

# TalEzine - November '20 Weekly Edition

## Ministry of Home Affairs Extends the Guidelines for Re-Opening Upto 30th November 2020

As per the notification, the Ministry of Home Affairs extends the guidelines for re-opening upto 30th November 2020.

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## List of Holidays 2021

The below mentioned state holiday lists has been released through the appropriate Government gazettes.

- ▶ Andaman and Nicobar Islands [Download](#)
- ▶ Chhattisgarh [Download](#)
- ▶ Puducherry [Download](#)
- ▶ Mizoram [Download](#)
- ▶ Tamil Nadu [Download](#)
- ▶ Gujarat [Download](#)

## Application of the Payment of Bonus Act

As per the notification, the Government of Tamil Nadu, the Governor of Tamil Nadu has issued an order to make the Payment of Bonus Act, 1965 (Central Act 21 of 1965) applicable to the establishments within the meaning of clause (j) of sub-section (1) of Section 2 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (Central Act 27 of 1996) in which less than twenty workers and not less than ten workers are employed or were employed on any day during the accounting year 2019.

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## Contract Labour Amendment Goa Regulation 2020

### Vide Notification No.7/19/2020-LA

As per the notification, the Government of Goa has repealed The Contract Labour (Regulation and Abolition) (Goa Amendment) Ordinance, 2020 with ordinary legislation to be known as The Contract Labour (Regulation and Abolition) (Goa Amendment) Act, 2020. As per the amendment, the applicability to the act for the establishments employing twenty or more workmen is increased to fifty or more workmen. Please refer to the notification for more details.

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## ESI Notification - The provision 51B has been omitted

### Vide Notification No.G.S.R. 675(E)

As per the notification, the ESIC has omitted Rule 51B of The Employees' State Insurance (Central) Rules, 1950, which states that in areas where the act is implemented for the first time, the contribution for the initial twenty-four months from such date of implementation for an employer is 3 percent and employee is 1 percent. The contribution rates will be continued at 3.75 percent as an employer contribution and 0.75 percent as employee contribution for all newly implemented areas.

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## ESI Notification on Confinement Expenses

### Vide Notification No.G.S.R. 676(E)

As per the notification, the ESIC has implemented The Employees' State Insurance (Central) Amendment Rules, 2020. As per the Amendment, for the confinement expenses under Rule 56-A, for the words "rupees five thousand," the words "rupees seven thousand five hundred" is substituted. Please refer to the notification for more details.

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## Extension of the ABVKY Scheme and Relaxed Eligibility Conditions for Availing Relief Under the Scheme

### Vide Notification No. E-13/12/9/2020-P.R

As per the notification, the ESIC has notified the extension of the Atal BeemitVaktiKalyanYojana scheme for the period from 1st July 2020 to 30th June 2021 with relaxation in following eligibility conditions for availing relief under the scheme during the period 24th March 2020 to 31st December 2020. Please refer to the notification for more details.

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## Factories Goa Amendment Rules 2020

### Vide Notification No.7/12/2020-LA

As per the notification, the Government of Goa dated 12th October 2020 has repealed The Factories (Goa Amendment) Ordinance, 2020, with ordinary legislation is known as The Factories (Goa Amendment) Act, 2020. As per the notification, 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 for factories operating without the aid of power. Please refer to the notification for more details.

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## Draft Rules of Industrial Relations

As per the notification, the Central Government proposes to make the exercise of the powers conferred by section 99 of the Industrial Relations Code, 2020 (35 of 2020) read with section 24 of the General Clauses Act, 1897(10 of 1897). Please refer to the notification for more details.

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## Guidelines to Settle the Legitimate Dues of Workers Under the Payment of Bonus Act, 1965 in West Bengal

### Vide Circular No. Labr./210/(LC-IR)/3C-01/18

As per the notification, the Government of West Bengal has issued guidelines to be followed by all employers and employees of the state covered under the Payment of Bonus Act, 1965 ("Act") while settling the legitimate dues of the workers in respect of Bonus Act, 1965 ("Act") in the interest of maintenance of Industrial peace and harmony. Please refer to the notification for more details.

