



**Gi Group
India**



Compliance Newsletter

We take privilege in sharing with you January' 2021 edition of our monthly Compliance Newsletter. The newsletter will help you stay updated with the latest regulatory changes, notifications and amendments.



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Dear Reader,

In this edition of our monthly Compliance Newsletter, we bring to you the latest Minimum Wages revisions notifications from the states of Andaman and Nicobar Island.

Further, we have also appended the notifications and amendments released in the month of January '2021

Read further to know more!

Best Regards,

Gi Group

Minimum Wages Revisions

The Andaman and Nicobar Minimum Wages Notification

The Administrator of Andaman and Nicobar Island vide notification no 16/1/MW/2019-20/LC&DET/23, has declared the minimum rate of wages in the union territory of Andaman and Nicobar with effect from 1st January 2021. Please refer the notification appended herewith for detailed information.

State: Andaman & Nicobar Island		
Effective Date: 01/01/2021		
Category: Shops & Commercial Establishment		
Class of Employment	Monthly Minimum Rate of Wages effective 01/01/2021	
	Per Day	Per Month
Unskilled	490	12740
Semi-Skilled	547	14222
Skilled/Clerical	632	16432
Highly Skilled	690	17940

Notifications/Circulars/Amendments

One Time Relaxation for Filing Return of ESI Contribution for the Period April 2020 to September 2020

The Employees State Insurance Corporation vide notification no: P-11/12/Misc./SST Misuse/2019-Rev.II has extended time of filing return of contribution for the contribution period April 2020 to September 2020 under Employees State Insurance (General) Regulations, 1950 up to 15th January 2021. Please refer the notification appended herewith for more details.

Deployment of Electronic Facility at Employer Interface of EPFO's Unified Portal for Principal Employers to View EPF Compliances of their Contractors and Contract Workers

EPFO has introduced a new facility in its unified portal enabling the employers to declare their contractors and the period of the contract so that they may view and monitor the compliances in respect of their contract employees reported in the ECR. Through this facility, the principal employers can also view whether the employer's share of EPF contributions paid by the principal employer has been remitted by the contractor for all contract workers or not. Please refer the notification appended herewith for more details.

Further Extension of Time Limit to Deposit Labour Welfare Fund Contribution in Karnataka

The Government of Karnataka vide. Press Note dated 30th January 2021 has informed that, due to technical difficulties in the online portal, the Karnataka Labour Welfare Board gives further relaxation to all establishments for Karnataka LWF contribution payment on <http://klwb.karnataka.gov.in/> for the calendar year 2020. The last date for acceptance of the online LWF contribution payment has now been extended till 20th February 2021. Therefore, employers of Karnataka who are yet to make the online payment of the LWF contribution for their establishments may avail of this benefit of the extended due date and are advised to make the LWF contribution payment within 20th February 2021 on the portal. Please refer the notification appended herewith for more details.

Introduction of a Single Portal for Registration of all Enterprises in Haryana

The Government of Haryana vide notification no. 25/02/2020-4IB-I has notified the creation of a single portal, "Haryana Udhyam Memorandum (HUM)", for registration of all types of enterprises and businesses operating in the State of Haryana. The portal aims to create and maintain a centralized consolidated repository of all enterprises and businesses operating in Haryana. Enterprises and businesses operating in Haryana, irrespective of their size and type, may register and obtain Haryana Udhyam Portal ID. An E-certificate, namely, "Haryana Udhyam Memorandum

(HUM)" shall be issued on completion of the registration process. Please refer the notification appended herewith for more details.

Paid Leave during COVID-19 Quarantine Period in Karnataka

The Government of Karnataka vide order no. Kae 572 TNR 2020, dated 18th January 2021 has directed that workers who are down with the Covid-19 virus, as well as those who are their primary contacts, are entitled to paid leave for the entire duration of being quarantined. This order is deemed to be effective right from the day the state went under lockdown, this stays effective for workers of both sectors, organized as well as unorganized. Please refer the notification appended herewith for more details.

Karnataka Shops and Establishment Permitted to Remain Open 24x7 days for next 3 Years

Government of Karnataka vide notification No. E-LD 4 LET 2019(P) permits all Shops and Commercial Establishments in the state employing ten or more persons to be open on 24X7 basis on all days of the year for a period of 3 years from the date of publication of this notification in the official gazette subject to the conditions mentioned in the notification. Please refer the notification appended herewith for more details.

Certain Provisions of ESI Act to be implemented in Dharmapuri and Ranipet Districts of Tamil Nadu

Ministry of Labour and Employment vide Gazette notification No. S.O.373(E), has appointed 1st February 2021 as the date on which the following provisions of the Employees' State Insurance Act, 1948 shall come into force in the areas of, Dharmapuri district and Ranipet district in the state of Tamilnadu:

- Section 38 (All employees to be insured),
- Section 39 (Contributions),
- Section 40 (Principal employer to pay contributions in the first instance),
- Section 41 (Recovery of contributions from immediate employer),
- Section 42 (General provisions as to payment of contributions),
- Section 43 (Method of payment of contribution) and
- Sections 45A to 45H (Determination of contributions in certain cases, Appellate Authority, Recovery of contributions, Issue of certificate to the Recovery Officer, Recovery officer to whom certificate is to be forwarded, Validity of certificate and amendment thereof, Stay of proceedings under certificate and amendment or withdrawal thereof, Other modes of recovery, Application of certain provisions of the Income-Tax Act) of Chapter IV and certain other provisions of Chapter V and VI.

Please refer to the notification appended herewith for more details.

Introduction of a Single Form for Trade License and Registration for Shops and Commercial Establishments in Haryana

The Government of Haryana vide notification no. 25/02/2020-4IB-I has notified the creation of a single portal, "Haryana Udhyam Memorandum (HUM)", for registration of all types of enterprises and businesses operating in the State of Haryana. The portal aims to create and maintain a centralized consolidated repository of all enterprises and businesses operating in Haryana. Enterprises and businesses operating in Haryana, irrespective of their size and type, may register and obtain Haryana Udhyam Portal ID. An E-certificate, namely, "Haryana Udhyam Memorandum (HUM)" shall be issued on completion of the registration process. Please refer to the notification appended herewith for more details.

Declaration of PF Rate of Interest for EPF Members Account for the Year 2019-20

As per EPFO Circular No. INV-11/1/2020-INV/2025 Ministry of Labour and Employment, Government of India conveyed the approval of Central Government to credit interest at 8.50% for the year 2019 -20, to the account of each member of the EPF Scheme as per provisions under Para 60(1) of EPF Scheme, 1952. Please refer to the circular appended herewith for more details.

Relaxation of Procedure for Filing Claim for Relief under Atal Beemit Vyakti Kalyan Yojana

ESIC vide notification No. N-12/13/01/2019-P&D. has notified relaxation of the condition of submitting a claim for relief under the Atal Beemit Vyakti Kalyan Yojana scheme. As per the amendment claims through affidavit forms are no longer required under Atal Beemit Vyakti Kalyan Yojana (ABVKY) of the Employees' State Insurance Corporation (ESIC). Please refer to the notification appended herewith for more details.

MHA Order: Guidelines for Surveillance, Containment and Caution

Reference to the Ministry of Home Affairs (MHA) order dated 27th January, 2021 which is in furtherance to earlier order issued on 28/12/2020 which was in effect till 31st January, 2021.

As per the new order effective from 27th January, 2021, the Ministry of Home Affairs, Government of India has issued order under which lock down period in Containment zones now stands extended further till 28th February, 2021.

Please find below salient points from the MHA Order date 27/01/2021:

- Lock down limited to Containment zones will continue strictly in force till 28th February, 2021.

- Containment zones will be demarcated by the District authorities namely District Magistrates/Collectors at micro level after taking into consideration guidelines issued by the Ministry of Health and Family Welfare.
- No International Air Travel except as permitted by the Government till such date as announced by Ministry of Civil Aviation, Government of India.
- No restriction on number of employees attending offices located outside the Containment zones as mentioned in previous order/s.
- Vulnerable Persons above 65 years of age, persons with co-morbidities, pregnant women and children below the age of 10 years shall stay at home except travel for essential and health purposes.

Other Salient Points:

- i. For opening of Schools, College, Coaching Institutions, State Governments/UTs have been given option to reopen schools for Xth and XIIth standard with the consent of parents with full compliance of SOP guidelines. However, online distance learning is the preferred mode of teaching to be encouraged.
- ii. Cinemas/theaters/multiplexes will be permitted to open with upto maximum of their seating capacity for which revised SOP will be issued by Ministry of Information and Broadcasting.
- iii. Swimming pools sportspersons, Entertainment Parks and similar places will be permitted to open for which revised SOP will be issued by Ministry of Youth Affairs and Sports.
- iv. No restriction on inter-state or intra-state movement of persons can be imposed by any State Government/UT and no separate permission is required in this regard.

Additional directives for Implementation at workplaces w.e.f. - 01st February, 2021:

- Wearing of face cover is compulsory in all work places, public places and during transport.
- Staggering of work/business hours to be followed in offices/work places.
- Screening and Hygiene - Provision of thermal screening, hand wash and sanitizer will be made at all entry and exit points and common areas.
- Frequent sanitization of entire workplace, common facilities and all points which come in to human contact e.g. door handles etc., will be ensured including between shifts.
- Social Distancing – All persons in charge of work places shall ensure adequate distance between workers, adequate gaps between shifts, staggering the lunch breaks of staffs etc.
- Use of Arogya Setu app shall be installed in compatible mobile phones by all employees on Best effort basis.

Additionally, kindly note that any violation of the guidelines/directives and SOPs shall attract various penalty and prosecution under section 51 to 60 of the Disaster Management Act, 2005 and under section 188 of the Indian Penal Code, 1860 as mentioned in the MHA order appended.

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ANDAMAN & NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER

F.No. 16/ 1/MW/2019-20/LC&DET/ 23

Port Blair, Dtd. the, 07/01/2021

ORDER

Whereas in exercise of powers conferred under Section 5 of the Minimum Wages Act 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. Of India, Ministry of Labour, the Lt. Governor (Administrator), Andaman & Nicobar Islands had last revised minimum wages per day in the Six Schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A & N Islands vide **Notification No. 300/2017/f.No.16/1/MW/2013-14/LC&DET dated 11th December 2017.**

And whereas the rates are required to be revised on Six monthly basis in pursuance of the above said Notification.

Now, therefore the Lt. Governor (Administrator), A & N Islands declares the following minimum rates of wages **w.e.f 01-01-2021** across Six Schedules of Employments, in addition to Govt. Deptt/Offices/Industrial Establishments taking into account the Average All India Consumer Price Index for the period **April 2020 to September 2020.**

Category Of employees	Minimum wage per day
Unskilled	Rs. 490/-
Semi Skilled/ unskilled Supervisory	Rs.547/-
Skilled/Clerical	Rs.632/-
Highly Skilled	Rs.690/-

The other terms and conditions as mentioned in the Notification No.300/2017/ f.No.16/1/MW/2013-14/LC&DET dated 11th December 2017 shall remain unchanged.

By order and in the name of Lieutenant Governor
A&N Islands

07/01/2021

Additional Secretary (Labour)/Labour Commissioner



मुख्यालय
Headquarters
कर्मचारी राज्य बीमा निगम
Employees State Insurance Corporation
पंचदीप भवन, सी.आई.जी. मार्ग, नई दिल्ली-02
Panchdeep Bhawan, C.I.G. Marg, New Delhi-02

No:-P-11/12/Misc./SST Misuse/2019-Rev. II

Dated 01.01.2021

To,

All RDs / Directors (I/c) / JDs (I/c) / DDs (I/c),
Regional Office / Sub- Regional Office.

