



Dr. Narendra Jadhav is presently serving as Member, Planning Commission, Government of India in the rank and status of Minister of State.

Planning Commission is apex body for formulation and appraisal of the Five Year Plans chaired by the Prime Minister Dr. Manmohan Singh with Shri. Montek Singh Ahluwalia as the Deputy Chairman. He had took over as a Member, Planning Commission on June 16, 2009 and was sworn in by the Prime Minister on July 27, 2009. As a Member, Planning Commission, Dr. Jadhav's sectoral responsibilities include Education, Labour, Employment and Skill Building, Sports & Youth Affairs, and Social Justice & Empowerment. In addition, Dr. Jadhav looks after the States of Bihar, Tamil Nadu, and Goa besides Union Territories of Diu- Daman & Dadra Nagar Haveli. He has also been appointed as a Member, National Advisory Council (NAC), chaired by Smt. Sonia Gandhi, with effect from May 31, 2010.

Dr. Narendra Jadhav previously worked as the Vice Chancellor for University of Pune which is the largest traditional university in the world with around 6,50,000 students. He served the Reserve Bank of India for 31 years, and took voluntary retirement as the Chief Economist (Executive Director) of the RBI.

About KARMA :

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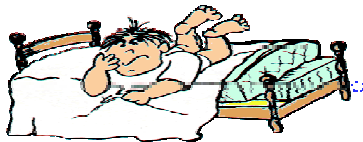


India has 969 employment exchanges

A parliamentary panel has suggested compulsory registration of job seekers in employment exchanges for receiving vacancy alerts and also unemployment.

Allowance in states where it is paid. The Parliamentary Standing Committee on Labour has also suggested that branches and centres of employment exchanges be opened in every district post office where pass-outs can register themselves easily.

Mandatory registration will also benefit the employment exchanges as their data about the unemployment situation in the country will be automatically updated and in turn boost the government's employment market information programme, it added. "Alternatively possible, online registration may be explored wherein the students appearing in the final examination may be given an option by their respective educational institutions to register themselves," it said. The committee strongly feels that making registration compulsory will be beneficial for the job seekers as it would not only enable them to get alerts about job opportunities once the exchanges are computerised, but also make them eligible for unemployment allowance in states where it is paid. Committee said in its report tabled in Lok Sabha. While the employment exchanges are currently undergoing computerisation, the committee, headed by Hemanand Biswal, suggested that the government should assess the technical limitations of the exchanges computerised first before inter-linking them. According to the committee report, the Labour and Employment Ministry had contended that making registration mandatory is "likely to create lot of repercussions as it is against the spirit of article 10 of ILO convention 88 which India has ratified". Rejecting such views, the committee said "article 10 should be seen in positive light i.e. all interested parties take all possible measures to encourage full use of employment service facilities."



Meet the man who gets paid to sleep on the job

For most of us sleeping at office is the stuff dreams are made of, but a Chinese man, who only sleeps during his working hours, still gets paid for it.

Lee Jia, 27, earns 10,000 renminbi every month just to test the comfort levels at hotel rooms.

His other activities include checking out the scent of the rooms, the cleanliness, the brand of toiletries and the type of TV programmes available.

However, according to a Chinese daily, Jia finds just sleeping in hotel rooms a bit more stressful at times than one might have thought.

Lee, who loves travelling, said that he is paid to observe his surroundings and then write a review of the hotel and its facilities on his blog.

Chanda Kochhar first woman to get ET Biz Leader Award



The list of recipients of India's biggest, most anticipated business awards - The Economic Times Awards for Corporate Excellence 2011 - is finally out. Chanda Kochhar, managing director of ICICI Bank,

The country's largest private sector lender, has been named Business Leader of the year while Bajaj Auto is the Company of the Year. Kochhar is the first woman to win the award. The jury recognized her achievement in stabilizing ICICI Bank. Sweet success in the form of the Emerging Company of the Year Award has gone to Shree Renuka Sugars, whose managing director, Narendra Murkhumbi, won the Entrepreneur of the Year award in 2010. The new Entrepreneur of the Year is Rahul Bhatia, Group Managing Director, InterGlobe Enterprises, best known as the owner of IndiGo, an airline that has managed to maintain its upward trajectory even in the roughest of weather.



