

# Weekly Compliance Bulletin

An update into Labour Law Compliance

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From **ALL RISK MANAGEMENT SOLUTIONS AND SERVICES PVT LTD** –  
South India's blossoming Knowledge Process Outsourcing Service Provider

## Tip of the week

Q. What constitutes a major accident OR what is the definition of major accident?

A. "Major accident" means an incident involving loss of life inside or outside the installation, or ten or more injuries inside and/or one or more injuries outside or release of toxic chemicals or explosion or fire or spillage of hazardous chemicals resulting in on-site or off-site emergencies or damage to equipment leading to stoppage of process or adverse affects to the environment

## Do you know

### Legal provisions under ESI

#### Section 72

Section 72 of the Act, places a bar upon the powers of an employer with regard to reduction of wages of an employee for reasons of his liability to pay contribution.

#### Section 73

Under Section 73, an employer cannot dismiss or punish an employee during the period of his certified sickness etc.

Contravention of these provisions attracts penalties provided under Section 85 of the Act.

## First update

Shri.Rajiv Pratap Rudy stresses urgent need to standardize vocational training in India.

He said, the industry needs to decide the type of trained workforce they require in the country today. The government will facilitate efforts in this direction. Ministry of Skill Development & Entrepreneurship will handhold states in creating models of excellence at every step. Sometimes what fourteen years of education cannot provide 14 weeks of vocational education can, he added. The Minister at the workshop (on 9<sup>th</sup> May 2015) also announced the formation of a Working Group comprising of principal stakeholders chaired by Secretary, Ministry of Skill Development & Entrepreneurship. The group has been constituted with the objective of establishing a transparent policy and scaling up capacity of it is.

### National Policy on Safety, Health and Environment at work place

#### Preamble

The fundamental purpose of the National Policy is to eliminate the incidence of work related injuries, diseases, fatalities, disaster and loss of national assets and ensuring achievement of a high level of safety, health and environment at workplace

#### Goals

- The Government firmly believes that Building and Maintaining National Preventive Safety and Health Culture is the need of the hour through
- Providing statutory framework on OSHE.
- Providing administrative & technical support services
- Establish & develop R & D capability in emerging areas of risk
- Promoting inclusion of safety and health and environment as an important component in other national policy documents
- Focus on prevention efforts & monitor performance by improved data collection system.
- Including occupational safety and health as an integral part of every operation

#### Objectives

Promoting inclusion of safety and health and environment as an important component in other national policy documents.

## Uses of UAN

Portability through Universal Account Number (UAN) for Employees' Provident Fund

- Digitization of database of EPF subscribers and allotment of UAN to each member.
- UAN will be linked with Bank Account, Aadhar Card and other KYC (Know Your Customer) details to promote financial inclusion.
- Employees' EPF amount on settlement is informed via SMS. Employees can view their updated status online.
- Direct access to EPF accounts; will enable members to access and consolidate previous accounts. Online pensioners can view their account and disbursement details online.

Employers need to update details of new employees in Annexure II, for allotment and updation of UAN.

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