Subject: - One-time Relaxation to those Employers who could not file Return of contribution for the contribution period April, 2020 to September, 2020 within 42 days i.e. upto 11.11.2020.

Sir,

Keeping in view the problem being faced by the Employers in filing ESI contribution for the contribution period April, 2020 to September, 2020 within 42 days, the Director General, in exercise of powers vested under regulation 100, has relaxed the provisions as entered in regulation 26 of The Employees' State Insurance (General) Regulations, 1950.

Accordingly, one-time opportunity has been given to those Employers who could not file ESI contribution for the contribution period April, 2020 to September, 2020 within 42 days after end of the contribution period. The Employers are now allowed to file this contribution for the Contribution Period from 1st April, 2020 to 30th September, 2020, up to **15.01.2021**. Further, it is made clear that: -

1. This one-time relaxation is limited to the contribution period ending **September, 2020 only** and no further relaxation in limitation for other contribution period is allowed.
2. Such relaxation is not extended to other older or new contribution period.

In this regard it is advised to give wide publicity to the above relaxation in Local Media, Employers, Trade Associations and Employers' Unions etc.

This issues with the approval of Director General.

Yours faithfully,

(RAKESH KUMAR)
Dy. Director (Rev.)

Copy to: -

1. ICT Division, Hqrs. Office for necessary action.
2. Website Manager, with the request to upload the above letter on the website of ESI Corporation.
3. P. R. Branch for publicity.

Dy. Director (Rev.)



कर्मचारी भविष्य निधि संगठन

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

EMPLOYEES' PROVIDENT FUND ORGANISATION

(Ministry of Labour & Employment, Govt. of India)

मुख्य कार्यालय / Head Office

भविष्य निधि भवन, 14-भोकाजी कामा प्लेस, नई दिल्ली-110 066.

Bhavishya Nidhi Bhawan, 14, Bhikaiji Cama Place, New Delhi - 110 066.

No. C-1/011(16)2020-21/ABRY/1179

Date: 01.02.2021

To,

All Addl. CPFCs in charge of Zones
All RPFs in charge of Regional Offices
All OICs in charge of District Offices

Sub: Deployment of electronic facility at Employer Interface of EPFO's Unified Portal for Principal Employers to view EPF compliances of their Contractors & contract workers.

Sir,

The EPF & MP Act, 1952 defines employee u/s 2 (f) as any person who is employed for wages in any kind of work, manual or otherwise, in or in connection with the work of an establishment, and who gets his wages directly or indirectly from the employer and includes any person employed by or through a contractor in or in connection with the work of the establishment.

Many employers outsource business processes of their establishment to contractors and also engage workers in or in connection with the work of the establishment by or through contractors and in such cases employer's liability under EPF & MP Act, 1952 is payable by the Principal employers. The contractors are registered independently as establishment with EPFO and they are required to report EPF compliance in r/o workers provided to their Principal Employers through ECRs. The UANs of the workers and the attendance / wage payment records are verified by the Principal employers to settle the claims.

Now with deployment of aforesaid facility,

1. EPFO registered employers engaging employees by or through contractor(s) can add the details of contractor(s), contract amount, tenure & UANs of contract employees at Employer Interface of EPFO's Unified Portal: <https://unifiedportal-emp.epfindia.gov.in/epfo/>

Principal Employers not registered with EPFO can register on above Portal with Income Tax TAN to receive Login/password for adding details of their contractors & contract workers.

2. On adding contractor's & employees details, principal employer can view through their login the employee wise remittance made by contractors through ECR for any wage month during tenure of contract.
3. Principal employer can view whether the employer's share of EPF contributions (13% of contract worker's wages) paid by the principal employer has been remitted by the contractor in r/o all contract workers or not.

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The facility ensures ease of compliance with provisions of Sec 8A of the Act read with Para 30 and 32 of the EPF Scheme, 1952 by Principal employers and compliance to provisions of Para 36-B of the EPF Scheme, 1952 by the contractor establishments and extension of membership of Scheme and remittance of contributions in respect of all contract workers.

A write up on the procedure of registration as principal employer, adding contractor and employee details, compliance dash board for employers is attached for clarity and guidance of the Principal employers and contractor establishments.

The Zonal Offices and Regional Offices shall conduct webinars with major establishments engaging services of contract employees and major manpower suppliers to disseminate information for ease of compliance and enrollment of all contract workers as members of Schemes and timely remittance of their contributions. A Power point presentation on the facility is attached for use in the webinars.

Any doubts or queries regarding the facility may be addressed to the DD (IS) at NDC through email on harsh.kaushik@epfindia.gov.in.

(This issues with the approval of the Central Provident Fund Commissioner)

Encl: As above

Yours faithfully



(Pankaj Raman)

Addl. CPFC (Compliance)

Facility for Principal Employer to view compliances of their employees engaged by or through Contractors

A new facility has been added in the login of all employers to declare their Contractors (registered with EPFO) and the period of contract so that they as Principal employers may through their login view & monitor the compliance in respect of their contract employees reported in ECR by their contractors.

Under the EPF & MP Act, 1952 the definition of employee in section 2 (f) includes a person employed indirectly by or through a contractor.

With this facility, Principal Employers can view the amount of wages on which the EPF dues have been remitted by the contractor as compared to the wages and EPF employer's share paid to contractor under the contract.

Benefit schemes of PMRPY & ABRY are being operated by the Central Government under which contractor as independently registered estts claim the Employee's and Employer's Share of EPF contributions from Central Government.

Now Principal Employers through this facility can view such benefits claimed from Central Govt. by their contractors in respect of their contract employees & regulate their payments to contractor accordingly.

PROCESS FLOW FOR PRINCIPAL EMPLOYER (who are registered as establishment with EPFO) AND CONTRACTOR FUNCTIONALITIES

- ❖ URL: Enter the URL in URL Bar <https://unifiedportal-emp.epfindia.gov.in/epfo/>.
- ❖ The link for both Principal Employer and Contractor are inside the login of each establishment covered under EPF & MP Act.



For a Principal Employer

Adding a Contractor

- ❖ Use the Menu **Establishment>>Contractor**



- ❖ Here Principal Employer can add new contractor through 'Add New Contractor' Link. Click on the link.



- ❖ After clicking on the **add new contractor** link. A new page will be displayed. Now Enter 'Establishment ID' of Contractor and click the search link. (Click of this search is necessary to display the name of contractor establishment else Submit Button will give error message.
- ❖ Name of the contractor establishment will be displayed. In case the name displayed shows that a wrong id was entered , enter the correct id and search to display.
- ❖ Enter 'Contract start date' (mandatory), 'Contract end date' (if available), and Upload 'Work order' file (pdf file upto 2 MB only) then click on the 'Submit' button. **Of the work order relevant or first page that shows the name of contractor and period of contract is sufficient to upload.**

- ❖ After a new contractor is added, contractor details page will be displayed. Here principal employer can see the details of all added contractors in the grid. However if the Principal Employer finds that he has added a wrong establishment he can delete the added contractor establishment.
- ❖ The fact of adding a contractor by a Principal Employer will be immediately displayed in the login of the Contractor with the name and code number of the Principal Employer.

Contractor ID	Establishment Name	Establishment Subdivision Name	Contract Period	Contract ID	Work Order	Status	Contract Registration Number
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	ACTIVE	[Redacted]

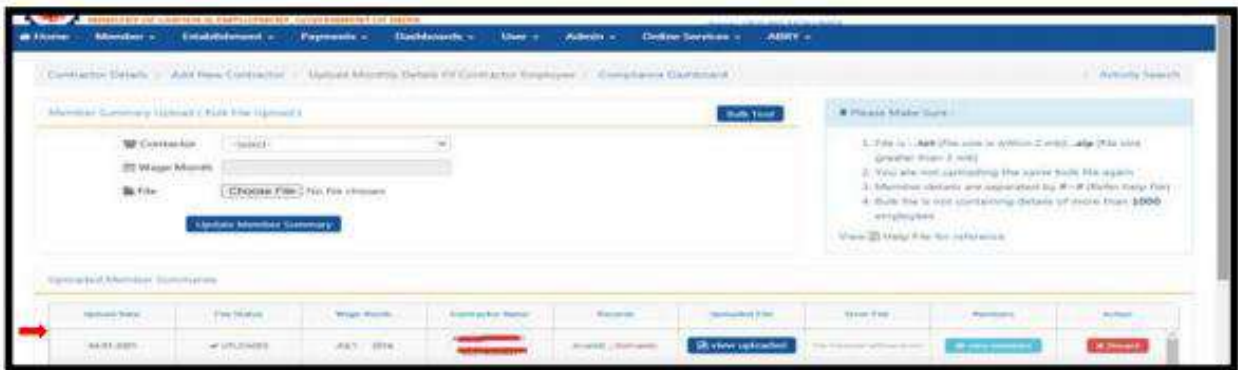
- Once the Principal Employer has added a contractor, he will be able to view the compliance in respect of the contract employees working for it during the contract period through the following process:

➤ **Upload Monthly Details of Contract Employee**

- ❖ Through 'Upload Monthly Details of Contract Employee' link, principal employer can upload the following details:
- ❖ Select the 'Contractor' from list, select 'Wage month' and 'File' from 'Choose File' button (File should contain UAN, Name of contract employee, his wages on which payment made to the contractor and number of working days. Details of wages and number of working days is not mandatory. For knowing the format of the upload file click on button 'View Help file for reference').
- ❖ Upload of the wages will help the Principal Employer to compare the wages on which the contractor has actually paid the PF dues.
- ❖ Only those months can be selected which fall under the period of contract.

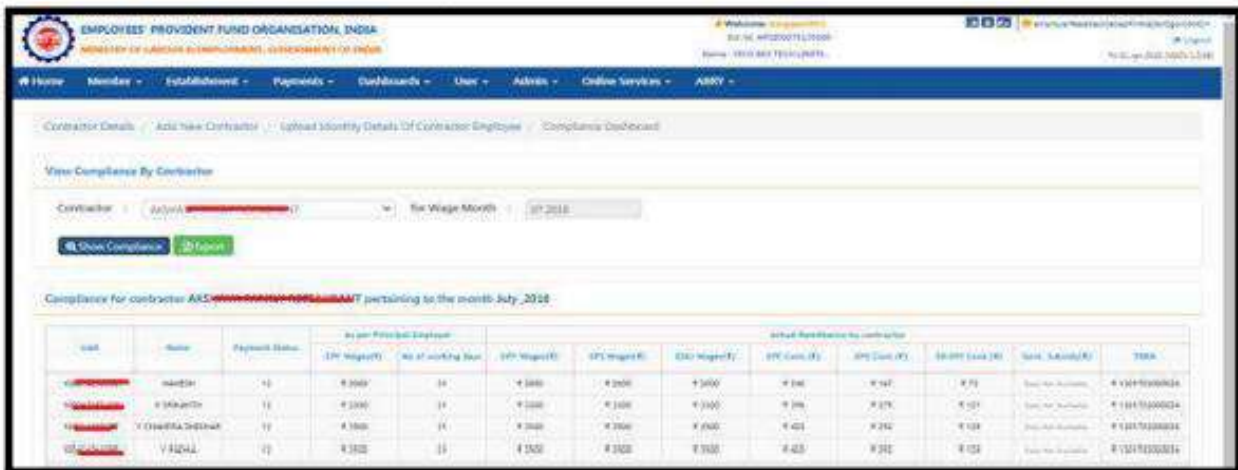


- ❖ After press of 'Update Member Summary', the details will be shown in grid 'Uploaded Member Summaries':



View the compliance by the Contractor

- ❖ 'Compliance Dashboard' is available for principal employer to check payment status of contractor employees.

