



# TalEzine - September'22 Monthly Edition

## Enforcement of Provisions from ESI Act in Kalahandi District of Odisha

### Vide Notification No. S.O. 3983(E)

As per the notification, The Government of India has applied the provisions from Chapter IV (Contribution), Chapter V (Benefits), and Chapter VI (Adjudication of Disputes and Claims) of the Employees' State Insurance Act, 1948 (ESI Act), in all of the regions of Kalahandi District with inside the State of Odisha, effective from 1st day of September 2022. Please consult with the notification for more details

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## Amendment to The Central Minimum Wages Notification

### Vide Notification No. F.No.1/4(3)/2022-LS-II

As per the notification, The Government of India, vide Notification amended the quotes below Central Minimum Wages supplied with inside the preceding notification posted on 29-July-2022, for numerous classes including, construction or maintenance of roads or runways or in building operations, effective from 1st April 2021, 1st October 2021, 1st April 2022. Please consult with the notification for more details.

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## Enforcement of Provisions Towards ESIC in Ramanathapuram and Sivagangai Districts of Tamil Nadu

### Vide Notification No. S. O. 3741(E)

As per the notification, The ESIC vide has implements certain provisions enumerated in Chapter IV (Contribution), Chapter V (Benefits), Chapter VI (Adjudication of Disputes and Claims) of the Employees' State Insurance Act, 1948, effective 1st day of September 2022 with inside the districts of Ramanathapuram and Sivagangai. Please consult with the notification for more details.

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## Conditions for Employing Women Workers in Factory During Night in The State of Himachal Pradesh

### Vide Notification No. Shram (A)3-4/2022

As per the notification, The Government of Himachal Pradesh has listed the conditions for employing women at some point during the nighttime shift in factories. The situations consist of measures for the safety and protection of ladies' employees, which consist of the prevention of acts of sexual harassment, provision for transportation facilities, the requirement of earlier consent from women workers, etc. Please consult with the notification for more details

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## Online Services to Apply for Exemption Under Delhi Shops and Establishments Act, 1954

### Vide Notification No. F.No.(6)/SAIT/LAB/Online-exemption/2022/4525

As per the notification, The Government of Delhi has released online offerings to receive applications for exemption under the provisions of Section 14 (Young people and women to work during day time), Section 15 (Opening and closing hours of shops and commercial establishments), Section 16 (Close day) of the Delhi Shops and Establishments Act, 1954. The offerings will be available with effect from August 08, 2022. Please consult with the office order for more details

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## SOP to Settle Provident Fund Claims in Case of Industrial Accident

### Vide Notification No. GJ/AHD/EPF/RPFC-II/SOP Industrial Accidents/27

As per the notification, The Regional Office (Ahmedabad) of Employees' Provident Fund Organisation (EPFO) death because of Industrial Accidents/27, issued Standard Operational Procedure (SOP) to settle provident fund claims in case of death of an employee due to Industrial Accident to provide benefit to family members of the deceased person. Please consult with the notification for more details

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## The Kerala Shops and Commercial Establishments (Amendment) Rules, 2022

### Vide Notification No. G.O.(P) No.78/2022/LBR

As per the notification, The Government of Kerala has amended the Kerala Shops and Commercial Establishments Rules, 1961. The amendment disregarded Rule 2E (Issue of duplicate Registration Certificate), sub-rule (3) of Rule 2G (a duplicate copy of the Registration Certificate), and Rule 12A (submission of return) of the said rules. Please consult with the notification for more details

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## MCA has notified the Companies (Incorporation) Third Amendment Rules, 2022.

### Vide Notification No. G.S.R. 643(E),

As per the notification, MCA has notified the Companies A new rule 25B has been inserted prescribing the way of bodily verification of the registered workplace of the company. Under this new rule, the physical verification of the Co's registered workplace will be conducted with the aid of using ROC in the presence of independent witnesses of the locality in which Co.'s registered workplace is situated. Further, if required, ROC also can seek the assistance of the local Police for such verification. For the cause of accomplishing bodily verification of the company's registered workplace, the Registrar shall deliver the files as filed on MCA 21 in aid of the cope with of the registered workplace of the company. Further, to check the files' authenticity, the same should be cross verified with the "copies of assisting documents of such address collected during the stated physical verification, duly authenticated from the occupant of the property in which the said registered office is situated. Please consult with the notification for more details

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## Revision of Minimum Rates of Wages for Employment in Shops and Commercial Establishments

### Vide Notification No. G.O. (D). No. 343

As per the notification, The Government of Tamil Nadu hereby revises the rates of wages payable to the classes of employees in the Employment in Shops and commercial establishments in the State of Tamil Nadu. Draft notification will be taken into consideration on or after the expiry of two months from the date of publication of this notification in the Tamil Nadu Government Gazette and that any objection or suggestion which may be received from any person with respect thereto, before the expiry of the aforesaid period, will be considered by the Government of Tamil Nadu.

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## The Kerala Minimum Wages Notification (June 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 and employment in Computer Software Sector. As per the Notification No. the Consumer Price Index (Cost of Living Index) Numbers applicable to employees in the Consumer Under the Minimum Wages Act (Central Act XI of 1948) for the month of June 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 Andaman & Nicobar Islands Wages Notification

### Vide Notification No. 16/1/MW/2019-20/LC-DET/709

As per the notification, The government of Andaman & Nicobar Islands has released revised minimum rates of wages across six schedules of employments effective from 1st July 2022, in addition to Govt.Dept/offices/Industrial Establishments taking into account the average All India consumer price index from the period October,2021 to March, 2022. Please refer to the notification for more detail.

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# Minimum Wages Notification

Minimum Wages 2021-2022			
State	Class	Minimum Wages	
		Zone I (INR)	With Effect From
Andaman & Nicobar Islands	Highly Skilled	18642.00	01-Jul-22
	Skilled	17134.00	01-Jul-22
	Semi Skilled	14924.00	01-Jul-22
	Unskilled	13442.00	01-Jul-22
	Clerical	0.00	01-Jul-22
Kerala	Highly Skilled	13716.00	01-Jun-22
	Skilled	13296.00	01-Jun-22
	Semi Skilled	13086.00	01-Jun-22
	Unskilled	12876.00	01-Jun-22

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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