

# TalEzine - February '22 Monthly Edition

## Exemptions Under The Haryana State Employment Of Local Candidates Act, 2020

**Vide Notification No: Lab./2022/HSELC/Spl – 01 to 03, Spl-04-205**

As per the notification, The Government of Haryana has issued an order on exemptions under The Haryana State Employment of Local Candidates Act, 2020. The order also prescribe deemed exemptions for fulfilling certain vacancies and period of exemption for some categories of employers, type of employments such as (1) Employers of new startups and Information Technology (IT)/ Information Technology Enabled Services (ITES) exempted for a period of two years from the date of commencement of work or business or manufacturing process (2) Employers who are engaging short term employee for total duration of not less than forty five days are exempted, (3) Employers who primarily engages employees in agricultural activities are exempted, (4) Employers who are engaging employees for domestic work or services in residential homes are exempted, (5) Vacancies which are filled up through promotions or by absorption surplus staff of any unit of the same employer in the State are exempted, (6) The local candidates of the desired skill, qualification or proficiency of such employment which are not available are exempted. Please refer to the notification for more details

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## FAQs on the Haryana State Employment of Local Candidates Act, 2020

As per the Department releases, The Haryana state employment released clarification / FAQs on the Haryana State Employment of Local Candidates Act,2020. Please refer to the notification for more details

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## The Haryana State Employment of Local Candidates Rules, 2021

**Vide Notification No: Lab/1128**

As per the notification, The Governor of Haryana has introduced The Haryana State Employment of Local Candidates Rules, 2021. Therefore, rule will come into force with effect from the date of coming into force of the Haryana State Employment of Local Candidates Act, 2020 which specified the date as on 15th day January 2022. Please refer to the notification for more details

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## The Bihar Professional Tax (Amendment) Rules, 2021

**Vide Notification No: S.O. 68**

As per the notification, The Government of Bihar has amended provisions towards registration and enrolment under The Bihar Professional Tax Rules, 2011. As per the amendment, (1) The employer or assessee shall electronically submit application within a period of fifteen days of any change in the name of employer or deductor or date of liability, (2) The employer shall apply for fresh registration if change pertains to the change in Permanent Account Number, or the name as per such Permanent Account Number, Tax Deduction and Collection Account Number, or the name as per such Tax Deduction and Collection Account Number, jurisdiction of the circle, name and style, Goods and Services Tax Identification Number, (3) The employer or tax assessee through his own login shall also update at the official web-site of the Commercial Taxes Department in case of any change in mobile number, e-mail address, address of the place of the business or name of the firm, nature of profession or trade, (4) The employer or assessee seeking cancellation shall also submit an application electronically within a period of thirty days along with supporting documents at official web-site of the Commercial Taxes Department. Please refer to the notification for more details

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## Specification Of Designated Portal Under Local Candidates Enactment In Haryana

**Vide Notification No: SPL-2/HSELC/IR-5**

As per the notification, The Government of Haryana has specified the designated portal as <https://local.hrylabour.gov.in/> mentioned under The Haryana State Employment of Local Candidates Act, 2020. Therefore, employer using its Haryana Udhyan Memorandum Identification Number (HUM ID) shall register all its employees, whose monthly salary or wages are not more than thirty thousand rupees by providing the required details of each such employee, in the form as specified on the designated portal within three months of coming into force of this Act. Please refer to the notification for more details

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## Relaxation Of Eligibility Condition Under Atal Beemit Vyakti Kalyan Yojana

**Vide Notification No: N-12/13/01/2019-P&D**

As per the notification, The ESIC has decided to relax the eligibility condition of two years' insurable employment before unemployment and contributory condition of Atal Beemit Vyakti Kalyan Yojana with effect from 01st July 2021. As per notification, insured person should have been in insurable employment for a minimum period of twelve months immediately before his or her unemployment and should have contributed for not less than seventy-eight days in the one completed contribution period in twelve months immediately preceding to unemployment. Please refer to the notification for more details

