



**Confederation of Indian Industry**  
CII Naoroji Godrej Centre of Manufacturing Excellence

**Online Workshop on  
Labour Laws  
24 – 25 May 2021 Time: 02:30pm to 05:30pm**

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

- Highlights on Code on Wages 2019 and other Codes and Comparison on current Acts with 4 codes.
- 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. 41,666/- pm AND detailed comparison (calculation) of interest, if monthly contribution paid is more than this amount (Rs. 41,666/-).
- Detail study on Provident Fund Benefit Declared under ATMANIRBHAR BHARAT ROJGAR YOJNA by Finance Minister on 12th November, 2020.
- 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.

**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. + Retaining Allowances?
- 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 than 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.?
- 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?
- 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. 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.
- 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?
- 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=E000054527](http://www.cii.in/OnlineRegistration.aspx?Event_ID=E000054527)

**For Nominations & Enquiries Please contact**

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