

THE LABOURTORIALS[®]

MONTHLY UPDATES ON INDUSTRIAL AND LABOUR LAWS

TRIVIA

The 1st Labour 20 (L20) meeting is scheduled to be held in Amritsar, Punjab, on 19 & 20 March. L20 is one of the engagement groups under G20. It comprises leaders and representatives of trade union centers of G20 countries who provide analyses and policy recommendations aimed at addressing labor-related issues.



PC | Yourstory | Mint

KEY HIGHLIGHTS

LATEST FROM THE SUPREME COURT OF INDIA

- Child adopted by widow after death of Govt. employee not entitled to family pension.
- Different pay scale for seemingly similar posts justifiable if there is a reasonable classification.

LATEST FROM THE HIGH COURTS

- Contractual employee can't be removed from service without following rules of natural justice: Orissa HC
- Can't deny maternity benefits on mere technicalities, woman cannot be forced to swing between motherhood And employment: Madras HC

LATEST FROM THE CENTRAL GOVERNMENT

- Notification regarding filing of contribution in respect of employees who are on ESI leave- ESIC.

LATEST FROM THE STATE GOVERNMENTS

- Revised rates of minimum wages.
- Circular mandating the display of board in Punjabi in Gurmukhi script- Punjab

LATEST FROM THE SUPREME COURT OF INDIA

Child adopted by widow after death of Govt. employee not entitled to family pension under Central Civil Services (Pension) Rules, 1972.

The SC held that a son or daughter adopted by the widow of a deceased govt. servant, after the death of the government servant, cannot be included within the definition of 'family' under Rule 54(14)(b) of the Central Civil Services (Pension) Rules, 1972 to claim family pension. **[Shri Ram Shridhar Chimurkar vs Union of India]**



PC | The Supreme Court of India

In this case, nearly 2 years after the death of the govt. servant, his wife adopted a son. His claim for family pension was rejected on the ground that children adopted by the widow of govt. servant, after the death of the govt. servant, would not be entitled to receive family pension as per Rule 54 (14) (b) of the Central Civil Services (Pension) Rules.

Allowing his application, Central Administrative Tribunal, Mumbai, directed the authorities to consider his claim for family pension by treating him as the adopted son of the deceased govt. employee. The Tribunal noted that, as per Sections 8 and 12 of the Hindu Adoptions and Maintenance Act, 1956 [HAMA] the widow of a Hindu male is competent to adopt a son or a daughter. Thus, according to the Tribunal, the effect of adoption by a widow would be that the child

so adopted would be deemed to be the child of her deceased husband. The HC reversed this order passed by the Tribunal and thus the son approached the Apex Court.

The issue raised before the Apex Court bench was whether a child adopted by a widow of a govt. servant, subsequent to the death of the govt. servant would be included within the scope of the definition of 'family' under Rule 54 (14) (b) of the CCS (Pension) Rules, and would therefore be entitled to receive family pension payable under the said Rules?

The court noted that on adoption by a widow, the adopted son or daughter is deemed to be a member of the family of the deceased husband of the widow. However, the provisions of the

HAMA Act, 1956 determine the rights of a son adopted by a Hindu widow only vis-à-vis his adoptive family, it said.

"Rights and entitlements of an adopted son of a Hindu widow as available in Hindu Law, as against his adoptive family, cannot axiomatically be held to be available to such adopted son, as against the government, in a case specifically governed by extent pension rules. The provisions of the HAMA Act, 1956, as discussed above, relate generally to the capacity of the female Hindu to take a son or daughter in adoption and the effects that follow such an adoption. The said provisions do not lend much assistance in the instant case which does not pertain to the rights of the adoptee such as the Appellant herein under Hindu Law, but to his rights and

... Contd.



Contd...

entitlements under the CCS (Pension) Rules. **There exists a vital difference between the rights of an adopted son under Hindu Law and his rights to draw family pension, which creates a burden on the public exchequer"**

The bench noted the phrase "in relation to a government servant" as appearing in Rule 54 (14)(b) of the CCS (Pension) Rules and made the following observations:

"family member must have a

close nexus with the deceased government servant"

"term 'family' cannot be extended to include those persons who were not even dependents of the government servant"

The court further observed that case where a child is born to the deceased government servant after his death has to be contrasted with a case where a child is adopted by the widow of a government servant after his death.

