



Labour Department, Haryana

उत्पादकता एवं सामाजिक न्याय
Productivity with Social Justice



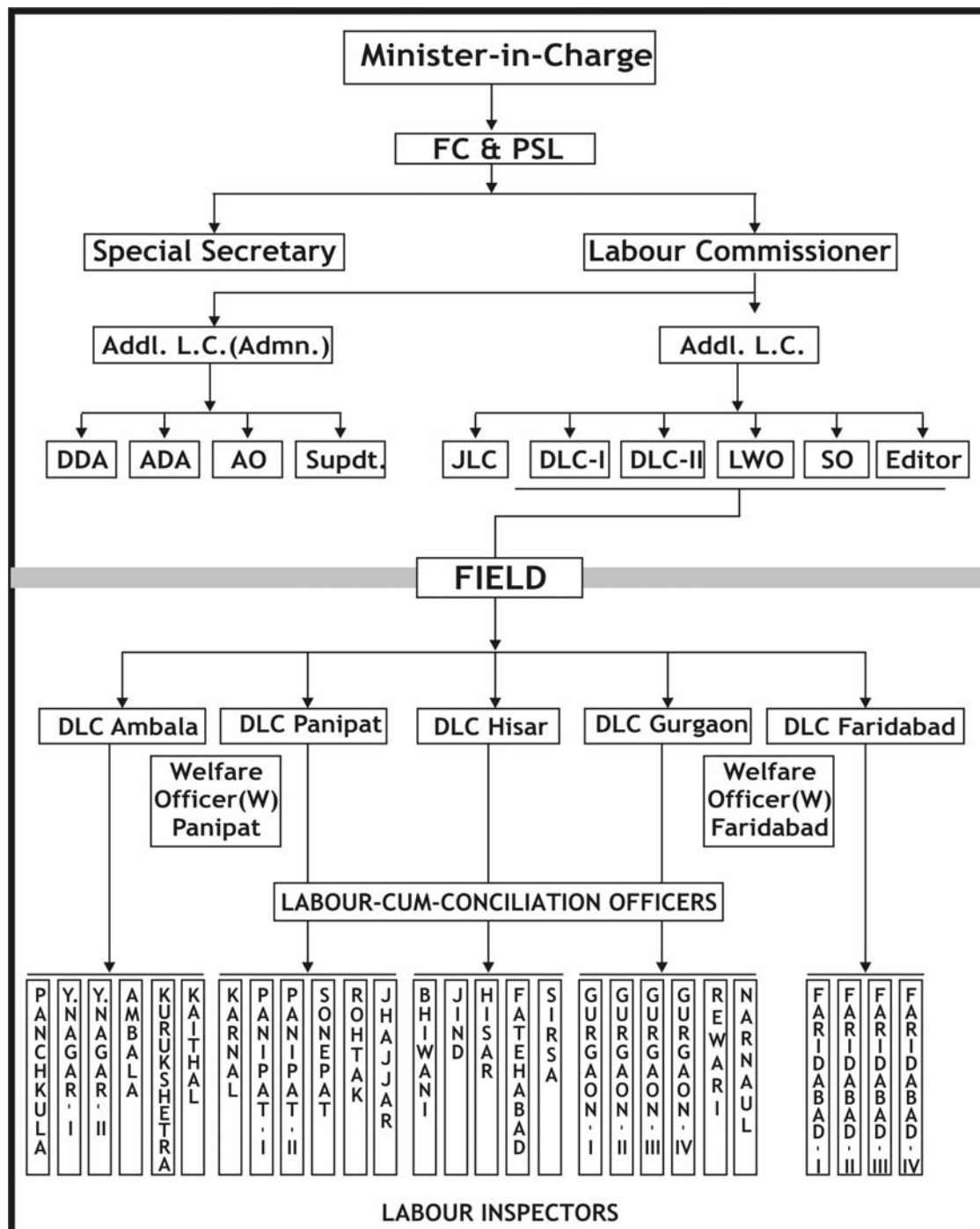
शान्ति, सामंजस्य एवं सुरक्षा
Peace, Harmony and Safety

Right to Information Act, 2005

(Information required to be published under Section 4(b) of Right to Information Act, 2005)

