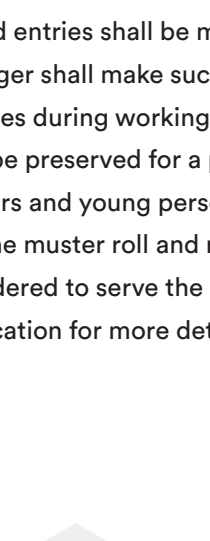


TalEzine - April'21

Monthly Edition



The Haryana State Employment of Local Candidates Act, 2020

Vide Notification No: Leg.3/2021

As per the notification, Governor of Haryana grants assent to the Haryana State Employment of Local Candidates Act, 2020; aims to provide 75% reservation to local candidates in all Companies, Trusts, LLPs etc. Please refer to the notification for more details

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Amendment To The Tamil Nadu Factories Rules, 1950

Vide Notification No: SRO A-9/2021

As per the notification, The Government of Tamil Nadu has introduced certain amendments to the Tamil Nadu factories rules 1950. As per the amendment under rule 103, regarding maintenance of muster roll and registers, the Manager of every factory is required to maintain a muster roll of all the workers employed in the factory in Form No. 25 and entries shall be made at the commencement of each period of work. The Manager shall make such muster roll readily available for inspection to the inspector at all times during working hours or when any work is being carried on in the factory and it shall be preserved for a period of three years after the last entry. The Register of adult workers and young persons in Form No. 12, Register of leave with wages in Form No. 15, and the muster roll and register of compensatory holidays in Form No. 25 shall be considered to serve the purposes of the Registers and muster roll. Please refer to the notification for more details

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Madhya Pradesh Industrial Relation Rules, 2020.

Vide Notification No: F01/05/2020/A-16

As per the notification, The State Government of Madhya Pradesh has published the Draft Madhya Pradesh Industrial relations Code, 2020 and has invited objections or suggestions from the public within thirty days and it shall be addressed to the Deputy Secretary to the Labour Department of Madhya Pradesh or by email dsalbourmp@mp.gov.in. The following Rules are: (1) There shall be a written agreement between employer and the worker in Form-I and shall be signed by the parties in the agreement and a copy made thereof. (2) The Application for any dispute has to be filed before the grievance redressal committee by an aggrieved worker and it shall be raised within one year from the date on which the cause of action of such dispute arises. (3) The grievance redressal committee shall consist of equal number of members representing the employers and the workers which shall not exceed the ten. (4). Registered trade union shall collect the subscription from its members on a monthly, quarterly, half-yearly or a yearly basis. (5) The auditors appointed under this regulation shall be given access to all books of registered trade union and shall verify the general statement with the account and voucher. (6) Further when the registered trade union is dissolved, notice of dissolution shall be sent to the registrar in Form III and the registration of trade union shall be made in Form IV. Please refer to the notification for more details

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The Draft Industrial Relation (Bihar) Rules, 2021.

Vide Notification No: S.O 80

As per the notification, The State Government of Bihar has notified the Draft Industrial Relation (Bihar) Rules, 2021 which shall extend to whole of the state of Bihar. The following rules are: (1) The written agreement between the employer and worker shall be in Form-I and shall be signed by the parties in the agreement and a copy thereof shall be sent to the concerned Conciliation Officer. (2) The number of members constituting the Committee shall be fixed so as to afford representation to the various categories, groups and class of workers engaged in, and to the sections, shops or departments of the establishment. Provided that the total number of members of the Works Committee shall not exceed twenty (3) The representatives of the employer in the Works Committee shall be nominated by the employer and shall, as far as may be possible, be officials in direct touch with, or associated with, the working of the industrial establishment. (4) Any aggrieved worker may file an application stating his dispute therein before the Grievance Redressal Committee giving his name, designation, employee Code, Department where posted, length of service in years, category of worker, address for correspondence, contact number, details of grievances, and relief sought. Such applications may be sent electronically. (5) The payment of minimum subscription by member of Trade Union which shall not be less than One hundred rupees per annum for rural and unorganized sector workers and Three hundred rupees per annum for workers in any other cases. (6) The annual return to be furnished under section 26 shall be submitted electronically to the Registrar by the 31st day of July in each year and shall be in Form IX. (7) The standing order finally certified by certifying officer shall be sent electronically except in the case of deemed certification under section 30. (8) The certifying officer shall maintain electronically, a register of all standing orders certified or deemed to have been certified or adopted model standing orders of all the concerned industrial establishments. Please refer to the notification for more details