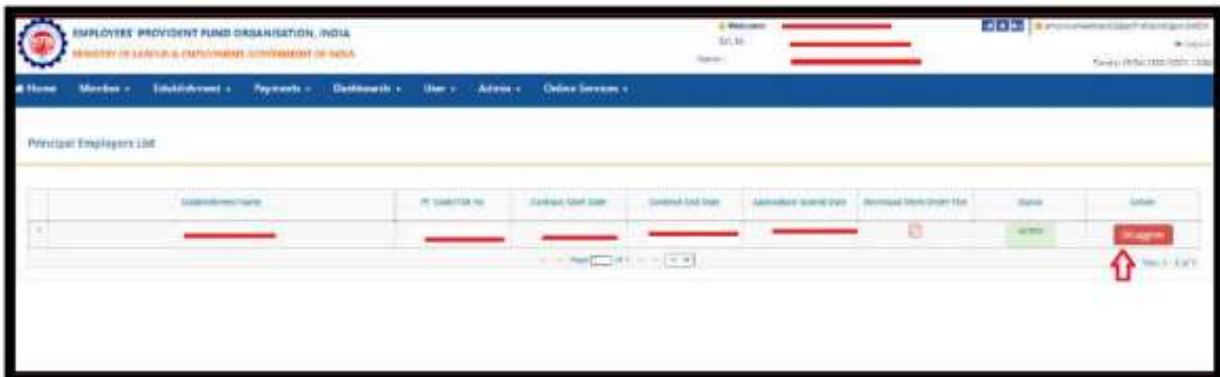


It will display the data if the contractor has uploaded or paid the ECR and the wages on which the payment is made. It will also show the amount of Government subsidy under a Scheme.

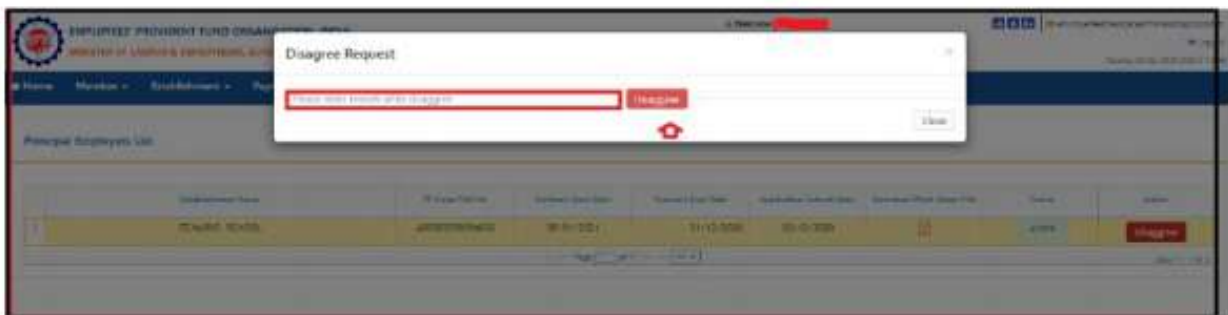
IN THE LOGIN OF A CONTRACTOR ESTABLISHMENT

After login, click on **Establishment** menu & submenu will be displayed. Click on **principal employer** Link.

- ❖ In case any Principal Employer has added the establishment as a contractor, the details will be visible.
- ❖ The contractor can see the period of contract and the copy of the work order.
- ❖ In case he finds that there is some error in the period of contract or that he has never been a contractor for the establishment, he can disagree and record his remarks.



- ❖ Clicking on Disagree Button, a new popup window will display. Enter the disagree content & click on the disagree button.



On submit, the fact of disagreement will be immediately displayed in the login of the Principal Employer.

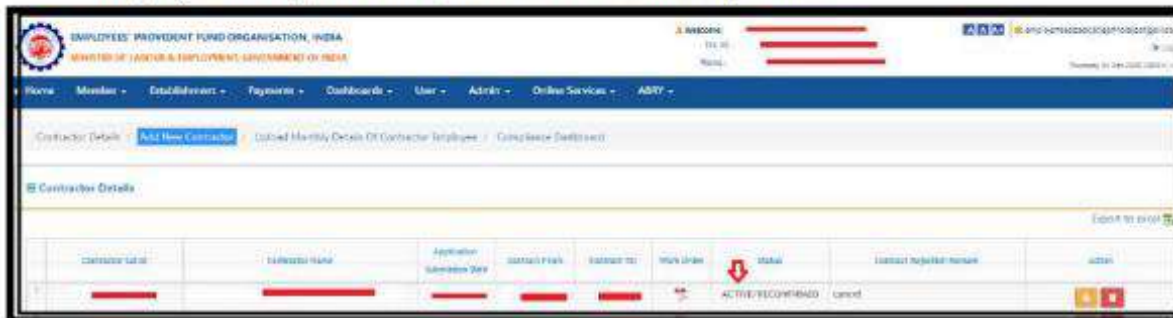
The Principal Employer can agree with the dispute and delete the detail if the establishment was not his contractor or edit the period if it was wrongly entered. However, the Principal Employer can also Reconfirm the fact. Then no further dispute can be raised. The fact of reconfirmation means that the Principal Employer is confirming that he has hired the contractor and thus is taking the responsibility for the contract employees through this contractor.

RESOLUTION OF DISAGREEMENT BY PRINCIPAL EMPLOYER AGAINST CONTRACTOR'S OBSERVATION

- ❖ The list of contractors added may be opened through the Establishment>>Contractor link.
- ❖ In case the Contractor Establishment has disputed the fact of adding him as a contractor, the status of contractor in the list will be displayed as Disputed by Contractor and the Remarks made by him will also be displayed.
- ❖ Three option buttons are available under Action. **Edit, Delete and Reconfirm.**
- ❖ **Edit Button:** Through edit button, principal employer can edit contract date and work order file of the contractor.
- ❖ **Delete Button:** Through delete button, principal employer can delete the record of added contractor.



- ❖ **Reconfirm:** If the Principal Employer finds the dispute by the Contractor to be wrong and that he has added correct establishment with correct period, he can Reconfirm and that will make the status of the Contractor Active/Reconfirmed and thereafter no further dispute can be raised by the contractor. The Principal Employer can upload the UAN list and view compliance.



Registration of a principal employer not covered under the EPF and MP Act 1952 & not registered with EPFO

- Such Principal Employers like the Railways, CPWD, Government Departments can also utilize the facility for viewing the compliance by their contractors and can know of the exact amount of subsidy received against their contract workers.
- Such Principal Employers are not required to take a PF Registration Number.
- They can register themselves for this purpose through their TAN.
- This also facilitates bigger Principal Employers to have registrations by each of the DDO who are having the TAN for the Unit to register and add the contractors. So bigger Organisations like Railways will not have any issue since each unit may have a separate TAN.
- No registration number is required since the TAN will be the user id for login post registration.
- Application process is simple and based on TAN and the applicant needs only to know the NIC Classification of its Organisation.

Step1: <https://unifiedportal-emp.epfindia.gov.in/epfo/>



Step 2: Important links>>Uncovered Principal Employer Registration

Government of India
Employees' Provident Fund Organisation, India
Ministry of Labour & Employment, Government of India

Register Uncovered Principal Employer

Name: Register Uncovered Principal Employer

Establishment Details

TAN * Establishment Name *
 Address Line 1 * Address Line 2
 City * State *
 District * Pin Code *
 Authorized Person Name * Authorized Person Designation *
 Mobile Number * Email *

National Industrial Classification Code (NIC - 2008)

Sector * Division *
 Group * Class *
 Subgroup *

Set Password

Password * Confirm Password *

Captcha:
 Enter Captcha *

After successful registration user id is same as TAN and password is same as set at the time of registration.

Step 3: Log in using user id and password using link uncovered Principal Employer 'Sign In'

Step 4: After login, process flow is same as principal employer covered under the EPF and MP Act.

The authorized person who has applied will have the facility to change the mobile , e-mail id and also the name of the Authorised Person against the registration in case of his transfer.

Facility for Principal Employers to view compliances of their employees engaged by or through Contractors

EPFO launches electronic facility for Principal Employers to view EPF compliances of their Contractors

- Now, EPFO registered employer engaging employees through contractor(s) can add the details of contractor(s) & contract employees at Employer Interface of EPFO's Unified Portal: <https://unifiedportal-emp.epfindia.gov.in/epfo/>
- Principal Employers not registered with EPFO can register on above Portal with Income Tax TAN to receive Login/password for adding details of their contractors & contract workers.
- On adding contractor's & employees details, principal employer can view through their login the employee wise remittance made by contractors through ECR for any wage month during tenure of contract.
- Principal employer can view whether the employer's share of EPF contributions (13% of contract worker's wages) paid by the principal employer has been remitted by the contractor in r/o all contract workers or not.
- Please visit <https://unifiedportal-emp.epfindia.gov.in/epfo/> for details.

Process of adding Contractors

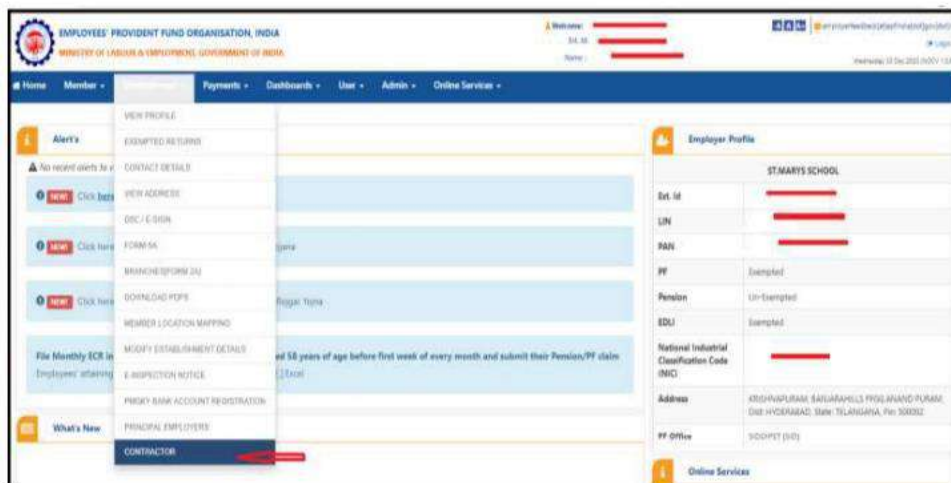
- Any employer engaging employees through contractor(s), can add the details of contractor estts at Employer Interface of Unified Portal.

URL: <https://unifiedportal-emp.epfindia.gov.in/epfo/>



Process flow: Adding Contractors

Use the Menu Establishment>>Contractor



Process Flow: Adding Contractors

- Provide the PF Code of contractor and contract details

The screenshot shows the 'Add Contractor' form in the EPFO portal. The form includes the following fields:

- Establishment ID *
- Establishment Name *
- Contract Start Date *
- Contract End Date *
- Work Order *

A 'Choose File' button is present next to the Work Order field, indicating that a file upload is required. A 'Submit' button is located at the bottom of the form.

Uploading employees details

Principal Employer can upload details of employees engaged by or through contractor every month.

