



CORE INTEGRA COMPLIANCE NEWSLETTER

1

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STATUTORY NOTIFICATIONS/UPDATES

EPFO - TIMELY DISBURSEMENT OF PENSION TO EPS' 95 PENSIONERS FOR THE MONTH OF OCTOBER 2024.

The Employees' Provident Fund Organization vide No. Pension/2024/Timely Disbursement of Pension/5306 dated 25.10.2024 notified that keeping in view the upcoming Diwali festivities and the associated public holidays, it has been decided to release the pension for the month of October 2024 on 29th October 2024. This aims to ensure that pensioners receive their pensions in advance without any delay and can withdraw their pension on 30th October as 31st October is a holiday. Accordingly, all Zonal and Regional Offices are advised to issue necessary instructions to pension disbursing banks under their respective jurisdiction to ensure implementation of the same. [View Notification](#)



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NOTIFICATIONS/UPDATES

ESIC - URGENT IMPLEMENTATION OF AADHAAR SEEDING FOR INSURED PERSONS, ESIC EMPLOYEES, AND PENSIONERS.

The Employees' State Insurance Corporation vide File No. I-21013/1/2022-ICT-Part (1) dated 21.10.2024 issued Notification regarding urgent implementation of Aadhaar Seeding for Insured Persons (IPs), ESIC Employees, and Pensioners. It has been noticed by the Insurance Commissioner (ICT) that there has been a drastic and unacceptable decline in the daily Aadhaar seeding count across all Regional Offices (ROs) and Sub-Regional Offices (SROs). To address this critical issue, the provisions devised by the ESIC HQ, mentioned in the attached notification, must be adhered to without any further delays.

[**View Notification**](#)



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NOTIFICATIONS/UPDATES

MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT - RIGHTS OF PERSONS WITH DISABILITIES (AMENDMENT) RULES, 2024.

The Ministry of Social Justice and Empowerment, Department of Empowerment of Persons with Disabilities, vide Official Gazette Notification G.S.R.649(E) dated 18.10.2024, hereby published the Rights of Persons with Disabilities (Amendment) Rules, 2024, in exercise of powers conferred by sub-sections (1) and (2) of Section 100 of the Rights of Persons with Disabilities Act, 2016.

[**View Notification**](#)

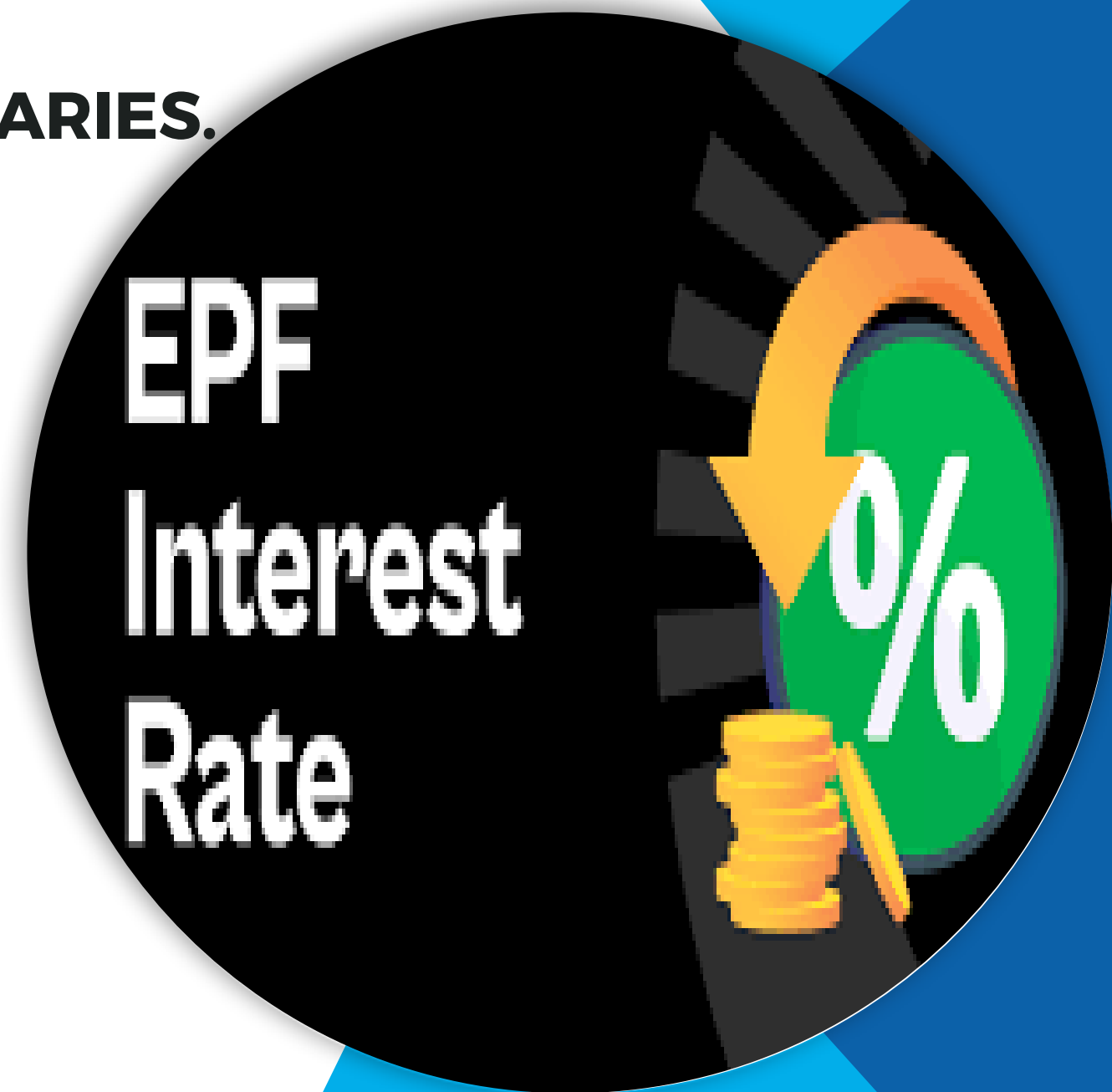


STATUTORY NOTIFICATIONS/UPDATES

EPFO - UTILIZATION OF RESERVES AND SURPLUS FOR CREDITING INTERESTS TO THE EXISTING TRUST BENEFICIARIES.

The Employees' Provident Fund Organization vide No. E.III/10(122)/2024/Circular/Exemption/5435 dated 07.10.2024 issued a notification regarding utilization of Reserves and Surplus for crediting interests to the existing Trust beneficiaries. Exempted establishments have sought permission from Regional Offices to appropriate the balance lying in the Trusts Reserves and surplus by crediting interests to the existing Trust beneficiaries at a much higher rate than that declared by EPFO for its members. Such actions by the Exempted establishments have been proposed either during the time of Surrender of exemption or undertaken just prior to the initiation of surrender process. This issue and the legal ramification have been given a thoughtful consideration under maxims as listed out in the attached notification.

[**View Notification**](#)



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NOTIFICATIONS/UPDATES

ECI - PRESS NOTE ON GENERAL ELECTION TO LEGISLATIVE ASSEMBLIES OF JHARKHAND AND MAHARASHTRA, 2024.

The Election Commission of India vide No. ECI/PN/149/2024 dated 15.10.2024 released a press note on General Election to Legislative Assemblies of Jharkhand and Maharashtra, 2024. The General Election to the Legislative Assembly of Jharkhand is scheduled on 13.11.2024 (Wednesday) for Phase-I and on 20.11.2024 (Wednesday) for Phase-II. The General Election to the Legislative Assembly of Maharashtra is scheduled on 20.11.2024 (Wednesday).

[**View Notification**](#)



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NOTIFICATIONS/UPDATES

EPFO - GUIDELINES FOR PROCESSING DIGITAL SIGNATURE CERTIFICATE (DSC)/ E-SIGN REQUESTS SUBMITTED BY AN EMPLOYER.

The Employees' Provident Fund Organization Fund vide File No. Compliance/SOP(DSC)/2022/5550 dated 10.10.2024 issued the guidelines for processing of Digital Signature Certificate (DSC)/ E-Sign requests submitted by an employer. An online process for submission of a DSC/E-Sign request letter has already been provided by the IS Division in the establishment login on Unified portal. Three specimen signatures of the intended signatory are to be obtained on the request letter and countersigned and stamp marked by the employer of the establishment. Therefore, an up-to-date and completely filled Form 5A (return of ownership) is a sine-qua-non for the processing of any such request letter. [View Notification](#)



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NOTIFICATIONS/UPDATES

MINISTRY OF LABOR AND EMPLOYMENT - CLARIFICATION FOR PM INTERNSHIP SCHEME REGARDING APPLICABILITY OF LABOUR LAWS ON INTERNS

The Ministry of Labor and Employment vide No. S-65025/01/2024-SS-II dated 27.09.2024 provided legal clarification for the PM Internship Scheme regarding applicability of Labour Laws on Interns, in reference to Ministry of Corporate Affairs' communication No. F. No. CSR-13/29/2024 dated 18.09.2024. It is stated that EPF contribution is payable in respect of employees employed for wages in accordance with the terms of the contract of employment (section 2(f) and 2(b) of the EPF Act). Therefore, as stated in the Ministry of Corporate Affairs' communication No. F. No. CSR-13/29/2024 dated 18.09.2024 "The internship would not entail employment for wages in any kind of work", so, for the purpose of the PM Internship Scheme, prima-facies interns do not qualify as employees.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - CONSUMER PRICE INDEX NUMBERS FOR AGRICULTURAL LABORERS AND INDUSTRIAL WORKERS FOR THE MONTH OF AUGUST 2024.

