



LATEST STATUTORY, LABOUR LAW UPDATES & MORE...

Edition: July 2022

WHAT'S THERE IN THIS EDITION?

- **Important Judgments**
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IMPORTANT JUDGEMENTS



SUPREME COURT OF INDIA

- Appeal against Compensation Commissioner can be admitted only on the question of law.

MADRAS HIGH COURT

- Sexual harassment cannot be established in the absence of sufficient proof.
- An attendance bonus not static in nature would not attract provident fund contribution.
- Attachment of bank accounts of defaulting employer during pendency of the appeal is not proper.

CALCUTTA HIGH COURT

- Appeal to be filed within 60 days and another 60 days can be extended on sufficient cause.
- An employee holding a transferable post has no right to be posted at a particular place.
- Failure to comply with the transfer order is misconduct.

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 which are not variable due to any reasons.

DELHI HIGH COURT

- Petitioners cannot claim identification of beneficiaries after the order for determination is passed
- The wording of reference would not bind the Labour Court to confine adjudication.
- Petitioners cannot claim identification of beneficiaries after the order for determination is passed.

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION - DELHI LABOUR WELFARE ONLINE

The Ministry of Labor and Employment of Delhi has introduced the portal of the Delhi Labour Welfare Board with effect from 1st July 2022, providing services including registration of establishment, deposit, or submission of contributions from employers and employees, closure of employer establishment, etc. [View Notification](#)

NOTIFICATION - MINIMUM WAGES REVISION - RAJASTHAN

The government of Rajasthan has revised the minimum wages w.e.f. 01-July-2022. [View Notification](#)

NOTIFICATION - MINIMUM WAGES REVISION - TRIPURA

The government of Tripura has revised the Minimum wages w.e.f. 01-April-2022. [View Notification](#)

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION - ESI ACT EXTENSION IN THOOTHUKUDI DISTRICT OF TAMILNADU

Implemented the provisions of the Employees' State Insurance Act, 1948, in all the areas of Thoothukudi district in the State of Tamil Nadu, effective from 1st day of July 2022. [View Notification](#)

CIRCULAR- WOMEN WORKERS IN FACTORY DURING NIGHT- HARYANA

The Governor of Haryana provided the conditions for factories applying for the exemption for employing women during the night shift. The conditions include measures for the security and safety of women employees, which include the prevention of acts of sexual harassment, provision for transportation facilities, the requirement of prior consent from women workers. [View Notification](#)

STATUTORY DUE DATES: JULY - 2022



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

STATUTORY DUE DATES: JULY - 2022



Name of Act	State	Remittance / Return	Frequency	Due Date
Workers Welfare Fund Act	Kerala	Remittance (Employer & Employee)	Monthly	05-Jul-22
The Shops & Establishment Act	Goa	Return	Quarterly	10-Jul-22
The Profession Tax Act	Andhra Pradesh	Remittance - Employee	Monthly	10-Jul-22
The Profession Tax Act	Andhra Pradesh	Return - Employee	Monthly	10-Jul-22
The Profession Tax Act	Madhya Pradesh	Remittance - Employee	Monthly	10-Jul-22
The Profession Tax Act	Telangana	Remittance - Employee	Monthly	10-Jul-22
The Profession Tax Act	Telangana	Return - Employee	Monthly	10-Jul-22
Labour Welfare Fund Act	Chhattisgarh	Remittance (Employer & Employee)	Half Yearly	15-Jul-22
Labour Welfare Fund Act	Delhi	Remittance (Employer & Employee)	Half Yearly	15-Jul-22
Labour Welfare Fund Act	Madhya Pradesh	Remittance (Employer & Employee)	Half Yearly	15-Jul-22
Labour Welfare Fund Act	Maharashtra	Remittance (Employer & Employee)	Half Yearly	15-Jul-22
Labour Welfare Fund Act	Odisha	Remittance (Employer & Employee)	Half Yearly	15-Jul-22
Labour Welfare Fund Act	West Bengal	Remittance (Employer & Employee)	Half Yearly	15-Jul-22
The Profession Tax Act	Gujarat	Remittance - Employee	Monthly	15-Jul-22
The Profession Tax Act	Jharkhand	Remittance - Employee	Quarterly	15-Jul-22
The Profession Tax Act	Jharkhand	Return - Employee	Quarterly	15-Jul-22
The Profession Tax Act	Jharkhand	Remittance - Employer	Quarterly	15-Jul-22
The Profession Tax Act	Madhya Pradesh	Return - Employee	Quarterly	15-Jul-22

STATUTORY DUE DATES: JULY - 2022



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

STATUTORY DUE DATES: JULY - 2022



Name of Act	State	Remittance / Return	Frequency	Due Date
The Profession Tax Act	Tripura	Remittance - Employee	Monthly	30-Jul-22
The Contract Labour (R&A), Act 1970	State wise	Return	Half yearly return by contractor	30-Jul-22
The Employment Exchange (CNV) Act, 1959	State wise	Return	Quarterly	30-Jul-22
The Shops & Establishment Act	Tamil Nadu	Return	Half Yearly	31-Jul-22
Labour Welfare Fund Act	Goa	Remittance (Employer & Employee)	Half Yearly	31-Jul-22
Labour Welfare Fund Act	Gujarat	Remittance (Employer & Employee)	Half Yearly	15-Jul-22
The Profession Tax Act	Pondicherry	Remittance - Employee	Half Yearly	31-Jul-22
The Profession Tax Act	Pondicherry	Remittance - Employer	Half Yearly	31-Jul-22
The Profession Tax Act	West Bengal	Remittance - Employer	Annual	31-Jul-22
The Factories Act, 1948	Statewise	Return	Half Yearly	31-Jul-22
Labour Welfare Fund Act (Factory)	Kerala	Remittance (Employer & Employee)	Half Yearly	15-Jul-22

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