

TalEzine - May'22

Monthly Edition

Circular On Final Withdrawal Of Provident Fund For International Workers

Vide Circular No: IWU/12061/1/2022-IWU/7213

As per the notification, The EPFO has clarified that international workers from Non-SSA countries are eligible for withdrawal of their provident fund accumulations on retirement from services in EPF covered establishments after attaining the age of fifty-eight years. Please refer to the circular for more details

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Guidelines To Settle the Legitimate Dues Of Workers Under Payment of Bonus Act, 1965 In West Bengal

Vide Circular No: No. Labr./420/(LC-IR)/22013/56/2019

As per the notification, The Government of West Bengal has issued guidelines to be followed by all employers and employees of the state covered under the Payment of Bonus Act, 1965 ("Act"). The guidelines require establishments to pay bonus including employees in casual employment/re-employment after retirement/employed through contractors. The guideline further provides that the payments of bonus should be completed by September 23, 2022, to all Muslim employees/workers before Id-UI-Fitre. Please refer to the circular for more details

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Relaxation Of Time Limit For Filing And Depositing ESI Contribution

Vide Circular No: P-11/12/Misc./1/2019 (M)- Rev.II

As per the notification, The ESIC has provided relaxation of the time limit of depositing and filing ESI contributions by the employer. The time limit for depositing contributions for the month of March 2022 is extended from 15th April 2022 to 30th April 2022 and the time limit for filing the return of contribution for the period of October 2021 to March 2022 is extended from 11th May 2022 to 26th May 2022. Please refer to the circular for more details.

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Resuming Creche Facilities In Karnataka

Vide Notification No: 2/115/2021-2022

As per the notification, The Government of Karnataka has requiring all factories to resume the Creche facilities, which were restricted during the pandemic, abiding with COVID measures.

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Introduction Of New Slab Rates Under Professional Tax In Gujarat

Vide Notification No: GHN-35-PFT-2022-S.3(2)(10)-Th,

As per the notification, The Government of Gujarat has supersession of notification dated 01st April 2008 has revised the rate of tax under the Gujarat Panchayats, Municipalities, Municipal Corporations and State Tax on Professions, Traders, Callings and Employments Act, 1976. As per the notification, two hundred per month would be levied on the salary and wage earners, whose monthly salary or wages exceeds twelve thousand. No tax shall be levied if the monthly salaries or wages are up to twelve thousand. Please refer to the notification for more details

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ESIC Relaxed Condition Under COVID-19 Relief Scheme

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

As per the notification, The ESIC has relaxed the eligibility condition for providing relief under the Covid-19 relief scheme, which should have been paid or payable during a maximum period of one year immediately preceding the diagnosis of COVID-19 disease resulting in death. The Authority has reduced the minimum eligible period of contribution to thirty-five days from the earlier seventy days. Please refer to the notification for more information.

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Amendment Under The Tamil Nadu Shops And Establishments Rules, 1948

Vide Notification No: SRO A-8/2022

As per the notification, Government of Tamil Nadu has amended the Tamil Nadu Shops and Establishments Rules, 1948. The amendment, (1) removed 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 persons employed, employment, wages, and leave and social security benefits, (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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Draft Code on Wages (Tamil Nadu) Rules, 2022.

Vide Notification No: SRO A-8(a)/2022.

As per the notification, The Government of Tamil Nadu has fixed the minimum rate of wages on 'day' basis keeping in view the following criteria, namely: -1. The standard working class family which includes a spouse and two children apart from the earning worker; an equivalent of three adult consumption units; 2.A net intake of 2700 calories per day per consumption unit ; 3. 66 metres cloth per year per standard working class family; 4. Housing rent expenditure to constitute 10 per cent of food and clothing expenditure; 5. Fuel, electricity and other miscellaneous items of expenditure to constitute 20 percent of the minimum wages. 6. The normal working day shall be comprised of eight hours of work and one or more intervals of rest which in total shall not exceed one hour. The working day of an employee shall be so arranged that interval of the intervals of rest, if any, it shall not spread over more than twelve hours on any day. Every employer shall issue wage slips, electronically or otherwise to the employees in Form V. Where the employees are employed in an establishment through contractor, then, the company or firm or association or any other person who is the proprietor of the establishment shall pay to the contractor the amount payable to him or it, as the case may be, before the date of payment of wages so that payment of wages to the employees shall be made positively. The Annual Return shall be filed electronically by every employer of an establishment who are not covered under the Occupational Safety and Health Code, in Form VII. Please refer to the notification for more details

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Government of Tamil Nadu notifies Draft Industrial Relations (Tamil Nadu) Rules, 2022.