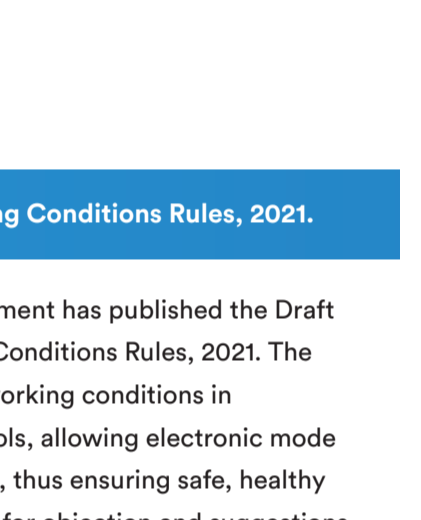
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## Chandigarh Code on Wages Rules, 2021

As per the notification, The Administrator of Chandigarh has issued the Draft Chandigarh Code on Wages Rules, 2021. Any objection or suggestion may be sent by email within 30 days of publication of draft rules. The Rules provides the manner for calculation of working hours, days, wages, minimum wages, bonus, shifts etc. As per the new rules, written Agreement for the settlement before the Conciliation Officer between the employer and worker shall be in the form specified in Form-I and shall be signed by the parties to the agreement and a copy thereof shall be sent to the concerned Conciliation Officer. Please refer to the notification for more details

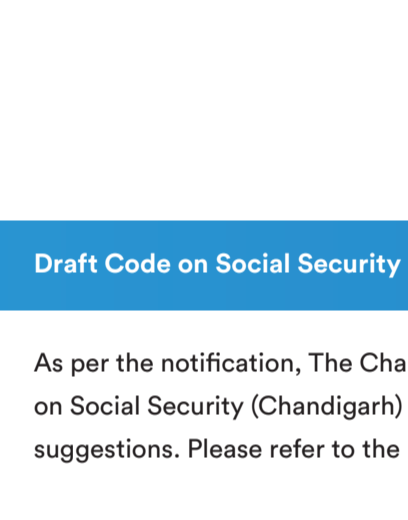
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## Chandigarh Occupational Safety, Health and Working Conditions Rules, 2021.

As per the notification, The Chandigarh Labour Department has published the Draft Chandigarh Occupational Safety, Health and Working Conditions Rules, 2021. The draft Rules are aimed at enhancing safety, health and working conditions in establishments, simplifying the procedures and protocols, allowing electronic mode of maintaining registers, records and furnishing returns, thus ensuring safe, healthy and decent working conditions. 45 days' timeline given for objection and suggestions. Please refer to the notification for more details

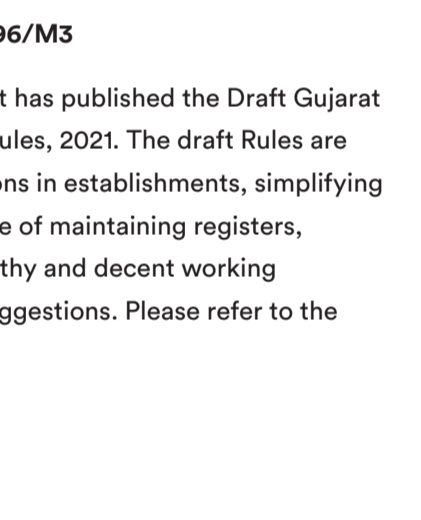
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## Draft Code on Social Security (Chandigarh) Rules, 2021.

As per the notification, The Chandigarh Labour Department has issued the Draft Code on Social Security (Chandigarh) Rules, 2021. 45 days' timeline given for objection and suggestions. Please refer to the notification for more details

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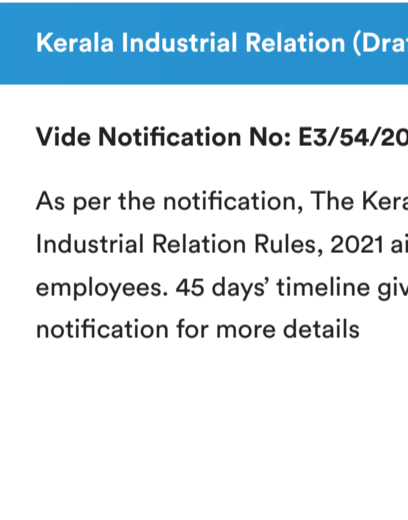


## Gujarat Occupational Safety, Health and Working Conditions (Draft) Rules, 2021

**Vide Notification No: GHR/2021/154/FAC/14201/68396/M3**

As per the notification, The Gujarat Labour Department has published the Draft Gujarat Occupational Safety, Health and Working Conditions Rules, 2021. The draft Rules are aimed at enhancing safety, health and working conditions in establishments, simplifying the procedures and protocols, allowing electronic mode of maintaining registers, records and furnishing returns, thus ensuring safe, healthy and decent working conditions. 45 days' timeline given for objection and suggestions. Please refer to the notification for more details

