

Government of Himachal Pradesh
Department of Labour & Employment.

No. Shram(F)1-2/2017 Dated Shimla-171002 the

10th October, 2017.

NOTIFICATION

In order to enhance the Ease of Doing Business in the State of Himachal Pradesh and in consonance with the Business Reform Action Plan, prepared by Department of Industrial Policy & Promotion, Ministry of Commerce & Industry, Government of India, the Governor of Himachal Pradesh is pleased to amend the earlier notification number Shram(F)1-1/2015 dated 12th May, 2017 in the following manner:-

1. Existing para 2 shall be substituted by the following:-

“2 (a) Whenever Inspecting Authority (Labour Officer/Labour Inspector) visit any establishment, he will ensure to cover following applicable labour laws in that particular establishment, in one go, so that Inspecting Authority need not to visit same establishment again:-

1. Inspection under The Equal Remuneration Act, 1976.
2. Inspection under the Factories Act, 1948.
3. Inspection under the Maternity Benefit Act, 1961.
4. Inspection under the Minimum Wages Act, 1948.
5. Inspection under the HP Shops and Commercial Establishments Act, 1969.
6. Inspection under the Payment of Bonus Act, 1965.
7. Inspection under the Payment of Wages Act, 1936.
8. Inspection under the Payment of Gratuity Act, 1972.
9. Inspection under the Contract Labour (Regulation and Abolition) Act, 1970.
10. Himachal Pradesh Establishments (National and Festival Holidays, Casual and Sick Leave) Act, 1969.
11. Industrial Employment (Standing Orders) Act, 1946.
12. The Child Labour (Prohibition and Regulation) Act, 1986.
13. The inter-state Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1976.

(b) Further, inspection will be conducted jointly by the officers of Labour & Factory wing in the common inspection proforma which is available on the website of the department.

(c) The same Inspecting officer (Labour Officer/Labour Inspector) will not inspect the same establishment twice consecutively even if he has been appointed as the member of the inspection team.

(d) Further, if the same establishment is required to be inspected twice consecutively the same inspector will not inspect the same establishment twice consecutively. In

that case officer immediately superior to him/her shall inspect the said establishment under proper authorization and submit the inspection report.”

2. Existing para 7 shall be substituted by the following:-

“7 Whenever any Inspecting Authority of the department conduct the inspection of the establishment, it will be mandatory to submit the inspection report within 24 hours to department as well as employer under following applicable laws:-

1. Inspection under The Equal Remuneration Act, 1976.
2. Inspection under the Factories Act, 1948.
3. Inspection under the Maternity Benefit Act, 1961.
4. Inspection under the Minimum Wages Act, 1948.
5. Inspection under the HP Shops and Commercial Establishments Act, 1969.
6. Inspection under the Payment of Bonus Act, 1965.
7. Inspection under the Payment of Wages Act, 1936.
8. Inspection under the Payment of Gratuity Act, 1972.
9. Inspection under the Contract Labour (Regulation and Abolition) Act, 1970.
10. Himachal Pradesh Establishments (National and Festival Holidays, Casual and Sick Leave) Act, 1969.
11. Industrial Employment (Standing Orders) Act, 1946.
12. The Child Labour (Prohibition and Regulation) Act, 1986.
13. The inter-state Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1976.

Rest of the contents of the notification number Shram(F)1-1/2015 dated 12th May, 2017 shall remain the same.


By order

R.D. Dhiman

Principal Secretary (Labour & Employment) to the
Government of Himachal Pradesh.

Endst. No. Shram(F)1-2/2017 Dated Shimla-171002 the 16th October, 2017.
Copy forwarded for information and necessary to:-

1. The Secretary, Ministry of Labour & Employment, Government of India, Shram Shakti Bhawan, Rafi Marg, New Delhi.
2. The Secretary, Department of Industrial Policy & Promotion, Ministry of Commerce & Industry, Government of India.
3. All the Administrative Secretaries to the Government of Himachal Pradesh.
- ✓ 4. Labour Commissioner-cum-Director of Employment, Himachal Pradesh, Shimla-171001.
5. All the Head of Departments in Himachal Pradesh.
6. The Director Industries, HP, Udyog Bhawan, Bemloe, Shimla-1 alongwith copy of the Scheme.
7. All the Managing Directors/Chief Executive Officers of Corporation & Boards in H.P.
8. All the Deputy Commissioners in Himachal Pradesh.
9. Guard File.


(Jagtamba Devi)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh