

THE COMPLIANCE WATCH 2023



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***“COMING TOGETHER IS A
BEGINNING; KEEPING
TOGETHER IS PROGRESS;
WORKING TOGETHER IS
SUCCESS.”***

— Henry Ford

IN THIS ISSUE

- UCS POV | Employee Pension Scheme (EPS) Remittance Advisory for Employers
- What Managers Will Not Get Under New Labour Laws
- If Needed, Delhi Govt Will Bring Law To Provide Social Security To Gig Workers: Kejriwal
- With Festive Season Around The Corner, India Inc Gives Staff Gift Of Extra Leaves
- Gratuity Cannot Be Withheld At The Whim Of The Employer- Karnataka HC
- In Case You Are Fired, Is Severance Pay Based On A Month's Usual Salary Or Just The Basic Component?
- In Charts: India Inc Lags In Diversity And Inclusion
- "Denial Of Maternity Benefits Inhumane, Violates Rights": Delhi High Court
- 'Not Adequate': IT Problems Continue To Plague EPFO
- Latest Notifications



UCS POV | EMPLOYEE PENSION SCHEME (EPS) REMITTANCE ADVISORY FOR EMPLOYERS

BALA HARISH, VICE PRESIDENT

One aspect of the social security benefits that employees get is the Employee Pension Scheme (EPS). Out of 12% of the employer's contribution, 8.33% goes into the EPS and 3.67% towards the EPF contribution every month. Employers bear the responsibility of guaranteeing that the EPS contributions are accurately and punctually deposited to the EPFO. Failure to comply can result in penalties and interest charges levied, as well as lead to employees missing out on their pension benefits.

According to a 2014 ruling by the Supreme Court, members who earn more than Rs.15,000 in PF wages are not entitled to pensions. Employees who joined the PF plan on or before August 31, 2014, and who have not closed their EPS accounts are still considered EPS members and must continue to have their EPS remitted in the current establishment. Due to a lack of employee awareness and/or no proper governance mechanisms, there are numerous errors in this context, leading to multiple claim rejections and department directives to resubmit the rectified ECRs.

Since February 2021, the PF Portal software can validate whether a member is enrolled in EPS or not and display an error message in case of incorrect tagging. Nevertheless, UAN numbers generated before February 2021 are not eligible for this auto-validation feature.

Employers' awareness of the below available features is recommended:

- The UMANG app, which supports 1200 central government services and 33 distinct ministries, provides access to Pan India e-gov services. However, 60% of all UMANG grievances are related to the EPFO department, indicating the volume of rejections and complaints received so far.
- The EPFO has come out with two techniques to rectify the incorrect EPS treatment, though both are time-consuming methods.

1. Appendix E in the accounts where annual interest is credited: This is a manual process that is liable to computation errors which could result in losses for members. Additionally, this method cannot be used for FY 2022-23 and 2023-24 since interests are not credited.
2. Revision of ECRs of not compiled years for annual accounts, such as FY 2022–2023 and FY 2023–2024: In these cases, ECRs must be rejected and updated ECRs from employers uploaded and reconciled. For a limited time, this second approach will affect services to thousands of members, and employers are reluctant to revise the remitted ECRs, which may impact their Income Tax rebate.

Below are a few suggested actions for Employers to ensure accurate deductions:

- Employers must set up mechanisms in place to avoid making wrong EPS remittances in the first place. The EPFO is working to develop solutions that will make it easier for employers to comply with EPS remittance requisites. Employers must, however, take the required actions to guarantee that they are correctly remitting EPS contributions.
- The employers' induction team needs to collect the TRUE Form 11, and the employees must be accountable for the declarations given by them in Form 11, as based on their declaration, the pension treatment is then derived by the present establishment.

By adhering to the above process, employers can help to ensure that their employees receive the pension benefits that they deserve and avoid the EPS non-compliance challenge.

WHAT MANAGERS WILL NOT GET UNDER NEW LABOUR LAWS

The four new labour laws, which are only awaiting a government notification of effective date for roll-out, promise a lot of benefits for the salaried class. However, the gains an employee would get would depend on how he/she is categorised. The new labour laws divide employees into two categories - 'workers' and 'employees'. A 'worker' is an individual who has no managerial or supervisory role. An 'employee' covers all individuals who are workers as well those working in a managerial and supervisory position in an organisation. Certain provisions under the new labour laws are not applicable to employees working in a managerial or supervisory capacity. This means that managers (employees working in a managerial/supervisory role) are not likely to get many benefits vis-à-vis 'workers' under the new labour laws.

The four codes under the new labour laws

The four new labour laws are the Code on Wages, Code on Social Security, Industrial Relations Code and the Occupational Safety, Health and Working Conditions Code (OSHC).



Puneet Gupta, Partner, People Advisory Services, EY India says, "Out of the four new labour codes, the Code on Wages and the Code on Social Security are applicable to all types of employees - i.e., both workers and managers. However, specific provisions of the OSHWC and the whole of the Industrial Relations code are applicable to only workers. These laws will not be applicable to employees working in a managerial or supervisory capacity." The new labour laws allow a 'worker' to encash outstanding leave exceeding 30 days at the end of year. There is no such provision under the current labour laws. Manmeet Kaur, Partner, Karanjawala & Co. says, "As per the scheme of new labour laws, OSHWC provisions on yearly leave and leave encashment at the end of the year, including few beneficial provisions apply only to workers, or personnel who do not hold managerial, administrative or supervisory positions." The Industrial Relations Code also keeps managerial employees out of all the benefits mentioned in this law. Managerial employees cannot form trade unions under the Industrial Relations Code. Archana Balasubramanian, partner, Agama Law Associates, says, "Managerial employees are not covered under the Industrial Relations Code. They will not be eligible to receive retrenchment benefits if they are fired from the job. Their severance package will be governed by their employment contract."

Loss of benefits if promoted

Importantly, Gupta says "If a worker gets promoted to managerial or administrative positions, he will lose the benefits applicable under the worker category." "Currently, there are two labour laws - Industrial Disputes Act, 1947, which is a Central government law, and the Shops & Establishments Act, which is a state specific act. The rules under the Shops & Establishments Act vary from state to state. It is important to note that currently an employee may or may not be covered under these acts. This is because there are many conditions that an employee (worker) needs to satisfy to be covered under these acts," says Gupta.

The two codes that are applicable to a company's entire workforce are: (i) The Code on Wages which deals with minimum wages, payment of minimum wages, and bonus payments, among others and; (ii) The Code on Social Security which deals with provisions such as the Employees' Provident Fund, gratuity and maternity benefits. As the name suggests, the OSHWC aims to deal with the laws regulating the occupational safety, health and working conditions of employees. However, only certain provisions of the OSHWC are applicable to managers. Most of the provisions deal with the worker category of employees. For instance, the rules relating to daily, weekly offs and leaves are not applicable to managerial/supervisory employees. Similarly, the rules relating to weekly and compensatory offs are applicable only to workers. The provisions of the Industrial Relations Code deal only with the worker category of employees. The objective of this code is to protect the rights of both employers and 'workers'. The code deals with the 'workers' right to form trade unions, settlement of grievances and so on.



'Workers' vs 'employees' under new labour laws

Balasubramanian says, "In the context of the new labour laws, it is important to understand the distinction between an employee and a worker. An employer is a person who employs both 'employees' and 'workers'. Employees is a wider term which covers both 'workers' and other persons employed on wages in a managerial or supervisory capacity. A 'worker', on the other hand, cannot be employed in a managerial, administrative or supervisory capacity. The worker would often have higher benefits than an 'employee', as per the new labour laws."

The rules also give clarity on the classification vis-à-vis compensation.