The screenshot shows the 'Upload Monthly Details Of Contractor Employees' form in the EPFO portal. The form includes the following fields:

- Contractor *
- Wage Month *
- File *

A 'Upload Member Summary' button is located below the form. To the right of the form, there are instructions for uploading files:

1. File is .xml file size is within 2 mb. (if file size greater than 2 mb)
2. You are not uploading the same bulk file again.
3. Member details are separated by # (Refer help file)
4. Bulk file is not containing details of more than 1000 employees

Below the form, there is a table showing the status of uploaded member summaries:

Upload Date	File Status	Wage Month	Contractor Name	Contract	Uploaded File	Download File	Response	Action
31-03-2021	✓	01-04-2021	ORIENTAL HOTEL	Contract	File uploaded	Download	Upload successful	Download

Contractor Compliance view Dashboard

Principal Employer can view the month wise compliances made by contractor through ECR in r/o of each contract employees uploaded

The screenshot displays the 'Contractor Compliance view Dashboard' on the EPFO website. The page includes a navigation menu with options like Home, Member, Establishment, Payments, Dashboards, User, Admin, Online Services, and ADRY. The main content area shows a breadcrumb trail: Contractor Details > Add New Contractor > Upload Monthly Details Of Contractor Employee > Compliance Dashboard. Below this, there is a section titled 'View Compliance By Contractor' with a dropdown menu for the contractor (AKS...) and a text input for the wage month (07/2018). There are buttons for 'Show Compliance' and 'Report'. The main data is presented in a table titled 'Compliance for contractor AKS...' pertaining to the month July 2018. The table has columns for 'As per Principal Employer' and 'Actual Remittance by contractor'.

User	Name	Payment Status	As per Principal Employer			Actual Remittance by contractor					Total	
			EPS Wages(R)	No. of working days	EPF Wages(R)	EPS Wages(R)	ESLI Wages(R)	EPF Cont.(R)	EPS Cont.(R)	OR EPF Cont.(R)		Sum. Subsidy(R)
	NAMEH	11	₹ 2000	31	₹ 2000	₹ 2000	₹ 2000	₹ 240	₹ 167	₹ 73	Link Not Available	₹ 130170300028
	K. SANKARIN	11	₹ 1500	31	₹ 1500	₹ 1500	₹ 200	₹ 296	₹ 275	₹ 131	Link Not Available	₹ 130170300028
	T. CHANDRA SHEKHAR	11	₹ 2000	31	₹ 2000	₹ 2000	₹ 2500	₹ 400	₹ 292	₹ 118	Link Not Available	₹ 130170300028
	T. PANDU	11	₹ 2000	31	₹ 2000	₹ 2000	₹ 2500	₹ 400	₹ 292	₹ 118	Link Not Available	₹ 130170300028



**GOVERNMENT OF KARNATAKA
KARNATAKA LABOUR WELFARE BOARD BANGALORE**

PRESS NOTE

Dated: 30-01-2021

- 1) It is mandatory for the below mentioned establishments to remit contributions as per the Karnataka Labour Welfare Fund, Act 1965. Compulsory contributions has to be paid by all factories, plantations, workshops, motor, omnibus services and shops and commercial establishments/ITBT firms employing more than 50 workers, charitable trusts, societies registered under Karnataka Societies Registration Act, 1960, etc. Therefore Factory/Establishment will pay contribution at the ratio of **Rs. 20:40** (Employees Rs. 20/ Employers Rs. 40) total Rs. 60/- to be paid on or before 15th January every year.
- 2) Karnataka Labour welfare board has developed the software for the payment of Labour welfare fund through online for the calendar year 2020. Many Factories and firms were told that they are facing technical issue and requested for the extension of the date for the payment of Welfare fund. Therefore the last date has extended till **20-02-2021**.

EXTENDED LAST DATE TO PAY CONTRIBUTION: 20-02-2021- (CALENDER YEAR 2020)

- 3) Labour welfare fund payment for online www.klwb.karnataka.gov.in

For further clarification contact phone No. **8277291175, 8277120505, 080-23475188**

M.S. Chidananda
Welfare Commissioner
Karnataka Labour Welfare Board
Yeshwanthpur, Bangalore.



ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಕರ್ನಾಟಕ ಕಾರ್ಮಿಕ ಕಲ್ಯಾಣ ಮಂಡಳಿ

ಸಂಖ್ಯೆ: ಕಾಕನಿ/ಸಿ.ಆರ್-05/ವಂತಿಗೆ/ಪ.ಪ್ರ./2020-21

ಕಲ್ಯಾಣ ಆಯುಕ್ತರವರ ಕಛೇರಿ
“ಕಾರ್ಮಿಕ ಕಲ್ಯಾಣ ಭವನ” ನಂ 48,
2ನೇ ಮಹಡಿ, ಮತ್ತೀಕೆರೆ ಮುಖ್ಯ ರಸ್ತೆ,
(ಆರ್.ಟಿ.ಓ. ಕಛೇರಿ ಹತ್ತಿರ)
ಯಶವಂತಪುರ ಬೆಂಗಳೂರು-22.

Phone: 080-23570266.

ದಿನಾಂಕ: 30-01-2021

ಪತ್ರಿಕಾ ಪ್ರಕಟಣೆ

- 1) ಕರ್ನಾಟಕ ಕಾರ್ಮಿಕ ಕಲ್ಯಾಣ ನಿಧಿ ಕಾಯ್ದೆ 1965ರ ವ್ಯಾಪ್ತಿಯಲ್ಲಿ ಬರುವ ಎಲ್ಲಾ ಕಾರ್ಖಾನೆಗಳು, ಪ್ಲಾಂಟೇಷನ್‌ಗಳು, ಮೋಟಾರು ವಾಹನ ಸಂಸ್ಥೆಗಳು ಹಾಗೂ 50 ಮತ್ತು ಅದಕ್ಕಿಂತ ಹೆಚ್ಚಿನ ಕಾರ್ಮಿಕರನ್ನು ಹೊಂದಿರುವ ಅಂಗಡಿ ಮತ್ತು ವಾಣಿಜ್ಯ ಸಂಸ್ಥೆಗಳು/ITBT ಸಂಸ್ಥೆಗಳು, ಚಾರಿಟಬಲ್ ಶಿಕ್ಷಣ ಸಂಸ್ಥೆಗಳು, ಕರ್ನಾಟಕ ಸೊಸೈಟಿ ಕಾಯ್ದೆ 1960 ರಡಿಯಲ್ಲಿ ನೋಂದಣಿಯಾಗಿರುವ ಸಂಘಗಳು ಕಾರ್ಮಿಕರಿಂದಲೂ 20 ಗಳನ್ನು ಅವರ ಡಿಸೆಂಬರ್ ತಿಂಗಳ ವೇತನದಲ್ಲಿ ಕಡಿತಗೊಳಿಸಿ ಮಾಲೀಕರು ರೂ. 40 ಗಳನ್ನು ಸೇರಿಸಿ ಒಟ್ಟು ರೂ. 60 ಗಳಂತೆ ಪ್ರತಿ ಕಾರ್ಮಿಕನಿಗೆ ಪ್ರತಿ ವರ್ಷ ಜನವರಿ 15 ರೊಳಗೆ ಪಾವತಿಸುವುದು ಕಡ್ಡಾಯವಾಗಿರುತ್ತದೆ.
- 2) ಪ್ರಸ್ತುತ ಕಾರ್ಮಿಕ ಕಲ್ಯಾಣ ಮಂಡಳಿಯು 2020ನೇ ಕ್ಯಾಲೆಂಡರ್ ವರ್ಷಕ್ಕೆ ಕಾರ್ಮಿಕ ಕಲ್ಯಾಣ ನಿಧಿಗೆ ವಂತಿಕೆ ಪಾವತಿಸುವುದಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ಸಾಫ್ಟ್‌ವೇರ್ ಅಭಿವೃದ್ಧಿ ಪಡಿಸಿದ್ದು online ಮೂಲಕ ವಂತಿಕೆ ಪಾವತಿಸಲು ಅವಕಾಶ ಕಲ್ಪಿಸಿರುತ್ತದೆ. ಕೆಲವೊಂದು ತಾಂತ್ರಿಕ ಕಾರಣಗಳಿಂದ ನಿಗದಿತ ಅವಧಿಯೊಳಗೆ ವಂತಿಕೆ ಪಾವತಿಸಲು ಸಾಧ್ಯವಾಗುತ್ತಿಲ್ಲವೆಂದು ಕಾರ್ಖಾನೆಗಳು/ಕಾರ್ಯಸಂಸ್ಥೆಗಳ ಮಾಲೀಕರು/ಆಡಳಿತ ವರ್ಗದವರು ವಂತಿಕೆ ಪಾವತಿಸುವ ದಿನಾಂಕವನ್ನು 20/02/2021 ರವರೆಗೆ ವಿಸ್ತರಿಸಬೇಕೆಂದು ಕೋರಿರುವ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ಕಾರ್ಮಿಕ ಕಲ್ಯಾಣ ನಿಧಿಗೆ online ಮೂಲಕ ವಂತಿಕೆ ಪಾವತಿಸುವ ಅವಧಿಯನ್ನು ದಿನಾಂಕ 20/02/2021 ರವರೆಗೆ ವಿಸ್ತರಿಸಲಾಗಿದೆ.
- 3) ಈ ಕಾಯ್ದೆಯಡಿಯಲ್ಲಿ online ಮುಖಾಂತರ ವಂತಿಗೆ ಪಾವತಿಸಬೇಕಾದ ವೆಬ್‌ಸೈಟ್ ವಿಳಾಸ www.klwb.karnataka.gov.in

ಹೆಚ್ಚಿನ ಮಾಹಿತಿಗಾಗಿ ದೂರವಾಣಿ ಸಂಖ್ಯೆ: 8277291175, 8277120505, 080-23475188
ಮೂಲಕ ಸಂಪರ್ಕಿಸಬಹುದು.

ಎಂ.ಎಸ್. ಚಿದಾನಂದ

ಕಲ್ಯಾಣ ಆಯುಕ್ತರು

ಕರ್ನಾಟಕ ಕಾರ್ಮಿಕ ಕಲ್ಯಾಣ ಮಂಡಳಿ
ಯಶವಂತಪುರ, ಬೆಂಗಳೂರು.



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HARYANA GOVERNMENT

INDUSTRIES AND COMMERCE DEPARTMENT

Notification

The 25th January, 2021

No. 25/02/2020-4IB-I.— In order to create a centralized database of manpower engaged in enterprise along with the basic details of enterprise operating in Haryana, the Governor of Haryana is pleased to notify for creation of single portal, “Haryana Udhyaam Memorandum (HUM)”, for registration of all types of enterprises and businesses operating in the State of Haryana. The portal aims to create and maintain a centralized consolidated repository of all enterprises and businesses operating in Haryana. This database will help the State in effective decision making and policy formulation.

Enterprises and businesses operating in Haryana, irrespective of their size and type, may register and obtain Haryana Udhyaam Portal. An E-certificate, namely, “Haryana Udhyaam Memorandum (HUM)” shall be issued on completion of registration process.

Registration process: -

- (1) Enterprises and businesses, irrespective of their size and type, operating in Haryana may register and obtain Udhyaam ID by filling the online Enterprise and Unit level form on <http://harudhyam.edisha.gov.in>.
- (2) The registration is done at two levels, namely, Enterprise level and Unit user level. Enterprise level registration may have multiple Unit user level registrations depending on the number of businesses/manufacturing units/services establishments that an enterprise operates in the State.
- (3) An Enterprise level user may sign up on the HUM portal. In doing so, the enterprise will be required to login with the authorised representative’s phone number and OTP.
- (4) Enterprise level user may fill the form (under the enterprise management tab) for basic details such as - enterprise name, type, registration number, address, activity etc.
- (5) After successfully submitting the enterprise details, the user must add all units that the enterprise operates within the State along with the details of the employees.
- (6) After creating units, enterprise level user can add names of the authorized persons for the enterprise and unit users for each unit.
- (7) Unit user can also login HUM portal with their phone number & OTP.

