



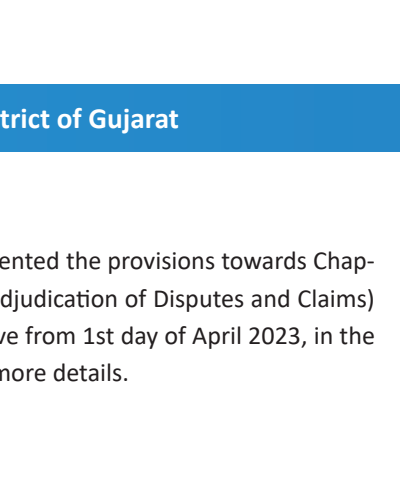
TalEzine - May '23 Monthly Edition

Enforcement of Provisions of the ESI Act in Kavaratti, Agatti, and Minicoy Islands of Lakshadweep

Vide Notification No: S.O. 1875(E)

As per the notification, The Government of India has implemented the provisions towards 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 1st May 2023, in Kavaratti, Agatti and Minicoy Islands of Lakshadweep. Please refer to the notification for more details.

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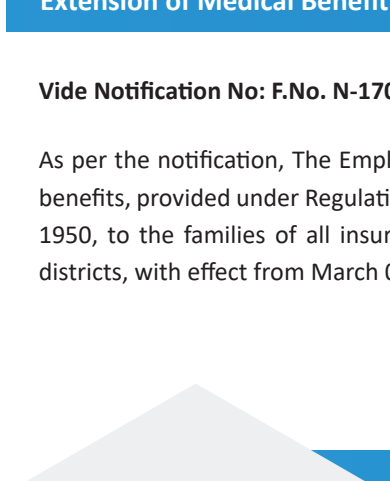


Enforcement of Provisions of the ESI Act in Valsad District of Gujarat

Vide Notification No: S.O. 1514(E)

As per the notification, The Government of India has implemented the provisions towards 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 1st day of April 2023, in the Valsad district of Gujarat. Please refer to the notification for more details.

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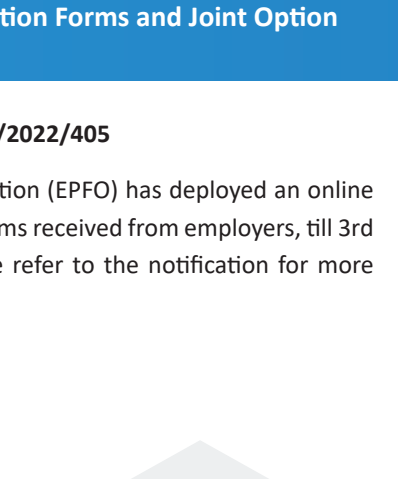


Extension of Medical Benefit by ESIC in Imphal Districts of Manipur

Vide Notification No: F.No. N-17011/Manipur/2023 - P&D

As per the notification, The Employees' State Insurance Corporation (ESIC) has extended medical benefits, provided under Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, to the families of all insured persons in the entire area of Imphal East and Imphal West districts, with effect from March 01, 2023. Please refer to the notification for more details.

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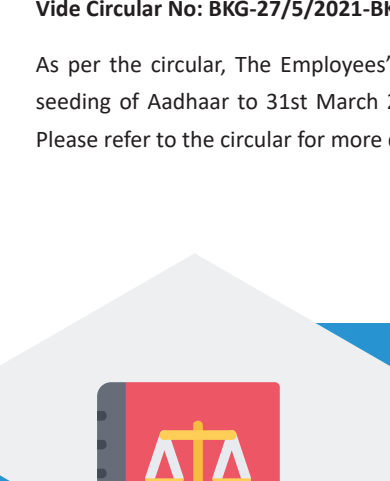


EPFO Circular on Application for Validation of Application Forms and Joint Option Forms

Vide Circular No: Pension/Supreme Court/Judgement/HPM/2022/405

As per the circular, The Employees' Provident Fund Organisation (EPFO) has deployed an online facility for receiving the application forms and joint option forms received from employers, till 3rd May 2023. Please refer to the notifications for more Please refer to the notification for more details

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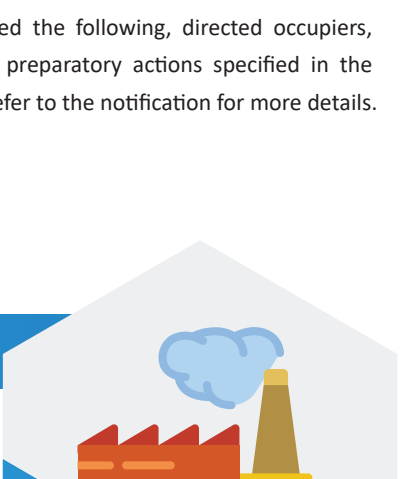


Extension for Mandatory Seeding of Aadhaar with UAN

Vide Circular No: BKG-27/S/2021-BKG/E-38791

As per the circular, The Employees' Provident Fund Organization (EPFO) has extended the date for the seeding of Aadhaar to 31st March 2024 for certain classes of establishments and northeastern regions. Please refer to the circular for more details.