Kaur says, "If an individual is employed in a managerial, administrative or supervisory capacity and draws a wage exceeding Rs 18,000 per month, then the individual can be excluded from the definition of 'worker'. However, an individual having a wage exceeding Rs 18,000 per month but not working in a supervisory, managerial or administrative capacity, will be considered as a worker in new labour laws." It is important to note that the Indian Parliament has passed the laws and the President has approved them. The codes are expected to be implemented after all states come up with the required state rules to implement the four codes laws. Once these rules are in force and the codes become effective, the classification of employees as described above would determine the benefits that a company's workforce gets.

SOURCE : ECONOMIC TIMES

IF NEEDED, DELHI GOVT WILL BRING LAW TO PROVIDE SOCIAL SECURITY TO GIG WORKERS: KEJRIWAL

Chief minister Arvind Kejriwal recently announced that the Delhi government is prepared to introduce legislation to ensure social security benefits for gig workers within the city, should the need arise. Following a meeting with a delegation of gig workers, the chief minister conveyed that a distinct law for gig workers might not be necessary if the central government provides clarification regarding their inclusion under the construction workers welfare board. He stated, "There is a substantial amount of funds within the state's Construction Workers Welfare Board that remains unutilized."



As per a statement from the Delhi government, the representatives of the Gig Workers Association made an appeal to Kejriwal, requesting benefits like job security, provident fund, and insurance coverage for individuals employed by app-based delivery service companies. The chief minister instructed minister Atishi to investigate whether gig workers were included in the coverage of the Construction Workers Welfare Board.

He mentioned that if they are indeed covered by the board's welfare scheme, gig workers would be eligible to access its benefits. Additionally, he recommended that the association reach out to the central government to request clarification on whether they fall under the purview of the board's coverage. He mentioned, "Should the central government issue a notification regarding this matter, it could potentially resolve many of the challenges faced by gig workers, obviating the necessity for the introduction of an independent law to ensure their social security." With agency inputs

SOURCE : TIMES OF INDIA

WITH FESTIVE SEASON AROUND THE CORNER, INDIA INC GIVES STAFF GIFT OF EXTRA LEAVES

With the festive season around the corner, companies across India are giving their employees a gift: up to a week off in addition to their regular annual leave. The bonus time is part of a growing focus on employee wellbeing, to allow them to relax and recharge. These companies include KPMG, Deloitte, Adobe, and WeWork India as well as startups such as Physics Wallah, Wingify, and Power Play. Most are giving extended Diwali break, while others have opted to give them time off towards the end of the year. Some have even considered Saturdays and Sundays besides other holidays and clubbed these leaves so that employees get more days for time off, said experts.

"This year, the dial-down leave runs from December 23 through January 1," said Sunit Sinha, partner and head, people, performance and culture at KPMG in India. KPMG has been giving extended breaks to employees for some years now and it has held on to the tradition.



Rival Deloitte India has been offering a downtime to all employees to let them recharge physically and mentally, in the last week of every year, i.e., from Christmas to New Year's Day, said a spokesperson. KPMG also offers quarterly 'Pens Down Breaks' of 3-4 days, with such days usually clubbed with a Friday or Monday or a national holiday. Software company Adobe takes two companywide breaks each year, for summer (in the US) and winter (globally). For 2023, the winter break will fall between December 22 and 29.

Meanwhile, employees at flexible space provider WeWork India will get a break for five-work weekdays, not including weekends. "Our CEO Karan Virwani first announced a surprise Diwali vacation in 2021," said Priti Shetty, chief people and culture officer, WeWork India.

"We've meticulously designed our calendar to give PW members an extended Diwali break from November 12-15, along with the flexibility of two extra days off from November 10-11," Physics Wallah, CHRO, Satish Khengre said. Wingify is also giving an annual year-end break during the last week of December to its employees. "This year, the entire organisation will be on leave from December 23 to January 1," said Sparsh Gupta, co-founder, Wingify.

