

**SGC SERVICES PVT.LTD.**

**UPDATES ON LABOUR LAW – August'2024**

<b>S.No.</b>	<b>Type of Update.</b>	<b>Summary</b>
1.	<b>The Maharashtra Minimum Wages VDA Notification (Jul 2024)</b>	The Government of Maharashtra Vide Sr. Gr.V/K.V.A/V.B/2024(2)/Kayo-10, has issued notification for revision on minimum wages with effect from 01st July 2024. Please refer notification for more details <b>as per Annexure 1 in point no.48</b>
2.	<b>Circular regarding forwarding of user manual for bulk Aadhaar seeding of ESIC beneficiaries through employer portal</b>	The Employees State Insurance Corporation vide No. N-16016/1/2023-Bft-II, has issued Circular regarding forwarding of user manual for bulk Aadhaar seeding of ESIC beneficiaries through employer portal. Please refer circular for more details <b>as per Annexure 2</b>
3.	<b>Mandating submission of ER-I Returns under CNV Act,1959 applicable for establishments in Puducherry</b>	The Government of Puducherry Vide No.619/EE/EMI/2024, has issued Circular regarding Mandating submission of ER-I Returns under CNV Act,1959 applicable for establishments through online mode. Please refer circular for more details <b>as per Annexure 3</b>
4.	<b>The Kerala Minimum Wages CPI Notification (June 2024)</b>	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 June 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 <b>as per Annexure 4 (i)(ii)(iii)</b>
5.	<b>Circular regarding revision of rate of damages in EPF</b>	The Employees Provident Fund Organisation vide No. Compliance/Notifications/2024, has issued Circular regarding revised of rate 1% per month of damages in EPF, which was earlier levied at the rate of 5% to 25% per annum in these three provisions. Please refer the circular for more details <b>as per Annexure 5</b>

6.	<b>Notification regarding the Special Employment Exchange for Physically Handicapped in West Bengal</b>	The Government of West Bengal on August 30, 2024, issued a notification regarding the Special Employment Exchange for Physically Handicapped. The employer in every establishment shall furnish information or return in prescribed Forms in relation to vacancies appointed for persons with benchmark disability that have occurred or are about to occur in that establishment to Special Employment Exchange for Physically Handicapped at the Directorate of Employment under Department of Labour. Please refer notification for more details <b>as per Annexure 6</b>
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