



# CORE INTEGRA COMPLIANCE NEWSLETTER.



**Edition: JULY 2023**

# WHAT'S THERE IN THIS EDITION?



Statutory Updates  
& Notifications



Important  
Judgments



Statutory Due Dates



Awards &  
Certifications





# STATUTORY NOTIFICATIONS/UPDATES

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## ➤ ENFORCEMENT OF PROVISIONS OF ESI ACT - BIHAR

The Government of India has extended medical benefits, provided under Regulation 95-A of the Employees' State Insurance (General Regulations, 1950, to the families of all insured persons in all the areas of Arwal, Jamui, Kaimur, Khagaria, Kishanganj, Madhepura, Madhubani, Nawada, Purnia, Sheikhpura and West Champaran, in addition to the already notified areas of the said districts, in the State of Bihar effective from 1st June 2023. [View Notification](#)

## ➤ REVISION IN RATE OF LABOUR WELFARE FUND CONTRIBUTION – HARYANA

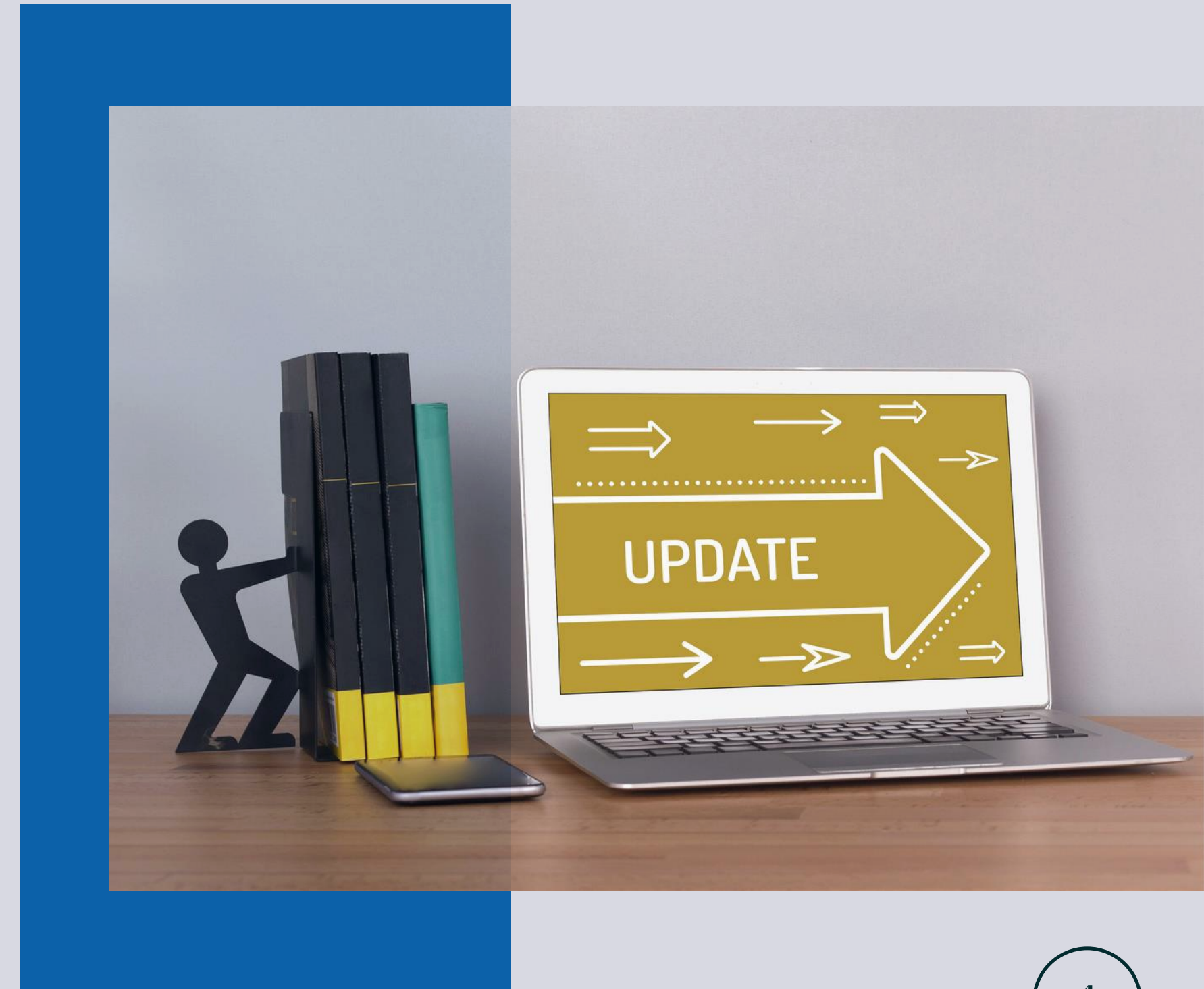
The Government of Haryana has revised the rate of contribution, under The Punjab Labour Welfare Fund Act, 1965, to rupees thirty-one for employees instead of rupees twenty-five and each employer in respect of such employee shall contribute rupees sixty-two instead of rupees fifty ,effective from 1st January 2023..

