

TalEzine - March '23 Monthly Edition

EPFO issues guidelines for higher pension from Employees' Pension Scheme

Vide Notification No: Pension/2020/56259/16541.

As per the notification, The Employees Provident Fund Organisation (EPFO) has issued guidelines on 20th February 2023, giving the procedure for eligible employees to apply for higher pensions under the Employees' Pension Scheme (EPS). Even employees who had not earlier applied for a higher pension under EPS, but were entitled to do so, can now do so. The deadline to apply for a higher pension under EPS is 3rd March 2023. The recent Supreme Court ruling mandated this deadline in its judgement dated 4th November 2022.



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[Process Flow](#)

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The Karnataka Minimum Wages Notification (April 2023)

Vide Notification No: DES/SIP/PWX/06/2023

As per the notification, The Government of Karnataka has released the enhanced consumer price index for 2023 for calculating the variable dearness allowance effective from 1st April 2023 till 31st March 2024. Kindly refer to the notifications for more details.



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Conditions for employing women employees during night shifts In the State Of Haryana

Vide Notification No: 4490

As per the notification, The Government of Haryana has superseding an earlier notification, allowed the employment of women employees during night shifts from 08:00 PM to 06:00 AM for one year, subject to the conditions, which include measures for the security and safety of women employees, the prevention of acts of sexual harassment, the provision of transportation facilities, the requirement of prior consent from women workers, etc. Kindly refer to the notification for more details.



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Extension Of Medical Benefits Under the Employees' State Insurance in Mizoram

Vide Notification No: N-17011/1/Mizoram/2023-P&D

As per the notification, The Government of India has extended medical benefits, provided under Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, and the Mizoram Employees' State Insurance (Medical Benefit) Rules, 2015, to the families of all insured persons in the Aizawl district of Mizoram, with effect from 1st February 2023. Kindly refer to the notification for more details.



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Extension Of Medical Benefits Under the Employees' State Insurance In Madhya Pradesh

Vide Notification No: N-17011/1/MP/2023-P&D

As per the notification, The Government of India has extended medical benefits, provided under Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, and the Madhya Pradesh Employees' State Insurance (Medical Benefit) Rules, 1954, to the families of all insured persons in Chhindwara and Singrauli districts of Madhya Pradesh, with effect from 1st February 2023. Kindly refer to the notification for more details.



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Extension Of Medical Benefits Under the Employees' State Insurance in Punjab

Vide Notification No: N-17011/1/Pb/2023-P&D

As per the notification, The Government of India has extended medical benefits, provided under Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, and the Punjab Employees' State Insurance (Medical Benefit) Rules, 1955, to the families of all insured persons in Ferozepur district of Punjab, with effect from 1st February 2023. Kindly refer to the notification for more details.



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Extension Of Medical Benefits Under the Employees' State Insurance in Odisha

Vide Notification No: N-17011/1/Odisha/2023-P&D

As per the notification, The Government of India has extended medical benefits, provided under Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, and the Odisha Employees' State Insurance (Medical Benefit) Rules, 1958, to the families of all insured persons in Kendrapara district of Odisha, with effect from 1st February 2023. Kindly refer to the notification for more details.



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Extension of Medical Benefits Under the Employees' State Insurance In Maharashtra

Vide Notification No: N-17011/1/MH/2023-P&D

As per the notification, The Government of India has extended medical benefits, provided under Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, and the Maharashtra Employees' State Insurance (Medical Benefit) Rules, 1953, to the families of all insured persons in Sindhudurg, Bhandara, Beed, Latur, Osmanabad, Parbhani, Ratnagiri, Washim, and Gadchiroli districts of Maharashtra, with effect from 1st February 2023. Kindly refer to the notification for more details.



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Enforcement of Provisions of the ESI Act in Imphal East and Imphal West District Of Manipur

Vide Notification No: S.O. 805(E)

As per the notification, The Government of India has implemented the provisions of Chapter IV (Contribution), Chapter V (Benefits), and Chapter VI (Adjudication of Disputes and Claims) of the Employees' State Insurance Act, 1948 (ESI Act), effective from the 1st day of March 2023, in all the areas of Imphal East and Imphal West districts in the state of Odisha. Kindly refer to the notification for more details.



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Declaration of Authority for Shops and Establishments in Maharashtra

Vide Notification No: MSA-06 2022/ C R 100 Lab 10

As per the notification, The Government of Maharashtra has declared panchayats the local authority for enforcing provisions under the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017. Kindly refer to the notification for more details.

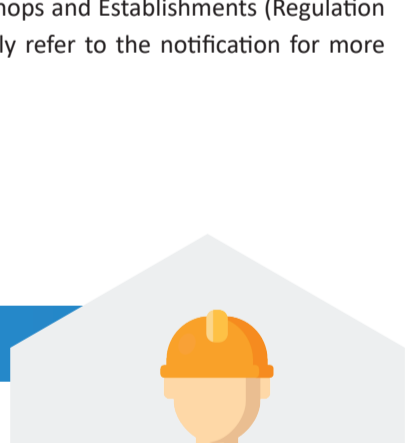


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The Contract Labour (Regulation and Abolition) (Gujarat) (Amendment) Rules, 2023

Vide Notification No: GR/2023/14/LBL/192020/510460/M3

As per the notification, The Government of Gujarat has provided a timeline of forty-five days for the grant of registration and license under the Contract Labour (Regulation and Abolition) (Gujarat) Rules, 1972. Kindly refer to the notifications for more details.

