

SGC SERVICES PVT.LTD.

UPDATES ON LABOUR LAW – July'2024

S.No.	Type of Update.	Summary
1.	Amendment notification under the Tamil Nadu Shops and Establishments Rules, 1948	The Government of Tamil Nadu vide G.O. Ms. No.55, the Following amendment were made: After Rule 2, the following Rules and Forms shall be inserted, namely: Rule 2A : Application for registration of establishment, Rule 2C : Intimation of existing establishments, Rule 2D : Amendment of Registration Certificate, Rule 6A : First-Aid Facilities, In Rule 18 : for the expression “which may extend to fifty rupees”, the expression “which may extend to two thousand rupees” shall be substituted After Form-X, Form Y, Form Z, Form ZA, Form ZB shall be inserted. Please refer notification for more details. as per Annexure 1
2.	Multiple Notifications under the Tamil Nadu Shops and Establishments Act	"The Government of Tamil Nadu vide G.O. Ms. No.54, has issued multiple notifications, In Tamil Nadu Shops and Establishments (Amendment) Act, 2018 certain substitutions were made under Section 3 (Registration of Shop and establishments), In the Tamil Nadu Shops and Establishments (Amendment) Act, 2023 certain Insertions were made after Sec 22A (22-B Drinking water, 22-C Latrine and Urinals, 22-D Restroom and Lunch room,22-E First aid).Please refer notification for more details. as per Annexure 2
3.	Clarification regarding Correction in Date of Birth of Insured Persons and their Family Members / Dependents in ESI	The Employees State Insurance Corporation vide No. N-12013/2/2023-BFT-II, has issued clarification regarding Correction in Date of Birth of Insured Persons and their Family Members and Dependents. Please refer circular for more details. as per Annexure 3
4.	Employer to obtain valid insurance policy before Six month under the Karnataka Compulsory Gratuity Insurance Rules, 2024	The Government of Karnataka vide Notification No: LD 325 LET 2023, dated: 10/01/2024, the time limit specified for the employer of an establishment which is in existence at the time of commencement of the Karnataka Compulsory Gratuity Insurance Rules, 2024 for obtaining valid insurance policy, the word "sixty day" shall be and shall always be read as "Six months". Please refer corrigendum for more details. as per Annexure 4

5.	Notification regarding monthly deposit of Labour Welfare Fund in Haryana	Haryana Govt. has issued notification bearing no-HLWB/REV/2024/3755-3804 dated 09th July'2024 regarding monthly deposit of Labour Welfare Fund. According to the attached notification, you can now deposit the contribution of Haryana Labour Welfare Fund on the online portal on a monthly basis. Please refer notification for more details as per Annexure 5
6.	The Assam Minimum Wages Notification (Dec 2023)	The Government of Assam vide No. E-238621/621, has released notification on revision of minimum wages for various scheduled employment w.e.f 01st Dec 2023. Please refer notification for more details as per Annexure 6
7.	The Andaman And Nicobar Minimum Wage Notification (Jul 2024)	The Administrator of UT. Of Andaman and Nicobar Islands vide F.No.A-196/1/2022-Lab.Ins-I-LAB-AN, has released minimum wages for six schedules of employment with effect from 01st July 2024. Please refer notification for more details as per Annexure 7
8.	Notification on 365 days opening the establishment exemption under Punjab Shops and Commercial Establishments Act	The Government of Punjab vide No.LaboRSC/3/2024-SL/309, has issued Notification regarding 365 days opening the establishment exemption under Punjab Shops and Commercial Establishments Act, 1958 for the period of one year. Please refer notification for more details as per Annexure 8
9.	The West Bengal Minimum Wages Notification (Jul 2024)	The Government of West Bengal Vide No: 22/Stat/14/RW/24/2023/LCS/JLC, has released minimum wages for various scheduled employment with effect from 01st July 2024. Please refer notification for more details. as per Annexure 9
10.	The Punjab Minimum Wages Notification (March 2024)	The Government of Punjab vide No.St/0607, has issued Punjab Minimum wages Notification for scheduled employment with effect from 01st March 2024. Please refer notification for more details as per Annexure 10
11.	The Odisha Minimum Wages Notification (Basic Revision 2024)	The Government of Odisha vide No.1367, 1368, has issued notifications regarding revision of minimum wages for various scheduled employment with effect from 18th July 2024. Please refer notification for more details as per Annexure 11

12.	The Kerala Minimum Wages CPI Notification (May 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 May 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 12
13.	Notification of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Rules, 2024	The Government of Maharashtra Vide No.MS&EA-08/2021/C.R.153/Labour-10, has issued Notification of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Rules, 2024. Please refer the notification for more details. as per Annexure 13
14.	Strict verification scrutiny of documents for Super Speciality Treatment (SST) cases in ESI	The Employees State Insurance Corporation vide File No. U-16012/392/2022-SST, has issued Circular regarding strict verification scrutiny of documents for Super Speciality Treatment (SST) cases. Please refer circular for more details. as per Annexure 14
15.	Circular regarding Removal of the Aadhaar card from the list of acceptable documents for proofs of date of birth in ESI	The Employees State Insurance Coporation of India vide No. N-12013/2/2023-ft-II, has issued UIDAI guidelines and Circular regarding Removal of the Aadhaar card from the list of acceptable documents for proofs of date of birth in ESI. Please refer circular for more details. as per Annexure 15