



CORE INTEGRA COMPLIANCE NEWSLETTER



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STATUTORY NOTIFICATIONS/UPDATES



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STATUTORY NOTIFICATIONS/UPDATES

CENTRAL - ECI - CHANGE OF DATE OF POLL IN HARYANA FOR GENERAL ELECTION TO LEGISLATIVE ASSEMBLY 2024.

The Election Commission of India vide No. ECI/PN/132/2024 dated 31.08.2024 notified that having considered the representations received from National Political Parties, State Political Party and All India Bishnoi Mahasabha, the commission has decided to change the date of poll for Haryana from 1st October 2024 (Tuesday) to 5th October 2024 (Saturday) and hence the date of counting of votes for both Jammu and Kashmir and Haryana has been changed from 4th October 2024 (Friday) to 8th October 2024 (Tuesday).

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

CENTRAL - EPFO - REVISED RATE OF DAMAGES.

The Employees' Provident Fund Organization vide No. Compliance/Notifications/2024 dated 28.08.2024 issued a notification on revision of rate of damages, enclosing a copy of the notifications published by the Ministry of Labour and Employment bearing numbers G.S.R 327(E) dated 14th June 2024, G.S.R. 329(E) dated 14th June 2024 and G.S.R. 330(E) dated 14th June 2024 vide which the Central Government has notified the revised rate of damages for defaults made by the employers. The amendments have come into effect from the date of publication in the Official Gazette, i.e., 14th June 2024. However, damages on any defaults made up to 13th June 2024. i.e., in the payment of contributions, charges payable, transfer of accumulations under the Act or any Scheme framed thereunder are to be levied and recovered in accordance with the then prevailing provisions.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

CENTRAL - EPFO - INTRODUCTION OF 2-FACTOR AUTHENTICATION FOR ENHANCED SECURITY.

The Employees' Provident Fund Organization has issued an information document on the recent change in EPFO Unified Portal Establishment Sign-in Procedure, manual on the introduction of 2-Factor Authentication for Enhanced Security.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

CENTRAL - ESIC - STRICT VERIFICATION AND SCRUTINY OF DOCUMENTS FOR SUPER SPECIALTY TREATMENT (SST) CASES

The Employees' State Insurance Corporation vide File No. U-16012/392/2022-SST dated 28.08.2024 notified that in reference to a web upload with regard to the Strict verification and scrutiny of documents for Super Specialty Treatment (SST) cases dated 26.07.2024, there is an amendment in the paragraph; "Referring locations must conduct thorough checks, especially for High Cost Treatment cases where the diagnosis date of the disease is **after** the date of registration in the ESIC system", wherein , "after the date of registration in the ESIC system" shall be amended as "**before** the date of registration in the ESIC system."

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

CENTRAL - ELECTION COMMISSION OF INDIA - GENERAL ELECTION TO LEGISLATIVE ASSEMBLIES OF HARYANA, AND JAMMU AND KASHMIR, 2024.

The Election Commission of India vide No. ECI/ON/128/2024 dated 16.08.2024 notified the Schedule for General Election to Legislative Assemblies of Haryana, and Jammu and Kashmir, 2024. The phase wise dates of Poll to be held in the Union Territory of Jammu and Kashmir are: - Phase I (24 Acs) on 18.09.2024 (Wednesday), Phase II (26 Acs) on 25.09.2024 (Wednesday) and Phase III (40 Acs) on 01.10.2024 (Tuesday). The date of poll to be held in Haryana for all 90 Assembly Constituencies is 01.10.2024 (Tuesday).

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

CENTRAL - EPFO - ONLINE SYSTEM FOR SURRENDER OF EXEMPTION AND TRANSFER OF PAST ACCUMULATIONS.

The Employees' Provident Fund Organization vide File No. E.III/10(74)/2024/CDAC/4168 dated 13.08.2024 notified about the launch of a new system concerning the surrender of exemption and the transfer of members' previous accumulations. This system can be accessed through the Employer's Login of the Unified Portal. It is designed for employers from exempted establishments to file their applications and necessary documents online, which will then be processed by the Regional Offices. The system adheres to the Standard Operating Procedure (SOP) for the Surrender of Exemption, issued on 20.10.2023 (copy attached along with the Notification).

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

CENTRAL - EPFO - INSPECTOR-CUM-FACILITATOR MANUAL (ICF MANUAL).

The Employees' Provident Fund Organization vide No. A-45011/87/2024-CAIU/4246 dated 16.08.2024, hereby informed that the Hon'ble Minister, Labour & Employment and Chairman, CBT has launched the Manual for Inspectors-cum-Facilitators on 14th August 2024. The Inspector manual of 1968 has been revamped and updated as Manual for Inspectors-cum-Facilitators (ICF Manual). The ICF Manual has been prepared with elaborate deliberations, consultations and workshops involving various stakeholders and duly taking inputs of field offices and various divisions of Head Office. The ICF Manual can be downloaded from the menu {Downloads>>Acts & Manuals} available on EPFO website. It is requested to ensure that a copy of ICF manual is issued at least to all officers up to the level of EO/AO cadre.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION REGARDING EXTENSION OF TIME FOR INDUSTRIAL UNDERTAKINGS (IRON AND STEEL) TO BE PUBLIC UTILITY SERVICES.

The Ministry of Labour and Employment vide Gazette Notification No. S.O. 3495(E) dated 16.08.2024 informed that in exercise of the powers conferred by the proviso to sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947, the Central Government, being of the opinion that in the public interest requires extension, hereby extends the period specified in the notification number S.O.687(E), dated the 14th February, 2024 for a further period of six months from the 17th August, 2024 during which the services of industries in the Iron and Steel, which is covered under item 7 of the First Schedule to the Industrial Disputes Act, 1947, to be a public utility service for the purposes of the said Act. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION REGARDING EXTENSION OF TIME FOR INDUSTRIAL UNDERTAKINGS (BANK NOTE PAPER MILL) TO BE PUBLIC UTILITY SERVICES.

The Ministry of Labour and Employment vide Gazette Notification No. S.O. 3493(E) dated 16.08.2024 informed that in exercise of the powers conferred by the proviso to sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947, the Central Government, being of the opinion that in the public interest requires extension, hereby extends the period specified in the notification number S.O.688(E), dated the 14th February, 2024 for a further period of six months from the 19th August, 2024 during which the services in the Bank Note Paper Mill India Private Limited, Mysore, Karnataka, which is covered under item 32 of the First Schedule to the Industrial Disputes Act, 1947, to be a public utility service for the purposes of the said Act.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

CENTRAL - MINISTRY OF LABOUR AND EMPLOYMENT – NOTIFICATION REGARDING EXTENSION OF TIME FOR INDUSTRIAL UNDERTAKINGS (TRANSPORT) TO BE PUBLIC UTILITY SERVICES.

