



THE LABOURTORIALS

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Monthly updates on Industrial and Labour Laws

SEPT. 2020
ISSUE NO. 2



Other great reads:



- LATEST FROM THE SUPREME COURT OF INDIA.
- LATEST FROM THE HIGH COURTS.
- UPDATES FROM CENTRAL GOVT.
- UPDATES FROM STATE GOVT.
- FROM THE VAULT

STATUTORY ALERT !!

The Ministry of Labour & Employment vide its notification dt. 18/05/2020 introduced a temporary clause for May'20 to July'20 wherein EPF contribution rate was reduced from 12% to 10% in order to give some relief in view of COVID-19 pandemic.

Since, there has been no further extension to this effect, Employers must now continue to contribute at pre-existing rate of 12% for both employee and employer w.e.f. Aug'20.

**EPFO has
started
online
inspection
due to
Covid 19.**

[Click here for
further details.](#)

India alarmed to run checks on hazardous factories after Beirut blast

In view of the massive explosion in Beirut on August 4, the State Government of Odisha has sought details of the quantity of inflammable and explosive materials used, handled and stored in different factories of the state. The factories have also been asked to take all safety measures to prevent any untoward incident and furnish a report on their preparedness to deal with emergencies. (Acc. to TOI reports) The Government of Andhra Pradesh has also issued notification to conduct Annual Safety Audits by expert third parties even in those factories whose quantities of hazardous chemicals are less than the threshold quantities prescribed in the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989. ([Click here](#) to view notification)

All ports in India have been directed to verify whether any hazardous material is lying at their ports and warehouses.

LATEST FROM THE SUPREME COURT OF INDIA

Employer is best suited to judge if MBA degree is equivalent to PG degree/ diploma in HR Management or Industrial Relations & Labour legislation

A three judge bench of the Hon'ble Supreme Court in **North Delhi Municipal Corporation V. Kavinder & ors.** held that the MBA degree cannot be regarded as allied to a post graduate degree or diploma in Social Work, Labour Welfare, Industrial Relations or Personnel Management.

In the present case, among the posts that were advertised by the Municipal Corporation of Delhi one was Labour Welfare Superintendent.

The qualifications and experience required for the post were (1) Degree of a recognized University or Equivalent. (2) Post-Graduate Degree / Diploma in Social Work or Labour Welfare or Industrial Relations or Personnel Management or in any other allied subject of recognized University / institution or equivalent.

The first respondent had studied the subjects of Human Resource



Management during the course or second semester and Industrial Relations and Labour Legislation during the course of the fourth semester of the MBA degree programme.

The Hon'ble bench comprising of Justice DY Chandrachud, Justice Indu Malhotra and Justice K.M. Joseph dismissed the order of the High Court and held that Studying these two subjects would not lead to the conclusion

that the first respondent holds a post graduate degree or diploma in the disciplines which have been specifically spelt out in the advertisement or in any allied subject. The MBA degree cannot be regarded as allied to a post graduate degree or diploma in Social Work, Labour Welfare, Industrial Relations or Personnel Management. The recruitment was being made to the service of the appellant. The advertisement did not specifically provide how equivalence was to be established between a postgraduate degree / diploma in the subjects specified in the advertisement and a postgraduate degree / diploma in an allied subject. The appellant as an employer was best suited to judge whether the degree of the first respondent was in an allied subject.

[Click here](#) to view judgment.

SC issues notice to Govt. of Gujarat in plea challenging relaxation of labour laws

The Supreme Court on August 4, issued notice to the Government of Gujarat in a petition challenging the decision to exempt factories from the provisions of the Factories Act pertaining to overtime wages, working hours etc, between April 20 and July 19. (**Gujarat Mazdoor Sabha & Anr. v. State of Gujarat**). This notification is challenged on the grounds that the state has acted ultra vires the Act, considering the fact that Section 5 only allows for exemption in cases of public emergency. The COVID-19 pandemic, while being a critical issue affecting the



country, has still not been declared as an emergency. It is pertinent to note that the SC had earlier declined to entertain petitions that challenged the relaxation of labour laws in

various states.

As regards the State of Uttar Pradesh, a similar contentious Govt. order was withdrawn by the state amid protests over the same. [Click here](#) to view Order.

LATEST FROM THE HIGH COURTS

Madras HC raises serious concerns over E- Pass procurmenets while adjuducating over several child labour issues amid Covid- 19

While adjudicating in **CM Sivababu v. State of Tamil Nadu and ors.**, the High Court OF Madras found adolescent, school-going children working in a textile company. Serious concerns about malpractices involved in the issuance of e-passes for movement amid the COVID-19 pandemic were raised by the Hon'ble Court.

it was also discovered while conducting a raid that 133 of the 331 workers employed at the Tiruppur company were adolescents aged between 14 and 18 years, brought from various Districts.