The Department of Economics and Statistics, Government of Kerala vide Notification no. DES/1251/2024-P3(1) dated 21.10.2024 issued the Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of July 2024 for 17 districts, with regard to G.O.(MS) No.103/2013/LBR dated 31.8.2013 of Labour and Skills Department, Government of Kerala and the G.O.(MS) No. 34/2015/LBR dated 26.03.2015 published in the Kerala Gazette extra ordinary No.19 (Vol.IV) dated 12.05.2015.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU - REVISED MINIMUM RATES OF WAGES FOR VARIOUS INDUSTRIES.

The Government of Tamil Nadu, Labour Welfare and Skill Development vide Official State Gazette No. 42 dated 23.10.2024 issued the revised minimum rates of basic wages for various Employments, namely Employment in Paper and other incidental processes connected with machine made Paper Industry, Employment in Motion Picture Industry (including Production, Distribution & Publicity), Employment Mat Weaving and Basket Making, Employment in Security Guards.

[**View Notification**](#)



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NOTIFICATIONS/UPDATES

MADHYA PRADESH - REVISED MINIMUM RATES OF WAGES FOR EMPLOYMENT IN AGRICULTURE INDUSTRY.

The Government of Madhya Pradesh, Labour Department vide No. 2/11/Inv/Five/2024/32034 dated 23.10.2024 issued the revised rates of minimum wages including variable dearness allowance for employment in Agriculture Industry, payable with effect from 1.10.2024 to 31.03.2025. [View Notification](#)

State	Period	Category	Basic Wages	VDA	Total wages
Madhya Pradesh	01.10.2024 To 31.03.2024	Unskilled	5350.00	2982.00	8332.00

STATUTORY NOTIFICATIONS/UPDATES

MANIPUR – DRAFT OF PROPOSED REVISION IN MINIMUM WAGES.

The Government of Manipur, Secretariat: Skills, Labour, Employment and Entrepreneurship vide Gazette Notification No. 202 dated 18.10.2024 has made a proposal on the recommendation of the State Advisory Board on Minimum Wages and in exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with clause (iii) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 for revising the minimum rates of wages as specified in the Schedules annexed with the Notification.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

JHARKHAND – REVISED MINIMUM RATES OF WAGES AND VDA W.E.F. 01.10.2024.

The Government of Jharkhand, Labour Department vide No-2/MW-2071/2010(Bhag-3) L&T-1846 dated 14.10.2024 notified the revised Variable Dearness Allowance for 90 notified Employments (including 12 Piece rated Schedule Employments) in the classified areas of the State, payable with effect from 01.10.2024. [View Notification](#)

State	Industry	Category	Zone	Basic (Per Month) “01.10.2024 to Next Amendment”	VDA (Per Month) “01.10.2024 to Next Amendment”	Total Wages (Per Month) “01.10.2024 to Next Amendment”
Jharkhand	Shop and Establishment	Unskilled	Category-A	12168	504	12672
Jharkhand	Shop and Establishment	Semi-skilled	Category-A	12766	529	13295
Jharkhand	Shop and Establishment	Skilled/Clerical	Category-A	16822	696	17518
Jharkhand	Shop and Establishment	Highly Skilled	Category-A	19396	803	20199
Jharkhand	Shop and Establishment	Unskilled	Category-B	11596	480	12076
Jharkhand	Shop and Establishment	Semi-skilled	Category-B	12168	504	12672
Jharkhand	Shop and Establishment	Skilled/Clerical	Category-B	16042	664	16706
Jharkhand	Shop and Establishment	Highly Skilled	Category-B	18512	766	19278
Jharkhand	Shop and Establishment	Unskilled	Category-C	11050	457	11507
Jharkhand	Shop and Establishment	Semi-skilled	Category-C	11596	480	12076
Jharkhand	Shop and Establishment	Skilled/Clerical	Category-C	15288	633	15921
Jharkhand	Shop and Establishment	Highly Skilled	Category-C	17628	730	18358

STATUTORY NOTIFICATIONS/UPDATES

HARYANA - REVISED MINIMUM RATES OF WAGES W.E.F. 01.07.2024 TO 31.12.2024.

The Government of Haryana, Labour Department vide No. I.R-2/2024/25852-26005 dated 15.10.2024 notified the revised minimum rates of wages as per Section 5(2) of the Minimum Wages Act, 1948 for workers employed in various categories of notified employments, with effect from 01.07.2024.

[View Notification](#)



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NOTIFICATIONS/UPDATES

TELANGANA - REVISED CPI NOTIFICATION FOR THE PERIOD FROM 01.10.2024 TO 31.03.2025.

The Commissioner of Labour, Telangana, Hyderabad and the Competent Authority under the Minimum Wages Act, 1948, vide File No. DOL-H/MW/1/2-24-H SECTION-DOL dated 15.10.2024, declared the average State Industrial Workers Consumer Price Index Numbers for the half year ending Jun, 2024, which shall be applicable for the period from 01.10.2024 to 31.03.2025 in various Scheduled Employments notified in the State of Telangana.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - REVISED MINIMUM RATES OF WAGES FOR TOBACCO (INCLUDING BEEDI MAKING) MANUFACTURING W.E.F. 1.10.2024 TO 30.09.2025.

The Government of Rajasthan, Labour Department vide Gazette Notification No. F.8(1) (VDA)/MW/Labour/2000 dated 14.10.2024 issued the revised rates of minimum wages and variable dearness allowance for employees employed in any tobacco (including beedi making) manufacturing industry, payable from 01.10.2024 to 31.03.2025. [**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

UTTAR PRADESH - REVISED RATE OF MINIMUM WAGE IN HOTEL & RESTAURANT INDUSTRY.

The Government of Uttar Pradesh, Labour Department vide No. 2075-81/IR-2024 dated 16.10.2024 notified the revised minimum rates of wages and revised variable dearness allowance for the employees employed in Hotel and Restaurant Industry, payable with effect from 01.10.2024 to 31.03.2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU - REVISED MINIMUM RATES OF WAGES W.E.F. 11.09.2024.

The Government of Tamil Nadu, Labor Welfare and Skill Development Department vide G.O. (2D) No. 65 published in the Official State Gazette dated 11.09.2024, the revised minimum rates of wages (Basic and Dearness Allowance) for Employment in Shops and Commercial Establishments under the Minimum Wages Act, 1948. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - REVISED MINIMUM RATES OF WAGES ACROSS VARIOUS INDUSTRIES W.E.F. 1.10.2024 TO 30.09.2025.

The Government of Rajasthan, Labor Department vide No. F.8(1)(VDA)/M.W./Labor/2000 dated 07.10.2024 notified in the Official State Gazette the revised minimum rates of wages for various employments/industries, payable w.e.f. 01.10.2024 to 30.09.2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

CHANDIGARH – REVISED MINIMUM RATE OF WAGES W.E.F. 01.04.2024 TO 30.09.2024.

The Government of Chandigarh vide No. ST/(CPI)/2024-25/2650 dated 04.10.2024 issued the revised minimum rates of wages payable for monthly & daily rated employees for the period starting from 01.04.2024 to 30.09.2024. The per point neutralization in minimum rates of wages for monthly rated employees under the Minimum Wages Act is Rs. 7/-, thus minimum rates of wages for each category of employees have been increased by Rs. 175/- p.m. on the increase of 25 points.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

GUJARAT - REVISED MINIMUM RATE OF WAGES UNDER THE CLRA ACT.

The Government of Gujarat, Labour Department vide Notification No. Sr.A.6/T.3/525/2024 dated 3.10.2024 issued the minimum rate of wages under the Contract Labour (Regulation and Abolition) Act, 1970. It is notified that, as expressly stated in condition No. (4) of the license granted to contractors under the Contract Labor (Regulation and Abolition) Act, 1970 and the Gujarat Rules, 1972, the Government has fixed the minimum wages for the scheduled occupations under the Minimum Wages Act, 1948. The contractors engaged in such occupations have to pay their laborers wages at the minimum rate of wages fixed by the Government in the respective Schedules and subsistence allowance as notified from time to time, with effect from 01.10.2024 to 31.03.2025. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

GUJARAT – REVISED DAILY RATE OF SPECIAL ALLOWANCE W.E.F. 01.10.2024 TO 31.03.2025.