The Ministry of Labour and Employment vide Gazette Notification No. S.O. 3494(E) dated 16.08.2024 informed that in exercise of the powers conferred by the proviso to sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947, the Central Government being satisfied that public interest so requires, hereby declares the services engaged in the industry of transport (other than railways) for the carriage of passengers or goods, by land or water to be a public utility service for the purposes of the said Act for a period of six months from the date of publication of this notification in Official Gazette.

[**View Notification**](#)



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NOTIFICATIONS/UPDATES

CENTRAL - ESIC - USER MANUAL FOR BULK AADHAAR SEEDING OF ESIC BENEFICIARIES THROUGH EMPLOYER PORTAL.

The Employees State Insurance Corporation vide No. N-16016/1/2023-Bft-II dated 06.08.2024 notified the forwarding of the user manual for bulk Aadhaar seeding of ESIC beneficiaries through employer portal. Currently ESIC employs eKYC authentication facility utilizing various modes such as OTP, Biometric, and Face Authentication to seed Aadhaar and validate demographic details against the Aadhaar Database. However, now it is suggested to implement a system for bulk Aadhaar seeding for employers, enabling them to upload a CSV file containing employee demographic details and Aadhaar numbers. The system will utilize the Yes/No authentication facility of UIDAI for verification and establish consent via SMS post-transaction with an opt-out option. Before uploading Aadhaar and mobile number of the ESIC beneficiaries in the “Bulk Aadhaar Template” by the employer, it must be ensured that:

- i. The details uploaded are correct and as per Aadhaar. In case of mismatch, Aadhaar will not be seeded in application.
- ii. If a beneficiary desires to change personal details in ESIC portal as per Aadhaar, he/she may do the same through IP/employer portal or contact their designated ESIC Branch Office along with the documents required.
- iii. In case of minor family member, mobile number of IP/Parent/Guardian may be uploaded.
- iv. Users (employer) should not change any details of IPs or family members in downloaded template. They are only required to enter Aadhaar and mobile number of beneficiaries. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

CENTRAL - EPFO - SOP FOR TRANSACTION-LESS AND INOPERATIVE ACCOUNTS (VERSION 2.0)

The Employees' Provident Fund Organization vide Notification No: WSU/2023/12/'InoperativeAccountsInEPF' (300140) dated 02.08.2024 issued that in supersession of earlier SOP, the Competent Authority has approved the SOP version 2.0 for Transaction-less and Inoperative accounts in EPFO. In order to handle Transaction-less and Inoperative accounts, the Field Offices have been asked to do a stronger due diligence so that cases of impersonation/identity theft or otherwise do not occur. The above-mentioned SOP is appended to the Notification attached herewith.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - REVISED VDA FOR SECURITY GUARD BOARDS.

The Government of Maharashtra vide Orders dated 06.08.2024. notified the revised VDA for the Security Guard Boards of Aurangabad, Sangli, Kolhapur, Nagpur, Nashik and Raigad with effect from 1.07.2024. [View Notification](#)

State	Period	Industry	Zone	Class of employment	Basic Wage	VDA	HRA	Total Wages
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Kolhapur	Security Guard	11362	3250	731	14612
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Kolhapur	Security Supervisor	12264	3250	776	15514
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Kolhapur	Security Officer	13102	3250	818	16352
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nagpur	Security Guard/Women Security Guard	12984	3250	NA	16234
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nagpur	Main Security Guard	13259	3250	NA	16509
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nagpur	Security Supervisor	13959	3250	NA	17209
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nagpur	Assistant Security Officer	14184	3250	NA	17434
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nagpur	Security Officer	14634	3250	NA	17884
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nagpur	Chief Security Officer	15084	3250	NA	18334
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nagpur	Ex-soldier security supervisor	17054	3250	NA	20304
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nagpur	Ex-soldier security guard	13294	3250	NA	16544
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nashik	Security Supervisor	12879	3250	806	16129
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nashik	Chief Security Guard	12103	3250	768	15353
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Nashik	Security Guard	11268	3250	726	14518
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Raigad	Security Guard & Lady Security Guard	13169	3250	3284	16419
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Raigad	Head Guard	13444	3250	3339	16694
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Raigad	Security Supervisor	14144	3250	3479	17394
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Raigad	Assistant Security Officer	14369	3250	3524	17619
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Raigad	Security Officer	14819	3250	3614	18069
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Raigad	Chief Security Officer	15269	3250	3704	18519
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Sambhaji Nagar	Security Guard	13274	3250	826	16524
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Sambhaji Nagar	Security Supervisor	13887	3250	857	17137
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Sambhaji Nagar	Security Officer	14513	3250	888	17763
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Sangli	Security Guard	11817	3250	753	15067
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Sangli	Security Supervisor	12652	3250	795	15902
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Sangli	Security Officer	13428	3250	834	16678

STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - REVISED RATE OF DEARNESS ALLOWANCE FOR SECURITY GUARD BOARD, SOLAPUR.

The Government of Maharashtra vide Order dated 07.08.2024 notified the revised rate of dearness allowance and minimum wages per month for the Security Guards registered at the Security Guard Board of Solapur. At present the dearness allowance for the period from 01.07.2024 to 31.12.2024 is payable at Rs. 3250/-.

