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COMPLIANCE CALENDAR FOR FEBRUARY, 2020

PROFESSIONAL TAX - STATES - REMITTANCES

Due Date	States	Existing Rules	Mode
10th February 2020	Andhra Pradesh, Telangana	State-wise regulations	Online
10th February 2020	Madhya Pradesh	State-wise regulations	By Challan
15th February 2020	Gujarat	Gujarat PT regulations	By Challan
20th February 2020	Karnataka	Karnataka PT regulations	By Challan & Online
21st February 2020	West Bengal	West Bengal PT regulations	Online
28th February 2020	Assam & Odisha	State-wise regulations	Online
29th February 2020	Maharashtra	Maharashtra PT regulations	Online

PF Central

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

ESI Central

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

7th February 2020	TDS Payment	Income Tax Act, 1961	Online
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Worker Welfare Fund Remittances

5th February 2020	Kerala (Worker Welfare Fund Act)	Kerala State Worker Welfare Fund	By Challan
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Statutory Returns

15th February 2020	Annual Return Of Principal Employer (FORM XXV)	The Contract Labour (Regulation And Abolition) Act, 1970	Pan India (Manual/Online)
28th February 2020	Annual Return in Form R	The Maharashtra Shops And Establishments (Regulation Of Employment And Conditions Of Service) Act, 2017	Online



Amendment to the Rajasthan Shops and Commercial Establishment 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 till 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 28th November 2019.

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Circular On Offline Payment of Labour Welfare Fund Contribution in Haryana

Vide circular No:HLWB/REVE/380-591

As per the notification, with reference to receipt not being generated in certain cases in the department website, has decided that receipts of all contribution shall be accepted from concerned establishment through offline mode till the website run smoothly and draft shall be issued in favor of Welfare Commissioner Haryana payable at Panchkula. Therefore, the date of such offline receipts will be accepted in online mode, and BIP no of each establishment is compulsory for accepting such receipts. The data of such contributions shall be accepted in the enclosed format effective from 17th January 2020.

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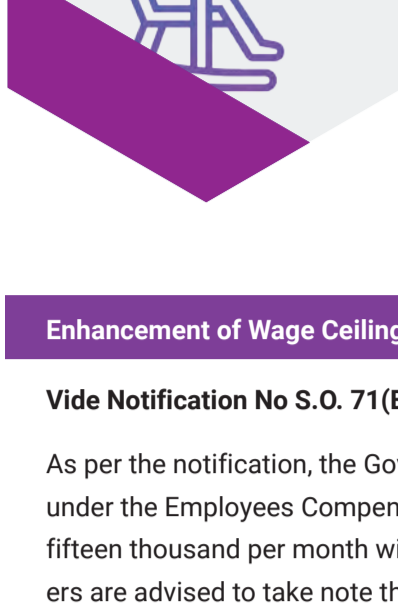


Extension of Time Limit To Deposit Labour Welfare Fund In The State Of Haryana

Vide Circular No HLWB.REVE/678-83

As per the notification, the Government of Haryana has extended the last day to deposit the Labour Welfare Fund pertaining to the year 2019, without any interest, till 31st March 2020, effective from 21st January 2020.

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Enhancement of Wage Ceiling Limit Under the Employees' Compensation Act, 1923

Vide Notification No S.O. 71(E)

As per the notification, the Government of India has enhanced the wage ceiling under the Employees Compensation Act, from rupees eight thousand to rupees fifteen thousand per month with effect from 3rd January 2020. Therefore, employees are advised to take note that the amount of compensation to be paid to the employee under the Act shall be calculated on the increased wage ceiling of rupees fifteen thousand effective from 3rd January 2020.

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Introduction Of Online Payment Gateway Towards Payment Of Labour Welfare Fund In Maharashtra

Vide Notification No 2019-20/413

As per the notification, the Government of Maharashtra has introduced an online payment gateway under ease of doing business for payment of labour welfare fund. The online payment gateway can be accessed through the website provided here as <https://public.mlwb.in/public>. Therefore, the online payment gateway shall be effective from 1st January 2020. All establishments shall register in the mentioned website (one time only) and provide the details of the worker and employer subscription. The payment can be made through Debit Card / Credit Card / Net Banking / Payment Apps / using the facility of Secure Payment Gateway/ NEFT / RTGS.

