

Andhra Pradesh, Telangana State-wise regulations Madhya Pradesh State-wise regulations Gujarat Gujarat PT regulations

States

Karnataka

West Bengal

Assam & Odisha

Maharashtra

Due Date

10th January 2020

10th January 2020

15th January 2020

20th January 2020

21st January 2020

28th January 2020

28th January 2020

15th January 2020

7th January 2020

Quarter

3rd Quarter

5th January 2020

JANUARY, 2020

PROFESSIONAL TAX - STATES - REMITTANCES

Existing Rules

Karnataka PT regulations

West Bengal PT regulations

State-wise regulations

Maharashtra PT regulations

ESIC Act, 1948

Income Tax Act, 1961

Kerala State Worker Welfare Fund

Mode

Online

By Challan

By Challan

By Challan & Online

Online

Online

Online

Online

Online

By Challan

TDS Return Due Date

31st January 2020

PF Central					
15th January 2020	Remittance of contribution	EPF & MP Ac	et, 1952 Online		
15th January 2020	Monthly Returns For Reporting De Of International Workers (Stateme		et, 1952 Online		
25th January 2020	Monthly Returns-For Exempted En Under EDLI Scheme (FORM 7(et, 1952 Manual		
ESI Central					

TDS

TDS Return Filing Last Dates of FY 2019 - 2020

Worker Welfare Fund Remittances

Quarter Period

1st October to 31st December

Remittance of Contribution

TDS Payment

Kerala (Worker Welfare Fund Act)

State wise Half Yearly / Yearly Returns				
State	Act	Returns	Form	Due Date
	The Factories Act, 1948	Half Yearly Returns	FORM 25	15th January 2020
	The Gujarat Lahour Welfare			

	The Factories Act, 1948	Half Yearly Returns	FORM 25	15th January 2020
Gujarat	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
	The Maternity Benefit Act, 1961	Annual Returns	FORM K, L, M And N	21st January 2020
Haryana	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
	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	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
	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
Kerala	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
	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
Maharashtra	The Maharashtra 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
	The Factories Act, 1948	Annual Returns	FORM 34	15th January 2020
No co Bolls	The Bombay Labour Welfare Fund Act, 1953	Half Yearly LWF Payment And Returns	FORM A	15th January 2020
New Delhi	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th January 2020
	The Maternity Benefit Act, 1961	Annual Returns	FORM K,L, M & N	31st January 2020
Punjab	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
	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
Tamil Nadu	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
	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
Uttar	The Factories Act, 1948	Unified Annual Return	Common Form	15th January 2020
Pradesh	The Shops & Establishment Act, The Payment of wages Act, The Minimum wages Act, The Contract Labour	Unified Annual Return	Common Form	30th January 2020

wages Act, The Contract Labour

(Regulation and Abolition) Act, 1970 & ISMW Act

The Factories Act, 1948

The Shops & Establishment Act, The

Payment of wages Act, The Minimum wages Act, The Contract Labour

(Regulation and Abolition) Act, 1970 & ISMW Act

The Factories Act, 1948

The West Bengal

Labour Welfare Fund Act, 1974

The Contract Labour

(Regulation and Abolition) Act, 1970

The Maternity Benefit Act, 1961

The Factories Act, 1948

The Minimum Wages Act, 1948

Employment Exchanges (Compulsory

Notification Of Vacancies) Act, 1959

The Sexual Harassment of Women at Workplace (Prevention, Prohibition

and Redressal) Act, 2013

Uttarakhand

West Bengal

Central

Unified Annual Return

Unified Annual Return

Quarterly Returns

Half Yearly LWF

Payment And Returns

Half Yearly Returns

Annual Returns

Annual Returns

Annual Returns

Quarterly Employment

Exchange Return

Annual Report

Common Form

Common Form

FORM 23A

FORM D

FORM XXIV

FORM L, M, N

FORM 22

FORM IV

FORM ER-1

Report

30th January 2020

15th January 2020

30th January 2020

15th January 2020

15th January 2020

15th January 2020

31st January 2020

31st January 2020

31st January 2020

30th January 2020

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.







Vide Notification No. SRO A-45/2019

Amendment to Tamil Nadu Factories Rules 1950

As per the notification, the Government of Tamil Nadu has amended Rule, the fees

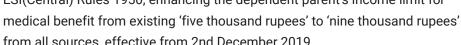
prescribed earlier 6(3), 8(2) and 10 of the Tamil Nadu Factories Rules, 1950. As per the amendment, transfer and loss of license have been revised from existing 'fifty rupees' to 'two hundred rupees', effective from 11th December 2019. Download

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

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

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

from all sources, effective from 2nd December 2019. Download





Wages dated 21st November 2019

payment of wages dates 21st November 2019.

As per the notification, the Government of Andhra Pradesh has exempted Factories / Establishments in State engaged in the seasonal processing and re-drying of

Exemption for Certain Establishment or Factories from the Applicability of

unmanufactured leaf tobacco or processes incidental and connected therewith; from the operation of the Employees State Insurance Act, 1948 till 02.07.2020

Employees State Insurance Act

Vide Notification No G.430

subject to usual terms and conditions, effective from 12th December 2019. Download

Ministry of Labour & Employment has released a gazette notification on Payment of

Except as respects things are done or omitted to be done before such supersession, the Central Government hereby appoints the officers

As per the notification, the Ministry of Labour & Employment has released a

mentioned in the details of GO. Specified details in GO has the authority to hear and decide for the area specified.

