

TalEzine - May'20 Weekly Edition



Government Of India Extends Lockdown Upto 31st May 2020

As per the notification, the Government of India, the Ministry of Home Affairs, has announced the extension of lockdown till 24:00 hrs of 31st May 2020 with new guidelines to be followed in the containment of COVID – 19. Please refer to the notification for more details.

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EPF Amendment - The percentage of contribution has been reduced to 10% from 12%

Vide Notification S.No.1513

As per the notification, the Government of India, the Ministry of Labour and Employment issued the period applicability for EPF reduction from 12% to 10% as May, June and July 2020. The establishments registered under the Act other than Government enterprises / establishments and establishments already seeking relief under the Pradhan Mantri Garib Kalyan Yojna, the contribution which shall be paid by the employer to the EPF shall be Ten percent. The employee's contributions shall be equal to the employer's contribution payable in respect of wages payable to employees for May, June, July 2020.

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FAQ Reduced Rate Of Contribution By EPFO

As per the notification, the EPFO has issued a Frequently Asked Questions (FAQ's) for a reduction in the statutory rate of EPF contribution from 12% to 10%. Please refer to the notification for more details.

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Relaxation For Employers On Filing Of ESI Contribution For The Contribution Period October 2019 To March 2020

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

As per the notification, the ESIC has extended the time of filing return of contribution for the contribution period October 2019 to March 2020 under Employees State Insurance (General) Regulations, 1950 to 11th June 2020.

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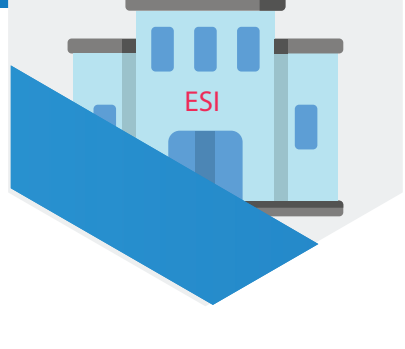

Relief To Establishments Covered Under EPF From Levy Of Penalty For Delayed Deposit Of Dues During Lockdown

As per the notification, the Government of Delhi, the EPFO considering the difficulty faced by the establishments in the timely deposit of contributions or administrative charges due for any period during the lockdown, the EPFO has decided that such delays due to operational or economic reasons shall not be treated as default and penal damages should not be levied for such delay. Circular dated 15.05.2020 has been issued to Field Offices of EPFO containing instructions to the effect that no proceeding shall be initiated for levy of penal damages in such cases which is available under TAB "COVID-19" on the home page of EPFO website.

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Guidelines on preventive measures to contain the spread of COVID-19 in the workplace

As per the notification, the Government of India, the Ministry of Health & Family Welfare, and Directorate General of Health Services have released the guidelines on preventive measures to contain the spread of COVID-19 in the workplace. Please refer to the notification for more details.

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Restarting Of Industries And Sanction Of Relief Measures To MSMEs And Other Industries In Andhra Pradesh

As per the notification, the Government of Andhra Pradesh has sanctioned a package of relief measures to bring the industry back on track with a restart program and extended certain incentives to the Industries, especially to MSMEs to start their operations smoothly in the State of Andhra Pradesh. Kindly refer to the notification for further details on the relief measures.

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Extension Of Lockdown In Andhra Pradesh Upto 31st May 2020

As per the notification, the Government of Andhra Pradesh has issued an order extending the lockdown up to 31st May 2020, and the revised guidelines to be followed till then have also been released. Please refer to the notification for more

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Amendment Of Maternity Benefit Forms Under Employees State Insurance (General) Regulations, 1950

Vide Notification No. N-12/13/1/2016-P&D

As per the notification, the Government of Delhi has amended The Employees' State Insurance (General) Regulations, 1950 to bring following changes as mentioned, (1) Revised Form 17 (Certification/Notice of Pregnancy) and Form 19 (claim for Maternity Benefit and Notice of work) (2) Under Regulation 87, which regulates notice of pregnancy by an insured woman, newly inserted Regulation 87A shall now provide for Notice of Commissioning Mother to be submitted in the amended Form 17 to the appropriate branch office (3) Under Regulation 88, which regulates the claim for maternity benefits commencing before confinement, newly inserted Regulation 88A shall require submission of a declaration by an insured woman of her surviving child or children (4) Under Regulation 89 which provides for a claim for maternity benefit only after confinement or miscarriage, (a) Newly inserted Regulation 89C shall require submission of a claim for Maternity Benefit by Commissioning Mother in the amended Form 19. Provided further if commissioning mother and another woman both are insured, the claim will be provided only to the commissioning mother. Claim against miscarriage will not be payable to the commissioning as well as to the other woman (b) Newly inserted regulation 89 D shall require submission of a claim for Maternity Benefit by Adoptive mother in the amended Form 19 as well.

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Amendment To The Applicability Of The Contract Labour (Regulation And Abolition) Act, 1970 In Gujarat

Vide Notification No.GHR/2020/59/CLA/152020/210/M-3

As per the notification, the Government of Gujarat has extended the applicability of The Contract Labour (Regulation and abolition) Act, 1970 to the establishments and contractors in Gujarat from existing applicability of employing ten or more workmen to twenty or more workmen. Please refer to the notification for more details.

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Extension Of Lockdown In Karnataka Upto 31st May 2020

As per the notification, the Government of Karnataka has issued an order extending the lockdown up to 31st May 2020, and the revised guidelines to be followed till then have also been released. Please refer to the notification for more details.

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Extension Of Lockdown In Maharashtra Upto 31st May 2020

As per the notification, the Government of Maharashtra has issued an order extending the lockdown up to 31st May 2020, and the revised guidelines to be followed till then have also been released. Please refer to the notification for more details.

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Government Of Tamil Nadu Extends Lockdown Upto 31st May 2020

As per the notification, the Government of Tamil Nadu has issued an order extending the lockdown up to 31st May 2020, and the revised guidelines to be followed till then have also been released. Please refer to the notification for more details.

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Withdrawal Of Order On Extension Of Working Hours In Factories In Uttar Pradesh

Notification No. 15/2020/511/XXXVI-03-2020- 30 (Sa.)/2020TC

As per the notification, the Government of Uttar Pradesh has cancelled the notification no-13/2020/502/ XXXVI-03-2020- 30 (Sa.)/2020TC, dated 08 May 2020 issued under Section 5 of the Factories Act, 1948 (Act No- 63 of 1948) granting exemption to all factories registered under Factories Act, 1948 from provisions of section 51, section 54, section 55, section 56 and section 59 of the act subject to certain conditions as per the notification. Therefore, employers of factories in the State of Uttar Pradesh are advised to comply with the working hours as prescribed under the Factories Act,1948.

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Sources:

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



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