

# KNOWLEDGE OUTLOOK

-An In-house journal of R. N. Goyal & Co.

## RELAXATION IN LABOUR LAWS ON ACCOUNT OF COVID-19

Due to the outbreak of Corona Virus, the Government has provided the following relaxations in the EPF & ESI Acts to provide relief to the workers & the employers:

- ▶ The ESI contribution for the month of February 2020 and March 2020 can be filed and paid up to April 15, 2020 and May 15, 2020 instead of March 15, 2020 and April 15, 2020 respectively.
- ▶ The Government will pay the EPF contribution both, of the employer and of the employee (12 percent each) for the months of March, April and May. This is for all those establishments that have up to 100 employees and 90 percent of whom earn under Rs 15,000 per month.
- ▶ In a notification dated 29.03.2020, the Government of India has amended the Employees Provident Fund Scheme, 1952.

As per the notification, the employees working in establishments and factories across entire India, who are members of the EPF Scheme, 1952, are eligible to get a non-refundable advance from their provident fund account of an amount, which is lower of the following:

- i) The basic wages and dearness allowances of that member for three months; or
- ii) Seventy five percent of the amount standing to his credit in the fund.

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