The former category of heirs are covered under the definition of family since such a child would be a posthumous child of the deceased government servant. The entitlement of such a posthumous child is wholly distinct from a child being adopted subsequent to the demise of the government servant by the surviving spouse.

The court therefore dismissed the appeal.

[Click here](#) to read judgement.

Regularisation can't be claimed if appointment was not by a Competent authority & there's no sanctioned post.

In Secretary, State of Karnataka and Ors. v. Umadevi and Ors. (2006) 4 SCC 1., the top court had laid down a set of two conditions **for regularisation of daily wage employees:** Firstly, **initial appointment must be done by the competent authority** and Secondly, **there must be a sanctioned post on which the daily rated employee must be working.**

Regarding the present case, the Supreme Court noted that that the appellant was never appointed against any post. Moreover, his appointment was never made by the competent authority and there were no posts available at the time for regularization.

The Court dismissed the SLP, holding that, "In view of the law laid down by the Constitution Bench of this Court in Uma Devi, the appellant had no case for regularization. **[Vibhuti Shankar Pandey vs The State of Madhya Pradesh & Ors.]**

[Click here](#) to read judgement.

Employee can't seek alteration of date of birth at Fag end of career.

The law that the employees cannot wake up from their slumber after a long time and seek alteration of date of birth towards the fag end of their career", the bench clarified while dismissing the petition. **[General Manager South Eastern Coalfields vs Avinash Kumar Tiwari]**

The employee's date of birth was correctly recorded at the time of the appointment which was altered without his knowledge. when he came to know about the same, he started corresponding with petitioners. Observing "**it is true that any request for alteration of date of birth cannot be made after a long delay and especially towards the end of the career of an employee**", the bench however refused to entertain the PSU's petition having regard to the special facts of the case as the said date of birth was altered without his knowledge and that he came to know about it in the year 2001. The fact that the employee has only ten more days of service left also persuaded the Court to not entertain the petition.

[Click here](#) to read judgement.



Different pay scale for seemingly similar posts justifiable if there is a reasonable classification.



PC | Central Administrative Tribunal | Law Insider India

The SC has observed that Pay Commissions may be justified in recommending different pay scales for seemingly similar posts and if the State accepts such differentiation based on a reasonable classification, then the Courts will not interfere. **[Union of India v. Indian Navy Civilian Design Officers Association And Anr.]**

However, **the doctrine of "equal pay for equal work" will not strictly apply in such cases.**

"It may be true that the nature of work involved in two posts may sometimes appear to be more or less similar, however, if the classification of posts and determination of pay scale have reasonable nexus with the objective or purpose sought to be achieved, namely, the efficiency in the administration,

the Pay Commissions would be justified in recommending and the State would be justified in prescribing different pay scales for the seemingly similar posts. A higher pay scale to avoid stagnation or resultant frustration for lack of promotional avenues or frustration due to longer duration of promotional avenues is also an acceptable reason for pay differentiation.

It is also a well-accepted position that there could be more than one grade in a particular service. The classification of posts and the determination of **pay structure, thus falls within the exclusive domain of the Executive, and the Courts or Tribunals cannot sit in appeal over the wisdom of the Executive in prescribing certain pay structure and**

grade in a particular service", the Court observed.

The Bench made the aforesaid observation while setting aside orders of the Central Administrative Tribunal (CAT) and the Delhi High Court granting parity of pay scale of Junior Design Officers (JDOs) in the Navy with that of the Civilian Technical Officers (CTOs). While doing so the Bench **emphasised that equal pay can be granted, but only if it is for equal work with equal value.** It opined that the duties and responsibilities of JDOs and CTOs are distinct; their promotional avenues were also based on different criteria.

[Click here](#) to read judgement.



ESI Act applicable to factory or establishment irrespective of number of persons employed.