[View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

- **MINIMUM WAGES REVISION – MIZORAM**  
The Government of Mizoram has revised the minimum wages effective from 1st April 2023. [View Notification](#)
- **MINIMUM WAGES REVISION – TRIPURA**  
Government of Tripura has released minimum wage for the State of Tripura effective from 1st April 2023. [View Notification](#)
- **EPFO CIRCULAR ON APPLICATIONS FOR VALIDATION OF OPTION OR JOINT OPTION – CENTRAL**  
The Employees' Provident Fund Organization has issued the procedures for scrutiny and verification of applications for validation of Option/Joint Option.. [View Notification](#)



# STATUTORY NOTIFICATIONS/UPDATES

## ➤ MINIMUM WAGES REVISION – KERALA

The Government of Kerala, Labour and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial Establishment and employment in Computer Software Sector. The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of April 2023 ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act [View Notification](#)



**LATEST UPDATES**



# IMPORTANT JUDGEMENTS

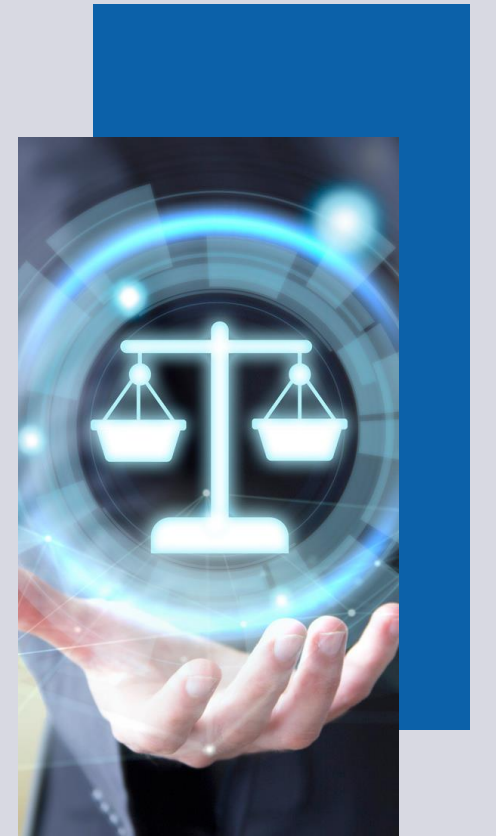
# IMPORTANT JUDGEMENTS

## ALLAHABAD HIGH COURT

- Accident compensation is to be payable even when the deceased driver took the vehicle for repair. [View Judgement](#)
- While imposing damages for delayed payment, factors like the number of defaults and period of delay will be relevant. [View Judgement](#)
- No limitation is prescribed for recovery of damages for delayed deposits of EPF dues. [View Judgement](#)
- Employer can claim prejudice for delayed initiations of damages when records were not available for several years. [View Judgement](#)
- Delayed remittance of EPF dues is a sine qua non for imposing damages under section 14B of the Act. [View Judgement](#)

