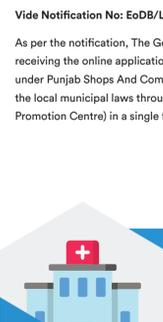


# TalEzine - February'21 Monthly Edition



## The Contract Labour (Regulation And Abolition) (Gujarat Amendment) Rules, 2020

**Vide Notification No: GHR/2020/163/CLA/152020/415126**

As per the notification, The Labour and Employment Department, has amended the Contract Labour (Regulation and Abolition) (Gujarat) Rules, 1972. As per the amendment, the security amount for each of the workmen to be employed as contract labour is increased to Rupees five hundred and forty from the existing amount of Rupees two hundred and seventy. The amendment has further revised the fee structure and has also deleted the following provisions under the said rules : (1) Application for renewal of licence, (2) Issue of duplicate certificate of registration or licence, (3) Grant of temporary certificate of registration and licence. Please refer to the notification for more details

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## A Single Form For Trade License And Registration For Shops And Commercial Establishments



**Vide Notification No: EoDB/LW/2021/**

As per the notification, The Government of Haryana has introduced a scheme for receiving the online applications for registration of shop and commercial establishment under Punjab Shops And Commercial Establishments Act, 1958 and Trade License under the local municipal laws through the online portal of HEPC (Haryana Enterprises Promotion Centre) in a single form. Please refer to the notification for more details

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## MCA clarifies that spending CSR funds on awareness campaigns programmes or public outreach campaigns on COVID-19 Vaccination programme is eligible CSR activity

**Vide Circular No. 01/2021, E-fileNo.CSR-10/9/2020-CSR-MCA**

As per the notification, The corporate Affairs Ministry on Thursday clarified that expenditure incurred by India on awareness campaigns on the Covid-19 vaccination programme would be counted towards their mandatory Corporate Social Responsibility (CSR) expenditure. Spending of CSR funds for carrying out awareness campaigns/programmes or public outreach campaigns on Covid-19 vaccination programme is an eligible CSR activity," the Ministry said in a notification. Please refer to the notification for more details

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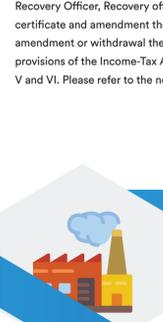
## Introduction of Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021



**Vide Notification No. 40(E)**

As per the notification, MCA has notified every company has a net worth of 500 crores or more, or turnover of 1000 crores or more or a net profit of 5 crores or more during the immediately preceding financial year shall constitute a CSR Committee of the Board consisting of three or more directors, out of which at least one director shall be independent. The Board of every company shall ensure that the company spends in every financial year, at least 2% of the average net profits of the company. The Board of every company shall after taking into account the recommendations made by the CSR Committee, approve the CSR Policy for the company and disclose contents of such Policy in its report and also place it on the company's website. The Board of every company shall ensure that the company spends in every financial year, at least 2% of the average net profits of the company. The surplus amount or Unspent amount should be transferred to a Fund specified by the government within six months of the expiry of the financial year.

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## Auto-Renewal Of Registration, License Under Various Labour Laws In Assam

**Vide Notification No: GLR. 65/2019/47**

As per the notification, The Labour Department of Assam has introduced an auto-renewal scheme for certificates of registration and licenses with regard to the following acts: (1) The Contract Labour (Regulation and Abolition) Act, 1970 (2) The Assam Shops and Establishments Act 1971 (3) The Inter-State Migrant Workmen (RE&CS) Act 1979 (4) The Factories Act, 1948. Auto-renewal will be done for online renewal applications upon submission of a copy of the intimated license, renewal fees, and self-declaration along with the application to intimate and apply for any amendment or change that may occur in the subsequent year. Please refer to the notification for more details

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## Karnataka Shops And Establishment Permitted To Remain Open 24x7 days For Next Three Years



**Vide Notification No: E-LD 4 LET 2019(P)**

As per the notification, Government of Karnataka has permits all Shops and Commercial Establishments in the state employing ten or more persons to be open on 24 X 7 basis on all days of the year for a period of three years from the date of publication of this notification in the official gazette subject to the conditions mentioned in the notification. Please refer to the notification for more details

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## Draft model standing orders for manufacturing, mining, service sectors

**Vide Notification No: G.S.R 814 (E)**

As per the notification, The Central Government has published the draft Model Standing Orders for the Manufacturing Sector, Mining Sector and Service Sector in the official gazette, inviting suggestions/objections from the stakeholders within a period of thirty days," the Ministry of Labour and Employment. All three model standing orders encourage employers to use information technology in the dissemination of information to the workers through electronic mode.To provide safeguard to the IT industry, "involvement in unauthorised access of any IT system, the computer network of the employer/ customer/client has been prescribed as misconduct, according to the draft orders. Please refer to the notification for more details

