

## Top Post



The Ministry of Labour and Employment signed Memorandum of Understanding (MoU) with leading private job portals, companies/employers and skill providers to integrate with National Career Service (NCS) portal of the Ministry here today. The objective of MoUs is to enhance employment opportunities and services for jobseekers on NCS portal.

The private job portals partnering with the Ministry of Labour and Employment will share their vacancies on NCS so that the NCS registered jobseekers can seamlessly apply for such vacancies.



## Happy Ganesha Chaturthi

2023

Wishes to all

Readers

Patrons

Clients

May you get Prosperity,  
Health and Wealth

(Pic courtesy ... NDTV)

## Post Card - Snippets

Public Provident Fund

### Snippet – 1

- Income Tax Rules for investment into Public Provident Fund (PPF)
- Is it better than PF?

### Analysis

- An Account opened under Public Provident Fund (PPF) falls under Exempt-Exempt-Exempt (EEE) Category
- An individual assessee can claim income tax benefit under Section 80C
- The limit is Rs.1.5 lakhs (including other items listed under Section 80C)
- It is better than Employee Provident Fund, on the following:
  - Unlike VPF in EPF, under PPF one can pay as much as possible and whenever one wants
  - Where the contribution is more (Rs.2.5 lakhs or Rs.5 lakhs per annum) in EPF, the interest accrued is now taxable, but in PPF it is not



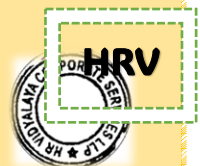
Non Compete

### Snippet – 1

- Is Non Compete Clause in a employment agreement valid?

### Analysis

- It may be valid only to prevent employees from
  - divulgence of trade secrets,
  - R&D secrets,
  - Business connections,
  - Client connections, etc.
- It may not stand before Law, if it is enforced for every other reason



## HRV Speed

### Compliances by Establishments under The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to a Workmen) Act, 1981 and The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to a Workmen) Rules, 1981

1. Please confer permanent status to a workman who is in continuous service for a period of 480 days in a period of 24 calendar months in an industrial establishment.
2. Please maintain a Register of workmen in Form 1 ( no separate register required if such details are maintained in any other labor law register)
3. Please compile an up-to-date list in Form 1 except for column 9 (Signatures of workmen with date) at the end of each year on the 31st of December and exhibit the list at any part of the industrial establishment.
4. Please send an upto date compiled list to the inspector within fortnight from the expiry of the half year ending with December of every year. The employer shall also send particulars for each half year in Form 2 along with particulars in Form 1 and then shall obtain an acknowledgment for furnishing the particulars in Form 1 and 2.
5. Provided that no annual return in Form 2 need be sent by the employer of an industrial establishment, if a combined annual return in Form No.22 as required in sub-rule (2) of rule 100 of the Tamil Nadu Factories Rules, 1950 is furnished
6. Please maintain Registers, Forms and Statements in Tamil or in English.
7. This is mandatory for all establishments, but Nothing contained in this Act shall apply to workmen employed in an industrial establishment engaged in the construction of buildings, bridges, roads, canals, dams or other construction work whether structural, mechanical or electrical.

## Inland Letter (NAPS 2 under Apprentices Act)

25<sup>th</sup> August 2023

Ministry of Skill Development and Entrepreneurship, has amended National Apprenticeship promotion Scheme (NAPS)

New Guidelines were notified with implementation for NAPS-2 to replace NAPS-1, which will be applicable from the date of notification.

NAPS is applicable to all sectors which requires establishments employing 30 or more workers (including contract labour) to engage Apprentices - between 2.5% to 15% of the total strength, subject to a minimum of 5% of the total being reserved for fresher apprentices.

<b>NAPS – 1 (ceased to exist)</b>	<b>NAPS – 2</b>
<ul style="list-style-type: none"><li>🎵 A cost-sharing of STIPEND model</li><li>🎵 Government will reimburse an amount equal to 25% of the total stipend paid.</li><li>🎵 This is subject to a maximum of Rs.1500 per month per Apprentice</li></ul>	<ul style="list-style-type: none"><li>🎵 In the new amended guidelines, establishment to pay 75% of the stipend to the apprentice through the mode of payment available on the apprenticeship portal</li><li>🎵 After which the government will initiate payment of the remaining amount directly to the apprentice through DIRECT BENEFIT TRANSFER (DBT) within 72 hours of the establishment's payment</li><li>🎵 Only for apprentices less than age 35 years at the time of registration</li><li>🎵 AADHAR updation &amp; e-KYC to be mandatorily done in Portal</li><li>🎵 Apprenticeship advisers to conduct physical verification every quarter to ensure implementation</li></ul>
<ul style="list-style-type: none"><li>🎵 Government will share basic training cost to the extent of INR 7,500 per apprentice and for a maximum of 500 hours / 3 months.</li></ul>	<ul style="list-style-type: none"><li>🎵 Omitted</li></ul>