The Government of Gujarat, Labour Department vide No. Sr.A.6/T.3/504 to 524/2024 dated 03.10.2024 notified the daily rate of special allowance based on the subsistence figure in addition to the rate of basic pay fixed by the Government for 46 Scheduled Occupations and Six Schedules Industries including Agriculture, for the period from 01.10.2024 to 31.03.2025. [View Notification](#)

State	Industry	Category	Zone	Basic (Per Month) “01.10.2024 to 31.03.2025”	VDA (Per Month) “01.10.2024 to 31.03.2025”	Total Wages (Per Month) “01.10.2024 to 31.03.2025”
Gujarat	Shop and Establishment	Unskilled	Zone I	11752	910	12662
Gujarat	Shop and Establishment	Unskilled	Zone II	11466	910	12376
Gujarat	Shop and Establishment	Semi-Skilled	Zone I	12012	910	12922
Gujarat	Shop and Establishment	Semi-Skilled	Zone II	11752	910	12662
Gujarat	Shop and Establishment	Skilled	Zone I	12324	910	13234
Gujarat	Shop and Establishment	Skilled	Zone II	12012	910	12922

STATUTORY NOTIFICATIONS/UPDATES

UTTAR PRADESH – REVISED VARIABLE DEARNESS ALLOWANCE W.E.F. 01.10.2024 TO 31.03.2025.

The Government of Uttar Pradesh, Labour Department vide No. 801-07 Enforcement-(MW)/15 dated 01.10.2024 Notified the revised variable dearness allowance payable to 74 Schedules Employments under the Minimum Wages Act, 1948 for the period from 01.10.2024 to 31.03.2025.

[View Notification](#)

State	Industry	Category	Basic (Per Month) “01.10.2024 to 31.03.2025”	VDA (Per Month) “01.10.2024 to 31.03.2025”	Total Wages (Per Month) “01.10.2024 to 31.03.2025”
Uttar Pradesh	Shop and Establishment	Unskilled	5750	4951	10701
Uttar Pradesh	Shop and Establishment	Semi-skilled	6325	5447	11772
Uttar Pradesh	Shop and Establishment	Skilled	7085	6101	13186

STATUTORY NOTIFICATIONS/UPDATES

MADHYA PRADESH – REVISED RATE OF MINIMUM WAGES W.E.F. 01.10.2024 TO 31.03.2025.

The Government of Madhya Pradesh, Labour Department vide No. 1/11/Inv/Five/2024/28502-750 dated 30.09.2024 issued the revised rate of daily wages for government daily wage workers and employees as per Schedule “A” for the entire Madhya Pradesh, which is payable for 01.10.2024 to 31.03.2025.

[View Notification](#)

State	Industry	Category	Basic (Per Month) “01.10.2024 to 31.03.2025”	VDA (Per Month) “01.10.2024 to 31.03.2025”	Total Wages (Per Month) “01.10.2024 to 31.03.2025”
Madhya Pradesh	Shop and Establishment	Unskilled	6500	3725	10225
Madhya Pradesh	Shop and Establishment	Semi-skilled	7057	4025	11082
Madhya Pradesh	Shop and Establishment	Skilled	8435	4025	12460
Madhya Pradesh	Shop and Establishment	Highly Skilled	9735	4025	13760

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NOTIFICATIONS/UPDATES

BIHAR – REVISED RATE OF MINIMUM WAGES W.E.F. 01.10.2024.

The Government of Bihar vide Notification dated 30.09.2024, in exercise of the powers conferred by section 3 of the Minimum Wages Act, 1948, read with clause (B) of sub-section (1) of Section 5 of the said Act, introduced the formula for Variable Dearness Allowance in the minimum rates of scheduled employments mentioned in column-02 of schedule 1(B) appended hereto. The revised minimum rates shall be payable from 1st October 2024 and thereafter increase or decrease in the amount of variable Dearness Allowance will be based on the average All India Consumer Price Index number for every six months and will be applicable after the expiry of three months after said period of six months. [View Notification](#)

State	Industry	Category	Basic (Per Day) “01.10.2024 to 31.03.2025”	VDA (Per Day) “01.10.2024 to 31.03.2025”	Total Wages (Per Day) “01.10.2024 to 31.03.2025”
Bihar	Shop and Establishment	Unskilled	410	2	412
Bihar	Shop and Establishment	Semi-Skilled	426	2	428
Bihar	Shop and Establishment	Skilled	519	2	521
Bihar	Shop and Establishment	Highly Skilled	634	2	636
Bihar	Shop and Establishment	Supervisory/Clerical	451	2	453

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NOTIFICATIONS/UPDATES

ODISHA – REVISED RATE MINIMUM WAGES W.E.F. 01.10.2024.

The Government of Odisha, Labour Department vide No. 6432/LC, Bhubaneswar, dated 30.09.2024 Notified the revised rate of minimum wages including VDA per day payable from 1st October 2024 for the Scheduled Employments as appended with the attached Notification. [View Notification](#)

State	Industry	Class of Employee	01.04.2024 TO 01.10.2024	01.10.2023 TO 31.03.2024	Difference
Odisha	Shop and Establishment	Unskilled	11700	11752	52
Odisha	Shop and Establishment	Semi-skilled	13000	13052	52
Odisha	Shop and Establishment	Skilled/Clerical	14300	14352	52
Odisha	Shop and Establishment	Highly Skilled	15600	15652	52

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NOTIFICATIONS/UPDATES

CHHATTISGARH - REVISED RATE OF MINIMUM WAGES W.E.F.

1.10.2024 TO 31.03.2025.

The Government of Chhattisgarh, Labour Department vide No. /8/MW/Labor/2024/6210 and No. /8/MW/Labor/2024/6211 dated 25.09.2024 notified the revised rate of minimum wages payable to the Scheduled Employments including Agriculture, as appended to the Notification, for the period from 01.10.2024 to 31.03.2025.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

WEST BENGAL - GRANT OF PAID HOLIDAY FOR BYE-ELECTION TO ASSEMBLY CONSTITUENCIES, 2024.

The Government of West Bengal, Labour Department, vide No. Labr./1033/(20)/(LC-IR)/IR/7S-06/17 dated 28.10.2024 notified that consequent to the Press Note no. ECI/PN/150/2024 dated 15.10.2024 read with Election Commission of India Notification No. 78/EPs/2024 dated 16.10.2024, Bye-elections to WB LA from 6-Sitai (SC), 14-Madarihat(ST), 104-Naihati, 121-Harua, 236-Medinipur and 251-Taldangra Assembly Constituency, 2024 in the State of West Bengal is going to be held on 13.11.2024 (Wednesday). Hence, the Governor has made it obligatory on the part of the employers of any business, trade, undertaking, shops, commercial and industrial establishment to declare the scheduled date of poll for the Assembly Constituencies concerned as paid holiday under Section 135B of the Representation of People Act, 1951.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

UTTARAKHAND - CHANGE IN DIWALI HOLIDAY FROM 01.11.2024 TO 31.10.2024.

The Government of Uttarakhand, General Administration Department vide No. - 1577/XXXi(15)G/2024-74(SA)/2016 dated 29.10.2024 notified that the public holiday on the occasion of Diwali shall be observed on 31.10.2024 (Thursday) instead of 01.11.2024, thereby declaring 01.11.2024 (Friday) as an open and normal working day. [View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

PUDUCHERRY - DECLARATION OF HOLIDAY ON 30.10.2024 (WEDNESDAY) ON ACCOUNT OF DEEPAVALI EVE UNDER NI ACT, 1881.

The Government of Puducherry, Home Department vide G.O.Ms.No. 85 dated 28.10.2024 notified that Wednesday, 30th October 2024 will be Holiday for all Government offices, including all Public Sector Undertakings, Educational Institutions (including professional colleges) in Puducherry, Karaikal and Yanam regions of Union Territory of Puducherry on account of Deepavali Eve. 16th November 2024 (Saturday) will be compensatory working day in lieu of the above leave. This is covered under Negotiable Instruments Act, 1881.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

RAJASTHAN - DECLARATION OF PUBLIC HOLIDAY ON 01.11.2024 (FRIDAY) ON THE OCCASION OF DEEPAVALI.

The Government of Rajasthan, General Department vide P.6(1) Sa.Pr.V./6/2023-2480 dated 30.10.2024 declared public holiday on 01.11.2024 (Friday) in the entire state of Rajasthan on the occasion of Deepavali Mahaparv. [View Notification](#)

A circular graphic with a dark, textured background. The words "PUBLIC" and "HOLIDAY" are written in large, white, distressed, stencil-style capital letters, stacked vertically.

STATUTORY

NOTIFICATIONS/UPDATES

HARYANA - PAID HOLIDAY ON 13.11.2024 (WEDNESDAY) UNDER S&E ACT ON ACCOUNT OF BYE-ELECTIONS IN RAJASTHAN.