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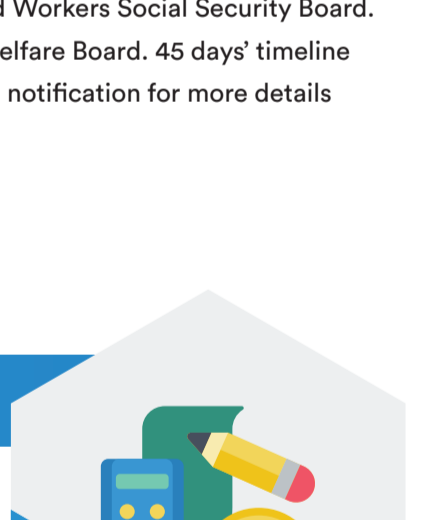


## Kerala Industrial Relation (Draft) Rules, 2021

**Vide Notification No: E3/54/2021-LBRD**

As per the notification, The Kerala Labour Department has published the Draft Kerala Industrial Relation Rules, 2021 aiming at safeguarding the rights of employers and employees. 45 days' timeline given for objection and suggestions. Please refer to the notification for more details

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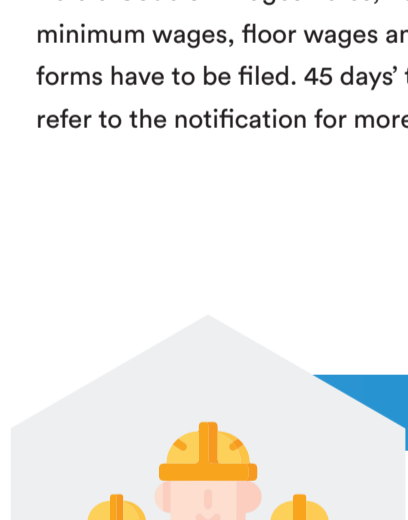


## Kerala Social Security (Draft) Rules, 2021.

**Vide Notification No: D2/400/2020/LBRD**

As per the notification, The State Government of Kerala has notified the Kerala Social Security (Draft) Rules, 2021. The rules provide the constitution, duties, procedure for functioning and role of members of Kerala Unorganized Workers Social Security Board, and Kerala Building and other Construction Workers Welfare Board. 45 days' timeline given for objection and suggestions. Please refer to the notification for more details

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## Kerala Code on Wages (Draft) Rules, 2021

As per the notification, The Labour and Skills Department of Kerala has issued the Draft Kerala Code on Wages Rules, 2021. The rules lays down revised procedure to calculate minimum wages, floor wages and manner in which records have to be maintained and forms have to be filed. 45 days' timeline given for objection and suggestions. Please refer to the notification for more details

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## Kerala Occupational Safety, Health and Working Conditions (Draft) Rules, 2021.

**Vide Notification No: D2/395/2020-LBR**

As per the notification, The State Government of Kerala has published the Kerala Occupational Safety, Health and Working Conditions (Draft) Rules, 2021. The draft Rules are aimed at enhancing safety, health and working conditions in establishments, simplifying the procedures and protocols, allowing electronic mode of maintaining registers, records and furnishing returns, thus ensuring safe, healthy and decent working conditions. 45 days' timeline given for objection and suggestions. Please refer to the notification for more details

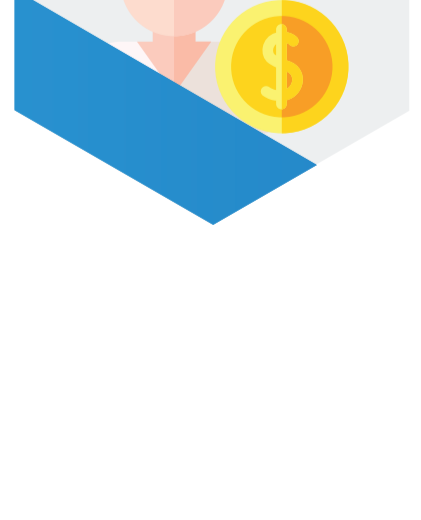
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## Rajasthan Industrial Relation (Draft) Rules, 2021