## ANDHRA PRADESH HIGH COURT

- Allegation of threat or coercion in obtaining resignation would not be tenable. [View Judgement](#)





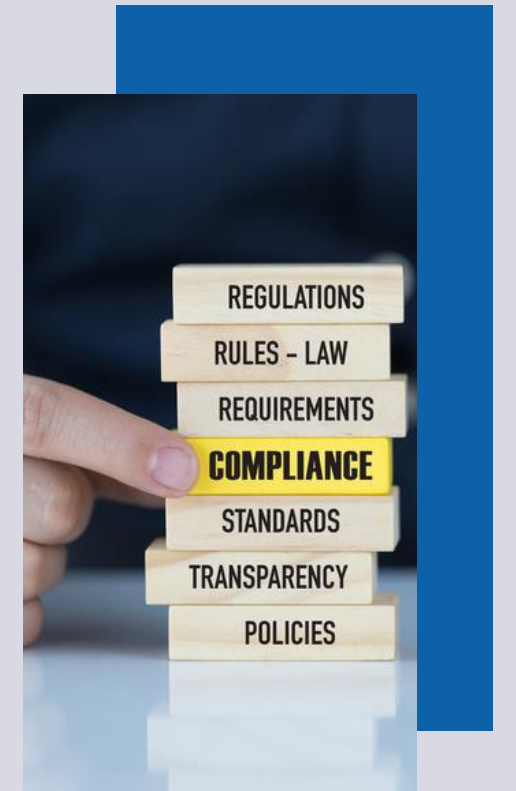
# IMPORTANT JUDGEMENTS

## CALCUTTA HIGH COURT

- A person having ultimate control over the affairs of the establishment will be an employer. [View Judgement](#)
- The workers of the independent contractors will not be treated as employees of the principal employer. [View Judgement](#)
- EPF authority under section 7A is vested with the powers of a Civil Court. [View Judgement](#)
- Manager Finance re-designated as Chief Accountant and Audit Officer will be treated as an employer. [View Judgement](#)
- In proceedings under section 7A the EPF authority should consider relationship of master and servant. [View Judgement](#)
- Attachment of the bank account of defaulting employer will be harsh when he was seeking installments. [View Judgement](#)

## GUJARAT HIGH COURT

- POSH Act has a mechanism to safeguard the woman at workplace. [View Judgement](#)



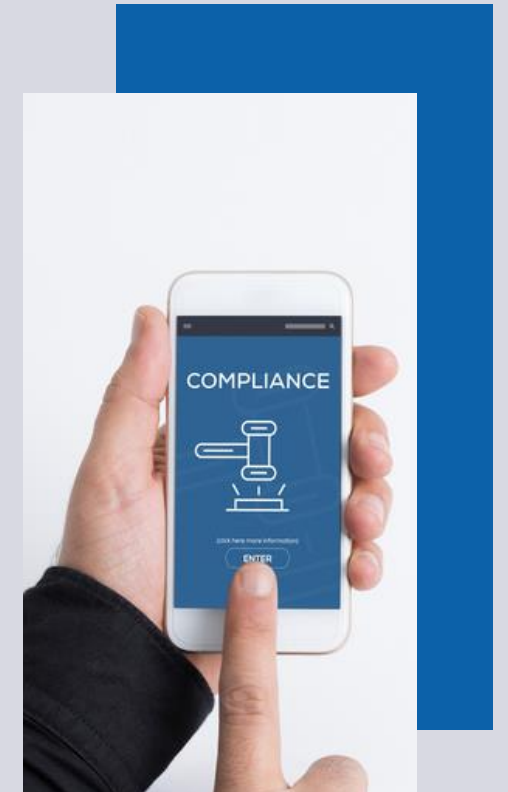
# IMPORTANT JUDGEMENTS

## HIMACHAL PRADESH HIGH COURT

- Challenging termination after enquiry, the validity of enquiry will be decided at first instance. [View Judgement](#)
- Part-time sweeper not entitled to regularization. [View Judgement](#)
- EPF Authority has to take into account aggravating and mitigating circumstances while determining damages. [View Judgement](#)

## KARNATAKA HIGH COURT

- When the amount determined by the Controlling Authority is not deposited, the appeal is to be dismissed. [View Judgement](#)
- A punitive order by filling up the blanks in cyclostyled proforma is untenable due to non-application of mind. [View Judgement](#)
- Non-issuing of tickets to passengers by bus conductors will be serious misconduct. [View Judgement](#)
- Taking cognizance against the Managing Director, without impleading the company, the complaint will be dismissed. [View Judgement](#)



# IMPORTANT JUDGEMENTS

## MADHYA PRADESH HIGH COURT

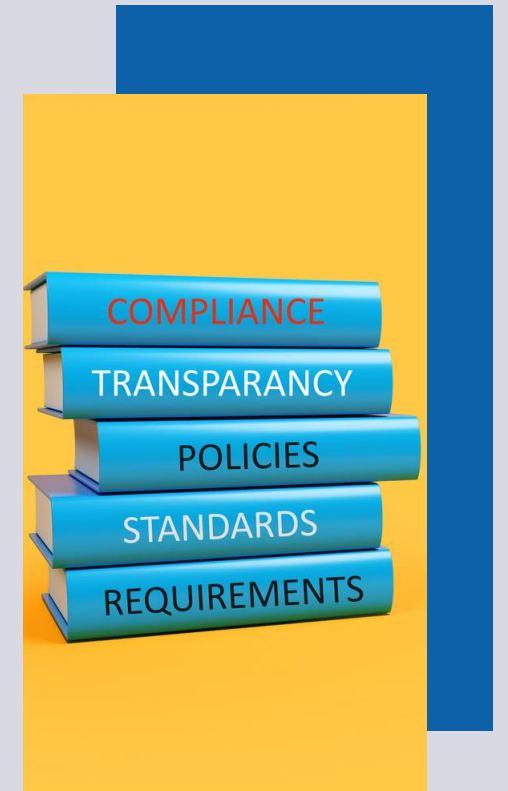
- No adjudication by the tribunal in a claim of a workman under section 33C(2) of the ID Act. [View Judgement](#)

## ORISSA HIGH COURT

- Denial to resume duties by a workman after his recovery from illness is illegal. [View Judgement](#)
- Compelling a workman to submit a resignation for demanding minimum wages would be illegal. [View Judgement](#)

## PUNJAB AND HARYANA HIGH COURT

- Industrial disputes can be raised at the place of cause of action. [View Judgement](#)
- Appeal against the order of EPF Authority to Tribunal beyond the expiry of the limitation is not maintainable. [View Judgement](#)



# IMPORTANT JUDGEMENTS

## KERALA HIGH COURT

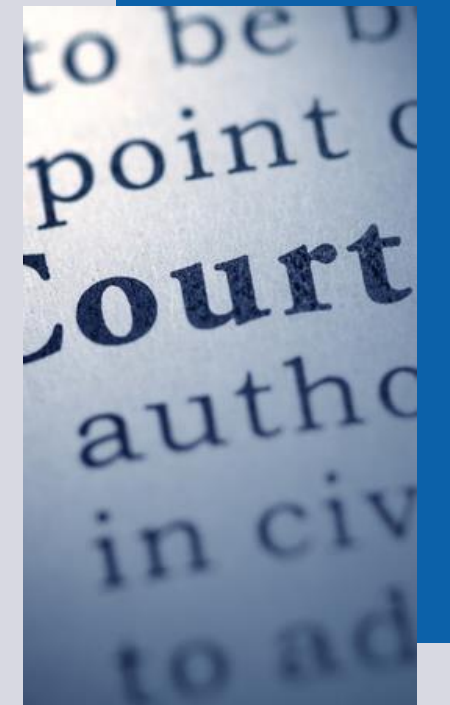
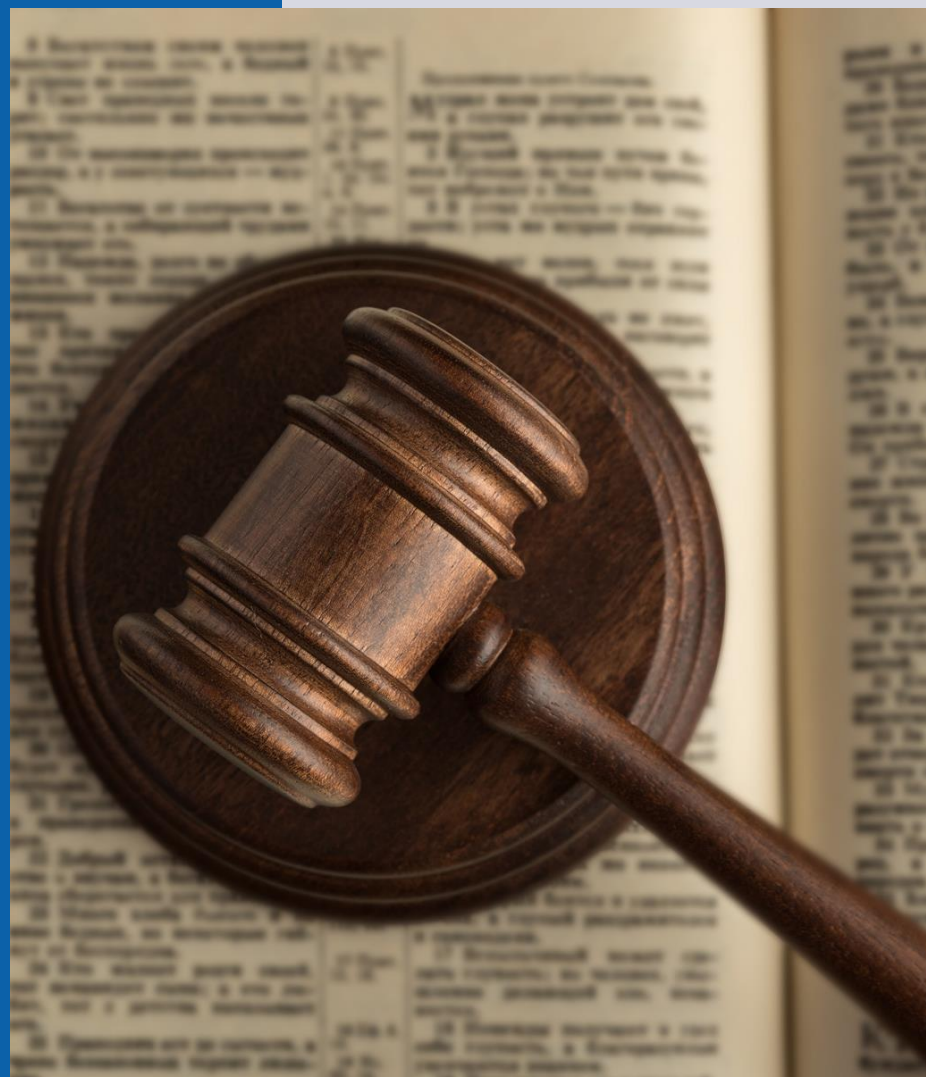
- Merely engaging a person on a commission basis would not deprive him of being an employee. [View Judgement](#)

