



Mr. Shantanurao Laxmanrao Kirloskar

Birth: 28 May, 1902

Death: 24, April, 1994

Born in Kirloskarwadi in the year 1902 to LaxmanRao Kirloskar, LaxmanRao named his son Shantanu, based on a Sanskrit phrase Shantanoti Iti Shantanu, which means he whose touch is propitious. Between the years 1925–26, a young Maharashtrian received his engineering degree in Massachusetts, USA. Lots of opportunities in the USA knocked at his door that would have allowed him to continue his stay in the USA. But despite the temptation of a comfortable lifestyle there, the youth returned to a village in Maharashtra to fulfil his father's dream and started working at his father's small workshop. The youth was ShantanuRao Kirloskar and the village was Kirloskarwadi. This very same ShantanuRao became a great industrialist who sowed the seeds of Maharashtra's industrialization under challenging circumstances; the country was a decade behind due to colonization by the British and had just become independent, and the people of Maharashtra had more faith on destiny rather than on their own capabilities.

It was courageous at those times to think of earning a living through any means other than agriculture or a secure job, and to think of social development through those means was extraordinary indeed. In those circumstances, ShantanuRao started a small-scale industry to manufacture and sell iron ploughs. ShantanuRao was always smartly attired. He was known for his sharp vision and great capacity for work. He always helped his trusted ones wholeheartedly. He did not merely amass wealth for himself, but was a generous benefactor for the large number of his administrators, thousands of workers, and lakhs of shareholders. He had the foresight to promote open market as far back as 1950. ShantanuRao and the Kirloskar Group of Industries have played a major role in transforming India from a philosophical nation into an industrial nation. As Fred Shule, the German industrialist has rightly said, ShantanuRao is the second (important) Indian after Mahatma Gandhi.

About KARMA :

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SEPTEMBER 2011

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REGISTRATION OF PLACEMENT AGENCIES

There are various types of private placement agencies operating in the country. On the basis of their regulation/coverage, these agencies can be broadly classified into four categories: (i) Manpower Export and Placement Agencies- covered under Immigration Act, 1983 ;(ii) Labour Contractors covered under Contract (Abolition & Regulation) Act, 1970 and the Inter-State Migrant Workmen(Regulation of Employment and Conditions of Service) Act, 1979; (iii) Private Security Agencies – governed by Private Security Agencies(Regulation)Act,2005; and (iv) Private Placement Agencies catering to specific needs of the employers/labour market or temporary workers and not covered under first three categories.

The first three categories of private placement agencies have to obtain licence and register themselves with respective authorities as per the provisions of relevant Act/Rules. However, the fourth category of private placement agencies is not covered by any specific Act. Some States/UTs have issued guidelines to register them under their Shop & Establishment Act by the Labour Department.

In order to safeguard the interest of jobseekers, Ministry of Labour & Employment issued guidelines on 30.10.2003 to the State Governments/ Union Territory Administrations to consider regulation of the functioning of Private Placement Agencies, as per local needs. These guidelines do not stipulate mandatory registration with local police station.

Complaints, if any, are received by respective State Government/UT Administrations, and are dealt with by them as per the provisions of above mentioned Act(s) and /or provisions of Indian Penal Code. The details of these complaints are not maintained centrally.

CONSTRUCTION WORKERS IN INDIA

The Government has enacted the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 to regulate the employment and conditions of service of building and other construction workers and to provide for their safety, health and welfare measures. The Act has to be implemented by State and Centre Government depending upon appropriate Government as per Section 2(a) of the Act. The Central Government has framed Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Central Rules 1998 which contains provisions and specifications for adequate safety and health of workers employed in construction industry.

Under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, every State has to constitute a Building and Other Construction Workers Welfare Board. The functions of the Board include providing welfare and social security measure such as immediate assistance to a beneficiary in case of accident, payment of pension to the beneficiaries who have completed the age of 60 years, loan and advances for construction of a house, paying amount in connection with premier for Group Insurance Scheme etc.

The Government has also enacted the Unorganized Workers' Social Security Act, 2008 for the social security and welfare of unorganized workers which includes building and other construction workers.



Office humor



EPFO LOSES RS 1 CRORE IN ILLEGAL WITHDRAWALS

The Employee Provident Fund Organisation (EPFO), which has stumbled upon a fake cheque scam worth lakhs of rupees to siphon off money from provident fund accounts of employees, has instructed all regional offices to ensure that most payments take place through national electronic fund transfer (NEFT).