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MHA Order with Guidelines for Effective control of COVID-19

Vide Notification No: 40-3/2020-DM-I(A)

As per the notification, The Government of India, the Ministry of Home Affairs has issued an order under Section 10(2)(l) of the National Disaster Management Act, 2005, the undersigned hereby directs that guidelines for effective control of COVID-19, as annexed, will be in force upto 30.04.2021. Please refer to the notification for more details.

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One Time Relaxation In Contributory Condition For Entitlement To Receive Medical Benefit Under ESI

Vide Notification No: F.No. V-14/11/6/2018/Med.I Misc

As per the notification, The Employees State Insurance Corporation has decided to grant one-time relaxation in entitlement criteria for ESI scheme contribution while assessing eligibility for medical benefits. Further, for all practical purpose, while processing of entitlement for medical benefit including super-specialty treatment services of a pre-existing ESI beneficiary, it shall be assumed that contribution has been received during the contribution period with effect from 1st April 2020 to 30th September 2020 and there is no break in the contribution of fund towards ESI scheme during this period. Please refer to the notification for more details

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Mandating The Use Of Central Inspection System In Karnataka

Vide Notification No: KUM/DD/EODB/SBRAP/31/2020-21

As per the circular, The Government of Karnataka has introduced Central Inspection System (CIS) to synchronize all the compliance-based inspection services under one system. The Central Inspection System module is hosted on the State single-window-ebiz portal (<http://kumcis.azurewebsites.net/>) for the following four departments: (1) Department of Factories, Boilers, Industrial Safety) and Health (2) Labour Department (3) Karnataka State Pollution Control Board and (4) Legal Metrology Department. The above-mentioned departments will issue a separate GO/Notification, mandating all inspection procedures through Central Inspection System only. The Central Inspection System (CIS) will be operationalized from 22nd March 2021. Please refer to the notification for more details

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Introduction Of Third-Party Certification Scheme Under Various Labour Laws In Rajasthan

Vide Notification No: E.O.D.B/IR/Labour/Part-2/6280

As per the notification, The Government of Rajasthan has introduced a third-party certification scheme to simplify the business regulations under the ease of doing business reform. The third-party certification scheme is to be implemented under various labour laws such as, (1) The Beedi And Cigar Workers (Condition of Employment) Act, 1966, (2) The Rajasthan Contract Labour (Regulation And Abolition) Rules, 1971 (3) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (4) The Maternity Benefits Act, 1961 (5) The Minimum Wages Act, 1948 (6) The Employee Compensation Act, 1923 (7) The Motor Transport Workers Act, 1961 (8) The Payment of Wages Act, 1936 (9) The Child Labour (Prohibition And Regulation) Act, 1986 (10) The Rajasthan Shops And Commercial Establishments Acts, 1958 (11) The Industrial Employment (Standing Order) Act, 1946 (12) The Building And Other Construction Worker's Welfare Cess Act, 1996 (13) The Payment of Gratuity Act, 1972 (14) The Sales Promotion Employee (Condition Of Service) Act, 1976 (15) The Payment of Bonus Act, 1965 (16) The Industrial Disputes Act 1947 (17) The Working Journalist and Other Newspaper Employees Act, 1955. Therefore, employers of any industrial establishments may adopt this third-party certification scheme. The Government may reject the Third-Party certification at any time on receiving any written complaint. Please refer to the notification for more details

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SOP For Obtaining Parivaar Pechhaan Patra For All The Workers Under Haryana Labour Welfare Board

Vide Notification No: HLWB/2664-2814

As per the notification, The Government of Haryana has framed SOP for obtaining Parivaar Pechhaan Patra for workers who come under the purview of the Haryana Labour Welfare Board. The benefits under various welfare schemes would be delivered only through this unique family ID under the Parivaar Pechhaan Patra (PPP). PPP will enable pro-active online delivery of certain Government services, schemes, and benefits. All establishments including factories and shop & establishment coming under the purview of the Haryana Labour Welfare Board have been segregated into 2 categories. The top one category consists of 500 workers and the type two contain workers less than 500. Every worker/employee who is currently residing in Haryana and has a residential address of Haryana irrespective of his status of domicile is required to get his/her PPP generated. Please refer to the notification for more details