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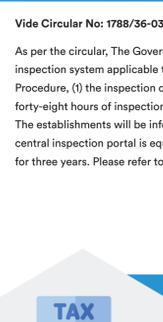
## Certain Provisions Of ESI Act To Be Implemented In Dharmapuri And Ranipet Districts Of Tamil Nadu



**Vide Notification No: S.O.373(E)**

As per the notification , The Ministry of Labour and Employment has appointed 1st February 2021 as the date on which the following provisions of the Employees' State Insurance Act, 1948 shall come into force in the areas of, Dharmapuri district and Ranipet district in the state of Tamilnadu, namely:- (i) Section 38 (All employees to be insured), Section 39 (Contributions), Section 40 (Principal employer to pay contributions in the first instance), Section 41 (Recovery of contributions from immediate employer), Section 42 (General provisions as to payment of contributions), Section 43 (Method of payment of contribution) and Sections 45A to 45H (Determination of contributions in certain cases, Appellate Authority, Recovery of contributions, issue of certificate to the Recovery Officer, Recovery officer to whom certificate is to be forwarded, Validity of certificate and amendment thereof, Stay of proceedings under certificate and amendment or withdrawal thereof, Other modes of recovery, Application of certain provisions of the Income-Tax Act) of Chapter IV and certain other provisions of Chapter V and VI. Please refer to the notification for more details

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## All the Industries/organization in Karnataka State to get the surface/ground water effluent emissions, soil etc tested only through the E(P)A recognised/approved laboratory.

**Vide Notification No: KSPCB/AQMC/CEO/2021/4606**

As per the notification, However, the samples collected by the Board as per the provisions of Section 21 of the Water (Prevention and Control of Pollution) Act, 1974 and Section 26 of the Air (Prevention and Control of Pollution) Act, 1981 and analysed at the Karnataka State Pollution Control Board's Central Environment Laboratory or Regional Laboratories or by the Government Analyst shall only be admissible in evidence of a legal proceedings. Please refer to the notification for more details

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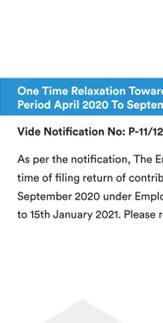
## Deployment Of Electronic Facility At Employer Interface Of EPFO's Unified Portal For Principal Employers To View EPF Compliances Of Their Contractors And Contract Workers



**Vide Notification No: C-1/011(16)2020-21/ABRY/119**

As per the notification, EPFO has introduced a new facility in its unified portal enabling the employers to declare their contractors and the period of the contract so that they may view and monitor the compliances in respect of their contract employees reported in the ECR. Through this facility, the principal employers can also view whether the employer's share of EPF contributions paid by the principal employer has been remitted by the contractor for all contract workers or not. Please refer to the notification for more details

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## Extension Of Time Limit To Deposit Labour Welfare Fund Contribution In Karnataka

As per the notification, The Government of Karnataka has informed that, due to technical difficulties in the online portal, the Karnataka Labour Welfare Board gives further relaxation to all establishments for Karnataka LWF contribution payment on <http://klwb.karnataka.gov.in/> for the calendar year 2020. The last date for acceptance of the online LWF contribution payment has now been extended till 20th February 2021. Therefore, employers of Karnataka who are yet to make the online payment of the LWF contribution for their establishments may avail of this benefit of the extended due date and are advised to make the LWF contribution payment within 20th February 2021 on the portal. Please refer to the notification for more details

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## Tripura Shops And Establishments (Fifth Amendment) Ordinance 2021



**Vide Notification No: F.8(3)-Law/Leg-1/2021**

As per the notification, The Government of Tripura has introduced Tripura Shops And Establishments (Fifth Amendment) Ordinance 2021. As per the ordinance, the existing provision of registration of shops and establishments has been removed as there exists a parallel provision to obtain trade license for pursuing business from the competent local authority through the swaagat portal ([swaagat.tripura.gov.in](http://swaagat.tripura.gov.in)). Please refer to the notification for more details

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## Tripura Factories (Tenth Amendment) Rules 2021