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## Haryana - Auto Renewal of License

### Vide Order No: 2/22/2020-2Lab

As per the notification, the Government of Haryana, The Labour Department of Haryana has approved the auto-renewal of the licenses under rule 10 of the Punjab Factory Rules, 1952 subject to the following conditions:- (1) There shall be no change in particulars of the application for renewal of a license, i.e., name of occupier, name & address of the factory, maximum horsepower, and maximum no. of workers for the year/specified in which is renewal is required. (2) The fee paid is five or ten times the fee specified in the schedule, in case the renewal application is made for five years or ten years, as the case may be (3) The fees are paid through E-GRAS only via the departmental website, i.e., www.hrylabour.gov.in through the login I.D of the factory.

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## Haryana - Approval for E-Records Labour Laws

### Vide Order No: 2/24/2020-2Lab

As per the notification, the Government of Haryana has issued a notification improving the ease of doing business by introducing the Information Technology Act, 2020, to keep electronic form records. The following rules and laws have been approved by the Department to maintain the records electronically. Please refer to the notification for more details.

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## The Karnataka Shops and Commercial Establishments (Amendment) Act, 2020

### Vide Notification No.40 Of 2020

As per the notification, the Government of Karnataka has amended provision under Section 25 of The Karnataka Shops and Commercial Establishments Act, 1961, towards the regulation of employment of women at night. As per the Amendment, the conditions for the regulation of employment of women during the night in a shop or commercial establishment shall be as follows:- (a) The regulation stipulated under sections 7 (Daily and weekly hours), 8 (Extra wages for overtime work), 9 (Interval for rest), 10 (Spread over) and 12 (Weekly Holidays) of the Act shall continue to apply to the women employee working during night shift (b) Willingness of women employees shall be obtained in writing (c) The establishment shall provide transport facilities from the residence of the woman employee to the workplace and back free of cost and with adequate security. Such transport facility shall have GPS for tracking and monitoring (d) Employment of women employee shall be on a rotation basis (e) An adequate number of security guards shall be posted during the night shift (f) Sufficient restrooms, electricity, latrines lockers, dispensary facility and washing facilities with adequate water supply shall be provided separately for women employees to secure privacy (g) The establishment shall bear the cost of crèche obtained by the women employees from voluntary or other organisations (h) The establishment shall obtain Bio-data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own.

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## Madhya Pradesh Labour Laws Ordinance 2020

### Vide Ordinance No 8 of 2020

As per the notification, the Government of Madhya Pradesh, the Governor of Madhya Pradesh, dated 20th August 2020, has promulgated The Labour Laws (Madhya Pradesh Amendment) Ordinance, 2020 to amend The Factories Act, 1948, The Contract Labour (Regulation and Abolition) Act, 1970. Below mentioned are the brief description of the changes brought in (a) The threshold limit for applicability to the Factories Act, 1948 has now been increased from ten or more workers to fifty or more workers for factories operating with the aid of power (b) The applicability of The Contract Labour (Regulation and Abolition) Act, 1970 for establishments has been increased from twenty or more workmen to fifty or more workmen. Please refer to the notification for more details.

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## Punjab Contract Labour Amendment Ordinance 2020

### Vide Ordinance No.16-Leg./2020

As per the notification, the Government of Punjab has repealed The Contract Labour (Regulation and Abolition) (Goa Amendment) Ordinance, 2020, with ordinary legislation to be known as The Contract Labour (Regulation and Abolition) (Punjab Amendment) Act, 2020. As per the notification, the existing applicability of the act for the establishments employing twenty or more workmen has been increased to fifty or more workmen. Please refer to the notification for more details.

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## The Factories (Punjab Amendment) Ordinance, 2020

### Vide Notification No. 13-Leg./2020

As per the notification, the Government of Punjab, the Governor of Punjab, has promulgated The Factories (Punjab Amendment) Ordinance, 2020. As per the notification, 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 for factories operating without the aid of power. The notification also amends the number of hours allowed to work overtime in any quarter from seventy-five hours to one hundred and fifteen hours. Please refer to the notification for more details.