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Guidelines on Preparatory Action for Heat Waves in Haryana

Vide Notification No: 1551-1750

As per the notification, The Government of Haryana has notified the following, directed occupiers, employers, construction companies, and industries to take the preparatory actions specified in the notification to mitigate the adverse effects of heat waves. Please refer to the notification for more details.

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The Factories (Goa Amendment) Act, 2019

Vide Notification No: 7/11/2019-LA

As per the notification, The Government of Goa has amended various provisions including the penal provisions under the Factories Act, 1948, as in force in the State of Goa. Please refer to the notifications for more details

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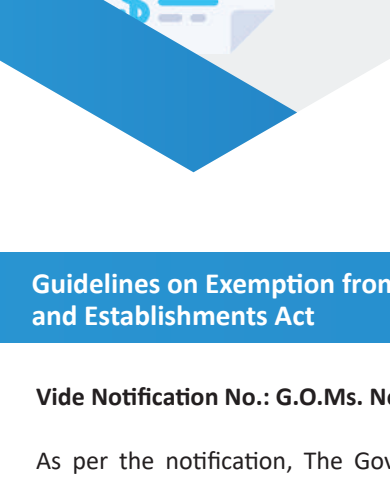


Amendments Under Various Labour Laws in Maharashtra

Vide Notification No: 20 of 2023

As per the notification, The Government of Maharashtra has amended penal provisions under various labour laws including the Maharashtra Industrial Relations Act, 1947, the Maharashtra Labour Welfare Fund Act, 1953, the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969, the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, and the Maharashtra Workmen's Minimum House-rent Allowance Act, 1983. Please refer to the provisions for more details.

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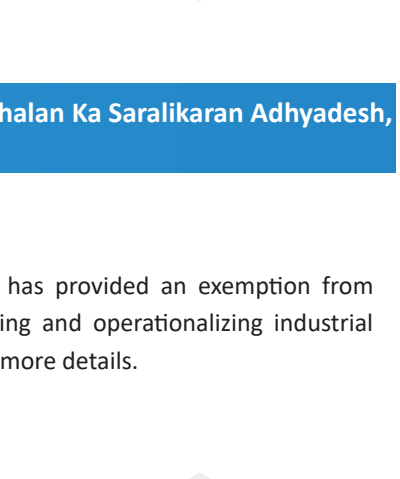


Press Note on Submission of Annual Report Under the POSH Act in Haryana

Vide Notification No: DES/1036/2023-P3(1)

As per the press note, The Government of Haryana has published a press note reminding the government and non-government entities regarding the submission of an annual report under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH Act), latest by the 30th April 2023. Please refer to the press note for more details

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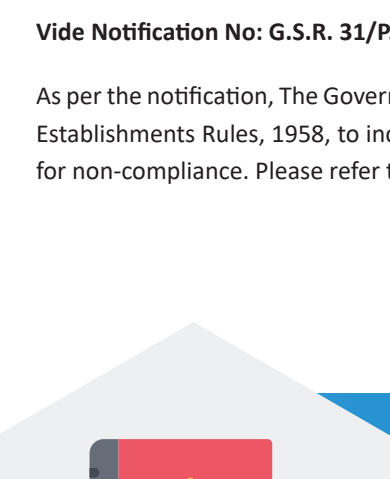


The Maharashtra State Tax on Professions, Trades, Callings, and Employments (Amendment) Act, 2023

Vide Notification No: 35

As per the notification, The Government of Maharashtra has amended the Maharashtra State Tax on Professions, Trades, Callings, and Employments Act, 1975, including an amendment in the schedule of rates of tax on professions, trades, callings, and employments. Please refer to the notification for more details.