**Vide Notification No: F.7(12)-FB/AM(Vol.-II)/2007/2199-07**

As per the notification, The Government of Tripura has amended certain rules of the Tripura Factories Rules 2007. The notification provides for the following amendment (i) updated measures in the temperature to be recorded at each hygrometer, (ii) it further mandates the employer to provide personal protective equipment such as safety helmets, protective footwear, safety goggles, and spectacles, equipment for eye and face protection during welding, gloves and protective clothing, ear protection when exposed to noise, respiratory protection, etc to all workers and the said equipment shall also conform to the relevant national standards. Please refer to the notification for more details

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## Introduction Of A Single Portal For Registration Of All Enterprises In Haryana



**Vide Notification No: 25/02/2020-41B-1**

As per the notification, The Government of Haryana has notified the creation of a single portal, "Haryana Udyam Memorandum (HUM)", for registration of all types of enterprises and businesses operating in the State of Haryana. The portal aims to create and maintain a centralized consolidated repository of all enterprises and businesses operating in Haryana. Enterprises and businesses operating in Haryana, irrespective of their size and type, may register and obtain Haryana Udyam Portal ID. An E-certificate, namely, "Haryana Udyam Memorandum (HUM)" shall be issued on completion of the registration process. Please refer to the notification for more details

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## Paid Leave During COVID-19 Quarantine Period In Karnataka

**Vide Notification No: Kae 572 TNR 2020**

As per the notification, The Government of Karnataka has directed that workers who are down with the Covid-19 virus, as well as those who are their primary contacts, are entitled to paid leave for the entire duration of being quarantined. This order is deemed to be effective right from the day the state went under lockdown, this stays effective for workers of both sectors, organized as well as unorganized. Please refer to the notification for more details

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## Introduction Of Central Inspection System Under Various Labour Laws In Uttar Pradesh



**Vide Circular No: 1788/36-03-2020**

As per the circular, The Government of Uttar Pradesh has introduced a central inspection system applicable to various labour laws. As per the Central Inspection Procedure, (1) the inspection officer will establish the inspection report in the portal within forty-eight hours of the inspection whereby establishments and departments can view it, (2) The establishments will be informed through the portal before inspection, (3) The central inspection portal is equipped with the facility to view and download the report for three years. Please refer to the notification for more details

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## Clarification Regarding Payment Of Claims Under ABVKY In Cases Where Employers Show Zero Contribution

**Vide Circular No: P-11/14/11/ABVKY/2019-Bft II**

As per the circular, ESIC has issued a clarification regarding payment of claims under ABVKY in cases where employers show "0" contribution for employees for some time after termination of their service and removal from the system at a later stage. In cases where the employee had indeed become unemployed in the month where "0" contribution has been filed shall also be allowed after due verification. However, it should be ensured that only beneficiaries who have been exited from the rolls of an employer, even at a later stage, are considered for payments under ABVKY subject to fulfillment of other eligibility conditions. Therefore, Employers are advised to exit those employees whose services have been terminated by them from their rolls/system immediately so that the payment of relief under ABVKY be made to such eligible claimants. Please refer to the notification for more details

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## Declaration Of PF Rate Of Interest For EPF Members Account For The Year 2019-20



**Vide Circular No: INV-11/2020-INV/2025**

As per EPFO Circular, Ministry of Labour and Employment, Government of India conveyed the approval of Central Government to credit interest at 8.50% for the year 2019-20, to the account of each member of the EPF Scheme as per provisions under Para 60(i) of EPF Scheme, 1952. Please refer to the notification for more details

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## Relaxation Of Procedure For Filing Claim For Relief Under Atal Beemti Vyakti Kalyan Yojana

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

As per the notification, ESIC has notified relaxation of the condition of submitting a claim for relief under the Atal Beemti Vyakti Kalyan Yojana scheme. As per the amendment claims through affidavit forms are no longer required under Atal Beemti Vyakti Kalyan Yojana (ABVKY) of the Employees' State Insurance Corporation (ESIC). Please refer to the notification for more details

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## One Time Relaxation Towards Filing Return Of ESI Contribution For The Period April 2020 To September 2020



**Vide Notification No: P-11/12/Misc.-SST Misuse/2019-Rev.II**

As per the notification, The Employees State Insurance Corporation has extended time of filing return of contribution for the contribution period April 2020 to September 2020 under Employees State Insurance (General) Regulations, 1950 up to 15th January 2021. Please refer to the notification for more details

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## Introduction Of Online Random Central Inspection System Under Various Labour Laws In Himachal Pradesh

