

THE LABOURTORIALS

MONTHLY UPDATES ON INDUSTRIAL AND LABOUR LAWS



PC | ThePrint | Economic Times | Office | labour code on mandatory minimum wages

DOUBLE JEOPARDY

The doctrine of double jeopardy states that no one should be put twice in peril for the same offence. "No individual shall be arrested and punished for the same offence more than once," the Indian Constitution provides under Article 20(2).

KEY HIGHLIGHTS

LATEST FROM THE SUPREME COURT OF INDIA

- Strict and technical rule of evidence and procedure does not apply to departmental enquiry conducted by Complaints committee inquiring into sexual harassment complaints.

LATEST FROM THE HIGH COURTS

- Surrogate mothers have right to maternity leave: Rajasthan High Court.
- Offence under Minimum Wages Act- Except in case of direct liability, chairman cannot be proceeded against without impleading Company: Jharkhand High Court.

LATEST FROM THE CENTRAL GOVERNMENT

- Declaration of various industries as a public utility service under the Industrial Disputes Act, 1947.

LATEST FROM THE STATE GOVERNMENTS

- Revised Minimum Wages.
- List of Holidays for the Year 2024.

LATEST FROM THE SUPREME COURT OF INDIA

Strict and technical rule of evidence and procedure does not apply to departmental enquiry conducted by Complaints committee inquiring into sexual harassment complaints.

The instant matter pertains to **sexual harassment complaint filed by Field Assistant (Lady) against the Local Head of Office of the Service Selection Board** on 30-08-2011 wherein, the on-the-spot inquiry report as well as Frontier Complaints Committee's inquiry report denied direct/indirect teasing and harassments. Another complaint was lodged on 18-09-2012 with additional allegations with few other documents including anonymous complaints made against the respondent in October 2011.

It was alleged by the respondent that **the complainant woman's transfer request was rejected after which he received a threat message from someone alleging to be one of his lady staff's husband, indicating the complainant's grudge**, and the first information report ('FIR') in connection with the threats administered to him by way of a telephonic message.

The Central Administrative

Tribunal questioned the constitution of Frontier Complaints Committee as against the 2006 Standing Order and refrained from commenting on Central Complaints Committee's Inquiry thereby directed expeditious completion of disciplinary proceedings within 4 months. The same was challenged before the High Court and meanwhile, **the Ministry of Home Affairs found the charges of sexual harassment levelled against the respondent to be duly proved and imposed a penalty of withholding 50% of the monthly pension on permanent basis** vide order dated 5-01-2016. The High Court in the impugned judgment set aside the penalty so imposed, and **the same was challenged in the instant matter.**

The Court expressed that **"It is well settled that when it comes to disciplinary proceedings, it is the inquiry authority and the disciplinary authority who could be said to be the fact- finding authority**

and the courts in exercise of their powers of judicial review should not sit in appeal and reappreciate the evidence or substitute its own findings" and cited Apparel Export Promotion Council v. A.K. Chopra, (1999) 1 SCC 759 for the manner in which the Court ought to exercise its powers of judicial review in disciplinary proceedings, particularly those pertaining to sexual harassment.

Regarding the scope of inquiry into subsequent complaints for Committee constituted based on first complaint, **the Court found the High Court's finding of the same being restricted to first complaint as erroneous** with reference to State of Haryana v. Rattan Singh, (1977) 2 SCC 491. **The Court clarified that there was no legal bar on the Central Complaints Committee to look into the allegations levelled in the second complaint.** It further added that **"Since strict and technical rule of evidence**

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and procedure does not apply to departmental enquiry the connotation “evidence” cannot be understood in a narrow technical sense as to include only that evidence adduced in a regular court of law when a person is examined as a witness by administering oath. **There should not be any allergy to “hearsay evidence” provided it has reasonable nexus and credibility.”**

The Court relied on Apparel Export Promotion Council (supra) wherein it was held that **“in sensitive matters such as sexual harassment & misconduct, there is an obligation to look into the entire evidence of the complainant that inspires confidence.”** The Court analysed the ‘test of prejudice’

in service jurisprudence through State Bank of Patiala v. S.K. Sharma, (1996) 3 SCC 364 and State of U.P. v. Harendra Arora, (2001) 6 SCC 392.

