

registered establishments.



EPFO Notification - To Implement the Aatmanirbhar Bharat Rozgar Yojana (ABRY) to incentivize creation of new employment opportunities in EPFO



Vide Notification No: CAIU/011(16)2020-21/ABRY/1179 As per the notification, The Aatmanirbhar Bharat Rozgar Yojana (ABRY) Scheme is announced to incentivize creation of new employment and restoration of loss of

employment during the COVID pandemic. The Scheme proposes to incentivize employers, registered with EPFO, for giving employment to new employees and re-employing persons from low wage bracket who lost their jobs during COVID-19 pandemic. The Central Government will pay both the employees' and employer's share

of contribution payable under the EPF & MP Act, 1952 or only the employees' share, depending on the employment strength of the establishment, directly to the Universal Account Number of eligible employee maintained by the EPFO. The Scheme stands commenced from 1st October, 2020 and shall remain open for registration of eligible employers and new employees up to 30th June, 2021. The benefit shall be available for a period of twenty-four months from date of registration of new employee, not later than 30/06/2023 in any case. Please refer to the notification for more details Download for Factories, Establishments and Mines under the

As per the notification, The Labour Ministry has issued drafts for the Model Standing

Orders under proposed Labour Code. The Standing Orders refer to the rules of conduct for workmen employed in industrial establishments. These orders will cover all industrial establishments, employing 300 workers or more, and which are covered under the Occupational Safety, Health and Working Conditions Code, 2020. Please refer to the

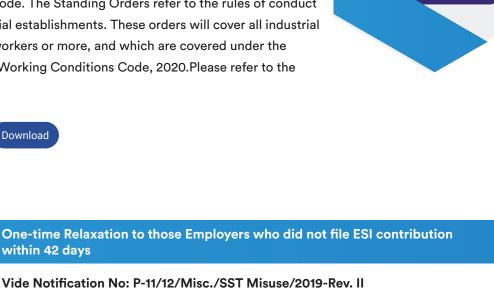
notification for more details

Draft Standing Orders

Vide Notification No: G.S.R 815 (E)

Social Security, 2020

Download One-time Relaxation to those Employers who did not file ESI contribution within 42 days





1. This one-time relaxation is limited to the contribution period ending September, 2019 only and no further relaxation in limitation for other

contribution period is allowed.

this contribution up to 15.05.2020. Further, it is made clear that: -

2. Such relaxation is not extended to other older or new contribution period. Please refer to the notification for more details Download

As per the notification, The Employees' State Insurance (General) Regulations has relaxed the provisions one-time opportunity has been given to those Employers who did not file ESI contribution for the contribution period April, 2019 to September, 2019 within 42 days after end of the contribution period. The Employers are allowed to file

Additional List of Holidays in 2021 For Employees of Various Districts In Telangana

As per the notification, In addition to the Telangana state list of holidays for the calendar year 2021, the Joint Commissioner of Labour, Hyderabad (Twin Cities) along with Rangareddy, Medchal, Vikarabad, Medak, Siddipet, Sangareddy, Nizamabad,

Telangana holiday list 2021 original notification along with the district-wise changes as

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Central Government Notifies Implementation of Certain Provisions of the Code on

applicable

Vide Notification No: G.O Ms.No.36

Circular for General Information to Stakeholders Under Nagaland Professions, Trades, Callings and Employments Taxation Rules, 1970 Vide Notification No: CT/GEN/EoDB/21/2018 As per the Circular, The Government of Nagaland vide notification no CT/GEN/EoDB/21/2018 has issued a Circular to notify all the stakeholders of the following information: (A) As per Rule 3(i), Form-I shall be filled for Registration under Nagaland Professions, Trades, Callings, and Employments Taxation Rules, 1970. (B) As per Rule 4(1) and 6 (2), Form-II shall be filled for Enrolment under the Rules. (C) As per Rule 12, Form-V and VA shall be filled for Returns under the Rules. (D) As per Rule 13

Kamareddy, Nalgonda, Yadadri, Suryapet, Mahabubnagar, Nagarkurnool, Wanaparthy,

Establishments and Factories located in these respective districts. Please refer to the