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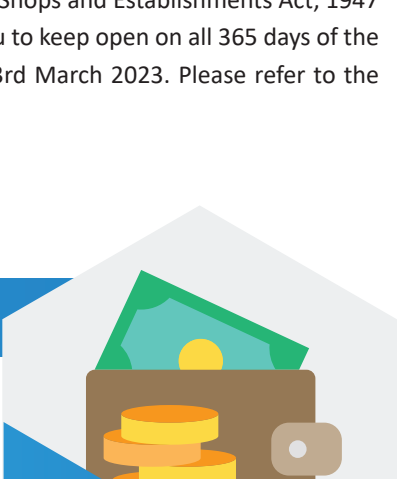


Guidelines on Exemption from Opening and Closing Hours of the Telangana Shops and Establishments Act

Vide Notification No.: G.O.Ms. No. 4

As per the notification, The Government of Telangana has issued guidelines for obtaining an exemption from the provisions on opening and closing hours of the Telangana Shops and Establishments Act, 1988. Please refer to the notification for more details.

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The Madhya Pradesh Udyogon Ki Staphna Evam Parichalan Ka Saralikiran Adhyadesh, 2023

Vide Notification No: 5645-95-Twenty One-A

As per the notification, The Madhya Pradesh government has provided an exemption from obtaining specified approvals and inspections for establishing and operationalizing industrial units in Madhya Pradesh. Please refer to the notifications for more details.

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The Punjab Shops and Commercial Establishments (First Amendment) Rules, 2023

Vide Notification No: G.S.R. 31/P.A.15/1958/S.34/Amd.(6)/2023

As per the notification, The Government of Punjab has amended the Punjab Shops and Commercial Establishments Rules, 1958, to include a provision for an exhibition of name boards and a penalty for non-compliance. Please refer to the notifications for more details.

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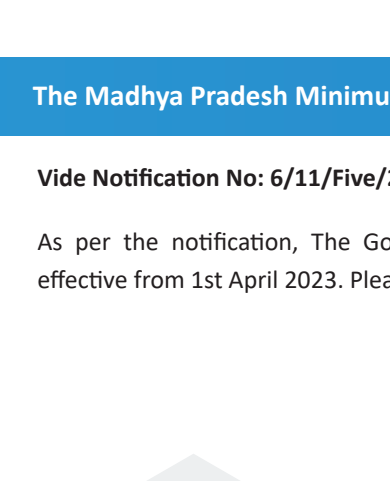


Government of Tamil Nadu permits all establishments to keep open on all 365 days of the year, for a further period of three years

Vide Notification No: II(2)/LWSD/174(a)/2023

As per the notification, The Government of Tamil Nadu has exempts all establishments from the provisions of sub-section (1) of section 11 of the Tamil Nadu Shops and Establishments Act, 1947 and permits all the establishments in the state for Tamil Nadu to keep open on all 365 days of the year, for a further period of 3 years with effect from the 23rd March 2023. Please refer to the notifications for more details

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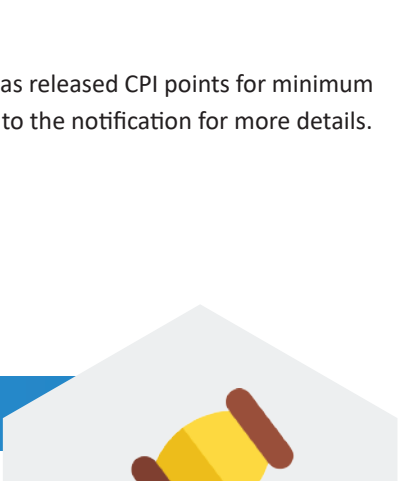


The Odisha Minimum Wages Notification (April 2023)

Vide Notification No: 2500/LC,

As per the notification, The Government of Odisha has released the minimum wages effective from 1st April 2023 for the State of Odisha. Please refer to the notification for more details.

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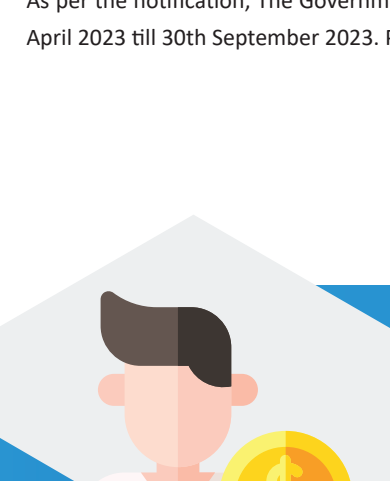


The Bihar Minimum Wage Notification (April 2023)