[View Notification](#)

State	Period	Industry	Zone	Class of employment	Basic Wage	VDA	HRA	Total Wages
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Solapur	Security Guard	11521	3250	739	14771
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Solapur	Security Supervisor	12356	3250	780	15606
Maharashtra	01.07.2024 TO 31.12.2024	Private Security Guard	Solapur	Security Officer	13132	3250	819	16382

STATUTORY

NOTIFICATIONS/UPDATES

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

The Department of Economics and Statistics, Government of Kerala vide Notification no. DES/1251/2024-P3(1) dated 15.08.2024 issued the Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of June 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](#)

State	Centre	DA (01/05/2024 TO 31/05/2024)	DA (01/06/2024 TO 30/06/2024)	Difference
Kerala	Thiruvananthapuram	5018	5174	156
Kerala	Kollam	4732	4966	234
Kerala	Punalur	4576	4836	260
Kerala	Pathanamthitta	5044	5278	234
Kerala	Alappuzha	4732	4888	156
Kerala	Kottayam	5226	5434	208
Kerala	Mundakayam	5564	5772	208
Kerala	Idukki	4316	4576	260
Kerala	Ernakulam	4316	4472	156
Kerala	Chalakkuddy	5148	5304	156
Kerala	Thrissur	4108	4316	208
Kerala	Palakkad	4472	4576	104
Kerala	Malappuram	4576	4732	156
Kerala	Kozhikode	4992	5200	208
Kerala	Wayanad	4108	4238	130
Kerala	Kannur	5096	5304	208
Kerala	Kasargod	5590	5694	104

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NOTIFICATIONS/UPDATES



[View Notification](#)

MAHARASHTRA – REVISED VDA FOR SECURITY GUARD BOARD BRIHANMUMBAI & THANE DISTRICT.

The Government of Maharashtra vide Order dated 06.08.2024 notified regarding the increase of 0.10% in the levy on basic salary and special allowance/dearness allowance levied through the board for principal employer contribution due to the registration of the Security Guard Board with the Maharashtra Labor Welfare Board on behalf of the principal employers and also the special allowance of the security guards/officers registered with the Security Guard Board and amendment of Dearness Allowance and House Rent Allowance with effect from 1.7.2024 and application of the provisions of the Workmen's Compensation Act, 1923 to security personnel excluded from the scope of the State Worker's Insurance Scheme.

The Competent Authority, Minimum Wages Act, 1948 vide its order No. Gr.V/K.V.A/Vibh/2024(2)/Work-10 dated 06.08.2024, the rate of Special Allowance/Inflation Allowance has been fixed at Rs. 3,250.00 per month for the period from 1st July 2024 to 31st December 2024. Accordingly, the board dated by decision dated 06.08.2024, the Special Allowance/Dearness Allowance of Security Guard/Officer has been fixed at Rs. 3,250.00 per month for the period from 1st July 2024 to 31st December 2024.

State	Industry	Class of Employee	Zone	01.01.2024 TO 30.06.2024		01.07.2024 TO 31.12.2024		Difference	
				Total Wages	HRA	Total Wages	HRA	Total Wages	HRA
Maharashtra	Private Security Agency	Security Guard/Lady Security Guard - Security Services	Mumbai/Thane	16525	3305	16707	3342	182	37
Maharashtra	Private Security Agency	Head Guard - Security Services	Mumbai/Thane	16800	3360	16982	3396	182	36
Maharashtra	Private Security Agency	Security Supervisor - Security Services	Mumbai/Thane	17500	3500	17682	3536	182	36
Maharashtra	Private Security Agency	Assistant Security Officer - Security Services	Mumbai/Thane	17725	3545	17907	3581	182	36
Maharashtra	Private Security Agency	Security Officer - Security Services	Mumbai/Thane	18175	3635	18357	3671	182	36
Maharashtra	Private Security Agency	Chief Security Officer - Security Services	Mumbai/Thane	18625	3724	18807	3761	182	37

STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - REVISED DEARNESS ALLOWANCE FOR PUNE DISTRICT SECURITY GUARD BOARD.

The Government of Maharashtra, vide Reg. No.: PDSGB/2223 dated 13.08.2024 notified the revised rate of dearness allowance for Security Personnel with effect from 01.07.2024. As per the Competent Authority, Minimum Wages Act, 1948, under Labor Commissioner, Mumbai, referring to the Circular No. 48 dated 06.08.2024, the revision of Dearness Allowance is to be increased from the period 01 July 2024 to 31 December 2024 to Rs. 3250/- per month.

[View Notification](#)

State	Industry	Class of Employee	Zone	01.01.2024 TO 30.06.2024		01.07.2024 TO 31.12.2024		Difference	
				Total Wages	HRA	Total Wages	HRA	Total Wages	HRA
Maharashtra	Private Security Agency	Head Guard - Security Services	Pune	16044	2407	16616	2492	572	85.8
Maharashtra	Private Security Agency	Security Supervisor - Security Services	Pune	16544	2482	17116	2567	572	85.8
Maharashtra	Private Security Agency	Assistant Security Officer - Security Services	Pune	17044	2557	17616	2642	572	85.8
Maharashtra	Private Security Agency	Security Officer - Security Services	Pune	17544	2632	18116	2717	572	85.8
Maharashtra	Private Security Agency	Chief Security Officer - Security Services	Pune	17944	2692	18516	2777	572	85.8

STATUTORY NOTIFICATIONS/UPDATES

JHARKHAND - REVISED RATE OF MINIMUM WAGES W.E.F. 11.03.2024.

The Labor Department, Government of Jharkhand vide Notification no. 530, has revised and implemented the basic rates of minimum wages for different categories of workers employed in 90 Scheduled employments under the Minimum Wages Act, 1948, with effect from 11.03.2024.

[View Notification](#)

State	Period	Industry	Class of Employee	Category	Total Wages
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Unskilled	Category-A	12168
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Semi-skilled	Category-A	12766
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Skilled/Clerical	Category-A	16822
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Highly Skilled	Category-A	19396
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Unskilled	Category-B	11596
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Semi-skilled	Category-B	12168
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Skilled/Clerical	Category-B	16042
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Highly Skilled	Category-B	18512
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Unskilled	Category-C	11050
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Semi-skilled	Category-C	11596
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Skilled/Clerical	Category-C	15288
Jharkhand	11.03.2024 TO Till next notification	Shop and Establishment	Highly Skilled	Category-C	17628

STATUTORY NOTIFICATIONS/UPDATES

TRIPURA - REVISED RATES OF VDA W.E.F. 01.04.2024.

The Government of Tripura, Labour Department vide Notification No. F.22(74)-LAB/ENF/MW/SHOPS/2022/4836-53 dated 29.07.2024 and No. F.22(56)-LAB/ENF/MW/PSG/2022/4949-79 dated 29.07.2024 issued the revised rates of variable dearness allowance and minimum wages for different categories of workers engaged in “Shops and Establishments” and “Private Security Guard”, respectively in Tripura to be payable effectively from 01.04.2024.