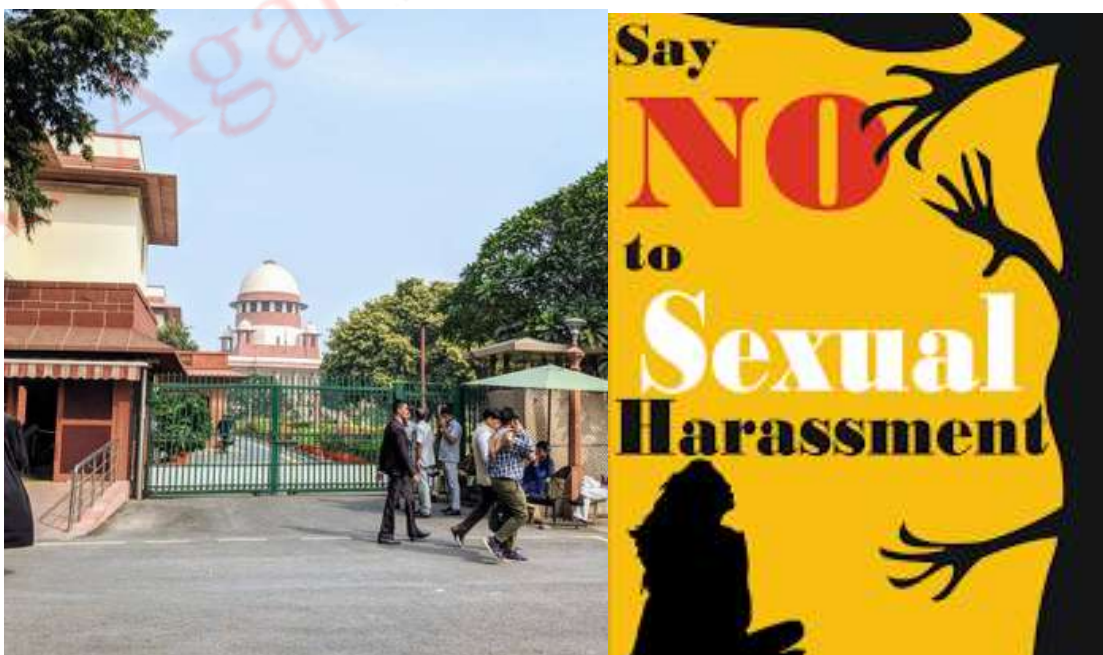
Regarding the respondent not pleading guilty to the charges, the Court held that Rule 14(9) of 1965 CCS Rules was only procedural and opined that **violation of Rule 14(9) of the 1965 CCS Rules would not vitiate the entire inquiry.** The scope of putting questions by the presiding officer was also discussed in detail to be allowed being an inquiry authority for ensuring a fair and thorough inquiry.

For instant case being projected as a case of ‘no evidence’ and the standard of proof in disciplinary proceedings, **the**

Court referred to a catena of cases and then went on to the witness statements in the instant matter to hold that it was not a case of ‘no evidence’, as ignored by the High Court. However, the Court agreed with the High Court’s findings as against multiple inquiries.

The Court **allowed the instant appeal while setting aside the impugned judgment and order** dated 15-05-2019 and restoring the penalty imposed by the Disciplinary Authority. [**Union of India v. Dilip Paul**]

[Click here](#) to read Judgment.



PC | The Supreme Court of India | Public Statement on Sexual Harassment | iStock | Kractivism



Bank can't withhold PF & Gratuity without proving actual loss caused by employee.

The Court was right in observing that the **Board of Directors has not afforded an opportunity to the appellant on the issue of causing loss or damage to the Bank**, prior to the passing of the resolution of appropriation of the contribution of the Bank from the provident fund account of the appellant.