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## The Factories (Uttar Pradesh Amendment) Act, 2020

### Vide Notification no. 1897(2)/LXXIX-V-1-20-1(ka)33-20

As per the notification, the Government of Uttar Pradesh has inserted Section 5A to the Factories Act, 1948, providing the State Government the power to exempt a factory from the Act's provisions in the public interest. As per the amendment, the State Government by notification may temporarily exempt new factory or class of new factories whose commercial production starts within a period of one thousand days after the commencement of Factories (Uttar Pradesh Amendment) Act, 2020 from all or any provisions of the Act for a period of one thousand days from the date on which such production starts. Please refer to the notification for detailed information.

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## The Tamil Nadu Rationalisation of Forms and Reports Under Certain Labour Laws Rules, 2020

### Vide Notification no G.O. (Ms) No.111

As per the notification, the Government of Tamil Nadu has implemented The Tamil Nadu Rationalisation of Forms and Reports under Certain Labour Laws Rules, 2020. As per the rules, the following important compliances/form for registration, renewal, a notice of commencement by principle employer/contractor, a notice of completion by principle employer/contractor has been consolidated and amended under Tamil Nadu Contract Labour (Regulation and Abolition) Rules, 1975, Tamil Nadu Building and Other Contract Labour (Regulation of Employment and Conditions of Service) Rules, 2006, Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) (Tamil Nadu) Rules, 1983. Please refer to the notification for more details.

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## ESIC Medical / Dental Colleges for Academic Session 2020-21

As per the notification, the ESIC, Insured person (IP) quota seats in ESIC Medical/ Dental Colleges for academic session 2020-21. Please refer to the notification for more details.

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## Hazardous Waste Rules 2020

### The Hazardous and Other Wastes (Management and Transboundary Movement) Amendment Rules, 2020.

- ▶ Ensure recognition and registration of workers involved in the generation, handling, collection, reception, treatment, transport, storage, reuse, recycling, recovery, pre-processing, utilisation including co-processing and disposal of hazardous wastes.
- ▶ Undertake industrial skill development activities for the workers involved in the generation, handling, collection, reception, treatment, transport, storage, reuse, recycling, recovery, pre-processing, and utilisation, including co-processing disposal of hazardous wastes.
- ▶ Undertake annual monitoring and to ensure the safety and health of workers involved in the generation, handling, collection, reception, treatment, transport, storage, reuse, recycling, recovery, pre-processing, utilisation, including co-processing and disposal of hazardous wastes.

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## The Bihar Minimum Wages Notification (Oct 2020)

### Notification No-5/ M.W.- 403 /07 L&R-2619

As per the notification, the Government of Bihar has released Minimum Wages for the state of Bihar effective from 1st October 2020.

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## The Central Minimum Wages Notification (Oct 2020)

### F.No. 1 /20(3) /2020-Ls-II

As per the notification, the Government of India has released Minimum Wages for the Central sphere effective 1st October 2020.

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## The Gujarat Minimum Wages Notification (Oct 2020)

As per the notification, the Government of Gujarat has released the revised Minimum Wages dearness allowance for the State of Gujarat effective 1st October 2020.

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## The Haryana Minimum Wages Notification (Oct 2020)

As per the notification, the Government of Haryana has released Minimum Wages for the state of Haryana.

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## The Kerala Minimum Wages Notification (Aug 2020)

As per the notification, the Government of Kerala, the Labour and Skills (E) Department, has revised the variable dearness allowance for employment in Shops and Commercial Establishment and employment in Computer Software Sector. 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 August 2020 are as ascertained by the Director-General of Economics & Statistics under clause (C) of Section 2 of the Act.

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## The Odisha Minimum Wages Notification (Oct 2020)

### Vide Notification No.6100/LC

As per the notification, the Government of Odisha has released the Minimum Wages effective from 1st October 2020 for the State of Odisha.