[View Notification](#)

State	Industry	Class of Employee	Basic (01/10/2023 TO 31/03/2024)	VDA (01/10/2023 TO 31/03/2024)	Total (01/10/2023 TO 31/03/2024)	Basic (01/04/2024 TO 30/09/2024)	VDA (01/04/2024 TO 30/09/2024)	Total (01/04/2024 TO 30/09/2024)	Difference
Tripura	Shop and Establishment	Unskilled	7123	298	7421	7123	455	7578	158
Tripura	Shop and Establishment	Semi-skilled	7814	326	8140	7814	499	8313	173
Tripura	Shop and Establishment	Skilled	8739	365	9104	8739	558	9297	193
Tripura	Private Security Guard	Unskilled	10032	419	10451	10032	641	10673	222
Tripura	Private Security Guard	Semi-skilled	10721	448	11169	10721	685	11406	237
Tripura	Private Security Guard	Skilled	11797	493	12290	11797	754	12551	261

STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - REVISED RATE OF MINIMUM WAGES W.E.F. 01 JULY 2024.

The Government of Maharashtra vide Sr.Gr.V/K.V.A/V.B/2024(2)/Kayo-10 dated 06.08.2024 issued the revised rate of minimum wages in the Scheduled Industries under the Minimum Wages Act, 1948 as mentioned in the attached notification, with effect from 01.07.2024 to 31.12.2024.

[View Notification](#)

State	Industry	Class of Employee	Zone A (01/01/2024 TO 30/06/2024) INR	Zone A (01/07/2024 TO 31/12/2024) INR	Zone A Difference INR	Zone B (01/01/2024 TO 30/06/2024) INR	Zone B (01/07/2024 TO 31/12/2024) INR	Zone B Difference INR	Zone C (01/01/2024 TO 30/06/2024) INR	Zone C (01/07/2024 TO 31/12/2024) INR	Zone C Difference INR
Maharashtra	Shop and Establishment	Unskilled	13089	13271	182	12493	12675	182	11896	12078	182
Maharashtra	Shop and Establishment	Semi-Skilled	13924	14106	182	13328	13510	182	12732	12914	182
Maharashtra	Shop and Establishment	Skilled	14700	14882	182	14104	14286	182	13508	13690	182

STATUTORY NOTIFICATIONS/UPDATES

MEGHALAYA - REVISED RATE OF MINIMUM WAGES AND VDA PAYABLE W.E.F. 01 APRIL 2024.

The Government of Meghalaya, Department of Labour, Employment & Skill Development vide No. LE&SD.9/2023/26, in exercise of the powers under sub-section (2) of section 5 of the Minimum Wages Act, 1948, issued the revised rates of minimum wages in respect of the categorized and defined schedule of Employments (mentioned in the Notification) payable with effect from 01 April 2024.

[View Notification](#)

State	Industry	Class of Employee	01.10.2023 TO 31.03.2024	01.04.2024 TO 30.09.2024	Difference
Meghalaya	All Schedule Employments	Unskilled	10452	10842	390
Meghalaya	All Schedule Employments	Semi-skilled	11830	12272	442
Meghalaya	All Schedule Employments	Skilled/Clerical	13234	13702	468
Meghalaya	All Schedule Employments	Highly Skilled	14638	15158	520

STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - REVISED MW FOR SEEPZ (ELECTRONICS) AND GEM AND JEWELRY SECTOR.

The Government of Maharashtra vide No. SEEPZ-SEZ/Labour/505/2015-16/Part-1/10619, Circular no. labor/22/2024 dated 30.08.2024, notified the revised minimum wages applicable to unskilled, semiskilled, and skilled workers/employees working in SEEPZ (Electronics) and Gem and Jewelry sectors, w.e.f. 01.07.2024 to 31.12.2024.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - REVISED MINIMUM WAGE FOR VARIOUS INDUSTRIES.

The Government of Maharashtra vide multiple notifications dated 30.08.2024 issued the revised rate of minimum wages across various industries; namely: Employment in Fil production industry (including cine studios and cine laboratories), Employment in manufacture of Containers or Boxes from Paper or Card-board or Straw-board, Employment in any manufactory in which any process of manufacture of silver articles or ornaments, or their components with or without any metals is carried on or any work incidental to such process is carried on, and Employment in any chemical fertilizer manufacturing and process incidental thereto.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU - DEVELOPMENT OF WEB-PORTAL FOR PAYMENT OF LABOR WELFARE FUND.

The Government of Tamil Nadu vide Notice dated 30.08.2024 notified that according to the Tamil Nadu Labor Welfare Fund Act, 1972 and Rules, 1973, all the establishments in Tamil Nadu such as factories, motor transport companies, hill plantation companies, food establishments, shops and business establishments in Tamil Nadu must contribute a labor welfare fund of Rs. 20/- and Rs. 40/- a company's share and a total of Rs. 60/- should be paid to the Tamil Nadu Labor Welfare Board. Henceforth, a web-portal "wmis.lwb.tn.gov.in" has been deployed and made available to facilitate the payment of Labor Welfare Fund by the Companies online. Through this, the employers can register their companies online (One Time Online Self Registration) and pay the Labor Welfare Fund and download the receipt immediately.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

HARYANA - PAID HOLIDAY ON 1ST OCTOBER 2024, ON ACCOUNT OF GENERAL ELECTION TO LEGISLATIVE ASSEMBLY (MAY BE POSTPONED TO 5TH OCTOBER 2024).

The Government of Haryana, Labor Department vide No. Elec-2024/IR-II/PSCE/Hol/22418 dated 28.08.2024 notified that in exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 and other enabling powers, the Governor of Haryana hereby fixes "Tuesday" the 01.10.2024 (may be postponed to 5th October 2024) to be the holiday with wages for all Shops and Commercial Establishments falling within the jurisdiction of the State of Haryana for only those who are enrolled as voters in the State Haryana to enable them to cast their vote in the General Elections to Legislative Assembly, 2024.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

HARYANA - HOLIDAY ON 1ST OCTOBER 2024 UNDER FACTORIES ACT, ON ACCOUNT OF GENERAL ELECTION TO LEGISLATIVE ASSEMBLY (MAY BE POSTPONED TO 5TH OCTOBER 2024).