The Government of Haryana, Labour Department vide No. Elec-2024/IR-II/PSCE/Hol/28291 dated 29.10.2024 notified that in exercise of the powers conferred by the second proviso of sub-section (I) of Section 10 of the Punjab Shops and Commercial Establishments Act, 1958 and all other powers enabling him in this behalf, the Governor of Haryana hereby fixes the 13.11.2024 "Wednesday" to be the holiday with wages for all Shops and Commercial Establishments falling within the jurisdiction area of the State of Haryana, only for their employees who are enrolled as voters in the 67-Ramgarh AC, District Alwar and 161-Chorasi (ST) AC, District Dungarpur of Rajasthan State Legislative Assembly to enable them to exercise their franchise. [**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

HARYANA - PAID HOLIDAY ON 13.11.2024 (WEDNESDAY) UNDER S&E ACT ON ACCOUNT OF BYE-ELECTIONS IN UTTAR PRADESH.

The Government of Haryana, Labour Department vide No. Elec-2024/IR-II/PSCE/Hol/28606 dated 29.10.2024 notified that in exercise of the powers conferred by the second proviso of sub-section (I) of Section 10 of the Punjab Shops and Commercial Establishments Act, 1958 and all other powers enabling him in this behalf, the Governor of Haryana fixes 13.11.2024 "Wednesday" to be holiday with wages for all Shops and Commercial Establishments falling within the jurisdiction area of the State of Haryana, only for their employees who are enrolled as voters in the 16-Meerapur AC, 29-Kundarki AC, 56-Ghaziabad AC, 71-Khair (SC) AC, 110-Karhal AC, 213 Sishamau AC, 256-Phulpur AC, 277-Katehari AC and 397-Majhawan AC of Uttar Pradesh State Legislative Assembly to enable them to exercise their franchise. [**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

CHHATTISGARH - PUBLIC HOLIDAY ON 01.11.2024 FOR GOVARDHAN PUJA UNDER NEGOTIABLE INSTRUMENTS ACT, 1881.

The Government of Chhattisgarh, General Administration Department vide 2024 No.-F1-1/2024/A-5 dated 28.10.2024, in exercise of the powers conferred by the Explanation to Section 25 of the Negotiable Instruments, 1881 read with the notification of the Government of India, Ministry of Home Affairs, dated 08 June 1957, the State Government, under the said Explanation, hereby declares 01 November 2024, Friday, as a public holiday for treasuries and banks in entire Chhattisgarh on the occasion of "Second day of Diwali (Govardhan Puja)".

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

MADHYA PRADESH - HOLIDAY ON 01.11.2024 AND ON 03.11.2024 UNDER NEGOTIABLE INSTRUMENTS ACT, 1881.

The Government of Madhya Pradesh, General Administration Department vide F 3-8/2023/1/4 dated 28.11.2024 notifies that 01.11.2024 (Friday) is declared as Public Holiday for Govardhan Puja and 03.11.2024 (Sunday) is declared as General Holiday for Bhai Dooj, under Section 25 of the Negotiable Instruments Act, 1881.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

MAHARASHTRA - HOLIDAY ON 20.11.2024 FOR GENERAL ELECTION TO LEGISLATIVE ASSEMBLY, 2024 UNDER REPRESENTATION OF PEOPLE ACT, 1951.

The Government of Maharashtra, Department of Industries, Energy & Labour vide Notification dated 24.10.2024 has issued that as per the directives issued by the Election Commission of India, the Legislative Assembly General Election will be conducted in the Civil Legislative Assembly constituency of the State. Hence, to ensure that civil voters can exercise their voting rights properly, under Section 135(b) of the Representation of the People Act, 1951, any individual eligible to vote in the upcoming election, whether in any establishment, industry, or any other organization, will be granted leave to vote. This leave will apply to civil industry, groups, corporations, institutions, industrial enterprises and other establishments coming under the purview of the Department of Industries.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

HARYANA - LETTER REGARDING SUBMISSION OF EMI ER-II RETURNS AS ON 30 SEPT. 2023.

The Government of Haryana, Employment Department vide Letter No. EMI/ER-II/2024/1172 dated 23.10.2024 ordered the establishments for the submission of ER-II Returns as on 30 Sept. 2023 within a week. The ER-II report can be sent by filling it on the prescribed proforma to the appropriate authority office's email ID- dlegurugram@gmail.com, by post and by hand. Establishments which have sent ER-II Report to the Authority's Office may ignore this letter. [View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

TAMIL NADU - HOLIDAY ON 01.11.2024 FOR GOVERNMENT OFFICES, SCHOOLS, COLLEGES AND EDUCATIONAL INSTITUTIONS ON THE OCCASION OF DIWALI.

The Government of Tamil Nadu, vide Notification dated 19.10.2024, declared that in order to celebrate this year's Diwali on 31.10.2024, for the benefit of students, their parents, teachers and Government Officials on 01.11.2024, only for one day, all Government Offices, Public Sector Organizations, Schools, Colleges and Educational Institutions across Tamil Nadu shall be granted a holiday on the said date and 09.11.2024 shall be declared as a working day to make up for the holiday. [View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

GOA - CANCELLATION OF PAID HOLIDAY FOR BYE-ELECTION TO WARD NO. VII OF VILLAGE PANCHAYAT ORLIM.

The Government of Goa, General Administration Department vide No. 2/1/2017-GAD-III/4190 published in the Official Gazette of Goa on 18.10.2024 notified that pursuant to the declaration of no Bye-Election in the Ward No. VII of Village Panchayat Orlim, Taluka Salcete, South Goa District by the State Election Commission on account of candidate being elected unopposed, the "paid holiday" declared on 20th October, 2024 being the "polling day", stands cancelled. [View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

HARYANA - HOLIDAY DECLARED ON 31.10.2024 (DIWALI) UNDER NEGOTIABLE INSTRUMENTS ACT, 1881.

The Government of Haryana, Human Resources Department vide No. 28/67/2008-1HR-I dated 22.10.2024 notified that the 31st of October 2024 (Thursday) shall be observed as Gazetted Holiday in all the Departments/Boards/Corporations, Educational and other Institutions of the Haryana Government on account of festival 'Diwali' instead of 01st November 2024 (Friday) already notified vide Notification No. 28/67/2008-1HR-I, dated 22.12.23. It is also notified that the Gazetted Holiday of 'Diwali' on 31st October 2024 shall also be observed within the meaning of Section 25 of the Negotiable Instruments Act, 1881. [View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

BIHAR - DECLARATION OF PAID HOLIDAY DUE TO BYE-ELECTIONS.

The Government of Bihar, General Administration Department vide No. 3/H-01/2023-17014/SA dated 21.10.2024 notified that the Election Commission of India vide No. ECI/PN/150/2024 dated 15.10.2024 has fixed the date of polling on 13.11.2024 (Wednesday) for the by-election in 196-Tarari, 203-Ramgarh, 227-Imamganj (SC) and 232-Belaganj Assembly Constituencies for the Bihar Legislative Assembly By-election, 2024. Therefore, in light of the provisions contained in Section 135-B of the Representation of People Act, 1951, the date of polling fixed on 13.11.2024 (Wednesday) for by-election in 196-Tarari, 203-Ramgarh, 227-Imamganj (SC) and 232-Belaganj Assembly Constituencies is declared a paid public holiday.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - DECLARATION OF PAID HOLIDAY DUE TO BYE-ELECTIONS UNDER THE NEGOTIABLE INSTRUMENTS ACT, 1881.

The Government of Rajasthan, Finance Department vide No. P(16) V.Ma./2024 dated 18.10.2024 notified that the Election Commission of India vide ECI/PN/150/2024 dated 15.10.2024 has notified that bye-election to seven Assembly Constituencies namely 27-Jhunjhunu, 67-Ramgarh, 88-Dausa, 97-Deoli Uniara, 110-Khinvsar, 156-Salumbar (ST) and 161-Chaurasi will be held on 13.11.2024 (Wednesday). In context of the same, under Explanation to Section 25 of the Negotiable Instruments Act, 1881, Governor of Rajasthan hereby declares the said election polling date 13.11.2024 (Wednesday) as a holiday for the offices located in the seven Assembly Constituencies, in order to enable voters of those areas to vote.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

HIMACHAL PRADESH - LIST OF HOLIDAYS FOR THE CALENDAR YEAR 2025.

The Government of Himachal Pradesh, General Administration Department vide No.GAD-A(F) 10-7/2023 dated 18.10.2024 issued the list of "Gazetted Holiday" during Calendar year 2025 in Annexure I, "Restricted Holidays" in Annexure II and "Gazetted Holidays" for women employees working in all Government Offices/Boards/Corporations/Educational Institutions in H.P. in Annexure II, which shall also be holidays for women employees within the meaning of Section 25 of the Negotiable Instruments Act, 1881.

[**View Notification**](#)

Holidays
2025

STATUTORY NOTIFICATIONS/UPDATES

LAKSHADWEEP - LIST OF HOLIDAYS FOR THE CALENDAR YEAR 2025.

