, if female employees is/are required to work at night, her/their written consent shall be taken and shall be made during working hours, and it shall also be ensured that they safely reach home after their work is over. please refer notification for more details as per Annexure 9
10.	Notification of the Manipur Labour Laws (Exemption from Renewal of Registration and License by Establishments) Act, 2024	The Government of Manipur vide No. 2/10/2024-Leg/L, has issued Notification of the Manipur Labour Laws (Exemption from Renewal of Registration and License by Establishments) Act, 2024 and this shall come into effect from 22nd December 2023. Please refer notification for more details. as per Annexure 10
11.	The Uttarakhand Minimum Wages Notification (April 2024)	The Government of Uttarakhand vide No. 286/VIII-1/24-228 Labour/200-Part-II, has released minimum rate of wages with effect from 01st April 2024. Please refer notification for more details as per Annexure 11
12.	The Maharashtra Labour Welfare Fund (Amendment) Act, 2024	The Government of Maharashtra vide RNI No. MAHENG / 2009 / 35528, has issued Notification of the Maharashtra Labour Welfare Fund (Amendment) Act, 2024. Please refer notification for more details as per Annexure 12