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COMPLIANCE CALENDAR FOR NOVEMBER, 2019

PROFESSIONAL TAX - STATES - REMITTANCES

Due Date	States	Existing Rules	Mode
10th November'19	Andhra Pradesh, Telangana	State-wise regulations	Online
10th November'19	Madhya Pradesh	State-wise regulations	By Challan
15th November'19	Gujarat	Gujarat PT regulations	By Challan
20th November'19	Karnataka	Karnataka PT regulations	By Challan & Online
21st November'19	West Bengal	West Bengal PT regulations	Online
28th November'19	Assam & Odisha	State-wise regulations	Online
28th November'19	Maharashtra	Maharashtra PT regulations	Online

PF Central

15th November'19	Remittance of contribution	EPF & MP Act, 1952	Online
15th November'19	Monthly Returns For Reporting Details Of International Workers (Statement IW-1)	EPF & MP Act, 1952	Online
25th November'19	Monthly Returns-For Exempted Employer Under EDLI Scheme (FORM 7(IF))	EPF & MP Act, 1952	Manual

ESIC Central

15th November'19	Remittance of Contribution	ESIC Act, 1948	Online
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TDS

7th November'19	TDS Payment	Income Tax Act, 1961	Online
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Worker Welfare Fund Remittances

5th November'19	Kerala (Worker Welfare Fund Act)	Kerala State Worker Welfare Fund	By Challan
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Regional Offices in Union Territories of Jammu & Kashmir and Ladakh

EPFO has approved the opening of Regional Offices under the Employees' Provident Funds and Miscellaneous Provident Act, 1952, in the Union Territories of Jammu & Kashmir and Ladakh.

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Goa Holidays for 2020

The Goa government has announced a list of public holidays, commercial & industrial holidays, bank holidays and other holidays for the year 2020.

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Karnataka Government Extend the Factory License Validity Period

Karnataka Government rolls out Draft Karnataka Factories Amendment Rules, 2019; proposes to extend validity period for factory license granted/ renewed to minimum of 10 years and maximum of 15 years.

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Code on Wages 2019

The Ministry of Labour & Employment has prepared a preliminary draft rule under section 67 of the code on wages, 2019. The Draft Central Rule is placed on the Ministry's website for inviting inputs/ Comments/ suggestions of various stakeholders including general public.

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Companies (Meetings of Board and its Powers) Amendment Rules, 2019

MCA notifies Companies (Meetings of Board and its Powers) Amendment Rules, 2019 with effect from 11th October, 2019.

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Companies (Incorporation) Eighth Amendment Rules, 2019

MCA notifies Companies (Incorporation) Eighth Amendment Rules, 2019 on 16th October, 2019. Revised rule amends rule 8A, 25A and 28 of Companies (Incorporation) Rules, 2014.

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Minimum Wages Notifications



Delhi

F.13(1)/2018/MW/Lab/3602

Government of National Capital Territory of Delhi has released minimum rates of wages for the National Capital Territory of Delhi effective 22nd October 2019.

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State	Class	Zone I (INR)	Zone II (INR)	Zone III (INR)	With Effect From
Delhi	Highly Skilled	19572.00			22-Oct-19
	Skilled	17991.00			22-Oct-19
	Semi Skilled	16341.00			22-Oct-19
	Unskilled	14842.00			22-Oct-19

Andhra Pradesh

Notification No.J/2922304/2019

Minimum wage calculation has been released for the state of Andhra Pradesh with effect from 1st October 2019.

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State	Class	Zone I (INR)	Zone II (INR)	Zone III (INR)	With Effect From
Andhra Pradesh	Highly Skilled	10798.60	10379.60		01-Oct-19
	Skilled	9963.60	9761.60		01-Oct-19
	Semi Skilled	9343.60	9127.60		01-Oct-19
	Unskilled	8941.60	8611.60		01-Oct-19



Telangana

CPI points for calculation of variable dearness allowance for the state of Telangana have been released with effective from 1st October 2019.

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State	Class	Zone I (INR)	Zone II (INR)	Zone III (INR)	With Effect From
Telangana	Highly Skilled	11246.60	10827.60		01-Oct-19
	Skilled	10411.60	10209.60		01-Oct-19
	Semi Skilled	10209.60	9991.60		01-Oct-19
	Unskilled	9791.60	9575.60		01-Oct-19

Gujarat

Government of Gujarat has released the Minimum Wages effective from 1st October 2019

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State	Class	Zone I (INR)	Zone II (INR)	Zone III (INR)	With Effect From
Gujarat	Skilled	8720.40	8486.20		01-Oct-19
	Semi Skilled	8486.40	8278.40		01-Oct-19
	Unskilled	8278.40	8070.40		01-Oct-19



Chhattisgarh

No.J/2922304/2019

Minimum wage calculation has been released for the state of Chhattisgarh with effect from 1st October 2019