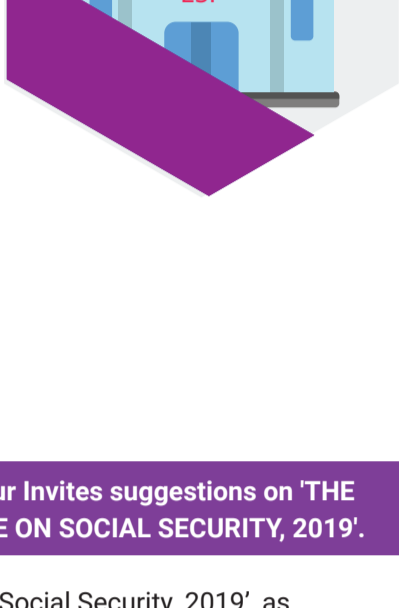
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The Kerala Minimum Wages Notification (November 2019)

Vide Notification No.P3.Pdl.1/2020/DES

Government of Kerala, Labour, and Skills (E) Department have revised the variable dearness allowance for employment in Shops and Commercial establishments and employment in Computer Software Sector. As per the Notification, the Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for November 2019 are as ascertained by the Director-General of Economics & Statistics under clause (C) of Section 2 of the Act.

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Departmentally Related Standing Committee on Labour Invites suggestions on 'THE INDUSTRIAL RELATIONS CODE, 2019' AND 'THE CODE ON SOCIAL SECURITY, 2019'.

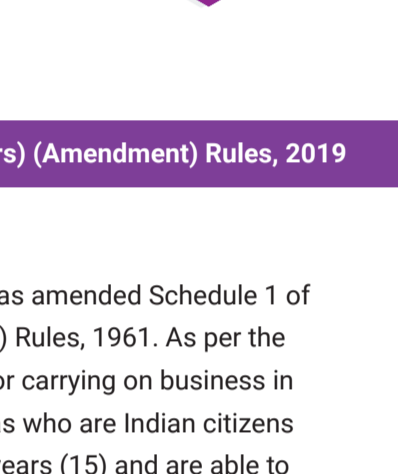
The Industrial Relations Code, 2019' and 'The Code on Social Security, 2019', as introduced in Lok Sabha, have been referred by the Speaker to the Standing Committee on Labour headed by Shri Bhartuhari Mahtab, MP for examination and report. The committee has decided to invite memoranda containing views/suggestions separately on each Code from the public in general and NGOs/ Experts/ Stakeholders and Institutions in particular.

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The Andaman And Nicobar Minimum Wages Notification 1st January 2020

Latest Minimum wages for Shops & Establishment in Andaman and Nicobar Islands have been updated, which is effective from 1st January 2020.

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The Karnataka Industrial Employment (Standing Orders) (Amendment) Rules, 2019

Vide Notification No: LD 268LET 2016 (P-I)

As per the notification, the Government of Karnataka has amended Schedule 1 of the Karnataka Industrial Employment (Standing Orders) Rules, 1961. As per the amendment, every Industrial establishment operating or carrying on business in Karnataka shall give priority appointment to Kannadigas who are Indian citizens and are residing in Karnataka for not less than fifteen years (15) and are able to read, write and speak Kannada language subject to suitability, qualification, experience and other requirements in case of workmen. The amendment has further mandated that every industrial establishment shall provide not less than five percent of employment to persons with benchmark disabilities as defined in clause (r) of section 2 of the Rights of Persons with Disabilities Act, 2016 in case of workmen in order to get an incentive from the Government.

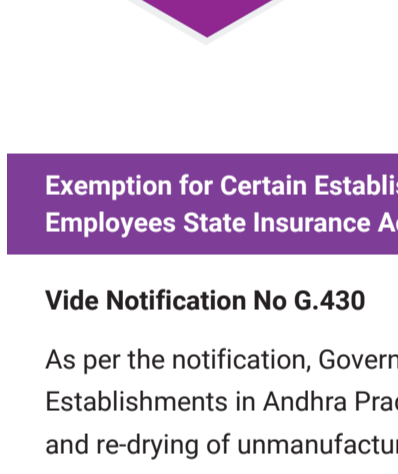
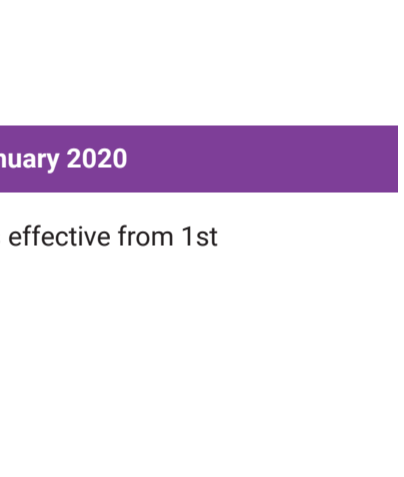
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The Uttarakhand Factories (Amendment) Rules, 2019

Vide Notification NO:1572/VIII-1/19-04(vividh)/2015 TC II

As per the notification, the Government of Uttarakhand has amended Uttar Pradesh Factories Rules, 1950 (as applicable to the state of Uttarakhand). As per the amendment, the arrangement of separate toilets for men and women, sanitary napkins, disposable bins in women's toilets with lids, and measures for disposal of waste as per approved procedure from Chief Inspector has been mandated. The amendment has further increased the registration fees and amended various other provisions under the rules effective from 20th December 2019.