The SC held that **Section 1(6) of the Employees' State Insurance Act, 1948**, which contemplates that an establishment would be governed by the Act even if the number of employees fall below the specified limit at any time, **shall be applicable to establishments established prior to the provision coming into existence.**

Radhika Theatre, established in 1981, paid ESI contributions up to September, 1989. After that, since the number of employees went below the prescribed number i.e. 20, it stopped making contributions. The ESI Corporation issued demand notices. The same were challenged by the Theatre before the ESI Court, which was dismissed. An appeal was

moved before the Telangana HC.

The Theatre argued that insertion of Section 1(6) of the ESI Act, which contemplated that all establishments shall be governed by the ESI Act, notwithstanding the fact that the number of persons engaged therein is less than the prescribed number, came into effect on 20.10.1989, and should not be applied retrospectively. It is pertinent to note that prior to insertion of Section 1(6) of the ESI Act, only those establishments/factories engaging more than 20 employees were governed by the ESI Act.

At outset, the Court considered the object, purpose and preamble of the ESI Act. The preamble envisages benefits to

employees in case of sickness, maternity and employment injury and to make provisions for certain other matters in relation thereto. Considering that ESI is a social welfare legislation, the Court noted that the **ESI Act be given liberal interpretation; one that leans in favour of the beneficiary.** However, the Court observed that the High Court had erred to the extent that it had quashed the demand notices even for the period subsequent to 20.10.1989. Thus, the High Court's order was set aside and the demand notice for the period post 20.10.1989 was restored. **[The ESI Corporation v. M/s. Radhika Theatre]**

[Click here](#) to read judgement.

SC issues directions for payment of Rs. 650 Cr. to workers of 25 tea gardens in Assam.

The SC directed payment of about Rs. 650 crores towards dues of 28,556 workers of 25 tea gardens in the state of Assam. These include 15 gardens owned by the Assam Government owned Assam Tea Company Limited (ATCL). **[International Union of Food Agricultural & Ors vs UOI]**

The Bench accepted the report submitted by Retired Justice Abhay Manohar Sapre with respect to the State in the case seeking proper dues to tea garden workers.

The committee concluded in its report that Rs. 414.7 Crores (approx.) is the total amount of various dues payable to the 28,556 workers of

25 tea gardens in the state of Assam and Rs. 230.7 Crores (approx.) is the total amount payable to the Provident Fund department.

[Click here](#) to read more.



PC | Assam's Tea Garden | Mint Lounge



LATEST FROM THE HIGH COURTS

Contractual employee can't be removed from service without following rules of natural justice: Orissa High Court



PC | The Orissa High Court

While providing relief to a junior teacher (contractual), who was removed without being provided an opportunity to defend himself, the court observed that:

“This Court is not impressed with the argument that being a contractual employee no rules or procedure are required to be followed before disengaging him. It is rather the settled position of law that even in case of a contractual employee the rules of natural justice are required to be followed to the hilt.”

In this case, the petitioner was engaged as a Sikshya Sahayak by an order issued by the Chief

Executive Officer, Zilla Parisad –cum-Collector, Jagatsinghpur in 2015. In 2018, the District Education Officer, Jagasinghpur issued a show cause notice containing certain allegations asking the petitioner to reply.

He submitted his reply within the stipulated date denying all the allegations. No further communication was made to him till issuance of the impugned notice dated 01.06.2018 by the District Project Co-ordinator, SSA, Jagatsinghpur. Being aggrieved by the notice, the petitioner filed the present writ petition.

After perusing the counter-

affidavit submitted by the opposite party, the court observed that some sort of enquiry was conducted in the matter wherein the statements of some students including their parents were obtained.

It was further contended that the petitioner was never called upon to attend the so-called enquiry and he had no knowledge whatsoever regarding the same.

The Court said as the petitioner was appointed by the CEO, Zilla Parisad-cum-Collector, only he was the competent authority to take disciplinary action.

“In the instant case, as already stated, the enquiry was conducted entirely behind the back of the petitioner, inasmuch as he was not given any opportunity to participate and to have his say therein,” the court said.

