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COMPLIANCE CALENDAR FOR JANUARY, 2020

PROFESSIONAL TAX - STATES - REMITTANCES

Due Date	States	Existing Rules	Mode
10th January 2020	Andhra Pradesh, Telangana	State-wise regulations	Online
10th January 2020	Madhya Pradesh	State-wise regulations	By Challan
15th January 2020	Gujarat	Gujarat PT regulations	By Challan
20th January 2020	Karnataka	Karnataka PT regulations	By Challan & Online
21st January 2020	West Bengal	West Bengal PT regulations	Online
28th January 2020	Assam & Odisha	State-wise regulations	Online
28th January 2020	Maharashtra	Maharashtra PT regulations	Online

PF Central

15th January 2020	Remittance of contribution	EPF & MP Act, 1952	Online
15th January 2020	Monthly Returns For Reporting Details Of International Workers (Statement IW-1)	EPF & MP Act, 1952	Online
25th January 2020	Monthly Returns-For Exempted Employer Under EDLI Scheme (FORM 7(IF))	EPF & MP Act, 1952	Manual

ESI Central

15th January 2020	Remittance of Contribution	ESIC Act, 1948	Online
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TDS

7th January 2020	TDS Payment	Income Tax Act, 1961	Online
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TDS Return Filing Last Dates of FY 2019 - 2020

Quarter	Quarter Period	TDS Return Due Date
3rd Quarter	1st October to 31st December	31st January 2020

Worker Welfare Fund Remittances

5th January 2020	Kerala (Worker Welfare Fund Act)	Kerala State Worker Welfare Fund	By Challan
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State wise Half Yearly / Yearly Returns

