

TalEzine - October'22 Monthly Edition



Amendment To The Gujarat Building and Other Construction Workers (Regulation of **Employment and Conditions of Service) Rules, 2003**

Vide Notification No: GHR/2022/121/LED/TBA/e-file/11/2022/1366/M3

As per the notification, The Government of Gujarat has amended the time-frame for the issue of Registration Certificate under the Gujarat Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2003, from fifteen days to thirty days from the date of application, effective from 17th September 2022. Please refer to the notification for more details

Download

MCA revised threshold for paid up capital of "Small Companies"

Vide Notification No: G.S.R. 700(E)

As per the notification, The Ministry of Corporate Affairs has published the definition of "small companies" under the Companies Act, 2013 was revised by increasing their thresholds for paid up capital from "not exceeding Rs 50 lakh" to "not exceeding Rs 2 crore" and turnover from "not exceeding Rs 2 crore" to "not exceeding Rs 20 crore". This definition has, now, been further revised by increasing such thresholds for paid up Capital from "not exceeding Rs. 2 crores" to "not exceeding Rs. 4 crores" and turnover from "not exceeding Rs. 20 crores" to "not exceeding Rs. 40 crores".

Some of the benefits of reduction in compliance burden as a result of the revised definition for small companies are as under:

- No need to prepare cash flow statement as part of financial statement.
- Advantage of preparing and filing an Abridged Annual Return.
- Mandatory rotation of auditor not required.
- An Auditor of a small company is not required to report on the adequacy of the internal financial controls and its operating effectiveness in the auditor's report.
- Holding of only two board meetings in a year.





Enforcement Of Provisions From ESI Act In The Krishnagiri, Tiruchirappalli And Perambalur **Districts Of Tamil Nadu**

Vide Notification No: S.O. 4340(E),

As per the notification, The Government of India has implemented 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 the areas of Krishnagiri, Tiruchirappalli, and Perambalur districts in the State of Tamil Nadu, effective from 1st day of October 2022. Please refer to the notification for more details



Vide Notification No: SRO A-19/2022

As per the notification, The Government of Tamil Nadu has published the Plantations labour rules, As per the notification every employer shall maintain-(i) an Employee Register in Form No. 29; (ii) a Register of Employment in Form No. 30; (iii) a Register of Wages in Form No. 31; and (iv) a Register of Leave and Social Security Benefits in Form No. 32; (b) The registers referred in clause (a) shall be maintained either electronically or manually; (c) Where the registers referred in clause (a) are maintained in electronic form, the layout and presentation of the registers may be adjusted without changing the integrity, serial number and contents of the columns of the registers. Please refer to the notification for more details





Revision of Minimum Rates of Wages for the employment in Fire Works Manufactory

Vide Notification No: efile/483/J1/2022-1

As per the notification, The Government Tamil Nadu has revised minimum wages, the dearness allowance shall be calculated on the 1st April of every year on the basis of the average of the consumer price indices for the preceding twelve months, namely from January to December based on the advise of the Committee under the Minimum Wages Act. Please refer to the notification for more details.

Download

New rules will regulate the Battery Wastage (Management and Handling) Rules, 2001.

Vide Notification No: S.O. 3984(E)

As per the notification, The Government of Tamil Nadu has published rules cover all types of batteries, viz. Electric Vehicle batteries, portable batteries, automotive batteries and industrial batteries. The rules function based on the concept of Extended Producer Responsibility (EPR) where the producers (including importers) of batteries are responsible for collection and recycling/refurbishment of waste batteries and use of recovered materials from wastes into new batteries. EPR mandates that all waste batteries to be collected and sent for recycling/refurbishment, and its prohibits disposal in landfills and incineration. To meet the EPR obligations, producers may engage themselves or authorise any other entity for collection, recycling or refurbishment of waste batteries. The rules will enable setting up a mechanism and centralized online portal for exchange of EPR certificates between producers and recyclers/refurbishes to fulfil the obligations of producers. Please refer to the notification for more details.





Draft amendments to the Tamil Nadu Motor Vehicles Rules, 1989.

Vide Notification No: SRO A-18/2022

As per the notification, The Government of Tamil Nadu has Provided that a stage carriage of State Transport Undertaking may be used in a public place without conductor, if tickets are issued before the commencement of the journey by any self-sustaining mechanism set up for this purpose or by any other means or by a person who is not a traveler in the Vehicle. Notice is hereby given that the draft amendment will be taken into consideration on or after the expiry of thirty days from the date of publication of this Notification in the Tamil Nadu Government Gazette. Please refer to the notification for more details.



Delhi PCC imposes a complete ban of Crackers

Vide Notification No:DPCC/(10)(10)(39)/leg-2019/79

As per the notification, The Government of Delhi has notified, there will be 'complete ban' on manufacturing, storing, selling (including delivery through online marketing platforms) and bursting of all kinds of firecrackers up to 1.01.2023 in the territory of NCT of Delhi, where the ambient air quality falls under the poor and above category. Please refer to the notification for more details.





Draft Notification - Revision of minimum rates of wages payable to the apprentices employed in the Employment in Textile Mills

Vide Notification No: II(2)/LWSD/746/2022

As per the notification, The Government of Tamil Nadu hereby revises the minimum rates of wages payable to the category of apprentices engaged in the Employment in Textile Mills including Composite Mills, Spinning Mills, Weaving Mills, Open Ended Mills and the various processes in the above said mills like Blow Room Carding, drawing, fly frames, spinning, winding, doubling, reeling, packing, warping-sizing and other processes in the Textile Mills, whether carried out singly or together in the state of Tamil Nadu, as Rs.324.00 (Rupees three hundred and twenty four only) per day. Please refer to the notification for more details.





