

| COVID-19 Relief Measures | | | |
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| Under Labour Laws - EPF/ESI | | | |
| S.NO | Particulars | | |
| 1 | Government Advisories:- (Vide D.O. No.M-11011/08/2020-Media) | | |
| | Govt. has advised the Employers of Public/Private Establishments not to terminate/reduce wages of employees, particularly casual or contractual workers. Leave during this period must be deemed to be on duty, without any deduction in wages. | | |
| 2 | If the place of employment becomes non operational due to COVID - 19, the employees of that unit will be considered to be on duty | | |
| 3 | Deadline Extensions: | | |
| a | Particulars | Extended Due Date | Reference |
| b | Payment and Filing of ESI for February & March 2020 | 15th May, 2020 | P-11/14/Misc./1/2019-Rev. dated 16.03.2020 |
| c | Filing of ECR & Payment of EPF for March 2020 | 15th May, 2020 | No. C-I/Misc./2019-20/Vol.II./Part./9 dated 15.04.2020 (Employers have to declare the date of disbursement of wages for Mar 2020 in ECR) |
| d | Filing of Unified Annual Return under 8 Labour Laws for 2019 | 30th April 2020 | Circular issued by Office of Chief Labour Commissioner, Ministry of Labour & Employment dated 20.03.2020 |
| e | One-time relaxation for those employers who did not file ESI contribution for the contribution period April 2019 to Sept. 2019 within 42 days | 15th May, 2020 | No. P-11/12/Misc./SST Misuse/2019-Rev. II dated 18.03.2020 |
| 4 | Other Announcements: | | |
| 4 | * The Central Govt. has proposed to pay 24 % of the monthly wages into EPF accounts for next 3 months (Apr, May, Jun 2020) of Wage earners below Rs. 15,000 per month, who are employed in establishments having up to 100 employees, with 90% or more of such employees earning monthly wages less than Rs.15000/- | | |
| 5 | * Employees can withdraw up to 75 per cent of their EPF corpus as non-refundable advance, or three months' basic salary, whichever is less. (Vide Notification GSR 225(E) issued by Ministry of Labour & Employment) | | |
| 6 | * PF members may change their date of birth in EPFO records using Aadhaar online, provided the difference is less than 3 years. (Vide Circular No. WSU/37(1)2019/DOB) | | |