"The only solution to stop such practices is to transmit the claim proceeds through NEFT or real time gross settlement to the fullest extent," the EPFO said in its instruction to field offices.

The EPFO observed that even one year after implementation of e-payment modalities through NEFT, there are still some field offices that have not achieved the target of 70% and above in payment through the process. In its fresh order, the EPFO instructed all field offices to issue advertisements in local dailies and send direct mailers to employers and trade unions, educating them about the benefits of payment through NEFT and RTGS.

The EPFO manages over Rs 3 lakh crore retirement savings of 4.7 crore subscribers. Instances of such fakes have been reported by regional offices of Kolkata, Shimla, Jaipur, Delhi, Chandigarh and sub-regional office of Bhatinda.

The modus operandi for such frauds is simple. Fraudsters somehow get access to cheque folios supplied by State Bank of India to the EPFO. Fake cheques bearing the same numbers are then printed with random names and amounts. The fraudsters then open accounts in these fake names in rural banks in remote areas that are happy to get business and do not go through the due diligence process before opening an account. The money is withdrawn the moment SBI clears payments.

SBI has agreed to give back some of the money that has been fraudulently withdrawn. "The matter is being looked into and if required action will be taken to curb any such menace," an SBI official said.

ESIC PASSWORD POLICY

Password complexity: A password should be of Minimum 8 and Maximum 16 characters. A password should be alphanumeric consisting of at least one alphabet and one numeric. **Password Age:** 45 days, after 45 days passwords would be expired automatically and user need to change his/her password. **Grace Login after password expiry:** 1Day. After 45 days user is allowed to log into the system to change the password for one more day. After the grace period user account is locked out. To unlock either use Forgot Password Option or contact helpdesk.

Lockout policy : if user enters wrong password 5 times continuous tries, it will block automatically and it would unlock automatically after 24 hours (lock duration =24 hours, lock attempts = 5). Please remember one successful login after less than 5 wrong tries will automatically reset the wrong try counter. **No of passwords in history = 3.** The new password chosen should not be similar to any of the previous 3 passwords available in the history. **Procedure to Unlock a Locked Account** "Use Forgot Password link in Portal Login page to reset password. System would unlock the account and sends a new auto generated password to the registered Employers email-id existing in the portal. "If email-id is not existing in the system then contact help desk at "ITCare@esic.in" to unlock the user account.



Office Humor





Pre-deposit Rs. 15 crores for Rs. 563 crores recovery of provident fund dues

In an appeal, filed by B.L. Kashyap & Sons against the provident fund authority determining about Rs. 593 crores to be paid by the Appellant, the EPF Appellate Tribunal by an interim order dated 16 th August, 2011 on an application for pre-deposit of 75 % of the determined amount, the Hon'ble Tribunal relied upon the judgment of the Supreme Court in Escorts Ltd. vs. Union of India wherein it was held that, 'where financial hardship has been established, that should suffice for whole or partial waiver of the pre-deposit subject to whatever condition the appellate authority may deem fit to impose and where financial hardship is not established or not pleaded, it would still be open to the applicant to justify the waiver on other adequate grounds. These grounds should be the existent of a prime facie case in his favor plus the balance of convenience.'

The Hon'ble Tribunal also relied upon the other judicial interpretations about non identification of beneficiaries and since the contractors have also defaulted, the appellant was directed to deposit Rs. 15 crores as a condition of pre-deposit for admission of appeal.

Clubbing of the two establishments for coverage to be set aside

Hotel Raj Lodging filed an appeal before the Employees' Provident Fund Appellate Tribunal putting forth its grievance that the EPF Authority has initiated proceeding under Section 7A of the Act by clubbing the appellant with restaurant whereas both the establishments are separate and independent. Hence, the order of the EPF Authority is illegal.

The Tribunal observed that two establishments can be clubbed if there is financial, managerial or functional internality between the two. However, each case is to be decided on its merits. A portion of the premises was leased out to Mr. K. Shaji who was running a restaurant so the two establishments are managed and owned by different persons. Mere location of the two at one place is not sufficient to club them. Order of the EPF Authority does not reveal if there was any functional, financial or managerial internality between the two. List of employees showing actual staff strength was not furnished. Hence, the order of the Authority cannot sustain and appeal is allowed.

