



LATEST STATUTORY, LABOUR LAW UPDATES & MORE...

Edition: October 2022

WHAT'S THERE IN THIS EDITION?

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



SUPREME COURT OF INDIA

- Reinstatement of negligent bus driver must be set aside when misconduct was proved.

MADRAS HIGH COURT

- Confirmation of probation of an employee who availed full maternity period is automatic
- Ex-parte appeal can't be restored beyond one month.
- Reasonable monthly instalments be allowed for payment of interest.

CALCUTTA HIGH COURT

- Employees to be covered under the Act are to be identified by holding a full-fledged enquiry.
- Industrial Tribunal is to decide the validity of enquiry and not as to how it should be held.

IMPORTANT JUDGEMENTS (CONTD.)



KERALA HIGH COURT

- Gratuity payable when there is no break in ten years' service.
- Artificial break of two days in contracts cannot be a device to deny the maternity benefits

DELHI HIGH COURT

- When an enquiry is vitiated the employer's legal right is to prove the charges
- Employer has the right to challenge the final award on a preliminary issue.
- No appeal lies against levy of interest
- Appeal is maintainable against the orders passed under section 7-A or 7-B or 7-C or 14-B of the Act.

BOMBAY HIGH COURT

- For claiming provident fund dues, the workman can't approach the High Court.

IMPORTANT JUDGEMENTS (CONTD.)



ORISSA HIGH COURT

- Punishment is imposed for misappropriated amounts than for the loss of confidence.
- When an enquiry is fair and proper, interference with punishment is not justifiable.
- The wrongdoer does not deserve sympathy.
- Deputy Engineer and Executive Engineer cannot be workmen.

JHARKHAND HIGH COURT

- Appeal under ESI Act lies only on the substantial question of law
- Social Security Officer of ESI can demand from the employer any relevant information.
- Non-remitting of EPF dues after deducting the employee's share is a criminal breach of trust
- An order of a trial court is to be quashed if the same is not by the law.

TELANGANA HIGH COURT

- Transferee not liable to pay EPF who got possession of the property by operation of law.

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION – MINIMUM WAGES REVISION - UTTAR PRADESH

The Government of Uttar Pradesh, revised the Minimum wages effective from 1st October 2022. [View Notification](#)

NOTIFICATION – MINIMUM WAGES VDA REVISION - CHATTISGARH

The Government of Chhattisgarh, revised the Minimum wages effective from 1st October 2022. [View Notification](#)

NOTIFICATION – MINIMUM WAGES VDA REVISION - BIHAR

The Government of Bihar, revised the Minimum wages effective from 1st October 2022. [View Notification](#)

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION – MINIMUM WAGES VDA REVISION - GUJARAT

The Government of Gujarat, revised the Minimum wages effective from 1st October 2022. [View Notification](#)

NOTIFICATION– MINIMUM WAGES VDA REVISION- MADHYA PRADESH

The Government of Madhya Pradesh, revised the Minimum wages effective from 1st October 2022. [View Notification](#)

NOTIFICATION – MINIMUM WAGES REVISION - CENTRAL

The Ministry of Labour and Employment GOI revised the central sphere Minimum wages effective from 1st October 2022. [View Notification](#)

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION – MINIMUM WAGES VDA REVISION - ANDHRA PRADESH

The Government of Andhra Pradesh, revised the Minimum wages effective from 1st October 2022. [View Notification](#)

NOTIFICATION – MINIMUM WAGES VDA REVISION - TELANGANA

The Government of Telangana increased the CPI and revised the Dearness allowance effective from 1st October 2022. [View Notification](#)

NOTIFICATION – MINIMUM WAGES VDA REVISION - NEW DELHI

The Government of New Delhi, revised the Minimum wages effective from 1st October 2022. [View Notification](#)

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION – MINIMUM WAGES VDA REVISION - KERELA

The Government of Kerela, revised the Minimum wages effective from 1st October 2022. [View Notification](#)

CIRCULAR – CLAIM REQUEST SUBMISSION FOR CASH BENEFIT - THROUGH PORTAL- ESI

The Employees' State Insurance Corporation has issued a circular in connection with the Claim Request Submission for Cash benefits. [View Circular](#)

- a) Online submission of Maternity Claim processed through the portal
- b) The I.W. whose UAN number has been seeded in the system can claim for Maternity Benefit through IP Portal.

STATUTORY NOTIFICATIONS/UPDATES



NOTIFICATION – CORPORATE SOCIAL RESPONSIBILITY AMENDMENT RULE

Corporate Social Responsibility (CSR) regulations in India require certain companies to mandatorily undertake CSR activities and spend at least 2% of their average net profit in the immediately preceding three financial years on CSR activities. [View Notification](#)

STATUTORY DUE DATES: OCT - 2022



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

STATUTORY DUE DATES: OCT - 2022



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

STATUTORY DUE DATES: OCT - 2022



Name of Act	State	Remittance / Return	Frequency	Due Date
The Profession Tax Act	Karnataka	Remittance - Employee	Monthly	20-Oct-22
The Profession Tax Act	Karnataka	Return - Employee	Monthly	20-Oct-22
The Profession Tax Act	West Bengal	Remittance - Employee	Monthly	21-Oct-22
The Profession Tax Act	Assam	Remittance - Employee	Monthly	30-Oct-22
The Profession Tax Act	Assam	Return - Employee	Monthly	30-Oct-22
The Profession Tax Act	Maharashtra	Remittance - Employee	Monthly	30-Oct-22
The Profession Tax Act	Maharashtra	Return - Employee	Monthly	30-Oct-22
The Profession Tax Act	Manipur	Remittance - Employee	Monthly	30-Oct-22
The Profession Tax Act	Meghalaya	Remittance - Employee	Monthly	30-Oct-22
The Profession Tax Act	Mizoram	Remittance - Employee	Monthly	30-Oct-22
The Profession Tax Act	Nagaland	Remittance - Employee	Monthly	30-Oct-22
The Profession Tax Act	Odisha	Remittance - Employee	Monthly	30-Oct-22
The Profession Tax Act	Odisha	Return - Employee	Monthly	30-Oct-22
The Profession Tax Act	Punjab	Remittance - Employee	Monthly	30-Oct-22
The Profession Tax Act	Sikkim	Remittance - Employee	Monthly	30-Oct-22
The Profession Tax Act	Sikkim	Return - Employee	Monthly	30-Oct-22
The Profession Tax Act	Tripura	Remittance - Employee	Monthly	30-Oct-22
Employment Exchanges Act, 1959	State wise	Return	Quarterly	30-Oct-22

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+91-22-2926 1501



+91- 826-205-1991



sushil.sharma@coreintegra.com

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