Accordingly, the writ petition was allowed setting aside the impugned notice. **[Bichitrananda Barik v. State of Odisha & Ors.]**

[Click here](#) to read judgement.



Contractual employees cannot be terminated without Issuance Of notice: Kerala HC

The Kerala HC has held that contractual employees cannot be terminated on the ground of 'unsatisfactory performance' of service without the issuance of notice or finding to that effect. **[Tintu K. & Anr. v. Union of India & Ors.]**

[Click here](#) to read judgement.



PC | The Kerala High Court

In a welfare State, the State has the duty and obligation to protect the interests of its citizens, rather than finding ways & means to defeat their interests and means of livelihood: Kerala HC

The Kerala HC recently observed that a welfare state is responsible to pay citizens engaged on a contract basis by them, in line with the terms under the contract, without creating a situation where the citizens have to demand such payments **[Vishnu & Anr. v State of Kerala & Ors.]**.

"The scheme of part III of the Constitution of India dealing with 'fundamental rights' speaks eloquently of the responsibilities of the State to safeguard the well-being and prosperity of the citizens without fail. Therefore, when a citizen was engaged by the government to carry out one of its activities, it had every duty to reward the person as agreed upon in the contract, even without asking for it."

[Click here](#) to read judgement.

Can't deny maternity benefits on mere technicalities, woman cannot be forced to swing between motherhood and employment: Madras HC

The Madras HC recently held that welfare legislation like the Maternity Benefits Act cannot be denied merely on the basis of technicalities.

The woman was employed in the transport corporation as a temporary employee and was subject to undergo a mandatory training period. Since she was pregnant, she had to take leave during the training period and had applied for maternity leave. Though the transport corporation had granted her maternity leave, it was with a loss of pay.

Upon appeal, the transport corporation contended that as per a GO issued by the Transport Department, there was no provision for eligible maternity leave during the training

period. Further, only a non-permanent woman employee who had completed 160 days of work in 12 months was eligible to claim maternity leave. Since the petitioner had completed only 145 days of work, she was not eligible for maternity leave.

The court further relied on the decision of the Apex Court in Municipal Corporation of Delhi vs. Female Workers (Muster-roll) and another where the SC had held that **female workers working on a casual basis or on muster roll on daily-wage basis should be given maternity benefits.**

[Click here](#) to read judgement.



Paramilitary forces are Armed forces of Union, Old Pension Scheme applicable to Personnel of all CAPFs: Delhi HC

The Delhi HC has ruled that the benefit of Old Pension Scheme (OPS) in accordance with CCS (Pension) Rules, 1972 shall be applicable for all the personnel of Central Armed Police Forces and directed the Centre to issue necessary orders within eight weeks. **[Pawan Kumar & Ors. vs Union of India & Ors.]**

The court said Notification dated 22.12.2003 for New Contributory Pension Scheme (NPS) shows that in Para (i) it has been categorically mentioned that 'the system

would be mandatory for all new recruits to the central Government service from 1st of January 2004 (except the armed forces in the first stage)'.
"Meaning thereby that the Scheme was not applicable to Armed Forces and the Armed Forces will be governed by the Old Pension Scheme already existing. Also, the said Notification stipulated that the scheme shall not be applicable to Armed Forces and they shall be governed by the Old

Pension Scheme already existing," said the court.

Apparently, Article 246 read with List 1 Entry 2 of the VII Schedule of Constitution of India envisages Armed Forces of the Union of India includes "Naval, Military and Air Forces; any other armed force of the Union", so, the personnel of CAPFs deserve to get the benefit of OPS, as has been granted vide Notification dated 22.12.2003," said the court.

[Click here](#) to read judgement.

Kin Of deceased health workers during Covid-19 cannot claim compensation under both Central & State Govt Scheme- Madras HC

The Madras HC recently held that kin of a Covid-19 victim could not claim benefits/compensation under both the Central government scheme and the State govt. scheme but only one of them. **[K. Arunachalam v. The Principal Secretary to Government & Ors.]**

In this case, the petition was filed by the deceased nurse's husband who had sought compensation of Rs. 50 Lakh from the Tamil Nadu govt. The nurse had passed away after contracting Covid twice while working at Rajiv Gandhi Government General Hospital

in Chennai.