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## The Rajasthan Minimum Wages Notification

As per the notification, the Government of Rajasthan has released the Minimum Wages for the state of Rajasthan.

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## The Telangana Minimum Wages Notification (Oct 2020)

As per the press note released, Commissioner of Labour Telangana, Hyderabad and the Competent Authority under the Minimum Wages Act, 1948 has declared the CPI points for calculation of variable dearness allowance for the state of Telangana with effect from 1st October 2020.

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## The Uttar Pradesh Minimum Wages Notification (Oct 2020)

### Notification No. 1362-89/Pravartan-(M.W.)/15

As per the notification, the Government of Uttar Pradesh has released Minimum Wages for the state of Uttar Pradesh effective from 1st October 2020 to 31st March 2021.

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## The Uttarakhand Minimum Wages Notification (Oct 2020)

### No 3701/4-01/13

As per the notification, the Government of Uttarakhand has released Minimum Wages for the state of Uttarakhand effective from 1st October 2020.

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## The West Bengal Minimum Wages Notification (July 2020)

### No.51/703/Stat/2RW/29/2016/LCS/JLC

As per the notification, the Government of West Bengal has released the minimum rates of wages effective from 1st July 2020 to 31st December 2020.

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## Minimum Wages Notification

Minimum Wages 2020-2021						
State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Andhra Pradesh	Highly Skilled	11272.20	10853.20			01-Oct-20
	Skilled	10437.20	10235.20			01-Oct-20
	Semi Skilled	9817.20	9601.20			01-Oct-20
	Unskilled	9415.20	9085.20			01-Oct-20
Telangana	Highly Skilled	11803.00	11384.00			01-Oct-20
	Skilled	10968.00	10766.00			01-Oct-20
	Semi Skilled	10766.00	10548.00			01-Oct-20
	Unskilled	10348.00	10132.00			01-Oct-20
Bihar	Highly Skilled	11726.00				01-Oct-20
	Skilled	9620.00				01-Oct-20
	Semi Skilled	7904.00				01-Oct-20
	Unskilled	7592.00				01-Oct-20
	Supervisory / Clerical	8363.00				01-Oct-20
Chhattisgarh	Highly Skilled	11690.00				01-Oct-20
	Skilled	10910.00				01-Oct-20
	Semi Skilled	10130.00				01-Oct-20
	Unskilled	9480.00				01-Oct-20
Gujarat	Skilled	9079.20	8845.20			01-Oct-20
	Semi Skilled	8845.20	8637.20			01-Oct-20
	Unskilled	8637.20	8429.20			01-Oct-20
Haryana	Highly Skilled	11893.79				01-Jan-20
	Skilled - A	10788.01				01-Jan-20
	Skilled - B	11327.42				01-Jan-20
	Semi Skilled A	9785.05				01-Jan-20
	Semi Skilled B	10274.29				01-Jan-20
	Unskilled	9319.12				01-Jan-20
Kerala	Highly Skilled	12728.00				01-Aug-20
	Skilled	12308.00				01-Aug-20
	Semi Skilled	12098.00				01-Aug-20
	Unskilled	11888.00				01-Aug-20
Madhya Pradesh	Highly Skilled	11935.00				01-Oct-20
	Skilled	10635.00				01-Oct-20
	Semi Skilled	9257.00				01-Oct-20
	Unskilled	8400.00				01-Oct-20
Uttar Pradesh	Skilled	10791.00				01-Oct-20
	Semi Skilled	9634.00				01-Oct-20
	Unskilled	8758.00				01-Oct-20
Uttarakhand	Highly Skilled	-				01-Oct-20
	Skilled	10078.00				01-Oct-20
	Semi Skilled	9484.00				01-Oct-20
	Unskilled	8891.00				01-Oct-20
	Clerk-1	11080.00				01-Oct-20
	Clerk-2	10332.00				01-Oct-20
Odisha	Highly Skilled	11909.30				01-Oct-20
	Skilled	10349.30				01-Oct-20
	Semi Skilled	9049.30				01-Oct-20
	Unskilled	8009.30				01-Oct-20

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