EPFO to seek legal view on nationwide Implementation: MP HC

Retirement fund manager EPFO will seek the legal opinion on implementation of the order of the MP High Court throughout the country under which employers and employees will be required to increase their contributions to the provident fund.

"We will seek legal opinion and also the opinion of Ministry of Law and Justice Ministry, through Labour Ministry, on the MP High Court order throughout the country," Central Provident Fund Commissioner Samirendra Chatterjee said.

The Madhya Pradesh (MP) High Court in its recent order said that regular allowances like conveyance, entertainment, medical etc should be included in the salary while computing the 12% contribution to provident fund. At present, the provident fund contribution, which is mandatory for all employees, forms 12% of the basic pay. Employer is also required to contribute the matching amount.

The court order would be implemented by the Employees' Provident Fund Organisation (EPFO) in Madhya Pradesh, Chatterjee said, adding the decision on extending it across the country would be taken after seeking the legal opinion. The implementation of the order will put extra burden on employer and reduce the take home salary of the employee, as both will be required to enhance their contribution to the retirement fund. On the positive side, the decision will significantly

PF office in plans to pay foreign workers in their home country

The Employees' Provident Fund Office is negotiating a banking arrangement with public sector banks for payment of social security benefits to international workers.



Giving a background, sources in the Government said that in October 2008 the Centre had made fundamental changes in the Employees' Provident Funds Scheme-1952 and Employees' Pension Scheme-1995 by bringing international workers under the purview of the Indian social security regime. In September 2010, stringent amendments were introduced to the schemes. A relief was provided for those coming from countries with which India has Social Security Agreements (SSAs).

SSA is a bilateral agreement to protect the interest of workers in host countries. The deal provides for avoidance of double coverage and equality of treatment with workers in the host country. India has signed SSAs with 11 countries. The ones with Belgium, Germany, Switzerland, France and Luxembourg have become operational, the sources said. A few of the SSAs, for instance the one with Belgium, provides for exportability of benefits, said Mr Sherry Samuel Oommen, Senior Manager, Tax and Regulatory Services, KPMG, Kochi. Questions have been raised on the operational mechanism through which the benefits could be exported, he told Business Line a national daily.

According to the terms and conditions of SSAs, the Provident Fund Office is required to pay social security benefits to international workers in their home countries. It is in this context that the PF Office is negotiating for a banking arrangement.

Over 21 lakh PF claims pending till Aug 30

A total of 21,66,935 provident fund (PF) settlement claims were pending with the Employees' Provident Fund Organisation (EPFO) upto August 30, 2011. Of this, the highest number of pending claims were in Maharashtra at 7,01,398, followed by 3,88,735 in Karnataka, 3,11,418 in Delhi, 2,06,006 in Tamil Nadu and 1,28,320 in Haryana.

This information was given by the Labour and Employment Minister, Mr Mallikarjun Kharge, in a written reply to a question by Mr. K.E. Ismail in the Rajya Sabha.

IMPORTANT GLANCE ON CASE LAWS

✎ Clubbing for coverage of two establishments as per the provisions and Scheme of the EPF Act, claiming separate entities but having functional and finance integrality being run by same family, with common Management, common work-force has been held to be a right decision on the part of the EPF Authority by the Supreme Court.

✎ For claiming two separate entities, the establishments should have produced satisfactory evidence in support of their contention which they had failed and as such the Authority under the Act has rightly clubbed and covered the two establishments since both were being managed by same family members with functional and financial integrality and same workforce.

Reference - (M/s. L.N. Gadodia & Sons & Anr. vs. Regional Provident Fund Commissioner- 2011 LLR 1124)

✎ Appointment on ad hoc basis of an employee for three months or so, if continues with artificial breaks repeatedly and the workman completes 240 days' service during the preceding 12 months, the applicability of section 25F of the Industrial Disputes Act will be justified and termination of service of the workman will be illegal retrenchment resulting in reinstatement with back-wages and section 2(oo)(bb) would not apply.