Download

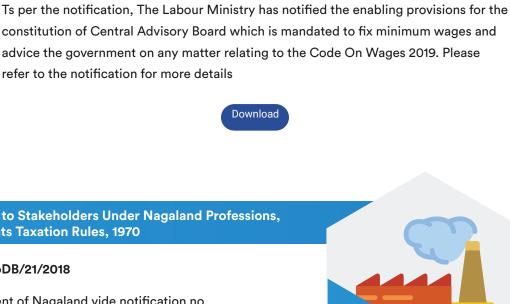
Wages, 2019 Regarding Central Advisory Board

refer to the notification for more details

Vide Notification No:4604

Jogulamba Gadwal, and Narayanpet districts has notified the list of holidays with

wages for the calendar year 2021 to the employees working in Shops and



and Rule 14, Form-VI shall be filled for Payment of Taxes under the Rules. Please refer to the notification for more details

Download

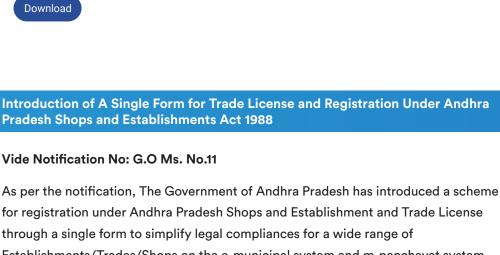
Vide Notification No: G.O Ms. No.11

for registration under Andhra Pradesh Shops and Establishment and Trade License through a single form to simplify legal compliances for a wide range of Establishments/Trades/Shops on the e-municipal system and m-panchayat system. The entrepreneur who wishes to apply for a trade license will be asked whether they are eligible for registration under Andhra Pradesh shop and establishment and the entrepreneur shall fill in the details of their establishment. After the payment of the requisite fee, an instant registration under Andhra Pradesh Shops and Establishments Act 1988 and provisional trade license certificate will be issued. Please refer to the notification for more details Download

for maintenance of electronic or digital registers instead of manual registers under the following Acts. (1) Employee's Compensation Act, 1923 (2) Trade Unions Act, 1926 (3) Payment of Wages Act, 1936 (4) Industrial Employment (Standing Orders) Act, 1946 (5) Industries Disputes Act, 1947 (6) Minimum Wages Act, 1948 (7) Factories Act, 1948 (8) Working Journalists and other Newspaper Employees and miscellaneous Provisions (Condition of Service) Act, 1955 (9) Maternity Benefit Act, 1961 (10) Motor Transport Workers Act, 1961 (11) Payment of Bonus Act, 1965 (12) Contract Labour (Regulation and Abolition) Act, 1970 (13) Payment of Gratuity Act, 1972 (14) Andhra Pradesh Factories and Establishments (National, Festival and other Holidays) Act, 1974 (15) Bonded Labour System (Abolition) Act, 1976 (16) Sales Promotion Employees (Conditions and Service) Act, 1976 (17) Equal Remuneration Act, 1976 (18) Inter-State Migrant Workmen (Regula-

and Other Construction Workers Welfare Cess Act, 1996 (23) The Building and Other Construction Workers (RE & CS) Act, 1996 (24) Unorganized Workers Social Security

Act, 2008. Please refer to the notification for more details



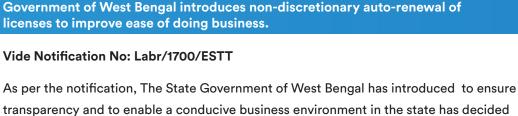


tion of Employment and Conditions of Service) Act, 1979 (19) Child & Adolescent Labour (Abolition & Regulation) Act, 1986 (20) Andhra Pradesh Labour Welfare Fund Act, 1987 (21) Andhra Pradesh Shops and Establishments Act, 1988 (22) The Building

Download Introduction of Online Payment Facility for the Contributions under Andhra Pradesh Labour Welfare Fund Act, 1987 Vide Notification No: G.O Ms.9 As per the notification, The Government of Andhra Pradesh has introduced an online facility for payment of contributions under Andhra Pradesh Labour Welfare Fund Act, 1987 by employer and employee. As per the notification all contributions from employee and employer under the Andhra Pradesh Labour Welfare Fund Act, 1987 shall be mandatorily remitted through online mode only. To make the online payment the employer shall visit https://labour.ap.gov.in/ or http://aplabourwelfareboard.ap.gov.in/ or Meeseva website at https://onlineap.meeseva.gov.in/ . Please refer to the notification for more details Download