Coverage of school set aside for want of number of employees

Ganesh Shankar Shikshan Samiti filed an appeal before the Employees' Provident Fund Appellate Tribunal putting forth its grievance that the EPF authority has initiated proceeding under section 7A of the Act and assessed the dues alleging that the appellant has engaged more than 20 employees whereas the appellant never engaged more than 16 employees. Hence the order of the EPF Authority is illegal. The Tribunal observed that the burden to prove that the staff strength never exceeded 20 lies upon the appellant. The appellant has produced attendance record which indicates the staff strength less than 16. The order of EPF Authority reveals that neither the list of employees nor the report of Enforcement Officer is placed on record. Mere statement is not sufficient. Hence, the order of the Authority cannot sustain and appeal is allowed.

• IMPORTANT GLANCE ON CASE LAWS



- In a civil suit, the time spend before Labour Court will be excluded in computing the period of limitation since the Labour Court will be treated as a court under Limitation Act.

Reference - (Jankiram Pandharinath Thorat vs. Akot Municipal Council and Others - 2011 LLR 1008)

- Although no employer is under an obligation to offer check-off (collecting membership fee from members) facility to the Union but when such a facility has been extended for 21 years, its withdrawal, all of a sudden, would be arbitrary.

Reference –(Rashtriya Colliery Majdoor Congress and Another vs. South Eastern Coalfields Ltd. and Others- 2011 LLR 1001)

- Denial of employer to allow duty to a reinstated workman without any justifiable reason, the Labour Court has rightly allowed his claim under section 33C(2) of the Industrial Disputes Act for back-wages since the principle of 'no work, no wages' will not be applicable when the workman was willing to work.

Reference –(Panipat Co-operative Sugar Mills Ltd. and Presiding Officer, Labour Court, Ambala and Others- 2011 LLR 918)

- Cess of 1% under Building and Other Construction Workers' Welfare Cess Act, 1996 has been rightly deducted from the petitioner by the Respondent since the framing of the UP Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2009 by the State Government the Cess Act was made applicable w.e.f. 4th February, 2009, however, no demand of cess would arise prior to 4th February, 2009.

Reference –(M/s. Jain Construction Co. vs. Moradabad Development Authority and Another 2011 LLR 925)

- The liability of the insurer for payment of compensation arises only in respect of the injury, which is caused to the claimant in the course of his employment due to the operation of the tractor and trailer whereas the trasher which is used for separation of the paddy in the field, being an independent machine cannot be considered as an extension of the tractor and the injury suffered by the claimant while working in the said trasher cannot be considered as an injury due to the use of the tractor hence the order of the Compensation Commissioner is liable to be set aside.

Reference –(Branch Manager, National Insurance Co. Ltd., Mandya vs. Ramalingegowda and Another 2011 LLR 939)

- Employees' Provident Fund contributions will not be attracted on house rent allowance, conveyance allowance and washing allowance even when these are part of minimum wages as fixed under the Minimum Wages Act, 1948.

Reference –(Assistant Provident Fund Commissioner vs. M/s. G4S Security Services (India) Ltd. & Another 2011 LLR 943)

Madras High Court ruling on the applicability of Provident Fund (PF) contribution on certain allowances

Reynolds Pens India Pvt. Ltd. vs. Regional Provident Fund Commissioner (Madras High Court) - The Madras High Court in aforesaid case has held that certain allowances such as conveyance, educational allowances, food concession, medical allowance, special holidays, night shift incentive, city compensatory allowances etc. should be treated as part of basic wages under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 ('EPF Act') and accordingly, provident fund contributions should be remitted on such allowances.

[In The High Court of Judicature At Madras W.P.Nos.15823, 22480, 25442 and 25443 of 2010]

AMENDMENTS & NOTIFICATIONS

**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

The Andhra Pradesh Tax on Professions, Trades, Callings and Employments Rules, 1987 - Notification - Amendment - Issued.

REVENUE (CT-IV) DEPARTMENT

G.O.Ms.No. 1629 Dated: 17-08-2011.

From CCT's Ref.No.A/I(4)/94/2010, Dt.09-06-2011.

ORDER:

The following Notification will be published in an Extra-Ordinary Issue of the Andhra Pradesh Gazette, Dated: -08-2011.

NOTIFICATION

In exercise of the powers, conferred by section 30 of the Andhra Pradesh Tax on Professions, Trades, Callings and Employments Act, 1987, the Governor of Andhra Pradesh hereby makes the following amendment to the Andhra Pradesh Tax on Professions, Trades, Callings and Employments Rules, 1987, as subsequently amended from time to time.

AMENDMENT

In sub-rule(1) of rule 12 of the said rules, after the expression, 'Form-V', the following shall be added at the end, namely,-

"along with the payment of tax due, on or before 10th day of the month succeeding the month for which the return has to be filed."

