



# TalEzine - March'21 Monthly Edition

## ESIC beneficiaries to Avail Medical Services from Nearby Empaneled Hospital

**Vide Notification No: V-13/14/38/2009 Med - I (ESIC/SC)**

As per the notification, ESIC allows direct medical services from nearby empaneled hospitals without referral until now, insured persons and beneficiaries (family members) were required to go to an ESIC dispensary or Hospital to obtain referral for hospitalization in empaneled as well as non-empaneled private hospitals. Now, on case of Non-availability of the ESIC health care system. i.e Hospital/Dispensary etc., within a radius of 10km of his/her residence, the employees State Insurance Corporation allows its beneficiaries to avail medical services directly from any nearby hospital empaneled under ESIC without referral. Please refer to the notification for more details

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## Medical Benefits Under Employees' State Insurance (General) Regulations, 1950 Extended to Dharmapuri and Ranipet Districts of Tamil Nadu

**Vide Notification No: N-15/13/14/4/2015**

As per the notification, ESIC has extended the Medical benefit to families of insured persons under the Employees' State Insurance (General) Regulations, 1950 to the entire area of Dharmapuri and Ranipet districts of Tamil Nadu effective from 1st February 2021. This is in addition to the already implemented area of these districts. Please refer to the notification for more details

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## EPFO Circular Regarding Member Profile Correction

**Vide Circular No: WSU/KYC/Correction process (E-15189)/2874**

As per the Circular, The EPFO has notified a competent authority to approve member profile correction requests. Member profile correction requests such as a change in Name, Gender, Date of Birth, and Father name are 'categorized into Minor and Major corrections. Minor corrections include expansion of initials, insertion of father name as a middle name as per Aadhaar, and change in the surname of female employees after marriage. Major corrections are changes in the complete name, Father name, or correction in more than two fields, which require documentary evidence. APFC/RPFC II approves the minor corrections whereas RPFC I/ RPFC II (OIC) approves the major corrections. Please refer to the notification for more details

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## Karnataka Shops And Commercial Establishments (Second Amendment) Act, 2020

**Vide Notification No: 08 Of 2021**

As per the notification, The Government of Karnataka has amended the provision for annual leave with wage under Section 15(7) of Karnataka Shops and Commercial Establishments Act, 1961. As per the amendment, the total number of days of leave that may be carried forward towards a succeeding year is increased to forty-five days for all employees. Please refer to the notification for more details

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## Exemption from Applicability of Certain Provisions Under Various Labour Laws In Telangana

**Vide Notification No: G.O.Rt.No.106**

As per the notification, The Government of Telangana in order to minimize the burden of regulatory compliance to the industry for Ease of Doing Business has exempted the applicability of certain provisions related to displays of abstracts, notices, returns, registers and rules related to principal employer attestation on wage register etc. The notification also provides for self-certification in respect of the compliances under various labour laws such as (1) Telangana Shops and Establishment Act, 1988, (2) Telangana Labour Welfare Fund Act, 1987, (3) Telangana Factories and Establishments (National, Festival and other Holidays) Act, 1974, (4) Contract Labour (Prohibition and Regulation) Act, 1970 (5) Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (6) Minimum Wages Act, 1948 (7) Industrial Employment (Standing Orders) Act, 1946 (8) Payment of Gratuity Act, 1972 (9) Motor Transport Workers Act, 1961 (10) Payment of Wages Act, 1936. Employers may follow these exemptions in their establishments located in the state of Telangana and self-certification may be filed along with an integrated annual return to ensure compliance with the provisions of the Act. These exemptions may be revoked if any compliances are in non-conformity with the provisions of the law. Please refer to the notification for more details

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## Standard Operating Procedure on Preventive Measure to Contain Spread of COVID-19 in Offices

As per the Circular, The Government of India and Ministry of Health & Family Welfare has outlines the preventive and response measures to be observed to contain the spread of COVID-19 in office settings. The document is divided into the following sub-sections i. Generic preventive measures to be followed at all times ii. Measures specific to offices iii. Measures to be taken on occurrence of case(s) iv. Disinfection procedures to be implemented in case of occurrence of suspect/confirmed case. Please refer to the circular for more details

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## Kerala Contract Labour (Regulation and Abolition) Amendment Rules, 2020

**Vide Notification No: G.O.(P) No.93/2020/LBR**

As per the amendment, The Government of Kerala has introduced the application for registration, license, renewal of a license under Kerala Contract Labour (Regulation and Abolition) Rules, 1974 can now be submitted through a newly introduced Labour Commissionerate Automation System. Please refer to the notification for more details

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## Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979

**Vide Notification No: G.O.(P) No.92/2020/LBR**

As per the notification, The Government of Kerala has introduced the Labour Commissionerate Automation System for the license and payment under the Kerala Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1983. Please refer to the notification for more details

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## Amendment to Self-Certification Cum Online Common Inspection Scheme in Puducherry

**Vide Notification No: 02/AIL/Lab/G/2021**

As per the notification, The Administrator of Pondicherry has amended the previous notification dated 12th Of August 2020 for inspections under various labour laws to facilitate ease of doing business in the union territory. As per the new amendment, inspection based on complaints or surprise inspections shall be conducted with specific permissions from the Labour Commissioner and joint inspection shall be conducted by the Inspecting officer in respect of the following acts, (i) The Equal Remuneration Act, 1976 (ii) The Maternity Benefit Act, 1961 (iii) The Minimum Wage Act, 1948 (iv) The Pudukcherry Shops And Establishments Act, 1964 (v) The Payment Of Bonus Act, 1965 (vi) The Payment Of Wages Act, 1936 (vii) The Payment Of Gratuity Act, 1972 (iv) The Contract Labour (Regulation and Abolition) Act, 1970. Please refer to the notification for more details