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The Puducherry Factories (Amendment) Rules, 2020

Vide Notification No: G.O. Ms. No. 03/2020/Lab

As per the notification, The Government of Puducherry has amended the Puducherry Factories Rules, 1964. Every licence granted or renewed in accordance with the rule will remain valid, or be in force for a minimum period of ten years or more as applicable. The licence so granted or renewed will remain valid up to 31st December of the applied period. Furthermore, the application made will be automatically renewed for the applied period and an electronic certificate of registration/renewal will be auto-generated and issued after thirty days (30) from the date of submission of the application. Please refer to the notification for more details

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Exemption From Applicability Of Certain Provisions Under Factories Act, 1948 In Telangana

Vide Notification No: G.O.Rt.No.118

As per the notification, The Labour, Employment, Training & Factories Department, Telangana has issued measures for simplifying/minimizing the regulatory compliance burden to the industry. In the interest of Ease of Doing Business, exemption from the applicability of certain provisions of the Factories Act, 1948 and Telangana Factories Rules, 1950 is provided. These exemptions are mentioned in Annexure appended to the notification, subject to the condition that the occupier shall submit self-certification / third-party certification online. The exemption is given to factory law compliances including the filing of return and statutory reporting, inspection, examination and audits requirements, maintenance of registers and records, display requirements, employee safety, and welfare requirements, etc. 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. 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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The Rajasthan Third Party Building And Other Construction Workers Establishment Inspection Scheme

Vide Notification No. F-8(1) EODB/IR/Shram/2020-PT-1

As per the notification, The Government of Rajasthan has introduced a third party inspection scheme under the Building and Other Construction Workers (Regulation Of Employment And Conditions Of Service) Act, 1996. As per the Scheme, any employer can apply online on the official RajFAB web application to get his/her establishment inspected by a third party and the employer can re-opt for the scheme only if the compliance of the inspection is submitted online. Please refer to the notification for more details.

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The Jharkhand Child Labour (Prohibition And Regulation) Amendment Rules, 2018

Vide Notification No: 02/shrma. Ka.Ba. Shra.(Niyam-Sansho)-01/2018 L&E/ 361

As per the notification, The Government of Jharkhand has amended the Jharkhand Child Labour (Prohibition and Regulation) Rules, 1995. As per the amendment the State Government has included in the rules the measures for awareness on prohibition of employment of child and adolescents in contravention to Act to ensure that the children and adolescents are not employed or permitted to work in any occupation or process. Further, the amendment has also introduced new rules regarding persons who may file a complaint, manner of compounding offences, duties of District Magistrate, Duties of Inspectors, Periodical inspection, and monitoring. Please refer to the notification for more details

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Declaration Of Paid Holiday In West Bengal On Account Of Legislative Assembly Election 2021

Vide Notification No: Labr/714(20)/(LC-IR)/IR/75-06/17

As per the notification, The Government of West Bengal has announced the schedule for General Elections to West Bengal Legislative Assembly, 2021 to be held in eight phases as per the following schedule: 27th March 2021 (Saturday), 1st April 2021 (Thursday), 06th April 2021 (Tuesday), 10th April 2021 (Saturday), 17th April 2021 (Thursday), 22nd April 2021 (Thursday), 26th April 2021 (Monday), 29th April 2021 (Thursday) respectively. Therefore, the Government has made it obligatory on the part of the employers of any business, trade, industrial undertaking, or any other establishment to grant a paid holiday to all categories of employees, workers who are entitled to cast vote in the election. Please refer to the notification for more details

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Declaration Of Public Holiday In Tamil Nadu On Account Of General Elections

Vide Notification No: G.O.Ms.No.160

As per the notification, The Election Commission of India has notified as the poll day for the general elections to Tamil Nadu Legislative Assembly 2021 and Bye-Election to Lok Sabha from 39 Kanniyakumari Parliamentary Constituency. The Governor of Tamil Nadu has declared 6th April 2021 (Tuesday) as a public holiday to enable the public to cast their vote situated in areas where elections are being conducted. Please refer to the notification for more details

