



TalEzine - February '24 Monthly Edition

EPFO released SOP for freezing/de-freezing the MID/UAN/Establishment.

Vide Notification no: FIA/11(22)/SOP/FreezingUAN/2022

As per the notification, The EPFO has issued the Standard Operating Procedure for freezing/de-freezing of a MID/UAN/Establishment duly approved by the CPFC for necessary action. For further information, kindly refer to notification.

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The Government of Manipur has issued the Manipur Labour Laws Ordinance, 2023 w.e.f 29th December 2023

Vide Notification no: 2/38/2020-Leg/L dated 29.12.2023

As per the notification, an ordinance is to provide for the exemption of establishment from renewal of registration of his establishment and renewal of license under labour laws. This ordinance may be called by Manipur Labour Laws (Exemption from Renewal of Registration and license by Establishment) Ordinance, 2023. For further information, kindly refer to notification.

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The Ministry of Social Justice and Empowerment has issued notification on Rights of Persons with Disabilities (Amendment) Rules, 2023 w.e.f 03rd January 2024

Vide notification No. G.S.R. 07 (E) dated 02.01.2024

As per the notification, guidelines on accessible and inclusive piped water supply for persons with disabilities and for other population groups with access challenges, as specified in the notification of the Department of Drinking Water and Sanitation, Government of India vide notification number CDN-11017/58/2021-Coordination-DDWS, dated the 2nd August, 2023" and accessibility standards for community toilets in Rural areas, as specified in the notification of the Department of Drinking Water and Sanitation, Government of India vide notification number S-18012/5/2021-SBM-DDWS dated the 4th August, 2023." For further information, kindly refer to notification.

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ESIC issued circular on Seeding and authentication of Aadhaar of Insured Person, ESIC Employees and Pensioners

Vide Circular No: I-21013/1/2022-ICT, dated 08.01.2024

As per the Circular, in order to facilitate ease of seeding and authentication of Aadhaar Numbers of insured persons & their family members, all the provision have been developed by the ICT division in IP portal, Employer Portal, ESIC Staff and "AAA" Mobile App. In addition to the options provided, Insured persons and their family members have the option to visit designated kiosks set up in the ESIC hospital for the seeding of Aadhaar. For further information, kindly refer to circular.

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EPFO issues a circular for the removal of Aadhaar from the list of acceptable documents as date of birth proof.

Vide Circular No: WSU/2024/1/UIDAI Matter/4090 dated 16.01.2024

As per the circular, a letter has been received from UIDAI, it has been stated that use of Aadhaar, as a proof of DOB needs to be deleted from the list of acceptable documents. According the Aadhaar is being removed from the list of acceptable documents for correction on the date of birth as mentioned in Table-B of Annexure-1 of the JD SOP under reference. For further information, kindly refer to Circular.

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ESIC issued a Circular on State wise updated list of notified/non-notified districts under ESIC Scheme as on 11.01.2024

Vide Circular No: N-15015/1/2023-P&D dated 17.01.2024

As per the circular, Employee State Insurance Corporation has issued an updated list of States/UT's whose entire area is notified and list of States/UT's where the Scheme is partially notified. For further information, kindly refer to Circular.

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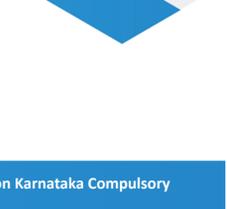


The Government of Karnataka makes rules further to amend the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) (Karnataka) Rules, 2006.

Vide Notification No: LD 359 LET 2023 dated 12.01.2024

As per the notification, the Government of Karnataka, after consultation with the Expert Committee, hereby makes the following rules further to amend the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) (Karnataka) Rules, 2006, namely "Competent Person" means a person who belongs to a testing establishment in Karnataka, possessing adequate qualification, experience and skill for the purposes of testing, examination or annealing and certification of lifting appliance, lifting gears, wire ropes or pressure plant or equipment, approved by the State Government or by the Chief Inspector subject to the control of the State Government." For further information, kindly refer to Notifications.