ESI ACT



fees online. Please refer to the notification for more details

ESI ACT

to introduce and allow non-discretionary auto renewal of licences granted under the factories act 1948 and licences for contractors granted under the contract labour regulation and abolition Act 1970 and licences for contractors granted under the Inter State Migrant Workmen Act through the online portal on payment of prescribed license

Download

Auto-Renewal of Registration, License Under Various Labour Laws In Goa

Vide notification No: 24/27/2020/LAB/1110

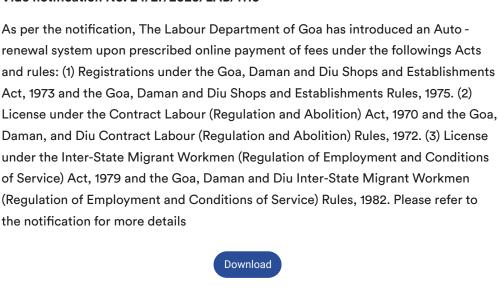
under the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and the Goa, Daman and Diu Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1982. Please refer to

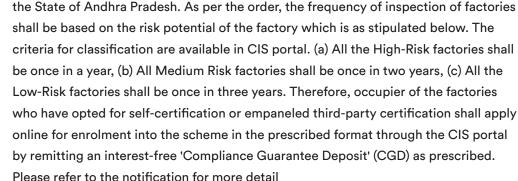
the notification for more details Download Self-Compliance Certification Under The Factories Act, 1948 In Andhra Pradesh

As per the notification, The Government of Andhra Pradesh has issued an order to introduce the Self Compliance Certification/Third Party Compliance Certification 2020 instead of departmental inspections to facilitate the Ease of Doing Business in

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Textile Units





Vide notification No: G.O.Ms.No.8

delegated to Regional Officers. The power to Grant/Refusal of consent to establish/consent to operate of textile units connected to CETP & having discharge upto 100 KLD will be with Regional Officers of the State Board including applications for change in plant & machinery and transfer of plant and machinery. Please refer to the notification for more details

Vide notification No: F.la (23)Policy/Plgl779-814

Rajasthan Pollution control board Issues Information regarding CTOCET

As per the notification, The Rajastan State Pollution board introduce the power to grant/refuse CTE/CTO under the provision of Water (Prevention & Control of Pollution) Act, 1974 and Air (Prevention & Control of Pollution) Act, 1981 has been

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Ministry of Corporate Affairs amends the Appointment and Qualification of

As per the notification, MCA has given relief in the time period to pass the online proficiency exam. Now, an individual shall pass the online proficiency exam within a period of two years from the date of inclusion of his/ her name in the database. MCA has given relief to Foreign Directors who are also now eligible for exemption for writing the test. This will enable Indian Companies to retain and attract high calibre professionals as Directors. MCA has given relief to Bureaucrat/Public

officials who are also now eligible for exemption for writing the test. This will enable Indian Companies to retain and attract high calibre public officials as Directors. Exemption from passing the online proficiency test is given to an individual who has

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As per the notification, The Government of Karnataka has repealed (a) the Karnataka Tax on Profession, Trades, Callings, and Employments (Amendment) Act, 2018, (b) The Karnataka Taxation Laws (Amendment) Act, 2016. As per the notification, (1) Serial No

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Introduction of Online Registration and Auto-Renewal of Certificates of Registration and Licences under various Labour Laws in Meghalaya

As per the notification, The Government of Meghalaya has implemented the process of online registrations and auto-renewals of certificates of registration and licenses with regard to the following acts: (1) The Contract Labour (Regulation and Abolition) Act, 1970 (2) The Inter-State Migrant Workmen (Regulation of Employment & Conditions of Service) Act 1979 (3) The Meghalaya Shops And Establishments Act, 2003. Please refer