To

The Commissioner of Printing, Stationery and Stores Purchase, Andhra Pradesh, Hyderabad (with a request to send 100 copies of the notification to this Department and 500 copies to the Commissioner of Commercial Taxes, A.P., Hyderabad. The Commissioner of Commercial Taxes, A.P., Hyderabad. The Accountant General, A.P., Hyderabad. The Secretary, Sales Tax Appellate Tribunal, A.P., Hyderabad.

Copy to:

The Home (General-A) Department
The Finance Department
The Law (E) Department
SF/SC

//FORWARDED BY ORDER//

SECTION OFFICER

GOVERNMENT OF TAMIL NADU
2011

[Regd. No. TNCCN/467/2009-11,
R. Dis. No. 197/2009,
Price: Rs. 2.40 Paise.



**TAMIL NADU
GOVERNMENT GAZETTE**

PUBLISHED BY AUTHORITY

No. 292

CHENNAI, WEDNESDAY, AUGUST 3, 2011
Aad 18, Thiruvalluvar Aandu-2042

NOTIFICATIONS BY GOVERNMENT

LABOUR AND EMPLOYMENT DEPARTMENT

Amendments to the Tamil Nadu Motor Transport Workers Rules, 1968

[S.O. (G) No. 301, Labour and Employment (M), 30th November 2011.]

No. 8942 A-6/2011.—In exercise of the powers conferred by Section 42 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961), the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Motor Transport Workers Rules, 1968, the draft of the same having been previously published as required by sub-section (1) of Section 42 of the said Act:

As respects:

In the said Rules—

- (1) in rule 27 in sub-rule (a), clause (c) shall be omitted;
- (2) rules 33 and 34 shall be omitted;
- (3) for rule 35, the following rule shall be substituted, namely—
"35. Register of Employment.—Every employer shall maintain a register of employment of all his workers employed in the undertaking in Form No.XV in which the overtime hours of work and payment thereon shall be entered. This register shall at all reasonable hours be available for inspection."
- (4) rule 37 shall be omitted;
- (5) for rule 40, the following rule shall be substituted, namely—
"40. Exemption from liability to maintain register, records, etc., in certain cases.—
Notwithstanding anything contained in rules 35,36,40,47 and 48, if the Chief Inspector is of the opinion that any register or individual control book maintained as part of the vehicle of any undertaking or vehicle used by the employer or any record issued by the employer to the worker confers, in respect of any of all the workers, the particulars required for the maintenance of the said and these rules, he may, by order in writing, direct that such register, individual control book, return, record book, to the corresponding order, be maintained in the place of and be treated as register or individual control book, return or record required to be maintained as provided under the aforesaid rules in respect of that undertaking."
- (6) rule 42-A shall be omitted;
- (7) for rule 45, the following rule shall be added, namely—
"45. Register of Wages.—Every employer shall maintain a register of wages in Form No. XX.
47. Wage Slip.—Wage slip in Form No. XXX shall be issued by the employer to every motor transport worker, every month, a day prior to the disbursement of wages or at least on the day of disbursement of wages or if the wages are paid daily, along with wages, duly signed by him or by any authorized person and signature of the concerned motor transport worker shall also be obtained. The copies of wage slip issued shall be maintained by the employer and produced to the Inspector on demand."
48. Register of Advances, Deductions for Damages or Loss and Fines.—Every employer shall maintain a register of advances, deductions for damages or loss and fines in Form No. XXXI."
(8) Form No. XI, Form No. XII, Form No. XXV, Form No. XXXI and Form No. XXX shall be omitted.
(9) for Form No. V, the following Form shall be substituted, namely—

Serial Number	Name of the workman	Age and Sex	Home/rental house address	Local address	Designation (Nature of work)	Father's/Relative's name	Date of Entry into Service	Mode of Wages	Daily hours of work above (12.5 - 28.25)	Number of days worked	Signature or Thumb impression of the workman	Date of termination of employment	Signature of Contractor / Representative
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)

GOVERNMENT OF TAMIL NADU
2011

[Regd. No. TNCCN/467/2009-11,
R. Dis. No. 197/2009,
Price: Rs. 2.40 Paise.