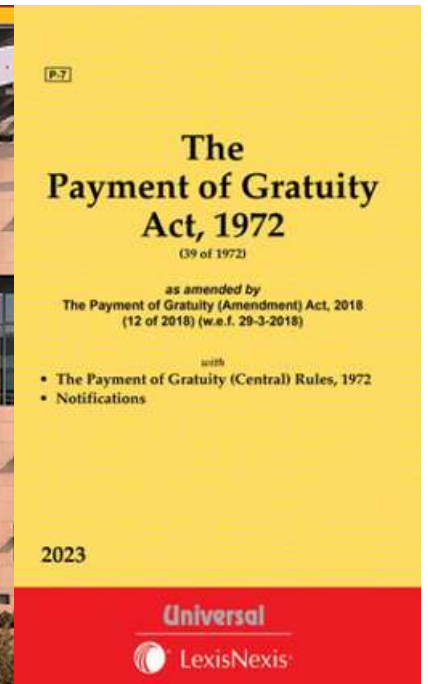
“The explanation as given in clause 14(1)(a) of the said Circular clarifies that in case of termination after at least 10 years of service in the Bank, if such termination is not by way of punishment as dismissal or removal, the gratuity may be

paid. In the said explanation, **the denial of gratuity to an employee, who is inflicted with the major penalty of compulsory retirement, has not been included.** Therefore, the gratuity is payable to the appellant under the 1979 Regulations in terms of the explanation under the said Circular.”

“No doubt, the irregularities committed by the respondent may have exposed the Bank to such losses. However, that is entirely different from the loss having been suffered by the bank. It is for this reason that **it was incumbent upon the**

appellant Bank to mention specifically the actual loss having been suffered, if it suffered, in the show cause notice itself with particulars of that loss to enable the respondent to meet the same. We are, therefore, of the opinion that the show cause notice or the final orders passed, forfeiting the gratuity, do not meet the legal requirements and have to be set aside.” **[Jyotirmay Ray v. Field General Manager, Punjab National Bank]**

[Click here](#) to read Judgment.



PC | PNB Head Office | The Payment of Gratuity Act, 1972 | PNB | LexisNexis



EPF Act can be applied even to factories not engaged in Schedule 1 industries.

The Supreme Court held that **the Central Government, under Section 1 Subsection 3 Clause b of the Employees' Provident Fund And Miscellaneous Provisions Act, 1952 (Act) has the vested power to designate a class to the establishments including factories engaged in any industry which is not specified in Schedule I of the Act.**

Thankamma, an umbrella manufacturer, was issued a notice for non-compliance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (Act). The Commissioner held that Thankamma's case was covered by a notification stating that the business fell in the category of **'trading and commercial establishments'**. Thankamma filed a review petition with the Commissioner, which was denied.

He then filed an appeal with the Appellate Authority, which was also denied. A single-judge bench also dismissed Thankamma's writ petition, which was upheld by the Division Bench. Thankamma then **appealed before the Supreme Court, challenging the High Court's order.**

The Court noted that Clause (a) of sub-Section (3)

Section 1 of the Act applies to factories that employ 20 or more people and are engaged in an industry specified in Schedule I. **The Court observed that Thankamma's establishment does not meet the abovementioned criteria, and therefore not covered by Clause (a).**

"Clause (b) of sub-Section (3) takes within its fold all establishments which are not covered by clause (a). Therefore, a notification under clause (b) can be issued in respect of factories engaged in any industry which is not specified in Schedule I. Hence, the argument that a notification cannot be issued under clause (b) of sub-Section (3) regarding a factory engaged in an industry not covered by Schedule I cannot be accepted", the Bench observed.

The Court emphasized that **the Act is a social welfare legislation used as a measure of social justice.** Therefore, purposive interpretation ought to be adopted to incorporate legislative intent while deciding the case. **[Thankamma Baby v. The Regional Provident Fund Commissioner Kochi, Kerala]**

[Click here](#) to read Judgment.



