

TalEzine - April'20

Weekly Edition



Ministry Of Home Affairs Order On Strict Implementation Of Lock-down Order During Extended Period

As per the notification, Hon'ble Prime Minister announced that the lockdown in India, which has been imposed to contain the spread of COVID-19 pandemic, will have to extend till May 3, 2020. Home Secretary, the Government of India, has notified to all States and Union territories that with the extension of the lockdown, all restrictions that have been imposed in various sectors, and on various activities, will continue to remain in force. These restrictions, which have been spelt out in the Consolidated Guidelines of MHA, must be enforced strictly, by all Ministries/Departments of the Government of India, and by State/Union Territory Governments and Authorities.

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Revised Consolidated Guidelines - Ministry of Home Affairs (MHA)

As per the notification, the Government of India, the Ministry of Home Affairs has issued an order dated 14th April 2020 that the lockdown measures stipulated in the Consolidated Guidelines of Ministry of Home Affairs (MHA) for containment of COVID-19 epidemic in the country, will continue to remain in force upto 3rd May 2020 to contain the spread of COVID-19 in the country. Additional activities will be allowed, which will come into effect from 20th April 2020. These additional activities will be operationalized by States/Union Territories /District Administrations based on strict compliance with the existing guidelines on lockdown measures. Please refer to the notification for more details.



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Extension Of Lock-down In The State Of Tamil Nadu Upto 30th April 2020

G.O.(Ms)No.190

As per the extension, the Government of Tamil Nadu has announced the extension of the lockdown period up to 30th April 2020.

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Odisha Lockdown Extension

Vide Order No. 2135/R&DM(DM)

As per the notification, the Government of Odisha has announced the extension of the lockdown period up to 30th April 2020.

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Notification from Ministry of Finance

Notification No.F.16(1)-PD/75

As per the notification, the Ministry has notified the interest for the deposits made under the Special Deposit Scheme for Non-Government Provident Fund, superannuation, and Gratuity funds, an effect from 1st April 2020 to 30th June 2020 bear interest at 7.1%.

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Details of Migrant Workers

As per the notification, the huge number of migrant workers are impacted due to the lockdown in view of the spread of COVID-19. The number of migrant workers is stranded and placed in various temporary shelters/relief camps arranged by state Government authorities. Chief Labour Commissioner has issued orders to Regional Heads to collect data about the migrant workers stranded due to COVID-19 under three different categories:

- Relief Camps/Shelter (District Wise)
- Employers Whose Labour is IN-SITU at workplace
- Local where Migrant Workers are generally Clustered (other than, A, and, B).

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EPF Contribution Due Date Extended For The Month Of March 2020

Vide Notification No.C-1/Misc./2019-20/VoIII./Part./9

As per the notification, the EPFO has extended the due date for payment of contributions and administrative charges/ inspection charges due for wage month March 2020 from 15th April 2020 to 15th May 2020 i.e., a grace period of thirty days (16th April 2020 to 15th May 2020) for filing of Electronic Challan cum Return(ECR) to establishments disbursing wages for March 2020, effective from 15th April 2020. Please refer to the notification for more details.

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EPF Scheme Guidelines For Implementation Of PMGKY Credit Of Employers And Employee Contribution By Government Of India

No. C-1/Misc./2019-20/Vol.II./Part/

As per the notification, the EPFO has released the circular and guidelines to the implementation of Pradhan Mantri Garib Kalyan Yojana Package for credit of Employees and Employers Share of EPF & EPS Contributions (24% of wages) for three months by Government of India. As per the notification to prevent disruption in the employment of low wage-earning employees and support establishments employing up to one hundred employees, the entire employees EPF contributions (12% of wages) and employers' EPF & EPS contribution (12% of wages), totalling 24% of the monthly wages for the next three months shall be directly paid by the Central Govt. in the EPF accounts (UAN) of employees, who are already members of Employees Provident Funds Scheme, 1952, drawing wages less than fifteen thousand rupees per month and employed in establishments, already covered under the Employees Provident Funds And Miscellaneous Provisions Act 1952, employing up to one hundred employees, with 90% or more of such employees earning less than fifteen thousand rupees monthly wages, effective from 10th April 2020. Please refer to the document for detailed information.

