

From

Labour Commissioner, Haryana

To

1. Additional Labour Commissioner (NCR), Gurugram
2. Joint Director (Health & Safety), Gurugram.
3. All Deputy Labour Commissioners, in the Haryana State.
4. All Assistant Labour Commissioners, in the Haryana State.
5. All Deputy Directors (Health & Safety)
6. All Deputy Directors (Chemical)
7. All Assistant Directors (Health & Safety)
8. All Assistant Directors (Chemical).
9. All Welfare Officers (Women), Haryana.
10. All Labour Welfare Officers, Haryana.  
under Labour Welfare Board, Haryana.

No.: *Spl./DLC/2017/1-80*

Dated:- *17/11/2017*

**Subject:-** Proceedings of the meeting held on 18.09.2017 at Gurugram under the Chairmanship of Dr. Mahavir Singh, IAS, Principal Secretary to Govt. of Haryana, Labour Department.

In reference to the meeting held on 18.09.2017 on the subject cited above,

Please find enclosed proceedings of the meeting held on 18.09.2017 with the direction to take immediate necessary action on the various issues which were discussed / decided in the meeting and action taken report be sent within a week to the Head Office.

*g*  *17/11/2017*  
Dy. Labour Commissioner (HQ)  
for Labour Commissioner, Haryana.

Endst. No. *Spl./DLC/2017/81-82*

Dated:- *17/11/2017*

A copy is forwarded to the following for information please:-

- 1) PS to Principal Secretary to Government of Haryana, Labour Department.
- 2) PS to the Labour Commissioner, Haryana, Chandigarh.

 *17/11/2017*  
Dy. Labour Commissioner (HQ)  
for Labour Commissioner, Haryana.

Endst. No. *Spl./DLC/2017/83-94*

Dated:- *17/11/2017*

A copy is forwarded to the following for taking necessary as discussed / decided in the meeting please:-

- 1) The Additional Labour Commissioner (Admn.), Haryana, Chandigarh.
- 2) The Additional Labour Commissioner, HQ.
- 3) The Additional Director (IS&H), HQ
- 4) Joint Director (IS&H), HQ
- 5) Joint Labour Commissioner, HQ
- 6) Joint Secretary (BOCW), Panchkula

- 7) Deputy Labour Commissioner (W), Panchkula.
- 8) Account Officer (Labour Welfare Board), Panchkula
- 9) Account Officer, HQ.
- 10) All Branches at HQ.
- 11) IT Cell to circulate the proceedings to all the concerned today positively.

  
Dy. Labour Commissioner (HQ)  
for Labour Commissioner, Haryana. 17/11/2017

**Proceedings of the meeting held at Gurugram on dated 18.09.2017 under the chairmanship of Dr. Mahavir Singh, IAS, Principal Secretary, Labour Department, Haryana.**

The meeting was attended by all the DLCs, ALCs, JD, DDs, ADs, Welfare officers and the Deputy Director and Additional Directors (Health) of Gurugram and Faridabad zone. Various issues of the department were discussed in detail and following decisions were taken:-

1. It was informed that notification of core activities under the Contract Labour Act has not been issued by the State Government. In fact, Advisory Board under Contract Labour Act has not been constituted by the State Government which is a pre-requisite for the notification of core activities under the Contract Labour Act. In the absence of notification of core activities, the department can not prohibit the employment of contract labour in any of the activities in any industry. Taking advantage of this lacuna, industries are employing contract labour in the core activities also. It was pointed out that Andhra Pradesh has made notification regarding core activities. It was also pointed out that minimum conditions for service for contract labour like casual leave, earned leave, maternity leave, bonus etc have not been notified under rule 25 of Contract Labour Act.

After detailed discussion, Principal Secretary constituted a committee consisting of Mrs. Anuradha Lamba, DLC, Rohtak, Sh. Ajay Pal Dudi, DLC, Faridabad and Sh. R.K. Ahuja, ALC, Gurugram to examine the issues and suggest further course of action.

2. It was informed that contract Labour is sometimes exploited and EPF & ESI contribution are not deposited by the contractors. It was directed by the Principal Secretary that strict action be taken against such contractors as per law, if any violation of EPF & ESI Act is found. It was also decided that at the time of the renewal of contract labour license, details of ESI & EPF deposited for each worker alongwith their ESI & EPF number and details of payment of ESI and EPF month wise for each worker should be obtained from the contractors.
3. It was also decided that some mechanism should be devised so that at the time of issue/renewal of contract labour license, EPF & ESI organisations may be asked to verify the conduct of contractor online.
4. For registration under BOCW and Labour Welfare Board, it was decided that all modes of online payment should be accepted for online registration.
5. It was highlighted in the meeting that the application for benefit under BOCW board and Labour Welfare Board are taken offline. It was decided that while accepting offline applications, the details should be digitized and uploaded by the office staff.
6. It was also decided that the data of workers registered manually should be digitized and uploaded by the office staff.
7. It was decided that the health wing of the Department should take necessary action for free health checkups for the workers and the required tests like blood tests, x-ray etc. should be done on the spot.
8. There should be free vaccination of the workers and their family member.
9. On the death of a worker, benefits should continue to the spouse till the children of that worker become major.

10. Provision for Widow pension should also be made be there as its exists in Silicosis policy.
11. It may be examined as to whether the words " during the course of employments" could be deleted for providing benefits on account of accidents.
12. Fee of the eligible students should be paid directly to the concerned school/college/institutions.
13. Skill Development should be given priority and some formal mechanism should be worked out to provide short terms courses for members and their children.
14. Finance Aid upto Rs. 1 lakh for the treatment of chronic disease should be allowed in Hospitals approved by Haryana Govt. along with Government Hospitals.
15. It was highlighted in the meeting that mobile toilets have been taken on rent at the rate of Rs. 40,000/- per month, which seems to be unreasonably high. Therefore, it was suggested that the Board should purchase mobile toilets and operation and maintenance of these toilets could be out sourced. This aspect be examined at the H.Q on an urgent basis.
16. It was decided to constitute a committee consisting of Sh. Anurag Ghalawat, JD, Gurugram, Sh. R.S. Malik, DD, Gurugram, Sh. Ashok Nain, DD, Gurugram to devise the mechanism for:
  - (i) Monitoring of the Quality of food.
  - (ii) Preparation of record of workers taking food.
  - (iii) Distinguish the construction workers, workers registered under Labour welfare Board and general public taking food.The meeting ended with a vote of thanks to the chair.