The Government of Haryana, Labor Department vide No. FW/Election/2024/3117 dated 29.08.2024 notified that in exercise of the powers conferred by sub-section (2) of Section 65 of the Factories Act, 1948 and all other powers enabling him in this behalf, the Governor of Haryana is pleased to exempt all the adult workers working in the factories situated in the State of Haryana who are voters in the General Election to the Legislative Assembly of Haryana which is to be held on 01.10.2024 (may be postponed to 5th October 2024) from the operations of provisions of section 52(1)(a) of the said Act, for the week commencing from 29.09.2024 and ending 05.10.2024, subject to the condition that no adult workers who is enrolled as voter in the aforesaid Election shall be required or allowed to work on 01.10.2024 (Tuesday) in the factories of the state of Haryana. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - HOLIDAY UNDER NI ACT, 1881 ON ACCOUNT OF BY-ELECTIONS OF 16 URBAN BODIES.

The Government of Rajasthan vide No. P.16(1) V.M./2024 dated 28.08.2024 notified that on account of by-elections of 16 urban bodies of 11 districts of the state announced vide Notifications dated 16.08.2024, there will be a Holiday observed under Explanation to Section 25 of the Negotiable Instruments Act, 1881 on the day of poll, i.e., 05.09.2024 (Thursday), in the offices located in the polling area so that the voters of that area can cast their votes.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - MANDATE TO PUBLISH AN ONLINE DASHBOARD IN PUBLIC DOMAIN TO COMPLY WITH BRAP-2024 FOR EASE OF DOING BUSINESS.

The Government of Rajasthan, Department of Labor vide No. F20(1) Shram/LDMS (71)/2023 issued an Office Order in compliance of point numbers 167 and 254 of BRAP-2024 for Ease of Doing Business, making it mandatory to provide a dashboard on the departmental website to comply with the reforms, namely Reform Point No. 167 (under Labor Regulation) and Reform Point No. 254 (under compliance inspection). The Dashboard on the public domain shall consist of the features as listed in the attached notification.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - THE KERALA UNORGANIZED WORKERS SOCIAL SECURITY (AMENDMENT) SCHEME, 2024.

The Government of Kerala, Occupation and Skill Department, vide Gazette Notification S.R.O. No. 746/2024 dated 21.08.2024, in exercise of the powers conferred under sub-section (4) of section 3 of the Unorganized Workers Social Security Act, 2008 read with sub-rule (1) of Rule 4 of the Kerala Unorganized Workers Social Security Rules, 2010, issued the amendment of Kerala Unorganized Workers Social Security Scheme, 2015, to be known as the Kerala Unorganized Workers Social Security (Amendment) Scheme, 2024. As per the amendment, in sub-clause (2) of Clause 16 of the Scheme, for the figure, symbol and word “Rs. 10,000”, the figure, symbol and word “Rs. 15,000” shall be inserted.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - AMENDMENT NOTIFICATION REGARDING EASE OF DOING BUSINESS - (CIS) IN KERALA.

The Government of Kerala, Labor and Skills (B) Department vide G.O. (P) No. 52/2024/LBRD dated 21.08.2024 and in exercise of the powers conferred by sub-section (1) and (6) of Section 8 of the Factories Act, 1948, issued an amendment order regarding notification issued under G.O. (P) No. 76/2018/LBR dated 6 September 2018 and published as S.R.O. No. 651/2018 in the Kerala Gazette Extra Ordinary No. 2393 dated 18 September 2018. As part of Business Reform Action Plan for the assessment of Ease of Doing Business, the Government of Kerala has decided to introduce Centralized Inspection System (CIS), regarding the jurisdiction of Inspecting Officers of Department of Factories and Boilers with a view to ensure simplification, transparency and accountability in Governance.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - HALF DAY HOLIDAY ON ACCOUNT OF LORD KRISHNA JANMASHTAMI FESTIVAL.

The Government of Rajasthan, General Administration Department, vide P. 6(1) S.P.V./6/2023-2480 dated 22.08.2024 notified that in celebration of Lord Shri Krishna Janmashtami Festival, a half day holiday from 1.30 pm shall be held on 27.08.2024 (Tuesday) for all State Government Offices, enterprises and educational institutions.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - NOTIFICATION REGARDING IMPLEMENTATION OF KARMACHARI SCHEME IN KERALA.

The Government of Kerala, Labour and Skill Department vide S.U. (Sadha) No.785/2024/LBR dated 22.07.2024 launched the Karmachari Scheme to implement along with studies among students. The areas to be covered under this plan are Star Hotels, Super Markets, Malls, Food Outlets, Textiles, Resorts. It is hereby ordered by the Competent Authority to issue the norms/guidelines as appended in the notification herewith for the implementation of the Karmachari Scheme.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

JAMMU AND KASHMIR - PAID HOLIDAY ON ACCOUNT OF GENERAL ELECTIONS TO THE LEGISLATIVE ASSEMBLY, 2024.

The Government of Jammu and Kashmir, General Administration Department vide Government Order No. 1553-JK(GAD) of 2024 dated 23.08.2024 notified that in terms of Section 135 B of the Representation of People Act, 1951, paid holiday(s) shall be observed as per the phase wise Elections in the Assembly Constituencies on the date(s) indicated against each, on account of General Elections to the Legislative Assembly in the Union Territory of Jammu & Kashmir, 2024. It is further ordered that the referred paid holiday(s) shall also be observed in explanation to Section 25 of the Negotiable Instruments Act, 1881.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MADHYA PRADESH - PUBLIC HOLIDAY ON AUGUST 19, 2024, AND ON AUGUST 26, 2024, UNDER NEGOTIABLE INSTRUMENTS ACT, 1881.

The Government of Madhya Pradesh, General Administration Department, vide No. F 3-8/2023/1/4 dated 14.08.2024 notified that under Section 25 of the Negotiable Instruments Act, 1881, a public holiday is declared on August 19, 2024 (Monday) on account of Rakshabandhan and on August 26, 2024 (Monday) on account of Shri Krishna Janmashtami.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

CHHATTISGARH - PUBLIC HOLIDAY ON AUGUST 19, 2024, UNDER NEGOTIABLE INSTRUMENTS ACT, 1881.

The Government of Chhattisgarh, General Administration Department, vide No. F 1-1/2024/A-5 (Part-1) dated 16.08.2024, notified that the State Government partially amends the notification serial no. F1-1/2023/A-5 dated 11.10.2023. In place of the previously declared general holiday, 19 August 2024 "Rakshabandhan" is hereby declared as a public holiday in Chhattisgarh under the Negotiable Instruments Act, 1881.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - BUILDING AND OTHER CONSTRUCTION WORKERS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) KERALA RULES, 2024.