LATEST FROM THE HIGH COURTS

Surrogate mothers have right to maternity leave: Rajasthan High Court

In the instant case, after following the process of surrogacy, the petitioner had begotten twins and thereafter, she **applied for the maternity leave before the State authorities.** However, **the State refused to grant the same** to the petitioner stating that **there was no provision under the Rajasthan Service Rules, 1951** ('1951 Rules') **for grant of maternity leave to the mother, who got children through the process of surrogacy.**

Thus, aggrieved, the petitioner filed the present writ petition under Article 226 of the Constitution.

The Court opined that the word 'maternity leave' was not defined under the 1951 Rules, but **Rule 103 of the 1951 Rules, indicated that the maternity leave might be granted to a female Government servant for a period of 180 days twice.** The Court opined that prior to the substitution of Rule 103 to the 1951 Rules, there was a provision of granting maternity benefits under the Maternity Benefit Act, 1961 ('1961 Act') to the women before and after the

child-birth who were employed in certain establishment for certain period.

As per Section 3(b) of the 1961 Act, child included still-born child, but nowhere the words mother and child were defined under 1951 Rules or 1961 Act.

The Court opined that a female could become a mother not only by giving birth to a child but also by adopting a child and **now with the development of medical science, surrogacy was also an option for a female** or couple to have their child. The provision related to the grant of maternity benefits was a beneficial provision intended to achieve social justice and therefore it must be construed beneficially.

The Court opined that **the State's action was unjustified in denying maternity leave** to the petitioner who was a surrogate mother for taking care of her twins born through surrogacy method. **Creating a distinction between natural biological mother and surrogate or commissioning mother would amount to insult of motherhood.**

The Court further opined that **"a mother cannot be discriminated,** as far as maternity leave is concerned, **only because she begot the child through the process of surrogacy.** Newly born babies through this process cannot be left at the mercy of others, as these infants need love, care, protection and attention of mother during the early crucial time after their birth, as the bond of love and affection develops between the mother and children during this period after birth."

Thus, **the Court quashed and set aside the impugned order** dated 23-06-2020 and **directed the respondents to sanction 180 days maternity leave to the petitioner,** within three months from 08-11-2023. The Court further stated that once it had been held by several High Courts that there was no distinction between the natural, biological, surrogate or commission mothers and **all of them had the fundamental right to life and motherhood contained under Article 21** of the Constitution, and children from the process of surrogacy had the right to life, care,

Contd. ...



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protection, and development from their mother, then, **certainly such mothers had the right to get maternity leave for above purpose,** however, the provisions were silent in this regard.

Thus, the Court opined that it was high time for Government

to **bring appropriate legislation for the grant of maternity leave to the surrogate and commissioning mothers** and directed the Registry that the copy of the present order might be forwarded to the Ministry of Law and Justice, Union of India an to the Principal Secretary,

Department of Law and Legal Affairs, Government of Rajasthan, for such action as, they might deem fit to take in this behalf. [**Chanda Keswani v. State of Rajasthan**]

[Click here](#) to read Judgment.

Denial of promotion and other statutory rights and service benefits, merely because of long pendency of criminal trial, amounts to Double Jeopardy: Orissa High Court

The Orissa High Court **sheds light on the delicate balance between an employee's right to promotion and the pendency of disciplinary or criminal proceedings.**

The petitioner, a government employee, filed a Writ Petition under Articles 226 & 227 of the Constitution of India, **seeking promotion** to the posts of Deputy Executive Engineer, Executive Engineer, and Superintendent Engineer. **The promotions had been withheld due to an ongoing vigilance proceeding initiated in 2001.**

The court acknowledged that the sealed cover procedure, **withholding promotions due to ongoing vigilance or disciplinary proceedings, should not be indefinite.** Referring to the Department of Personnel & Training guidelines issued on 30.08.2022, the judge stated, **“It is necessary to ensure**



PC | The Orissa High Court | ThePrint

that the disciplinary case/criminal prosecution instituted against any Government servant is not unduly prolonged.”

The court further noted that the petitioner's case had been recommended for promotion since 2014 but had been kept in a sealed cover without periodic reviews, calling it “adding insult to injury.” [**Nihar Ranjan Choudhury Vs State of Odisha and another**]

[Click here](#) to read Judgment.