The Court took note of submissions that most of the adolescent children were brought in during the pandemic period and that proper e-passes were not obtained for their inter-district movement. Further, it was stated that no COVID-19 test was conducted for the children, nor was any fitness certificate produced in respect of these children at the time of inspection. The Bench noted that, **"This is a classic case, which would**

demonstrate as to how corrupt Government servants utilize any situation to make illegal gain."

The Court directed the textile company to explain how they were able to bring the children to work at their premises without getting proper e-passes for the inter-district travel.

This apart, the Court also took note of the large issue of continuing instances of child labour in Tamil Nadu, observing that the present case is only the **"tip of the iceberg."**

The Court added that the Police Authorities, Labour Department and Child Welfare Committees of these Districts should be vigilant and conduct raids regularly to eradicate child labour. As for the instant case, the police informed the Court that an FIR has been registered against the Managing Director and the General Manager of the company. The Court clarified that the six children named in the plea can be handed over to their parents through the Child Welfare Committee.

[Click here](#) to view Order.

Telangana High Court constitutes fund for workers' insurance during the Pandemic



The High Court of Telangana has announced the creation of a COVID-19 insurance fund for daily wage, outsourced, contract, contingent workers and masalchis employed in the High Court and subordinate courts. Judges, Registrars, and Judicial Officers have contributed towards the fund. The sum has been used to insure the workers for an amount of Rs 2,50,000, in a scheme with the Oriental Insurance Company called Corona Kavach Policy.

[Click here](#) to view notification.



UPDATES FROM THE CENTRAL GOVERNMENT

ESI Corporation announces unemployment allowances: 50% pay for 3 months

The ESIC conducted its 182nd meeting on 20.08.2020 under the Chairmanship of Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment, Govt. of India. ESIC is implementing the Atal Bimit Vyakti Kalyna Yojna under which unemployment benefit is paid to the workers covered under ESI Scheme. The ESI Corporation has decided to extend the scheme for one more year upto 30th June 2021.

It has been decided to relax the existing conditions and the amount of relief for workers who have lost employment during the Covid-19 pandemic period. The enhanced relief under the relaxed conditions will be payable during the period of 24.03.2020 to 31st December 2020. Thereafter the scheme will be available with original eligibility condition during the period 01.01.2021 to 30.06.2021.

Relaxation in Atal Bimit Vyakti Kalyan Yojana Scheme of ESIC	
Existing eligibility Conditions	Relaxed eligibility conditions (During 24.03.2020 to 31.12.2020)
<ul style="list-style-type: none"> The Insured Person should have been in insurable employment for a minimum period of two years immediately before his/ her unemployment and should have contributed for at least 78 days during each of preceding four contribution periods. 	<ul style="list-style-type: none"> The Insured Person should have been in insurable employment for a minimum period of two years immediately before his/ her unemployment and should have contributed for not less than 78 days in the contribution period immediately preceding to unemployment and minimum 78 days in one of the remaining three contribution periods in two years prior to unemployment.
<ul style="list-style-type: none"> Relief becomes payable 90 days after unemployment. 	<ul style="list-style-type: none"> Relief shall become due for payment 30 days from the date of unemployment.
<ul style="list-style-type: none"> The claim of the IP for relief under the scheme is to be forwarded by last employer of the Insured Person. 	<ul style="list-style-type: none"> The claim of the IP need not be forwarded by his employer. The claim may be submitted directly in the Branch office and the verification of the claim with the employer will be done at the Branch Office Level. The payment shall be made in the bank account of the IP within 15 days from the receipt of the claim. Aadhaar shall be used for identification of the Insured Person.
<ul style="list-style-type: none"> Relief to the extent of 25 % of the average per day earning during the previous four contribution periods to be paid up to maximum 90 days of unemployment. 	<ul style="list-style-type: none"> Relief to the extent of 50 % of the average per day earning during the previous four contribution periods to be paid up to maximum 90 days of unemployment.

श्रम एवं रोजगार मंत्रालय
Ministry of Labour & Employment
भारत सरकार (Government of India)
@labourindia

कर्मचारी राज्य बीमा निगम
Employees' State Insurance Corporation
(Ministry of Labour & Employment, Government of India)
@esic20



T R I V I A

- At least 153,500 companies and establishments have resumed their contributions to the EPFO after pausing payments amidst the nationwide lockdown. Total 549,037 establishments were contributing to EPFO in February, which dropped sharply to 332,773 in April, says official data accessed by Mint.
- Amid the COVID-19 outbreak, 80 lakh EPFO subscribers have withdrawn as much as Rs 30,000 crore in less than four months starting from April. The amount withdrawn by EPFO subscribers exceeded the usual outgo recorded during the period, which could be due to layoffs, pay cuts and medical expenses, says The Economic Times report.

