

SGC SERVICES PVT.LTD.

UPDATES ON LABOUR LAW – January'2025

S.No	Type of Update.	Summary
1.	Notification regarding fees hike under Karnataka Shops and Commercial Establishments (Amendment) Rules, 2024	The Government of Karnataka Vide NO: LD 219 LET 2023, has issued notification regarding fees hike under Karnataka Shops and Commercial Establishments (Amendment) Rules, 2024. Please refer notification for more details as per Annexure 1
2.	Order under POSH Act in Delhi	The Government of NCT Delhi vide No. F. No. 15(1)/LAB/2025/5379-5381, has issued order with respect to a matter i.e., Aurelian Fernandes Vs. The State of Goa & Ors. to ensure a safer work-place and for providing easy access to redressal mechanism, wherein, it was held that the Ministry of Women and Child has instituted 'She Box Portal' for online complaint registration, allowing both public and private employers to register themselves with the She Box Portal. Please refer notification for more details as per Annexure 2
3.	Chandigarh Minimum Wages Notification (Oct 2024)	The Administrator of U.T. of Chandigarh Vide No. ST/(CPI)/2024-25/38, has issued Notification regarding revision of minimum wages of wages with effect from 01st October 2025. Please refer notification for more details as per Annexure 3
4.	Notification of the Karnataka Labour Welfare Fund (Amendment) Act, 2024	The Government of Karnataka vide No: 19, has issued notification of the Karnataka Labour Welfare Fund (Amendment) Act, 2024 regarding increased the LWF contribution. Please refer notification for more details as per Annexure 4
5.	Assam Minimum Wages Notification (June 2024)	The Government of Assam Vide No. E-238621/694, has issued Notification regarding revision of VDA and minimum wages for various scheduled employment with effect from 01st June 2024. Please refer notification for more details as per Annexure 5

6.	Meghalaya Minimum Wages Notification (January 2025)	The Government of Meghalaya Vide No. LE&SD.9/2023/101, has issued notification regarding revision of minimum wages for various scheduled employment with effect from 01 st January 2025. Please refer notification for more details as per Annexure 6
7.	The Kerala Minimum Wages CPI Notification (November 2024)	The Government of Kerala, Labour and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial Establishment and employment in Computer Software Sector. As per the Notification No.DES/1251/2024-P3(1) The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of November 2023 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act. Please refer press release for more details as per Annexure 7 (i)(ii)(iii)
8.	Public notice regarding revision of LWF contribution in Maharashtra	The Government of Maharashtra vide a public notice on all employers to pay the LWF contributions. Please refer circular for more details as per Annexure 8
9.	Notification regarding revision of PT slab rates of Greater Chennai Corporation	The Greater Chennai Corporation, Government of Tamil Nadu vide R.D.(HQ).C.No.PT/SPL/2024 has released notification regarding revision of PT slab rates for Greater Chennai Corporation. Please refer Circular for more details as per Annexure 9