**TAMIL NADU
GOVERNMENT GAZETTE**

PUBLISHED BY AUTHORITY

No. 292

CHENNAI, WEDNESDAY, AUGUST 3, 2011
Aad 18, Thiruvalluvar Aandu-2042

Part III—Section 1(a)

**General Statutory Rules, Notifications, Orders, Regulations, etc.,
Issued by Secretariat Departments.**

NOTIFICATIONS BY GOVERNMENT

NOTIFICATIONS BY GOVERNMENT

LABOUR AND EMPLOYMENT DEPARTMENT

Amendments to the Tamil Nadu Contract Labour (Regulation and Abolition) Rules, 1978

[S.O. (G) No. 201, Labour and Employment (M-1), 24th June 2011, தமிழ்நாடு அரசு அமர்வு-2042]

No. 8942 A-1/2011.—In exercise of the powers conferred by Section 30 of the Contract Labour (Regulation and Abolition) Act, 1970 (Central Act 37 of 1970) and in pursuance of the Labour and Employment Department Notification No. 8942 A-2/2009, published at pages 2 to 4 of Part III—Section 1(a) of the Tamil Nadu Government Gazette, dated the 17th January 2009, the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Contract Labour (Regulation and Abolition) Rules, 1978, the draft of the same having been previously published as required by sub-section (1) of section 30 of the said Act:

As respects:

In the said Rules—

- (1) in rule 75, the expression "for the register of Wages and Motor Fuel, as the case may be" shall be omitted;
- (2) in rule 75, for the expression "register in Form XXXI", the expression "register of Employment in Form XXXI" shall be substituted;
- (3) rule 76 shall be omitted;
- (4) in rule 75—
(a) for the marginal heading, the following marginal heading shall be substituted, namely—
"Register of Wages";
(b) in sub-rule (1),
(i) for clause (a), the following clause shall be substituted, namely—
"a) Every contractor shall in respect of each work on which he engages contract labour, maintain a Register of Wages in Form XXXI";
(ii) for clause (b), the following clause shall be substituted, namely—
"b) Every contractor shall, where the wage period is one week or more, issue wage slips in Form XXXII to the workers at least a day prior to the disbursement of wages. The copies of wage slip so issued to the workers shall be maintained by the employer and produced to the Inspector on demand";
(iii) in clause (c), the expression "for Motor Fuel and Wages Register, as the case may be" shall be omitted;
- (5) for rule 76, the following clause shall be added, namely—
"c) Every contractor shall in respect of each work on which he engages contract labour, maintain a Register of Advances, Deductions for Damages or Loss and Fines in Form XXXI";
(6) for sub-rule (2), the following sub-rule shall be substituted, namely—
"2) In respect of establishments which are governed by the Payment of Wages Act, 1946 (Central Act IV of 1946) and the rates shall be provided, as the Motor Wages Act, 1946 (Central Act 20 of 1946) and the rates shall be provided, as the following registers and records, required to be maintained by a contractor as employer under the said Act, and the rates shall be provided to be the registers and records to be maintained by a contractor under these rules, namely—
(a) Register of Employment;
(b) Register of Wages;
(c) Wage Slip;
(d) Register of Advances, Deductions for Damages or Loss and Fines";
(7) Form No. XIV, XV, XVI, XVII, XIX, XX, XXI, XXXI and XXXII shall be omitted;
(8) after Form XXV, the following Form shall be added, namely—

FORM NO. XXXI

(The Part 75)

Register of Employment of Contract Labour

Name and address of the Principal Employer :

Name and address of the Contractor : Month :

Name and location of the work site : Year :

Serial Number	Name of the workman	Age and Sex	Home/rental house address	Local address	Designation (Nature of work)	Father's/Relative's name	Date of Entry into Service	Mode of Wages	Daily hours of work above (12.5 - 28.25)	Number of days worked	Signature or Thumb impression of the workman	Date of termination of employment	Signature of Contractor / Representative
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)

**EMPLOYEES' STATE INSURANCE CORPORATION
'PANCHDEEP BHAWAN', C.I.G. MARG, NEW DELHI**

No. R-17/14/1/2011-BF.II

Date:- 24.08.2011

To
All Regional Directors/Directors/Jr. Directors(I/c)
Regional/Sub-Regional/Divisional Office
E.S.I. Corporation

Sub:- Conveyance Allowance to Permanent Disablement Benefit(PDB) beneficiaries –regarding.

Madam/Sir

The Employees' State Insurance Corporation in its 153rd meeting held on 29.07.2011 has passed a resolution exercising its power under Section 19 of ESI Act, 1948 that an insured person whose claim for any permanent disablement benefit has been admitted shall be paid Rs.100 (rupees one hundred only) as conveyance allowance, in addition to his PDB payment, on each visit to Branch Office for submission of life certificate as required under Regulation 107 of ESI (Genl.) Regulations, 1950

Corporation has further resolved that this amount shall be paid in cash by Branch Office to only those persons who personally visit the Branch Office to submit their life certificate and will be booked under "other Benefit conveyance charges" head.

