



LATEST STATUTORY, LABOUR LAW UPDATES & MORE. . .

Edition: June 2022

WHAT'S THERE IN THIS EDITION?

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



SUPREME COURT OF INDIA

- Conveyance is not part of wages for ESI contributions.
- Dismissal for forging education certificate when admitted, acquittal in the criminal case will be irrelevant.
- High Court should not interfere in awarding punishment being the prerogative of the employer.

MADRAS HIGH COURT

- Non-payment of retrenchment compensation at the time of termination would justify reinstatement.
- During pendency of review application, issuance of recovery notice is not sustainable.
- Waiver cannot be granted against interest imposed under section 7-Q of the Act.
- Appeal filed beyond the maximum limitation period of 120 days, is not admissible.

CALCUTTA HIGH COURT

- EPF contribution cannot be misappropriated after the deduction of employees' shares.
- Proceedings under section 7A to be set aside when the opportunity to produce evidence was not given to the employer.

IMPORTANT JUDGEMENTS (CONTD.)



MADHYA PRADESH HIGH COURT

- Service condition of workman can't be changed during pendency of industrial dispute.
- An inquiry violative of natural justice is to be vitiated.

IMPORTANT JUDGEMENTS (CONTD.)



KERALA HIGH COURT

- EPF dues in installments may be allowed considering the financial difficulties of the employer.
- EPF Authorities are supposed not to issue notices in a mechanical manner to the employers.

GUJARAT HIGH COURT

- Modification of punishment of dismissal for theft would not be proper.
- Relationship between employer and employee will not establish when no witness is produced.
- Tribunal can differ with the conclusion of disciplinary authority only for justifiable reasons.
- Interim relief restraining the EPF Authority from taking coercive steps will operate till the Tribunal hears the petitioner.

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION-DECLARATION OF “EPF ROI” FY 2021-2022

The Employees' Provident Fund Organization declared 8.10% as the rate to credit interest to the account of each member of the Employees' Provident Fund Scheme, 1952, for the year 2021-22. [View Notification](#)

NOTIFICATION-EXTENSION OF THE ESI ACT

The ESIC extended the provisions of the Employees' State Insurance Act, 1948 w.e.f 01-June-2022, to certain classes of establishments and areas in which the establishments are situated provided in the Schedule of the notification. [View Notification](#)

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION-MINIMUM WAGES REVISION – HIMACHAL PRADESH

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

NOTIFICATION-MINIMUM WAGES REVISION – DELHI

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

STATUTORY NOTIFICATIONS/UPDATES



CIRCULAR-WOMAN WORKING CONDITION IN NIGHT SHIFT UNDER FACTORIES ACT- UTTAR PRADESH

The Governor of Uttar Pradesh exempted all the factories from restrictions on employing women workers working the night shift subject to the conditions listed in the notification. [View Notification](#)

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- **“Self-reliant India will be made with Healthy Workforce”: Bhupender Yadav**

STATUTORY DUE DATES: JUNE - 2022



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

STATUTORY DUE DATES: JUNE - 2022



Name of Act	State	Remittance / Return	Frequency	Due Date
Labour Welfare Fund Act	Kerala	Remittance	Monthly	05-Jun-22
The Profession Tax Act	Andhra Pradesh	Remittance - Employee	Monthly	10-Jun-22
The Profession Tax Act	Andhra Pradesh	Return - Employee	Monthly	10-Jun-22
The Profession Tax Act	Madhya Pradesh	Remittance - Employee	Monthly	10-Jun-22
The Profession Tax Act	Telangana	Remittance - Employee	Monthly	10-Jun-22
The Profession Tax Act	Telangana	Return - Employee	Monthly	10-Jun-22
The Profession Tax Act	Telangana	Remittance - Employer	Annual	30-Jun-22
The Profession Tax Act	Gujarat	Remittance - Employee	Monthly	15-Jun-22
The Profession Tax Act	Karnataka	Remittance - Employee	Monthly	20-Jun-22
The Profession Tax Act	Karnataka	Return - Employee	Monthly	20-Jun-22
The Profession Tax Act	West Bengal	Remittance - Employee	Monthly	21-Jun-22
The Profession Tax Act	Andhra Pradesh	Remittance - Employer	Annual	30-Jun-22
The Profession Tax Act	Assam	Remittance - Employee	Monthly	30-Jun-22
The Profession Tax Act	Assam	Return - Employee	Monthly	30-Jun-22
The Profession Tax Act	Madhya Pradesh	Remittance - Employer	Annual	30-Jun-22
The Profession Tax Act	Karnataka	Return - Employee	Annual	30-Jun-22
The Profession Tax Act	Maharashtra	Remittance - Employee	Monthly	30-Jun-22
The Profession Tax Act	Maharashtra	Return - Employee	Monthly	30-Jun-22

STATUTORY DUE DATES: JUNE - 2022



Name of Act	State	Remittance / Return	Frequency	Due Date
The Profession Tax Act	Maharashtra	Remittance - Employer	Annual	30-Jun-22
The Profession Tax Act	Manipur	Remittance - Employee	Monthly	30-Jun-22
The Profession Tax Act	Meghalaya	Remittance - Employee	Monthly	30-Jun-22
The Profession Tax Act	Mizoram	Remittance - Employee	Monthly	30-Jun-22
The Profession Tax Act	Nagaland	Remittance - Employee	Monthly	30-Jun-22
The Profession Tax Act	Odisha	Remittance - Employee	Monthly	30-Jun-22
The Profession Tax Act	Odisha	Return - Employee	Monthly	30-Jun-22
The Profession Tax Act	Odisha	Remittance - Employer	Annual	30-Jun-22
The Profession Tax Act	Punjab	Remittance - Employee	Monthly	30-Jun-22
The Profession Tax Act	Sikkim	Remittance - Employee	Monthly	30-Jun-22
The Profession Tax Act	Sikkim	Return - Employee	Monthly	30-Jun-22
The Profession Tax Act	Tripura	Remittance - Employee	Monthly	30-Jun-22

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