Vide Notification No: 5/ 5/M.W.-40-16/2021 L&R-1687

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

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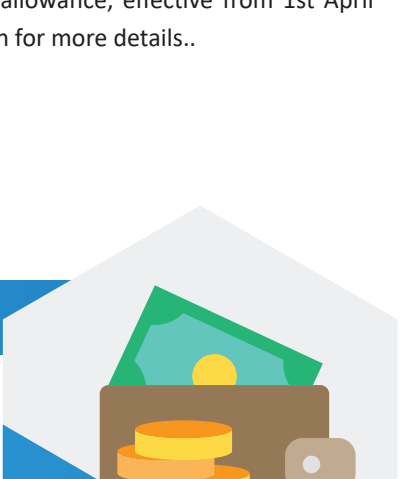


The Haryana Minimum Wages Notification (Jan 2023)

Vide Notification No: IR- 2/2023/9838-9968

As per the notification, The Government of Haryana has released the variable dearness allowance towards minimum wages effective January 1, 2023. Please refer to the notification for more details.

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The Central Minimum Wage Notification (April 2023)

Vide Notification No: 1/5(1)/2023-LS-ll

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 April 2023. Please refer to the notification for more details.

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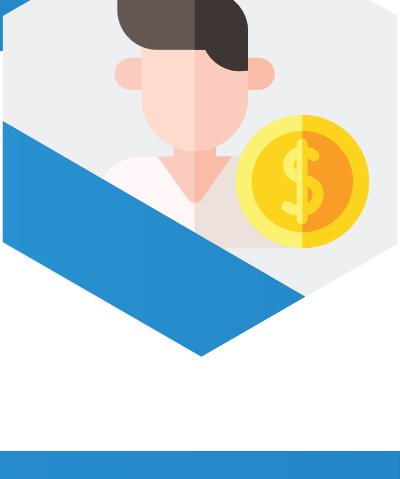


The Madhya Pradesh Minimum Wages Notification (April 2023)

Vide Notification No: 6/11/Five/2015/11869-11999

As per the notification, The Government of Madhya Pradesh has released minimum wages effective from 1st April 2023. Please refer to the notification for more details.

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The Andhra Pradesh Minimum Wages Notification (April 2023)

Vide Notification No: G/466/2023

As per the notification, The Government of Andhra Pradesh has released CPI points for minimum wage calculation with effect from 1st April 2023. Please refer to the notification for more details.

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The Uttar Pradesh Minimum Wages Notification (April 2023)

Vide Notification No: 02-09/Pravartan-(M.W.)/15

As per the notification, The Government of Uttar Pradesh has declared minimum wages effective from 1st April 2023 till 30th September 2023. Please refer to the notification for more details.

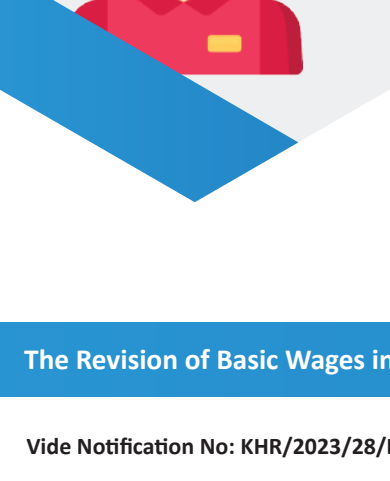
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The Telangana Minimum Wages CPI Notification (April 2023)

As per the notification, The Government of Telangana, vide press note, released the enhanced consumer price index for calculating the variable dearness allowance, effective from 1st April 2023 till 30th September 2023. Please refer to the notification for more details..

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Delhi Minimum Wages Notification (April 2023)

Vide Notification No: (142)/02/MW/VIII/Part file/429-443

The Government of Delhi has revised minimum wages, including variable dearness allowance, effective from 1st April 2023. Please refer to the notification for more details.

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The Punjab Minimum Wages Notification (March 2023)

Vide Notification No: ST/4313

As per the notification, The Government of Punjab has adjusted and revised the minimum wages with effect from March 01, 2023, in the State of Punjab. Please refer to the notification for more details

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The Jharkhand Minimum Wages Notification (April 2023)

Vide Notification No: 2/MW-2071/2010, L&T-684

As per the notification, The Government of Jharkhand has revised the VDA rates, effective from 1st April 2023. Please refer to the notification for more details

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Karnataka Minimum Wages Notification: - January 2023

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

As per the notification, The Government of Karnataka has notified the revised rate of minimum wages to scheduled employment in hospitals, maternity homes, nursing homes, clinics, and addiction-free centers. This is effective from 13 Jan 2023.

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Chhattisgarh's Minimum Wages

As per the notification, The Government of Chhattisgarh revised the minimum wage rate for scheduled employment as there is a revision from April 01, 2023, to September 30, 2023. The revised wage rate for employment in agriculture from April 01, 2023, to September 30, 2023, is Rs. 6900 per month.