All Regional Heads are requested to implement the decision of the Corporation w.e.f. 04.08.2011 and give wide publicity to this welfare scheme.

Kindly acknowledge the receipt of the letter.

Yours faithfully,

(Signature)
(R.S. Srivastava)
Joint Director(B)

Copy to:

1. Assistant Director (Spl. Cell) for uploading the instruction on esic website
2. All Branches of Hqrs. Office
3. Guard File

(Signature)
(K.N. Chamoli)
Assistant Director(Bf.II)



**कर्मचारी भविष्य निर्धि संगठन
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
Employees' Provident Fund Organisation
(Ministry of Labour & Employment, Govt. Of India)
मुख्य कार्यालय/ Head Office**

भाषिय निर्धि भवन, 14-बीकानेर कमा प्लेस, नई दिल्ली-110066
Bhavishya Nidhi Bhawan, 14-Bhikaji Cama Place, New Delhi-110 066
Website: epfoida.gov.in, epfoida.nic.in

No. IWU/7(11)2011/Compliance

Date:

To

All Additional CPFCs (Zones)
All Regional P.F. Commissioners, ROs and SRDs

Subject: Compliance in respect of International Workers – regarding.

Sr,

Special Provisions pertaining to International Workers (IW) in para 83 of the Employees' Provident Funds Scheme, 1952 as well as para 43-A of Employees' Pension Scheme, 1995 have been given effect from 1st October, 2008. Subsequently, certain amendments have also been carried out vide notification dated 11.09.2010 circulated vide Head Office letter No. Coord/5(15)/2009/WO7733 dated 25th /26th November, 2010.

2. In order to provide greater clarity for compliance of the statutory provisions relating to IWs, the following instructions/clarifications are being issued for ready reference and compliance:

(i) **Coverage:**

• With effect from 1st Nov. 2008 each and every International Worker (as defined in para 83 of the EPF Scheme, 1952), other than an 'excluded employee' is required to be a member of the Employees' Provident Fund.

• As on date, Social Security Agreements (SSAs) in respect of five countries have been made effective from the date indicated against them:

Belgium	1 st September, 2009
Germany	1 st October, 2008
Switzerland	25 th January, 2011
Luxembourg	1 st June, 2011
France	1 st July, 2011

सूचना : 0311 2337-6739
फ़ोन : 0311 2337-6731
फ़ैक्स : 0311 2323-6934

**व्यावहारिक प्रशिक्षण बोर्ड (पूर्वी क्षेत्र)
BOARD OF PRACTICAL TRAINING (EASTERN REGION)**

मानव संसाधन विकास मंत्रालय, भारत सरकार
उच्चतर शिक्षा विभाग के अधीन
(UNDER MINISTRY OF HUMAN RESOURCE DEVELOPMENT, GOVT. OF INDIA
DEPARTMENT OF HIGHER EDUCATION)

ई.एच.डी.
ब्लॉक-1, सेक्टर-1
डी.ए.पी. लैबोरी इस्टाट
साइलोक सिटी,
कोलकाता-700 004

BOPT/ER/NOTIFICATION/D/11

25TH APRIL 2011

OFFICE MEMORANDUM

Subject: Revised minimum prescribed rate of stipend under the Apprentices (Amendment) Act, 1973 & 1986

The undersigned is pleased to refer Govt. of India Gazette Notification No. G.S.R. 228(E), New Delhi issued by Directorate General of Employment and Training (DGET), Ministry of Labour and Employment and published in Part-II, Section 3, Sub-Section (i) of the Gazette of India (Extraordinary) dated 23rd March, 2011 regarding upward revision of minimum prescribed rate of stipend to be paid to Graduate, Technician and Technician (Vocational) Apprentices.

2. Accordingly, the old and revised minimum prescribed rate of stipend payable w.e.f. dates to the apprentices of following categories under the Apprentices (Amendment) Act, 1973 & 1986 respectively are appended below:

	Old Rate (w.e.f. 08.01.2008)	Revised Rate (w.e.f. 23.03.2011)
a) Graduate Apprentices	₹2600/- p.m.	₹3560/- p.m.
b) Sandwich course (Students from Degree Institutions)	₹1850/- p.m.	₹2550/- p.m.
c) Technician Apprentices	₹1850/- p.m.	₹2550/- p.m.
d) Sandwich course (Students from Diploma Institutions)	₹1510/- p.m.	₹2070/- p.m.
e) Technician (Vocational) Apprentices	₹1440/- p.m.	₹1970/- p.m.