- (8) Employee details can be added under the Unit level registration either individually or through the bulk entry mode (by uploading their details on a Microsoft excel file).
- (9) Enterprises that are primarily manpower supplying entities may also give manpower details for employees provided to other enterprises at enterprise/unit user level.
- (10) Enterprise user can deactivate an employee's employment status if the employee leaves the enterprise.
- (11) Enterprise user can transfer an employee to another unit within the same enterprise.
- (12) Unit user can view the details of the unit and the employees in the form of reports.
- (13) HUM shall be filled on self-declaration basis. To add Unit details, latest Balance Sheet and details of investment in Plant & Machinery as per the last Balance Sheet are required. However, the State Government or any such person as may be authorized on its behalf may seek documentary proof of information provided in the HUM, wherever necessary.
- (14) Enterprises or businesses that register on HUM portal will only get purchase preferences in the State Government's tenders and other benefits such as 'exemption on payment of tender fee, earnest money deposit and concession on performance security'. They may qualify, depending on the qualification criteria for various schemes administered by the State Government.
- (15) There will be no fee for registration for filing HUM.
- (16) The Aadhaar number shall be required for Haryana Udhyam Memorandum.
- (17) In case of any discrepancy or complaint, the Joint Director/Deputy Director of District Industries Centre/ MSME Development Office of the concerned District shall undertake an enquiry for verification of the details of HUM submitted by the enterprise and thereafter forward the matter with necessary remarks to the Director of Industries & Commerce/ Micro Small & Medium Enterprises (MSME), Haryana after issuing a notice to the enterprise and after giving an opportunity to present its case and based on the findings, may amend the details or cancel the registered HUM.

Chandigarh:
The 21st January, 2021.

A. K. SINGH,
Principal Secretary to Government Haryana,
Industries & Commerce Department.



ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಸಂಖ್ಯೆ: ಕಂಇ 572 ಟಿಎನ್ಆರ್ 2020

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ,
ಬಹುಮಹಡಿ ಕಟ್ಟಡ,
ಬೆಂಗಳೂರು, ದಿನಾಂಕ:18-01-2021.

ಆದೇಶ

1. ವಿಶ್ವಮಟ್ಟದಲ್ಲಿ ಮತ್ತು ರಾಷ್ಟ್ರ ಮಟ್ಟದಲ್ಲಿ ಮಾನವನ ಆರೋಗ್ಯದ ಮೇಲೆ ಅಗಾಧ ದುಷ್ಪರಿಣಾಮಕ್ಕೆ ಕಾರಣವಾದ ನೋವೆಲ್ ಕೋರೋನಾ ವೈರಸ್ (ಕೋವಿಡ್-19) ನಿಯಂತ್ರಣಕ್ಕಾಗಿ ಕೇಂದ್ರ ಸರ್ಕಾರದ ಗೃಹ ಮಂತ್ರಾಲಯವು ಆದೇಶ ಸಂಖ್ಯೆ:40-3/2020-ಡಿಎಂ-ಐ(ಎ), ದಿನಾಂಕ:24.03.2020ರಲ್ಲಿ ರಾಷ್ಟ್ರಾದ್ಯಂತ ಲಾಕ್‌ಡೌನ್ ಘೋಷಿಸಿ ಹಂತ ಹಂತವಾಗಿ ಮರುತೆರವು ಆದೇಶ ಹೊರಡಿಸಿದೆ.
2. ರಾಜ್ಯ ಸರ್ಕಾರದಿಂದಲೂ ಲಾಕ್‌ಡೌನ್ ಅವಧಿಯಲ್ಲಿ ಕೇಂದ್ರ ಸರ್ಕಾರದ ಮಾರ್ಗಸೂಚಿಗಳನ್ನೇ ಯಥಾವತ್ತಾಗಿ ಅನುಸರಿಸಲಾಗಿದೆ.
3. ಕೇಂದ್ರ ಸರ್ಕಾರವು ಹಂತ ಹಂತವಾಗಿ ಲಾಕ್‌ಡೌನ್ ಅವಧಿಯನ್ನು ವಿಸ್ತರಿಸಿ ದಿನಾಂಕ:27.10.2020ರ ಆದೇಶದಲ್ಲಿ ಮರುತೆರವಿಗೆ ಕ್ರಮವಹಿಸಿರುತ್ತದೆ. ರಾಜ್ಯ ಸರ್ಕಾರವೂ ಸಹ ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕಂಇ 158 ಟಿಎನ್ಆರ್ 2020, ದಿನಾಂಕ:29.10.2020ರಲ್ಲಿ ಬಹುತೇಕ ಚಟುವಟಿಕೆಗಳನ್ನು ಪುನರಾರಂಭಿಸಲು "ಮರುತೆರವು" ಮಾರ್ಗಸೂಚಿಯನ್ನು ಹೊರಡಿಸಿದೆ.
4. ರಾಜ್ಯದಲ್ಲಿ ಮರುತೆರವು ಪ್ರಕ್ರಿಯೆ ಆರಂಭವಾಗಿದ್ದಾಗಲೂ ಸಹ ಕೋವಿಡ್-19 ವೈರಾಣು ಸೋಂಕು ಪ್ರಕರಣಗಳು ಕಂಡುಬಂದಿದ್ದು, ಸೋಂಕು ಪ್ರಸರಣವನ್ನು ತಡೆಗಟ್ಟಲು ಕಡ್ಡಾಯವಾಗಿ ರಾಜ್ಯದ ಎಲ್ಲಾ ನಾಗರಿಕರಿಗೆ ಕೋವಿಡ್-19 ಪರೀಕ್ಷೆ ನಡೆಸಿ, ಸೋಂಕು ದೃಢಪಟ್ಟಂತಹವರನ್ನು ಕಡ್ಡಾಯವಾಗಿ 14 ದಿನಗಳ ಕ್ವಾರಂಟೈನ್‌ಗೆ ಒಳಪಡಿಸುವುದು ಅವಶ್ಯಕವಾದ್ದರಿಂದ ಆ ಅವಧಿಯಲ್ಲಿ ಕ್ವಾರಂಟೈನ್‌ಗೆ ಒಳಗಾದ ಸೋಂಕಿತ ವ್ಯಕ್ತಿಗಳ ಜೀವನಾಧಾರಕ್ಕೆ ತೊಡಕಾಗದಂತೆ ಕ್ರಮವಹಿಸುವುದು ಸರ್ಕಾರದ ಆದ್ಯ ಕರ್ತವ್ಯವಾಗಿರುತ್ತದೆ.
5. ಈ ಹಿನ್ನೆಲೆಯಲ್ಲಿ, ರಾಜ್ಯ ಸರ್ಕಾರಕ್ಕೆ ಪ್ರತ್ಯಾಯೋಜನೆಯಾಗಿರುವ ಅಧಿಕಾರದಂತೆ ವಿಪತ್ತು ನಿರ್ವಹಣಾ ಕಾಯ್ದೆ, 2005ರ ಸೆಕ್ಷನ್ 24(ಎಲ್)ರ ಅಡಿಯಲ್ಲಿ ಪ್ರದತ್ತವಾದ ಅಧಿಕಾರ ಚಲಾಯಿಸಿ, ರಾಜ್ಯ ಕಾರ್ಯಕಾರಿ ಸಮಿತಿಯ ಅಧ್ಯಕ್ಷನಾಗಿ ಈ ಕೆಳಗೆ ಸಹಿ ಮಾಡಿರುವ ನಾನು ರಾಜ್ಯದ ಅಸಂಘಟಿತ ವಲಯದ ಉದ್ಯೋಗದಾತರು ಅವರ ನೌಕರ/ಕಾರ್ಮಿಕರಿಗೆ ಕೋವಿಡ್-19 ವೈರಾಣು ಸೋಂಕು ದೃಢಪಟ್ಟಿದ್ದಲ್ಲಿ ಮತ್ತು ಆ ಸೋಂಕಿತ ವ್ಯಕ್ತಿಯೊಂದಿಗಿನ ಸಂಪರ್ಕದಲ್ಲಿದ್ದಂತಹ ಪ್ರಾಥಮಿಕ ಸಂಪರ್ಕಿತ ವ್ಯಕ್ತಿ ಎಂದು ದೃಢಪಟ್ಟಿದ್ದಲ್ಲಿ ಅವರ ಹಾಗೂ ರಾಜ್ಯದ ನಾಗರಿಕರ ಆರೋಗ್ಯದ ಹಿತದೃಷ್ಟಿಯಿಂದ ಕ್ವಾರಂಟೈನ್‌ಗೆ ಒಳಪಡಿಸಿ ಚಿಕಿತ್ಸೆ ಪಡೆಯಲು ಈ ಅವಧಿಗೆ ವೇತನ ಸಹಿತ ರಜೆಯನ್ನು ಕಡ್ಡಾಯವಾಗಿ ಮಂಜೂರು ಮಾಡಲು ಆದೇಶಿಸಿರುತ್ತೇನೆ.
6. ಈ ಆದೇಶವು ಲಾಕ್‌ಡೌನ್ ಅವಧಿಯ ಆರಂಭದಿಂದ ಅನ್ವಯಿಸುವಂತೆ ಜಾರಿಗೊಳಿಸಲಾಗಿದೆ.
7. ಈ ಆದೇಶವನ್ನು ಎಲ್ಲಾ ಸಂಘಟಿತ ಮತ್ತು ಅಸಂಘಟಿತ ಕಾರ್ಮಿಕ ವಲಯದ ಉದ್ಯೋಗದಾತರು ಕಡ್ಡಾಯವಾಗಿ ಪಾಲಿಸತಕ್ಕದ್ದು. ಈ ಆದೇಶದ ಸಮರ್ಪಕ ಜಾರಿ ಮತ್ತು ಪಾಲನೆಯನ್ನು ಹಾಗೂ ಸಮನ್ವಯ ಕಾರ್ಯಗಳನ್ನು ಕಾರ್ಮಿಕ ಇಲಾಖೆಯು ನಿರ್ವಹಿಸತಕ್ಕದ್ದು.

(ಪಿ. ರವಿ ಕುಮಾರ್)

ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ
ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿಶ್ವ ಮತ್ತು ನಿರ್ವಹಣಾ ಪ್ರಾಧಿಕಾರದ
ಕಾರ್ಯಕಾರಿ ಸಮಿತಿ ಅಧ್ಯಕ್ಷರು

ಇವರಿಗೆ:

ಸಂಕಲನಕಾರರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಪತ್ರ, ಬೆಂಗಳೂರು.

GOVERNMENT OF KARNATAKA

No. E-LD 4 LET 2019 (P)

Karnataka Government Secretariat,
Vikasa Soudha,
Bengaluru, Dated:-02/01/2021

NOTIFICATION

In exercise of the powers conferred by sub-section (1) of section 11 read with sub section (2) of section 12 of the Karnataka Shops and Commercial Establishment Act, 1961 (Karnataka Act 08 of 1962) and in partial modification of notifications issued in this behalf, the Government of Karnataka after holding an enquiry as required under sub section (2) of section 11 hereby permits all Shops and Commercial Establishments in the State employing ten or more persons to be open on 24 X 7 basis on all days of the year for a period of three years from the date of publication of this notification in the Official Gazette subject to the provisions of sub section (3) of section 12 and the following conditions, namely:-

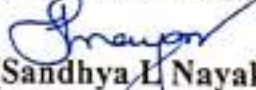
- 1) The employer shall appoint additional staff in order to allow every employee to avail one day holiday in a week on rotation basis, and the details of every employee shall be exhibited by the employer at a conspicuous place in the shop or commercial establishment.
- 2) Every employer shall exhibit details of the employees who are on holiday/leave on daily basis in a conspicuous place in the shop or commercial establishments.
- 3) The wages including overtime wages of the employees shall be credited to their savings bank account as prescribed under the payments of wages Act, 1963.
- 4) An employer shall not require or allow any person employed to work therein for more than eight hours in any day and forty eight hours in any week and the period of work including over time shall not exceed ten hours in any day and fifty hours in a period of three continuing months.
- 5) If employees are found working on any holiday or after normal duty hours without proper indent of overtime, penal action shall be initiated against the employer/ Manager as laid down in the Karnataka Shops and Establishments Act, 1961, and Karnataka Shops and Commercial Establishments Rules 1963.
- 6) Women employee shall not be allowed to work beyond 8.00 pm on any day in normal circumstances.