ADMINISTRATIVE SET-UP

(i) Industrial Relation Wing



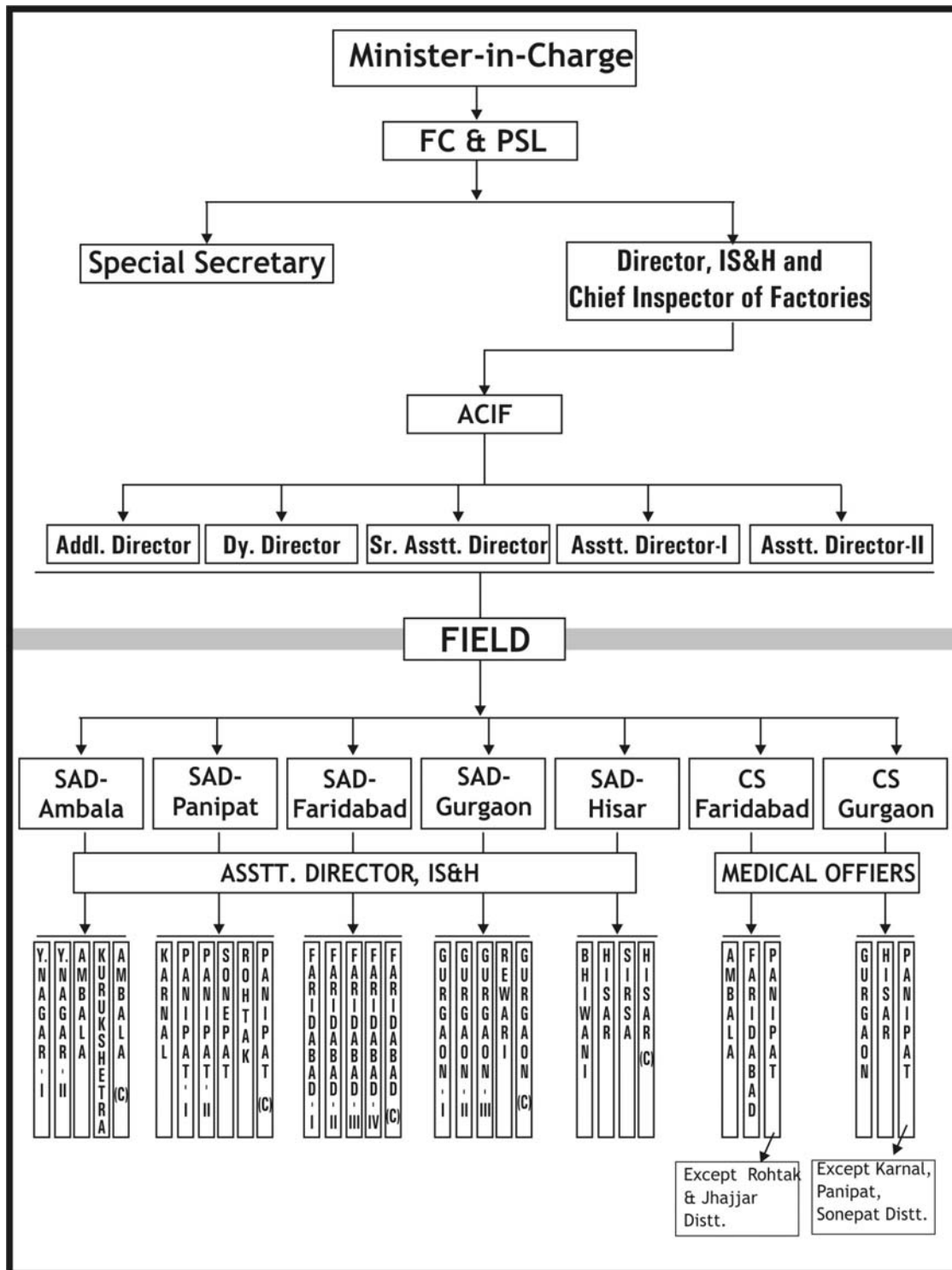
ABBREVIATIONS:

Addl. LC: Additional Labour Commissioner
 JLC: Joint Labour Commissioner
 DLC: Deputy Labour Commissioner

SO: Statistical Officer
 DDA: Deputy District Attorney
 ADA: Assistant District Attorney

AO: Accounts Officer
 Supdt.: Superintendent
 LWO: Labour Welfare Officer

(ii) Industrial Safety & Health Wing



ABBREVIATIONS:

ACIF: Additional Chief Inspector of Factories
Addl. Director: Additional Director, IS&H
Dy. Directory: Deputy Director, IS&H

SAD: Senior Assistant Director, IS&H
Asstt. Director: Assistant Director, IS&H
(C) : Assistant Director, Chemical IS&H
CS: Certifying Surgeon

FUNCTIONS OF THE DEPARTMENT

1. The main functions of the Labour Department, Haryana are-
 - (i) Maintenance of Industrial peace and harmony in the State and
 - (ii) To ensure Safety & Health and welfare of the workers.
2. In addition to it, the department also oversees various Welfare Schemes run by the Haryana Labour Welfare Board. The Labour Commissioner, Haryana is the ex-officio Welfare Commissioner of Haryana Labour Welfare Board.

The Labour Commissioner is the Supervisory Head of the Department and is responsible for the control and overall functioning of the Department.