The Court noted that the petitioner had already benefited by payment of a sum of Rs. 50 Lakhs under the PMGKP, Insurance Scheme for Health Workers Fighting Covid-19 and observed that "The purpose of the scheme is that the benefit should be either from the Central Government or from the State Government. If the benefit has been rejected by the Central Government, then the State Government would extend its arms and embrace the petitioner and seek to be alleviate his grievances."

The Court while concluding also said that the **petitioner should not stand in the way of yet another family similarly benefiting from the State Government for such compensation by asking the claim amount for himself over and above again and again.**

[Click here](#) to read judgement.



Widowed/divorced daughters of freedom fighters entitled to pension under Swatantrata Sainik Samman Pension Scheme: Delhi High Court

The Delhi High Court on Friday held that a widowed or divorced daughter of a freedom fighter is entitled to pension under the Swatantrata Sainik Samman Pension Scheme of 1980 [Union of India v Kolli Uday Kumari].

The division bench rejected the Centre's arguments that the term 'unmarried daughter' excludes widowed and divorced daughters and that allowing benefits to them would result in opening the floodgates and will burden the exchequer.

The Court said that the expression 'unmarried' not only includes a person who is not married but also a woman who is single i.e., who was married but divorced and even a woman who is widowed.

[Click here](#) to read judgement.

LATEST FROM THE CENTRAL GOVERNMENTS

Notification regarding filing of contribution in respect of employees who are on ESI leave- ESIC.

ESI frequently observe that contribution is being filed by the employers in respect of the period during which the employees are on ESI leave. The issue is that the audit recommends for recovery of payment given by the ESI Corporation to compensate the loss of wages on the ground that the employer has already paid the wages to the employees during the ESI leave period. It is understood that in most of the cases, it happens due to the negligence on part of the employers.

It may brought to their attention that the number of days during which the employees are paid ESI leave salary should be excluded when the number of days entered against such employees and regarding the amount of salary the corresponding salary paid by the employer only to be entered in the online portal against the name of these employees.

Employers are advised to be careful on such filing of contributions.

[Click here](#) to read notification.

Circular regarding the adoption of AAA+ mobile app to ensure the medical facilities for Beneficiaries- ESIC.

ESIC had launched the AAA+ Mobile App in April 2017, it has been available free for use on android and iOS platforms ever since. Beneficiaries can seek prior appointment for OPD Registration in their stipulated dispensary through this App and avail priority services avoiding long queue. Use of "AAA+" shall not only save time but also prevent hardship faced by patients. Provides provision to book appointments up to 7 days in the app. It is available for use for all ESI Dispensaries and Hospitals.

[Click here](#) to read notification.

Circular regarding new born baby registration in HIS to Insurance-ERP integration- ESIC

ESI Corporation, Hqrs has developed a new feature for Registration of babies born in ESI Hospitals through Integration of Dhanwantari Module and Insurance ERP-Portal.

[Click here](#) to read notification.



Notification regarding extension of medical benefits to insured person's family member's w.e.f 01.01.2023- ESIC

The Director General has fixed 01/01/2023 as the date from which the medical benefit as laid down in the said Regulation 95-A and under the respective States' Employees' State Insurance (Medical Benefit) Rules, 1955 shall be extended to the families of insured persons in the entire areas of Tiruvallur district in the State of Tamil Nadu; areas of "Chamba, Kullu, Hamirpur, Kinnaur and Lahaul & Spiti" district in the State of Himachal Pradesh; areas of Sehore, Shajapur and Guna (in addition to the already notified areas in the districts) in the State of Madhya Pradesh.

Further, the date has been

fixed as 01/02/2023 for certain other districts from which the above said medical benefits as laid down in the said Regulation 95-A and under the respective States' Employees' State Insurance (Medical Benefit) Rules, 1955 shall be extended to the families of insured persons in the entire areas of Sindhudurg,

Bhandara, Beed, Latur, Osmanabad, Parbhani, Ratnagiri, Washim, and Gadchiroli districts of Maharashtra; Kendrapara district of Odisha; Ferozpur district of Punjab; Chhindwara and Singrauli districts of Madhya Pradesh and Aizawl district of Mizoram.