State	Act	Returns	Form	Due Date
Gujarat	The Factories Act, 1948	Half Yearly Returns	FORM 25	15th January 2020
	The Gujarat Labour Welfare Fund Act, 1953	Half Yearly Returns	FORM A-1	15th January 2020
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th January 2020
Haryana	The Maternity Benefit Act, 1961	Annual Returns	FORM K, L, M And N	21st January 2020
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XX	30th January 2020
	The Factories Act, 1948	Annual Returns	FORM 21	15th January 2020
Karnataka	The Karnataka Labour Welfare Fund Act, 1965	Half Yearly LWF Payment And Returns	FORM D	15th January 2020
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th January 2020
	Karnataka Shops And Commercial Establishments Act, 1961 The Payment Of Wages Act, 1936 The Maternity Benefit Act, 1961 The Minimum Wages Act, 1948	Combined Annual Returns	FORM U	31st January 2020
Kerala	The Kerala Shops And Commercial Establishments Act, 1960	Quarterly Returns	FORM H	10th January 2020
	The Kerala Labour Welfare Fund Act, 1975	Half Yearly LWF Payment And Returns	FORM A	15th January 2020
	The Contract Labour (Regulation And Abolition) Act, 1970	Annual Returns	FORM XXV	15th January 2020
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th January 2020
	The Factories Act, 1948	Annual Returns	FORM 21	31st January 2020
Maharashtra	The Maternity Benefit Act, 1961	Annual Returns	FORM L, M	31st January 2020
	The Maternity Benefit Act, 1961	Annual Returns	FORM 11	15th January 2020
	The Maharashtra Labour Welfare Fund Act, 1953	Half Yearly Returns	FORM A-1	15th January 2020
New Delhi	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th January 2020
	The Factories Act, 1948	Annual Returns	FORM 34	15th January 2020
	The Bombay Labour Welfare Fund Act, 1953	Half Yearly LWF Payment And Returns	FORM A	15th January 2020
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th January 2020
Punjab	The Maternity Benefit Act, 1961	Annual Returns	FORM K,L, M & N	31st January 2020
	The Factories Act, 1948, The Contract Labour (Regulation and Abolition) Act, 1970, The Maternity Benefit Act, 1961, The Payment of Wages Act, 1936, The Payment of Bonus act, The Shops and Establishment Act & ISWM Act	Unified Annual Return	Common Form	30th January 2020
Madhya Pradesh	The Factories Act, 1948, The Contract Labour (Regulation and Abolition) Act, 1970, The Maternity Benefit Act, 1961, The Payment of Wages Act, 1936, The Payment of Bonus act, The Shops and Establishment Act & ISWM Act	Unified Annual Return	Common Form	30th January 2020
	The Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982 (LWF)	Half Yearly LWF Payment And Returns	Form A	15th January 2020
Tamil Nadu	The Tamil Nadu Industrial Establishments (Conferment Of Permanent Status To Workmen) Act, 1981	Annual Returns	FORM 1, 2	14th January 2020
	The Tamil Nadu Payment Of Subsistence Allowance Act, 1981	Half Yearly Returns	FORM 2	15th January 2020
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th January 2020
	The Factories Act, 1948	Annual Returns	FORM 22	31st January 2020
	The Maternity Benefit Act, 1961	Annual Returns	FORM K	31st January 2020
	The Payment Of Wages Act, 1936	Annual Returns	FORM IV	31st January 2020
	The Tamil Nadu Labour Welfare Fund Act, 1972	Annual LWF Payment And Returns	FORM A	31st January 2020
	The Contract Labour (Regulation And Abolition) Act, 1970	Half Yearly Self-Certification By The Employer-IT/ITES Principal Employer	FORM XXX	31st January 2020
	The Maternity Benefit Act, 1961	Half Yearly Self-Certification By The Employer-IT/ITES Principal Employer	FORM L	31st January 2020
	The Minimum Wages Act, 1948	Half Yearly Self-Certification By The Employer-IT/ITES Principal Employer	FORM XII	31st January 2020
Uttar Pradesh	The Payment Of Wages Act, 1936	Half Yearly Self-Certification By The Employer-IT/ITES Principal Employer	FORM VIII	31st January 2020
	The Tamil Nadu Shops And Establishments Act, 1947	Half Yearly Self-Certification By The Employer-IT/ITES Principal Employer	FORM O	31st January 2020
	The Factories Act, 1948	Unified Annual Return	Common Form	15th January 2020
	The Shops & Establishment Act, The Payment of wages Act, The Minimum wages Act, The Contract Labour (Regulation and Abolition) Act, 1970 & ISMW Act	Unified Annual Return	Common Form	30th January 2020
Uttarakhand	The Factories Act, 1948	Unified Annual Return	Common Form	15th January 2020
	The Shops & Establishment Act, The Payment of wages Act, The Minimum wages Act, The Contract Labour (Regulation and Abolition) Act, 1970 & ISMW Act	Unified Annual Return	Common Form	30th January 2020
West Bengal	The Factories Act, 1948	Quarterly Returns	FORM 23A	15th January 2020
	The West Bengal Labour Welfare Fund Act, 1974	Half Yearly LWF Payment And Returns	FORM D	15th January 2020
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	15th January 2020
	The Maternity Benefit Act, 1961	Annual Returns	FORM L, M, N	31st January 2020
	The Factories Act, 1948	Annual Returns	FORM 22	31st January 2020
	The Minimum Wages Act, 1948	Annual Returns	FORM IV	31st January 2020
Central	Employment Exchanges (Compulsory Notification Of Vacancies) Act, 1959	Quarterly Employment Exchange Return	FORM ER-1	30th January 2020
	The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Annual Report	Report	31st January 2020

Amendment to the Chhattisgarh Shops and Establishments Rules, 1959

No. F 10-5/2019/16

As per the notification, the Government of Chhattisgarh has amended the Chhattisgarh Shops and Commercial Establishment Rules 1959. The amendments as follows:

The provision for renewal of registration certificate has been omitted and the registration Certificate granted shall remain valid till the date of closure as notified by the employer. It is further provided that all the employers who have obtained registration before 25th June 2014 shall compulsorily obtain registration after the amendment of these rules and the same shall be issued on payment of the newly prescribe fees.

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Amendment to Tamil Nadu Factories Rules 1950

Vide Notification No. SRO A-45/2019

As per the notification, the Government of Tamil Nadu has amended Rule, the fees prescribed earlier 6(3), 8(2) and 10 of the Tamil Nadu Factories Rules, 1950. As per the amendment, transfer and loss of license have been revised from existing 'fifty rupees' to 'two hundred rupees', effective from 11th December 2019.