The Department administers the following Central and State Labour Enactments:

CENTRAL LAWS

1. The Factories Act, 1948
2. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
3. The Industrial Disputes Act, 1947
4. The Collection of Statistics Act, 1953
5. The Workmen's Compensation Act, 1923
6. The Trade Unions Act, 1926
7. The Payment of Wages Act, 1936
8. The Minimum Wages Act, 1948
9. The Industrial Employment (Standing Orders) Act, 1946
10. The Bonded Labour System (Abolition) Act, 1976
11. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988
12. The Contract Labour (Regulation and Abolition) Act, 1970
13. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
14. The Maternity Benefit Act, 1961
15. The Motor Transport Workers Act, 1961
16. The Child Labour (Abolition & Regulation) Act, 1986
17. The Payment of Bonus Act, 1965
18. The Working Journalists and other Newspaper Employees and Miscellaneous Provisions (Condition of Service) Act, 1955
19. The Payment of Gratuity Act, 1972
20. The Equal Remuneration Act, 1976
21. The Sales Promotion Employees (Conditions of Service) Act, 1976

STATE LAWS

1. The Punjab Shops and Commercial Establishments Act, 1958
2. The Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave) Act, 1965
3. The Punjab Labour Welfare Fund Act, 1965
4. The Punjab Industrial Housing Act, 1956 (Notification is issued by Housing Department)

The functions of the Department under various Labour Laws is as given below:

A. INDUSTRIAL SAFETY AND HEALTH

The Factories Act 1948 applies to such factories wherein 10 or more workers are working or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power or wherein twenty or more workers are working, or were working on any day of preceding twelve months and in any part of which any manufacturing process is being carried on without the aid of power.

1. Registration of Factory and grant of licence (Section 6&7)

The occupier is required to submit application in the prescribed form in triplicate to the Chief Inspector of Factories for the registration of the Factory and grant of licence. Licence is granted by the Chief Inspector of Factories for a period of one year or five years, as the case may be, on payment of the fees specified.

2. Approval of Factory Building Plans

Under the Factories Act the Chief Inspector is the competent authority to approve the factory building plans. With a view to reduce delay in the approval of building plans it has been principally decided that the industrial sheds which are built by the HSIDC, the same shall be built as per norms prescribed under the Punjab Factory Rules. We have already sent a communication to the HSIDC in this behalf (copy enclosed). It has also been decided that henceforth for the purpose of registration/licences, the papers shall be submitted by the employers/occupiers of factories to the Senior Assistant Director in the field and the latter shall examine the same and in the event of any deficiencies, he will get these removed at his level from the occupier and shall send the papers complete in all respects within a week from the date of receipt of the completed form from the occupier.

3. Appointment of Chief Inspector/Addl. Chief Inspector/Joint Chief Inspector/Dy. Chief Inspector/Inspectors.

Under the Factories Act, 1948 the Govt. may also appoint as many Addl. Chief Inspectors, Joint Chief Inspectors and Dy. Chief Inspectors besides Inspectors. The aforesaid officers shall also exercise the power of an Inspector throughout the State.

4. Health and safety provisions

The health provisions which relate to cleanliness, disposal of wastes and effluents, ventilation and temperature, lighting, drinking water, latrines and urinals etc. and safety provisions which relate to fencing of machinery, employment of young persons on dangerous machines, prohibition of employment of women and children near cotton-openers, revolving machinery, pressure plant, protection of eyes, precautions in case of fire, safety of buildings and machinery, appointment of safety officers etc. Relevant extract of these chapters is enclosed.

5. Hearing of appeals

A person aggrieved by an Inspector's order can appeal to the Labour Commissioner cum Chief Inspector of Factories.

B. FUNCTIONS OF THE LABOUR DEPARTMENT REGARDING INDUSTRIAL RELATIONS UNDER VARIOUS LABOUR LAWS

There are mainly three types of activities performed by the Officers and Inspectors of the Industrial Relations machinery:

1. Settlement of Industrial Disputes.
2. Inspection under various labour laws for proper enforcement.
3. Quasi-judicial functions under various labour laws referred to hereinafter.
4. Regulatory functions of the Government for giving various relaxations and statutory permissions for change of working conditions, retrenchment, lay off or closure of industrial units.
5. Licensing under various labour laws.

Brief note on above-mentioned functions being performed by various authorities is as follows:

1. The Industrial Disputes Act, 1947:

- a) Conciliation and settlement of industrial disputes, individual as well as collective disputes at the level of Labour Officer-cum-Conciliation Officers/ Deputy Labour Commissioner/ Joint Labour Commissioner/ Additional Labour Commissioner/ Labour Commissioner.