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EPFO Circular On Acceptance Of Alternative Documents As A Valid Proof Of Date Of Birth

Vide Circular No. WSU/37(1)2019/DOB

As per the notification, the supersession of earlier circulars dated 12th December 2006 and 12th December 2017 EPFO has accepted certain documents as valid proof of date of birth in case of any dispute on the date of birth. The list of documents: (1) Birth Certificate issued by the Registrar of Births and Deaths (2) Any School/State-related Certificate (3) Certificate based on the service records of the Central/ Education Organisations (4) Passport (5) In the absence of records of date of birth as above, Medical Certificate issued by Civil Surgeon after examining the member medically and supported with an affidavit on oath by the member duly authenticated by a Competent Court (6) Aadhar/e-Aadhar: the change in date of birth shall be accepted as per Aadhar /e- Aadhar up to a maximum range of plus or minus three years of the date of birth recorded earlier with EPFO, effective from 3rd April 2020.

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Exemption From Penalty For Delay In Payment Of Profession Tax And Filing Of Return In Madhya Pradesh

Vide Notification No. F A 3-07/2020/1/V(22)

As per the notification, the Government of Madhya Pradesh exempts the private sector employers who are required to make payment of tax by 10th April 2020 and file the relevant return by 15th April 2020, from the penalty under section 13, if the tax is paid on or before 30th April 2020 and from the penalty under sub-section (3) of section 9 if the return is filed before 5th May 2020. Please refer to the order for more details.

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Labour Department's Advisory To Private Firms In Karnataka

As per the notification, the Government of Karnataka, the Department of Labour and Employment ordered to employers of private firms, has advised not to dismiss their employees, especially casual workers or contract workers, and not to reduce their wages. If any worker has taken leave during this period, it shall be deemed to be on duty without any effective reduction in their wages. Also, employees shall be deemed to be on duty for such a unit in the event of failure to report to work due to COVID - 19. Subsequently, any violations of this order are subject to penalties under the Disaster Management Act 2005. The Labour Department will take action to install a helpline within 48 hours.

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NEEM Advisory - Regarding payment of stipend

Vide Advisory F.No. 3-1/D-SDC/NEEM/2019

As per the notification, the All India Council For Technical Education has issued an advisory on the payment of stipend to trainees during the lockdown period. All the NEEM Facilitators are advised to ensure that the stipend to all NEEM Trainees under National Employability Enhancement Mission (NEEM) may be paid by the industries for the COVID - 19 Lockdown period.

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ESI Contribution Due Date Extended For the Month Of February 2020

Vide Notification No P-11/14/Misc./1/2019

As per the notification, the ESIC has further extended the ESI contribution due date for February 2020 till 15th May 2020 instead of the earlier extended period of 15th April 2020 on account of the pandemic in the form of coronavirus. As per the new notification, the time limit for payment of contribution under Regulation 31 has been extended to seventy-five days for February 2020 only, effective from 13th April 2020.

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Mandatory Submission Of Mobile Number And Bank Account Details For Registration Under ESIC

As per the notification, ESIC has mandated the submission of mobile number and bank account details (Bank name, Branch name, and IFSC) for registration of new employees. Employers are required to update mobile number and bank account details of existing employees registered under the ESIC Scheme. Employees can view the notice in their respective ESIC employer login. Currently, gazette notification has not been released, and detailed notification may be published shortly.

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The Uttar Pradesh Minimum Wages Notification (April 2020)

Notification No. 468-93/Pravartan-(M.W.)/15

As per the notification, the Government of Uttar Pradesh, the Labour Department has revised the variable dearness allowance under Shops and Commercial Establishment and other sectors effective from 1st April 2020 to 30th September 2020.

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The Chhattisgarh Minimum Wages Revised Notification (April 2020)

Vide Notification No/08/2020/1901

As per the notification, the Government of Chhattisgarh has revised the VDA effective 1st April 2020 to 30th September 2020.

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Minimum Wages Notifications

Minimum Wages 2020-2021

State	Class	Minimum Wages				Effective Date
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
Uttar Pradesh	Highly Skilled	0				01-Apr-20
	Skilled	10627.50				01-Apr-20
	Semi Skilled	9487.50				01-Apr-20
	Unskilled	8625.00				01-Apr-20
Chhattisgarh	Highly Skilled	11590.00				01-Apr-20
	Skilled	10810.00				01-Apr-20
	Semi Skilled	10030.00				01-Apr-20
	Unskilled	9380.00				01-Apr-20

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Sources:

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

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