The Parliamentary Committee recommends eligibility period for gratuity to be reduced from 5 years to 1 year



The Parliamentary Committee headed by Biju Janta Dal MP Bharatruhari Mahtab, made recommendations in its report on Social Security Code, which has been evolved subsuming nine Central Labour laws. This comes in the wake of extensive retrenchment in all sectors in COVID-19 pandemic-induced economic slowdown.

- Recommended that the eligibility period for gratuity payable to an employee on termination of his employment should be reduced to one year from the present provision of five years.

- This facility be extended to all kinds of employees, including contract labourers, seasonal workers, piece rate workers and fixed term employees and daily / monthly wage workers.
- The committee has stressed that there should be a robust redressal mechanism in case an employer does not pay up the dues. The Labour Ministry had informed the committee that the employee can then approach the Competent Authority. "The Committee is of the considered opinion that such a provision is against the interest

of the affected employees / workers who may have to run from pillar to post to get their legitimate dues," the report notes. Instead, the panel has recommended that the Social Security Code should have provisions to hold the employer liable for payment of gratuity to the employees within a stipulated time frame.

- The threshold limit of 20 or more employees for EPFO registration can be used by the employers to exclude themselves from EPFO coverage. The Committee desires that possibilities be explored to make the EPF Act applicable to all the workers, including self-employed.
- The panel has recommended that the social security code should empower the Central government to reduce the employee's contribution to EPF in exceptional circumstances like disasters in terms of the Disaster Management Act, including pandemics, because this would enable the Government to provide relief to the affected persons in COVID-19 like pandemics.

[Click here](#) to view Report.

Aadhaar Authentication for Good Governance (Social, Welfare, Innovation, Knowledge) Rules, 2020

The Ministry of Electronics and Information Technology vide notification dated 5th August, 2020 has issued the Aadhaar Authentication for Good Governance (Social Welfare, Innovation, Knowledge) Rules, 2020.

The Central Government may allow Aadhaar authentication by requesting entities on a voluntary basis for following purposes:

- Usage of digital platforms to ensure good governance;
- Prevention of dissipation of social

welfare benefits;

- Enablement of innovation and the spread of knowledge.

The Ministry or the Department of the Government of India or the State Government, as the case may be, desirous of utilising Aadhaar authentication for these purposes shall prepare a proposal with justification in regard to such purpose for which Aadhaar authentication is sought and submit the same to the Central Government.

[Click here](#) to view notification.



LATEST FROM THE STATE GOVERNMENTS

DOING BUSINESS MADE EASY

Govt. of TN notifies Tamil Nadu Rationalisation of Forms and Reports under certain Labour Laws Rules, 2020



The State Govt. of Tamil Nadu has notified the Tamil Nadu Rationalisation of forms and reports under Certain Labour law Rules, 2020. The combined and simplified forms and reports provided under these rules will facilitate ease of compliance and inspection and make the information provided thereunder easily accessible to the public thereby increasing transparency. The Rules rationalizes the forms under the Tamil Nadu Contract Labour (Regulation and Abolition) Rules, 1975, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services) (Tamil Nadu) Rules, 1983 and the Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Condition of Services) Rules 2006.

[Click here](#) to view notification.

The government of Puducherry formulates a self-certification cum online common inspection scheme for shops and establishments

The Govt. of Puducherry has formulated a self-certification cum online common inspection scheme for shops and establishments to liberalise the enforcement of labour laws in pursuance of implementation of the business action plan.

The scheme provides for transparency in the implementation of labour laws to protect the interest of employer / employee and also brings in transparency in the inspection procedure by introducing computerized system of risk assessment based inspection.