- b) Reference of unsettled disputes to the Labour Courts cum-Industrial Tribunals is done by Government (power to refer or reject individual disputes is vested with LC cum Special Secretary. (Industrial Disputes).
- c) Adjudication of Industrial Disputes referred by the Govt. is done by the Labour Courts cum Industrial Tribunals. They also adjudicate financial claims of workers lodged directly with them under section 33C(2)
- d) Implementation of Awards and agreements is got done by field officers i.e. Labour Inspector, Labour Officer and DLC. In case of any violation sanction is granted by Special Secretary in the event of non-implementation of awards and agreements.
- e) The power for grant of permission for lay off and retrenchment in respect industrial establishments employing 100 or more workers is vested with the Labour Commissioner as Specified Authority. However, for permission in case of closure, the competent authority is the Government.

2. The Industrial Employment (Standing Orders) Act, 1946:

Certification of Standing Orders of Industrial establishments employing 50 or more workers is done at the level of Additional Labour Commissioner.

3. The Trade Unions Act, 1926:

The Labour Commissioner is the ex officio Registrar Trade Unions and the Joint Labour Commissioner is the Additional Registrar for this purpose. The Certificate of Registration of the Trade Union is issued by the Registrar Trade Unions.

4. The Payment of Bonus Act, 1965:

The Act provides for payment of minimum Bonus of 8.33% and more and upto a maximum of 20% as per prescribed formula if the Company is making a profit. It is applicable to every factory covered under the Factories Act. The role of Inspector is only to check whether records are maintained properly and the workers are paid minimum bonus. Beyond the minimum prescribed bonus, it is for the workers to raise a dispute under the Industrial Disputes Act, 1947.

5. The Equal Remuneration Act, 1976:

The Act provides for payment of equal wages for similar and same nature of work irrespective of sex of the worker. The inspectors and Officers conduct inspections to ensure compliance of the provisions of the Act. Any claims on this subject are made before the Labour Officer as Authority under the Act by the worker or through the Inspector. The Act also provides for the constitution of an Advisory Committee for advising the Govt. on increasing employment opportunities for women.

6. The Payment of Wages Act 1936:

The Act provides for payment of wages to employees in establishments in coin currency, without illegal deduction and within the prescribed time. It also provides for making claims in the event of illegal deduction or delayed wages. Inspections of establishments are conducted by the Officers and Inspectors to ensure maintenance of statutory record. The Act is applicable to such employees whose wages are less than Rs. 1600/- or above. The Labour Officers have been notified as Authority under the Act to hear and decide the claims of workers for illegal deductions or cases of non-payment of earned wages by the employer. They perform a quasi-judicial function for the purpose and the Appellate Authority is the respective Distt. & Session Judge of the area.

7. The Minimum Wages Act, 1948

The Act provides for fixation of minimum rates of wages for scheduled employments by the Government. The Labour Officers have been notified as Authority under the Act to hear and decide the claims of cases of nonpayment of minimum wages by the employer. They perform a quasi-judicial function for the purpose and there is no provision of appeal against the order of the Authority. Inspections of establishments are conducted by the Officers and Inspectors to ensure maintenance of statutory records and payment of minimum rates of wages notified by the Govt.

8. The Payment of Gratuity Act, 1972:

The Act provides for payment of gratuity at the prescribed rate at the end of the service of worker who has worked for 5 years or more in factory or establishment employing 10 or more workers in the last one-year or preceding years. Inspections of establishments are conducted by the Officers and Inspectors to ensure maintenance of statutory record. The Labour Officers have been notified as Controlling Authority under the Act to hear and decide the claims of workers in cases of nonpayment of gratuity by the employer as per law. The DLC s have been notified as Appellate Authority over the Controlling Authorities in their respective jurisdiction.

9. The Workmen's Compensation Act, 1923:

The Act provides for the payment of compensation in the case of disability or death due to accident arising out of and during the course of employment with the employer. The Labour Officers have been notified as Commissioners under the Act to hear and decide the claims of workers or their dependents in the case of death in cases of nonpayment of compensation by the employer as per law. All payments under the Act have to be made through the Commissioner. The Appellate Authority against the order of the Commissioner is the High Court.

10. The Contract Labour (Regulation and Abolition) Act, 1970:

The Act provides for the Registration of principal employer and Licensing of Contractors employing twenty or more workers as contract labour through a contractor. The Registering of employers and Licensing of contractors is done by the Labour Commissioner. The Act also provides for regulation of conditions of work of contract labour and abolition of employment of contract labour on the advice of the Contract Labour Advisory Board in employments where it is considered necessary.

11. The Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979:

The Act provides for the Registration of establishments employing migrant labour through a contractor. It also provides for the Licensing of the contractor. The Act was being implemented in seasonal establishments like rice shellers and brick kilns but for many years now, due to improved transport and communication, the workers have been coming directly. Therefore, the Act is almost defunct.