Vide Notification No: LBG. 39/2014/Pt/255

to the notification for more details

10 of the Schedule 1 under the Karnataka Tax on Professions, Trades Calling and Employments Act, 1976 is restored to Contractors executing works contract where total consideration of all the contracts in a year is:- (i) less than Rs.2 lakhs - Nil (ii) more than Rs. 2 lakhs but less than Rs.10 lakhs - Rs.1000 per annum (iii) more than Rs.10 lakhs but less than Rs.25 lakhs - Rs.1500 per annum (iv) more than Rs.25 lakhs - Rs.2500 per annum. (2) For Registration and enrolment under the Karnataka Tax on Professions, Trades Calling and Employments Act, 1976 the assessing authority has to grant such

served for a total period of not less than 3 years in any of the designations and organizations specified by the Central Government as against the earlier specified period of 10 years. As per the amendment, only 50% mark is sufficient to pass the

online proficiency test. Please refer to the notification for more details

Amendment in Self-Certification-Cum-Consolidated Annual Return Scheme Vide Notification No: LBL/192015/897992(PART - 1) /M3 As per the notification, The Government of Gujarat has issued resolution for Self -Certification -Cum-Consolidated Annual Return Scheme vide Government Resolutions read above for creating Industry friendly and Labour conductive Environment with increasing transparency in the system. Department for Promotion of Industry and Internal Trade (DPIIT), Government of India has suggested some new reforms for the Ease of Doing Business Year 2020.21. The Director of Labour proposes to revise Self-Certification cum Consolidated Annual Return Scheme and cover The Equal Remuneration Act, 1976 under which industries are mandated to main register in relation to the workers employed by it. Please refer to the notification for more details

Download

Directors Rules

Vide Notification No: G.S.R. 774(E)





Vide Notification No:617

As per the notification, The Karnataka Government has amended to enable and

employee to carry forward forty-five days of leave instead of thirty days to succeeding year as per the Karnataka Shops and Commercial Establishment Act 1961(Karnataka Act

Vide Notification No: LA Bill No.68 of 2020

08 of 1962). Please refer to the notification for more details

The Karnataka Shops and Commercial Establishments (Second Amendment) Bill 2020

certificate within thirty days of the receipt of the application. Please refer to the notification for more details

Uttarakhand

Vide Notification No: 4869/2020

Digital Maintenance of Records and Registers under various Labour Laws in

As per the notification, The Labour Department of Uttarakhand has informed that all statutory registers and records required under various labour laws are now allowed to be maintained online in digital format. The registers and records so maintained shall be subject to scrutiny and inspection by authorities as and when required under the

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relevant Acts and Rules. Please refer to the notification for more details

Download Auto-Renewal of License under Factories Act, 1948 in Meghalaya

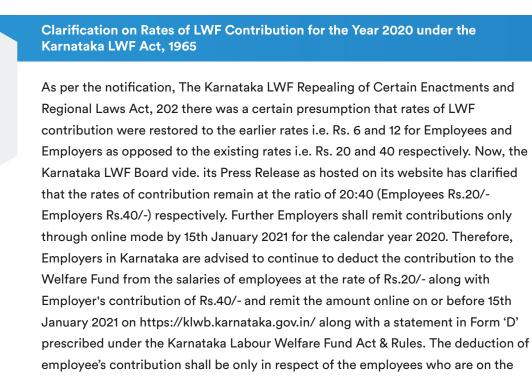
As per the notification, The Government of Meghalaya has introduced an online-based

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auto-renewal system in the Office of the Chief Inspector of Boilers and Factories, Meghalaya to eliminate the hassles of physical visits for periodic renewals of factories

Vide Notification No: LBG. 39/2014/Pt/256

licenses. Please refer to the notification for more details



rolls of the establishment as of 31st December 2020. Since there have been two documents pertaining to the same subject and basis our attempts to reach the State Labour Welfare Department, employers are advised to proceed with payment of LWF contribution as per existing rates until further notice from Authority. Please

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refer to the press note for more details.