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Declaration Of Paid Holiday In Puducherry On Account Of General Elections

Vide Notification No: 169 I Ar L I Lab I G 202L

As per the notification, The General Election to Puducherry Legislative Assembly, 2021 scheduled to be held on 6th April 2021 (Tuesday) in the Union Territory of Puducherry, the Government of Puducherry has informed that the occupiers/employers of all Factories, Industries, Shops, and other Establishments located in the entire Union Territory are instructed to grant a paid holiday to all their employees on Tuesday, 6th April 2021. Furthermore, no deduction or abatement of the wages of any such person shall be made on account of a holiday having been granted under the law and if such person is employed on the basis that he would not ordinarily receive wages for such a day, he shall nonetheless be paid for such day the wages he would have drawn had not a holiday been granted to him on that day. Please refer to the notification for more details

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Declaration Of Paid Holiday In Kerala On Account Of Legislative Assembly Election 2021

Vide Notification No: EN(2) 5224/2021

As per the notification, The Government of Kerala has declared 6th April 2021 (Tuesday) as a public holiday in connection with the general election to the Kerala Legislative Assembly 2021 and Bye-Election in Malappuram Parliamentary Constituency. It is instructed that all the electors who are employees of private enterprises and private and public industrial undertaking, shops, and establishments including those which work on a shift basis shall be granted a paid holiday on the day of the poll in the constituency where the general elections/bye-elections are to be held. Further, it is clarified that even the electors including casual workers working outside the constituency concerned would be entitled to the benefit of a paid holiday. Please refer to the notification for more details

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Declaration Of Paid Holiday For Three Days In Assam On Account Of Legislative Assembly Election 2021

Vide Notification No: GAG(A).139/2015/241

As per the notification, The Governor of Assam has declared 27th March 2021 (Saturday), 1st April 2021 (Thursday), 6th April 2021 (Tuesday) as a paid holiday on account of the first phase, second phase, third phase of the General Election to State Legislative Assembly, 2021. All Government/Non-Government Offices/PRLs/Urban Local Bodies/Educational Institutions and Business Establishments including Banks, Tea Garden and Industries within the specified jurisdiction shall remain closed on these days' account of these public holidays. Please refer to the notification for more details

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Paid Holiday For Employees Of Shops And Establishments In Andhra Pradesh On Account Of Urban Local Body Elections

Vide Notification No: O/2907/2021

As per the notification, The Chief Inspector under the Andhra Pradesh Shops and Establishments Act, 1988 and Special Commissioner of Labour, Vijayawada has declared as a paid holiday to all employees and workers employed in shops and establishments for enabling them to franchise/caste their vote situated in areas of urban local bodies where elections are being conducted. Therefore, all Labour, Deputy Commissioners of Labour, Assistant Labour officers in the state are requested to ensure the paid holiday in respect of their Jurisdictions. Please refer to the notification for more details

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The Bihar Minimum Wage Notification (April 2021)

Vide Notification No: 5/ M.W.- 40-16/2021 L&R- 1231,

As per notification, The Government of Bihar has released Minimum Wages for the state of Bihar effective from 1st April 2021. Please refer to the notification for more details

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The Chhattisgarh Minimum Wages Revised Notification (April 2021)

Vide Notification No: 08/2020/4502

As per notification, The Government of Chhattisgarh has revised the VDA effective from 1st April 2021 to 30th September 2021. Please refer to the notification for more details

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The Kerala Minimum Wages Notification (Feb 2021).

Vide Notification No: DES/859/2021-F3(1)

As per 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. As per the Notification 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 February 2021 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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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)	
Chhattisgarh	Highly Skilled	11690.00	11430.00	11170.00		1st April 2021
	Skilled	10910.00	10650.00	10390.00		
	Semi Skilled	10130.00	9870.00	9610.00		
	Unskilled	9480.00	9220.00	8960.00		
Kerala	Highly Skilled	12936.00				1st February 2021
	Skilled	12516.00				
	Semi Skilled	12306.00				
	Unskilled	12096.00				
Bihar	Highly Skilled	12194.00				1st April 2021
	Skilled	10010.00				
	Semi-Skilled	8216.00				
	Un-skilled	7904.00				

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