"In addition to the officially recognised state holidays, we mandate an additional five days of leave for festivals that coincide with weekends," said Ilesh Dixit, CEO, Powerplay. InMobi is giving its employees an entire week off in the last week of December, said CHRO Sahil Mathur. However, for some, it is business as usual. There are companies that need to operate round the clock due to the nature of their business and won't be giving extra time off to employees. Instead, these companies are planning to hold parties and social events to celebrate the holidays with their staff.

"We are committed to providing round-the-clock support to our learners, despite what time of the year it may be," said Mayank Kumar, co-founder, upGrad. The edtech unicorn instead will celebrate festivities with employees with on-floor fun activities, said Kumar. Edelweiss Tokio Life allows employees to enjoy festive times with families through a combination of leaves, optional holidays, and a hybrid work model, said CHRO, Saba Adil.

SOURCE : ECONOMIC TIMES

GRATUITY CANNOT BE WITHHELD AT THE WHIM OF THE EMPLOYER- KARNATAKA HC

A Karnataka High Court Bench of Justice M Nagraprasanna has allowed a petition filed by a 74-year-old retired employee and directed that his gratuity amount of Rs. 4,09,550 be released by his former employer, along with interest. The gratuity amount had been pending for 16 years. In that context, the Court said that, "It is trite that the gratuity is not a bounty that can be withheld at the sweet will or whim of the employer." Counsel Ramesh I Zirali and Counsel Shivaraj S Balloli appeared for the petitioner, while CGSC MB Kanavi and HCGP VS Kalasurmath among others, appeared for the respondents.

The petitioner had retired from a medical college after completing 34 years of service. He was not paid his gratuity. Aggrieved, he approached the Controlling Authority under the Payment of Gratuity Act. Although his application was allowed, the respondent-authority did not make the payment. Subsequently, the petitioner approached the Court seeking a direction for issuance of a writ in the nature of mandamus.

The Court noted that 11 years had passed by pursuant to the directions issued by the Controlling Authority for payment of gratuity and 16 years had passed by with the petitioner attaining the age of superannuation. In light of the same, it was observed that, "it is not delay alone, but culpable delay on the part of the respondent in not paying the amount of gratuity that the petitioner was at all time entitled to."

The Court also reprimanded the callousness displayed not for a year or two but close to 2 decades by denying the gratuity to an employee who was always entitled to it, as a retirement benefit.



The Court also came down heavily on the State and said that, "The State can as well ignore the plea of a citizen for payment of gratuity, as it has nothing to lose, but if an employee whose retirement is dependent on receipt of terminal benefits, gratuity, of which is one, is delayed or denied, he would be condemned to penury, and be driven to

impecuniosities, having no money to fall back upon, at the advancing old age. This act of the State is sans countenance.”

In light of the same, the Court allowed the petition, and directed that the respondent pays gratuity to the petitioner within 30 days, with interest at 10% p.a.

SOURCE : BUSINESS MANAGER

IN CASE YOU ARE FIRED, IS SEVERANCE PAY BASED ON A MONTH'S USUAL SALARY OR JUST THE BASIC COMPONENT?



When an employee is fired, the company (employer) usually pays a severance salary or a compensation to the employee for layoff. But how much should the severance pay, or compensation be - a month's full salary (including allowances) or just the basic salary? Further, is it legally mandatory for the employer to pay compensation for retrenchment?

Mehak Khanna, Partner at law firm Khaitan & Khaitan, says, "The amount of severance payable to an employee usually depends upon the law that applies to them and/or the terms of their employment contract. It is important to note that severance pay is not mandatory for all employees under the current labour laws."

Currently, an employee can be governed under the central government's Industrial Disputes Act, the states' Shops and Establishments Acts or both. As the labour laws in force are old, an employee may or may not be covered under these laws. Nitin Jain, Partner at Agama Law Associates, "There are many conditions under Industrial Dispute Act and States' shops and establishment act. However, employment contract of an employee prevails for payment of severance pay, if he/she is not covered under any of the applicable laws."