विषय

बचत अनुदान, इतिवक्तव्य ।

सेवा में

1. अधिनियम बचत अनुदान, मुंबई/बी।
2. सभी वचन बचत अनुदान, हरियाणा राज्य ।
3. सभी वचन तथा कर्मचारी अधिकारी, इतिवक्तव्य राज्य ।
4. सभी वचन निर्दिष्ट, इतिवक्तव्य राज्य ।
5. कल्याण अधिकारी (इंडियन) इतिवक्तव्य एवं कर्मचारी ।

क्रमांक: 28647-774

दिनांक: 5/9/11

विषय

न्यूनतम वेतन को उपरोक्त न्यूनतम सुचक्रों से जोड़ना तथा दिनांक 01-07-2011 से बढ़ोतरी करे पर।

उपरोक्त विषय पर जैसे कि आपको विदित है कि सरकार की अधिनियम दिनांक 27-6-2007 द्वारा निम्न-निम्न संशोधनों में दिनांक 01-07-2007 से न्यूनतम वेतन पुनः निर्धारित किए गए हैं और यह कामगार उपरोक्त न्यूनतम सुचक्रों से जुड़े हैं। इन संशोधनों में हुई वृद्धि / घटा से अंतर पर प्रत्येक छ: महीने के अन्तर्गत (अर्थात् व जुलाई) न्यूनतम वेतन में वृद्धि / घटा हो रही है। अर्थात् तथा वार्षिकीय वृद्धि/घटा, हरियाणा में जनवरी 2011 से जून, 2011 तक हरियाणा राज्य कामगार उपरोक्त न्यूनतम सुचक्रों में जोड़ा घटा / वृद्धि की सूचना प्राप्त हुई है जो कि निम्न प्रकार से है :-

जनवरी, 2011	745 (1600)
फरवरी, 2011	735 (1588)
मार्च, 2011	730 (1580)
अप्रैल, 2011	740 (1598)
मई, 2011	744 (1607)
जून, 2011	752 (1624)
जुलाई	742 (1603)

दिसम्बर, 2010 को समाप्त हुई अर्थात् में न्यूनतम सुचक्र 1602 में । जब मई जून 2011 में अर्थात् की वृद्धि के बाद न्यूनतम सुचक्र 1608 हो गया है इस प्रकार न्यूनतम सुचक्र में 6। अंकों की बढ़ोतरी हुई है। हरियाणा सरकार द्वारा जारी अधिनियम दिनांक 27-06-2007 को कि प्रथम जुलाई, 2007 से लागू है। न्यूनतम वेतन की वृद्धि/घटा दर 3.31 वार्षिक है जिस अनुसार न्यूनतम वेतन अधिनियम, 1948 की धारा 5(2) के तहत सभी श्रेणी के अधिकारियों में न्यूनतम वेतन में दिनांक 01-07-2011 से वार्षिक रूप 540.81 और दैनिक रूप 5.42 की वृद्धि हुई है। अतः अब दिनांक 01-07-2011 से हरियाणा राज्य में सभी अधिकारियों को न्यूनतम वेतन दर पूर्व की वृद्धि निम्न प्रकार से देन बनी है :-

क्रम संख्या	श्रेणी	वर्तमान वेतन	दैनिक वेतन
1.	अनुदान	₹ 4643.89	₹ 178.81
2.	अधिकारी (I)	₹ 4773.89	₹ 183.81
	(II)	₹ 4003.89	₹ 188.81
3.	कर्मचारी (I)	₹ 5033.89	₹ 193.81
	(II)	₹ 5183.89	₹ 198.81
4.	उपरोक्त सुचक्र	₹ 5283.89	₹ 203.81

OFFICE MEMORANDUM

Subject- Inviting comments/suggestions on the proposed amendments to the Factories Act, 1948.

The Ministry of Labour and Employment proposes to amend the Factories Act, 1948. In this regard a three members Expert Committee was constituted to examine the proposal in consultation with the Stakeholders. The Expert Committee submitted its report on 23.06.11. The Ministry has revised the proposal in accordance with the recommendations made by the Expert Committee. The report of the Expert Committee on comprehensive amendments to the Factories Act, 1948 alongwith the draft proposal has been uploaded on the website of Ministry of Labour and Employment i.e. <http://labour.nic.in>.