✎ Benefit of last drawn wages availed under section 17B during pendency of the proceeding before the High Court besides the compensation of Rs. 70,00 awarded by the Labour Court held justified by the High Court.

✎ Compensation, in lieu of reinstatement, would be appropriate when the workman had worked for a short period.

Reference (Rakesh Kumar and Ors. vs. Management of Bhagini Nivedita College - 2011 LLR 1143)

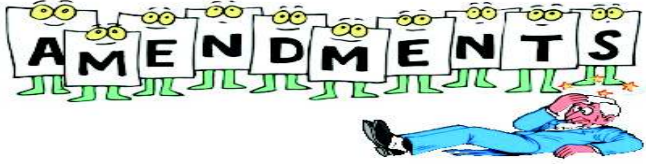
✎ While passing an order for imposing damages and interest under section 7A, by the EPF Authority, non-consideration of the factors like number of defaults, frequency of defaults, duration of delay, amounts involved, nature of activities of the establishment, financial position of the defaulting party etc. may call for setting aside that order being without application of mind.

Reference (Damien Foundation India Trust, rep. by Mr. L. Camillus Rajkumar, Chennai vs. Presiding Officer, Employees' Provident Fund Appellate Tribunal, Coimbatore & Anr.- 2011 LLR 1156)

✎ Travelling allowance is excluded from the term 'wages' as per provisions of section 2(22) (b) of the ESI Act.

Reference (Sirpur Paper Mills Ltd. vs. Employees' State Insurance Corporation, Hyderabad - 2011 LLR 1174)





**The Minimum Wages (Maharashtra Amendment) Act, 2010
Maharashtra Act No.XXXIII of 2011
MGG Ext. Pt. VIII, dt.7.9.2011**

Dated : 7.9.2011

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 5th August, 2011

S.O.1809(E).-In exercise of the powers conferred by Section 5 read with sub-section (1) of Section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme, further to amend the Employees' Pension Scheme, 1995, namely

1. This Scheme may be called the Employees' Pension (Amendment) Scheme, 2011.

2. It shall come into force on the date of its publication in the Official Gazette.

3. In the Employees' Pension Scheme, 1995,-

(i) in paragraph 20, after sub-paragraph (4), the following sub-paragraph shall be inserted, namely:-

"(5) Every employer shall send to the Commissioner, an electronic format of the returns referred to in sub-paragraphs (1) and (2), in such form and manner as may be specified by the Commissioner";

(ii) in paragraph 28, after sub-paragraph (7), the following sub-paragraph shall be inserted, namely :-

"(8) Every employer shall send to the Commissioner, an electronic format of the returns referred to in clause (ii) of sub-paragraph (1) and clause (ii) of sub-paragraph (4), in such form and manner as may be specified by the Commissioner."

An Act further to amend the Minimum Wages Act, 1948, in its application to the State of Maharashtra.

Whereas it is expedient further to amend the Minimum Wages Act, 1948 (11 of 1948), in its application to the State of Maharashtra, for the purposes hereinafter appearing; it is hereby enacted in the Sixty-first Year of the Republic of India as follows:-

1.(1) Short title and commencement.- This Act may be called The Minimum Wages (Maharashtra Amendment) Act, 2010.

(2) It shall come into force on such date, as the State Government may, by notification in the Official Gazettee, appoint.

2. Amendment of section 20 of Act 11 of 1948.- In section 20 of the Minimum Wages Act, 1948, (11 of 1948) in its application to the State of Maharashtra,-

(1) in sub-section (1) for the words "any officer of the State Government not below the rank of Labour Commissioner or any other officer with experience as a Judge of a Civil Court or as a stipendiary Judicial Magistrate" the words "any officer of the State Government not below the rank of the Assistant Labour Commissioner" shall be substituted; (2) for sub-section (5), the following sub-section shall be substituted, namely:-

"(5) Any amount directed to be paid under this section may be recovered by any Magistrate to whom the authority makes an application in this behalf, as if it were a fine imposed by such Magistrate".