The Lakshadweep Administration Secretariat, General Administration Department vide F.No. 35/02/2018-GenI/1638 dated 17.10.2024 declared the holidays specified in Annexure I and II to be observed as Closed Holidays and Restricted Holidays for Lakshadweep Administration during the year 2025 in all Government Offices under the Administration of Union Territory of Lakshadweep. [View Notification](#)



Holiday
List
2025

STATUTORY NOTIFICATIONS/UPDATES

GOA - LIST OF HOLIDAYS FOR THE CALENDAR YEAR 2025.

The Government of Goa, General Administration Department vide No. 37/3/2024-GAD-III/4247 dated 24.10.2024 issued the list of Public Holidays in Annexure I, list of Special Holidays in Annexure II, list of Restricted Holidays in Annexure III, Commercial and Industrial Holidays for the Commercial and Industrial Workers in Goa specified in Annexure IV and Bank Holidays under Section 25 of the Negotiable Instruments Act, 1881 specified in Annexure V, for the Calendar Year 2025.

[View Notification](#)

List of Holidays

STATUTORY NOTIFICATIONS/UPDATES

CHHATTISGARH - LIST OF HOLIDAYS FOR THE CALENDAR YEAR 2025.

The Government of Chhattisgarh, General Administration Department vide No.F 1-3/2024/A-5 dated 15.10.2024, in exercise of the powers conferred by the Explanation to Section 25 of the Negotiable Instruments Act, 1881 declared Public Holidays, General Holidays for Government Offices and Institutions, etc. for the Calendar Year of 2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

KARNATAKA -DRAFT RULES FOR AMENDMENT/REVISION OF FEE STRUCTURE UNDER VARIOUS LABOUR LAWS AND RULES MADE THEREUNDER.

The Karnataka Government Secretariat, Vikasa Soudha, vide No: LD 219 LET 2023 dated 16.10.2024 issued draft rules for amendment/revision of fee structure under various Labour Laws and Rules made thereunder namely: Contract labour (Regulation and Abolition) (Karnataka) Rules, 1974; Plantations Labour (Karnataka) Rules, 1956; Karnataka Motors Transport Workers Rules, 1964; Building and Other Constructions Workers' (Regulation of Employment and Conditions of Service) (Karnataka) Rules, 2006; Karnataka Shops and Commercial Establishments Rules, 1963; Inter-State Migrant Workmen (Regulation of Employment and Condition of Service) (Karnataka) Rules, 1981; Beedi and Cigar Workers (conditions of employment) (Karnataka) Rules, 1969 and Karnataka Trade Unions Regulations, 1958. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU – REQUEST TO SEND FORM V FOR THE YEAR 2025 UNDER THE TAMIL NADU INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS) ACT, 1958.

The Government of Tamil Nadu, Office of the Joint Director of Occupational Safety and Health, vide Notification No. /3050/2024 dated 18.10.2024 advised the Tamil Nadu Industrial Organizations to submit Form V for the year 2025 under the Tamil Nadu Industrial Establishments (National and Festival) Holidays Act, 1958 to the mentioned Authority by 31.12.2024. The Form so submitted should mention the approval details.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - AMENDMENT NOTIFICATION UNDER FACTORIES ACT, 1948 FOR HAZARDOUS AND NON-HAZARDOUS UNITS.

The Government of Kerala, Labour and Skills (B) Department vide G.O.(Rt) No.1011/2024/LBR dated 28.09.2024 published in the Official Gazette of Kerala on 10.10.2024, provided that in exercise of the powers conferred by sub-section (1) of section 85 of the Factories Act, 1948, the provisions of the said Act specified in column (4) of the Schedule in the Notification shall be apply to any place in the State of Kerala wherein any manufacturing process specified in column (2) of the said Schedule and described in column (3) thereof is carried on.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - LIST OF HOLIDAYS FOR THE CALENDAR YEAR 2025.

The Government of Kerala, General Administration (Coordination) Department vide G.O.(P) No. 35/2024/GAD dated 14.10.2024 issued the list of Public Holidays under Negotiable Instruments Act, 1881 and Public Holidays to the Public Offices under the Government of Kerala, for the Calendar year 2025.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU - PUBLIC HOLIDAY ON 16.10.2024 (WEDNESDAY) DECLARED UNDER NEGOTIABLE INSTRUMENTS ACT, 1881.

The Government of Tamil Nadu, Public (Misc.) Department vide G.O.Ms.No.682 dated 15.10.2024 notified that due to isolated extremely heavy rainfall in Tamil Nadu, the Government has decided to declare Public Holiday on 16.10.2024 (Wednesday) under the Negotiable Instruments Act, 1881. All Government offices including the offices of Public Undertakings/Corporations, Boards, etc. in Chennai, Thiruvallur, Chenglapet and Kancheepuram will be closed on 16.10.2024 (Wednesday) and all shops and other commercial establishments shall function as usual.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

HARYANA - ONLINE DASHBOARD IN PUBLIC DOMAIN FOR EASE OF DOING BUSINESS.

The Government of Haryana, Labour Department vide No. 3741 dated 15.10.2024 issued an Order in reference to the launch of an Online Dashboard in public domain for the purpose of "Ease of Doing Business". The Online Dashboard shall have features to bring transparency in information dissemination and to help applicants to know the minimum time in which their application will be approved by the department. The dashboard is published in prescribed format under the BRAP-2024 guidelines attached with the Notification as 'Annexure-I'.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - LIST OF HOLIDAYS FOR THE CALENDAR YEAR 2025.

The Government of Rajasthan, General Administration Department vide No. 6(1) Govt./6/2024-3592 dated 15.10.2024, published in the Rajasthan Gazette Extraordinary, the list of public holidays and optional holidays in the entire State during the calendar year 2025.

[View Notification](#)

LIST OF

HOLIDAYS



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU - PROVISION FOR WORK FROM HOME FOR EMPLOYEES IN PRIVATE IT COMPANIES FROM 15.10.2024 TO 18.10.2024.

The Government of Tamil Nadu, Labour Department vide Order dated 14.10.2024 notified that in lieu of very heavy rain warning issued in Chennai and surrounding districts of Thiruvallur, Chengalpattu, Kanchipuram from 15.10.2024 to 17.10.2024, the Hon'ble Chief Minister of Tamil Nadu has instructed the private IT companies to advise their employees to work from home from 15.10.2024 to 18.10.2024.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

GOA - PAID HOLIDAY ON 20 OCTOBER 2024 FOR BYE-ELECTION AND GENERAL ELECTION TO VILLAGE PANCHAYAT.

The Government of Goa vide DIP/NB/AXP/SF/PN/2024/697 dated 15.10.2024 declared Sunday, October 20, 2024 as a paid holiday being the 'Polling Day' for the bye election of ward no. 7 of village Panchayat Orlim, Salcete and ward no. 6 of village Panchayat Morpirla, taluka Quepem, South Goa district and general election to village Panchayat Harvalem, taluka Bicholim, North Goa district in the State of Goa. The paid holiday will be for Industrial workers, daily wage workers of Government Departments and State Government Industrial Departments, Commercial and Industrial workers of private establishments, workers of all private establishments and daily wage/casual workers employed in any business, trade, industrial undertakings or any other establishment.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

PUNJAB - LOCAL HOLIDAY ON 19 OCTOBER 2024 UNDER NI ACT ON OCCASION OF GURU PURAB OF SHRI GURU RAMDAS SAHIB JI.

The Government of Punjab, Personnel Department vide 06/02/2021-2PP3/574 dated 16.10.2024 notified that 19.10.2024 (Saturday) is declared as a local holiday in Government offices, Boards/Corporations and Government Educational Institutions of District Amritsar on the occasion of Guru Purab of Shri Guru Ramdas Sahib Ji. This local holiday is also declared under the Negotiable Instruments Act, 1881. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA – KERALA LABOUR WELFARE FUND (AMENDMENT) RULES, 2024.

The Government of Kerala, Labour and Skills (B) Department vide G.O.(P) No.68/2024/LBR dated 1.10.2024, in exercise of the powers conferred by section 40 of the Kerala Labour Welfare Fund Act, 1975, issued the Kerala Labour Welfare Fund (Amendment) Rules, 2024. As per the Order, amendments have been carried out in Rule 3 sub-rule (1), Rule 10, Rule 11 sub-rule (3) and (4) and in Rule 21 sub-rule (1) of the Kerala Labour Welfare Fund Rules, 1977.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

WEST BENGAL - NOTIFICATION REGARDING ONLINE DASHBOARD AND COMPLIANCE DASHBOARD.

The Government of West Bengal, Labor Department vide No: I/565711/2024/LABR-18099/4/2022-IT dated 01.10.2024 has decided to modify the existing online dashboard and Compliance Inspection dashboard for all services it renders under various Labour, Boiler and Factories Act. The online dashboard will display the particulars such as Time Limit as prescribed under WBRTPS Act, no. of applications received, no. of applications approved; average, median, minimum, and maximum time taken to obtain approval and average fees paid by the enterprise/applicant for availing of a particular service. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

BIHAR - LIST OF HOLIDAYS FOR THE CALENDAR YEAR 2025.