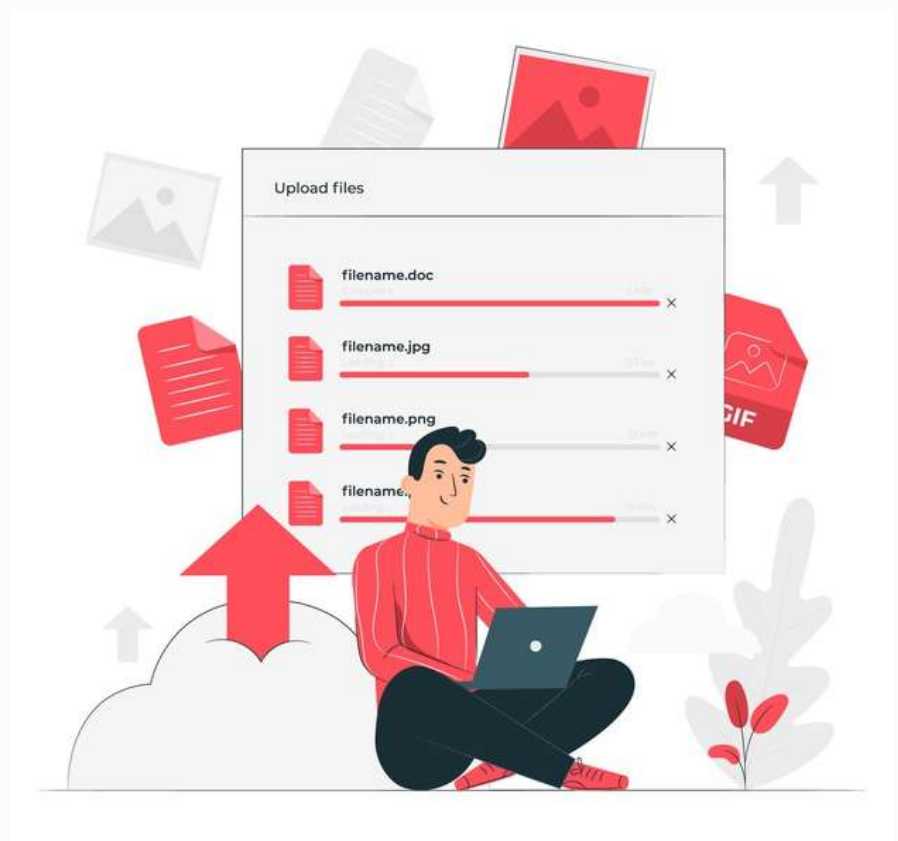
The online inspection of the establishment shall be based on the number of workers, nature of the activity of the establishment, complaints. The establishment once

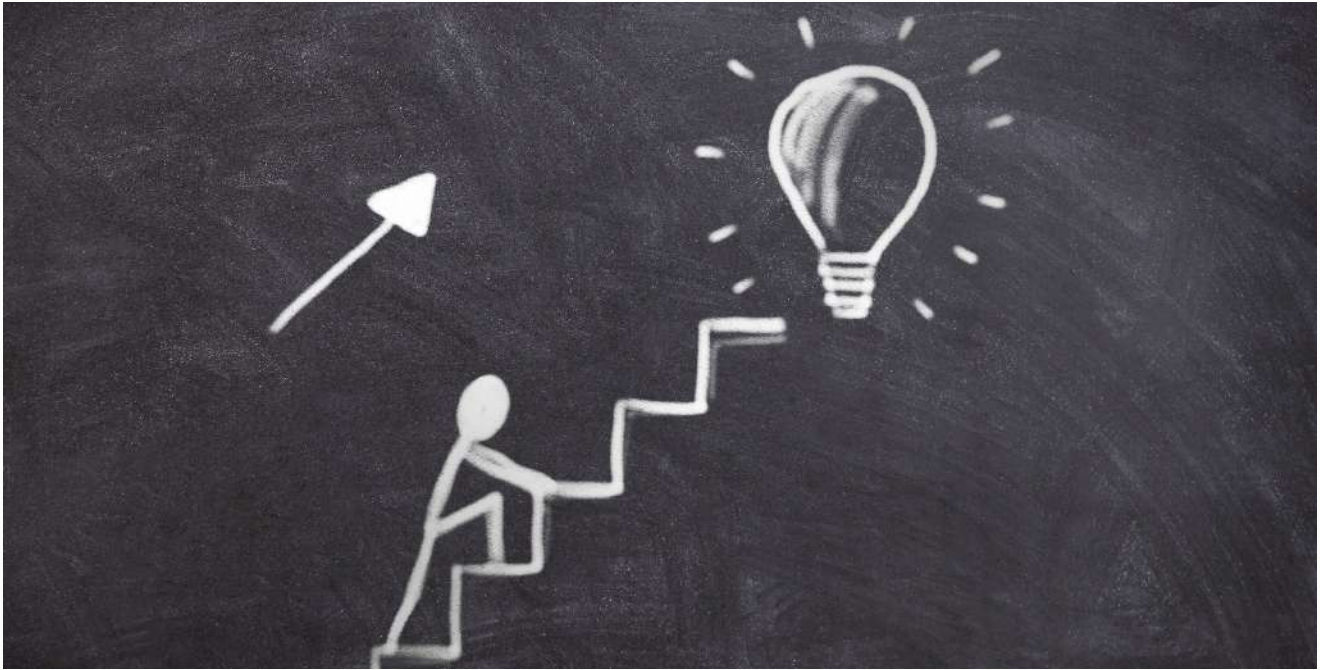
inspected will not be inspected again in the next two years and it will be categorized as low, medium and high risk establishment.

Further, the inspection report will be uploaded by the inspecting officer within 48 hours of the completion of the inspection in the on-line inspection module.

Establishments such as Start-up establishment for a period of 3 years from the date of commencement of work / business, establishments having no employees and establishment submitted combined annual return and having no violations consecutively for 3 years shall be exempted from on-line inspection.

[Click here](#) to view notification.





