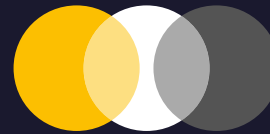




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# **BROAD FUNDAMENTALS AND COMPLIANCE ASPECTS OF THE FOLLOWING WOULD BE COVERED IN THIS WEBINAR**

## **FACULTY**

Adv. Ramesh L. Soni, M.B.A (HR), B.Sc.(Hons.), LL.B., D.L.L. & L.W., D.P.M. & I.R., A.I.I.I; M.P.M. (H.R), DMS Management Consultant and Advisor on Labour Laws for the last 40 years.

1

Detailed Highlights on Code on Wages 2019.

2

Eligibility criteria for the ESI Covered Employees, who has died due to the Covid - 19 Pandemic and for life time pension to the family?

3

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/-).

4

Detail study on Provident Fund Benefit Declared under ATMANIRBHAR BHARAT ROJGAR YOJNA by Finance Minister on 12th November, 2020.

5

Detail study on: Hon'ble Supreme  
Court Judgement of 28th Feb 2019  
for Basic Wages for PF

6

Detail study on benefit under ESI  
Scheme?

7

How to Calculate Gratuity  
Amount?

8

How to Calculate EDLI (Employee  
Deposited Linked Insurance) as  
per the recent amendment?

9

How to Calculate Pension under  
Employees' Pension Scheme,  
1995?

10

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:

# Agenda

1

Under new Code on Wages, 2019, what will be the percentage of Basic + D.A. + Retention Allowances?

2

How to calculate Covid – 19 Pandemic advance under the Provident Fund Act?

3

Whether Covid – 19 Pandemic advance will be available for 2nd time under Provident Fund Act?

4

What is the last date of payment of Bonus for the year April 2020 to March 2021?

5

Whether COVID – 19 disease covered under ESIS Act?

# Agenda

6

For one-year fix term employment whether Gratuity is payable under new code?

7

What is the maximum amount of EDLI is payable?

8

Under “ATMANIBHAR BHARAT ROJGAR YOJNA”, who are eligible to claim benefit?

9

What will be the base month for eligibility for the ATMANIBHAR BHARAT ROJGAR YOJNA?

10

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?

# Agenda

11

Benefits to employer and employees available under Provident Funds – “ATMANIRBHAR BHARAT ROJGAR YOJNA” declared on 12th November, 2020.

12

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?

13

What is the criteria for availing Covid – 19 pandemic advance under PF Act.?

14

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?

15

On 12th June 2020 what Supreme Court has given interim order for the payment of salary/wages during Lockdown.

# Agenda

16

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?

17

What is the coverable limit of ESI w.e.f from 1st January 2017?

18

Whether Covid-19 (Corona Virus Disease) is covered under the ESI Act?

19

Whether ESI is applicable on Gross Salary or Basic Salary?.

20

ESI Act is applicable to whom and what is its benefit.

# Agenda

21

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.

22

Under “Atal BimitVyaktiKalyanYojana” of ESIC, who will be eligible for benefit, what will be the percentage of salary / wages payable and for how many days?

23

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/-.

# Agenda

24

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.

25

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?

26

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?

# Agenda

27

An employee covered under ESIC has expired at his residence (natural death) whether his family members are entitled for Funeral expenses & Pension also?

28

If monthly salary is Rs. 1.50 Lac (Basic + DA) then whether gratuity is payable?

29

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?

# WHO SHOULD ATTEND?



- 1) CEO's, HR Heads, HR Managers of Limited Companies, Private Limited Companies, LLP's, Partnership Companies, Proprietorship Companies, Corporate (Manufacturing, Trading and Service Industry)
- 2) Admin / HR Personnel and Pay Roll Processing Personnel
- 3) Labour Law Compliance Personnel
- 4) Head: Hotels, Hospitals, Collages, Commercial Establishments, Banks, NGO's, IT/ITE's SME Owners.
- 5) Chartered Accountant, Company Secretary, Cost Accountant, Advocates, Chartered Financial Analyst



## **Adv. Ramesh L. Soni**

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D.P.M. & I.R., A.I.I.I; M.P.M. (H.R), DMS  
Management Consultant and Advisor on Labour  
Laws

### **Executive Profile:**

- 1) Qualified as M.B.A. (HR), B.Sc. (Hons.), LL.B., D.L.L. & L.W. , D.P.M. & I.R., A.I.I.I, M.P.M. (H.R), DMS
- 2) Providing consulting services in the field of Labour Laws since last 40 years
- 3) Providing services in this field on retainer ship basis to more than 350 clients
- 4) Contributed articles on Labour Laws
- 5) Visiting Faculty at BharatratnaDr.Ambedkar Institute of Management & Legal Research, Mumbai.

# What You Will Get?



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- 2) Participation Certificate.



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