



LATEST STATUTORY, LABOUR LAW UPDATES & MORE. . .

Edition: August 2022

WHAT'S THERE IN THIS EDITION?

- **Important Judgments**
- **Statutory Updates & Notifications**
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IMPORTANT JUDGEMENTS



SUPREME COURT OF INDIA

- All issues, except territorial jurisdiction, are decided together.
- Termination will have to be challenged at the place where the workman had worked.

MADRAS HIGH COURT

- Dismissal for unauthorized absenteeism for six days will be disproportionate to the misconduct.
- Central Board can reduce or waive the damages of a sick company.
- In the absence of any infirmity in the decision of the EPF Authority, a writ petition is not maintainable.

CALCUTTA HIGH COURT

- Loss caused to the employer can be recovered from the gratuity of the employee.
- Appellate Authority of Gratuity is not empowered to interfere with an employer's punishment.
- Writ Court can interfere with findings of Tribunal when violative of natural justice.

IMPORTANT JUDGEMENTS (CONTD.)



KERALA HIGH COURT

- Expression 'dues' as given in the Act, would not only include basic wages but allowances also.
- Occupier, not Managing Director, is liable for the offense under Factories Act.
- Allowances would not attract EPF contributions if not applicable to all employees.
- Basic wages would include allowances that are not variable due to any reasons.

DELHI HIGH COURT

- Ex-parte award to be set aside on deposit of 100% of the awarded amount.

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION – EXEMPTION UNDER THE PROVISION OF DELHI SHOPS AND ESTABLISHMENT ACT, 1954

The Ministry of Labor and Employment of Delhi has introduced the online portal for receiving the application under Sections 14, 15 & 16 of the Delhi Shops and Establishment Act is available on the URL <https://dlabourwelfareboard.delhii.gov.in/shopeexemption> w.e.f 08/08/2022. [View Notification](#)

NOTIFICATION–WOMAN WORKING CONDITIONS AT NIGHT - MADHYA PRADESH

The Government of Madhya Pradesh exempted all the shops and establishments from the applicability of provision related to working hours of women between 9.00 P.M. to 7.00 A.M, subject to the prescribed conditions including the prevention of acts of sexual harassment, complaint redressal mechanism, prior consent from women workers for such employment. [View Notification](#)

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION-MINIMUM WAGES REVISION – CENTRAL SPHERE

The government of India has revised the Minimum wages for the central sphere w.e.f. 01-April-2022.

[View Notification](#)

IMPLEMENTATION STATUS OF THE NEW LABOUR CODE

Q & A's discussed in Rajya Sabha for the new labor code. [View Information](#)

CIRCULAR- SOP TO SETTLE EPF CLAIM IN CASE OF DEATH

The Regional Office (Ahmedabad) of Employees' Provident Fund Organization (EPFO), issued Standard Operational Procedure (SOP) to settle provident fund claims in case of death of an employee due to Industrial Accident to provide benefit to family members of the deceased person. [View Circular](#)

STATUTORY DUE DATES: AUGUST - 2022



Name of Act	State	Remittance / Return	Frequency	Due Date
The Employees` Provident Funds & MP Act	All	Remittance	Monthly	15-Aug-22
The Employees` Provident Fund Act - International Worker Return	All	Return	Monthly	15-Aug-22
The Employees` State Insurance Act	All	Remittance	Monthly	15-Aug-22

STATUTORY DUE DATES: AUGUST - 2022



Name of Act	State	Remittance / Return	Frequency	Due Date
Workers Welfare Fund Act	Kerala	Remittance (Employer & Employee)	Monthly	05-Aug-22
The Profession Tax Act	Andhra Pradesh	Remittance - Employee	Monthly	10-Aug-22
The Profession Tax Act	Andhra Pradesh	Return - Employee	Monthly	10-Aug-22
The Profession Tax Act	Madhya Pradesh	Remittance - Employee	Monthly	10-Aug-22
The Profession Tax Act	Telangana	Remittance - Employee	Monthly	10-Aug-22
The Profession Tax Act	Telangana	Return - Employee	Monthly	10-Aug-22
The Profession Tax Act	Gujarat	Remittance - Employee	Monthly	15-Aug-22

STATUTORY DUE DATES: AUGUST - 2022



Name of Act	State	Remittance / Return	Frequency	Due Date
The Profession Tax Act	Karnataka	Remittance - Employee	Monthly	20-Aug-22
The Profession Tax Act	Karnataka	Return - Employee	Monthly	20-Aug-22
The Profession Tax Act	West Bengal	Remittance - Employee	Monthly	21-Aug-22
The Profession Tax Act	Assam	Remittance - Employee	Monthly	30-Aug-22
The Profession Tax Act	Assam	Return - Employee	Monthly	30-Aug-22
The Profession Tax Act	Maharashtra	Remittance - Employee	Monthly	30-Aug-22
The Profession Tax Act	Maharashtra	Return - Employee	Monthly	30-Aug-22
The Profession Tax Act	Manipur	Remittance - Employee	Monthly	30-Aug-22
The Profession Tax Act	Meghalaya	Remittance - Employee	Monthly	30-Aug-22
The Profession Tax Act	Mizoram	Remittance - Employee	Monthly	30-Aug-22
The Profession Tax Act	Nagaland	Remittance - Employee	Monthly	30-Aug-22
The Profession Tax Act	Odisha	Remittance - Employee	Monthly	30-Aug-22
The Profession Tax Act	Odisha	Return - Employee	Monthly	30-Aug-22
The Profession Tax Act	Punjab	Remittance - Employee	Monthly	30-Aug-22
The Profession Tax Act	Sikkim	Remittance - Employee	Monthly	30-Aug-22
The Profession Tax Act	Sikkim	Return - Employee	Monthly	30-Aug-22
The Profession Tax Act	Tripura	Remittance - Employee	Monthly	30-Aug-22

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