

# HARYANA LABOUR WELFARE BOARD

## ADMINISTRATIVE ORDER

HLWB/Estt./ 2019/4485

Dated: 09-07-2019

An amendment in the Punjab Labour Welfare Fund Act, 1965 was made by the State Government vide Notification dated 14-03-2019. Extract of the Notification is as under:-

**“Each employee shall contribute to the Fund every month an amount equal to zero point two percent of his salary or wages or any remuneration subject to a limit of rupees twenty-five and each employer in respect of each such employee shall contribute to the Fund every month, twice the amount contributed by such employee: Provided that the limit specified above shall be indexed annually to the consumer price index beginning from first of January each year.”**

Explanation.- For the purposes of sub-section (1), “employee” means an employee on the register of an establishment on the last working day of the month.”

In above notification, it is not clear from which date the above notification will be made effective. It is also not clarified in the notification that whether the revised rates of contribution will be counted to the nearest decimal place or not.

Various employers requested to clear the position of calculations of rates for decimal place. As per pattern of calculation of Employees Provident Fund on portal, calculation of contribution and this issue was made clear by giving following example :-

“for example Rs. 4750.50 will be rounding off to the nearest decimal place, the figure comes to Rs. 4750.”

As notification was issued in between the month of March, 2019, the establishments are in confusion of counting of contribution for the month of March, 2019. Moreover, if the applicability of notification is considered with effect from its issue date i.e. 14-03-2019, there will be a mess in calculating contribution upto 13-03-2019 on old rates and on new rates thereafter.

So, in view of above, grievances were raised by establishments before the worthy Principal Secretary, Labour Department, Haryana and he desired in departmental meeting to issue an administrative order for making effect of above notification from 1<sup>st</sup> of April, 2019.

So, keeping in view, the position explained above, it is decided that new rates of contribution will be applicable from 1<sup>st</sup> April, 2019 and the same will be applicable on the earned wages of the month of April, 2019 payable in the month of May, 2019 onward for sake of administrative convenience.

-Sd/-  
(Ramesh Balhara),  
**Chairman**  
Haryana Labour Welfare Board,  
Panchkula.