Provided that an employer after obtaining written consent from a women employee may allow her to work between 8.00pm and 6.00am subject to providing adequate protection to her dignity, honour and safety.

....2

- 7) Transport arrangements shall be provided to the woman employee who works in shifts. A notice to this effect shall be exhibited at the main entrance of the shop or commercial establishment indicating the availability of the transport.
- 8) The employees shall be provided with restroom, washroom, safety lockers and other basic amenities.
- 9) Every employer employing woman employee shall constitute internal complaints committee against sexual harassment of woman under the Sexual Harassment of Woman at Workplace (Prevention, Prohibition an Redressal) Act, 2013 (Central Act 14 of 2013) and the said committee shall be operative.
- 10) The above said terms and conditions shall be treated and implemented in addition to those provisions specified in the Karnataka Shops and Establishments Act, 1961. (Karnataka Act No. 8 of 1962) and The Workmen's Compensation Act, 1923 (Central Act 8 of 1923).
- 11) In the case of violation of any statutory provision or any of the above terms and conditions noticed by the inspector or otherwise necessary penal action shall be initiated against the employer/ Manager as laid down in the Karnataka Shops and Commercial Establishments Act, 1961 and Karnataka Shops and Commercial Establishments Rules 1963

By order and in the name of the
Governor of Karnataka


(Sandhya L. Nayak)

Deputy Secretary to Government,
Labour Department

To:

The Compiler, Karnataka Gazette, Bengaluru with a request to publish this in the next issue of Karnataka Gazette

Copies:

1. The Commissioner, Labour Department, Karmika Bhavana, Bengaluru.
2. The P.S. to Hon`ble Labour Minister, Vidhana Soudha, Bengaluru.
3. The P.S. to Secretary to the Government , Department of Labour, Vikasa Soudha, Bengaluru.
4. The P.A. to Additional Secretary to Governement, Labour Department, Bengaluru.
5. Spare Copies/Section Guard File.



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-27012021-224714
CG-DL-E-27012021-224714

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)

PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 341]

नई दिल्ली, बुधवार, जनवरी 27, 2021/माघ 7, 1942

No. 341]

NEW DELHI, WEDNESDAY, JANUARY 27, 2021/MAGHA 7, 1942

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 27 जनवरी, 2021

का.आ. 373(अ).—केन्द्रीय सरकार, कर्मचारी राज्य बीमा अधिनियम, 1948 (1948 का 34) की धारा 1 की उप-धारा (3) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, 1 फरवरी, 2021 को ऐसी तारीख के रूप में नियत करती है जिसको उक्त अधिनियम के उपबन्ध, अर्थात्—

(i) अध्याय 4 की धारा 38, धारा 39, धारा 40, धारा 41, धारा 42, धारा 43 और धारा 45अ से धारा 45ज;

(ii) अध्याय 5 की धारा 46 से धारा 73; और

(iii) अध्याय 6 की धारा 74, धारा 75, धारा 76 की उप धारा (2) से उप धारा (4), धारा 80, धारा 82 और धारा 83, तमिलनाडु राज्य के धर्मापुरी जिले और रानीपेट जिले के सभी क्षेत्रों में प्रवृत्त होंगे ।

[फा. सं. एस-38013/04/2020-एस.एस.1]

विभा भल्ला, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT**NOTIFICATION**

New Delhi, the 27th January, 2021

S.O. 373(E).—In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 1st day of February, 2021, as the date on which the provisions of the said Act, namely,-

- (i) sections 38, 39, 40, 41, 42, 43 and sections 45A to 45H of Chapter IV;
- (ii) sections 46 to 73 of Chapter V; and
- (iii) sections 74, 75. sub-sections (2) to (4) of section 76, 80, 82 and 83 of Chapter VI,

shall come into force in all the areas of, Dharmapuri district and Ranipet district, in the State of Tamil Nadu.

[F. No. S-38013/04/2020-SS.I]

VIBHA BHALLA, Jt. Secy.

**Haryana Government
Labour Department
Order**

Dated: 05th January, 2021

No.: EoDB/LW/2021/ Under the Scheme namely the State Business Reforms Action Plans (SBRAP) 2020 of the Department of Promotion of Industries & Internal Trade (DPIIT), Ministry of Commerce & Industry, Government of India, it has been mandated that registration of shops & commercial establishment and / or Trade License under the local Municipal Laws be given through a single form.

Therefore, in compliance of the above, the State Government of Haryana has approved for grant of registration of Shops & Commercial Establishments under Punjab Shops and Commercial Establishments Act, 1958 by utilizing the common form mutually so developed by both the concerned Departments for receiving the online applications for registration of Shop & Commercial Establishment and Trade License through the online portal of HEPC (Haryana Enterprises Promotion Centre).

Dated: 04.01.2021

**Dr. Mahavir Singh, IAS
Additional Chief Secretary to Govt. Haryana
Labour Department**

Endst No.

Dated:

CC to the following for the information only:-

1. Principal Secretary to Hon'ble Chief Minister, Haryana.
2. PS to Hon'ble Deputy Chief Minister, Haryana.
3. PS to Hon'ble Minister of Labour & Employment, Haryana.

scd
Joint Labour Commissioner
for Additional Chief Secretary to Govt. Haryana
Labour Department

Endst No. 427-36

Dated: 05.01.2021

1. PS to Additional Chief Secretary to Govt. Haryana, Labour Department.
2. Principal Secretary, Industries & Commerce Department, Haryana.
3. Labour Commissioner, Haryana.
4. To all the concerned filed officers for information and necessary action.

Alamb
Joint Labour Commissioner
for Additional Chief Secretary to Govt. Haryana
Labour Department

I/8734/2021



कर्मचारी भविष्य निधि संगठन
EMPLOYEES' PROVIDENT FUND ORGANISATION
 श्रम एवं रोजगार मंत्रालय, भारत सरकार
MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA
 मुख्य कार्यालय/Head Office
 भविष्य निधि भवन, 14, भीकाजी कामा प्लेस, नई दिल्ली-110066
 Bhavishya Nidhi Bhawan, 14, Bhikaiji Cama Place, New Delhi-110066
 Website: www.epfindia.gov.in, www.epfindia.nic.in



No. INV- INV-11/1/2020-INV / 2025

Date:

04 JAN 2021

To

All Regional Provident Fund Commissioners,
 Officers-In-Charge,
 Regional offices.

Sub: Declaration of Rate of Interest for the Employees' Provident Fund Members Account for the year 2019-20 - regarding

Sir,

The Ministry of Labour and Employment, Government of India, has conveyed the approval of the Central Government under para 60(1) of Employees' Provident Fund Scheme, 1952 to credit interest @ 8.50 % for the year 2019-20 to the account of each member of the EPF Scheme as per the provisions under Para 60 of EPF Scheme, 1952.

2. You are accordingly, requested to issue necessary instructions to all concerned for crediting the said interest to the members' accounts.

(Authority: - Ministry of Labour and Employment letter No.R-11018/ 1/ 2017 -SS-II Dated 31st December, 2020).

V. Agarwal
 04.01.2021
(VISHAL AGARWAL)

REGIONAL P. F. COMMISSIONER – I (INVESTMENT)

1. PPS to Secretary, Ministry of Labour & Employment – for information
2. PPS to AS, Ministry of Labour & Employment – for information
3. PPS to AS&FA, Ministry of Labour & Employment – for information
4. OSD to Central Provident Fund Commissioner – for information
5. PS to Central Provident Fund Commissioner – for information
6. PPS to FA&CAO and CVO – for information
7. All CBT Members.
8. Director, PDNASS, New Delhi

I/8734/2021

9. All Zonal Dy. Directors (Vig.)/ All Zonal Audit Officers.
10. Addl. Central P. F. Commissioner (HQ)/ (IS) - for information & necessary action
11. Addl. Central P. F. Commissioner (HQ)/(Exemption) - for information and necessary action
12. Addl. Central P.F. Commissioner (F&A/WSU/CAIU) - for information and necessary action
13. Officer-in-Charge, ZTI, Kolkata, Ujjain, Faridabad & Chennai & Sub-ZTI, Shillong
14. All officers & Section in Head office.
15. All Zonal Addl. CPFCs.
16. Central organisation of Employers – CCI, CII, ASSOCHAM, FICCI & PHD.
17. Central Organisations of Employees - All Central Trade Unions. w.r.t Letter No. R-11018/ 1/ 2017 -SS-II
18. Director (SS-II), Ministry of Labour & Employment, New Delhi
19. Director (Budget), Ministry of Finance, D/o Economic Affairs, Budget Division, New Delhi.
20. RPFC-I (In-Charge), National Data Centre, for uploading the orders on the EPFO website.

Agarwal
04.01.2021

(VISHAL AGARWAL)
REGIONAL P. F. COMMISSIONER – I (INVESTMENT)



भारत का राजपत्र The Gazette of India

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CG-DL-E-11012021-224331

असाधारण
EXTRAORDINARY

भाग III—खण्ड 4
PART III—Section 4

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 15]
No. 15]

नई दिल्ली, सोमवार, जनवरी 11, 2021/ पौष 21, 1942
NEW DELHI, MONDAY, JANUARY 11, 2021/PAUSA 21, 1942

कर्मचारी राज्य बीमा निगम अधिसूचना

नई दिल्ली, 4 जनवरी, 2021

सं. एन.12-/13/1/2019.यो-एवं वि.—जबकि कर्मचारी राज्य बीमा निगम अधिनियम 1948 (1948 का 34) की धारा 97 की उप धारा (1) के अंतर्गत अटल बीमित व्यक्ति कल्याण योजना के तहत शपथपत्र में राहत का दावा प्रस्तुत करने की शर्त को और शिथिल करने के लिए यथाअपेक्षित मसौदा अधिसूचना को भारत का राजपत्र (असाधारण) भाग-III, खंड-4 में दिनांक 10.11.2020 को इस अधिसूचना के प्रकाशन की तिथि से 30 दिनों की अवधि की समाप्ति तक इससे प्रभावित हो सकने वाले सभी व्यक्तियों से आपत्ति और सुझाव आमंत्रित करने के लिए प्रकाशित किया गया था।

तथा जबकि उक्त राजपत्र अधिसूचना दिनांक 13.11.2020 को सार्वजनिक की गई थी।

तथा प्रभावित हो सकने वाले व्यक्तियों से कोई सुझाव प्राप्त नहीं हुआ।

अब, कर्मचारी राज्य बीमा निगम अधिनियम 1948 (1948 का 34) की धारा 97 की उप धारा (1) के तहत प्रदत्त शक्तियों का प्रयोग करते हुए कर्मचारी राज्य बीमा निगम अटल बीमित व्यक्ति कल्याण योजना के अंतर्गत शपथपत्र के रूप में दावा प्रस्तुत करने की शर्त को शिथिल करने के अपने निर्णय को दिनांक 04.02.2019 की राजपत्र अधिसूचना द्वारा अधिसूचित योजना में निम्नलिखित संशोधन के साथ एतद्वारा अधिसूचित करता है :-

i. दिनांक 04.02.2019 की अधिसूचना के खंड (6) से "शपथपत्र" शब्द को विलोपित किया गया है।

