



Confederation of Indian Industry
CII Naoroji Godrej Centre of Manufacturing Excellence

**Online Workshop on
Labour Laws
28 – 29 January 2021 Time: 02:30pm to 05:30pm**

Broad fundamentals & compliance aspects of the following would be covered in this workshop

- **Code on Wages 2019**
- **Supreme Court Order: on Payment of Salary / Wages during the lockdown period.**
- **Hon'ble Supreme Court Judgement of 28th Feb 2019 for Basic Wages on PF**
- **Statutory Compliances under PF, ESIS, Bonus, & Gratuity etc. along with the latest updates.**
- **Recent amendments under ESI Act for Shops and Establishment in Maharashtra State.**
- **Details on Provident Fund Benefit Declared under ATMANIRBHAR BHARAT ROJGAR YOJNA by Finance Minister on 12th November, 2020**

The Live Online Session will cover the following KEY POINTS under various acts:

- Benefits to employer and employees available under Provident Funds – “ATMANIRBHAR BHARAT ROJGAR YOJNA” declared on 12th November, 2020.
- How to count 10 person's for applicability of ESI Act, as per recent amendments under ESI Act for Shops and Establishment in Maharashtra State?
- On 12th June 2020 what Supreme Court has given interim order for the payment of salary/wages during Lockdown period.
- During Lockdown period The Disaster Management Act, 2005 & Epidemic Diseases Act, 1897 about Payment of Salary / Wages from 25th March 2020 to 17th May 2020 (54 Days), if not complied then what relief Supreme Court has given to Employers?
- Under the Provident Fund Act - what is the latest benefit allowed to the employers, regarding payment of employer and employee's contribution which is amounting to 12 % + 12 % = 24 %, which will be payable by Government of India for the month of March 2020, April 2020 & May 2020.
- What is the coverable limit of ESI w.e.f from 1st January 2017?
- Whether Covid-19 (Corona Virus Disease) is covered under the ESI Act?
- Whether ESI is applicable on Gross Salary or Basic Salary?
- ESI Act is applicable to whom and what is its benefit.
- Unemployment benefit - payable under the ESI Act? & When?
- Whether voluntary coverage under possible under ESI?
- ESI Covered Employees after retirement – what is the eligibility criteria.
- ESIC: - Documents for Registration / obtaining Code Number.
- ESI / PF dues payment has to be made on or before which date?
- Whether ESIC Act is Applicable after attaining the 65 years of age.
- Minimum number of attendances required for eligibility of bonus.
- Bonus is Payable on Rs. 7,000/- or minimum wages under schedule employment when basic + DA is Rs. 22,500/-
- Whether monthly Bonus is payable under the Bonus Act? If yes, then how?
- What is salary/wages (Basic + D.A) limit and on what amount Bonus is calculated.
- When Gratuity is applicable and payable.

- Gratuity / Bonus is payable on which components of salary?
- What is the maximum limit under the Gratuity Act, for which Income tax exemption can be claimed?
- Is there a limit for ex-gratia payment? Is it compulsory?
- Whether Employer can pay more amount of Gratuity then prescribed under the Act? If yes under what circumstances?

Who Should Attend:

- Businessmen, Corporate (Manufacturing, Trading and Service Industry)
- Admin / HR Personnel and Pay Roll Processing Personnel
- Labour Law Compliance Personnel
- Chartered Accountant, Company Secretary, Cost Accountant, Advocates, Chartered Financial Analyst

Faculty: Mr. Ramesh L. Soni

- Providing consulting services in the field of Labour Laws since last 40 years
- Providing services in this field on retainer ship basis to more than 350 clients
- Contributed articles on Labour Laws

Participation Fees: INR 6000/- + 18% GST

Discount

5% on 2 nominations from an organization.

10% on 3 or more nominations from an organization.

We urge you to both, participate as well as spread the word around.

How to register: http://www.cii.in/OnlineRegistration.aspx?Event_ID=E000053248

For Nominations & Enquiries Please contact

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