[Click here](#) to read notification.



Notification regarding Enforcement Of Provisions of ESI Act- ESIC

The provisions towards Chapter IV (Contribution), Chapter V (Benefits), and Chapter VI (Adjudication of Disputes and Claims) of The Employees' State Insurance Act, 1948 (ESI Act) effective from 01.02.2023 in all the areas of Sindhudurg, Ratnagiri, Bhandara, Washim, Gadchiroli and Beed districts, in addition to the already notified areas of the said districts. In all the areas of Latur, Osmanabad and Parbhani districts, in the State of Maharashtra; Ferozpur district of the Punjab and the same will be effective from 1.3.2023, in all the areas of Imphal East and Imphal West districts in Odisha.

[Click here](#) to read notification.

Circular regarding admissibility of assurance benefits payable to the beneficiaries of EDLI Scheme- EPFO

The complaints have been received that where an employee has died while in service, offices are rejecting the claims saying that the contribution was not received during the previous few days and therefore the EDLI benefits are not payable on account of such NCP days.

Accordingly, all ZOs /ROs are advised to settle the claims strictly in accordance with scheme.. Due verification shall be done within 7 days and the family members should not be harassed. In cases where employer states that the member is on the muster rolls and EO says otherwise, the reason why the employer version is not acceptable to us should be clearly listed out and examined at Office.

[Click here](#) to read notification.



LATEST FROM THE STATE GOVERNMENTS

REVISED MINIMUM WAGES

Some states have revised the rates of Minimum wages. Click on the link below for updated rates.

S. NO.	STATE	W.E.F.	CLICK HERE TO VIEW NOTIFICATION
1.	Kerala	01.11.2022	Government Notification
2.	West Bengal	01.01.2023 – 30.06.2023	Government Notification
3.	Andaman & Nicobar	01.01.2023	Government Notification
4.	Maharashtra	01.01.2023- 30.06.2023	Government Notification

Ordinance notification of the Madhya Pradesh Udyogon Ki Sthapna Evam Parichalan Ka Saralakaran Adhyadesh 2023-Govt. of Madhya Pradesh.

This is an ordinance to provide for exemption from obtaining specified approvals and inspections for establishing and operationalizing industrial units in Madhya Pradesh and matter connected therewith or incidental thereto. It shall come into force on 27.01.2023.

[Click here](#) to read notification.

The Uttarakhand {Uttar Pradesh Interstate Migrant Workmen (Regulation Of Employment And Condition Of Services)} (Amendment) Rules, 2023

The amendment requires the application for registration of establishments to be made online on the official portal of Labour Department.

[Click here](#) to read notification.

Order regarding Mandating submission of application for licenses or renewal of such licensed under the CLRA Act, 1970 by factories through online mode only (ABRAP) (dated-12.01.2023) - Govt. of Puducherry.

The services shall be availed through online mode only to eliminate the need to submit the applications physically, payment of fees for the services and track their status in each stage. On approval, the final certificate can be downloaded from the online portal anytime and this will come into force with immediate effect.

[Click here](#) to read Order.



GOVERNMENT OF PUDUCHERRY
புதுச்சேரி அரசு



Professional tax registration services through single window Silpasathi Portal- Govt. of West Bengal

Since Silpasathi is a single window portal having the provisions for the investors to obtain license / registration / NoCs online from a single point for setting up industries and operating any business in the state and since the State Government vide notification no. 419/MSME&T dated 19.12.2022 has decided that all such services will be routed exclusively through Silpasathi Portal instead of Department's standalone online system. Now therefore, three services namely:

A. Registration under the West Bengal State Tax on Professions, Trades, Callings and Employment Act, 1979.

B. Registration of Own Generating plant under the Bengal Electricity Duty Act, 1935.

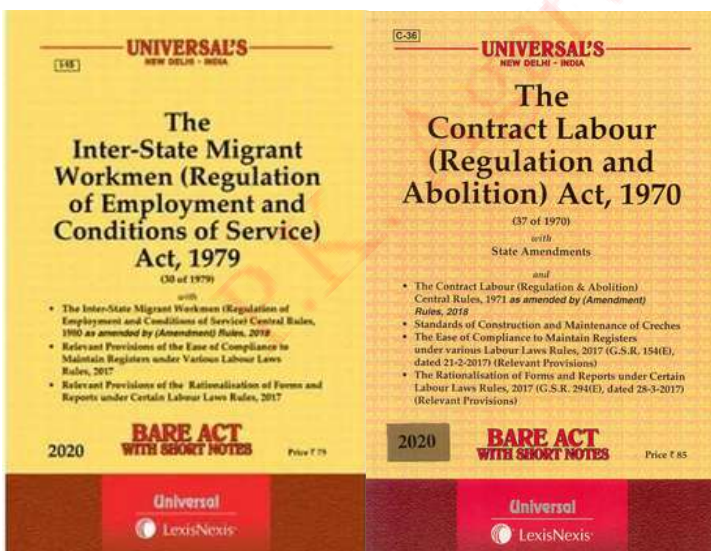
C. Renewal of Registration of Own Generating plant under the Bengal Electricity Duty Act, 1935.

will be provided exclusively through State single Window Silpasathi Portal (www.silpasathi.wb.gov.in) and all applications shall be submitted online through the same w.e.f. 1st January 2023.

Further, the Government of West Bengal also provides that the Certificate of Enlistment (Trade License) can be obtained through the e-District portal instead of the Silpasathi portal, with effect from 2nd February 2023.

[Click here](#) to read notification.

Grant of registration and license under the Inter-State Migrant Workers (Gujarat) (Amendment) Rules, 2023 and Contract Labour (Regulation and Abolition) Rules, 2023- Govt. of Gujarat



The Government of Gujarat has amended the Inter-State Migrant Workmen (Regulation of Employment and Condition of Service) (Gujarat) Rules, 1981 and Contract Labour (Regulation And Abolition) (Gujarat) Rules, 1972 to provide that the Registering Officer shall grant the registration within forty-five days after receiving the application if satisfied about the eligibility of the applicant. In case of failure to issue registration within stipulated time shall be deemed approval.

[Click here](#) to read notification.



Permission to keep shops and establishments open on all days of the year- Meghalaya

The Government of Meghalaya permitted all establishments to keep open throughout the year, under the Meghalaya Shops And Establishments Act, 2003, subject to the prescribed conditions.

[Click here](#) to read notification.

The Himachal Pradesh Building And Other Construction Workers (Regulation of Employment And Conditions of Service) First Amendment Rules, 2023

The Government of Himachal Pradesh, amended the provision on documents to be filed with the application of registration under the Himachal Pradesh Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2008.

[Click here](#) to read notification.

Circular mandating the display of name board- Punjab

The Government of Punjab mandated that the name board of all public and private shops and commercial establishments, and other institutions be displayed in Punjabi in Gurumukhi script by the 21st of February 2023.

[Click here](#) to read notification.

Declaration of authority for shops and establishments- Maharashtra

The Government of Maharashtra, declared Panchayats to be the local authority for enforcement of provisions under the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017.

[Click here](#) to read notification.

LIST OF HOLIDAYS FOR THE YEAR 2023

Some states have released the List of Holidays for the year 2023. Click on the links below for the complete list of holidays.

S.NO.	STATE	CLICK HERE TO VIEW NOTIFICATION
1.	Union Territory of Ladakh	Government Notification
2.	Sikkim	Government Notification
3.	Arunachal Pradesh	Government Notification
4.	Meghalaya	Government Notification

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A team is more than a collection of people- a process of give and take.

-Barbara Glacel

P.K. Agarwal & Associates deals in :

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- Handling of court cases under all the labour statutes before Labour Inspectors, Officers, Commissioners, Tribunals, District Courts as well as High Court and Supreme Court; and
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