

# LABOUR REFORMS HARYANA



A complete Guide of various steps taken by state government for simplifying the working of Labour department in Haryana

# Purpose for reforms

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- ▶ **To build a better interface based on trust and transparency between the Citizens and Labour Department, Haryana.**
- ▶ **To achieve the objective of simplifying business regulations.**
- ▶ **To regulate the implementation of statutory provisions under various labour laws in transparent and accountable manner through wide scale adoption of technology and innovation**
- ▶ **To protect the rights of workers in relation to their Safety, Health and Welfare as also other conditions of employment in the spirit and manner as envisaged in the law**
- ▶ **To eliminate the arbitrariness and adhocism in the actions of inspecting authorities as also to curb the malpractices and harassment of the industrial and other establishments with a view to improve the ease of doing business.**

# Key Initiatives of Labour Department

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## Elimination of Physical Interference :-

### Transparent Inspection Policy:-

- Random Selection of units by computerized system based
- Uploading Inspection Report with-in 24 hours from the date of inspection.
- Fixed periodicity of Inspections i.e. one, two & five years depending upon the nature of hazard.
- Random allocation of inspecting officers by the computerized system.
- 15 days advance notice to management for inspection

# Key Initiatives of Labour Department



## Elimination of Physical Interference :-

### Third Party Audit Policy:

- The factory opting for this scheme shall not be inspected by the department till it carries out safety audit every year regularly .

### Self Certification Policy:

- Only 5% of the factories/establishments (excluding Start-up) so covered shall be picked up randomly for inspection yearly.
- Once inspected the same factory/establishment is not likely to be inspected in the next 5 years.

# Key Initiatives of Labour Department



## Elimination of Physical Interference :-

### Online Approval & Clearances

- License under Factories Act,1948
- Approval of Factory Plan under Factories Act,1948.
- Contract License and Registration Certificate under Contract Labour Act,1970.
- License under Shops & Commercial Establishment Act,1958.
- Registration Certificate under BOCW Act,1996.
- Single integrated Return .

# Key Initiatives of Labour Department



## Other Important Reforms:-

- If settlement was breached by Management , Workers or Union the same punishment is given under Section-29 Of Industrial Dispute Act,1947
- Working hours for women employees at night relaxed subject to the condition to take responsibility of their safety at work and their transportation
- The amendment Under Payment of wages act 1936.the wages are now directly deposited in the account of concerned workers.
- Simplification in approval of Factory Plans by dispensing the previous practice of taking Fire NOC & Pollution NOC.

# Labour Law Amendments



## SIMPLIFICATION OF LEGISLATION

The Payment of Wages Act, 1936

Payment of wages, mandatorily through bank account of establishments

Industrial Disputes Act, 1947

Requiring permission of Government before lay off, retrenchment or closure the limit of number of workers raised from 100 to 300.

The Contract Labour (Regulation and Prohibition) Act, 1970

The applicability have been raised from 20 workers to 50 workers.

# Time Bound Approvals/Clearances

The timelines has been fixed under Right to Service Act and by making amendment in State Legislations.

Service	Timelines
Registration and renewal under The Shops and Establishments Act, 1948	1 day (Breakup of mandated timeline (one day and 15 days) (i) For issue of unverified registration invalid for KYC – the inspector has to examine the information provided in the application and whether it is complete or not.
Registration and Amendment of principal employer's establishment under provision of The Contracts Labour (Regulation and Abolition) Act, 1970	26 days



# Time Bound Approvals/Clearances

The timelines has been fixed under Right to Service Act and by making amendment in State Legislations.

Service	Timelines
License for contractors under provision of The Contracts Labour (Regulation and abolition ) Act, 1970.	26 days
Registration and renewal under The Interstate Migrant Workmen (RE&CS) Act, 1979	20 days
Registration, Grant of factory license, it's renewal and amendment under The Factories Act, 1948 and Rules framed thereunder	45 days

# Time Bound Approvals/Clearances

The timelines has been fixed under Right to Service Act and by making amendment in State Legislations.