Offence under Minimum Wages Act- Except in case of direct liability, chairman cannot be proceeded against without impleading Company: Jharkhand High Court.

The Jharkhand High Court has held that as per Section 22-C of the Minimum Wages Act, 1948 **if vicarious liability arises based on averments in the complaint, the Chairman of the Company cannot be proceeded against without impleading and taking cognizance against the Company.** The Court while considering a petition filed for quashing criminal proceedings including an order taking cognizance under Section 22-A of the 1948 Act also held that **the situation would be different in case there is direct or personal liability.**

The Court noted’ “In the present case, **there is no direct allegation against this petitioner** that he was personally liable for not displaying the notice of the Act and Rule in Hindi and English at the work spot. This **allegation is directed against Company and the petitioner has been proceeded against** as he held the position of head of Eastern Region.

Thus, this is a case where **vicarious liability is sought to be imputed on the basis of averments** made in the complaint petition. ...Under



PC | The Jharkhand High Court | Wikipedia

the circumstance, the provision of Section 22-C of the Minimum Wages Act will be applicable and it was necessary for the Trial Court to have taken cognizance against the Company and without such cognizance, there is infirmity in the order of cognizance.”

The High Court in the above regard observed, “The criminal jurisprudence envisage both direct and vicarious liability for an act which is an offence under the penal provision. **In case of direct liability** of an accused, on the basis of facts as disclosed in a particular case, **there may not be a requirement of impleading the Company** as an accused along with the person who is sought to be proceeded. However, **requirement of impleading the Company arises when the accused is vicariously held liable for the acts of the Company.**” The

question that arose before the Court for consideration was whether the order taking cognizance only against this petitioner and one another Chairman of the said company without the cognizance being taken against the company, was sustainable in the eyes of law or not.

“In view of statutory provision as well as ratio laid down by the Hon’ble Supreme Court in *Aneeta Hada v. M/S Godfather Travels and Tours*, (2012) 5 SCC 661, **impleading the Company as an accused will be an imperative necessity in case of vicarious liability against the accused by virtue of him being holding a position of party of the said Company**”, said the Court. [**Pinaki Das v. The State of Jharkhand & Anr.**]

[Click here](#) to read Judgment.



Proceedings by third parties not judicial proceedings, employer cannot withhold Pension on such grounds: Karnataka High Court.

The Karnataka High Court has held that **proceedings instituted by third parties against a government employee under the Prevention of Corruption Act ("PC Act"), cannot be construed to fall within the category of judicial proceedings permitting the employer to withhold the pension of the retired employee.**

The petitioner retired from service on 31.05.2022 upon attaining the age of superannuation. **It was submitted that while he was in service, on 09.04.2018, FIR came to be registered** by the ACB police under Section 13(1)(e) read with Section 13(2) of the PC Act **on the basis of a complaint at the instance of a third party complainant not by the employer.** Cognizance of the FIR was however taken in August 2022, once the employee had retired from office.

The bench held that while **Regulation 172 provided for withholding of pension insofar as retired employees were concerned, it referred to the proceedings instituted under Regulation 171.** A close reading of Regulation 171 would make it clear that **the proceedings under Regulation 171 relate to pecuniary loss caused to the Board either in whole or part,** it held.

In reiterating the finding of the single judge that the petitioner in this case had not caused any pecuniary loss to his employer, it added. **“While interpreting Regulation 171, the words “any pecuniary loss caused to the Board”, are required to be construed as a condition precedent** even as regards enquiry sought to be initiated after attaining superannuation in terms of Regulation 172(b). Such interpretation would be necessary taking note of the nature of the pension being a reward for the past services rendered and if sought to be withheld, the same must be sanctioned by the applicable regulation.”

It further noted that in terms of the explanation to Regulation 172, **on the date of superannuation from service, there were no judicial proceedings pending against the petitioner,** since cognizance of the aforesaid complaint had only been taken after he had demitted office. **[Karnataka Power Transmission Corporation Limited & Other And Mallikarjun Savanur]**

[Click here](#) to read Judgment.