## RAJASTHAN HIGH COURT

- Reinstatement is not automatic even in the case of illegal termination. [View Judgement](#)
- Termination is illegal when retrenchment compensation is not paid. [View Judgement](#)
- A daily wager has no right to regularization. [View Judgement](#)

## SUPREME COURT OF INDIA

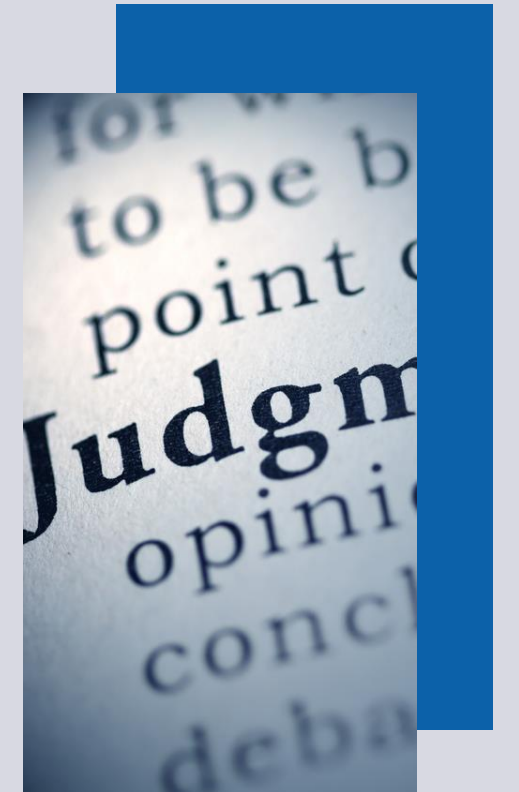
- Termination will be set aside only by the prescribed authority. [View Judgement](#)



# IMPORTANT JUDGEMENTS

## MADRAS HIGH COURT

- Punishment of dismissal not to be interfered with when a driver is found guilty of theft of employer's material. [View Judgement](#)
- Bonus Act will not be applicable to Educational Institutions and Universities. [View Judgement](#)
- A transfer will be illegal if it alters the status of the workman to supervisor. [View Judgement](#)
- Appeal not writ is an appropriate forum by the aggrieved party in proceedings under section 7A or 7B of the Act. [View Judgement](#)
- Disputed questions of fact can be raised before Appellate Tribunal and not in a writ petition. [View Judgement](#)





# STATUTORY DUE DATES

# STATUTORY DUE DATES: JULY-2023

Name of Act	State	Remittance / Return	Frequency	Due Date
The Employees` Provident Funds & MP Act	All	Remittance	Monthly	15-Jul-23
The Employees` Provident Fund Act - International Worker Return	All	Return	Monthly	15-Jul-23
The Employees` State Insurance Act	All	Remittance	Monthly	15-Jul-23
The Contract Labour (R&A), Act 1970	Statewise	Return	Half yearly return by contractor	30-Jul-23
The Employment Exchange (CNV) Act, 1959	Statewise	Return	Quarterly	30-Jul-23
The Factories Act, 1948	Statewise	Return	Half Yearly	31-Jul-23