It is requested that the comments on the proposed amendments may be sent to Director (JSH), Ministry of Labour and Employment, Room No. 303, Shram Shakti Bhawan, Rafi Marg, New Delhi, 110001 with in 45 days.

Vandana Sharma
(Vandana Sharma)
Director
Tele fax No. 23717275

PUNJAB GOVT GAZ. (EXTRA.), JULY 12, 2011 65
(PART 21, 1933 SA/CA)

TARFI
DEPARTMENT OF LEGAL AND LEGISLATIVE AFFAIRS, PUNJAB

Notification
The (10/345, 2011)

No. 28-Leg-2841.—The following Act of the Legislature of the State of Punjab received the assent of the President of India on the 22nd June, 2011, and is hereby published for general information:—

THE PUNJAB LABOUR WELFARE FUND (SECOND AMENDMENT) ACT, 2010
(Punjab Act No. 23 of 2010)

and

ACT

Further to amend the Punjab Labour Welfare Fund Act, 1965.

Enacted by the Legislature of the State of Punjab in the Sixty-first Year of the Republic of India as follows:—

1. (1) This Act may be called the Punjab Labour Welfare Fund (Second Amendment) Act, 2010.

(2) It shall come into force at once.

2. In the Punjab Labour Welfare Fund Act, 1965, in section 9-A, in sub-section (1), for the words "two rupees" and "two rupees" the words "two rupees" and "four rupees" shall, respectively, be substituted.

GOVINDER SINGH,
Secretary to Government of Punjab,
Department of Legal and Legislative Affairs.

KARNATAKA ACT NO.7 OF 2011
THE KARNATAKA LABOUR WELFARE FUND (AMENDMENT) ACT, 2010
Arrangement of Sections

Sections:

- Short title and commencement
- Amendment of Section 7A.

STATEMENT OF OBJECTS AND REASONS

Amending Act 7 of 2011.- It is considered necessary to amend the Karnataka Labour Welfare Fund Act, 1965 (Karnataka Act 15 of 1965) to increase the ratio of contribution payable to welfare fund from Labourers, Employer and from Government from the existing ratio of 3 rupees - 6 rupees - 3 rupees to the ratio of 6 rupees - 12 rupees - 6 rupees respectively.

Hence the Bill.

[L.A. Bill No. 30 of 2010, File No Samvayashae 6 Shesana 2010]
[Entry 24 of List III of the Seventh schedule to the constitution of India.]

KARNATAKA ACT NO.7 OF 2011
(First Published in the Karnataka Gazette Extra-ordinary on the Eighth day of February, 2011)

THE KARNATAKA LABOUR WELFARE FUND (AMENDMENT) ACT, 2010
(Received the assent of the Governor on the Fourth day of February, 2011)

An Act further to amend the Karnataka Labour Welfare Fund Act, 1965.

Whereas, it is expedient further to amend the Karnataka Labour Welfare Fund Act, 1965 (Karnataka Act 15 of 1965) for the purposes hereinafter appearing;

Be it enacted by the Karnataka State Legislature in the sixty first year of the Republic of India, as follows:—

1. Short title and commencement.- (1) This Act may be called the Karnataka Labour Welfare Fund (Amendment) Act, 2010.

(2) It shall come into force at once.

2. Amendment of Section 7A.- In the Karnataka Labour Welfare Fund Act, 1965 (Karnataka Act 15 of 1965), in section 7A in sub-section (2) for the words "three rupees, six rupees and three rupees" the words "six rupees, twelve rupees and six rupees" shall respectively be substituted.

By Order and in the name of the Governor of Karnataka
G.K. BOREGOWDA
Secretary to Government,
Department of Parliamentary Affairs and Legislation

COMPLIANCE Checkup

Statutory Compliance October 2011

- ✓ Pay PF before 15.10.2011.
- ✓ Pay ESIC before 21.10.2011.
- ✓ Pay Profession Tax before 31.10.2011.
- ✓ Submit Form No. 5 & 10 under PF Act before 15.10.2011.
- ✓ Submit Form No. 12 A under PF act before 25.10.2011.
- ✓ Submitt Quaterly Return under the Employment Exchange CNV Act, 1959 before 31.10.2011(Form No. ER-1)
- ✓ Submitt Half Yearly Return under the Apprenticeship Act, 1961 before 31.10.2011(Form No. APP-2)

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

Office Humor

Goff