- ii. खंड (6) में संदर्भित प्रपत्र ए.बी.-I (संलग्नक) से “20/- रुपये के गैर-न्यायिक स्टॉप कागज पर किया जाना है” शब्द को विलोपित किया गया है।

एस. बिस्वास, बीमा आयुक्त (योजना एवं विकास)
[विज्ञापन -III/4/असा./451/2020-21]

EMPLOYEES' STATE INSURANCE CORPORATION
NOTIFICATION

New Delhi, the 4th January, 2021

No. N-12/13/01/2019-P&D.—Whereas draft notification further to relax the condition of submitting claim for relief under Atal Beemit Vyakti Kalyan Yojana in affidavit form for claiming this relief was published as required under sub-section (1) of section 97 of the Employees' State Insurance Act 1948 (34 of 1948) in the Gazette of India Extraordinary Part III Section 4 dated 10.11.2020 for inviting objections and suggestions from all persons likely to be affected thereby till the expiry of period of thirty days on which the notification was published;

And whereas, the said gazette notification was made available to the public on 13.11.2020;

And no suggestion was received from the persons likely to be affected;

Now, therefore in exercise of the powers conferred under sub-section (1) of Section 97 the Employees' State Insurance Act 1948 (34 of 1948), the Employees' State Insurance Corporation hereby notifies its decision to relax the condition of submitting claim for relief under the scheme Atal Beemit Vyakti Kalyan Yojana in affidavit form for claiming this relief along with the following amendments in the scheme which was notified in the Gazette of India Extraordinary Part III section 4 on 04.02.2019:

- i. In the notification dated 04.02.2019, in clause (6) the words “an affidavit” is omitted.
- ii. In the form AB-I (Annexure) referred in clause (6) therein the words “to be prepared on Rs. 20/- non-judicial stamp-paper” is omitted.

S. BISWAS, Insurance Commissioner (P&D)
[ADVT. III/4/Exty./451/2020-21]



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

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सं. 67]

नई दिल्ली, शुक्रवार, फरवरी 15, 2019/माघ 26, 1940

No. 67]

NEW DELHI, FRIDAY, FEBRUARY 15, 2019/MAGHA 26, 1940

कर्मचारी राज्य बीमा निगम

अधिसूचना

नई दिल्ली, 4 फरवरी, 2019

सं. एन-12/13/1/2016-यो.व.वि.—जबकि अटल बीमित व्यक्ति कल्याण योजना को अधिसूचित करने के कतिपय मसौदा अधिसूचना कर्मचारी राज्य बीमा अधिनियम 1948 (1948 का 34) की धारा 97 की उपधारा (1) के अंतर्गत यथा अपेक्षित भारत का राजपत्र के भाग III खंड 4 में दिनांक 26.11.2018 जिनमें उक्त अधिसूचना को प्रकाशित की गई थी, जनता को उपलब्ध कराने की तारीख से तीस दिन की अवधि की समाप्ति तक इससे प्रभावित होने वाले सभी व्यक्तियों से आपत्तियां और सुझाव आमंत्रित किए गए थे।

और जबकि, उक्त राजपत्र की प्रतियां 06.12.2018 से सार्वजनिक उपयोग के लिए उपलब्ध करा दी गई थी;

और प्रभावित होने वाले सम्भावित व्यक्तियों से कोई भी आपत्तियां तथा सुझाव प्राप्त नहीं हुए;

अतः अब कर्मचारी राज्य बीमा अधिनियम 1948 (1948 का 34) की धारा 97 की उपधारा (1) के अंतर्गत प्रदत्त शक्तियों का प्रयोग करते हुए, कर्मचारी राज्य बीमा निगम की धारा 2(9) के अंतर्गत व्याप्त कर्मचारियों के लिए कल्याणकारी उपाय के रूप में अधिनियम की धारा 19 के अधीन एक राहत नामतः - अटल बीमित व्यक्ति कल्याण योजना को एतद्वारा अधिसूचित करता है, जिसमें बेरोजगारी की स्थिति में तीन माह के बाद एक अथवा अधिक बार में जीवन में एक बार, 90 दिनों तक नकद क्षतिपूर्ति के रूप में दावा किया जाना है; बशर्ते कर्मचारी ने बीमायोग्य रोजगार के दो वर्ष पूरे किए हों और राहत के दावे के ठीक पहले की चार अंशदान अवधियों में, प्रत्येक में कम से कम 78 दिनों के अंशदान का भुगतान किया हो। यह राहत प्रतिदिन की औसत आय के पच्चीस प्रतिशत (25%) से अधिक नहीं होनी चाहिए।

2. बेरोजगारी की आकस्मिता, कदाचार के लिए कोई दंड अथवा अधिवर्षितता अथवा स्वैच्छिक सेवानिवृत्ति के परिणामस्वरूप नहीं होगी।
3. चार लगातार अंशदान अवधियों के दौरान प्राप्त मज़दूरी की कुल धनराशि को सात सौ तीस (730) दिनों से विभाजित करने पर प्रतिदिन की औसत आय होगी।

4. विधिवत सत्यापन अथवा प्राधिकृत आधार संख्या के साथ, क.रा.बी.निगम के डाटा बेस से सामान्यतः पहचान निर्धारित की जाएगी।
5. यह योजना. 01.07.2018 से प्रभावी मानी जाएगी और तीन माह के बाद भुगतान देय होगा।
6. बीमाकृत व्यक्ति/महिला अपना दावा एक शपथ पत्र, प्रपत्र एबी-1 (संलग्नक) में प्रस्तुत करेंगे, जो उनके अंतिम नियोजक द्वारा उनको आबंटित शाखा कार्यालय को विधिवत अग्रेषित हो।
7. यह योजना दो वर्ष की अवधि के लिए प्रायोगिक आधार पर शुरू की गई है।

एस. रविचंद्रन, अपर आयुक्त
[विज्ञापन-III/4/असा./543/18]

फॉर्म एबी-1

कर्मचारी राज्य बीमा निगम अटल बीमित व्यक्ति कल्याण योजना के अंतर्गत भुगतान के लिए दावा

(20 रु./- गैर-न्यायिक तथा विधिवत नोटरी किए गए स्टाम्प पेपर पर तैयार किया जाए)

मैं.....पुत्र/पत्नी/पुत्रीश्री.....बीमा
सं....., आधार सं. घोषणा करता/ करती हूँ कि मैं
दिनांक से बेरोजगार हूँ। मैं अटल बीमित व्यक्ति कल्याण योजना के अंतर्गत
दिनांक से तक के लिए राहत राशि का दावा करता/करती हूँ।
देय राशि का भुगतान सीधे ही, मेरे निम्न बैंक खाते में किया जाए :-

बैंक खाता संख्या
बैंक एवं शाखा का नाम
खाता धारक का नाम
आई.एफ.एस.सी. कोड सं.....

(निरस्त चेक संलग्न)

मैं आगे यह भी घोषणा करता/करती हूँ कि :-

1. मैं उपर्युक्त अवधि के दौरान किसी भी लाभपूर्ण रोजगार में नहीं रहा/रही हूँ।
2. मैंने, किसी अन्य अधिनियम के अंतर्गत स्वीकार्य इस प्रकार का अन्य हितलाभ प्राप्त नहीं किया है।
3. मैंने दावा अवधि के दौरान अधिवर्षिता की आयु प्राप्त नहीं की है।
4. मैं, क.रा.बी.अधिनियम की धारा 84 के अंतर्गत दोषी नहीं ठहराया गया हूँ।
5. मेरी बेरोजगारी कदाचार के लिए किसी दंड या अधिवर्षिता या स्वैच्छिक सेवानिवृत्ति के परिणामस्वरूप नहीं है।
6. मेरी किसी अनुशासनिक कार्रवाई के अंतर्गत बरखास्तगी/सेवा समाप्ति नहीं की गई है।
7. मैं एतद्वारा वचन देता/देती हूँ कि यदि किसी भी समय यह पाया जाता है कि मैं इस राशि को प्राप्त करने का/की कानूनन हकदार नहीं था/थी, मैं क.रा.बी.निगम द्वारा मांगी गई पूरी राशि लौटा दूंगा/दूंगी।

दिनांक :

स्थान :

दावाकर्ता के हस्ताक्षर या अंगूठे का निशान.....

दावाकर्ता का स्थायी पता

दावाकर्ता की मोबाइल संख्या

EMPLOYEES' STATE INSURANCE CORPORATION**NOTIFICATION**

New Delhi, the 4th February, 2019

No. N-12/13/1/2016-P&D— Whereas draft notification further to notify the scheme ATAL BIMIT VYAKTI KALYAN YOJNA was published as required under sub-section (1) of section 97 of the Employees' State Insurance Act 1948 (34 of 1948) in the Gazette of India Part III Section 4 dated 26.11.2018 for inviting objections and suggestions from all persons likely to be affected thereby till the expiry of period of thirty days on which the notification was published, are made available to the public:-

And whereas, the said Gazette Notification was made available to the Public on 06.12.2018

And no objection and suggestion were received from any of the person likely to be affected;

Now therefore in exercise of the powers conferred under Section 97 sub-section (1) of the Employees' State Insurance Act, 1948 (34 of 1948), the Employees' State Insurance Corporation, do hereby notify a relief namely ATAL BIMIT VYAKTI KALYAN YOJNA under Section 19 of the Act as a welfare measure for employees covered under Section 2(9), in the form of cash compensation up to Ninety (90) days, once in a lifetime, to be claimed after three months in one or more spells for being rendered unemployed; provided the employee should have completed two years of insurable employment and have contributed not less than Seventy eight (78) days in each of the four consecutive contribution periods immediately preceding to the claim of relief. The relief shall not exceed twenty-five per cent (25%) of the average earning per day.

2. The contingency of unemployment should not have been as a result of any punishment for mis-conduct or superannuation or voluntary retirement.
3. The average earning per day shall be the total amount of wages received during the four consecutive contribution periods divided by seven hundred and thirty (730) days.
4. The identity shall ordinarily be established from ESIC data base having duly verified or authenticated Aadhar Number.
5. The Scheme shall be treated effective from 01-07-2018 and shall become due for payment after three months.
6. The Insured Person shall furnish his/her claim in an Affidavit, the form AB-1 (Annexure), duly forwarded by his last employer to his/her allotted Branch Office.
7. The Scheme is introduced on pilot basis for a period of two years.

S. RAVICHANDRAN, Addl. Commissioner
[ADVT.-III/4/Exty./543/18]

Form AB-1

EMPLOYEES' STATE INSURANCE CORPORATION
CLAIM FOR PAYMENT UNDER ATAL BEEMIT VYAKTI KALYAN YOJANA
(To be prepared on Rs 20/- Non-judicial Stamp paper Duly notarised)

I _____ s/w/d of Sh. _____ Insurance
 No. _____ Aadhaar No. _____ declare that I have been rendered unemployed
 w.e.f. _____. I claim amount of relief under the Atal Beemit Vyakti Kalyan Yojana for the
 period from _____ to _____.

The amount due may be paid to me directly into my bank account details of which are as under: -

Bank Account Number.....
 Name of the bank and branch
 Name of the account holder.....
 IFSC Code.....(Canceled cheque enclosed).