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Enhancing the income limit of dependent parents from Rs.5000 to Rs.9000

Vide Notification No G.S.R. 599(E)

As per the notification, ESIC dated 26th August 2019 has amended rule 61A of ESI(Central) Rules 1950, enhancing the dependent parent's income limit for medical benefit from existing 'five thousand rupees' to 'nine thousand rupees' from all sources, effective from 2nd December 2019.

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Exemption for Certain Establishment or Factories from the Applicability of Employees State Insurance Act

Vide Notification No G.430

As per the notification, the Government of Andhra Pradesh has exempted Factories / Establishments in State engaged in the seasonal processing and re-drying of unmanufactured leaf tobacco or processes incidental and connected therewith; from the operation of the Employees State Insurance Act, 1948 till 02.07.2020 subject to usual terms and conditions, effective from 12th December 2019.

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Ministry of Labour & Employment has released a gazette notification on Payment of Wages dated 21st November 2019

As per the notification, the Ministry of Labour & Employment has released a payment of wages dates 21st November 2019.

- Except as respects things are done or omitted to be done before such supersession, the Central Government hereby appoints the officers mentioned in the details of GO.
- Specified details in GO has the authority to hear and decide for the area specified.
- All claims arising out of deductions from the wages or delay in the payment of wages of persons employed or paid in the area, including all matters incidental to such claims to the employees employed in the employments or establishments in relation to mines and oil fields, etc.

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The Wages (Central) Rules Preliminary Draft

As per the notification, the Ministry of Labour and Employment has prepared a preliminary draft rule of the Code on Wages, 2019 - for inputs/comments /suggestions of all Stakeholders.

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Tripura Factories (Sixth Amendment) Rules 2019

Vide Notification No.F. 7(121)-FB/AM/(Vol.-II)/2007/1841

As per the notification, the arrangement of sanitary napkins, disposable bins in women's toilet with lids and measures for disposal of waste as per approved the procedure from the Chief Inspector has been mandated. It further mandates to provide personal protective equipment such as safety helmets, protective footwear, safety goggles and spectacles, equipment for eye protection, gloves and protective clothing, ear protection, respiratory protection, etc. to all workers and the equipment shall also conform to the relevant national standards, effective from 4 December 2019.

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Amendment to the Rajasthan Shops and Commercial Establishments Rules

Vide Notification No. G.S.R.43

As per the notification, the provision for renewal of registration certificate has been omitted and the establishment with a certificate of registration issued before the commencement of the Rajasthan Shops and Commercial Establishment (Amendment) Rules, 2019 shall remain valid until the expiry date of the certificate. The validity of the certificate may be extended forever, after depositing the newly prescribed one-time fees, effective from 28 November 2019.

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Karnataka Shops and Establishment Permitted to Remain Open 24x7 days for 3 Years

Vide Notification No. E-LD 4 LET 2019

As per the notification, the Government of Karnataka permits all Shops and Commercial Establishments in the state employing ten or more persons to be open on 24x7 basis on all days of the year for a period of three years.

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Kerala Minimum Wages Notification Basic IT Sector

As per the notification, the Government of Kerala Labour & Skills (E) Department has released the minimum wages notification for Computer Software Sector.

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Kerala Consumer Price Index (CPI)

No.P3.Pdl.1/2019/DES

As per the notification, the Consumer Price Index Numbers applicable to employees in employment under the minimum wages act for the month of October 2019.

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Bihar Minimum Wages Notification

As per the notification, the Government of Bihar released Minimum Wages effective from 1 October 2019.

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The Punjab Minimum Wages Notification (September 2019)

Notification Number No.ST/27067

As per the notification, the Government of Punjab has released the minimum wages effective from 1 September 2019.

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The Code on Social Security, 2019

As per the notification, the code on social security 2019 was introduced in Lok Sabha by the Minister of State for Labour & Employment on Dec 11, 2019. It replaces nine laws related to social security, includes the Employees' Provident Fund Act, 1952, the Maternity Benefit Act, 1961 and the Unorganized Workers Social Security Act 2008. Download the Bill for details.