# STATUTORY DUE DATES: JULY-2023

Name of Act	State	Remittance / Return	Frequency	Due Date
Workers Welfare Fund Act	Kerala	Remittance (Employer & Employee)	Monthly	05-Jul-23
The Shops & Establishment Act	Goa	Return	Quarterly	10-Jul-23
The Profession Tax Act	Andhra Pradesh	Remittance - Employee	Monthly	10-Jul-23
The Profession Tax Act	Andhra Pradesh	Return - Employee	Monthly	10-Jul-23
The Profession Tax Act	Madhya Pradesh	Remittance - Employee	Monthly	10-Jul-23
The Profession Tax Act	Telangana	Remittance - Employee	Monthly	10-Jul-23
The Profession Tax Act	Telangana	Return - Employee	Monthly	10-Jul-23
Labour Welfare Fund Act	Chhattisgarh	Remittance (Employer & Employee)	Half Yearly	15-Jul-23
Labour Welfare Fund Act	Delhi	Remittance (Employer & Employee)	Half Yearly	15-Jul-23
Labour Welfare Fund Act	Madhya Pradesh	Remittance (Employer & Employee)	Half Yearly	15-Jul-23
Labour Welfare Fund Act	Maharashtra	Remittance (Employer & Employee)	Half Yearly	15-Jul-23
Labour Welfare Fund Act	Odisha	Remittance (Employer & Employee)	Half Yearly	15-Jul-23
Labour Welfare Fund Act	West Bengal	Remittance (Employer & Employee)	Half Yearly	15-Jul-23
The Profession Tax Act	Gujarat	Remittance - Employee	Monthly	15-Jul-23
The Profession Tax Act	Jharkhand	Remittance - Employee	Quarterly	15-Jul-23
The Profession Tax Act	Jharkhand	Return - Employee	Quarterly	15-Jul-23
The Profession Tax Act	Jharkhand	Remittance - Employer	Quarterly	15-Jul-23
The Profession Tax Act	Madhya Pradesh	Return - Employee	Quarterly	15-Jul-23
Labour Welfare Fund Act	Gujarat	Remittance (Employer & Employee)	Half Yearly	15-Jul-23
Labour Welfare Fund Act (Factory)	Kerala	Remittance (Employer & Employee)	Half Yearly	15-Jul-23



# STATUTORY DUE DATES: JULY-2023

Name of Act	State	Remittance / Return	Frequency	Due Date
The Profession Tax Act	Karnataka	Remittance - Employee	Monthly	20-Jul-23
The Profession Tax Act	Karnataka	Return - Employee	Monthly	20-Jul-23
The Profession Tax Act	West Bengal	Remittance - Employee	Monthly	21-Jul-23
The Profession Tax Act	Assam	Remittance - Employee	Monthly	30-Jul-23
The Profession Tax Act	Assam	Return - Employee	Monthly	30-Jul-23
The Profession Tax Act	Maharashtra	Remittance - Employee	Monthly	30-Jul-23
The Profession Tax Act	Maharashtra	Return - Employee	Monthly	30-Jul-23
The Profession Tax Act	Manipur	Remittance - Employee	Monthly	30-Jul-23
The Profession Tax Act	Meghalaya	Remittance - Employee	Monthly	30-Jul-23
The Profession Tax Act	Mizoram	Remittance - Employee	Monthly	30-Jul-23
The Profession Tax Act	Nagaland	Remittance - Employee	Monthly	30-Jul-23
The Profession Tax Act	Odisha	Remittance - Employee	Monthly	30-Jul-23
The Profession Tax Act	Odisha	Return - Employee	Monthly	30-Jul-23
The Profession Tax Act	Punjab	Remittance - Employee	Monthly	30-Jul-23
The Profession Tax Act	Sikkim	Remittance - Employee	Monthly	30-Jul-23
The Profession Tax Act	Sikkim	Return - Employee	Monthly	30-Jul-23
The Profession Tax Act	Tripura	Remittance - Employee	Monthly	30-Jul-23
The Shops & Establishment Act	Tamil Nadu	Return	Half Yearly	31-Jul-23
Labour Welfare Fund Act	Goa	Remittance (Employer & Employee)	Half Yearly	31-Jul-23
The Profession Tax Act	Pondicherry	Remittance - Employee	Half Yearly	31-Jul-23
The Profession Tax Act	Pondicherry	Remittance - Employer	Half Yearly	31-Jul-23
The Profession Tax Act	West Bengal	Remittance - Employer	Annual	31-Jul-23



# Awards & Certifications



ISO/IEC 27001:2013 Certified for Information Security Management



Certin Certified



ISO 9001:2015



CII Certified



Great Place to Work Certified 2023 - 2024



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