



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

**Online Workshop on  
Labour Laws for Every Entrepreneur  
27<sup>th</sup> & 28<sup>th</sup> October 2020 Time: 02:30pm to 5:30pm**

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

- Supreme Court Order: on Payment of Salary / Wages during the lockdown period.
- Hon'ble Supreme Court Judgement of 28<sup>th</sup> 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:**

- 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 25<sup>th</sup> March 2020 to 17<sup>th</sup> 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.
- Calculation and Forfeiture of Gratuity and 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 than prescribed under the Act? If yes under what circumstances?
- Recent amendments/updates on, ESI, PF & Bonus Act?
- Contract Employees: - ESI; Bonus; Gratuity; payable by whom.

### 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.

Online Registration Link : [http://www.cii.in/OnlineRegistration.aspx?Event\\_ID=E000052154](http://www.cii.in/OnlineRegistration.aspx?Event_ID=E000052154)

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

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