The Governor of Karnataka promulgates the Karnataka Industries (Facilitation) (Amendment) Ordinance, 2020

The Governor of Karnataka approved an amendment to the Karnataka Industries (Facilitation) Act, 2002, that now allows industries to begin setting up without obtaining clearances from multiple departments. All that an industry, whether large, medium or small, in Karnataka will need is an acknowledgement certificate by a nodal agency after obtaining approvals from investment committees to set up its facilities until the level of beginning commercial operations.

Industries can now go ahead with land development, civil works, construction, installation of machinery etc. with just the approval of the state High Level Clearance Committee, State Level Single Window Clearance Committee, or the District Level Single Window Clearance Committee and all this without having to bother about clearances from multiple government agencies, including mandatory clearances under the pollution control board, forest rules, fire force act, land reforms act, trade licence, building plan approval etc.

The ordinance also provides for the procedure for self-certification by permitting combined application forms to be furnished with relevant fees and self-certification. If he does not opt to self-certification then he will have to take all the necessary approvals before setting up the industry.

The ordinance also amends the provisions relating to inspection. These inspections will be carried out by officers of the respective departments in consultation with the nodal agency and upon approval of the Head of the department concerned.

"This is a historic amendment that will ensure ease of business in Karnataka. Only Gujarat and Rajasthan have made such amendments, but only for small-scale industries. Single-window clearance, or conversion, and approvals for building plans needs to be done faster and this amendment will facilitate that," said Jagadish Shettar, Minister for Large-scale Industries.

[Click here](#) to view notification.

Government of Karnataka introduces reforms related to Elimination of Renewals and Computerised Central Random Inspection System

The Govt. of Karnataka issued an order dated 17th August, 2020 to make certain reforms related to labour department for Ease of doing business.

The reforms relates to the elimination of renewal of certificates / approvals / licenses obtained by business for various activities such as registration under the Shop and Establishments Act, licenses under the Factories Act, etc.

The Govt. also introduced a Computerised Central Random Inspection System which would enable centralised allocation of inspectors. Further, it provides for prior inspection notice to the business owners automatically and inspection report to be uploaded within 48 hours of inspection. The module based on synchronized format of inspections of different departments supporting joint inspection is developed at Karnataka Udyog Mitra.

[Click here](#) to view notification.

AMENDMENT TO APPLICABILITY

APPLICABILITY OF CONTRACT LABOUR ACT

In view of the pandemic situation, several States Governments have promulgated the Ordinances to amend the state wise application of the Contract Labour Act. By way of the said Amendment the applicability now stands as under –

- To every establishment in which **fifty** or more workmen are employed or were employed on any day of the preceding twelve months as contract labour;
- To every contractor who employs or who employed on any day of the preceding twelve months **fifty** or more workmen.

The states passing the Ordinances recently are **Punjab, Karnatka and Madhya Pradesh.**

However, the States of Andhra Pradesh, Rajasthan, Maharashtra, Haryana, Tripura, Bihar, Goa, Gujarat, Uttar Pradesh and Himachal Pradesh have already made the Amendments with respect to applicability in the past.

APPLICABILITY OF FACTORIES ACT

In view of the pandemic situation, several State Governments have promulgated the Ordinances to amend the state wise application of the Factories Act as well.

The State Government of **Karnataka** has increased threshold limit for applicability from ten or more workers to **twenty or more workers for factories operating with the aid of power** and from twenty or more workers to **forty or more workers for factories operating without the aid of power.**

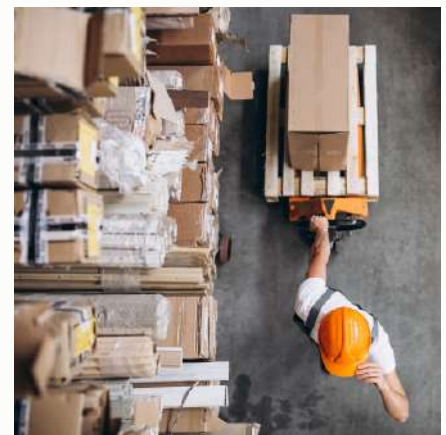
Further, the State of **Madhya Pradesh** has increased the threshold limit from ten or more workers to **fifty or more workers for factories operating with the aid of power** and **deleted clause (ii) of Sec. 2(m).**

However, the Sates of Bihar, Rajasthan, Andhra Pradesh, Himachal Pradesh, Goa, Assam, Gujarat, Haryana and Maharashtra have already made the said Amendments in the past.

APPLICABILITY OF RETRENCHMENT CLAUSE

The State of **Karnataka** has promulgated the Industrial Dispute Ordinance, 2020 amending section 25 K of Industrial Disputes Act, 1947.