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The West Bengal Minimum Wages Notification 1st January 2020

Government has released the minimum rates of wages effective from 1st January 2020 to 30th June 2020

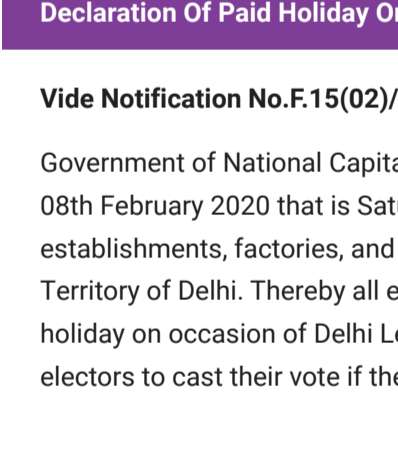
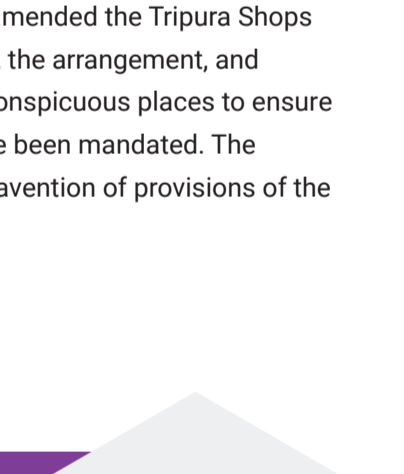
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Exemption for Certain Establishment or Factories from The Applicability of Employees State Insurance Act

Vide Notification No G.430

As per the notification, Governor of Andhra Pradesh has exempted Factories / Establishments in Andhra Pradesh from 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 with effect from 12th December 2019 subject to usual terms and conditions.

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Tripura Shops And Establishments (Sixth Amendment) Rules, 2019

Vide Notification No.F.24(1)-LAB/ENF/SE/89/9779

As per the notification, the Government of Tripura has amended the Tripura Shops and Establishment Rules, 1970. As per the amendment, the arrangement, and maintenance of an adequate number of dustbin(s) at conspicuous places to ensure hygiene and sanitation in and around the premises have been mandated. The amendment has further increased the penalty for contravention of provisions of the Rules effective from 18th December 2019.

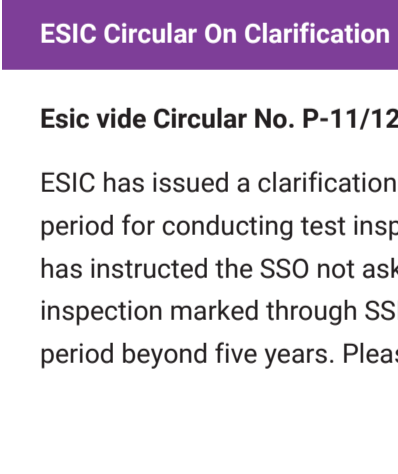
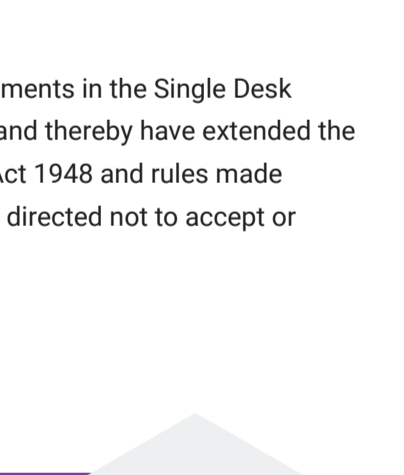
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Declaration Of Paid Holiday On Occasion Of Delhi Legislative Assembly Election

Vide Notification No.F.15(02)/Lab/G.E/2020/381-386

Government of National Capital Territory of Delhi has declared paid holiday on 08th February 2020 that is Saturday for all establishments working in different establishments, factories, and other establishments in the National Capital Territory of Delhi. Thereby all employers are directed to grant one day paid holiday on occasion of Delhi Legislative Assembly Election to enable the electors to cast their vote if the day of polling is a working day.