Severance pay as per Industrial Disputes Act, 1947

Khanna says, "In India, employment laws and regulations may vary depending on the specific circumstances and the industry in which the employee works. Khanna explains further: "For instance, assume an employee is covered under the Industrial Disputes Act, 1947. As per this Act, every employee who has been in continuous service for at least one year is entitled to retrenchment compensation. This compensation is calculated as 15 days of average pay for every completed year of continuous service or any part thereof in excess of six months. This act covers most employees/workers but has limited application to employees in managerial or supervisory roles. If an employee is not covered under any law, the severance pay will be governed by the employment contract."

Each state has its own States and Establishment Act. The rules in the Act can vary from state to state. Hence, one needs to check the state laws that are applicable to them for severance pay. If an employee is covered under Industrial Disputes Act and/or States and Establishment Act, then rules under the Act will prevail over the employment contract.

Severance pay as per employment contract

If an employee is not governed under the current labour laws, the terms of severance pay is dictated by the employment contract. Jain says, "The severance package is equivalent to a notice period, which is normally in the range of 30 to 90 days unless there are special circumstances which are also governed by the contract. Usually, the package is calculated based on the basic pay unless the employment contract states otherwise."

Other exit benefits payable to an employee



Gratuity

When an employee is fired, he may be entitled to benefits other than severance pay. If the employee has worked for a minimum of five years, gratuity has to be paid under the Payment of Gratuity Act, 1972, if the employee is covered under it.

Leave Encashment

Jain says, "An employee is also entitled to leave encashment in addition to a severance package, as per the company's HR policy, which is subject to the Shops and Establishment Act of the relevant state, as applicable."

The formula for calculating such leave could differ from state to state. But if the employee is eligible for earned leave or privilege leave as per the respective state's Shops and Establishments Act, Khanna says the unused portion of the leave that can be accumulated up to a ceiling prescribed in the law can be encashed. She explains this with an example. For instance, Section 22(2) of the Delhi Shops and Establishments Act-1954 mentions that if an employee entitled to privilege leave under clause (a) of sub-section (1) of this section is discharged by his employer before he had been allowed the leave, or if, having applied for and having been refused the leave, he quits his employment before he has been allowed the leave, the employer shall pay him full wage for the period of leave due to him.

What new labour laws say

The government is planning to replace the current labour laws with new labour codes. The Parliament has passed these codes but the date of implementation of the new law has not been announced. Will anything change for employees regarding severance pay under the four new labour laws?

Jain says, "There is no change in position regarding the payment of severance pay to an employee. When the new labour codes come into effect, the severance pay would either be dictated by the applicable labour law (if an employee is covered under the law) or by the terms of the employment contract (if not covered under the law)."

SOURCE : ECONOMIC TIMES

IN CHARTS: INDIA INC LAGS IN DIVERSITY AND INCLUSION

India's largest publicly-traded companies employ three men for every woman in their workforce, indicating a wide, persistent gap despite growing corporate clamour about diversity. The 94 companies on the BSE 100 index that have reported this data had an aggregate 25.9% women on their staff as of 31 March 2023, a Mint analysis of their latest annual reports showed. A clear trend over time isn't clear as many companies had not reported comparable data earlier. That's because 2022-23 was the first year when stronger sustainability- and diversity-related disclosures became mandatory for India's top 1,000 listed firms. Still, around half of these companies reported the data in each of the last three financial years, among which the share inched up from 24.6% in 2021 to 27.9% in 2023. The analysis relies on the numbers of permanent and non-permanent staff, and excludes workers.

Leaders and laggards



Women have stayed on the margins of the formal workforce, bogged down by demands and stereotypes of the traditional patriarchal society.

