

Labour Laws:

ESI Act

The Act is applicable to whole of India where

- the industries carry manufacturing process by engaging 10 or more workmen by using electric power or
- 20 or more persons without using electric power.

Wage Limit: Rs.10000/- (inclusive of all allowances) p.m.

For becoming ESI Member, no Overtime amount is taken into account, but for contribution purpose, it is taken into account.

Employee Contribution: 1.75% **Employer's Contribution:** 4.75%

Maternity Benefit Act and Workmen Compensation Act are not applicable where ESI Act is applicable.

For filing Returns and Challans, and up-dating Records, kindly refer the ESI Book being published from time to time.