The Government of Bihar, General Administration Department, vide Official Gazette Notification No. Patna 956 dated 03.10.2024 published the National and Festival holiday list for the calendar year of 2025.

[View Notification](#)

LIST OF

HOLIDAYS



STATUTORY NOTIFICATIONS/UPDATES

PUNJAB - HOLIDAY UNDER NI ACT, 1881 ON ACCOUNT OF GENERAL ELECTIONS TO GRAM PANCHAYATS, 2024.

The Government of Punjab, Personnel Department vide P.M.: 06/13/2008-6Th.3/564 dated 09.10.2024 has declared 15.10.2024 (Tuesday) as a gazetted holiday in the State of Punjab for all Government Offices, Boards/Corporations/Educational Institutions under the Negotiable Instruments Act, 1881 on account of General Elections to Gram Panchayats, 2024. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - PUBLIC HOLIDAY UNDER NI ACT, 1881 FOR DURGASHTAMI ON 11.10.2024.

The Government of Kerala, Public Administration Department vide Notification dated 10.10.2024 informed that as part of Navaratri celebrations 2024, Government, Semi-Government and Public Sector Institution in the State and Institutions operating under the Negotiable Instruments Act, 1881 in the State, hereby declared a public holiday on October 11, 2024 (Friday), which is the day of Durgashtami. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - EXTENSION OF PERIOD FOR RENEWAL OF TRADE LICENSE.

The Government of Kerala, Local Self-Government (RC) Department vide S.U. (Sadha) No. 1823/2024/LSGD dated 30.09.2024 ordered that the period for renewal of license of all trade, industry and commercial establishments with validity up to 30.09.2024 without penalty. Now, the said period has been extended till 31.10.2024.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

TRIPURA - PROPOSAL FOR TRIPURA SHOPS AND ESTABLISHMENTS (SIXTH AMENDMENT) ACT, 1960.

The Government of Tripura, GA (Confidential & Cabinet) Department Agartala, Tripura, vide No.F.8. (8)-GA (CAB)/2024 dated 30.09.2024 approved the proposal for Sixth Amendment of the Tripura Shops and Establishments Act, 1970. As per the proposed Amendment, the working hour for women needs to be changes by amending Section 10(a) and (b) for shop or commercial establishments, for the purpose of Ease of Doing Business. The amendment will enable the women to work in any shops or establishments in night shifts too without violating the Principal Act and without compromising the rightful privileges. The amendment will enable the employers to operate their shops or establishment in more working hours, without compromising the rightful privileges to the workers of the concerned establishments as per law. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MADHYA PRADESH - SMOOTH IMPLEMENTATION OF MOTOR TRANSPORT WORKERS RULES, 1963

The Government of Madhya Pradesh, Labor Department vide No. 386/Off La./Novm/Enforcement/2024/27389-442 dated 23.09.2024, directed the Appropriate Authorities to take enforcement action under the Motor Transport Workers Act, 1961 in the next one month and contact the Motor Transport Institutes and Transport owners/Associations etc. operating under the concerned Government/Semi-Government/Private bodies/institutions and encourage them to register under the Act, so that the number of registrations and renewals can be increased and the Motor Transport Workers employed in them can avail the benefits of the provision of various Labor Laws can be provided and a report in this regard should be sent by 25.10.2024. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU – INCLUSION OF CERTAIN EMPLOYMENT UNDER THE MINIMUM WAGES ACT, 1948.

The Government of Tamil Nadu vide G.O. Ms. No. 82, Labour Welfare and Skill Development (J2), 10th September 2024 published in the Tamil Nadu Gazette dated 02.10.2024, in exercise of the powers conferred by section 27 of the Minimum Wages Act, 1948, hereby made an amendment to Part-I of the Schedule to the said Act. In the Schedule, in part-I, after the expression “94. Employment in Home Textiles, that is to say, Bedroom Textiles, Bathroom Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items”, the expression, “95. Employment in Sanitary Napkins, Medical Quauze items and Clothes for the medical field” shall be added. [**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

GUJARAT - PAYMENT OF BONUS FOR THE YEAR 2023-2024.

The Government of Gujarat, Labour Department vide No. Lab/Sh.7(5)/PBA/2023-24/2170 to 2180 dated 04.10.2024 informed all the field officers that the process of payment of bonus to the labourers/employees in the industrial units and institutions in the state is started before the festival of Diwali and continues till Diwali. Hence, all the zonal officers are requested to keep a close watch on the performance of bonus payments for the year 2023-24 in the industrial units and institutions in their area of work. It is also stated to keep in constant touch with the owners' associations and labor unions regarding the payment of bonus in the industrial units and institutions. [View Notification](#)



IMPORTANT JUDGEMENTS



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IMPORTANT JUDGEMENTS

EMPLOYEE IN SUPERVISORY CAPACITY., DRAWING WAGES EXCEEDING 10K PER MONTH NOT 'WORKMAN' UNDER THE INDUSTRIAL DISPUTES ACT, 1947:

LENIN KUMAR RAY VS. M/S. EXPRESS PUBLICATIONS (MADURAI) LIMITED, SUPREME COURT OF INDIA

In this case, the Supreme Court noted that the employee in the case at hand, comes within the meaning of “workman” as given in section 2(s) of the Industrial Disputes Act, 1947 and the management without following the legal procedure, relieved him from service abruptly and hence, the same is illegal termination.



IMPORTANT JUDGEMENTS

Facts of the case: The New Indian Express, a newspaper establishment based in Bhubaneswar, employed an individual as a Junior Engineer (Electronics and Communication) starting 07.06.1997. After being confirmed in the role on 13.07.1998, he was promoted to Assistant Engineer effective and regularized in this position in 2001. However, in 2003, he was relieved from service with a month's salary in lieu of notice, which prompted him to seek recourse through Labour authorities. Following unsuccessful conciliation efforts, the matter was referred to the Labour Court, which rules in his favour reinstating him and awarding Rs. 75,000 in compensation, recognizing him as a “workman” under the ID Act, 1947. The management challenged this decision through a writ petition, resulting in a partial High Court ruling, leading both parties to file civil appeals.

IMPORTANT JUDGEMENTS

Decision of the Supreme Court of India:

After perusing Section 2(s) of the ID Act, the Court noted that a person to be qualified as a “workman” must do any work of manual, unskilled, skilled, technical, operational, clerical or supervisory in nature. But the latter part of the Section excludes four classes of employees including a person employed in a supervisory capacity drawing wages exceeding Rs. 10,000/- after amendment (Rs. 1,600/- before amendment) per month or exercises functions mainly of managerial nature.

The Court noted that as per the employee, he comes within the meaning of “workman” as given in Section 2(s) of the ID Act and the management without following the legal procedure, relieved him from service abruptly and hence, the same is illegal termination. However, it was the case of the management that the nature of the duties and functions performed by the employee was in the supervisory capacity and he was drawing a salary of above Rs. 1,600/- and therefore, he does not belong to the category of “workmen”.

The Court further noted that clause 14 of the appointment order issued by the management makes it clear that after confirmation of the job, the termination of service will be by one month’s notice, or one month’s salary in lieu of notice by either side.

IMPORTANT JUDGEMENTS

The Court also noted that in the present case, there is no specific document drawn up relating to the actual work and functions performed by the employee.

In absence of any concrete material to demonstrate the nature of duties discharged by the employee, the Court considered the employment orders issued by the management, and noted that, the employee was appointed as Junior Engineer and was promoted as Assistant Engineer, on the administrative side. The employee was supervising the work of two junior Engineers, who were working under him, which was also admitted by the employee in his cross examination. Even according to the employee, the nature of duties and functions discharged by him was supervisory.

Further, the Court applied the pre-amended provision of section 2(s), since the employee was terminated from service on 08.10.2003 and was drawing salary of more than Rs. 1,600/- and said that he does not come within the definition of “workman”.

Therefore, the Court held that the employee is not a “workman” as defined under Section 2(s) and is not covered by the provisions of the ID Act. Therefore, the Court set aside the order of the High Court upholding the finding of the Labour Court that the employee was a “workman” within the definition of post-amended section 2(s).

IMPORTANT JUDGEMENTS

The Court also concluded that there is no violation of procedure on the part of the management in terminating the services of the employee, as he was not a “workman” as covered under Section 2(s) and hence, the provisions of the ID Act do not apply to him. Thus, the Court did not find any infirmity or illegality in order of the High Court setting aside the award of the Labour Court which directed reinstatement of the employee along with payment of compensation in lieu of back wages. [View Notification](#)

IMPORTANT JUDGEMENTS

RESIGNATION NOT FINAL UNTIL ACCEPTANCE IS OFFICIALLY COMMUNICATED TO EMPLOYEE:

S. D. Manohara v. Konkan Railway Corporation Limited & ORS., SLP (C) No. 15788 of 2021 (SUPREME COURT OF INDIA).

In the instant case the Supreme Court of India held that unless the acceptance of the resignation has been communicated to the employee officially, the resignation shall not be deemed to be accepted. And Supreme Court ordered the reinstatement of the employee observing that he withdrew his resignation letter before it was accepted by the employer.