Even as norms evolve, rules made to bring and keep women in the workforce are sometimes having unintended consequences. For example, legal obligations such as paid maternity leave of six months might deter a section of employers from hiring women, said Lakshmi Ramachandran, partner, labour laws, JSA Advocates and Solicitors. Such reasons can affect smaller companies even more.

Women have relatively better representation—though still far from parity—in information technology (IT) (35%) and financial services (23%), the analysis showed. Metals and mining, chemicals, power, and auto trailed with less than 10% share. “While sectors such as banking, technology and FMCG have a good mix of women leaders, sectors such as engineering, automotive, aerospace and defence have relatively lower representation,” said Kunal Girap, co-founder and director of WalkWater Talent Advisors. For instance, large engineering companies having projects across the country may have less women talent as the need would be to stay for longer periods in remote areas, he said.

Anurag Mehrotra, chief human resources officer at APL Apollo Tubes, a leading producer of structural steel tubes, said the underrepresentation in his sector echoed across the metal and mining arena. “The problem lies in these industries having historically failed to be welcoming or actively encouraging female participation,” he said. “But there is a positive shift ongoing.” (The metals and mining space has increased women's share from 8.3% to 9.6% in the last three years, the analysis showed.) Meanwhile, 20 of the 45 companies that reported the numbers in all three years have managed steady gains during this period. These include companies in the pharma space, chemicals and automotives.

Yawning Gap

Diversity is not just a buzzword. Making a stronger business case for it, a McKinsey report in 2020 found that more diverse companies were more likely than ever before to outperform peers on profitability. Studies before the pandemic also showed the drastic extent to which India could expand its GDP with a gender-equal workforce. Lohit Bhatia, president, Indian Staffing Federation, suggests a crucial role of state governments in supporting small businesses to hire women, or taking steps such as women-centric mobility options for safe travel during late shifts, or adequate street policing at night. For employers, readiness matters. "We have good laws in place that need to be enforced better, and the spirit behind these laws needs to be explained to employers," Ramachandran said. "Create inclusive policies not just to tick off a checkbox but actually to walk the talk."

Meanwhile, programmes to rehire women who have taken a career break can help. SBI Cards and Payments Services, which began a similar programme, had 51.9% women in March 2023, the highest in the analysis. A lot also depends on how prominently diversity features in the agenda of the top leadership. Embracing the concept of mandating women's representation at the employee level (there are rules already at the board level) is an exciting notion for leaders, but it's crucial to recognize that distinct industries need distinct approaches, Mehrotra said. While organizations try to get gender diversity in place, inclusion of the disabled into the mainstream still appears to be a far-out practice. For every 1,000 employees, only four persons with disabilities are on the rolls of the 94 companies in the analysis. This is despite a law mandating 3% reservation for disabled persons both in direct recruitment and in promotions in public sector jobs.



Persons with disability are mainly hired at junior levels and their presence drops at upper levels, noted a Randstad report released in March. Although the pandemic was an enabler, blue-collar jobs, especially at the factory level or outdoors, are seen as less available for them, needing more investment by employers prior to hiring, the report said. Here, too, as in the case of gender parity, the top leadership's involvement remains critical in driving inclusion, and it rests on better enforcement of the existing laws.

SOURCE : LIVE MINT

"DENIAL OF MATERNITY BENEFITS INHUMANE, VIOLATES RIGHTS": DELHI HIGH COURT

Denial of maternity benefits to a female employee is inhumane and against the principles of social justice as well as her fundamental rights as it stands in the way of her choice to bring life into the world, the Delhi High Court has said. The court's observations came while holding as arbitrary a decision of the Delhi University (DU) to terminate the services of a contractual employee while she was on maternity leave.

Justice Chandra Dhari Singh said the institution's action of terminating the services of the woman, who challenged it before the high court, without even a notice cannot be sustained and maternity benefits cannot be denied to a female employee merely because her employment was contractual.

Since she was "illegally terminated", the judge directed the authorities to reinstate her and pay an amount of ₹ 50,000 to her as compensation.