12. The Motor Transport Workers Act, 1961:

The Act provides for the Registration of the Establishments in transport business and the Labour Commissioner is the Ex officio Chief Inspector authorized to grant Registration. The Act is in limited use because the major establishments covered under the Act are the State Transport Depots only and Registration is being given/ renewed every year.

13. The Child Labour (Prohibition and Regulation) Act, 1986:

The Act provides for the prohibition of employment of child labour in hazardous occupations and processes and provides for the regulation of conditions of work of child labour employed in establishments where they have not been prohibited to work. It ultimately aims at progressive elimination of child labour in all occupations. Inspections of establishments are conducted by the Officers and Inspectors to ensure compliance of the Act

14. The Bonded Labour (Abolition) Act, 1976:

The Act provides for total abolition of employment of bonded and elimination of bonded labour system. It provides for extinguishing all bonded debt that a bonded labour may have incurred. Vigilance Committees have been constituted in all the Districts and Sub Divisions of the State headed by the District Magistrates and the Sub Divisional Magistrates, respectively. The Officers of the Department are not vested with any powers under the Act. They are only the ex officio members of the Vigilance Committees and they have to work on the directions of the District Magistrates or Sub Divisional Magistrates, as the case may be.

15. The Maternity Benefit Act, 1961:

The Act provides for the protection of rights of women during the period connected with pregnancy and when they are employed in a factory or a commercial establishment employing ten or more workers. This Act is being enforced through the Factory Inspectorate and the Welfare Officer (Women), who have been notified as Inspectors. The Labour Commissioner is the Appellate Authority for deciding claims and complaints against the orders of the above mentioned Inspectors.

16. The Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave) Act, 1965.

The Act applies to Industrial Establishments (factories) and provides for Casual and Sick Leave to Industrial Workers.

17. The Punjab Shops and Commercial Establishments Act, 1958

This Act regulates the conditions of service of employees employed in shops and commercial establishment i.e. hours of work, rest hours, opening and closing hours, weekly off and maintenance of record by the employers. The Act also provides for exemptions. The Labour Commissioner has been given the power to grant any exemptions under the Act. A fee of Rs. 10,000/- and 5,000/- is also charged for registration from certain categories of establishments.

18. The Punjab Industrial Housing Act, 1956

Under this Act the Labour Officer/ Labour Inspector of the Labour Department has been given the power of allotment of industrial houses built under the subsidized Industrial Housing Scheme during joint Punjab. As per the policy decision of Government of India and the Housing Department, Haryana, these houses have been sold to the allottees / occupants by the committee constituted by the Housing Department under the Chairmanship of Deputy Commissioner of the area. Such houses have been built in 8 places i.e. Ambala, Jagadhri, Yamuna Nagar, Panipat, Sonapat, Rohtak, Bhiwani and Hissar. The total No. of such houses is 986 and 856 houses have so far been sold to the occupants and thus only 130 houses are left to be sold i.e. about 13%. Necessary action for the sale of the remaining houses is being taken at the level of the respective Labour Officer.

C. INDUSTRIAL TRIBUNALS CUM LABOUR COURTS:

There are 7 Labour Courts and Industrial Tribunals located at Faridabad, Gurgaon, Panipat, Rohtak, Ambala and Hissar. These Courts are headed by Presiding Officers of the level of Additional Districts and Sessions Judge. Their principal function is to adjudicate upon industrial disputes referred to them by the Government, besides claims of dues against employers submitted by the workers. To provide cheap and

quick justice to the workers a proposal for opening some new Labour Courts in the state is under consideration.

D. ACTIVITIES OF THE LABOUR WELFARE BOARD HARYANA

The Haryana Labour Welfare Board was constituted in the year 1970 under section-4 of the Punjab Labour Welfare Fund Act, 1965 for the Welfare of Industrial Workers. The funds available with the Board are to the tune of Rs. 8.80 Crores. The Board is running the following Welfare schemes for industrial workers & their family members.

For the purpose of administering the fund and for performing such other functions as are assigned to it under this Act, 'The Haryana Labour Welfare Board' has been established and constituted by the Haryana Government Under Section 4 of the Punjab Labour Welfare fund Act 1965, and Rules made thereunder. The Various statutory provisions are made under the said Act for the constitution of Board, nomination of its members, term of office, casual vacancies, resignation and power of the State Government to remove members from Office, procedures of the meetings of the board etc. The unpaid accumulations, which remain unclaimed with managements in Haryana after three years, have to be sent by the concerned employers as unpaid amount to the Board. The Board shall keep the amount of workers for four years and after that the amount is declared abandoned property under the act, which is then, has transferred to the Fund. The Board for the welfare of industrial workers utilizes this fund. Its Head Office is located at 30-Bays Building, 1st floor, sector 17, Chandigarh. Presently the Board is not in existence. The following schemes for welfare of workers and their children are running by the Board:

1. Scholarship to the Children of industrial workers

Under this scheme financial help is provided to the children of industrial workers by way of scholarship of Rs. 4000/- to 15000/- if they have secured 60% marks in 9th to Graduate, Diploma and Digree exams.

2. Labour Welfare Centres

Board is running 11 Labour Welfare Centres in various industrial towns where free training of tailoring, embroidery, making of pickles, jams and candles is imparted.

3. Incentives under family welfare scheme

Under the scheme, a sum of Rs. 500/- is given to a worker if he or his wife undergoes sterilization and Rs. 200 is given to the motivator.

4. Cash awards to the children of industrial workers

A cash award of Rs. 1000/- & 2000/- is given to those children of workers, who have secured 75% and 60% marks upto pre-university & post-graduation level respectively.

5. Cash help to industrial workers in the event of accident in the establishment.

Financial help depending upon disablement is provided to those workers who meet with an accident in the industrial establishment they work in.

6. Financial help for purchase of spectacles.

Financial assistance to the extent of Rs. 250/- is reimbursed for purchase of spectacles.

7. Ex-gratia to widows/dependents of deceased workers.

Under this scheme, financial help of Rs. 10,000/- is given to the widows/dependents of the deceased industrial workers as immediate relief.

8. Excursion-cum- study tour of workers.

This scheme provides an opportunity to the workers & their family members to visit places of industrial/historical & religious importance in the country,

9. Re-imbursement of expenditure incurred on computer education by the worker for their children.

Under this scheme, the Board would pay the fees for BCA/MCA/BE & other professional courses in computer education in respect of worker's children.

10. Financial help to workers in the event of marriage of their daughters

A sum of Rs. 5100/- as Kanyadan is granted to the workers on the occasion of marriage of their daughters.

11. Mukhya Mantri Shram Puraskar Yojna

Under this scheme, cash award of Rs. 20,000/- to 1,00,000/- is given to highly efficient, disciplined workers such as Mukhya Mantri Shram Devi, Shram Veer, Shram Bhushan, Shram Rattan Puraskars etc. to motivate the industrial workers.

DIRECTORY OF ITS OFFICERS/OFFICIALS AT CHANDIGARH

Sr. No.	Designation	Telephone Office	Telephone Residence
1.	Minister for Labour	0172-2740793	0172-2741061
2.	Financial Commissioner & Principal Secretary, Labour & Employment	0172-2743707	0172-2794230
3.	Labour Commissioner	0172-2701266	0172-2702860
4.	Addl. Labour Commissioner (Admn.)	0172-2701337	0172-2725666
5.	Addl. Labour Commissioner	0172-2714942	0172-2641204
6.	Jt. Labour Commissioner	0172-2701294	
7.	Deputy Director (IS&H)	0172-2702918	
8.	Dy. Labour Commissioner-I	0172-2706785	
9.	Dy. Labour Commissioner-II	0172-2706785	
10.	Sr. Assistant Director	0172-2702897	

DIRECTORY OF OFFICES

Sr. No.	Designation	Telephone Office	Telephone Residence
1.	Presiding Officer, Industrial Tribunal cum Labour Court, Ambala	0171-2534100	
2.	Presiding Officer, Industrial Tribunal cum Labour Court, Panipat	0180-2658472	
3.	Presiding Officer, Industrial Tribunal cum Labour Court, Faridabad-I	0129-2287248	
4.	Presiding Officer, Industrial Tribunal cum Labour Court, Faridabad-II	0129-2269410	
5.	Presiding Officer Industrial Tribunal cum Labour Court, Gurgaon	0124-2307705	
6.	Presiding Officer Industrial Tribunal cum Labour Court, Rohtak	01262-242784	
7.	Presiding Officer, Industrial Tribunal cum Labour Court, Hisar	01662-233805	
8.	Deputy Labour Commissioner, Ambala	0171-2533165	
9.	Deputy Labour Commissioner, Panipat	0180-2652433	
10.	Deputy Labour Commissioner, Faridabad	0129-2268387	