कर्मचारी कल्याण निधि संगठन
(एन एफ एल ई एम एफ, गव. ऑफ इंडिया)
EMPLOYEES' PROVIDENT FUND ORGANISATION
(Ministry of Labour & Employment, Govt. of India)
एन एम ओ - हेड ऑफिस
श्री शशि नथी ड्रावर, 14, बिक्रजी चमरा प्लेस, न्यू देहली - 110 066.

No. Coord./40(1)2011/claim settlement/

Date: 31.10.2011

To

All Adcl. C.P.F.Cs (Zones),
All Regional P.F. Commissioners/ OICs,
In-charge of Regions/ SRO.

Sub.: Amendment in Employees' Pension Scheme, 1995 and in Employees' Deposit Linked Insurance Scheme, 1976 for submission of E-returns - reg.

Sir,

Please find enclosed herewith a copy of MOL&E letter No. S-35012/03/11.SS-II dated 18th August, 2011 alongwith copies of the notifications published in the Gazette of India having numbers S.O. 1809 (E) dated 05.08.2011 and S.O. 1810 dated 05.08.2011 for information and necessary action.

Encl: As above.

Yours faithfully,

(Anita S. Dixit)

Regional PF Commissioner - I (Coordination)

REVISED RATES OF MINIMUM WAGES IN CENTRAL SPHERE ESTT. W.e.f. 1/10/2011 TO 31.3.2012



Government of India
 Ministry of Labour & Employment
 Office of the Dy. Chief Labour Commissioner (Central),
 Shree Raksha Bhavan Shikharasti Road,
 Sion, Mumbai - 400 022.

No.B-27(T)/2011

Date: 30.09.2011

Subj: Revised rates of minimum wages for various scheduled employment in Central Sphere estt.

(i) The minimum rates of wages per day for employees employed in various mines for the period from 1.10.2011 to 31.03.2012 (Notification no.S.O.1288(E) dated 20.5.2009)

Category of workers	Rates of wages including V.d.A.(in Rs.) per day	
	For work above ground	For work below ground
Unskilled	120.00 + 51.00 = 171.00	150.00 + 62.00 = 212.00
Semi skilled/unskilled/Supervisory	150.00 + 62.00 = 212.00	180.00 + 76.00 = 256.00
Skilled/clerical	180.00 + 76.00 = 256.00	210.00 + 87.00 = 297.00
Highly skilled	210.00 + 87.00 = 297.00	240.00 + 99.00 = 339.00

(ii) Minimum rates of wages including the basic pay and dearness allowances payable with effect from 1.10.2011 to 31.03.2012 for the workers engaged in stone breaking and stone crushing- (Notification no.S.O.278(E) dated 3.3.2006)

Category	Rates of wages + VDA = Total
1. Excavation & removal of over burden with 50 meters lead/1.5 meters lift	-
(i) Soft soil	101.53 + 67.58 = 171.11
(ii) Soft soil with rock	157.78 + 101.35 = 259.13
(iii) Rock	208.09 + 135.16 = 343.25
2. Removal and stacking of rejected stones with 50 meters lead 1.5 meters lift	82.44 + 54.06 = 136.50

GENERAL ADMINISTRATION DEPARTMENT
Mantralaya, Mumbai 400 032, dated the 5th October 2011

NOTIFICATION

PUBLIC HOLIDAYS—2012

NEGOTIABLE INSTRUMENTS ACT, 1881.