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The Industrial Relations Code, 2019

As per the notification, the Industrial Relations Code 2019 was introduced in Lok Sabha by the Minister of Labour & Employment on Nov 28, 2019. It seeks to replace three labour laws: (i) the Industrial Disputes Act, 1947, (ii) the Trade Unions Act, 1926, and (iii) the Industrial Employment (Standing Orders) Act, 1946. Download the Bill for details.

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ESI Central Rules Omitting 51B Draft

As per the notification, the ESI (Central) amendment rules 2019

1. Shall come into force on the date of its final publication in the Official Gazette.
2. In the ESI (Central) Rules, 1950, rule 51 B shall be omitted.

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Important Judgements

- Rs.25 lakh as compensation to complainant for sexual harassment, loss of reputation & emotional distress etc. MP HC 40
- A worker guilty of theft loses confidence of employer hence; dismissal is justified. Jhar. HC 26
- Complaint for violation of Contract Labour (CLR&A) Act can be filed within three months. Karn. HC 37
- An exempted establishment cannot be burdened with the payment of gratuity. Mad. HC 17
- Running a factory without a licence is criminal offence. Supreme Court 6
- No relief on termination if the workman has not served for 240 days. Guj. HC 11
- Unauthorised absence of over two years without reason would justify dismissal. Del. HC 7
- Appropriate government can't delve into merits of a dispute by a workman. Karn. HC 35
- Mere pendency of criminal case could not justify denial of gratuity. Jhar. HC 29
- Documents of an employer when not denied by workman will be admitted in evidence. Guj. HC 11
- No gratuity payable to a corrupt and immoral employee. Jhar. HC 31
- Medical expert, not the compensation commissioner, can determine the loss of earning capacity on accident of an employee. Gau. HC 15
- Rs.50,000 as penalty imposed upon a hospital for non-constituting of internal complaint committee under POSH Act. MP HC 40
- Compliance of section 25F of ID Act only when worker has worked for 240 days. Guj. HC 11

EMPLOYEES' PROVIDENT FUNDS & MP ACT

- Delayed deposit of EPF dues would attract damages and interest. Del. HC 71
- Principal employer not liable for contractor's employees, if also working for other employers. Del. HC 67
- Special allowance without any speciality would attract EPF contributions. Mad. HC 110
- Installment can be allowed when an employer is facing crises. Mad. HC 79, 92, 117
- Damages/interest for delayed deposit of EPF dues can be waived/reduced only when an establishment is declared as a sick unit. Mad. HC 80, 82
- Damages can't be reduced unless proof of sickness of the unit is furnished. Mad. HC 93
- Variable payments to employees like encashment of leave not to be treated as 'basic wages. Mad. HC 110
- Apprentices under Apprenticeship Act not 'employees' to be covered under the Act. Ker. HC 114
- A principal employer cannot shift the responsibility of EPF dues upon the contractor. Mad. HC 108



Minimum Wages Notifications

Minimum Wages 2019-2020 as on 19-12-2019						
State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Bihar	Highly Skilled	11154.00				01-Oct-19
	Skilled	9152.00				01-Oct-19
	Semi Skilled	7514.00				01-Oct-19
	Unskilled	7202.00				01-Oct-19
	Supervisory / Clerical	7955.00				01-Oct-19
Kerala	Highly Skilled	12390.00				01-Oct-19
	Skilled	11970.00				01-Oct-19
	Semi Skilled	11760.00				01-Oct-19
	Unskilled	11550.00				01-Oct-19
Punjab	Highly Skilled	11485.83				01-Sep-19
	Skilled	10453.83				01-Sep-19
	Semi Skilled	9556.83				01-Sep-19
	Unskilled	8776.83				01-Sep-19
	Staff - Category A	13946.83				01-Sep-19
	Staff - Category B	12276.83				01-Sep-19
	Staff - Category C	10776.83				01-Sep-19
	Staff - Category D	9576.83				01-Sep-19

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

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