



Wishlist from HR – in Union Budget 2024

1. Include Bengaluru, Hyderabad, Pune, Noida & Gurugram as “Metro” for the purpose of HRA in Income Tax Rules.
2. Similar to amendments to ensure EODB, under Shops and Establishment Act, appropriate Amendment is appreciated, in Article 276 – (Taxes on professions, trades, callings and employments), for Uniform deduction and remittance of Profession Tax to single authority, across India (in all applicable States).
3. Notify Rules under the 4 Labour Codes (long pending).
4. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 & Rules 2013 - Stricter Governance as per the directions of Hon’ble Supreme Court.
5. Notify timeline for retention of Old Tax Regime – this may help the assesseees to prudently take investment decisions (in Housing Loan, Insurance and Superannuation).
6. Insist those States who had not followed (apart from Maharashtra, Gujarat and Uttarakhand) the Model Shops and Establishment (Regulation of Employment and Conditions of Service) Act, for immediate compliance.