



## Confederation of Indian Industry

CII Naoroji Godrej Centre of Manufacturing Excellence

### Online Workshop on Labour Laws 27 – 28 September 2021 Time: 02:30pm to 05:30pm

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

- Detailed Highlights on Code on Wages 2019.
- Eligibility criteria for the ESI Covered Employees, who has died due to the Covid – 19 Pandemic and for life time pension to the family?
- Detail procedure for how to avail life time pension due to COVID – 19 Pandemic Death of Insure Person?
- Latest Update on Provident Fund as per the Finance Minister Budget for 2021 – 2022: There will be no impact of TDS for those contributing up to Rs. 20,833/- pm (Rs. 2.50 lakh per year) AND detailed comparison (calculation) of interest, if monthly contribution paid is more then this amount (Rs. 20,833/-).
- Detail study on Provident Fund Benefit Declared under ATMANIRBHAR BHARAT ROJGAR YOJNA by Finance Minister on 12th November, 2020.
- Detail study on: Hon'ble Supreme Court Judgement of 28th Feb 2019 for Basic Wages for PF
- Detail study on benefit under ESI Scheme (total 10 benefits)
- How to Calculate Gratuity Amount?
- How to Calculate EDLI (Employee Deposited Linked Insurance) as per the recent amendment?
- How to Calculate Pension under Employees' Pension Scheme, 1995?
- Statutory Compliances under PF, ESIS, Bonus, & Gratuity etc. along with the latest updates.

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

- Under new Code on Wages, 2019, what will be the percentage of Basic + D.A. + Retention Allowances?
- How to calculate Covid – 19 Pandemic advance under the Provident Fund Act?
- Whether Covid – 19 Pandemic advance will be available for 2nd time under Provident Fund Act?
- What is the maximum amount of EDLI is payable under PF Act?
- Under "ATMANIBHAR BHARAT ROJGAR YOJNA", who are eligible to claim benefit?
- What will be the base month for eligibility for the ATMANIBHAR BHARAT ROJGAR YOJNA?
- If number of employees are less than 1,000 and more then 1,000 then what will be the PF contribution will be the payable by the Central Government?
- Benefits to employer and employees available under Provident Funds – "ATMANIRBHAR BHARAT ROJGAR YOJNA" declared on 12th November, 2020.
- Under PF in the year 2021 – 2022, if PF Contribution is more than Rs.5,00,000/- then whether on additional contribution whether TDS will be deducted?
- What is the criteria for availing Covid – 19 pandemic advance under PF Act.?
- ESI / PF dues payment has to be made on or before which date?
- If any employee has joined his first employment after 1st Sept, 2014 and his salary is more than Rs.15000/- (Basic +DA) then pension contribution has to be deducted or not?
- Whether COVID – 19 disease covered under ESIS Act?
- 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?
- 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.
- Whether ESIC Act is Applicable after attaining the 65 years of age.
- An employee covered under ESIC has expired at his residence (natural death) whether his family members are entitled for Funeral expenses & Pension also?
- When Gratuity is applicable and payable?
- Under new Code whether Gratuity to fix term employee for one year
- 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?
- Whether Employer can pay more amount of Gratuity then prescribed under the Act? If yes under what circumstances?
- If monthly salary is Rs. 1.50 Lac (Basic + DA) then whether gratuity is payable?
- For one-year fix term employment whether Gratuity is payable under new code?
- 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. 25,000/-
- 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.
- Is there a limit for ex-gratia payment? Is it compulsory?
- What is the last date of payment of Bonus for the year April 2020 to March 2021?

### 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: <https://cam.mycii.in/OR/OnlineRegistrationLogin.html?EventId=E000055532>

#### **For Nominations & Enquiries Please contact**

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