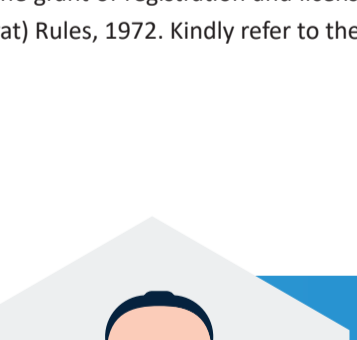


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The Inter-State Migrant Workmen (Regulation of Employment and Condition of Service) (Gujarat) (Amendment) Rules, 2023

Vide Notification No: GR/2023/13/LBL/192020/510460/M3

As per the notification, The Government of Gujarat has provided a timeline of forty-five days for the grant of registration and license under the Inter-State Migrant Workmen (Regulation of Employment and Condition of Service) (Gujarat) Rules, 1981. Kindly refer to the notifications for more details.

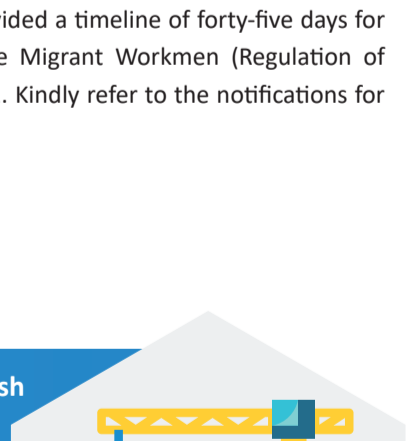


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Enforcement of provision of Building and Other Construction Workers, Himachal Pradesh (Regulation of Employment and Conditions of Service) First Amendment Rules, 2023

Vide Notification No: Shram(A)3-9/2021

As per the notification, The Government of Himachal Pradesh has amended the provision on documents to be filed with the application of registration under the Himachal Pradesh Building and Other Construction Workers (Regulation of Employment and Conditions of Service) 2008. Kindly refer to the notification for more details.

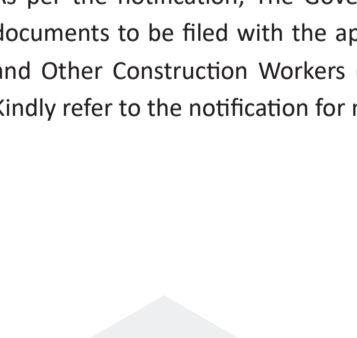


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Circular Mandating the Display of Name Board in Punjabi

Vide Notification No: 6988-90/MISC

As per the notification, The Government of Maharashtra has released the revised minimum rates of variable dearness allowance, effective from 1st January 2023, valid till 30th June 2023. Kindly refer to the notification for more details.

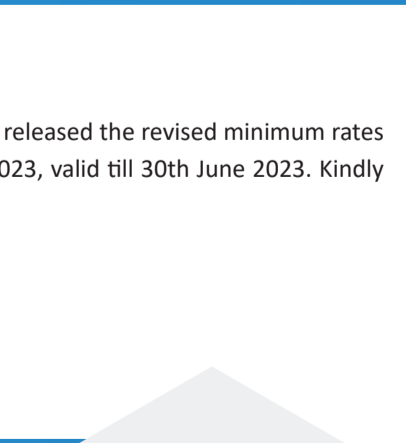


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The Factories (Karnataka Amendment) Bill, 2023

Vide Notification No: LA Bill No. 04 of 2023

As per the notification, The Government of Karnataka has proposed amendments to various provisions, including Section 54 (Daily Hour), Section 55 (Interval of rest), Section 56 (Spread Over), Section 59 (Extra Wages for Overtime), Section 65 (Power of Government to make exempting orders), Section 66 (restriction on employment of women) of the Factories Act, 1948. Kindly refer to the notifications for more details.

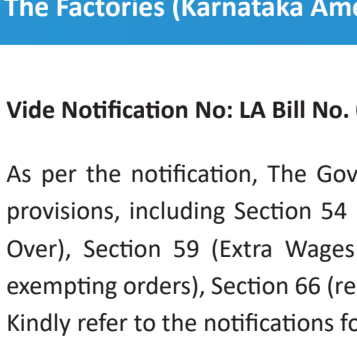


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The Kerala Minimum Wages Notification (Dec 2022)

Vide Notification No: DES/859/2021-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, with effect from 1st December 2022. Kindly refer to the notification for more details.



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Minimum Wages Notification 2023-2024

State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Maharashtra	Highly Skilled	18260	17526	16826	16160	01-Apr-23
	Skilled	16858	16190	15555	14949	01-Apr-23
	Semi Skilled	15583	14976	14398	13848	01-Apr-23
	Unskilled	14425	13873	13347	12847	01-Apr-23

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Sources:

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



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