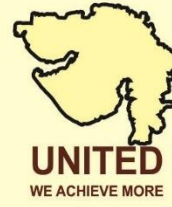


Chairman



Durgesh Buch
President
Gujarat Chamber of Commerce & Industry



GCCI
REGIONAL
COUNCIL

Co-Chairman: Ahmedabad Zone



Shri Sunil Vadodaria
President
Saurashtra Chamber of Comm. & Ind.

Co-Chairman: Central Gujarat Zone



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Vadodara Chamber of Comm. & Ind.

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Rajkot Chamber of Comm. & Ind.

Co-Chairman: South Gujarat Zone



Shri Ketan Desai
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The Southern Gujarat Chamber of Comm. & Ind.

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Shri Kanubhai Domadia
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Shri Shivrambhai Patel
President
The Banaskantha Dist. Chamber of Comm. & Ind.



Shri Shailesh Shah
President
Zalawad Chamber of Comm. & Ind.

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17th April, 2020

Shri Santosh Kumar Gangwar

Hon'ble Minister of State for Labour and Employment
Ministry of Labour & Employment,
Shram Shakti Bhawan, Rafi Marg.
New Delhi-110001

Sub: Suggestions for recovery of trade and industry post lockdown due to COVID-19

Respected Sir,

Greetings from GCCI Regional Council.

The Regional Council of Gujarat Chamber of Commerce and Industry is a consortium of leading Chambers of Commerce in the state of Gujarat. The Regional Council of GCCI represents the voice of the entire trade and industry fraternity of the state and works with the objective of creating a conducive business environment in the state through joint efforts.

Sir, we highly appreciate the timely initiatives taken by the Government for keeping the impact of COVID-19 pandemic under control. We also appreciate the relief measures announced from time to time by your Ministry in view of the current situation.

You would agree that trade and industry fraternity is passing through very challenging times due to this pandemic. The situation is so serious that if timely and adequate support is not provided, a large section of trade and industry, especially the small traders and industrial units, might not be able to survive.

Sir, we have therefore taken feedback from our members and have compiled key suggestions related to post-lockdown support which should be provided to the business fraternity. We are hereby sending the suggestions related to your Ministry for your kind consideration and necessary positive intervention.

We look forward to your early positive consideration of our suggestions in the larger interest of our nation's economy.

With Regards,

Sincerely,

Durgesh Buch
Chairman-GCCI Regional Council

Encl: as above

Copy to:

1. Shri Heeralal Samariya, IAS, Secretary, Ministry of Labour & Employment

| Sr. NO. | SUGGESTIONS | JUSTIFICATION |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Suspension of provision of Labour Union Creation for at least 1 year from Industrial Disputes Act. | <p>1. There are instances, that some labour union are resorting to blackmail and showing industry the threat of law and are not allowing the labours to return to work in the factories, the high ratio of migration of labour can give advantage to such anti-social elements to take advantage of the scenario and could lead to blackmailing of factory owners. Therefore, in the larger interest of the economy without hampering the labour representation for just issues, the provision to have compulsory creation of labour union under Industrial dispute act be suspended at least for the FY 20-21</p> |
| 2 | Provision to Compulsory returning to work once the establishment announces start of operations, to be made present at working premises within 3 days of such announcement. | <p>1. To ensure timely start of work at establishments, the provision of labour laws be amended to ensure that labours and employees do not delay joining the workforce on ground of any excuse, as per the present government orders, all employers has to make payment irrespective of the labour or employee attending their respective work place, there are chances that workers/ employees may use this provision of announcement to delay joining the workforce, therefore new guidelines is required under labour laws which forbids such acts and the economic activity remains continued.</p> |
| 3 | Extension of all due dates of compliances related to labour laws. | <p>1. At present the provision of the EPF Act and ESIC Act, makes it mandatory to deposit the dues of the current month within 15 days of the succeeding month, otherwise penalty is imposed on the establishments, due to decreased cash flows at establishments, such mandatory</p> |

Suggestions for recovery of Trade & Industry post COVID-19: Ministry of Labour & Employment

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|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| | | fillings be deferred at least for 90 days for succeeding months from March – 2020 onwards till the Start of FY – 21-22. |
| 4 | To pay Rs. 202 to Contract/Permanent workers on par with MNREGA. To pay Rs. 15,000 to office and factory staff. The industry/Trade may pay more at their discretion. No penalty clause be invoked for default in delay or non-payment of salary without ascertaining reasons thereof. | To ensure that minimum financial support is given to all the employees and the financial burden to the employers is kept to minimum level. |
| 5 | There should not be a limit for total number of employees employed in the establishment and also restriction of 90% or more of such employees should be drawing monthly wages less than Rs. 15,000 as in ECR for the months prior to March, 2020 should be removed. | This should be applicable to all. |
| 6 | <i>Labour Laws should be made more flexible for Employers. The way minimum wages are fixed at higher rates, the way reduction in wages is made nearly impossible, the way expelling, terminating an employee is made complicated, it is a general feeling amongst employers that they will be happier if they employ lesser people. This is in contrast to the need of the hour.</i> | |
| 7 | <i>The recent announcement that the full salaries should be paid for the lockdown period is serious and need to be reviewed. Barring a few units, this burden will prove to be almost impossible to bear. At least a ceiling of Rs. 15,000 per month should be kept, which is enough for a basic maintenance of a family in such circumstances. This issue will be taking a real serious turn post the lifting of the lockdown. It is necessary for the Government to act and amend now itself.</i> | |