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## Extension to Filing of Annual Return Under the Factories Act, 1948 In Andhra Pradesh

**Vide Circular No: A1/3117/2017**

As per the Circular, The Director of factories of Andhra Pradesh has extended the due date for filing annual return under the Factories Act to 30th April 2021. Therefore, all officers and SOs are instructed not to insist on annual returns up to the due date and also not to accept the manual submission of returns. Please refer to the circular for more information

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## Introduction of Online Maintenance Of Registers, Returns Under Various Labour Laws In Rajasthan

**Vide Circular No: EODB/2020/4356**

As per the Circular, The Government of Rajasthan has introduced the maintenance of online registers and returns under various labour laws applicable in Rajasthan. Please refer notification for more details.

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## Renewal Of License Under Ease Of Doing Business In Goa

**Vide Notification No: CE/12-72/2018-19/Exc/3093**

As per the notification, Government of Goa has notified to renew all the licenses except industrial licenses and occasional license for a period of 5 years under the ease of doing business reforms. If the license holders pay the license fee for 5 years' renewal, a 10% rebate shall be given on the total fees on or before March 31, 2021. Further, if the renewal is taken for 3 years and the fees are paid in advance for 3 years, a rebate of 5% shall be given on or before 31st March 2021. Any enhancement in the renewal of the license fee shall not be applicable to the holders who have paid the license fee in advance. The officials shall maintain all the records for the renewal of the licenses and shall submit a report for the same by 15 or 30 of the months or the last date that is 31st March 2021. Please refer to the notification for more details

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## The Maharashtra State Tax On Professions, Trades, Callings, And Employments (Amendment) Rules, 2021

**Vide Notification No: PFT-1221/C.R. 2/Taxation-3**

As per the notification, The Government of Maharashtra has amended the Maharashtra Form III-B filed for returns, The Government of Maharashtra has amended the Maharashtra State Tax on Professions, Trades, Callings, and Employments Rules, 1975. Please refer to the notification for more details

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## The Maharashtra State Tax On Professions, Trades, Callings, And Employments (Second Amendment) Rules, 2021

**Vide Notification No: PFT-1221/C.R.3/Taxation-3**

As per the notification, The Government of Maharashtra has amended the Maharashtra State Tax on Professions, Trades, Callings and Employments Rules, 1975. As per the notification, for providing permanent account number or tax deduction and collection account number under rule 4A, it is added that when a company applies for a certificate of registration or enrolment, it shall provide the Permanent Account Number (PAN) or Tax Deduction and Collection Account Number (TAN) under the Income Tax Act, 1961 of all the directors and authorized signatory of the Company. Furthermore, the provision for the exhibition of certificates under rule 8 has been deleted. Please refer to the notification for more details

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## Madhya Pradesh Aimed at facilitating online registration and grant of licence for factory

**Vide Notification No: F.01-02-2021-A-XVI**

As per the notification, Government of Madhya Pradesh has amended provision towards registration and grant of license under The Madhya Pradesh Factories Rules, 1962. As per the amendment, the employer has to file online Form No. 4 (notice of occupation) available on the official portal of the Labour Department, Government of Madhya Pradesh via www.labour.mp.gov.in for grant of registration and licence will be provided online in Form No. 3 for a period of ten years or more as prescribed by the State Government. Please refer notification for more details

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## The Contract Labour (Regulation and Abolition) (Gujarat Amendment), 2020

**Vide Notification No. VOL LXII**

As per the notification, (The Government of Gujarat has enforced the Contract Labour (Regulation and Abolition) (Gujarat Amendment) Act, 2020, by repealing the Contract Labour (Regulation and Abolition) (Gujarat Amendment) Ordinance, 2020. The 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 Kerala Minimum Wages Notification (Dec 2020)

**Vide Notification No. DES/953/2021-P3(1)**

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 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 the month of December 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

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## The Maharashtra Minimum Wages VDA Notification (Jan 2021)

**Vide Notification No: RW/MWA/SA/2021(1)/Desk-10/120**

As per the notification, The government of Maharashtra has released revised minimum rates of wages (variable dearness allowance) effective from 1st January 2021 which will be valid till 30th June 2021. Please refer to the notification for more details

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## The Karnataka Minimum Wages Notification (April 2021)

**Vide Notification No: DES/01PWX/04/2021**

As per the notification, The Government of Karnataka has released the enhanced consumer price index for 2021 for calculating the variable dearness allowance effective 1st April 2021 to 30th March 2022

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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)	
Karnataka	Highly Skilled	17146.60	16412.15	15712.68	15046.51	1st April 2021 to 31st March 2022
	Skilled	15744.47	15076.79	14440.91	13835.30	
	Semi Skilled	14469.81	13862.83	13284.75	12734.20	
	Unskilled	13311.03	12759.23	12233.70	11733.20	
Kerala	Highly Skilled	12884.00				1st December 2020
	Skilled	12464.00				
	Semi Skilled	12254.00				
	Unskilled	12044.00				
Maharashtra	Skilled	12724.00	12128.00	11532.00		1st January 2021
	Semi-Skilled	11948.00	11352.00	10756.00		
	Un-skilled	11113.00	10517.00	9920.00		

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