

HRV POST

WEEKLY NEWSLETTER

Why did the prisoner choose the bread instead of the key?

Your view will not be the same as others.... As there are probabilities.... Which one to choose first or which one not to be chosen and the reasons for each decisions....



Picture courtesy: LinkedIn

Reason is
Physiological need
across generations



Maslow's hierarchy of needs

Typical prisoner's choice: Bread

Psychological reason:

1. **Survival instinct:** Bread represents sustenance, satisfying the basic physiological need for food, essential for survival.
2. **Immediate gratification:** Bread provides immediate satisfaction, alleviating hunger and discomfort.
3. **Basic needs prioritization:** In a deprived environment, prisoners prioritize basic needs over secondary needs like freedom (represented by the key).

Maslow's Hierarchy of Needs (in the picture, in the previous page – read from the bottom):

1. Physiological needs (food, water, shelter, safety)
2. Safety needs (security, stability)
3. Love and belonging needs (social connections)
4. Esteem needs (self-respect, recognition)
5. Self-actualization needs (personal growth, fulfillment)

Key (freedom) represents:

1. **Secondary need:** Freedom is a higher-level need, less pressing than immediate physiological needs.
2. **Long-term goal:** Freedom is a future-oriented goal, less urgent than satisfying current hunger.

Prisoner's thought process: "I need food to survive now; freedom can wait."

Interesting variations:

1. If the prisoner is not hungry, they might choose the key.
2. If the prisoner has a strong desire for freedom or has a loved one waiting, they might choose the key.
3. If the prisoner is suicidal or hopeless, they might not choose either.

Real-world implications:

1. Understanding human motivation and prioritization.
2. Recognizing the importance of basic needs in decision-making.
3. Appreciating the impact of deprivation on human behavior.

The above has not changed even after Generations. **Let us make our Young Generation to think beyond this.**

News – 1

Analysis



🎵 **Tamilnadu Labour Welfare Board announcement**

- It is online now... Remittance and Unpaid accumulation.

அறிவிப்பு

தமிழ்நாடு தொழிலாளர் நலநிதிச் சட்டம் 1972 மற்றும் விதிகள் 1973-ன் படி தொழிற்சாலைகள், மோட்டார் போக்குவரத்து நிறுவனங்கள், மலைத் தோட்டநிறுவனங்கள், உணவு நிறுவனங்கள், கடைகள் மற்றும் வணிக நிறுவனங்கள் என தமிழ்நாட்டில் உள்ள அனைத்து நிறுவனங்களும் தங்கள் நிறுவனத்தில் பணிபுரியும் அனைத்து வகையான தொழிலாளர்களுக்கும் ஒவ்வொரு ஆண்டும், ஒவ்வொரு தொழிலாளிக்கும், தொழிலாளர் நல நிதி தொழிலாளியின் பங்காக ரூ.20/- மற்றும் நிறுவனத்தின் பங்காக ரூ.40/- சேர்த்து மொத்தம் ரூ.60/- வீதம் தமிழ்நாடு தொழிலாளர் நல வாரியத்திற்கு செலுத்த வேண்டும்.

நிறுவனங்கள் தொழிலாளர் நல நிதியினை இணைய வழியாக செலுத்துவதற்கு வசதியாக Web-portal "lwms.lwb.tn.gov.in" உருவாக்கப்பட்டு பயன்பாட்டிற்கு கொண்டு வரப்பட்டுள்ளது. இதன் மூலமாக வேலையளிப்போர் தங்கள் நிறுவனங்களை இணைய வழியாக பதிவு செய்து (One time Online Self Registration) தொழிலாளர் நல நிதியினை செலுத்தி உடனடியாக இரசீதினை பதிவிறக்கம் செய்துகொள்ளலாம்.

எனவே, இவ்வசதியினை பயன்படுத்தி வேலையளிப்போர் தங்கள் நிறுவனங்களை தமிழ்நாடு தொழிலாளர் நல வாரியத்தில் பதிவு செய்து கொள்ளுமாறும் 2024-ம் ஆண்டிற்கான தொழிலாளர் நலநிதி, கொடுபடாத தொகை போன்றவற்றை இணைய வழியாக செலுத்திடுமாறும் கேட்டுக்கொள்ளப்படுகிறது.

வாரியத்தில் ஏற்கனவே பதிவு செய்துள்ள நிறுவனங்களும் Web-portal-ல் பதிவு செய்து கொள்ள வேண்டும். இதுவரை தொழிலாளர் நல நிதி செலுத்தாதவர்கள் நிறுவனம் தொடங்கிய ஆண்டிலிருந்து தொழிலாளர் நல நிதி செலுத்த வேண்டும். நிலுவைத் தொகை செலுத்துவதற்கான வசதியும் Web-portal-ல் ஏற்படுத்தப்பட்டுள்ளது.