No. PHD. 1111/454/C.R. 126/2011 /XXIX.—In exercise of the powers of Central Government under section 25 of the Negotiable Instruments Act, 1881 (XXVI of 1881) entrusted to it by the Government of India, Ministry of Home Affairs *vide* its Notification No. 39/1/68/Judl-III, dated the 8th May 1968, the Government of Maharashtra hereby declares the following days as Public Holidays in the State of Maharashtra during the year 2012 :—

(A)

Sr. No. (1)	Holiday (2)	Date/Month (3)	Day (4)
1	Republic Day	26th January 2012	Thursday
2	Mahashivratri	20th February 2012	Monday
3	Holi (2nd Day)	8th March 2012	Thursday
4	Gudi Padwa	23rd March 2012	Friday
5	Mahavir Jayanti	5th April 2012	Thursday
6	Good Friday	6th April 2012	Friday
7	Dr. Babasaheb Ambedkar Jayanti	14th April 2012	Saturday
8	Maharashtra Day	1st May 2012	Tuesday
9	Independence Day	15th August 2012	Wednesday
10	Parsi New Year (Shahenshahi)	18th August 2012	Saturday
11	Ramzan Id (Id-UI-Fitar)(Shawal-1)	20th August 2012	Monday
12	Ganesh Chaturthi	19th September 2012	Wednesday
13	Mahatma Gandhi Jayanti	2nd October 2012	Tuesday
14	Dasara	24th October 2012	Wednesday
15	Bakri Id (Id-UI-Zua)	26th October 2012	Friday
16	Diwali Amavasya (Laxmi Pujan)	13th November 2012	Tuesday
17	Diwali (Balipratipada)	14th November 2012	Wednesday
18	Guru Nanak Jayanti	28th November 2012	Wednesday
19	Christmas	25th December 2012	Tuesday

(B) For Banks

1	To enable the Banks to close their yearly accounts.	2nd April 2012	Monday
2	To enable the Banks to close their half yearly accounts.	29th September 2012	Saturday

Holidays at Sr. No. 1 and 2 under (B) above are limited for the Banks only. They are not admissible to the Government offices.

(C) The following days fall on Sunday

1	Id-E-Milad	5th February 2012	Sunday
2	Chhatrapati Shivaji Maharaj Jayanti	19th February 2012	Sunday
3	Ram Navmi	1st April 2012	Sunday
4	Buddha Pournima	6th May 2012	Sunday
5	Moharum	25th November 2012	Sunday

By order and in the name of the Governor of Maharashtra,

S. M. INAMDAR,
Deputy Secretary to Government.



APPENDIX
NOTIFICATION

Under the "Explanation" to section 25 of the Negotiable Instruments Act, 1881 (Central Act XXVI of 1881) read with Notification of the Government of India, Ministry of Home Affairs, No.20-25-26, Public-1, dated the 8th June, 1957, the Government of Tamil Nadu hereby declares, that in addition to "Sundays" expressly defined as Public Holidays in the said "Explanation" the following days shall be Public Holidays for the year 2012.

ANNEXURE

S. NO	FESTIVAL	DATE	DAY
1	New Year's Day	01.01.2012	Sunday
2	Pongal	15.01.2012	Sunday
3	Thiruvalluvar Day	16.01.2012	Monday
4	Uzhavar Thirunal	17.01.2012	Tuesday
5	Republic Day	26.01.2012	Thursday
6	Meelad-un-Nabi	05.02.2012	Sunday
7	Telugu New Year's Day	23.03.2012	Friday
8	Annual closing of Accounts for Commercial Banks & Co-operative Banks*	02.04.2012	Monday
9	Mahaveer Jayanthi	05.04.2012	Thursday
10	Good Friday	06.04.2012	Friday
11	Tamil New Year's Day	13.04.2012	Friday
12	Dr. B.R.Ambedkar Birthday	14.04.2012	Saturday
13	May Day	01.05.2012	Tuesday
14	Independence Day	15.08.2012	Wednesday
15	Ramzan	20.08.2012	Monday
16	Krishna Jayanthi	08.09.2012	Saturday
17	Vinayakar Chathurthi	19.09.2012	Wednesday
18	Half yearly closing of Accounts for Commercial Banks & Co-operative Banks*	29.09.2012	Saturday
19	Gandhi Jayanthi	02.10.2012	Tuesday
20	Ayutha Pooja	23.10.2012	Tuesday
21	Vijaya Dasami	24.10.2012	Wednesday
22	Bakrid	27.10.2012	Saturday
23	Deepavali	13.11.2012	Tuesday
24	Muharram	25.11.2012	Sunday
25	Christmas	25.12.2012	Tuesday