The Government of Kerala, Labour and Skills (J) Department vide G.O. (P) No. 50/2024/LBR dated 12.08.2024, in exercise of the powers conferred by subsection (1) of Section 62 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, hereby amended the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1988, to be known as the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 2024. As per amendment, in sub-rule (2) of Rule 284, the following proviso shall be added, namely: "Provided that, if a beneficiary commits default in the payment of contribution for more than three years, the membership shall not be resumed."

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MADHYA PRADESH - MADHYA PRADESH PRIVATE SECURITY AGENCY (REGULATION) RULES, 2024.

The Government of Madhya Pradesh, Home Department vide Sl. F-1-172-2021-2-C-X dated 07.08.2024, in exercise of the powers conferred by sub-section (1) of section 25 of the Private Security Agencies (Regulation) Act, 2005 and in supersession of the Madhya Pradesh Private Security Agency Rules, 2012 published in the Gazette of India vide number F.4-1-2005 2-C-1 dated 16 March 2012, hereby issues the Madhya Pradesh Private Security Agency (Regulation) Rules, 2024.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - HALF-DAY HOLIDAY ON 07.08.2024 ON OCCASION OF TEEJ FESTIVAL.

The General Administration Department, Government of Rajasthan vide S.P.V./6/2023-2480 dated 05.08.2024 notified that on the occasion of Teej Fair, on 07.08.2024 (Wednesday), from 1.30 pm onwards, for all the offices of the State Government/Government Undertakings/Educational Institutions located in Jaipur City, a Half Day holiday is hereby declared.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

TRIPURA - PAID HOLIDAY ON ACCOUNT OF GENERAL ELECTIONS TO PANCHAYATS 2024.

The Government of Tripura, General Administration Department (S.A.) Department vide I/203174/2024 dated 01.08.2024 notified that in exercise of the powers conferred by Section 135-B of the Representation of People Act, 1951, the Governor, Tripura has declared that all Government Offices, Magisterial Courts, Educational Institutions, Financial Institutions and all other establishments shall remain closed on 8 August 2024 (Thursday) falling within the jurisdiction where General Election to Panchayats 2024 are going to be held. Further, 8 August 2024 will also be a paid holiday for the employees of Industrial undertakings, all other establishments of the Government of Tripura coming under the purview of the Factories Act, 1948 and daily rated/contingent employees under the Government of Tripura and workers/employees in any business/trade in Tripura posted under the jurisdiction where the election is going to be held. Casual/daily wage workers working outside the said Panchayat Constituencies would be entitled to the benefit of a paid holiday on 08.08.2024 under Section 135B (1) of the Representation of People Act, 1951.

[View Notification](#)



IMPORTANT JUDGEMENTS



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IMPORTANT JUDGEMENTS

HIGH COURT OF CALCUTTA - A TRAINEE, NOT BEING AN APPRENTICE, IS AN EMPLOYEE FOR THE PURPOSE OF CLAIMING GRATUITY

**STEEL AUTHORITY OF INDIA LIMITED IISCO STEEL PLANT VS. MD. MOHIUDDIN &
ORS., W.P.A.**

In the present case, the High Court of Calcutta has held that apprentices are excluded from the definition of 'employee' under the Gratuity Act. A trainee can be said to be an "apprentice" only if he is undergoing "apprenticeship training" under the Apprentices Act, 1961. A Trainee outside the purview of the Apprentices Act is an employee under the Gratuity Act.



IMPORTANT JUDGEMENTS

Issue of the case :

Whether a trainee, no being an apprentice, shall be considered as an “employee” under the Payment of Gratuity Act, 1972?

Facts of the case : Respondent No.1 / Employee filed an application in Form N under Rule 10(1) of the Payment of Gratuity (Central) Rules, 1972 (for short "the 1972 Rules") before the Controlling Authority for determination and realization of gratuity amount for continuous service from 12- 10-1971 to 31-03-2003 under the writ petitioner/Employer and for other reliefs. Writ petitioner contested the said application before the Controlling Authority contending that the 1st respondent was an "apprentice" appointed under the Apprentice Act, and he was absorbed as a new entrant on 12-10-1974 and was paid the gratuity amount on the basis of date of appointment as recorded in the service records. The Controlling Authority vide Order dated 24-02-2005, determined that a sum of Rs. 19,766/- is payable to Respondent No.1 as balance amount of gratuity. Aggrieved by the order of the Controlling Authority, the Writ petitioner/Employer preferred an appeal. However, the Appellate Authority vide Order dated 23-11-2006 dismissed the appeal.

IMPORTANT JUDGEMENTS

Learned Senior Advocate for the Petitioner contended that “apprentice” is excluded from the definition of “employee” under the Payment of Gratuity Act, 1972 (hereafter referred to as “the POG Act, 1972”) and therefore, the period of apprenticeship training undergone by Respondent No. 1 cannot be included within the expression “continuous service” as defined under Section 2(c) of the POG Act, 1972.

Decision of the High Court of Calcutta

"Employee" has been defined in section 2(e) of the 1972 Act. Section 2(e) has been extracted hereinafter as the same would be relevant for deciding the issue involved in this writ petition. "2(e) "employee" means any person (other than an apprentice) who is employed for wages, whether the terms of such employment are express or implied, in any kind of work, manual or otherwise, in or in connection with the work of a factory, mine, oilfield, plantation, port, railway company, shop or other establishment to which this Act applies, but does not include any such person who holds a post under the Central Government or a State Government and is governed by any other Act or by any rules providing for payment of gratuity."

From the definition of "employee" it is evident that an apprentice is excluded therefrom.

"Apprentice" has not been defined in the 1972 Act. Section 2(aa) of the 1961 Act defines "apprentice" to mean a person who is undergoing apprenticeship training in pursuance of a contract of apprenticeship.

IMPORTANT JUDGEMENTS

Section 18 of the 1961 Act states that apprentices are trainees and not workers save as otherwise provided in the said Act. Section 18, however, excludes the applicability of the labour laws in relation to a person who is an apprentice. There may be persons who is undergoing training but not in pursuance of any contract of apprenticeship. Such persons are trainees but are outside the purview of the 1961 Act.

A trainee can be said to be an "apprentice" only if he is undergoing an "apprenticeship training" as defined under section 2(aaa) of the 1961 Act in pursuance of a contract of apprenticeship. Therefore, all apprentices are trainees, but all trainees are not apprentices.