2. செப்டம்பர் 30/24
செயலாளர்,
தமிழ்நாடு தொழிலாளர் நல வாரியம்,
தேனாம்பேட்டை, சென்னை-6.

30/9/24

News – 2

Puducherry Minimum Wages New BASIC WAGES ANNOUNCED



HRV

- **Employment in Shop & Establishment**
- **Employment in Security Guards**
- **Employment in Electronic Industry**
- **Employment in Food Processing Industry**
- **Employment in General Engineering & Fabrication**
- **Employment in Chemical Industries**
- **Employment in Plastic Industries**
- **Employment in Leather Goods Manufactory**
- **Employment in Hotels and Restaurants**
- **Employment in Oil Mills**
- **Employment in Automobile Workshops**
- **Employment in Tailoring Industries**
- **Employment in Distribution of Liquified Petroleum Gas Cylinders**
- **Employment in Bakeries and Biscuit Manufactory**
- **Employment in Rice Mills, Flour Mills or Dhall Mills**
- **Employment in Taxies and Autorickshaws**
- **Employment in Carpentry and Blacksmith industries**
- **Employment in Bricks and Tiles Manufactory**
- **Employment in Paper and Paper products Manufacturing Industies**

Please visit our website

www.hrvidyalaya.in

Under the page

“Minimum Wages Notification PAN India”

for the Gazette Notification by the Government

DA computation is based on CPI mentioned in the Gazette notification.

**The Minimum Wages are effective from
02 September 2024**

Please add DA to the BASIC Announced



Fondly remember

**Mohandas
Karamchand Gandhi**

**And pay Tribute to him
on his 155th Birthday.**

**A visionary (practiced
Truth and Non-
Violence) who gave an
edge to the Country
and its people to
achieve
Independence.**

How is Statutory Bonus Computed?

Is Bonus on Basic+DA or MW?

Who is eligible for Statutory Bonus?

What is Ex-Gratia?

How bonus is calculated

- Bonus is paid for those who worked for 30 days in the previous financial year
- Bonus is calculated for the previous financial year - % of bonus is declared

1. Eligibility for bonus	A monthly salary of Rs.21,000/- or below (Basic + DA)
2. Basic+DA considered for Payment of bonus, if eligible	Rs.7000/- per month
3. Annual salary for calculation	Rs.7000 x 12 = Rs.84,000.00
4. If it is declared at 8.33%	Rs.84,000 x 8.33% = Rs.7000.00 (Bonus)
5. If it is declared at 12%	Rs.84,000 x 12% = Rs.10080.00 (Bonus)
6. If it is declared at 15%	Rs.84,000 x 15% = Rs.12600.00 (Bonus)
7. If it is declared at 20%	Rs.84,000 x 20% = Rs.16800.00 (Bonus)

If bonus paid as monthly, (Rs.7000 / 12 = Rs.583.00), then at the end of the year, it needs to be reconciled with the bonus declared. Balance if any, needs to be paid before November month. If the wages were enhanced in between the financial year and the employee become ineligible, then the computation is pro-rated for eligible period.

Bonus for those who get Rs.21,000/- and above - Statutorily it is not mandatory. If the management pays bonus for them, it is recorded as Ex-gratia. And there is no necessity to show it in the bonus register or return.

For Scheduled Employment, minimum bonus payable is 7000 or Minimum Wages whichever is **higher**.

Compliances by Establishments in October 2024 month

Sl.No.	Act	State	Due Date
1	Profession Tax Remittance	Andhra Pradesh	10 th October 2024
		Telangana	
		Madhya Pradesh	
		Gujarat	
		Jharkhand	
		Karnataka	
		West Bengal, Tripura	
		Assam, Mehghala, Mizoram	
		Maharashtra	
		Odisha	
2	Employment of Local Candidates Act	Punjab	31 st October 2024
		Haryana	31 st October 2024
3	Worker Welfare Fund	Jharkhand	15 th October 2024 (Quarterly Return)
4	Labour Welfare Fund	Kerala	5 th October 2024
5	Labour Welfare Fund (Quarterly Returns only)	Punjab, Goa, Chandigarh & Odisha	15 th October 2024
			(+Unpaid Accumulation)
6	Employment Exchanges Act Quarterly / Biennial Returns	Tamilnadu	ER-I and ER-II 30 th October 2024
7	ESI & EPF – Remittance	Wherever applicable	15 th October 2024
8	EPF – IW Return	Pan India	15 th October 2024
9	EPF – EDLI Exempted	Pan India	25 th October 2024

October 2024

**Due date of LICENSE RENEWAL for FACTORIES
in TAMILNADU (for whom it is due)**