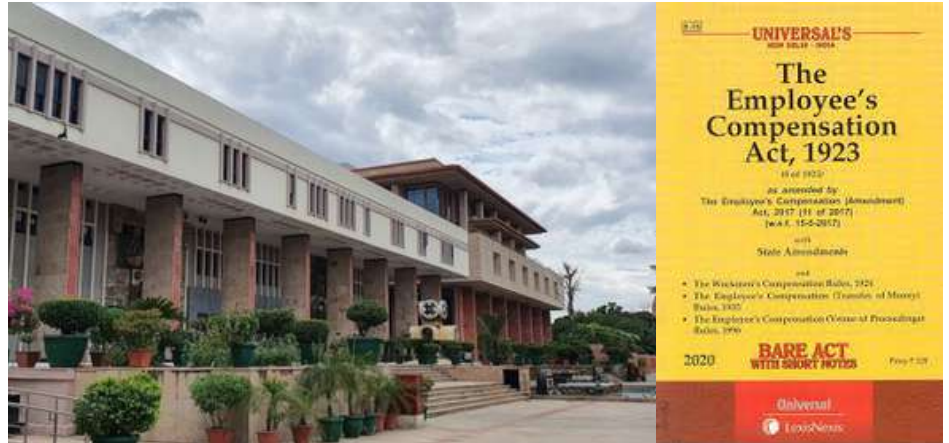
TRIVIA

Highlighting **the boundaries of writ jurisdiction in employment-related disputes,** the Jammu & Kashmir and Ladakh High Court has recently observed that **not all disputes between employers and employees are amenable to the writ jurisdiction.** A bench of Justice Rajnesh Oswal clarified that **a private dispute between the employer and the employee qua the contract of service without demonstrating any statutory violation by the employer does not warrant indulgence by the Court.**



Murder of employee doesn't disentitle him from compensation under Employees' Compensation Act: Delhi High Court.

In an appeal filed under Section 30 of the Employees' Compensation (EC) Act, the Delhi High Court has reiterated that the fact of an employee being murdered during the course of employment does not disentitle his legal heirs from seeking compensation under the Act.



PC | The Delhi High Court | The Employees' Compensation Act, 1923 | Managing IP | Amazon.in

“...the finding by the Commissioner that murder of an employee during the course of performance of his duties would not bring the case within the ambit of Section 2(1)(n) of the E.C. Act, is flawed. For which reliance can be placed on decision in Rita Devi v. New India Insurance Company Ltd., as also decision by this Court in National Insurance Company Ltd. v. Munesh Devi.”

In the present case, the deceased being the employee of Respondent No. 1, was murdered on 25.02.2012 while plying a TSR vehicle and his legal heirs being solely dependent on his earnings prayed for compensation under the EC Act.

The appeal was filed by the claimants, challenging Labor

Commissioner's order, whereby the claim for compensation was dismissed.

While passing the order, the Labor Commissioner had held that the murder of the deceased, who was stated to be plying a TSR vehicle as employee of respondent No.1, had no connection with his employment.

As such, **two issues arose** before the High Court. First, **whether there was employer-employee relationship**, and second, **whether the fact that the deceased was murdered disentitled the claimants from seeking compensation.**

Insofar as respondent No. 1 denied the deceased's employment with him and the

testimony of deceased's wife did not inspire confidence, the Court held that **the onus was on the appellants/claimants to prove the employer-employee relationship, but they failed to discharge the same.**

On the second issue, however, **it was observed that the Labour Commissioner fell in error in holding that the murder of the deceased had no connection with his employment.**

As the appellants failed to establish the employer-employee relationship, the appeal was dismissed. **[Neelu Kumari & Ors v. Om & Anr (Bajaj Alliance Gen Ins Co Ltd)]**

[Click here](#) to read Judgment.



Independent contractor not employee, his dependants not entitled under Employees Compensation Act: Kerala High Court.

