

TalEzine - April'22

Monthly Edition

The Maharashtra Shops And Establishments - Regulation Of Employment And Conditions Of Service Amendment,2022

Vide Notification No: XXIV of 2022

As per the notification, The Government of Maharashtra has introduced The Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Act, 2022. As per the amendment, (1) The name board of every establishment shall be in Marathi language in Devanagari script for the establishments employing ten or more workers or less than ten workers (2) The Marathi language shall essentially be written in the beginning of name board and the font size of the letters in Marathi Language shall not be smaller than the font size of the letters in any other language (3) The establishments serving or selling liquor shall not have name of legends or forts in a name board (3) The requirement towards Aadhaar card number in identity card to worker has been removed. Please refer to the notification for more details.

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Introducing Auto Renewal Process Under Shops And Establishments in Andhra Pradesh

Vide Notification No: LAE03-22021/1/2022-E1-LBRCOMR

As per the notification, Government of Andhra Pradesh has notified towards auto renewal of registration under shops and establishments on 14th August 2021 has instructed all deputy commissioner of labour, assistant commissioner of labour and assistant labour officer to pursue the auto renewal process by all the shops and establishments in order to comply with the previous government order as mentioned and also instructed to inform the employers or stake holders to utilize the facility and remit the requisite fee directly through Mee-Seva. Hence employers in the state of Andhra Pradesh shall make a note and avail the facility of auto renewal system on portal and comply accordingly. Please refer the circular in detail as given in first page and second page is previous notification on auto renewal of registration under shops and establishments appended to this circular

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Exemption On Working Hour Under The Madhya Pradesh Shops And Establishments Act, 1958

Vide Notification No: 403-442-2022-A-16

As per the notification, The Government of Madhya Pradesh has directs that provision on opening and closing hours of restaurants and eating houses under The Madhya Pradesh Shops And Establishments Act, 1958 shall not apply to establishments such as restaurants and eating houses located in whole state of Madhya Pradesh following terms and conditions as mentioned, (1) every employee shall be given one day holiday in a week, (2) no employee shall be called for work for more than forty-eight hours in a week. Therefore, employers of restaurants and eating houses shall take a note and declare holiday and working hour for their employees accordingly. Please refer to the notification for more details

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Amendment Under The Andhra Pradesh Factories Rules, 1950

Vide Notification No: G.O.Ms.No.7

As per the notification, The Government of Andhra Pradesh has amended to pursue ease of doing business (EoDB) under The Andhra Pradesh Factories Rules, 1950 to reduce compliance burden. As per the amendment, (1) The installed power required for approval of a factory plan shall be thirty horsepower or more instead of seventy five horsepower or more, (2) Occupier of a factory must make an online application through single desk portal together with particulars, plans and scrutiny fee paid (3) The term for communicating approval plan is seven days from the date on which application has been submitted through online (4) The occupier of the factory for registration and license, applications shall apply online through single helpdesk portal (5) The drinking water shall be certified by NABL accredited laboratories (6) The accounts pertaining to income and expenditure shall be submitted to canteen managing committee (7) The manager of every factory shall submit integrated annual return online through single desk portal on or before 30th April of the year (8) workers employed in raw cashew roasting shall be re-examined by a certifying agent once in every twelve calendar month (9) Omitted rule 3(6) on compliances towards extension of power, rule 77(2) on requirements towards display for loss of holiday, rule 86 on requirement towards registration of child workers. Please refer to the notification for more details

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The Employees State Insurance (Central) Amendment Rules, 2022

Vide Notification No: G.S.R. 176 (E)

As per the notification, The ESIC has amended provision on sickness benefit under The Employees' State Insurance (Central) Rules, 1950. An Insured woman who are receiving maternity benefit can also claim sickness benefit i.e cash benefit in case shorter contribution period is available to her, provided that contribution shall be payable for not less than half the number of days available for working in such contribution period. Therefore, amendment entitle insured women to claim the sickness benefit and such retrospective amendment shall not prejudicially affect any beneficiary of any other benefit entitled under Employees' State Insurance Act, 1948. Please refer to the notification for more details

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Exemption To Conditions For Women Employee Under The Punjab Shops And Commercial Establishment Act, 1958

Vide Notification No: Labour-LabOPSCA/2/2021-5L/1/325484/2022

As per the notification, The Governor of Punjab and supersession of notification dated 15th October, 2014 is pleased to formulate a scheme for the Shops and Establishments in the state under The Punjab Shops And Commercial Establishment Act 1958. As per the scheme, exemption given to the provisions towards conditions of employment for women and exemption will be given on case to case basis on receipt of applications from the establishments on the mentioned terms and conditions. The exemption awarded towards working hour of women employee subject to conditions mentioned in the notification. Please refer to the notification which provide details on conditions

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Amendment Under The Tamil Nadu Shops And Establishments Rules, 1948