IMPORTANT JUDGEMENTS

Issue of the case: 1. Whether the employee has withdrawn his resignation before its acceptance by the employer or not?

Facts of the case: The appellant, after a service of 13 years in the Konkan Rail Corporation (respondent) since the year 1990, tendered his resignation on 05.12.2013, which may be considered as effective after a month. The resignation letter was later accepted on 15.04.2014 w.e.f 07.04.2014, however there was no official communication regarding such acceptance, and according to respondent, the appellant withdrew his resignation through a letter on 26.05.2014. The respondent rejected the request on 23.06.2014 and relieved the appellant w.e.f. 01.07.2014. However, as has been mentioned earlier, the resignation letter was accepted on 07.04.2014, the appellant was considered to be on an unauthorised absence from 28.04.2014 to 18.05.2014 and was called to report on duty, which he followed and joined on 19.05.2014. The appellant argued that as the resignation letter submitted on 05.12.2013 was not finalised, he can't be considered to be relieved from his job. Also, he was continuously in touch with the employer, even reporting on duty when called upon his unauthorised absence, which ultimately explains that his resignation was not accepted. The appellant, instead of relieving him from job moved to High Court, where the decision was rendered in the favour of the appellant by the Single Bench. The decision was later reversed by the Division Bench.

IMPORTANT JUDGEMENTS

Decision of the Supreme Court of India: The Supreme Court Bench including Justices PS Narasimha and Pankaj Mithal observed that it cannot be accepted that the appellant resigned from his job as he was in contact with the employer continuously. Also, no formal communication was made by the employer, informing the appellant of his dismissal or the acceptance of his resignation.

The Court pointed out that even though it could be accepted that there is a letter regarding the acceptance of resignation by the appellant dated 15.4.2014, it must be noted that such letter is a part of internal communication and that there is an absence of a clear communication with the employee/ appellant regarding the same.

The Court also observed the fact that asking the appellant to join the duty through a letter dated 10.05.2014 after his “unauthorised absence” from 28.04.2014 to 18.05.2014, which indicates that the letter of resignation dated 05.12.2013 was not finalised. There is also the communication of the appellant’s wife on 17.04.2014 and 20.05.2014 requesting that the resignation dated 05.12.2013 should not be accepted by the respondents.

IMPORTANT JUDGEMENTS

Thus, accepting the judgement passed by the Single Judge Bench of the High Court, allowed the appeal and set-aside the judgment of the Division Bench of the High Court of Karnataka in Bengaluru in writ Appeal No. 3982 of 2019.

The Supreme Court also directed to reinstate the appellant within a period of 30 days from the date of order. The appellant would, however, be entitled to 50 percent of the salary for the period he was relieved from the service, the amount will be calculated and paid within two months from the date of order. This period shall however be counted for pensionary benefits, if any.

[**View Notification**](#)

IMPORTANT JUDGEMENTS

BEING UNABLE TO ATTEND WORK DUE TO ACCIDENT WOULD NOT CONSTITUTE AS “BREAK IN SERVICE”:

M/S. DALHOUSIE JUTE COMPANY V. THE STATE OF WEST BENGAL & ORS., 2024 LLR 980 (CALCUTTA HIGH COURT)

In this case, the Calcutta High Court held that non-rendering of uninterrupted services due to accident, for that year or for a subsequent period will not amount to a break in service, if the workman is unable attend the work due to such accident. Further, completion of five years of continuous service for the purpose of payment of gratuity would not be mandatory when termination took place due to an accident which culminated in the employee's disablement.



IMPORTANT JUDGEMENTS

Issue of the case:

Whether being unable to attend work due to accident constitute as “break in service” for completion of five years continuous service for the purpose of payment of gratuity?

Facts of the case: The writ petitioner is the employer. The respondent was an employee of the petitioner. It is the case of the petitioner that the respondent joined the services of the Petitioner on 8th December 1994 as a Badli worker and as such had worked purely on casual basis. The petitioner says that the respondent No. 4 apart from being a Badli worker also did not fulfil the requirement of continuous service to make him entitled to receive the gratuity. The respondent being a Badli worker was required to adduce evidence and discharge the prima facie onus that the respondent (employee) had worked for 240 days during five years at least to claim continuous service. The respondent had miserably failed to demonstrate that he was in continuous service and as such is entitled to gratuity. The admitted position in this case is that the respondent met with an accident at the factory premises on 15th March 1998 and could not work subsequent thereto till 2000 and ultimately became disabled for which necessary certificate has been issued. The register of leave with wages said to have been produced by the petitioner before the Controlling Authority is an incomplete document as it provides for the particulars only from 1994 when the petitioner alleges that he had been working since 1992.

IMPORTANT JUDGEMENTS

Decision of the Calcutta High Court: The Court observed that in terms of the provisions of section 2A an employee is in continuous service for a period if he has, for that period been in uninterrupted service by eliminating the interruption on account of accident. The respondent No. 4 admittedly met with an accident on 15th March 1998 at the factory premises of the petitioner which is not in dispute. So non-rendering of uninterrupted service due to such accident for that year or for a subsequent period will not amount to a break of service, if the workman is unable to attend the work due to such accident. Under section 4(1) of the 1972 Act, it is clearly held that gratuity shall be payable to an employee on termination of the employment after he has rendered continuous service for not less than five years is qualified by the first proviso thereto which says that completion of continuous service of five years shall not be necessary where the termination of the employment is due to death or disablement. In the instant case the termination took place on the petitioner having met with an accident which culminated to his disablement. On a conjoint reading of section 2A and 4(1) with the first proviso thereto along with the materials on record, the Court did not find any infirmity in the order of the Appellate Authority by which the respondent No. 4 is held to be entitled to gratuity from 8th July 1992 to 15th March 1998 or that the same is arbitrary or perverse.

In the aforesaid facts and circumstances, the writ petition is without any merit and is accordingly dismissed. The petitioner shall pay the gratuity amount to the respondent No. 4 as computed by the Appellate Authority within a period of 45 days from the date of service of a server copy of this order without insisting upon production of a certified copy thereof. [**View Notification**](#)

IMPORTANT JUDGEMENTS

POLICE CAN TAKE ACTION AGAINST THE STRIKING WORKERS IN CASE FUNCTIONING OF THE FACTORY IS HAMPERED.

BMW India Private Limited v. The Deputy Superintendent of Police, Chengalpet and others; 2024 LLR 1100 (MADRAS HIGH COURT).

In the instant case the High Court of Madras held that strike is a mode adopted by workers to express their grievance and the same is permissible, if it is done in accordance with law. Management cannot prevent the labourers on strike from expressing their displeasure over the attitude of the management. Strike should be done in a democratic way and there should not be any force or compulsion or wrongful restraint which will attract penal provisions. Free ingress and egress of men and material to and out of the employer's premises must be ensured during the strike. If there is any interference or disturbance to the functioning of the factory by the workers on strike, the police shall proceed against them in accordance with law



IMPORTANT JUDGEMENTS

Issue of the case: Whether Police can take action against the striking workers in case functioning of the factory is hampered or not?

Facts of the case: The petitioner, who is the representative of BMW India Private Limited, states that the tripartite agreement expired a few months ago and it has led to an industrial dispute, which is now the subject matter of conciliation proceedings; pending conciliation proceedings, the third respondent union has issued a strike notice dated 10-07-2024 and the members of the third respondent union are on strike. This writ petition is filed seeking police protection for ingress and egress of vehicles and men to enter into and go out of the petitioner's factory premises in view of the strike notice dated 10-07-2024 issued by the third respondent union.

IMPORTANT JUDGEMENTS

Decision of the High Court of Madras: The honorable Court held that the strike is a mode adopted by workers to express their grievance and the same is permissible, if it is done in accordance with law. Therefore, the petitioner Management cannot prevent the labourers on strike from expressing their displeasure over the attitude of the petitioner Management. However, strike should be done in a democratic way and there should not be any force or compulsion or wrongful restraint which will attract penal provisions. The learned counsel for the third respondent union submitted that the striking employees will not enter the petitioner's factory premises and disturb either the production activity or the workers who are at work. Hence, the police/respondents 1 and 2 are directed to ensure that there is no wrongful restraint, use of force or violation of penal provisions. They shall also ensure free ingress and egress of men and material to and out of the petitioner's factory premises. If there is any interference or disturbance to the functioning of the factory by the workers on strike, the police shall proceed against them in accordance with law.

This writ petition is disposed of with the directions given above, and by recording the submission made by the learned counsel for the third respondent union in the above para. No costs. Connected W.M.P. stands closed.

[**View Notification**](#)

IMPORTANT JUDGEMENTS

ALLAHABAD HIGH COURT

- ❑ Establishment can request Authority to reopen case for further assessment when data was over-looked.