As per the ordinance, the applicability of Chapter V of the Act, which specifies provisions relating to layoffs, retrenchment, closure of certain establishments, an industrial establishment where the number of workmen employed are not less than **one hundred workmen has been increased to three hundred workmen.**



EXTENSION IN WORKING HOURS



The Govt. of Himachal Pradesh has further extended the working hour of factories

The State Government of Himachal Pradesh vide its notification dated 13th August 2020 has further extended the provision of its earlier notification dated 21st April 2020, which exempted all factories registered under the Factories Act, 1948 in the State from the provisions of Section 51 (Weekly Hour), Section 54 (Daily Hour), Section 55 (Interval Of Rest), Section 56 (Spread Hours) to three more months on same terms and conditions as mentioned in the earlier notification.

Click here to view notification.

The Karnataka Govt. extends the overtime hours

The State Government of Karnataka has amended clause (iv) of sub- section (3) of Section 65 of the Factories Act, 1948. It extends the overtime working hours from 75 hours to 125 hours.

Click here to view notification.

REVISED RATES OF MINIMUM WAGES

Several State Governments have revised Variable Dearness Allowance (VDA) resulting in overall increase in the rates of Minimum wages given to different categories of employees. The chart hereunder shows the states issuing notices to amend VDA and the dates from which these rates are retrospectively coming in effect.

S. NO.	STATE	W.E.F.	CLICK HERE TO VIEW NOTIFICATION
1.	Maharashtra	01.07.2020	Government Notification
2.	Andhra Pradesh	01.04.2020-30.09.2020	Government Notification
3.	Andaman & Nicobar Islands	01.07.2020	Government Notification
4.	Rajasthan	01.05.2020	Government Notification

OTHER BENEFITS

Punjab Govt. exempts certain establishments from the provisions of the Holidays and Leaves Act

The Government of Punjab has exempted industrial establishments of Punjab engaged in the continuous process industry from the provisions of the Punjab Industrial Establishment (National and Festival Holidays And Casual And Sick Leave) Act, 1965.

[Click here](#) to read notification.

Govt. of AP announces that all licenses and permits stands renewed

Due to covid-19 pandemic, the state Government of Arunachal Pradesh decides that the Trading License, food and packaging license, Factory License, Bar and Retail Licences, Agent Permits, Plying permit and Contractor License will be considered as deemed renewed w.e.f. 01/04/2020 to 31/12/2020 and no renewal fees will be charged.

[Click here](#) to view notification.



WB issues instructions to beneficiaries of the Financial Assistance to the Workers of Locked Out Industries Scheme

The Government of West Bengal has issued a Notice to all existing beneficiaries of the FAWLOI scheme that financial assistance will be provided only for the period from April 2020 to September 2020 for the financial year 2020-21. This shall be available to eligible persons based on Self-Declaration.

The beneficiaries are given the option of submitting the Self-Declaration online, through the web portal of the Labour Commissioner of West Bengal. Alternatively, they can also submit the declaration through Registered or Speed Post, superscripted as 'FAWLOI KOLKATA RLO SELF DECLARATION' at the address specified in the Notice.

The notice also specifies the manner and the time within which the submissions of the Self-Declarations must be carried out for the particular Units. Also, the instructions related to the bank details and claims are given.

[Click here](#) to read notification.

The Maharashtra Labour Welfare Board in its website under the popup notification has extended the last date for online Maharashtra Labour Welfare fund contribution payment till 15th September 2020 for the month of June, due to lockdown across the state during the COVID-19 pandemic.
[Click here to view notification.](#)

FROM THE VAULT

What are the benefits for Building and other construction workers ?

Around 50 million skilled and unskilled workers are engaged in the construction sector in India. The sector is labour-intensive and most of the labourers are unskilled, unorganized and tend to work under inhuman and pitiful conditions. To address such inhuman working conditions and poor health and safety standards in the real estate industry, the Government of India enacted the Building and Other Constructions Workers (Regulation of Employment and Conditions of Service) Act, 1996 (hereinafter referred to as the "BOCW Act"). Apart from this there is a BOCW Welfare Cess Act of 1996.

The Acts provide for a welfare fund for workers, which states create by levying a cess of 1-2% on construction projects. They are applicable to any establishment employing 10 or more workers and to projects costing more than Rs 10 lakhs. The State welfare boards collect the cess and pay social security benefits to workers who register with them. Workers aged between 18 and 60 years who have been engaged in building or construction work for at least 90 days in the preceding 12 months are eligible to register. The benefits include pension, assistance in case of accident, housing loan, education, group insurance premia, medical expenses, maternity benefits, and so on.

So, this month we will be sharing with you benefits provided for the Building and other construction workers by the Board of the states of WESTERN INDIA. Likewise, the benefits provided by other states will be shared in consecutive editions.

