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COMPLIANCE CALENDAR FOR MARCH, 2020

PROFESSIONAL TAX - STATES - REMITTANCES

Due Date	States	Existing Rules	Mode
10th March 2020	Andhra Pradesh, Telangana	State-wise regulations	Online
10th March 2020	Madhya Pradesh	State-wise regulations	By Challan
15th March 2020	Gujarat	Gujarat PT regulations	By Challan
20th March 2020	Karnataka	Karnataka PT regulations	By Challan & Online
21st March 2020	West Bengal	West Bengal PT regulations	Online
28th March 2020	Assam & Odisha	State-wise regulations	Online
31th March 2020	Maharashtra	Maharashtra PT regulations	Online

PF Central			
15th March 2020	Remittance of contribution	EPF & MP Act, 1952	Online
15th March 2020	Monthly Returns For Reporting Details of International Workers (Statement lw-1)	EPF & MP Act, 1952	Online
25th March 2020	Monthly Returns for exempted employer under EDLI Scheme (FORM 7(IF))	EPF & MP Act, 1952	Manual

ESI Central			
15th March 2020	Remittance of Contribution	ESIC Act, 1948	Online

TDS			
7th March 2020	TDS Payment	Income Tax Act, 1961	Online

Worker Welfare Fund Remittances			
5th March 2020	Kerala (Worker Welfare Fund Act)	Kerala State Worker Welfare Fund	By Challan



EPFO Amendment on Restoration to Normal Pension in cases of Commutation

Vide Circular No G.S.R.132 E

As per the notification, Employees' Pension Scheme, 1995 Amendment whereby normal pension in respect of those members who availed the benefit of Commutation on or before the 25th day of September 2008 shall be restored after completion of fifteen years from the date of such Commutation, effective from 20th February 2020.

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EPFO Circular on Guidelines for Initiation of Inquiries Under Section 7A

Vide Circular No.C-II/20/76/Misc./2020/CBE/TN/027

As per the circular, the inquiry shall not be initiated for any purpose extraneous to the statutory mandate of Section 7A, i.e., dispute of applicability or determination of dues. The minimum standard of evidence for the commencement of any legal proceeding is the existence of a prima-facie case, and the same applies to proceedings u/s 7A as well. A mere complaint in itself doesn't constitute prima-facie case evidence. Any complaint is required to be investigated by an Enforcement Officer Under Section 13(1) of the Act and substantiated based on admissible evidence gathered during the investigation. Once an inquiry is initiated for specific reasons and periods, the scope thereof cannot be extended beyond the fact-in-issue. The reasons for the initiation of inquiry must be recorded in writing, and a copy of all the documents shall be supplied to the necessary parties along with the notice with the case number under Section 7A, effective from 14th February 2020.

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Maharashtra-Labour-Welfare-Notification

As per the notification, the Maharashtra Labour Welfare Board has started an online welfare fund payment system on 1st day of January 2020. Hence as per the request made by various establishments, the final time limit for making online employer-employee contributions has been extended till the 29th day of February 2020.

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Amendment to Telangana Factories Rules, 1950

Vide Notification No. G.O.Ms.No. 3

As per the notification, the Government of Telangana has amended Schedule-XXVII providing operations involving High Noise Levels and Vibration Levels under Rule 95 of the Telangana Factories Rules, 1950, effective from 28th January 2020.

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Amendment to Rule 61-N of Telangana Factories Rules, 1950

Vide Notification No. G.O.Ms.No. 4

As per the notification, the Government of Telangana has amended rule 61-N of the Telangana Factories Rules, 1950. As per the amendment, the arrangement of personal protective equipment such as safety helmets, protective footwear, safety goggles and spectacles, equipment for eye and face protection, gloves and protective clothing, ear protection, respiratory protection, and other equipment to all workers has been mandated, and the equipment shall also conform to the relevant national standards, effective from 28th January 2020.

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EPFO Circular on Auto-Settlement of Online Form 31 and Other Claims

Vide Circular No NDC/13(12)2019/Auto Settlement/29

As per the notification, EPFO has introduced the pilot project of auto settlement (partial) of Form 31 (Illness) through EPFO application software at RO-Delhi (South), RO-Delhi (West), RO-Gurgaon, RO-Bandra, RO-Khandivali, RO-Thane, RO, Karnal, and RO-Pune. All claims will be processed from 8.00 pm to 8.00 am by the system, and the system would validate the claims received online (Form 31) and filter for autoprocessing. To facilitate the claims processing and enabling the approving authorities with an insight in relation to a claim and thereby supporting them to take due to caution while dealing with such claims based on such observations system will pre-validate Form-19, 10C, 31, 20, 5(IF) on certain parameters. The pre-validation would be implemented in the remaining offices in due course by the EPFO after the pilot results, effective from 17th January 2020.

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Extension of Time Period for ESIC Contribution in Union Territory of Jammu And Kashmir

Vide Notification No. P-11/12/Misc./1/2019 (M) - Rev.II

As per the notification, ESIC has extended the time limit to file and deposit monthly contribution / submit Return till 29th February 2020 by an employer of Union Territory of Jammu and Kashmir for the contribution period ending September 2019 in view of the ban/restriction on Internet Services in the Union Territory of Jammu and Kashmir. The payment of contribution will be accepted only through online mode, no other mode of payment will be accepted, effective from 17th 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, effective from 7th December 2019.

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White Category Auto Generation Receipt

Circular No: APPCB-11030/3/2019-TEC-ITGIS-APPCB

As per the notification, Andhra Pradesh Pollution Control Board (APPCB) implemented the auto-generation receipt for white category units in OCMMS through Single Desk Portal. The receipt will be generated automatically whenever the applicant submits the data and files applications under the white category.

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The Maharashtra Minimum Wages VDA Notification (Jan 2020)

As per the notification, the Government of Maharashtra has released revised minimum rates of wages (variable dearness allowance) effective 1st January 2020, which will be valid till 30th June 2020.

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Kerala CPI for December 2019

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

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 December 2019 are as ascertained by the Director-General of Economics & Statistics under clause (C) of Section 2 of the Act.

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Minimum Wages Notifications

Minimum Wages 2019-2020						
State	Class	Minimum Wages				
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	With Effect From
Kerala	Highly Skilled	12624.00				01-Dec-19
	Skilled	12204.00				01-Dec-19
	Semi Skilled	11994.00				01-Dec-19
	Unskilled	11784.00				01-Dec-19
Maharashtra	Skilled	12386.00	11790.00	11194.00		01-Jan-19
	Semi-Skilled	11610.00	11014.00	10418.00		01-Jan-19
	Unskilled	10775.00	10179.00	9582.00		01-Jan-19

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Sources:

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

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