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KARNATAKA EMPLOYERS' ASSOCIATION

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BENGALURU - 560 004

Reg. No. TU 507 / 20-3-1962

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CIRCULAR No.62/2018

To
All Members of the Association

User Friendly Amendment of Labour Laws by Government of Haryana

1. The Government of Haryana has amended 18 Labour laws to facilitate the workers and the employers to resolve irritants and practical problems dogging the State industry. Some of the important amendments are given below :
 - i. **Women allowed to work in night shift** : The amended provision of Punjab Shops and Establishment Act provides for employment of women during night shift i.e., from 9.00 pm to 6.00 am provided the employer ensures their safety and safe transportation.
 - ii. **No Permission to lay off - retrenchment closure, if, less than 300 workmen employed** : The amendment has been inserts to Section 25(k) of the Industrial Disputes Act with regard to applicability of Chapter VB of the Act. The amended section enhances the number of workmen as mentioned in Section from 100 to 300. Accordingly, the industrial establishments employing less than 300, need not seek permission of the appropriate Government before laying off, retrenchment of the workmen and closure of the industrial establishment.
 - iii. **Contract Labour (Regulation and Abolition) Act, 1970** : Under the amended provision the Act will be applicable only to the establishments employing 50 or more contract labourers. In other words, the Act will not apply to the establishments employing less than 50 contract labourers.
 - iv. **Payment of Wages Act** : Under the existing provision the Act will apply to the employees drawing salary up to Rs.24,000/- p.m. By the amendment, Haryana Government has removed salary limit for coverage under the Payment of Wages Act and all persons employed in the Factory or other establishments to which the Act applies.
 - v. **Minimum Wages Act** : Minimum wages have been revised and the

percentage of increase in minimum wages ranges between 52% to 72%. The minimum wages for unskilled category has been revised from Rs.5563.95 to Rs.8497.56. In case of highly skilled category, minimum wages have been increased from Rs.6289.50 to Rs.10845.27.

vi. **Self certification process** has been introduced in respect of the following enactment and the Scheme is valid for a period of 5 years from 08.08.2016.

- a. The Factories Act.
- b. The Payment of Wages Act
- c. The Minimum Wages Act
- d. The Equal Remuneration Act
- e. The Contract Labour (Regulation and Abolition) Act.
- f. The Payment of Gratuity Act.
- g. The Payment of Bonus Act.
- h. The Maternity Benefit Act.
- i. Punjab Industrial Establishments (National Festival Holidays and Casual and Sick leave) Act.
- j. Child Labour Prohibition and Regulation Act, 1970.
- k. The Punjab Labour Welfare Fund Act.

2. The details of amendment to other labour laws will be circulated separately.

for KARNATAKA EMPLOYERS' ASSOCIATION

**sd/-
(B.C. PRABHAKAR)
PRESIDENT**