Service	Timelines
Approval of factory building plan and permission to construct/extend/or take into use any building as a factory under the Factories Act, 1948	45 days
Registration under The Building and other Construction Workers ( Regulation of Employment and Conditions of Service) Act, 1996	30 days
Delivery of benefits under various Welfare Scheme of Haryana Building and Other Construction Workers Welfare Board	90 days

# HARYANA LABOUR WELFARE BOARD



**Established during the year 1970 under Section 4 of the Punjab Labour Welfare Fund Act, 1965.**

**Beneficiary are the Workers employed in Factories, Shops & commercial establishments having 10 or more employees during the preceding 12 months.**

# HARYANA LABOUR WELFARE BOARD



**The two main sources of fund are:-**

- **Contribution of Rs. 10/- of each employee and Rs. 20/- of each such employee per month from employer side.**
- **Unpaid accumulations of employees.**

# HARYANA LABOUR WELFARE BOARD



## Utilization & Schemes:-

- The board utilizing its fund in providing benefits under 22 welfare schemes framed by the Board
- The Board has fixed scheme wise wage ceiling i.e. Rs. 20,000/ month in 16 schemes, Rs.18,000 in 3 schemes (LTC, Sewing Machine & Cycle) and in remaining 3 schemes no wage ceiling has been fixed.

# HARYANA SILICOSIS REHABILITATION POLICY



- ❧ An integrated policy for the rehabilitation / integration of the workers suffering from silicosis.
- ❧ It will ensure the treatment, Compensation, rehabilitation and provisions of various welfare measures to the workers suffering from the incurable disease of Silicosis.

# Social Justice

## Online Grievance And Complaint Redressal

The screenshot displays the Haryana Labour E-Governance website. At the top, there is a navigation bar with tabs for 'citizen charter labour departmen', 'Haryana Labour :: E-Governance', 'Initiatives of State Government', and 'New Tab'. The main header features a red banner with the text 'Amendment in the Punjab Labour Welfare Fund Act, 1965 vide notification dated 14th Ma'. Below this, there are seven orange buttons representing different services: Manufacturing Establishment (Factories Act, 1948), Commercial & Service Establishment (Shops & Commercial Establishment Act 1958), Building & Constructions Establishment (Building & Other Const. Workers Act 1996), Government Department / Organisation, Online Registration (Haryana Labour Welfare Board Welfare Schemes), Building & Ors Const. Workers Welfare board, and Grievance & Complaints.

On the left side, there is a blue sidebar with sections: 'Daily Orders' (containing 'Election Notification, Ward No.6, Gram Panchayat, Ali Meo, Distt-Palwal dated 12.04.2019' and 'Information regarding Election Duty. Issued Date : 01-04-2019'), 'Accounts Branch', and 'Haryana Labour Welfare Board'. A 'Read More' link is present below the election notification.

The central 'News & Notifications' section lists several updates with their issued dates: 'Election Notification, Ward No.6, Gram P...' (05-04-2019), 'Appointment of Labour Commissioner to be...' (25-03-2019), 'Appointment of Labour Commissioner to be...' (25-03-2019), 'Minimum wages w.e.f. 01.01.2019...' (25-02-2019), 'Draft Notification regarding M/s MMTC-PA...' (14-02-2019), 'renewal of permission for shift of women...' (14-02-2019), and 'Draft Notification M/s Magneti Marelli P...' (08-02-2019). A 'Read More' link is at the bottom of this section.

On the right, the 'Verify your Certificate' section includes a 'Select Type' dropdown menu, four input fields, and a 'Submit' button. Below this, a note states: 'In case License/registration certificate number is less than 16 digits please [Click Here](#)'. A 'HELP' button and a 'FAQ' button are located on the far right.

At the bottom, there are two featured sections: 'BOCW Welfare Schemes' with a list of benefits in Hindi (e.g., 'कन्यादान योजना (विवाह से तीन दिन पू..)', 'बच्चों की शादी पर वित्तीय सहायता (स..)', 'प्रोफेशनल/टेक्निकल कोर्सेज के लिए व..', 'विधवा पेंशन..') and 'Haryana Welfare Board' with a list of services in Hindi (e.g., 'अंशदाता श्रमिकों के लडके व लडकियों ..', 'अंशदाता श्रमिकों के बच्चों के लिए छ..', 'अंशदाता श्रमिकों के बच्चों की खेलों..', 'अंशदाता श्रमिकों के बच्चों की सांस्..').

The Windows taskbar at the bottom shows the search bar with 'Type here to search', several application icons, and the system tray with the date '07-04-2019' and time '21:37'.



**Thankyou**