Maternity benefits cannot be denied to a female employee merely because the nature of such employment is contractual. Denial of the said benefits is inhumane and in violation of fundamental rights. Maternity rights are not something that is based on a statute but stands to be an integral part of the identity of a woman," the court said in a recent order.

"Denial of such rights is, in fact, standing in the way of a woman choosing to bring life into the world, thereby violating her fundamental right to life. Such denial is indeed against the principles of social justice," Justice Singh said.

The petitioner was posted as a female attendant at a DU hostel on an ad-hoc basis in 2018. She told the court that although her maternity leave was approved by the authorities, she did not receive her salary during that period and upon rejoining, she was informed that her services were terminated.

The court noted that according to a notification issued by the DU, paid maternity leave of 26 weeks should be granted to women who are employed with it on a contractual or ad-hoc basis and the record made it evident that the petitioner was in fact employed on a contractual basis and her term was further extended, making the policy applicable to her.

"It can be concluded that the respondent institution's action of terminating the petitioner without so much as a notice is arbitrary," the court said. "The instant petition is allowed and the respondents are directed to reinstate the petitioner on her previous post or any other post as per her eligibility. It is also directed to pay the maternity benefits as per the Act, 1961 within four weeks," the court directed.



SOURCE : NDTV

'NOT ADEQUATE': IT PROBLEMS CONTINUE TO PLAGUE EPFO

IT glitches continue to plague officials of the Employees' Provident Fund Organisation (EPFO), many of whom are tasked with processing and validating applications for higher pension. The issue is likely to be taken up at the meeting of the EPFO's Central Board of Trustees.

PF officials point out that the IT systems and software are outdated and the EPFO does not have sufficient servers to ensure smooth functioning.

"The systems are not adequate for the scale of work that the EPFO does. Processing of any pension application can take as much as half an hour, when, ideally, it can be done in much lesser time," said a senior official with the retirement fund manager.

As reported by Business Today, the Employees' Provident Fund Officers' Association (EPFOA) had also written to Union Minister of Labour and Employment Bhupender Yadav in July this year. It had highlighted these challenges and sought an upgrade of the retirement fund manager's IT system and infrastructure.



Officials lament that while the EPFO has over 7 crore active members and more than 77.2 lakh pensioners, the spending on upgrade of IT systems is negligible compared to even public sector banks. In FY 23, the EPFO's IT spending was Rs 134 crore as compared to an IT budget of Rs 3,500 crore for State Bank of India.

"If a private player can be roped in to design the IT interface for Passport services, the income tax department and the GST Network, why can't the same be done in the case of the EPFO?" noted another official.

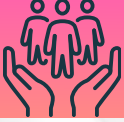
The report of a committee set up by the CBT to review the IT issues at the EPFO was endorsed but was not taken forward, point out officials, adding that an urgent upgrade is required to ensure that not only the regular work but also the additional job of validating higher pension applications can be done in a hassle free manner. The EPFO has received 1.74 million applications for higher pension that are currently being processed.

SOURCE : BUSINESS TODAY





LATEST
UPDATE



DELHI – BENEFITS AND WELFARE SCHEMES TO THE REGISTERED BENEFICIARIES UNDER BOCW ACT



RAJASTHAN – HOLIDAY DECLARED DURING THE GENERAL ELECTIONS TO STATE LEGISLATIVE ASSEMBLY, 2023 ON 25.11.2023



TELANGANA – PAID HOLIDAY NOTIFICATION DURING GENERAL ELECTIONS TO STATE LEGISLATIVE ASSEMBLY, 2023 ON 30.11.2023



MADHYA PRADESH – PAID HOLIDAY DECLARED ON ACCOUNT OF GENERAL ELECTIONS, 2023 TO BE HELD ON 17.11.2023



NATIONAL AND FESTIVAL HOLIDAYS(NFH) LIST 2024



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