



TalEzine - July'20 Weekly Edition

Amendment to the Bihar Professional Tax Rules, 2011

Vide Notification S.O.140

As per the notification, the Governor of Bihar dated 2nd July 2020 has amended the Bihar Professional Tax Rules, 2011 where the existing designated authorities under the act in the state has been revised for the mentioned purposes such as tax returns and payment, failure to deduct or to pay tax, recovery of taxes, compounding of offenses. Please refer to the notification for detailed information.

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Bengaluru Lockdown - Order & Guidelines

Vide Order No. RD 158 TNR 2020

As per the notification, the Government of Karnataka in view of the increase in COVID 19 positive cases in Bengaluru area, has ordered complete lockdown in BBMP area, Bengaluru urban district and Bengaluru rural district to combat the spread of COVID 19 for 7 days with effect from 8 pm on 14th July 2020 to 5 am on 22nd July 2020. Please refer to the notification for more details.

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Extension of Complete Lockdown in Thiruvananthapuram District

As per the notification, the District Disaster Management Authority, Thiruvananthapuram, has declared the entire Thiruvananthapuram Corporation to be under complete and strict lockdown with effect from 6th July 2020, 06.00 am onwards. The existing lockdown relaxations shall not be applied, and strict lockdown measures shall be in force for a period of 7 days. Please refer to the notification for detailed information.

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Extension of Time Limit to Deposit Labour Welfare Fund in Maharashtra

As per the notification, the Government of Maharashtra, through the official website of Maharashtra Labour Welfare Board, has published a notice in the webpage intimating extension of the last date for payment of contribution to Labour Welfare Fund till 15th August 2020. The official notification is yet to be released by the Labour Welfare Board, Government of Maharashtra. Please refer to the official government link of Maharashtra Labour welfare board <http://public.mlwb.in/public> for more details.

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Extension of Validity Period of Scheme for Implementation of PMGKY Package to Twenty Four Percent Contribution for Employer and Employee

As per the notification, the EPFO in the continuance of guidelines issued on 9th April 2020 has further released the circular and guidelines to the implementation of Pradhan Mantri Garib Kalyan Yojana Package for credit of Employees and Employers Share of EPF & EPS Contributions (24% of wages) for three months by Government of India. As per the notification to prevent disruption in the employment of low wage-earning employees and support establishments employing up to one hundred employees, the entire employees EPF contributions (12% of wages) and employers' EPF & EPS contribution (12% of wages), totaling 24% of the monthly wages for the next three months that is June, July, August shall be directly paid by the Central Govt. in the EPF accounts (UAN) of employees, who are already members of Employees Provident Funds Scheme, 1952, drawing wages less than fifteen thousand rupees per month and employed in establishments, already covered under the Employees Provident Funds and Miscellaneous Provisions Act 1952, employing up to one hundred employees, with 90% or more of such employees earning less than fifteen thousand rupees monthly wages. Please refer to the document for detailed information.

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Further Amendment to Applicability of the Contract Labour (Regulation and Abolition) Act, 1970 in Tripura

Vide Notification No.F.16(8)-LAB/ENF/CL/2008/3854-61

As per the notification, the Government of Tripura suppression of previous notification bearing no F.16(8) LAB/ENF/CL/2008/2976-92 dated 27 May 2020 has extended the applicability of the Contract Labour (Regulation And Abolition) Act, 1970 to any establishment or class of establishments or any class of contractors from existing applicability of employing twenty or more workmen to fifty or more workmen for one thousand days instead of six months. Please refer to the notification for more details.

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Inspections Under Various Labour Laws to Facilitate Ease of Doing Business in the State of Telangana

Vide G.O No. 13

As per the notification, the Government of Telangana has issued an order to introduce computerized systems of Risk Assessment based Inspections with random allocation of Inspecting Officers to facilitate Ease of Doing Business in the State. As per the order, inspection will be carried out by respective Inspection Officers to categorized establishments as Low Risk / Medium Risk / High Risk depending upon the number of workers employed. The frequency for inspection for establishments under the Low-risk category will be once in five years, for Establishments under the Medium Risk category will be once in three years and for Establishments under the High-Risk category will be once in two years. Please refer to the notification for more details.

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Modifications to the Lockdown Guidelines - Tamil Nadu

As per the notification, the Government of Tamil Nadu has modified certain restrictions for the lockdown imposed. IT/TeS companies are permitted to work with 50% of employee strength at their work premises, subject to the condition that 90% of the employees going to the workplace shall use the company arranged common transport facilities. However, IT/TeS companies should encourage their employees to work from home. Refer notification for more details.