While observing that the deceased was not an employee but an independent contractor, the High Court ruled that the order passed by the Employee's Compensation Commissioner denying the benefit of compensation as per the Employee's Compensation Act was perfectly justified.

The brief facts of the case were that the appellants are the dependents of one Babu @ Michle who was an electrician by profession **who died because of electrocution in an incident** that occurred around the year 2006. Late Babu used to provide light and sound for

small programs in and around Elappara. In 2006, the respondents engaged him for some program of SNDP Yogam.

While Babu was throwing the cable for connecting the mic set, across the telephone post, the cable came in contact with the 11 KV electric line and as a result of which, he got electrocuted and succumbed to the injuries. The Employees Compensation Commissioner **dismissed the claim on the ground that the deceased was a contractor and not a workman.**

After considering submissions,

the Bench found that the **deceased was the owner of a mic set brought by him for the program of SNDP Yogam and respondents were only its office bearers, who have not hired the service of the deceased for the purpose of any trade or business conducted by them.**

Accordingly, the High Court refused to interfere with the order of the Commissioner and dismissed the appeal. [**Latha and Anr. v. T. V. Sahadevan and Ors.**]

[Click here](#) to read Judgment.

Family pension payable only to “Legal wife”: Karnataka High Court.

The Karnataka High Court held that **Family Pension is payable to the "wife" and not to those whose marriage is considered 'no marriage' in the eyes of the law.** The Court highlighted the legal prescription of monogamy among Hindus and the statutory prohibition of recognizing marriages during the subsistence of a prior marriage, except in specific justifiable exceptions. This appeal challenged an order which denied relief to second wife.

The **court had rejected her request for Family Pension and arrears** under the Karnataka Civil Services Rules, **citing her status as the second wife** while the first marriage was still subsisting.

The Court added, **“Recognizing such relations arising from second marriage during the subsistence of first one is detrimental to public interest** inasmuch as that would facilitate directly or indirectly the employees contracting the second marriage, which is legally impermissible. Statutorily bigamy is an offence punishable u/s. 17 of the Hindu Marriage Act, 1955.” [**Mahalakshamma v. The Secretary & Ors.**]

[Click here](#) to read Judgment.



Relevant evidence not considered, Labour Court to decide Assam Power Corp. workers' termination issue afresh: Gauhati High Court.

The Gauhati High Court set aside the order on the ground that **photocopies of the relevant materials and documents produced by the workmen were omitted from consideration** both by Single Judge and the Labour Court. It observed: “**Law is well settled that proceedings before a Labour Court are not governed by strict rules of Evidence.** Hence, **producing the original documents in support of the labour claims, was not required by any stretch of imagination.** The Management was also allowed to produce the photostat copies of certain labour procurement orders given to the contractors. **As the rules of appreciation are to be applied equally to both the sides, these documents, being photostat copies, could not have been relied upon.**”

The Court noted that the single judge recorded a contradictory finding in the impugned order, wherein he held that **the appellants did not present any document to prove their case** as the fact remains that



PC | The Gauhati High Court | New On Air

certificates of engagement by the establishment were produced in the evidence of statements of the witnesses before the Court.

It further observed that **the contractors concerned were examined, but were not made to verify and prove the supply orders,** whereby the Bongaigaon Thermal Power Station BTPS purportedly directed them to provide labourers.

“Hence, it is clearly a case, wherein relevant material/documents were omitted from consideration both by the learned single Judge as well as the learned

Labour Court. We feel that **if the documents presented by the workmen in their evidence had been taken into account, a different view was possible,**” the Court said.

Thus, **the Court set aside the impugned orders and remanded back the matter to the Labour Court, Guwahati** to re-hear the arguments of the parties and decide the matter as per law through a reasoned judgment. **[Sri Khargeswar Narzary & 14 Ors. v. The State of Assam & 2 Ors.]**

[Click here](#) to read Judgment.



LATEST FROM THE CENTRAL GOVERNMENTS

Declaration of various industries as a public utility service under the Industrial Disputes Act, 1947.