The issue that falls for consideration in this writ petition is whether the 1st respondent was an apprentice under the 1961 Act or a trainee outside the purview of the said Act for the period from 12-10-1971 to 12-10-1974. Section 4 of the 1972 Act deals with payment of gratuity. The mode of calculation of gratuity has been specifically laid down therein which is based on "completed year of service". "Completed year of service" has been defined in section 2(c) of the 1972 Act to mean continuous service for one year. The Controlling Authority held that the 1st respondent must be treated as employee within the meaning of section 2(e) of the 1972 Act and entitled to gratuity for the period of training undergone by him.

The Court is of the considered view that the Controlling Authority and the Appellate Authority after considering the materials on record including the Circular dated 13-1-2003 and by applying the correct legal principles rightly held that the 1st respondent is entitled to gratuity from the date of his initial joining in the company on 12-10-1971

IMPORTANT JUDGEMENTS

**HIGH COURT OF KARNATAKA -
TRAINEES BEING PAID WAGES, AND NOT STIPEND, ARE
EMPLOYEES UNDER THE EPF ACT.**

**THE REGIONAL PROVIDENT FUND COMMISSIONER VS. M/S. MILLIPORE INDIA
PVT. LTD.,**

In this case, the High Court of Karnataka held that if the trainees are not engaged as per certified standing orders approved by competent authority, the same will be treated as regular employees, entitled to the benefit of Employees' Provident Funds and Miscellaneous Provisions Act, 1952. The trainees being paid wages and not stipend, based on records of the management, they will be employees under section 2(f) of the Act, entitled for benefits as provided under the Act.



IMPORTANT JUDGEMENTS

Issue of the case : Whether trainees being paid wages are to be considered as employees under the EPF Act?

Facts of the case : M/s. Millipore India Pvt. Ltd. was brought under the purview of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 under code number KN/13412 with effect from 01-09-1998. The Enforcement Officer visited the respondent establishment on 25-07-2008 for inspection of records and reported that the Management of the establishment has not enrolled certain employees to the Provident Fund Membership from their date of joining because such persons are designated as Management Trainees. Accordingly, the employer was advised vide letter dated 13-10-2008 to extend the Provident Fund benefits to the persons employed in the establishment who are designated as Management Trainees who come full within the definition under section 2(f) of the Act. The respondent replied in its letter dated: 17-12-2008 contending that the Trainees are not entitled to the Provident Fund Membership. The respondent failed to furnish the documents to show that they are Trainees as per the certified standing orders duly approved by the Appropriate Authority. The respondent failed to comply with the directions issued to enrol the Trainees in the Provident Fund Membership.

IMPORTANT JUDGEMENTS

Decision of the Karnataka High court:

An inquiry under section 7A of the Act was initiated and an order was passed on 15-05-2009 with a direction to remit the dues within 10 days from the date of receipt of the 7A order. The respondent challenged the 7A order before the EPF Authority, New Delhi. The Authority vide order dated 04-11-2010 allowed the appeal and set aside the 7A Order. It is this order that is called into question in this Writ Petition on several grounds.

The respondent contended that the Trainees are not entitled to the Provident Fund Membership. However, the pay register reveals that fifty-seven non-enrolled employees were paid wages and not stipend. Hence, the contention that they are trainees is satisfactorily hopeless. The Appellate Authority has overlooked this aspect of the matter and has erroneously set aside the 7A order. Therefore, the order passed by the EPF Authority, New Delhi is liable to be set aside. Accordingly, it is set aside. The order dated 13/15-05-2009 passed by the Regional Provident Fund Commissioner-II, Bengaluru vide Annexure-E is confirmed.

[View Judgement](#)

IMPORTANT JUDGEMENTS

BOMBAY HIGH COURT

- ❑ No ESI coverage for professionals engaged for maintenance of accounts and compliances on part time. [View Judgement](#)
- ❑ Start-ups cannot be inspected under the EPF Act in the first year of their being set up. [View Judgement](#)
- ❑ Employer cannot be prosecuted in the absence of knowledge of misappropriation of PF dues. [View Judgement](#)

CALCUTTA HIGH COURT

- ❑ Labour Ministry cannot declare proceedings under the EPF Act void. [View Judgement](#)
- ❑ Being unable to attend work due to accident would not constitute as "break in service". [View Judgement](#)
- ❑ Section 14B of the EPF Act is not violative of article 14 of the Constitution. [View Judgement](#)

IMPORTANT JUDGEMENTS

HIMACHAL PRADESH HIGH COURT

- ❑ APFC cannot challenge order of the CGIT before the High Court. [View Judgement](#)

DELHI HIGH COURT

- ❑ EPF Authorities are bound to provide the employer with all relevant documents relied upon by them. [View Judgement](#)
- ❑ Employees are not entitled to workmen benefits if predominant function of establishment isn't commercial. [View Judgement](#)
- ❑ Aggrieved woman can make a complaint under POSH Act even after the company has been wound up. [View Judgement](#)
- ❑ Payments under S.17-B of ID Act cannot be refunded even if management emerges victorious. [View Judgement](#)
- ❑ HC cannot interfere with arrest warrant if employer failed to respond to the authority's show cause notice. [View Judgement](#)

IMPORTANT JUDGEMENTS

GAUHATI HIGH COURT

- ❑ Employee cannot enforce award of reinstatement on her refusal to rejoin even after repeated intimations. [View Judgement](#)
- ❑ Authority under the Payment of Wages Act cannot determine the question of potential wages. [View Judgement](#)

GUJARAT HIGH COURT

- ❑ Getting job on the basis of incorrect particulars is a gross misconducts justifying dismissal. [View Judgement](#)

KARNATAKA HIGH COURT

- ❑ Lead Systems Engineer is not a workman when engaged in innovative and managerial work. [View Judgement](#)

IMPORTANT JUDGEMENTS

KERALA HIGH COURT

- ❑ Retrenchment amount would not include gratuity amount payable to the employee.
[View Judgement](#)
- ❑ Report of EO has to be determined w.r.t. the register of employees maintained by the establishment. [View Judgement](#)

MADHYA PRADESH HIGH COURT

- ❑ A person would be in a 'permanent job' if his salary is increased periodically. [View Judgement](#)

