

SGC SERVICES PVT.LTD.

UPDATES ON LABOUR LAW – June'2024

S.No.	Type of Update.	Summary
1.	Public notice regarding revision of LWF contributions in Maharashtra	The Maharashtra Labour Welfare Board has issued public notice regarding revision of Employee and Employer Contributions rates with effect from 01st June 2024. (Employee Contribution Rate- Rs. 25/-, Employer Contribution Rate- Rs. 75/-and Total - Rs.100/-) Please refer public notice for more details as per Annexure 1
2.	Exemption to all Information Technology Enabled Services (ITES) and Information Technology Establishments under S&E Act in Telangana State	The Government of Telangana vide G.O.Ms.No. 5, has issued Notification regarding Exemption to all Information Technology Enabled Services (ITES) and Information Technology Establishments in Telangana State for a period of four (4) years with effect from 30th May 2024. Please refer notification for more details as per Annexure 2
3.	Exemption to IT, ITES and other knowledge based Industries from Industrial Employment (Standing Orders) Act, 1946 in Karnataka	The Government of Karnataka vide No. LD 328 LET 2023, has issued notification regarding Exemption to IT / ITES / Startups/Animation / Gaming / Computer Graphics / Telecom / BPO / KPO / Other Knowledge based Industries from Industrial Employment (Standing Orders) Act, 1946 for further the period of 5 Years in Karnataka. Please refer notification for more details as per Annexure 3
4.	The Kerala Minimum Wages CPI Notification (April 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/1251/2024-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 April 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 4 (i) (ii) (iii)

5.	The Employees Deposit Linked Insurance (Amendment) Scheme, 2024	The Employees Provident Fund Organisation vide G.S.R. 330 (E), has released the Employees Deposit Linked Insurance (Amendment) Scheme, 2024 Please refer notification for more details as per Annexure 5
6.	The Goa Minimum Wages Notification (April 2024)	The Government of Goa vide No. CLE/PA/MWA-VDA/(10)/2016/2947, has released revision of VDA and minimum rate of wages for various scheduled employment with effect from 01st April 2024. Please refer order for more details as per Annexure 6
7.	The Gujarat Private Security Agencies (Regulations) Rules, 2024	The Government of Gujarat vide No. GG/68/2024/SB-I/SSA/102010/1082, has issued Notification of the Gujarat Private Security Agencies (Regulations) Rules, 2024. Please refer notification for more details as per Annexure 7
8.	Exemption for Employment of Women during night shift in Rajasthan	The Government of Rajasthan vide No. F14(11)(1) Labour/law/2017/4863607, has issued notification regarding Exemptions for (women Employment) under Rajasthan Shops and Commercial Establishment Act, 1958 for the further period for 3 years. Please refer notification for more details as per Annexure 8
9.	Exemptions for (To keep Shops and Commercial establishments closed for one day in a week) under Rajasthan Shops and Commercial Establishment Act, 1958	The Government of Rajasthan vide No. F14(11)(1) Labour/law/2017/4863607, has issued notification regarding Exemption for (To keep Shops and Commercial establishments closed for one day in a week) under Rajasthan Shops and Commercial Establishment Act, 1958. Please refer notification for more details as per Annexure 9
10.	Exemption notification under the Shops and Establishment Act in Chandigarh	The Administrator of UT. of Chandigarh vide Memo No. 12/2/149-HII(2)/2024/9789, has released notification on exemption to all Shops and Commercial establishments are permitted to keep open all 365 days and to operate 24 hours(exemption remains valid for next one year). Please refer notification for more details as per Annexure 10