STATES/ UTs	Social security	Education	Health Care	Financial
MAHARASHTRA	<ol style="list-style-type: none"> 1. Marriage- Rs. 30,000/- 2. Mid-day meal scheme 3. Pradhan Mantri Shram Yogi Maan Dhan Scheme 4. Purchase of tools- Rs. 5,000/- 5. PM Jivan Jyoti Bima Yojna 6. PM Surakhsha Bima Yojna 7. Learning/ Training 8. Safety Kit 9. Essentials Kit 	<p>Applicable on first two Children-</p> <ol style="list-style-type: none"> 1. 1st to 7th Class- Rs. 2,500/- p.a. 2. 8th to 10th class- Rs. 5000/- (attendance 75% +) 3. 10th to 12th – Rs. 10,000/- (securing 50% or more) 4. 11th to 12th- Rs. 10,000/- 5. Degree Course- Rs. 20,000/- (also for construction worker's wife) 6. Medical Degree- 1 Lakh. 7. Engineer degree Rs. 60,000/- 8. Diploma- 20,000/- 9. Post Grad- Rs. 25,000/- 10. Reimbursement of MSCIT Course. 	<ol style="list-style-type: none"> 1. Normal Delivery- Rs. 15,000/- 2. Surgical delivery- Rs. 20,000/- 3. Treatment of Critical illness- Rs.1 Lakhs (for worker & family) 4. FD of Rs. 1 Lakhs till the girl child attains 18 years of age (has to undergo contraceptive surgery after birth of 1st girl child.) 5. 75% or permanent disability- Rs. 2 Lakhs. 6. Mahatma Jyotibha Phule Jan Arogya Yojna. 7. Health Check-up. 	<ol style="list-style-type: none"> 1. Accidental death- Rs 5 Lakhs. 2. Natural Death- Rs. 2 Lakhs. 3. Atal Bandkam kamgar Yojna (Urban) 4. Atal Bandkam kamgar Yojna (rural) 5. Funeral Assistance- Rs. 10,000/- 6. Widow/ widower- Rs. 24,000/- for 5 yrs. 7. Home loan Rs. 6 Lakhs or Rs. 2 Lakhs grant.
GUJARAT	<ol style="list-style-type: none"> 1. PMJJBY-Rs. 165/ year 2. PMSBY- Rs. 12/ year 3. Old Age Pension- Rs. 1000 p.m. after 60 years of age. 4. Shramik Annapurna Yojana- Healthy & Nutritious food @ Rs.10/- at various kadiyanakas 	<ol style="list-style-type: none"> 1. Mukhyamantri Bhagyaxmi Bond Scheme- 18 years FD of Rs.5000/- to welcome and to study one daughter. 2. Hostel facility- Rs.15,000- 20,000 p.a. to the Children for Lodging, Boarding & Food bill. 3. Education- Rs.500 to Rs. 40,000 	<ol style="list-style-type: none"> 1. Occupational disease- Rs.1500 p.m. in case of normal diseases. Rs.3000 p.m. in case of 90% or above disability but max. up to Rs.3lakhs 2. MAA Amrutam /Maa vatsalya Yojna- up to Rs.2 lacs p.a. to worker and his family. 3. Maternity Assistance- Rs. 5,000/- (Applicable on two children) 4. Health Check-up, Laboratory tests and medicines. 	<ol style="list-style-type: none"> 1. Funeral expenses- Rs. 5,000/- 2. Shree Nanaji Deshmukh Awas Yojna- Rs. 1,60,000/- 3. Accidental death or permanent disability- Rs. 3 Lakhs (to unregistered also)
RAJASTHAN	<ol style="list-style-type: none"> 1. PMJJBY-100% reimbursement of contribution made @Rs. 330/ yr. 2. PMSBY- 50% reimbursement of the contribution made @Rs.12/yr 3. Atal Pension Yojna- Rs. 1000/- p.m. or 50% reimbursement of annual premium under APY 4. Adult Unmarried daughter- Rs. 55,000/- 	<ol style="list-style-type: none"> 1. Boys- 6th to 8th – Rs. 8,000/- 9th to 12th- Rs. 9,000/- ITI- Rs. 9,000/- Diploma- Rs. 10,000/- General graduation- Rs. 13,000/- Graduation (Prof)- Rs. 18,000/- P.G. – Rs. 15,000/- P.G. (prof.)- Rs. 23,000/- 2. Girls/ Differently abled- 6th to 8th – Rs. 9,000/- 	<ol style="list-style-type: none"> 1. Suffering from silicosis- Rs.1 lakh 2. Death by silicosis- Rs. 3 lakhs 3. Maternity relief <ul style="list-style-type: none"> • Female child- 21,000/- • Male child- 20,000/- 4. Reimbursement of hospital and medical expenses. 	<ol style="list-style-type: none"> 1. Accidental death- Rs. 5 lakhs 2. Permanent total disablement – Rs. 3 lakhs 3. Partial permanent disablement – Rs. 1 lakh 4. Serious injuries- Rs. 20,000/- 5. Normal injuries- Rs. 5,000/- 6. Natural death- Rs.75,000/- 7. Housing – Rs. 1.5 Lakhs under diff. Housing schemes.

