

Updates on Business Impacts

1. Decoding EoDB (Ease of Doing Business) – It is ONLINE renewal of Trade License in Bengaluru. (S&E Renewal is already done away with only online fee payment).
2. The EPFO is considering a cut of 15 basis points in the interest rate on PF deposits in FY20 to 8.5%. Provident Fund deposits had fetched 8.65% in FY19. The issue is likely to be taken up at the central board of trustees (CBT) meeting of the EPFO on March 5. (But the Labour Ministry is keen to retain the interest rate)

Do Start-ups need a separate HR department?

Initially No, considering the size of the company and the volume of business. HR is basically required for processes & controls in any organization. Though of late, the requirement of Human Resources is driving the Business results

Employer needs to periodically Check for Misuse of "Power-play" by the Team Leader or Supervisor or Reporting Manager in Shop floor/Workplace against women employees.

Power-Play is most significant instrument which the Men Superiors utilize for sexual favours/demands, from the reporting women employees. They promise some or all, among the following, for such favours:

1. Rewards and Recognition
2. Leave Approvals
3. Best Ratings in Performance Appraisals
4. Job related benefits not entitled to
5. Concession in working hours
6. Promotions
7. Overtime benefits

Such demands of sexual favour is 'Sexual Harassment' under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Any Sexual Harassment on Male employee by the Woman Superiors or Peers shall be treated as a Misconduct and disciplinary action needs to be taken under Industrial Employment Standing Order Act.



How to enhance Workplace Productivity?

- **Choice of workplace:** Work or Work Productivity depends on the workplace (except manufacturing).
- **Delight of Employees:** Where an Organization looks for Satisfied Customer, it can only be retained or enhanced with Delighted employees.
- **Technology:** With Rising Generation of Millennial in any workplace, who expect best technology for happiness, creativity @work for better productivity.

Links to various knowledge pages:

Daily HR & Compliance Updates
<https://www.linkedin.com/in/anandan-subramanian-6a3252b7>

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ALERT: Are you engaging Vendors (Contractors to provide services in your establishment – Temp staff, Security, Housekeeping, Maintenance, Gardner, IT Hardware maintenance services, etc)? As per the PF Act, if the services are NOT "Principal to Principal basis" and where the contractor has no control over such contractual employees, kindly ensure the Contractor to submit Form 36-B as per EPF Scheme, within seven days of the close of every month, which is a statement showing the recoveries of contributions in respect of employees employed by or through him. If such contractual services provider is not remitting/ submitting the such statement in Form 36B, as per Section 8A of EPF Act the Principal Employer must recover the same from the contractor, with respect to the contractor's employees and remit it to PF.