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The Contract Labour (Regulation And Abolition) Bihar Amendment Ordinance, 2020

Vide Ordinance No. 06, 2020

As per the notification, the Governor of Bihar dated 2nd July 2020 has promulgated The Contract Labour (Regulation And Abolition) (Bihar Amendment) Ordinance, 2020, which amends the existing applicability to the act for the establishments employing twenty or more workmen to fifty or more workmen. Please refer notification for more details.

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The Contract Labour (Regulation and Abolition) Himachal Pradesh Amendment Ordinance, 2020

Vide Ordinance No. 03, 2020

As per the notification, the Governor of Himachal Pradesh dated 9th July 2020 has promulgated The Contract Labour (Regulation and Abolition) Himachal Pradesh Amendment Ordinance, 2020 amends the applicability to the Act for the establishments employing twenty or more workmen to thirty or more workmen. Please refer notification for more details.

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The Factories Himachal Pradesh Amendment Ordinance, 2020

Vide Ordinance No 05 of 2020

As per the notification, the Governor of Himachal Pradesh dated 9th July 2020 has promulgated The Factories (Himachal Pradesh Amendment) Ordinance, 2020. As per the notification, the government has increased threshold limit for applicability to the Factories Act, 1948 from ten or more workers to twenty or more workers for factories operating with the aid of power and from twenty or more workers to forty or more workers for factories operating without the aid of power. The total number of workers for overtime shall not exceed one hundred and fifteen hours instead of seventy-five hours subject to the condition that overtime shall have to be paid twice the rate of ordinary wages. Please refer notification for more details.

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The Factories Bihar Amendment Ordinance 2020

Vide Notification No.08, 2020

As per the notification, the Governor of Bihar dated 2nd July 2020 has promulgated the Factories (Bihar Amendment) Ordinance, 2020. As per the notification, the government has increased threshold limit for applicability to the Factories Act, 1948 from ten or more workers to twenty or more workers for factories operating with the aid of power and from twenty or more workers to forty or more workers for factories operating without the aid of power. The notification shall come into force from the date of its publications.

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The Factories (Gujarat Amendment) Ordinance, 2020

Vide Notification No.06, 2020

As per the notification, the Governor of Gujarat 3rd July 2020 has promulgated The Factories (Gujarat Amendment) Ordinance, 2020. The government has increased the threshold limit for applicability to the Factories Act, 1948, from ten or more workers to twenty or more workers for factories operating with the aid of power and from twenty or more workers to forty or more workers operating without the aid of power. Please refer notification for more details.

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The Industrial Disputes (Bihar Amendment) Ordinance, 2020

Vide Notification No.07, 2020

As per the notification, the Governor of Bihar dated 2nd July 2020 has promulgated The Industrial Disputes (Bihar Amendment) Ordinance, 2020 amended section 25 K of Industrial Disputes Act, 1947. According to the ordinance, the Chapter V of Act, which specifies provisions relating to layoffs, retrenchment, and closure of a certain establishment, will be applicable to an industrial establishment where the number of workmen employed is not less than three hundred workmen instead of the existing two hundred workmen. Please refer notification for more details.

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The Industrial Disputes (Gujarat Amendment) Ordinance, 2020

Vide Notification No.5 of 2020

As per the notification, the Governor of Gujarat, dated 3rd July 2020, has promulgated the Industrial Disputes (Gujarat Amendment) Ordinance, 2020 amended section 25 K of Industrial Disputes Act, 1947. As per the ordinance, the applicability of Chapter V of the Act, which specifies provisions relating to layoffs, retrenchment, closure of certain establishments, an industrial establishment where the number of workmen employed are not less than one hundred workmen has been increased to three hundred workmen. In addition to the above, as per the provisions relating to the conditions of retrenchment, the existing compensation which shall be equivalent to fifteen days' average pay for every completed year of continuous service or any part thereof in excess of six months, an additional condition which will be an amount equivalent to last three months average pay has been introduced. Please refer to the notification for more details.

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The Industrial Disputes (Himachal Pradesh Amendment) Ordinance, 2020

Vide Ordinance No 04 of 2020

As per the notification, the Governor of Himachal Pradesh dated 9th July 2020 has promulgated The Industrial Disputes (Himachal Pradesh Amendment) Ordinance, 2020 amending The Industrial Disputes Act, 1947. As per the ordinance, the provision of the prohibition of strikes and lock-outs now includes non-public utility services as well along with public utility services within the provisions of the Act (b) The conditions for retrenchment compensation has been enhanced to sixty days from the earlier fifteen days average pay for every completed year of continuous service or any part thereof more than six months. Please refer to the notification for more details.

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

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