As per the notification, The Rajasthan Labour Department has published the Draft Rajasthan Industrial Relation Rules, 2021 aiming at safeguarding the rights of employers and employees. 45 days' timeline given for objection and suggestions. Please refer to the notification for more details

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## Chandigarh Industrial Relation (Draft) Rules, 2021

As per the notification, The Chandigarh Labour Department has published the Draft Chandigarh Industrial Relation Rules, 2021 aiming at safeguarding the rights of employers and employees. 45 days' timeline given for objection and suggestions. Please refer to the notification for more details

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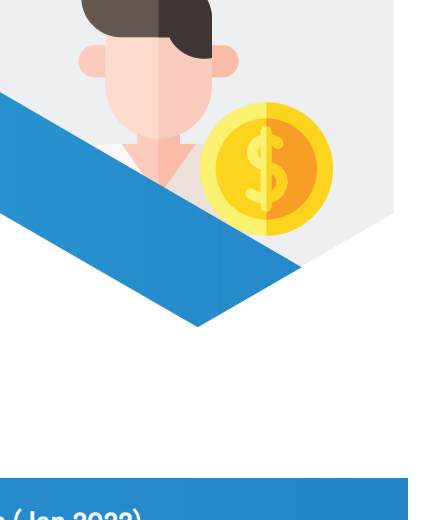


## The Kerala Minimum Wages Notification (Nov 2021)

**Vide Notification No: DES/859/2022-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 November 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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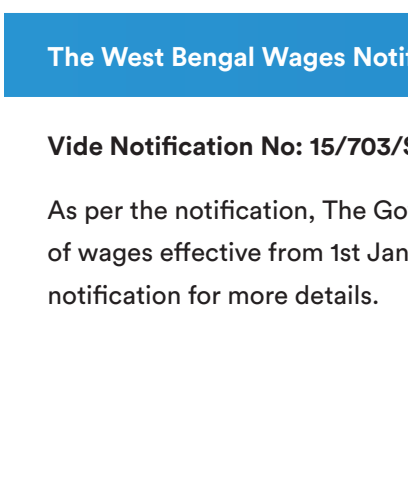


## The Andaman and Nicobar Minimum Wage Notification (Jan 2022)

**Vide Notification No: 16/1/MW/2019-20/LC and DET/27**

As per the notification, The Administrator of Andaman and Nicobar Island has declared the minimum rate of wages in the union territory of Andaman and Nicobar with effect from 1st January 2022. Please refer to the notification for more details

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## The Meghalaya Minimum Wage Notification (Apr 2021)

**Vide Notification No: LBG/75/2012/406**

As per the notification, The Government of Meghalaya, Labour and Skills (E) Department has revised the minimum rate of wages payable to the employees. Please refer to the notification for more details.

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## The Maharashtra Minimum Wages VDA Notification (Jan 2022)

As per the notification, The government of Maharashtra has released revised minimum rates of wages (variable dearness allowance) effective from 1st January 2022 which will be valid till 30th June 2022. Please refer to the notification for more details.

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## The West Bengal Wages Notification (Jan 2022)

**Vide Notification No: 15/703/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 January 2022 to 30th June 2022. Please refer to the notification for more details.

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# Minimum Wages Notification

## Minimum Wages 2021-2022

State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Andaman & Nicobar Islands	Highly Skilled	18382.00				1st Jan 2022
	Skilled	16874.00				
	Semi Skilled	14664.00				
	Unskilled	13182.00				
Maharashtra	Skilled	13426.00	12830.00	12234.00		1st Jan 2022
	Semi Skilled	12650.00	12054.00	11458.00		
	Un-skilled	11815.00	11219.00	10622.00		
Kerala	Highly Skilled	13274.00				1st Nov 2021
	Skilled	12854.00				
	Semi Skilled	12644.00				
	Un-skilled	12434.00				
Meghalaya	Highly Skilled	12974.00				1st Apr 2021
	Skilled	11752.00				
	Semi Skilled	10504.00				
	Un-skilled	9282.00				
West Bengal	Highly Skilled	11852.00	10655.00			1st Jan 2022
	Semi Skilled	10775.00	9684.00			
	Un-skilled	9795.00	8804.00			
	Unskilled	8904.00	8005.00			

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#### Sources:

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



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