



TalEzine - March'22 Monthly Edition

EPFO Circular On Trainees Under National Employability Enhancement Mission (NEEM)

Vide Notification No: Compliance/NEEMscheme/2021

As per the notification, The EPFO recommended to all additional central provident fund commissioner and Zonal commissioners that provisions towards The Employees Provident Fund and Miscellaneous Provisions Act, 1952 will be applicable for the students getting placement in companies and appointed as employee of the establishments even during job or training or induction and other trainings taken after becoming employee. Therefore, Trainees Under National Employability Enhancement Mission are not exempted from the definition of "employee" under The Employees Provident Fund and Miscellaneous Provisions Act, 1952. Please refer to the notification for more details

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Honourable Supreme Court Set Aside Order On The Haryana State Employment of Local Candidates Act, 2020

Vide Notification No: ItemNo.6/Court No.5

As per the notification, The Hon'ble Supreme Court of India set aside the stay order of the Punjab and Haryana High Court dated 03rd February 2022 which halted the implementation of the Haryana State Employment of Local Candidates Act, 2020 until such time that the constitutional validity of the legislation is determined. The Supreme court, while setting aside the stay, directed the Punjab and Haryana high court to expedite the hearing and decide on the validity of the law within a month. It is also observed that no coercive action shall be taken against companies that do not comply with the law that mandates seventy-five percent reservation for the state's residents in jobs paying less than thirty thousand a month. Please refer to the order for more details

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Stay Order on Implementation Of The Haryana State Employment of Local Candidates Act, 2020

As per the Data, The Faridabad Industries Association and others filed a writ petition challenging the implementation of The Haryana State Employment of Local Candidates Act, 2020. The Hon'ble Punjab and Haryana High Court has considered the arguments of both parties and granted an interim stay on implementing The Haryana State Employment of Local Candidates Act, 2020 on 3rd February 2022. The Hon'ble High Court directed to post the matter on 18th of April 2022 and put forward a substantial question of law "Whether any State can restrict employment (even in the Private Sector) on the basis of domicile" Therefore, employers may take a note that interim stay has been granted on implementation of The Haryana State Employment of Local Candidates Act, 2020 until final order. Please refer to the order for more details. Awaiting further information.

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The Contract Labour (Regulation And Abolition) Himachal Pradesh Amendment Act, 2020

Vide Notification No: 1 of 2022

As per the notification, The Government of Himachal Pradesh has repealed The Contract Labour (Regulation and Abolition) Himachal Pradesh Amendment Ordinance, 2020 with ordinary legislation to be known as The Contract Labour (Regulation and Abolition) Himachal Pradesh Amendment Act, 2020.

As per the amendment the applicability to the Act for the establishments is thirty or more workmen from the earlier twenty or more workmen. Hence Employers in Himachal Pradesh who have engaged the services of contract workers via contractors in their establishment to make note of the amendment and comply accordingly. 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. The 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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The Gujarat Govt. makes fire NOC mandatory for all factories

As per the notification, The Gujarat government has made it mandatory for all factories have to take a no-objection certificate from the fire department before applying for new licence or renewing existing ones. Please refer to the notification for more details

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The Kerala Minimum Wages Notification (Dec 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 December 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 2021-2022						
State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Kerala	Highly Skilled	13482				01-Dec-21
	Skilled	13062				01-Dec-21
	Semi Skilled	12852				01-Dec-21
	Un-skilled	12642				01-Dec-21

Payroll

Staffing

Compliance

HRMS

Recruitment

Start-up Solutions

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Sources:

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



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