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. Download

All claims arising out of deductions from the wages or delay in the



Download

As per the notification, the Ministry of Labour and Employment has prepared a

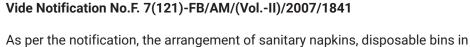
preliminary draft rule of the Code on Wages, 2019 - for inputs/comments



The Wages (Central) Rules Preliminary Draft

/suggestions of all Stakeholders.

Tripura Factories (Sixth Amendment) Rules 2019





Vide Notification No. G.S.R.43

fees, effective from 28 November 2019.

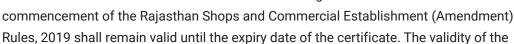
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Amendment to the Rajasthan Shops and Commercial Establishments Rules As per the notification, the provision for renewal of registration certificate has been omitted and the establishment with a certificate of registration issued before the

women's toilet with lids and measures for disposal of waste as per approved the

conform to the relevant national standards, effective from 4 December 2019.

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





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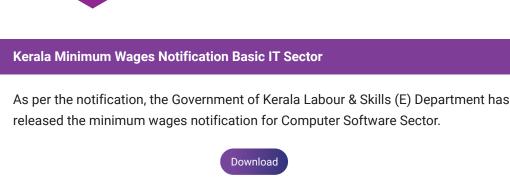
No.P3.Pdl.1/2019/DES

certificate may be extended forever, after depositing the newly prescribed one-time

Download

Vide Notification No. E-LD 4 LET 2019

all days of the year for a period of three years.



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

Download



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in employment under the minimum wages act for the month of October 2019.



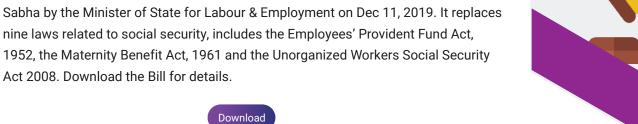
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Notification Number No.ST/27067

effective from 1 September 2019.

The Punjab Minimum Wages Notification (September 2019)

Download



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

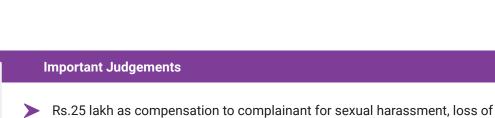
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As per the notification, the Government of Punjab has released the minimum wages

ESI Central Rules Omitting 51B Draft

The Industrial Relations Code, 2019

Orders) Act, 1946. Download the Bill for details.



months. Karn. HC 37 An exempted establishment cannot be burdened with the payment of 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

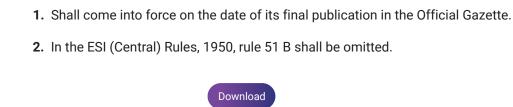
reputation & emotional distress etc. MP HC 40

A worker guilty of theft loses confidence of employer hence; dismissal is justified.

Complaint for violation of Contract Labour (CLR&A) Act can be filed within three

Unauthorised absence of over two years without reason would justify dismissal.

- earning capacity on accident of an employee. Gau. HC 15 Rs.50,000 as penalty imposed upon a hospital for non-constituting of internal
- 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



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

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

Del. HC 7

Jhar. HC 26

No gratuity payable to a corrupt and immoral employee. Jhar. HC 31

- **EMPLOYEES' PROVIDENT FUNDS & MP ACT**
- Installment can be allowed when an employer is facing crises. Damages/interest for delayed deposit of EPF dues can be waived/reduced only
 - Variable payments to employees like encashment of leave not to be treated as
 - Apprentices under Apprenticeship Act not 'employees' to be covered under the
 - A principal employer cannot shift the responsibility of EPF dues upon the





As per the notification, the Government of Bihar released Minimum Wages

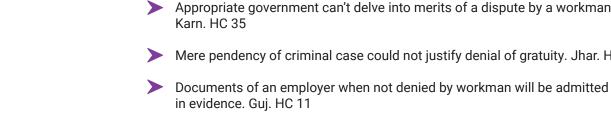
Bihar Minimum Wages Notification

effective from 1 October 2019.

The Code on Social Security, 2019

As per the notification, the code on social security 2019 was introduced in Lok

2. In the ESI (Central) Rules, 1950, rule 51 B shall be omitted. Download



employers. Del. HC 67

Mad. HC 79, 92, 117

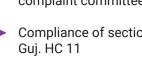
'basic wages. Mad. HC 110

contractor. Mad. HC 108

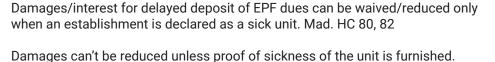
Mad. HC 110

Mad. HC 93

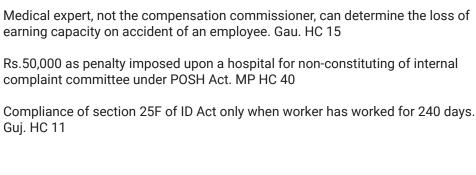
Act. Ker. HC 114



Special allowance without any speciality would attract EPF contributions.







Minimum Wages Notifications

Minimum Wages 2019-2020 as on 19-12-2019						
State	Class	Minimum Wages				
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	With Effect From
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
	Highly Skilled	11485.83				01-Sep-19
Punjab	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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Sources:

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











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