



TalEzine - August'20 Weekly Edition

Extension of Due Dates for TDS/TCS Related Compliances

As per the notification, the TDS/TCS related compliances due date were extended. Please refer to the notification for more details.

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EPFO Circular towards Settlement of Death Claims on Priority Basis in Events of Industrial Accident Claim

Vide Circular No EDLI/3(39)SOM/2020/246

As per the notification, the EPFO has directed Regional Provident Fund Commissioner (in-charge of Regions) to depute an Enforcement Officer towards ascertainment of complete details of any incidents of industrial accidents resulting in the death of employees of a covered establishment as well as ensuring due to guidance provided to family members/legal beneficiaries of the deceased members by the filing of claims. Please refer to the notification for more details.

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ESIC Draft Rule on Confinement Expenses Increase

As per the notification, the ESIC has issued a notification regarding the ESI draft on a proposal to hike maternity benefit under the ESI scheme from Rs.5000/- to Rs. 7500/- under Rule 56A of ESI Central rules and has given 30 days time to stakeholders to provide feedback. Please refer notification for more details.

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Extension of Working Hours for Factories in Gujarat

Vide Notification No.GHR/2020/92/FAC/142020/346/M3

As per the notification, the Government of Gujarat has exempted all factories registered under The Factories Act, 1948 in the state from the provision of Section 51 (Weekly Hour), Section 54 (Daily Hour), Section 55 (Interval Of Rest), Section 56 (Spread Hours) with effect from 20th July 2020 till 19th October 2020 subject to aforesaid conditions, (1) No Adult workers shall be allowed or required to work in the factory more than twelve hours in any day and seventy-two hours in any week (2) The periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed six hours and that no workers shall work for more than six hours before he has had an interval for rest at least half an hour (3) No female workers shall be allowed or required to work in a factory between 7.00 PM to 6.00 AM (4) Wages shall be in a proportion of the existing wages. (e.g., If Wages for eight hours are 100 Rupees, then proportionate wages for twelve hours will be 150 Rupees). Hence, employers having their factories in the state of Gujarat registered under the Act may avail the benefit of extended working hours allowed at their factories in adherence to the specific instruction issued herein-above including payment of wages.

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Karnataka Defers Payment of VDA Payable Effective 1st April 2020

Vide Order No. KaE 72 LWA 2020

As per the notification, the Government of Karnataka dated 20th July 2020 has passed resolution towards postponing the VDA payable from 1st April 2020 to 31st March 2021 to mitigate the hardship being faced by the employers who were directed by the Central Government to pay wages, including VDA to their employees for the lockdown period. Employers who already started paying the VDA may continue to do so along with all the statutory contributions and payments. Employers who are yet to provide the minimum wages effective April 2020 may avail of this benefit provided by the government. Since this is only a postponement, the government may revoke this notification in the future and may advise the employers to pay the minimum wages as per the VDA applicable effective 1st April 2020 along with arrears. Please refer notification for more details.

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Labour Commissioner, Haryana letter to all Officers

As per the notification, the Government of Haryana based upon the experience and learning from the handling of the situations emanated from Covid 19, under the guidance of IT Cell in the office of the Hon'ble Chief Minister, Haryana has taken an initiative to allot a unique ID called by the name Haryana Udhham Memorandum No. (HUM No.) to each of the enterprise whether it is a factory or shops & commercial establishment or a building & other construction establishment. Please refer notification for more details.

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Order to Extend the Lockdown in Containment Zones Upto 31st of August 2020

As per the notification, the Government of India, the Ministry of Home Affairs has issued an order to extend the lockdown in containment zones up to 31st August 2020 and re-open more activities in a phased manner in areas outside Containment Zones. Please refer to the notification for more details.

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Maharashtra - Order to Extend the Lock Down in Containment Zones

As per the notification, the Government of Maharashtra has ordered extending lockdown further till 31st August 2020 with guidelines for Phase-wise reopening of certain activities across the State. Please refer notification for more details.

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Tamil Nadu - Order to Extend the Lock Down in Containment Zones

As per the notification, the Government of Tamil Nadu has issued an order by extending the lockdown till 31st August 2020 with few relaxations. Sunday full lockdown to continue, and lockdown without restrictions to continue in containment zones.

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Tamil Nadu Migrant Workers SOP

Vide Order G.O. (Ms) No. 389

As per the notification, the Government of Tamil Nadu dated 27.07.2020; the Government has released SOP for bringing migrant workers from other States to Tamil Nadu.

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The Odisha Minimum Wages Notification (April 2020)

Vide Notification No.4864/LC

As per the notification, the Government of Odisha has released the Minimum Wages effective from 1st April 2020.

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The Puducherry Minimum Wages Notification (Jan 2020)

Vide Notification No. 2/Lab./AIL/G/2012/866

As per the notification, the Administrator of Puducherry has released Minimum Wages for the Union Territory of Puducherry effective from 1st January 2020.

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Minimum Wages Notifications

Minimum Wages 2020-2021

State	Class	Minimum Wages				With Effect From
		Zone I (INR)	Zone II (INR)	Zone III (INR)	Zone IV (INR)	
ODISHA	HIGHLY SKILLED	11788.40				01-Apr-20
	SKILLED	10228.40				01-Apr-20
	SEMI-SKILLED	8928.40				01-Apr-20
	UNSKILLED	7888.40				01-Apr-20
PUDUCHERRY	HIGHLY SKILLED	8142.00				01-Jan-20
	SKILLED	7824.00				01-Jan-20
	SEMI-SKILLED	7666.00				01-Jan-20
	UNSKILLED	6950.00				01-Jan-20

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Sources:

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



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