**Vide Notification No: Ind.-A(F)13-3/2017**

As per the notification, The Governor of Himachal Pradesh has introduced an online random Central Inspection System covering the Department of Labour and Employment and Department of Industries in the State. The framework will integrate the independent inspection systems in various departments to form a Central Random Online Inspection System, responsible for synchronizing multiple inspections and all inspections will be directed through the Central Random Online Inspection System. The Central inspection framework will be applicable to the following acts: (a) The Himachal Pradesh Shops and Commercial Establishments Act, 1969 (b) The Payment of Bonus Act, 1965 (c) The Contract Labour (Regulation and Abolition) Act, 1970 (d) The Payment of Gratuity Act, 1972 (e) The Equal Remuneration Act, 1976 (f) The Payment of Wages Act, 1936 (g) The Factories Act, 1948 (h) The Minimum Wages Act, 1948. Please refer to the notification for more details

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## Notice Of Unpaid Amount Due To The Workers In Haryana



**Vide Notification No: HLWB/AO/2020/8369,**

As per the notification, The Haryana Labour Welfare Board has notified the employees through their establishments, the amount of unpaid accumulations on account of monthly wages/ salary/ overtime/ bonus/ gratuity, etc., that are due to the employees during their services. The Haryana Labour Welfare Board has informed that the concerned employees can claim the dues from the Board giving full particulars within one year. After the completion of the year, the claim shall be treated as the abandoned property and shall be utilized by the Government for the welfare of the workers. Please refer to the notification for more details

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## Employee's Compensation will be applicable to Shops & Establishment

**Vide Notification No: ICE-0220/C.R.18/Lab-6**

As per the notification, The Maharashtra Government announced Employee's Compensation Act 1925: Before 2010, Employee's Compensation Act, 1923 was known as Workmen's Compensation Act. It provides for compensation to an employee who dies or suffers partial or total disablement due to accident on duty. The compensation has to be paid by the employers. An employee cannot claim compensation under the Act if he/she is already entitled to compensation from ESIC. As per the Employee's Compensation Act, an employer is liable to pay compensation of personal injury is caused to an employee during an accident arising out of and in course of his/her employment. If personal injury is caused to an employee by accident arising out of and in the course of his employment, his employer shall be liable to pay compensation under the provisions of the Act. Please refer to the notification for more details

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## Child Labour (Prohibition and Regulation) Rules, 1993



**Vide Notification No: 33-183-2018-A-XVI**

As per the notification, The Madhya Pradesh Government has Amended the Child Labour (Prohibition and Regulation) Rules, 1993. As per the Amendment, (1) the state government shall ensure that the children and adolescents are not employed or permitted to work in any occupation. (2) A child may, without affecting his school education shall help his family with extra income and the child shall not perform any tasks during the school timings. Further the child shall not be employed in any hazardous occupation or process. (3) The child can work as an artist and shall not work for more than 5 hours a day. There shall be clean surroundings, physical activity, and proper nutrition for the child. The last 20 percent of the income earned by the child shall directly go into the fixed deposit amount of a nationalized bank to be given to the child after attaining majority. Please refer to the notification for more details

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## The Andaman And Nicobar Minimum Wages Notification (Jan 2021)

**Vide Notification No: 16/1/MW/2019-20/LC&DET/23**

As per the notification, The Administrator of Andaman and Nicobar Island has declared the minimum rate of wages in the union territory of Andaman and Nicobar with effect from 1st January 2021. Please refer to the notification for more details

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## The West Bengal Minimum Wages Notification (Jan 2021)



**Vide Notification No: 166/703/Stat/2RW/29/2016/LCS/JLC**

As per the notification, The Government of West Bengal, has released the minimum rates of wages effective from 1st January 2021 to 30th June 2021. Please refer to the notification for more details

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## The Kerala Minimum Wages Notification (Nov 2020)

**Vide Notification No: DES/953/2021-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. The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of November 2020 are as 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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## Minimum Wages Notification

Minimum Wages 2020-2021						
State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Kerala	Highly Skilled	12884.00				01-Nov-20
	Skilled	12464.00				01-Nov-20
	Semi Skilled	12254.00				01-Nov-20
	Unskilled	12254.00				01-Nov-20
Meghalaya	Highly Skilled	12480.00				01-Oct-20
	Skilled	11310.00				01-Oct-20
	Semi Skilled	10114.00				01-Oct-20
	Unskilled	8918.00				01-Oct-20
Andaman & Nicobar Islands	Highly Skilled	17940.00				01-Jan-21
	Skilled	16432.00				01-Jan-21
	Semi Skilled	14222.00				01-Jan-21
	Unskilled	12740.00				01-Jan-21
Dadra and Nagar Haveli	Skilled	8853.00				01-Apr-21
	Semi Skilled	8645.00				01-Apr-21
	Unskilled	8437.00				01-Apr-21

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