

Weekly Compliance Bulletin

An update into labour compliance

May 4, 2015
Volume 1, Issue 1

From **ALL RISK MANAGEMENT SERVICES**.--South India's blossoming Knowledge Process Outsourcing Service Provider

First update

Top developments

Irrespective of size of the establishment, it is mandatory to remit ESI and PF through Online from May, 1 2015.

It is now mandatory for all employers who are covered under EPF Act to file online return in 5A

Dash board

TO DO BY EMPLOYERS- Sexual Harassment of Women at Workplace Act & Rules, 2013

Policy on SHWW to be drafted and displayed

Constitute an Internal Complaints Committee

A Notice under Section 19(b) of SHWW Act to be displayed

Do you know

Suicide does not amount to accident. However if suicide is the result of insanity which followed injury by accident, it may be held to be caused by accident. (ESI)

Tip of the week

Most common cause of injury in workplace is Manual handling of objects. Employee's needs to be taught to pay attention to posture and lifting techniques which will help in many ways and prevent from injuries.

Ministry Invites comments on proposed amendments

Ministry of Labour & Employment has decided to draft the 'Labour Code on Industrial Relations' which is proposed to be made after amalgamation of following Labour Laws:-

- The Trade Unions Act, 1926
- The Industrial Employment (Standing Orders) Act, 1946
- The Industrial Disputes Act, 1947

Now, the suggestion/comments are invited from all concerned/stakeholders on the Draft Labour Code on Industrial Relations. Your suggestion must reach to Shri S.K. Tripathi, Under Secretary, Ministry of Labour & Employment, Room No-17, Shram Shakti Bhawan, New Delhi (Tel FAX No-23766937 E-mail: sushil.tripathi@nic.in) latest by 26th May, 2015 positively.

Launch of EPFO Short Code SMS services

During the year 2014, EPFO had launched the UAN programme wherein a Universal Account Number was allotted to all the members and different services such as passbook, monthly SMS of contributions were provided on its activation at EPFO's UAN portal.

The Short Code SMS service will be available to UAN activated members. In this facility the member will send an SMS in predefined format from his/her mobile number registered during UAN activation. The EPFO on receipt of such SMS will send the members details available with EPFO along with details of KYC seeded, Last Contribution and Total PF Balance.

The Members has been given an option to know the details in 10 different Indian languages namely English, Hindi, Telugu, Punjabi, Gujarati, Marathi, Kannada, Tamil, Malayalam and Bengali. This facility is envisaged to ease the members in knowing their details along with contribution and PF Balance.

As this facility is available only to the UAN activated members, such facility will speed up the UAN activation process by the members.

Your calendar for July '14

12th May – ESI Half yearly return (for the period November

2014 ~ March 2015)

15th May – PF remittance

21st May – ESI remittance

25th May – IW Return under EPFO

As and when – Accident report under

Factories Act,

ESIC,

Employee Compensation Act

Cumbersome compliance – why everyone worried?

Many of Labour Laws in India are Obsolete

There are very few amendments to suit modern day organizational requirements

Exemption from maintaining records applicable only to very few organisations

Process of preparing and filing returns under each and every act on a monthly, quarterly, half-yearly and annually

Fallout of non-compliance is huge as each law has a provision of imprisonment to the Directors