Vide Notification No: SRO A-7,8/2022

As per the notification, The Government of Tamil Nadu has amended the Tamil Nadu Shops and Establishments Rules, 1948. The amendment, (1) removed the compliances toward register of fines, deductions for damages or Loss and Advances, wages, advances, and registers of employment, (2) introduced requirements and forms for maintaining a register of employees, (3) requires the employer to maintain all registers of employment, either electronically or manually, (4) additionally requires the employer to maintain the originality of the registers while maintaining it in electronic form and restricts changes to be made in integrity, serial number, and contents of the columns of the registers. Please refer to the notification for more details

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Enforcement Of Provisions Towards ESIC In Nagapattinam District Tamil Nadu

Vide Notification No: S.O. 1534(E)

AAs per the notification, The Government of India has notifying as the effective date for certain provisions, from Chapter IV (Contribution), Chapter V (Benefits), and Chapter VI (Adjudication of disputes and claims) of The Employees' State Insurance Act, 1948, to come in force in Nagapattinam district of the State of Tamil Nadu. Please refer to the notification for more details

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The Tamil Nadu Minimum Wages Notification (April 2022)

Vide Notification No: Z3/4529/2022

As per the notification, The Government of Tamil Nadu has revised the dearness allowance payable to the class of employees in the employment in shops and commercial establishments in the state of Tamil Nadu. Please refer to the notification for more details

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The Kerala Minimum Wages Notification (Jan 2022)

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 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 January 2022 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 Telangana Minimum Wages CPI Notification (April 2022)

As per the notification, As per press note released, Commissioner of Labour Telangana, Hyderabad and the competent authority under the Minimum Wages Act, 1948 has declared the CPI Points for calculation of variable dearness allowance for the state of Telangana with effect from 1st April 2022. Please refer to the notification for more details

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The Bihar Minimum Wage Notification (April 2022)

Vide Notification No: 5/M.W.-40-16/2021-L&R-992

As per the notification, The Government of Bihar has released Minimum Wages effective from 1st April 2022. Please refer to the notification for more details

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The Chhattisgarh Minimum Wages Revised Notification (April 2022)

Vide notification No: 08/2022/1897

As per the notification, The Government of Chhattisgarh has revised the VDA effective from 1st April 2022 to 30th September 2022. Please refer to the notification for more details

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The Gujarat Minimum Wages Notification (April 2022)

As per the notification, The Government of Gujarat has released the revised Minimum Wages dearness allowance for the State of Gujarat effective 1st April 2022. Please refer to the notification for more details

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The Uttar Pradesh Minimum Wages Notification (April 2022)

Vide Notification No: 268-76/Pravartan-(M.W.)/15

As per the notification, The Government of Uttar Pradesh has released minimum wages effective from 1st April 2022 to 30th September 2022. Please refer to the notification for more details

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The Uttarakhand Minimum Wages Notification (April 2022)

Vide Notification No: 1064/4-01/13

As per the notification, The Government of Uttarakhand has released Minimum Wages effective from 1st April 2022. Please refer to the notification for more details

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Minimum Wages Notification

Minimum Wages 2021-2022						
State	Class	Minimum Wages				
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	With Effect From
Telangana	Highly Skilled	12610.00	12191.00			01-Apr-22
	Skilled	11573.00	11355.00			01-Apr-22
	Semi Skilled	11155.00	11150.00			01-Apr-22
	Unskilled	10950.00	10734.00			01-Apr-22
Chattisgarh	Highly Skilled	12270.00				01-Apr-22
	Skilled	11490.00				01-Apr-22
	Semi Skilled	10710.00				01-Apr-22
	Unskilled	10060.00				01-Apr-22
Tamil Nadu	Highly Skilled	10658.00	10608.00	10556.00	10516.00	01-Apr-22
	Skilled	10246.00	10194.00	10144.00	10094.00	01-Apr-22
	Semi-Skilled	10155.00	10094.00	10036.00	9983.00	01-Apr-22
	Un-skilled	10094.00	10036.00	9973.00	9916.00	01-Apr-22
Karnataka	Highly Skilled	17656.60	16922.15	16222.68	15556.51	01-Apr-22
	Skilled	16254.47	15586.79	14950.91	14345.30	01-Apr-22
	Semi-Skilled	14979.81	14372.83	13794.75	13244.20	01-Apr-22
	Un-skilled	13821.03	13269.23	12743.70	12243.20	01-Apr-22
Gujarat	Skilled	9783.80	9549.80			01-Apr-22
	Semi-Skilled	9549.80	9341.80			01-Apr-22
	Un-skilled	9341.80	9133.80			01-Apr-22
Uttarakhand	Skilled	10658.00				01-Apr-22
	Semi Skilled	10064.00				01-Apr-22
	Unskilled	9471.00				01-Apr-22
	Clerical Category - I	11660.00				01-Apr-22
	Clerical Category - II	10912.00				01-Apr-22
Uttar Pradesh	Skilled	11743.00				01-Apr-22
	Semi-Skilled	10483.00				01-Apr-22
	Un-skilled	9530.00				01-Apr-22
Bihar	Highly Skilled	12792.00				01-Apr-22
	Skilled	10478.00				01-Apr-22
	Semi-Skilled	8580.00				01-Apr-22
	Un-skilled	8268.00				01-Apr-22
	Supervisory / Clerical	9111.00				01-Apr-22

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