Grant of Paid Holiday for Employees Eligible to Vote in Karnataka Panchayat

As per the notification, The Government of Karnataka has announced wherein all Government Offices, Schools and colleges both Government as well as private, aided or unaided, offices of the Central Government, Nationalized and other banks and Central/State Government Factories and other Industrial Establishments and those in co-operative sector and all commercial and Industrial Establishments in private sector shall grant paid holiday to their employees who are eligible to vote on the date of polling in the area in accordance with Rule 114 of the Karnataka Panchayat Raj Election procedure Rules 1993 read with Sec.135-B of the Representation of People Act, 1951. The Notification also stipulates that the above directions will not be applicable to the employees who are involved in essential services and they should be given time off to enable them to exercise their franchise if they are eligible to vote in the respective Panchayat. Therefore, Employers of Factories /Industrial Establishments in Karnataka are highly advised to comply with these directions issued by the Government of Karnataka and to declare paid Holiday on Panchayat Elections days to their workers who are registered voters in the said Gram Panchayats Election to the Panchayats Bodies in the State of Karnataka. Please refer to the notification for more details

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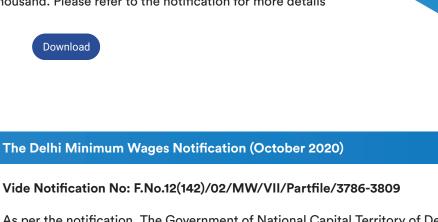
Elections

Vide Notification No: CASE/41HHL2020

The Punjab Factory (Amendment) Rules, 2020 Vide Notification No: G.S.R. 98/C.A.63/1948/S.112/Amd.(34)/2020 As per the Amendment, The Government of Punjab has announced (1) The head of the technical institution in the State of Punjab and Chandigarh having Civil or Structural

of the factory (6) Occupier or factory Manager can maintain the registers in an electronic or digital format with time stamp, geo-positioning and digital signatures of the occupier or factory manager in the same format as specified for the said registers in these rules. Please refer to the notification for more details.

Wages (Karnataka Amendment) Act, 2017 and under the Minimum Wages Act 1948, the fine under penalties for certain offenses is restored to five hundred rupees, and the fine under General provision for punishment of other offenses is restored to rupees five hundred from rupees ten thousand. Please refer to the notification for more details





Vide Notification No: 617 As per the notification, The Government of Karnataka has repealed the Minimum

Repeal of the Minimum Wages (Karnataka Amendment) Act, 2017

refer to the notification for more details



Department vide. Order dated 7th December 2020 has notified the applicable Rates of Minimum Wages in Delhi. The rates shall be effective from 1st October 2020. Please Download

The Kerala Minimum Wages Notification (Oct 2020) Vide Notification No: G.O (MS) No.103/2013/LBR As per the notification, The Government of Kerala, Labour, and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial

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Establishment and employment in Computer Software Sector. As per the Notification No. DES/953/2020-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 October 2020 are as ascertained by the Director-General of Economics & Statistics under clause (C) of Section 2 of the Act. Please refer to the notification for more details

inspection, and certification for such buildings, dangerous machinery, hoists and lifts, lifting machines and lifting tackles, pressure plant, confined space, ventilation system and such other process of plant and equipment located in a factory as stipulated in the act and the rules. Such certification from the Institute shall be signed by the Head of the Civil or Structural Engineering Department and Head of the Institution. (2) The additions, alterations, or extensions in the existing factory as specified in Schedule shall be accepted by the Chief Inspector (3) The application for submission of the plans shall be uploaded by the Occupier or Manager along with the documents on the portal (pblabour.gov.in) of the Chief Inspector (4) The license shall be renewed for one year digitally through automatic mode if there is no change in particulars of license from the previously granted or renewed license and other conditions required by Government. The application for the renewal of the license shall be made in Form 2-B

(5) The Chief Inspector may exempt any factory from an ambulance and medical

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facility subject to such conditions that there is an empanelment of a hospital or nursing home of minimum twenty beds at a travel distance of not more than two kilometers from the main gate of the factory and also provision of ambulance van in the premises

Engineering courses shall be the competent person for carrying out tests, examination,

As per the notification, The Government of National Capital Territory of Delhi, Labour

Minimum Wages Notification

Minimum Wages 2020-2021									
State	Class	Minimum Wages							
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	With Effect From			
Delhi	Highly Skilled	20430.00				01-Oct-20			
	Skilled	18797.00				01-Oct-20			
	Semi Skilled	17069.00				01-Oct-20			
	Unskilled	15492.00				01-0ct-20			
Kerala	Highly Skilled	12884.00				01-Oct-20			
	Skilled	12464.00				01-Oct-20			
	Semi Skilled	12254.00				01-Oct-20			
	Unskilled	12044.00				01-Oct-20			

Payroll	Staffing	Compliance	HRMS	Recruitment	Start-up Solutions

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











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