ANNEXURE-I

List of Public Holidays for the Year 2012

Sr. No.	Holidays	Date	Saka	Days of the week
1.	Republic Day	January, 26	Magha, 06	Thursday
2.	Gudi Padwa	March, 23	Chaitra, 03	Friday



OFFICIAL GAZETTE — GOVT. OF GOA

SERIES II No. 27

7TH OCTOBER, 2011

Sr. No.	Holidays	Date	Saka	Days of the week
3.	Good Friday	April, 06	Chaitra, 17	Friday
4.	Birth Anniversary of Dr. Babasaheb Ambedkar	April, 14	Chaitra, 25	Saturday
5.	May Day	May, 01	Vaisakha, 11	Tuesday
6.	Independence Day	August, 15	Sravana, 24	Wednesday
7.	Id-Ul-Fitr*	August, 20	Sravana, 29	Monday
8.	Ganesh Chaturthi (1st Day)	September, 19	Bhadra, 28	Wednesday
9.	Ganesh Chaturthi (2nd Day)	September, 20	Bhadra, 29	Thursday
10.	Gandhi Jayanti	October, 02	Asvina, 10	Tuesday
11.	Dussehra (Vijaya Dashmi)	October, 24	Kartika, 02	Wednesday
12.	Id-Ul-Zuha (Bakri Id)*	October, 28	Kartika, 06	Sunday
13.	Diwali	November, 13	Kartika, 22	Tuesday
14.	Feast of St. Francis Xavier	December, 03	Agrahayana, 12	Monday
15.	Goa Liberation Day	December, 19	Agrahayana, 28	Wednesday
16.	Christmas Day	December, 25	Pausa, 04	Tuesday

* The Holiday mentioned at Sr. Nos. 7 & 12 are subject to appearance of moon.

ANNEXURE-II

List of Special Holidays for the Year 2012

Sr. No.	Holidays	Date	Saka	Days of the week
1.	Milad-Un-Nabi or Id-e-Milad (Birthday of Prophet Md.)	February, 05	Magha, 16	Sunday
2.	Mahashivratri	February, 20	Phalgun, 01	Monday
3.	Holi	March, 08	Phalgun, 18	Thursday

N.B.:-

- Special Holidays at Sr. Nos. 2 & 3 applied shall be necessarily sanctioned. In case where employees do not avail of the Special Holidays on the designated days, the holidays may be availed of on any working days during the calendar year 2012 only.
- Special Holiday at Sr. No. 1 fall on Sunday as such request for Special Holiday on this day or in lieu of this does not arise.
- Special Holiday mentioned at Sr. No. 1 is subject to appearance of moon.
- Special Holidays can be prefixed or suffixed to the Leave.

ANNEXURE-III

List of Restricted Holidays for the Year 2012

Sr. No.	Holidays	Date	Saka	Days of the week
1.	New Year Day	January, 01	Pausa, 11	Sunday
2.	Makarsankranti	January, 15	Pausa, 25	Sunday

Office Humor



For more statewise Govt. Holiday details kindly Contact us at newsletter@karmamgmt.com



COMPLIANCE Checkup

Statutory Compliance December 2011

Pay PF before 15.12.2011.

Pay ESIC before 21.12.2011.

Pay Profession Tax before 31.12.2011.

Submit Form No. 5 & 10 under PF Act before 15.12.2011.

Submit Form No. 12 A under PF act before 25.12.2011.

Submit Annual Returns under the Payment of Bonus Act, 1965 before 30.12.2011(Form No.D)

Submit Quarterly/Half Yearly/Annual Return under the Profession Tax before 31.12.2011

Monthly/Half Yearly/Annual Remittance of Contribution under various States Labour Welfare

Factories Act - Holiday list for next year before 31st Dec.

** [Employers employing International Labour to submit the information to the EPFO]*

** [Employers employing International Labour to submit the information to the EPFO]*

Office Humor



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