PC | Mining Companies in India | NS Energy

The Central Govt. has declared **industries engaged in the 'processing or production or distribution of fuel gases** (coal gas, natural gas and the like); **'Lead and Zinc Mining Industry'** and **'Food stuffs'** to be a Public Utility service for a period of six months w.e.f 09.11.2023.

[Click here](#) to read notification.

Circular regarding Payment of EPF benefits to subscriber's payments bank accounts: EPFO.

The RBI has included two other payment banks namely Paytm Payments Bank Limited and Airtel Payments Bank Limited in the second Schedule to the Reserve Bank of India Act, 1934. Therefore, as these two Payment Banks qualify under provision of Para 72(e) EPF Scheme, all ZOs/ROs are advised that payment be settled in the above-mentioned scheduled commercial payment banks also.



PC | The EPFO Head Office | Mint

[Click here](#) to read Circular.

Circular on transfer of accounts after the death of member for calculation of assurance benefit under EDLI Scheme, 1976: EPFO.

While analyzing the data on settlement of death claims it has been observed that in several cases the deceased members had multiple PF ids (A/Cs) linked to their respective UAN which makes **verification of previous membership of the deceased member from the MIS a prerequisite** before settling the death claims, as this facility is not available in F.O. interface or the application software. **If this manual verification from MIS is**

not done, then benefits to the intended beneficiaries are adversely impacted. Therefore, the procedure under **Manual of Accounting Procedure Part II-A and II-B** dealing with the procedure of transfer of account after the death of the member **shall be followed.**

[Click here](#) to read Circular.



Circular on availing of medical services by the IPs and beneficiaries from any ESIC/ESIC dispensary/hospitals across India: ESIC

In order to extend the portability in service delivery of ESIC on Pan India basis, it has been decided that **IP and beneficiaries may visit any dispensary/hospital across India for consultation and issuance of medicines through Dhanwantri module**, irrespective of the dispensary allotted on the beneficiary card.

[Click here](#) to read Circular.

Guidelines related to of home delivery of drugs and home sample collections to the IPs and Beneficiaries as entitled: ESIC

In order to avoid hardship to such beneficiaries, the Competent Authority has granted approval to **extend the facility of home delivery of drugs and home sample collection to those entitled IPs and beneficiaries** as per the enclosed guidelines.

The guidelines and SOPs for home delivery of drugs and home sample collection are enclosed.

Please [refer circular](#) for more details.

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.	Jharkhand (Contract Workers)	01.10.2023	Government Notification
2.	Goa (Scheduled Employment)	01.10.2023	Government Notification
3.	Assam (Scheduled Employment)	01.12.2022	Government Notification



Amendment notification under Jammu and Kashmir BOCW (Regulation of Employment and Conditions of Services) Rules, 2006.

The Govt. of J&K has made amendments under Rule 22 T wherein sub-rule (1) of it **provides for Scholarship/financial assistance to the children of the beneficiary.**

Financial Assistance for Marriage wherein financial assistance for Marriage of construction worker or his dependent real daughter and son shall be provided.

Further, Rule 22-U shall be substituted by namely

[Click here](#) to read notification.

LIST OF HOLIDAYS FOR THE YEAR 2024

Few states have released the List of Holidays for the year 2024. Click on the links below for the complete list of holidays.

S.NO.	STATE	CLICK HERE TO VIEW NOTIFICATION
1.	Rajasthan	Government Notification
2.	Assam	Government Notification
3.	Maharashtra	Government Notification
4.	Tamil Nadu	Government Notification
5.	West Bengal	Government Notification
6.	Jharkhand	Government Notification
7.	Puducherry	Government Notification
8.	Gujarat	Government Notification
9.	Andhra Pradesh	Government Notification
10.	Goa	Government Notification
11.	Karnataka	Government Notification
12.	Sikkim	Government Notification
13.	Lakshadweep	Government Notification
14.	Odisha	Government Notification
15.	Tripura	Government Notification
16.	Himachal Pradesh	Government Notification

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Teamwork is the engine for a high performance work culture.

-Rick Conlow



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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
- Providing time to time consultancy on all labor-related matters.



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