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Tamil Nadu Minimum Wages Notification - April 2023

Vide Notification No: 73/4023/2023

As per the notification, The Government of Tamil Nadu has published its revised rate of dearness allowances for all schedules of employment, effective from 1st April 2023.

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The Revision of Basic Wages in Gujarat (April 2023)

Vide Notification No: KHR/2023/28/LVD/10/2022/18/M2

As per the notification, The Government of Gujarat has revised the basic rate of wages effective from 1st April 2023. Please 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)	
Odisha	Highly Skilled	12870				01-Apr-23
	Skilled	11310				01-Apr-23
	Semi Skilled	9990				01-Apr-23
	Unskilled	8970				01-Apr-23
Andhra Pradesh	Highly Skilled	12936.2	12517.2			01-Apr-23
	Skilled	12101.2	11899.2			01-Apr-23
	Semi Skilled	11481.2	11265.2			01-Apr-23
	Unskilled	11079.2	10749.2			01-Apr-23
Bihar	Highly Skilled	15600				01-Apr-23
	Skilled	12766				01-Apr-23
	Semi Skilled	10478				01-Apr-23
	Unskilled	10088				01-Apr-23
	Supervisory / Clerical	11107				01-Apr-23
Chattisgarh	Highly Skilled	12690.00				01-Apr-23
	Skilled	11910.00				01-Apr-23
	Semi Skilled	11130.00				01-Apr-23
	Unskilled	10480.00				01-Apr-23
Karnataka	Highly Skilled	18260.20	17525.75	16826.28	16160.11	01-Apr-23
	Skilled	16858.07	16190.39	15554.51	14948.90	01-Apr-23
	Semi Skilled	15583.41	14976.43	14398.35	13847.80	01-Apr-23
	Unskilled	14424.63	13872.83	13347.30	12846.80	01-Apr-23
Haryana	Highly Skilled	13442.82				01-Jan-23
	Skilled A	12193.03				01-Jan-23
	Skilled B	12802.69				01-Jan-23
	Semi Skilled A	11059.44				01-Jan-23
	Semi Skilled B	11612.40				01-Jan-23
	Unskilled	10532.84				01-Jan-23
Jharkhand	Highly Skilled	14351.39				01-Apr-23
	Skilled	12423.87				01-Apr-23
	Semi Skilled	9424.86				01-Apr-23
	Unskilled	8996.34				01-Apr-23
	Clerical Jobs	0.00				01-Apr-23
Madhya Pradesh	Highly Skilled	13185.00				01-Apr-23
	Skilled	11885.00				01-Apr-23
	Semi Skilled	10507.00				01-Apr-23
	Unskilled	9650.00				01-Apr-23
Tamil Nadu	Highly Skilled	11047.00	10997.00	10945.00	10905.00	01-Apr-23
	Skilled	10635.00	10583.00	10533.00	10483.00	01-Apr-23
	Semi Skilled	10594.00	10533.00	10474.00	10425.00	01-Apr-23
	Unskilled	10544.00	10483.00	10425.00	10372.00	01-Apr-23
Uttar Pradesh	Skilled	12432.00				01-Apr-23
	Semi Skilled	11098.00				01-Apr-23
	Unskilled	10089.00				01-Apr-23
Telangana	Highly Skilled	13288.20	12869.20			01-Apr-23
	Skilled	12453.20	12251.20			01-Apr-23
	Semi Skilled	11833.20	11617.20			01-Apr-23
	Unskilled	11431.20	11101.20			01-Apr-23
Delhi	Highly Skilled	22744.00				01-Apr-23
	Skilled	20903.00				01-Apr-23
	Semi Skilled	18993.00				01-Apr-23
	Unskilled	17234.00				01-Apr-23
Haryana	Highly Skilled	13062.77				01-Mar-23
	Skilled	12030.77				01-Mar-23
	Semi Skilled	11133.77				01-Mar-23
	Unskilled	10353.77				01-Mar-23
	Staff - Category A	15523.77				01-Mar-23
	Staff - Category B	13853.77				01-Mar-23
	Staff - Category C	12353.77				01-Mar-23
	Staff - Category D	11153.77				01-Mar-23

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Contact Us

Chennai (Corporate Office)
 No: 64 (Old No: 30), III Floor,
 Ethiraj Salai, Egmore, Chennai, 600008
 Tel : +91 44 42123497
 Toll free : 18001035642
 Email : sales@talentproindia.com