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State	Class	Zone I (INR)	Zone II (INR)	Zone III (INR)	With Effect From
Chhattisgarh	Highly Skilled	11330.00			01-Oct-19
	Skilled	10550.00			01-Oct-19
	Semi Skilled	9770.00			01-Oct-19
	Unskilled	9120.00			01-Oct-19

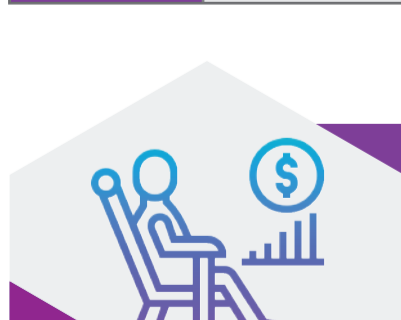
Madhya Pradesh

Minimum wage calculation has been released for the state of Madhya Pradesh with effect from 1st October 2019

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State	Class	Zone I (INR)	Zone II (INR)	Zone III (INR)	With Effect From
Madhya Pradesh	Highly Skilled	11485.00			01-Oct-19
	Skilled	10185.00			01-Oct-19
	Semi Skilled	8807.00			01-Oct-19
	Unskilled	7950.00			01-Oct-19



Uttar Pradesh

Government of Uttar Pradesh has released the Minimum Wages effective from 1st October 2019

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State	Class	Zone I (INR)	Zone II (INR)	Zone III (INR)	With Effect From
Uttar Pradesh	Skilled	10201.09			01-Oct-19
	Semi Skilled	9106.83			01-Oct-19
	Unskilled	8278.94			01-Oct-19

Uttarakhand

Government of Uttarakhand has released the Minimum Wages effective from 1st October 2019

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State	Class	Zone I (INR)	Zone II (INR)	Zone III (INR)	With Effect From
Uttarakhand	Highly Skilled	-			01-Oct-19
	Skilled	11418.00			01-Oct-19
	Semi Skilled	10824.00			01-Oct-19
	Unskilled	10231.00			01-Oct-19
	Clerk-1	12420.00			01-Oct-19
	Clerk-2	11672.00			01-Oct-19



- Termination for loss of confidence justified when the workman has confessed misappropriation. Del. HC 1189
- Termination of a habitual absentee is justified. Mad. HC 1199
- Regional Sales Office is not to be covered as the 'factory' Mad. HC 1230
- Termination of services of a workman without conducting the proper enquiry is illegal. Del. HC 1191
- Abandonment of job can't be presumed without holding of enquiry. P&H HC 1209
- Compensation, in lieu of restatement, depends upon the length of service, wages, and age of workman. Karn. HC 1217
- The employer has to seek permission for a fresh opportunity to lead evidence. P&H HC 1207
- Termination of service of a workman would be illegal if based on a criminal case. MP HC 1213
- Death due to stress and strain of work will be treated as an 'accident' for compensation. Mad. HC 1232
- Departmental proceedings and criminal trials can proceed simultaneously. Supreme Court 1181
- An employer not to hold an enquiry in misconduct resulting in 'loss of confidence' Del. HC 1189



EMPLOYEES' PROVIDENT FUNDS & MP ACT

- Employees of the contractor to be treated as employed by the principal employer when the contract between parties is held to be sham. Del. HC 1254
- General Insurance and Life Insurance are separate genres of the insurance business. All. HC 1275
- EPF dues of defaulting employer are recoverable from the third party if it holds the money of defaulting employer. Del. HC 1291
- When the employer is financially sick, payment of EPF dues may be in installments. Mad. HC 1265
- The cut-off date for a higher pension prescribed as 01.12.2004 is invalid. Mad. HC 1267
- Delayed deposit of EPF dues would attract the statutory rate of interest. All. HC 1244
- EPF Authority has no power to determine as to who are the debtors of defaulting employer. Del. HC 1291
- Director is not employer/owner within the meaning of section 405 of the Penal Code. Cal. HC 1249
- Wages to workers of contractor if being paid by the principal employer, the latter will be treated as an employer. Del. HC 1254
- LIC is not to be covered under Employees Provident Funds and Miscellaneous Provisions Act, 1952, since it is not engaged in general business. All. HC 1275
- Plea of non-identification of beneficiaries before EPF authority not appropriate when the petitioner did not produce its records. Bom. HC 1286
- Remedy for challenging levy of damages for delayed payment is u/s 7-A and not a writ petition. Jhar. HC 1257
- EPF contribution can be allowed to be paid in installments in certain conditions. Ker. HC 1258
- Depositing EPF dues after lodging of the complaint, the defaulting employer cannot be exonerated. Cal. HC 1249

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Sources:

Government Notifications, Press Releases, Labour Department Announcements through Circulars.



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