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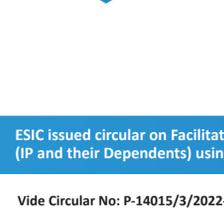


The Government of Karnataka has issued notification on Karnataka Compulsory Gratuity Insurance Rules, 2024 w.e.f 10th Jan 2024

Vide Notification No: LD 397 LET 2023 dated 10.01.2024

As per the notification, the government of Karnataka, implemented the Karnataka Compulsory Gratuity Insurance Rules, 2024 ("Rules") to exercise its powers under Section 4-A of the Payment of Gratuity Act, 1972 ("Act"), which empowers state governments to frame rules requiring employers to mandatorily obtain an insurance policy. The notification includes 1. Obtaining Insurance for Payment of Gratuity, 2. Recovery of the amount of Gratuity, 3. Registration of the Establishment, 4. Continuation of Approved Gratuity Fund, 5. Incorporation of Gratuity Trust, 6. Compliance with the provisions of the Act. For further information, kindly refer to Notification.

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ESIC issued circular on Facilitation of Aadhaar Seeding and ABHA No. Generation (IP and their Dependents) using AAA+ Mobile App

Vide Circular No: P-14015/3/2022-HIT-II-PART (1) dated 10.01.2024

As per the circular, the Employee State Insurance Corporation has published a user manual for Aadhaar seeding for face authentication using AAA+ mobile application and other developments. AAA+ mobile app has been facilitated with a new feature for Aadhaar seeding and ABHA generation using face-authentication for the IP log-in. Using this facility, IP shall be able to seed Aadhaar for self and family using-Authentication. For further information, kindly refer to Circular

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The Government of Haryana has announced Engagement of Trade Apprentices under the Apprentice Act, 1961 in Haryana

Vide Letter No: 04/2024/1242-95, dated 10.01.2024

As per the letter, the government has announced Engagement of Trade Apprentices under the Apprentice Act, 1961. First Round Schedule for engaging designated Trade Apprentices in the Year 2024 for all government department and SPSUs. For further information, kindly refer to Letter.

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The Additional Deputy Commissioner of Gurugram has announced certain direction on POSH Act Compliances

Vide Letter D.O. No: 483, dated 20.12.2023

As per the Letter, the government of Gurugram has issued a comprehensive compliance checklist for POSH Act. That includes Policies, Notices, Employee awareness and assistance, Internal committee, Compliance with complaints committee recommendations and annual reports. For further information, kindly refer to Letter.

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The Government of Punjab has issued notification on extension of certain provisions of ESI Act.

Vide Notification No : 13/46/2020-SH4/1206 dated 20.07.2023

As per the notification, the government of Punjab has issued notification on extension of certain provisions of ESI Act to classes of establishments Municipal bodies including Municipal Corporation (Nagar Nigam), Municipal Councils, Nagar Palika & Other Urban Local Bodies. For further information, kindly refer to Notification.

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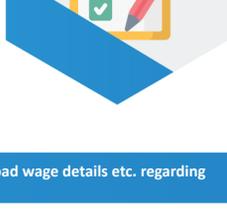


The Government of Meghalaya has issued Corrigendum regarding written consent from female workers who are willing to work after 7.00 P.M

Vide Notification No : LBG.132/82/Pt/Vol.1/94 dated 10.01.2024

As per the corrigendum, the female employee(s) is/are required to work after 7.00 PM, her/his written consent in this regard shall be taken. For further information, kindly refer to Notification.

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EPFO extends five months time for Employers to upload wage details etc. regarding Pension on Higher Wages

Vide notification released ID No: 1992884 dated 03.04.2024

As per the notification, the EPFO, order to ensure that employers process these remaining Applications for Validation of Option / Joint Options, the Chairman, CBT EPF approved the proposal to grant another extension of time for the employers for uploading wage details online etc till 31st May, 2024. For further information, kindly refer to Notification.