MADRAS HIGH COURT

- ❑ For availing medical leave, letter has to be submitted on that day or atleast the next day.
[View Judgement](#)
- ❑ Employer to approach the Authorities and not the HC for seeking order to remit PF dues in installments. [View Judgement](#)
- ❑ Getting leave sanctioned by an unauthorized clerk would not be proper. [View Judgement](#)
- ❑ Delay in remittance of EPF dues due to lack of knowledge of law is no ground to waive damages. [View Judgement](#)
- ❑ Educational institutions are coverable under the EPF Act. [View Judgement](#)

IMPORTANT JUDGEMENTS

MEGHALAYA HIGH COURT

- ❑ Employees can only approach the Labour Court for claiming better gratuity. [View Judgement](#)
- ❑ An unregistered Trade Union can challenge award of Tribunal/Labour Court but can't file writ petition. [View Judgement](#)

ORISSA HIGH COURT

- ❑ Surrogate mothers are entitled to maternity benefits. [View Judgement](#)

PATNA HIGH COURT

- ❑ PF Code cannot be allotted to an establishment merely on the basis of the inspection report. [View Judgement](#)
- ❑ EPF authority cannot unjustly retain and earn interest on amount deposited under section 70 for 10 years. [View Judgement](#)
- ❑ EO's inspection report is not admissible in the absence of complete details of the employees. [View Judgement](#)

IMPORTANT JUDGEMENTS

PUNJAB & HARYANA HIGH COURT

- ❑ An employee cannot claim minimum wages of his family members before the High Court.
[View Judgement](#)
- ❑ CGIT's order of staying coercive action during pendency of appeal cannot be challenged before the HC. [View Judgement](#)
- ❑ Mere undue hardship suffered by the employer is not sufficient cause for waiver of pre-deposit. [View Judgement](#)

TELANGANA HIGH COURT

- ❑ The Central Government has exempted institutions run by religious/charitable trusts from the EPF Act. [View Judgement](#)
- ❑ Employer can pray for staying attachment of bank account before CGIT during appeal's pendency. [View Judgement](#)

TRIPURA HIGH COURT

- ❑ Gratuity can be attached for recovery of government dues payable by an employee.
[View Judgement](#)

STATUTORY DUE DATES



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STATUTORY DUE DATES SEPTEMBER-2024



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Employee State Insurance Act, 1948	All States	Remittance	Monthly	Aug'24	15-09-2024	Code wise	
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Remittance	Monthly	Aug'24	15-09-2024	Code wise	
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly	Aug'24	15-09-2024	Code wise	International Workers Return
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly	Aug'24	25-09-2024	Code wise	Monthly Return - EDLI Exempted Employer

STATUTORY DUE DATES

SEPTEMBER-2024



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Kerala Shops and Commercial Establishments Workers Welfare Fund Act, 2006	Kerala	Remittance	Monthly	Aug'24	05-09-2024	Branch	
Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987	Andhra Pradesh	Remittance & Returns	Monthly	Aug'24	10-09-2024	Branch	
Telangana Tax On Professions, Trades, Callings And Employments Act, 1987	Telangana	Remittance & Returns	Monthly	Aug'24	10-09-2024	Branch	
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Remittance	Monthly	Aug'24	10-09-2024	Branch	
Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976	Gujarat	Return	Monthly	Aug'24	15-09-2024	Branch	
Karnataka Tax on Professions, Trades, Callings and Employments Act, 1976	Karnataka	Remittance & Returns	Monthly	Aug'24	20-09-2024	Combined	
West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979	West Bengal	Remittance & Returns	Monthly	Aug'24	21-09-2024	Branch	

STATUTORY DUE DATES

SEPTEMBER-2024



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Assam Professions, Trades, Callings And Employments Taxation Act, 1947	Assam	Remittance & Returns	Monthly	Aug'24	30-09-2024	Branch	
Assam Professions, Trades, Callings And Employments Taxation Act, 1947	Assam	Employer PT	Annual Remittance	April24 to March'25	30-09-2024	Branch	
Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976	Gujarat	Remittance & Returns	Monthly	April24 to March'25	30-09-2024	Branch	Employer Enrolment Tax
Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975	Maharashtra	Remittance & Returns	Monthly	Aug'24	30-09-2024	Combined	
Manipur Professions, Trades, Callings And Employments Taxation Act, 1981	Manipur	Remittance & Returns	Monthly	Aug'24	30-09-2024	Branch	
Manipur Professions, Trades, Callings And Employments Taxation Act, 1981	Manipur	Employer PT	Annual	April24 to March'25	30-09-2024	Branch	
Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947	Meghalaya	Remittance & Returns	Monthly	Aug'24	30-09-2024	Branch	
Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995	Mizoram	Remittance & Returns	Monthly	Aug'24	30-09-2024	Branch	
Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995	Mizoram	Employer PT	Annual	April24 to March'25	30-09-2024	Branch	

STATUTORY DUE DATES

SEPTEMBER-2024



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Nagaland Professionals, Trades, Calling and Employment Taxation (4th Amendment) Act, 2012	Nagaland	Return	Annual	April'24 to March'25	30-09-2024	Branch	
Nagaland Professionals, Trades, Calling and Employment Taxation (4th Amendment) Act, 2012	Nagaland	Remittance & Returns	Monthly	Aug'24	30-09-2024	Branch	
Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000	Odisha	Remittance & Returns	Monthly	Aug'24	30-09-2024	Branch	
Punjab State Development Tax 2018	Punjab	Remittance & Returns	Monthly	Aug'24	30-09-2024	Branch	
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Remittance & Returns	Monthly	Aug'24	30-09-2024	Branch	
Tamil Nadu Municipal Laws (Second Amendment) Act, 1998 & Tamil Nadu Professional Tax Rules, 1999	Tamil Nadu	Remittance & Returns	Half Yearly	April'24 to September'24	30-09-2024	Branch	For Chennai
Tripura Professions Trades Callings And Employments Taxation Act, 1997	Tripura	Remittance & Returns	Monthly	Aug'24	30-09-2024	Branch	
Tripura Professions Trades Callings And Employments Taxation Act, 1997	Tripura	Employer PT	Annual	April'24 to March'25	30-09-2024	Branch	

AWARDS AND CERTIFICATIONS



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AWARDS



CERTIFICATION



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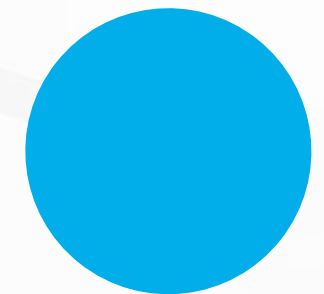
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