		<p>9th to 12th- Rs. 10,000/- ITI- Rs. 10,000/- Diploma- Rs. 11,000/- Graduation- Rs. 15,000/- Graduation (Prof.)- Rs.20,000/- P.G. – Rs. 17,000/- P.G. (prof.)- Rs. 25,000/-</p> <p>3. Merit- 8th to 10th – Rs. 4,000/- 11th to 12th- Rs. 6,000/- Diploma- Rs. 10,000/- Graduation- Rs. 8,000/- Graduation (Prof.)- Rs.25,000/- P.G. – Rs. 12,000/- P.G. (prof.)- Rs. 35,000/-</p>		<p>8. Construction of House- Rs. 5 lakhs or 20% of actual cost whichever is less.</p>
DADRA AND NAGAR HAVELI	<ol style="list-style-type: none"> 1. Pension- Rs. 1,500/ month 2. Purchase of tools- Rs. 10,000/- once in 3 years 3. Marriage Assistance- Regd. Female- Rs. 51,000/- Regd. Male- 35,000/- Daughter- 51,000/- Son- 35,000/- 4. Insurance Scheme – PMSBY, PMJJBY 5. Pradhan Mantri Kaushal Vikas Yojna- stipend 	<ol style="list-style-type: none"> 1. 1st to 5th – Rs. 1,800/- 6th to 10th – Rs. 2,400/- 11th to 12th- Rs. 3,000/- Diploma, Graduation, ITI, professional Course, etc. Rs.10,000/- 	<ol style="list-style-type: none"> 1. Enrolment in Ayushman Bharat. 2. Maternity Leave- 90 days to 26 weeks 3. Rs. 10,000/- per delivery (up to 2) 4. Female Menstrual Hygiene Kit. 	<ol style="list-style-type: none"> 1. PM Awas Yojna (Gramin)- Rs. 28,000/. 2. Permanent disability- Rs. 3,000/- p.m. 3. Funeral Assistance- Rs. 10,000/- 4. Death in course of employment- Rs. 4 Lakhs. 5. Death (any other reason) – Rs. 2 Lakhs 6. Bus Pass- reimbursement of 50% of the travelling cost 7. Sleeping mat, blankets and mosquito net. 8. Reimbursement of festival travelling allowance.
DAMAN & DIU	<ol style="list-style-type: none"> 1. Atal Pension Yojna- 100% Reimbursement. 2. Purchase of tools/protective gear- Rs. 10,000/- (once in 5 years.) 3. Marriage Assistance- Regd. Female- Rs. 51,000/- Regd. Male- 35,000/- Daughter- 51,000/- Son- 35,000/- 4. Insurance Scheme – PMSBY, PMJJBY & Sanjeevani Swasthya Bima Yojna- 100% reimbursement. 5. Retirement Relief 	<ol style="list-style-type: none"> 1. 1st to 8th – Rs. 6,000/- p.a. 9th to 10th – Rs. 8,400/- 11th to 12th- Rs. 12,000/- Diploma, Graduation, ITI, Technical Course- Rs.1,000/- p.m., reimbursement of tuition fees 2. Skill development training- Rs. 5,000/- 3. Course fees for distance education. 	<ol style="list-style-type: none"> 1. Maternity benefit to regd. Women and wife of male member- Rs. 30,000/- 2. Medical Assistance – Rs. 500/day of hospital, max. Rs. 10,000/- 3. Wage loss due to bed rest- Rs. 15,000/- (more than a month) 	<ol style="list-style-type: none"> 1. Construction of house- Rs. 75,000/- 2. Permanent Disability/ Chronic diseases- Rs. 1 lakh. 3. Surgery / Operation- Rs. 40,000/- 4. Funeral Assistance – Rs. 20,000/- 5. Death – Rs. 2 Lakhs.

NOTE :

- "From the vault" is a section where we will be providing additional information to our readers regarding the benefits under labour laws.
- Click on the states mentioned in first column of the table to read extensively about the benefits for Building and other Construction workers.



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**"Genius
begins
great
works;
labour
alone
finishes
them "** -*Jouseph Joubert*

P.K. Agarwal & Associates deals in :

- Apprentices Act
- Contract Labour (R&A) Act
- Employees' Compensation Act
- EPF & MP Act
- Employee State Insurance Act
- Factories Act
- Industrial Disputes Act,
- Industrial Employment (Standing Orders) Act
- Maternity Benefit Act
- Minimum Wages Act
- Payment of Bonus Act
- Payment of Gratuity Act
- Payment of Wages Act
- Sexual Harassment of Woman at Workplace (Prevention, Prohibition & Redressal) Act
- Trade Union Act, and
- all other labour related statutes.

Drafting of Appointment Letters, Agreements, Charge sheets, Domestic Enquiry, Notices, Office Orders , Warning, Court cases, HR compliance audit etc .