I further also declare that: -

1. I have not taken up any gainful employment during the above period.
2. I am not in receipt of any other similar benefit admissible under the provisions of any other enactment.
3. I have not attained the age of superannuation during the period of claim.
4. I have not been convicted under section 84 of ESI Act.
5. My unemployment has not been as a result of any punishment for misconduct or superannuation or Voluntary retirement.
6. I have not been dismissed / terminated under disciplinary action.
7. I hereby undertake to repay the whole amount forthwith on demand by the ESIC, if it is discovered at any time that I was not lawfully entitled to that amount.

Dated: -

Place: -

Claimant's Signature/Thumb Impression

Permanent address of the claimant.....

Mobile Number of the claimant

No. 40-3/2020-DM-I(A)
Government of India
Ministry of Home Affairs

North Block, New Delhi-110001

Dated 27th January, 2021

ORDER

Whereas, an Order of even number dated 25.11.2020 was issued for containment of COVID-19 in the country, for a period upto 31.12.2020, which was further extended for a period upto 31.01.2021 vide an Order of even number dated 28.12.2020;

Whereas, in exercise of the powers under section 6(2)(i) of the Disaster Management Act, 2005, National Disaster Management Authority (NDMA) has directed the undersigned to issue an order with guidelines for containment of COVID-19 in the country;

Now therefore, in exercise of the powers, conferred under Section 10(2)(1) of the Disaster Management Act 2005, the undersigned hereby directs that guidelines for surveillance, containment and caution, as **annexed**, will be in force upto 28.02.2021.


27/01/2021
Union Home Secretary

and, Chairman, National Executive Committee (NEC)

To:

1. The Secretaries of Ministries/ Departments of Government of India
2. The Chief Secretaries/Administrators of States/Union Territories
(As per list attached)

Copy to:

- i. All Members of the National Executive Committee
- ii. Member Secretary, National Disaster Management Authority

Guidelines for Surveillance, Containment and Caution

**[As per Ministry of Home Affairs (MHA) Order No. 40-3/2020-DM-I (A)
dated 27th January, 2021]**

The number of active cases of COVID-19 have been declining steadily over the last four months. However, with a view to consolidate the substantial gains that have been achieved against the spread of COVID-19, and to fully overcome the pandemic, there is a need to maintain caution and strictly follow the prescribed containment strategy, focussed on surveillance, containment and strict observance of the guidelines.

The following guidelines are issued to be effective from 1st February 2021.

COVID appropriate behavior

1. State/ UT Governments shall take all necessary measures to promote COVID-19 appropriate behaviour and ensure wearing of face masks, hand hygiene and social distancing.
2. The National Directives for COVID-19 Management, as specified in **Annexure I**, shall be strictly followed throughout the country.

Surveillance and Containment

3. Containment Zones, if required, shall be carefully demarcated by the district authorities, at the micro level, taking into consideration the guidelines prescribed by the Ministry of Health and Family Welfare (MoHFW) in this regard. Within the demarcated Containment Zones, containment measures, as prescribed by MoHFW, shall be scrupulously followed.
4. It shall be the responsibility of local district, police and municipal authorities to ensure that the prescribed Containment measures are strictly followed. State/ UT Governments shall ensure accountability of the officers concerned in this regard.

Strict adherence to the prescribed SOPs

5. All activities will be permitted outside Containment Zones. However, the following activities will be subject to strict adherence of SOPs, as indicated below:
 - i. Social/ religious/ sports/ entertainment/ educational/ cultural/ religious gatherings, subject to SOP of the State/ UT concerned.
 - ii. Cinema halls and theatres, subject to a revised SOP to be issued by Ministry of Information & Broadcasting in consultation with MHA.
 - iii. Swimming pools, subject to a revised SOP to be issued by Ministry of Youth Affairs & Sports (MoYA&S) in consultation with MHA.
 - iv. Exhibition halls, subject to a revised SOP to be issued by the Department of Commerce in consultation with MHA.

 27/01/2021

6. For further opening up of international air travel of passengers, Ministry of Civil Aviation (MOCA) may take a decision in consultation with Ministry of Home Affairs (MHA).
7. SOPs, as updated from time to time, have been prescribed for various activities. These include: movement by passenger trains; air travel; metro trains; schools; higher educational institutions; hotels and restaurants; shopping malls, multiplexes and entertainment parks; yoga centres and gymnasiums, etc. These SOPs shall be strictly enforced by the authorities concerned, who shall be responsible for their strict observance.

Local restrictions

8. There shall be no restriction on inter-State and intra-State movement of persons and goods including those for cross land-border trade under Treaties with neighbouring countries. No separate permission/ approval/ e-permit will be required for such movements.

Protection of vulnerable persons

9. Persons above 65 years of age, persons with co-morbidities, pregnant women, and children below the age of 10 years are advised to take necessary precautions.

Use of Aarogya Setu

10. Use of Aarogya Setu may continue on best effort basis on compatible mobile phones. This will facilitate timely provision of medical attention to those individuals who are at risk.

Strict enforcement of the guidelines

11. All the District Magistrates shall strictly enforce the above measures. For the enforcement of social distancing, State/ UT Governments may, as far as possible, use the provisions of Section 144 of the Criminal Procedure Code (CrPC) of 1973.
12. Any person violating these measures will be liable to be proceeded against as per the provisions of Section 51 to 60 of the Disaster Management Act, 2005, besides legal action under Section 188 of the IPC, and other legal provisions as applicable. Extracts of these penal provisions are at **Annexure II**.


23/01/2021
Union Home Secretary

and, Chairman, National Executive Committee

NATIONAL DIRECTIVES FOR COVID-19 MANAGEMENT

1. **Face coverings:** Wearing of face cover is compulsory in public places; in workplaces; and during transport.
2. **Social distancing:** Individuals must maintain adequate distance in public places.
Shops will ensure physical distancing among customers.
3. **Spitting in public places** will be punishable with fine, as may be prescribed by the State/ UT local authority in accordance with its laws, rules or regulations.

Additional directives for Work Places

4. **Staggering of work/ business hours** will be followed in offices, work places, shops, markets and industrial & commercial establishments.
5. **Screening & hygiene:** Provision for thermal scanning, hand wash or sanitizer will be made at all entry points and of hand wash or sanitizer at exit points and common areas.
6. **Frequent sanitization** of entire workplace, common facilities and all points which come into human contact e.g. door handles etc., will be ensured, including between shifts.
7. **Social distancing:** All persons in charge of work places will ensure adequate distance between workers, adequate gaps between shifts, staggering the lunch breaks of staff, etc.



Handwritten signature in blue ink, dated 27/01/2021.

Offences and Penalties for Violation of Lockdown Measures**A. Section 51 to 60 of the Disaster Management Act, 2005**

51. Punishment for obstruction, etc.—Whoever, without reasonable cause —

- (a) obstructs any officer or employee of the Central Government or the State Government, or a person authorised by the National Authority or State Authority or District Authority in the discharge of his functions under this Act; or
- (b) refuses to comply with any direction given by or on behalf of the Central Government or the State Government or the National Executive Committee or the State Executive Committee or the District Authority under this Act,

shall on conviction be punishable with imprisonment for a term which may extend to one year or with fine, or with both, and if such obstruction or refusal to comply with directions results in loss of lives or imminent danger thereof, shall on conviction be punishable with imprisonment for a term which may extend to two years.

52. Punishment for false claim.—Whoever knowingly makes a claim which he knows or has reason to believe to be false for obtaining any relief, assistance, repair, reconstruction or other benefits consequent to disaster from any officer of the Central Government, the State Government, the National Authority, the State Authority or the District Authority, shall, on conviction be punishable with imprisonment for a term which may extend to two years, and also with fine.

53. Punishment for misappropriation of money or materials, etc.—Whoever, being entrusted with any money or materials, or otherwise being, in custody of, or dominion over, any money or goods, meant for providing relief in any threatening disaster situation or disaster, misappropriates or appropriates for his own use or disposes of such money or materials or any part thereof or wilfully compels any other person so to do, shall on conviction be punishable with imprisonment for a term which may extend to two years, and also with fine.

54. Punishment for false warning.—Whoever makes or circulates a false alarm or warning as to disaster or its severity or magnitude, leading to panic, shall on conviction, be punishable with imprisonment which may extend to one year or with fine.

55. Offences by Departments of the Government.—(1) Where an offence under this Act has been committed by any Department of the Government, the head of the Department shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly unless he proves that the offence was committed without his

knowledge or that he exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where an offence under this Act has been committed by a Department of the Government and it is proved that the offence has been committed with the consent or connivance of, or is attributable to any neglect on the part of, any officer, other than the head of the Department, such officer shall be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

56. Failure of officer in duty or his connivance at the contravention of the provisions of this Act.—Any officer, on whom any duty has been imposed by or under this Act and who ceases or refuses to perform or withdraws himself from the duties of his office shall, unless he has obtained the express written permission of his official superior or has other lawful excuse for so doing, be punishable with imprisonment for a term which may extend to one year or with fine.

57. Penalty for contravention of any order regarding requisitioning.—If any person contravenes any order made under section 65, he shall be punishable with imprisonment for a term which may extend to one year or with fine or with both.

58. Offence by companies.—(1) Where an offence under this Act has been committed by a company or body corporate, every person who at the time the offence was committed, was in charge of, and was responsible to, the company, for the conduct of the business of the company, as well as the company, shall be deemed to be guilty of the contravention and shall be liable to be proceeded against and punished accordingly:

Provided that nothing in this sub-section shall render any such person liable to any punishment provided in this Act, if he proves that the offence was committed without his knowledge or that he exercised due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where an offence under this Act has been committed by a company, and it is proved that the offence was committed with the consent or connivance of or is attributable to any neglect on the part of any director, manager, secretary or other officer of the company, such director, manager, secretary or other officer shall also, be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

Explanation.—For the purpose of this section—

- (a) “company” means anybody corporate and includes a firm or other association of individuals; and
- (b) “director”, in relation to a firm, means a partner in the firm.

59. Previous sanction for prosecution.—No prosecution for offences punishable under sections 55 and 56 shall be instituted except with the previous sanction of the Central Government or the State Government, as the case may be, or of any officer authorised in this behalf, by general or special order, by such Government.

60. Cognizance of offences.—No court shall take cognizance of an offence under this Act except on a complaint made by—

- (a) the National Authority, the State Authority, the Central Government, the State Government, the District Authority or any other authority or officer authorised in this behalf by that Authority or Government, as the case may be; or
- (b) any person who has given notice of not less than thirty days in the manner prescribed, of the alleged offence and his intention to make a complaint to the National Authority, the State Authority, the Central Government, the State Government, the District Authority or any other authority or officer authorised as aforesaid.

B. Section 188 in the Indian Penal Code, 1860

188. Disobedience to order duly promulgated by public servant.—Whoever, knowing that, by an order promulgated by a public servant lawfully empowered to promulgate such order, he is directed to abstain from a certain act, or to take certain order with certain property in his possession or under his management, disobeys such direction, shall, if such disobedience causes or tends to cause obstruction, annoyance or injury, or risk of obstruction, annoyance or injury, to any person lawfully employed, be punished with simple imprisonment for a term which may extend to one month or with fine which may extend to two hundred rupees, or with both; and if such disobedience causes or trends to cause danger to human life, health or safety, or causes or tends to cause a riot or affray, shall be punished with imprisonment of either description for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both.

Explanation.—It is not necessary that the offender should intend to produce harm, or contemplate his disobedience as likely to produce harm. It is sufficient that he knows of the order which he disobeys, and that his disobedience produces, or is likely to produce, harm.

Illustration

An order is promulgated by a public servant lawfully empowered to promulgate such order, directing that a religious procession shall not pass down a certain street. A knowingly disobeys the order, and thereby causes danger of riot. A has committed the offence defined in this section.