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PFRDA issued a notification regarding the master circular on the Partial Withdrawal of Accumulated Pension Wealth under the National Pension System (NPS)

Vide Notification no: FC/11/NPS/Circular/Vol-II/30/23-24 dated 18.01.2024

As per the notification, the pension fund regulatory and instruction authority has issued a master circular which rescinds the existing guidelines and instruction on the subject of " Partial Withdrawal of Accumulated Pension Wealth under National Pension Scheme (NPS) and consolidates at one place. For further information, kindly refer to Notification.

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The Andaman and Nicobar Minimum Wages Notification (Jan-2024)

Vide Notification No : 133/2023/F No: 16/1/MW/2019-20/LC&DET dated 27.12.2023.

As per the notification, The Government of Andaman And Nicobar has released the Minimum Wages effective from 1st January 2024. For further information, kindly refer to notification.

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The West Bengal Minimum Wages Notification (Jan-2024)

Vide Notification No : 45/Stat/14/RW/24/2023/LCS/JLC dated 12.12.2023

As per the notification, The Government of West Bengal has released the Minimum Wages effective from 1st January 2024. For further information, kindly refer to notification.

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The Tripura Minimum Wages Notification (October-2023)

Vide Notification No : F.22(74)-LAB/ENF/MW/SHOPS/2022/7534-44 dated 24.01.2024

As per the notification, The Government of Tripura has released the Minimum Wages effective from 1st October 2023. For further information, kindly refer to notification.

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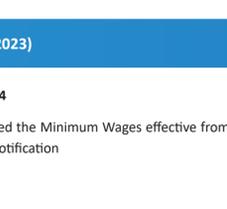


The Meghalaya Minimum Wages Notification (April-2023)

Vide Notification No : LBG.9/2023/5 dated 31.03.2023

As per the notification, The Government of Meghalaya has released the Minimum Wages effective from 1st April 2023. For further information, kindly refer to notification.

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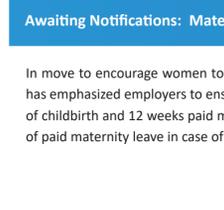


The Kerala Minimum Wages Notification (November 2023)

Vide Notification No: DES/1036/2023-P3(1) dated 16.01.2024

As per the notification, The Government of Kerala has released the Minimum Wages effective from 1st November 2023. For further information, kindly refer to notification

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Awaiting Notifications: Maternity Leave to the Construction Workers...

In move to encourage women to join workforce in construction sector, The Centre, on 30.01.2023 has emphasized employers to ensure digital payments and paid maternity leave of 26 weeks in case of childbirth and 12 weeks paid maternity leave for more than 2 children and adoption and 6weeks of paid maternity leave in case of miscarriages. Notification for the same is awaited.



Minimum Wages Notification

Minimum Wages 2023-2024						
State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Andaman & Nicobar Islands	Highly Skilled	23790				01-Jan-24
	Skilled	21632				01-Jan-24
	Semi Skilled	18434				01-Jan-24
	Unskilled	16328				01-Jan-24
West Bengal	Highly Skilled	13099	12258			01-Jan-24
	Skilled	11909	11142			01-Jan-24
	Semi Skilled	10826	10128			01-Jan-24
	Unskilled	9841	9210			01-Jan-24
Tripura	Skilled	9104				01-Oct-23
	Semi Skilled	8140				01-Oct-23
	Unskilled	7421				01-Oct-23
Meghalaya	Highly Skilled	14378				01-Apr-23
	Skilled	13000				01-Apr-23
	Semi Skilled	11622				01-Apr-23
	Skilled	10270				01-Apr-23

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Sources:

Government Notifications, Press Releases, Labour Department Announcements through Circulars.



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