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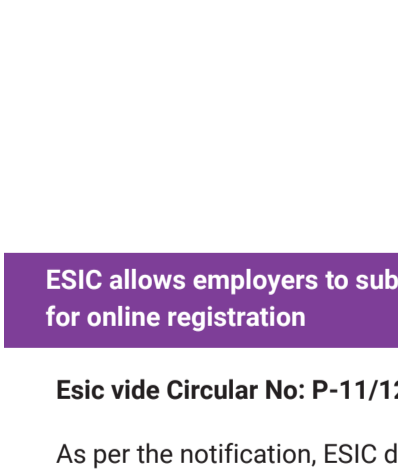
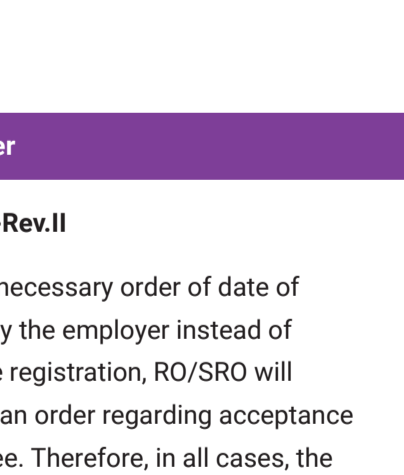


ESIC Circular On Clarification Regarding Inspection Of Records Beyond Five Years

Esic vide Circular No. P-11/12/11/04/2018 Rev.II

ESIC has issued a clarification regarding the checking of records beyond the five-year period for conducting test inspections and other inspections. As per the circular, ESIC has instructed the SSO not ask for any records beyond five years from the employer for inspection marked through SSP/Hqrs as the contribution cannot be determined for the period beyond five years. Please refer the circular for detailed information.

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Circular On Late Registration of Employee by Employer

Esic vide circular No: P-11/12/Misc./SST Misuse/2019-Rev.II

As per the notification, RO/SRO is directed to issue the necessary order of date of appointment for submission of necessary documents by the employer instead of visit/inspection by SSO/Branch Manager. In case of late registration, RO/SRO will verify the records submitted by the employer and issue an order regarding acceptance or rejection of the date of appointment of each employee. Therefore, in all cases, the date of appointment shall not be prior to the 1st day of the previous contribution period. The employer can submit the documents to concerned RO/SRO through email, post messenger. In this case, the employer fails to submit the necessary documents for the verification of appointment date of an employee within the stipulated time period; the date of registration of employee will be deemed as the date of appointment, effective from 13th January 2020.

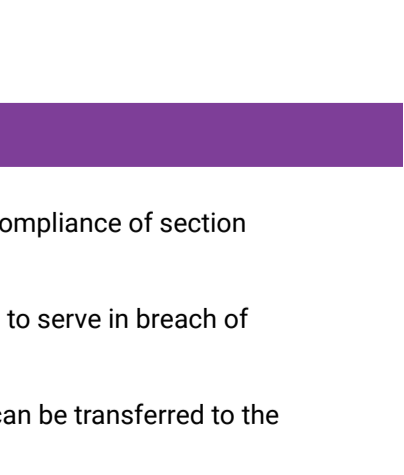
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ESIC allows employers to submit documents through e-mail, post, and messenger for online registration

Esic vide Circular No: P-11/12/Misc./SST Misuse/2019-Rev.II

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Important Judgements:

- Contract labour system can be abolished only on compliance of section 10(2) of the Contract Labour (R&A) Act.
- Claim for damages is justified if the employee fails to serve in breach of undertaking.
- A complaint of sexual harassment in Women Cell can be transferred to the Internal Committee of the employer.
- Resignation after its valid acceptance can't be withdrawn.
- One who breaches a bond has to pay damages as stipulated to serve for a prescribed period.

EMPLOYEES' PROVIDENT FUNDS & MP ACT

- EPF authority has to summon a contractor with an independent code number.
- An employer is not liable to deposit EPF dues when wages were not paid during the closure period.
- EPF authority can't attach a bank account without issuing prescribed notice to the employer.
- Shifting of the office cannot be the sufficient cause for condonation of delay in filing the appeal.
- An employee getting wages more than the prescribed ceiling will be excluded from coverage.
- When the financial crisis is proved, the remittance of EPF dues in installments is justified.



Minimum Wages Notifications

Minimum Wages 2019-2020						
State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Kerala	Highly Skilled	12494.00				01-Nov-19
	Skilled	12074.00				01-Nov-19
	Semi Skilled	11864.00				01-Nov-19
	Unskilled	11654.00				01-Nov-19
Uttrakhand	Skilled	9718.00				01-Oct-19
	Semi-Skilled	9124.00				01-Oct-19
	Unskilled	8531.00				01-Oct-19
	Clerk-1	10720.00				01-Oct-19
	Clerk-2	9972.00				01-Oct-19
West Bengal	Highly Skilled	11113.00	9725.00			01-Jan-20
	Skilled	10104.00	8840.00			01-Jan-20
	Semi Skilled	9185.00	8035.00			01-Jan-20
	Unskilled	8349.00	7307.00			01-Jan-20
Andaman & Nicobar Islands	Highly Skilled	17498.00				01-Jan-20
	Skilled	15990.00				01-Jan-20
	Semi-Skilled	13780.00				01-Jan-20
	Un-skilled	12298.00				01-Jan-20

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Sources:

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

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