Vide Notification No: SRO A- 8(b)/2022.

As per the notification, The Government of Tamil Nadu has drafted, there shall be an agreement between the employer and worker in Form-I and shall be signed by the parties to the agreement. A copy thereof shall be sent to the Conciliation Officer concerned. Once the agreement is submitted, the employer shall constitute a Works Committee in the manner after this provided: The number of members constituting the Works Committee shall be so fixed as to afford representation to the various categories, groups, and classes 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: Provided further that the number of representatives of the workers in the Works Committee shall not be less than the number of representatives of the employer therein: Provided also that there shall be adequate representation for women workers in the Works Committee. Please refer to the notification for more details

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Government of Tamil Nadu notifies draft rules on Occupational Safety, Health and Working Conditions.

Vide Notification No: SRO A-8(c)/2022.

As per the notification, The Government of Tamil Nadu has drafted, The employer seeking registration for an establishment not already registered under any other law shall apply in FORM I to the Registering officer, within sixty days from the date of such applicability of the Code along with the prescribed fee:-(a) in case of factory or building and other construction works, electronically through the Online Portal of the Directorate of Industrial Safety and Health; (b) in case of establishments other than factory or building and other construction works, electronically through the Online Portal of Labour Welfare Department, by giving details about the establishment, and uploading documents related to registration of the establishment, proof of identity and address of the employer(s) as specified in the FORM I. Please refer to the notification for more details

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MCA revised the timeline for maintaining their books of account using accounting software

Vide Notification No: G.S.R. 235(E)

As per the notification, The Ministry of Corporate Affairs had introduced filing under Form CSR-2 to be completed by 31st March, 2022 for the financial year 2020 – 2021, now with the Companies (Accounts) Second Amendment Rules, 2022(Amendment) the time for filing has been extended till 31st May, 2022. Additionally, the Amendment has extended time from 1st April, 2022 by a year to 1st April for every company which uses accounting software for maintaining its books of account, to only use such accounting software which has a feature of recording audit trail of each and every transaction, creating an edit log of each change made in books of account along with the date when such changes were made and ensuring that the audit trail cannot be disabled. Please refer to the notification for more details

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The Haryana Minimum Wages Notification (Jan 2022)

Vide Notification No: I.R- 2/2022/10764-893

As per the notification, The Government of Haryana has released the variable dearness allowance towards Minimum Wages effective from 1st January 2022. Please refer to the notification for more details

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The Jharkhand Minimum Wages Notification (April 2022)

Vide Notification No: 2/MW-2071/2010, L&T-501

As per the notification, The Government of Jharkhand vide Notification No-has released the Minimum Wages effective from 1st April 2022. Please refer to the notification for more details

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The Andhra Pradesh Minimum Wages Notification (April 2022)

Vide Notification No: G/723/2022

As per the notification, The Government of Andhra Pradesh has released CPI points for minimum wage calculation with effect 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				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Jharkhand	Highly Skilled	13557.00				01-Apr-22
	Skilled	11736.00				01-Apr-22
	Semi Skilled	8903.00				01-Apr-22
	Unskilled	8498.00				01-Apr-22
Haryana	Highly Skilled	12888.97				01-Apr-22
	Skilled A	11690.67				01-Apr-22
	Skilled B	12275.12				01-Apr-22
	Semi-Skilled A	10690.67				01-Apr-22
	Semi-Skilled B	11133.96				01-Apr-22
	Unskilled	10098.88				01-Apr-22
Madhya Pradesh	Highly Skilled	12660.00				01-Apr-22
	Skilled	11360.00				01-Apr-22
	Semi-Skilled	9982.60				01-Apr-22
	Un-skilled	9125.00				01-Apr-22

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Sources:

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



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