[View Judgement](#)

BOMBAY HIGH COURT

- ❑ Labour Court cannot pass an interim order restraining employer from imposing punishment.

[View Judgement](#)

- ❑ Proportionality of punishment cannot be considered when only the show cause notice has been issued.

[View Judgement](#)

- ❑ Rejection of review application would not forfeit right of appeal against the 7A order.

[View Judgement](#)

- ❑ Order in review application other than rejection, can be appealed as if it was the original 7A order.

[View Judgement](#)



IMPORTANT JUDGEMENTS

CALCUTTA HIGH COURT

- ❑ Offices of Chartered Accountants and Lawyers are not covered under the ambit of the ESI Act. [View Judgement](#)

DELHI HIGH COURT

- ❑ Forfeiture of gratuity is illegal when no FIR was registered and allegations were not proved be-fore Court. [View Judgement](#)
- ❑ Financial benefits subsumed by VRS would not be available after cessation of employment. [View Judgement](#)
- ❑ Lay-off compensation, if not part of VRS package, can be claimed when entitlement arose during service. [View Judgement](#)

GUJARAT HIGH COURT

- ❑ Tribunal cannot give findings on the validity of the enquiry when enquiry officer's report was not on record. [View Judgement](#)
- ❑ Dismissal is appropriate when misconduct was admitted before Enquiry Officer and misappropriated amount was deposited. [View Judgement](#)

IMPORTANT JUDGEMENTS

JAMMU AND KASHMIR AND LADAKH HIGH COURT

- ❑ Employee would not be entitled to promotion even when he was found guilty of a minor mis-conduct. [View Judgement](#)

KARNATAKA HIGH COURT

- ❑ Factory supervisors would not be vicariously liable when they were not responsible for workers' safety. [View Judgement](#)
- ❑ It is not mandatory to consider the contentions of contract labour before drawing up a contract. [View Judgement](#)

KERALA HIGH COURT

- ❑ No show cause notice is to be issued before terminating a probationer. [View Judgement](#)
- ❑ Appointment letter cannot be disregarded only because of absence of employee's signature. [View Judgement](#)
- ❑ Recovery of PF amounts due covered under a settlement under the ID Act would not be possible. [View Judgement](#)
- ❑ Option under para 26(6) of EPF Scheme can't be exercised after retirement even with no time limit. [View Judgement](#)
- ❑ No retrospective contribution by employer to pension fund over statutory limits after employ-ees' retirement. [View Judgement](#)

IMPORTANT JUDGEMENTS

MADHYA PRADESH HIGH COURT

- ❑ Transfer cannot be made under the POSH Act without ICC's recommendation. [View Judgement](#)
- ❑ Contention regarding status of a person as 'employee' cannot be raised before the HC for first time. [View Judgement](#)
- ❑ Order determining dues without finding on applicability of the EPF Act on the establishment is illegal. [View Judgement](#)
- ❑ No enquiry is required when the establishment has given a self-declaration of having 20 employees. [View Judgement](#)
- ❑ Section 7A order to be set aside in the absence of Gazette notification covering industry not mentioned under Schedule I of the EPF Act. [View Judgement](#)

MADRAS HIGH COURT

- ❑ Contractor is liable to pay accident compensation of an employee of the sub-contractor. [View Judgement](#)
- ❑ Compensation policy cannot exclude the applicability of the Employees' Compensation Act. [View Judgement](#)
- ❑ Dismissal of approval application filed after more than 20 days from the termination date is proper. [View Judgement](#)

IMPORTANT JUDGEMENTS

- ❑ EPF Act would be applicable on employees not covered under un-exempted establishment's contributory scheme. [View Judgement](#)
- ❑ Banks would be covered under the EPF Act even if they do not have more than one branch. [View Judgement](#)

PATNA HIGH COURT

- ❑ EPF Authorities cannot keep enquiries under sections 14B and 7Q pending for 15 years. [View Judgement](#)

PUNJAB AND HARYANA HIGH COURT

- ❑ EPFO to prove the establishment's having 20 employees after the employer has discharged initial burden. [View Judgement](#)
- ❑ Employer is not bound to contribute more than statutory limit under the EPF Act. [View Judgement](#)

IMPORTANT JUDGEMENTS

RAJASTHAN HIGH COURT

- ❑ All female employees working in private sector are entitled to Maternity Leave of 180 days. [View Judgement](#)
- ❑ Employees list prepared by Inspecting officer, with names of outsiders brought by Union, is inadmissible. [View Judgement](#)

TELANGANA HIGH COURT

- ❑ The damages and interest of PF dues will not get priority over the claim of debt recovery. [View Judgement](#)

TRIPURA HIGH COURT

- ❑ Disputes regarding EPF contributions are not arbitrable. [View Judgement](#)

CORE INTEGRA

COMPLIANCE CALENDAR



NOVEMBER
2024



STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Employee State Insurance Act, 1948	All States	Remittance	Monthly	October'24	15-11-2024	Code wise	
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Remittance	Monthly	October'24	15-11-2024	Code wise	
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly	October'24	15-11-2024	Code wise	International Workers Return
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly	October'24	25-11-2024	Code wise	Monthly Return - EDLI Exempted Employer
Employee State Insurance Act, 1948	All States	Return	Half Yearly	April'24 to September'24	11-11-2024	Code wise	For period Apr to Sep

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Punjab Labour Welfare Fund Act,1965	Haryana	Remittance	Quarterly	July'24 to September'24	01-11-2024	Branch	Unpaid Accumulation - After 2 years from become payable
Punjab Labour Welfare Fund Act,1965	Punjab	Remittance	Quarterly	July'24 to September'24	01-11-2024	Branch	Unpaid Accumulation - After 3 years from become payable
Punjab Labour Welfare Fund Act,1965 (Chandigarh)	Chandigarh	Remittance	Quarterly	July'24 to September'24	01-11-2024	Branch	Unpaid Accumulation - After 3 years from become payable
Kerala Shops and Commercial Establishments Workers Welfare Fund Act,2006	Kerala	Remittance	Monthly	October'24	05-11-2024	Branch	
Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987	Andhra Pradesh	Remittance & Returns	Monthly	October'24	10-11-2024	Branch	
Telangana Tax On Professions, Trades, Callings And Employments Act, 1987	Telangana	Remittance & Returns	Monthly	October'24	10-11-2024	Branch	
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Remittance	Monthly	October'24	10-11-2024	Branch	
Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976	Gujarat	Return	Monthly	October'24	15-11-2024	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Bihar Tax On Professions, Trades, Callings And Employments Act, 2011	Bihar	Return	Annual	April'24 to March'25	15-11-2024	Branch	Return by 30th Nov
The Jharkhand Tax On Profession, Trades, Callings And Employments Act, 2011	Jharkhand	Return	Quarterly	July'24 to September'24	15-11-2024	Branch	Employee & Employer Tax online (Employer to deduct monthly and remit quarterly)
Karnataka Tax on Professions, Trades, Callings and Employments Act, 1976	Karnataka	Remittance & Returns	Monthly	October'24	20-11-2024	Combined	
West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979	West Bengal	Remittance & Returns	Monthly	October'24	21-11-2024	Branch	
Kerala Industrial Establishments (National and Festival Holidays) Act, 1958	Kerala	Return	Annual	January'25 to December'25	30-11-2024	Branch	List of Holidays
Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975	Maharashtra	Remittance & Returns	Monthly	October'24	30-11-2024	Combined	
Assam Professions, Trades, Callings And Employments Taxation Act, 1947	Assam	Remittance & Returns	Monthly	October'24	30-11-2024	Branch	
Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000	Odisha	Remittance & Returns	Monthly	October'24	30-11-2024	Branch	

STATUTORY DUE DATES



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Tripura Professions Trades Callings And Employments Taxation Act, 1997	Tripura	Remittance & Returns	Monthly	October'24	30-11-2024	Branch	
Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947	Meghalaya	Remittance & Returns	Monthly	October'24	30-11-2024	Branch	
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Remittance & Returns	Monthly	October'24	30-11-2024	Branch	
Manipur Professions, Trades, Callings And Employments Taxation Act, 1981	Manipur	Remittance & Returns	Monthly	October'24	30-11-2024	Branch	
Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995	Mizoram	Remittance & Returns	Monthly	October'24	30-11-2024	Branch	
Nagaland Professionals, Trades, Calling and Employment Taxation (4th Amendment) Act ,2012	Nagaland	Remittance & Returns	Monthly	October'24	30-11-2024	Branch	
Punjab State Development Tax 2018	Punjab	Remittance & Returns	Monthly	October'24	30-11-2024	Branch	

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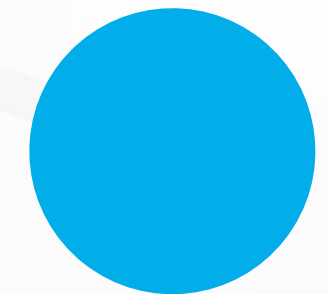
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