Government of Tripura mandates online submission of annual returns through SWAAGAT **Portal**

Vide Notification No: F.27(131)-LAB/EODB/2022/5510-59

As per the notification, The Government of Tripura has been launched single window approval by all Government Agencies in Tripura (SWAAGAT) in the public domain under the URL swaagat.tripura.gov.in for issuing all registrations/certificate, Central Inspection System and combine annual returns under all Labour Laws. State Government has decided to accept single integrated return under all Labour Laws through swaagat portal. It is to be stated here that the offline Annual return may not be accepted from 1st September, 2022. Please refer to the notification for more details.





Relaxations Of Time Limit For Depositing The Monthly Contributions Under ESI

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

As per the notification, The Employees State Insurance Corporation has given relaxation of time limit for depositing the contributions for the month of August 2022 till the 22nd September 2022 instead of 15th September 2022. Please refer to the circular for more details



Revision Of Basic Minimum Wages Notification In Bihar (Sep 2022)

Vide Notification No: 5/M.W-40-15/2021 L&R - 3142

As per the notification, The Government of Bihar has revised basic minimum wages effective from 1st September 2022. Please refer to the notification for more details

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The Uttar Pradesh Minimum Wages Notification (October 2022)

Vide Notification No: 958-65/Pravartan-(M.W.)/15

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

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The Chattisgarh Minimum Wages Notification (October 2022)

Vide Notification No: 08/2022/5811

As per the notification, The Government of Chhattisgarh has revised the VDA effective from 1st October 2022 to 31st March 2023. Please refer to the notification for more details







Vide Notification No: 5/M.W.-40-16/2021-L&R-3808,

As per the notification, The Government of Bihar has revised the VDA effective from 1st October 2022 to 31st March 2023. Please refer to the notification for more details



The Gujarat Minimum Wages Notification (October 2022)

Vide Notification No: 657/677/2022,



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







The Madhya Pradesh Minimum Wages Notification (Oct 2022)

Vide Notification No: 1/11/Five/2015/39378-627

As per the notification, The Government of Madhya Pradesh has released minimum wages effective from 1st October 2022. Please refer to the notification for more details



The Central Minimum Wages Notification (Oct 2022)

Vide Notification No: F. No. 1/16(1)/2022-LS-II

As per the notification, The Government of India has released Minimum Wages for various categories including, construction or maintenance of roads or runways or in building operations, effective from 1st October 2022. Please refer to the notification for more details

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The Andhra Pradesh Minimum Wages Notification (Oct 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 October 2022. Please refer to the notification for more details

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The Telangana Minimum Wages CPI Notification (October 2022)

As per the notification, The Government of Telangana has released the enhanced consumer price index for calculating the variable dearness allowance, effective 1st October 2022 till 31st March 2023. Please refer to the notification for more details







The Uttarakhand Minimum Wages Notification (October 2022)

Vide Notification No: 3367/4-01/13

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



The Kerala Minimum Wages Notification (July 2022)

Vide Notification No: DES/859/2022-P3(1),

As per the notification, The Government of Kerala has revised the Consumer Price Index (Cost of Living Index) Numbers, updating the rate of variable dearness allowance for all the industries in the State of Kerala. Please refer to the notification for more details

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The Jharkhand Minimum Wages Notification (October 2022)

Vide Notification No: 2/MW-2071/2010, L&T-1208,

As per the notification, The Government of Jharkhand has revised the VDA rates, effective from 1st October 2022. Please refer to the notification for more details



Minimum Wages Notification

	Minimum Wages 2021-2022					
State	Class			Minimum Wages		
	01035	Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	With Effect From
Andhra Pradesh	Highly Skilled	12526.6	12107.6			- 1st Oct 2022
	Skilled	11691.6	11489.6			
	Semi Skilled	11489.6	11271.6			
	Unskilled	11071.6	10855.6			
Telangana	Highly Skilled	12815.00	12396.00			1st Oct 2022
	Skilled	11778.00	11560.00			
	Semi Skilled	11360.00	11144.00			
	Unskilled	10958.00	10628.00			
Gujarat	Highly Skilled	-	-			- 1st Oct 2022
	Skilled	9887.8	9653.8			
	Semi-Skilled	9653.8	9445.8			
	Unskilled	9445.8	9237.8			
Madhya Pradesh	Highly Skilled	12860.00				- 1st Oct 2022
	Skilled	11560.00				
	Semi Skilled	10182.00				
	Unskilled	9325.00				
Uttar Pradesh	Skilled	12005.00				- 1st Oct 2022
	Semi-Skilled	10717.00				
	Un-skilled	9743.00				
Bihar	Highly Skilled	15002.00				1st Oct 2022
	Skilled	12272.00				
	Semi Skilled	10088.00				
	Unskilled	9698.00				
	Supervisory / Clerical	10688.00				
Chattisgarh	Highly Skilled	12430.00				- 1st Oct 2022
	Skilled	11650.00				
	Semi-Skilled	10870.00				
	Un-skilled	10220.00				
Jharkhand	Highly Skilled	13859.00				- 1st Oct 2022
	Skilled	11998.00				
	Semi Skilled	9102.00				
	Unskilled	8688.00				
Uttrakhand	Skilled	10818.00				- 1st Oct 2022
	Semi-Skilled	10224.00				
	Un-skilled	9631.00				
	Clerk-1 / Clerk-2	11820 / 11072				
Kerala	Highly Skilled	13820.00				- 1st Jul 2022
	Skilled	13400.00				
	Semi-Skilled	13190.00				
	Un-skilled	12980.00				
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