Sr. No.	Designation	Telephone Office	Telephone Residence
11.	Deputy Labour Commissioner, Gurgaon	0124-2335102	
12.	Deputy Labour Commissioner, Hisar	-	
13.	Senior Assistant Director IS&H, Ambala	-	
14.	Senior Assistant Director IS&H, Panipat	0180-2651724	
15.	Senior Assistant Director IS&H, Faridabad	0129-2227244	
16.	Senior Assistant Director IS&H, Gurgaon	0124-2225004	
17.	Senior Assistant Director IS&H, Hisar	01662-231110	
18.	Certifying Surgeon, Faridabad	-	
19.	Certifying Surgeon, Gurgaon	-	
20.	Labour-cum-Conciliation Officer, Panchkula	0172-2590724	
21.	Labour-cum-Conciliation Officer, Ambala	0171-2533165	
22.	Labour-cum-Conciliation Officer, Y.Nagar-I	01732-251842	
23.	Labour-cum-Conciliation Officer, Y. Nagar-II	01732-237898	
24.	Labour-cum-Conciliation Officer, Kurukshetra	01744-290625	
25.	Labour-cum-Conciliation Officer, Kaithal	-	
26.	Labour-cum-Conciliation Officer, Karnal	0184-2254781	
27.	Labour-cum-Conciliation Officer, Panipat-I	0180-2638763	
28.	Labour-cum-Conciliation Officer, Panipat-II	0180-2638763	
29.	Labour-cum-Conciliation Officer, Sonapat	0130-2246482	
30.	Labour-cum-Conciliation Officer, Faridabad-I	0129-2264434	
31.	Labour-cum-Conciliation Officer, Faridabad-II	0129-2269660	
32.	Labour-cum-Conciliation Officer, Faridabad-III	0129-2292166	

Sr. No.	Designation	Telephone Office	Telephone Residence
33.	Labour-cum-Conciliation Officer, Faridabad-IV	0129-2265545	
34.	Labour-cum-Conciliation Officer, Gurgaon-I	0124-2322148	
35.	Labour-cum-Conciliation Officer, Gurgaon-II	0124-2309870	
36.	Labour-cum-Conciliation Officer, Gurgaon-III	0124-2322148	
37.	Labour-cum-Conciliation Officer, Gurgaon-IV	0124-2309870	
38.	Labour-cum-Conciliation Officer, Rewari	01274-221879	
39.	Labour-cum-Conciliation Officer, Mahindergargh	-	
40.	Labour-cum-Conciliation Officer, Jhajjar	01251-256488	
41.	Labour-cum-Conciliation Officer, Rohtak	01262-210530	
42.	Labour-cum-Conciliation Officer, Bhiwani	01664-242329	
43.	Labour-cum-Conciliation Officer, Jind	-	
44.	Labour-cum-Conciliation Officer, Hisar	01662-231110	
45.	Labour-cum-Conciliation Officer, Fatehabad	-	
46.	Labour-cum-Conciliation Officer, Sirsa	01666-247009	
47.	Labour Welfare Officer (W), Panipat	-	
48.	Labour Welfare Officer (W), Faridabad	-	
49.	Assistant Director, IS&H, Ambala	-	
50.	Assistant Director, IS&H, Y.Nagar-I	-	
51.	Assistant Director, IS&H, Y.Nagar-II	-	
52.	Assistant Director, IS&H, Kurukshetra & Kaithal	-	
53.	Assistant Director, IS&H, Karnal	-	
54.	Assistant Director, IS&H, Panipat-I	-	
55.	Assistant Director, IS&H, Panipat-II	-	
56.	Assistant Director, IS&H, Sonapat	-	

Sr. No.	Designation	Telephone Office	Telephone Residence
57.	Assistant Director, IS&H, Faridabad-I	-	
58.	Assistant Director, IS&H, Faridabad-II	-	
59.	Assistant Director, IS&H, Faridabad-III	-	
60.	Assistant Director, IS&H, Faridabad-IV	-	
61.	Assistant Director, IS&H, Gurgaon-I	-	
62.	Assistant Director, IS&H, Guragon-II	-	
63.	Assistant Director, IS&H, Gurgaon-III	-	
64.	Assistant Director, IS&H, Rewari & Mahndergarh	-	
65.	Assistant Director, IS&H, Rohtak & Jhajjar	-	
66.	Assistant Director, IS&H, Bhiwani	-	
67.	Assistant Director, IS&H, Hisar & Jind	-	
68.	Assistant Director, IS&H, Sirsa & Fatehabad	-	
69.	Assistant Director, IS&H (Chemical), Ambala	-	
70.	Assistant Director, IS&H (Chemical), Panipat	-	
71.	Assistant Director, IS&H (Chemical), Faridabad	-	
72.	Assistant Director, IS&H (Chemical), Gurgaon	-	
73.	Assistant Director, IS&H (Chemical), Hisar	-	
74.	Medical Officer, Industrial Health, Ambala	-	
75.	Medical Officer, Industrial Health, Panipat	-	
76.	Medical Officer, Industrial Health, Gurgaon	-	
77.	Medical Officer, Industrial Health, Hisar	-	

The Monthly Remuneration Received By Each Of Its Officers And Employees, Including The System Of Compensation As Provided In Its Regulations:

POSTS AND SCALES:

Sr. No.	Name of Post	Pay scale of post	No. of posts sanctioned	Filled
1.	Labour Commissioner (IAS)	In her own IAS scale	1	1
2.	Presiding Officer	In their own pay scales (Addl. Distt. & Sessions Judge)	7	7
3.	Additional Labour Commissioner (Admn.)	12000-375-16500	1	1
4.	Additional Labour Commissioner	12000-375-16500	1	1
5.	Additional Director, IS&H	12000-375-16500 + 300 Spl.	1	0
6.	Deputy Director, IS&H	10650-325-15850+ 200 Spl.	1	1
7.	Joint Labour Commissioner	10000-325-13900	1	1
8.	Deputy Labour Commissioner	8000-275-10200-EB-275-13500	7	6
9.	Senior Assistant Director, IS&H	10000-325-13900	6	6
10.	Certifying Surgeon	10000-325-15200	2	2
11.	Labour -cum- Conciliation Officer	6500-200-8500-EB-200-10500	27	25
12.	Labour Welfare Officer	6500-200-8500-EB-200-10500	1	-
13.	Assistant Director, IS&H	6500-200-8500-EB-200-10500	22	20
14.	Assistant Director, IS&H (Chemical)	6500-200-8500-EB-200-10500	5	5
15.	Medical Officer, Industrial Health	6500-200-8500-EB-200-10500	4	4

Sr. No.	Name of Post	Pay scale of post	No. of posts sanctioned	Filled
16.	Welfare Officer (Women)	6500-200-8500-EB-200-10500	2	2
17.	Editor	6500-200-8500-EB-200-10500	1	1
18.	Statistical Officer	6500-200-8500-EB-200-10500	1	1
19.	Accounts Officer	6500-200-8500-EB-200-10500	1	1
20.	Deputy District Attorney	8000-275-10200-EB-275-13500	1	1
21.	Assistant District Attorney	6500-200-8500-EB-200-10500	1	1
22.	Superintendent	6500-200-8500-EB-200-10500	1	1
23.	Section Officer	6500-200-9000+100	2	2
24.	Head Assistant/Deputy Superintendent	5500-175-8300-EB-175-9000	14	6
25.	P.A./Judgement Writer	5500-175-8300-EB-175-9000	8	1
26.	Head Statistical Assistant	5450-150-7100-EB-150-8000	1	0
27.	Legal Assistant	5450-150-7100-EB-150-8000	2	0
28.	Labour Inspector	5000-150-7100-EB-150-7850	87	56
29.	Assistant	5000-150-7100-EB-150-7850	95	91
30.	Statistical Assistant	5000-150-7100-EB-150-7850	4	3
31.	Sr. Scale Stenographer	5000-150-7100-EB-150-7850	12	7
32.	Reader	5000-150-7100-EB-150-7850	14	14
33.	Cartographer	5000-150-7100-EB-150-7850	1	0

Sr. No.	Name of Post	Pay scale of post	No. of posts sanctioned	Filled
34.	Draftsman	5000-150-7100-EB-150-7850	2	1
35.	Junior Scale Stenographer	4000-100-4800-EB-100-6000	15	1
36.	X-ray Technician	4000-100-4800-EB-100-6000	1	1
37.	Driver	4000-100-4800-EB-100-6000 + 200 Spl.	8	7
38.	Steno-typist	3050-75-3950-EB-75-4590	68	5
39.	Clerk	3050-75-3950-EB-75-4590	227	150
40.	Computer Clerk	3050-75-3950-EB-75-4590	4	1
41.	Jamadar	2650-65-3300-EB-70-4000	1	1
42.	Peon	2550-55-2660-EB-60-3200	155	112
43.	Lab Attendant	2610-60-3150-EB-65-3540	5	0
44.	Process Server/Ushar/Orderly	2550-55-2660-EB-60-3200	21	6
45.	Mali	2550-55-2660-EB-60-3200	1	1
46.	Chowkidar	2550-55-2660-EB-60-3200	10	3
47.	Sweeper	2550-55-2660-EB-60-3200	32	25
Total			885	582

The budget allocated to each of its agency, indicating the particulars of all plans proposed expenditure and reports on disbursement made:

BUDGET POSITION 2005-2006

Non-Plan:-

NAME OF THE SCHEME	Budget sanctioned by F.D.	Including salary component of officers and officials	Monthly Expenditure
001-Direction and Admn.	96,46,000	79,11,000	6,59,250
101- Industrial Relation	3,87,42,000	3,38,12,000	28,17,666
101- Industrial Tribunal-cum-Labour Courts, FBD, GGN etc.	1,09,66,000	99,26,000	8,27,167
102- Working Condition & Safety (a) Inspection	1,41,67,000	1,25,21,000	10,43,416
102- Working Condition & Safety (b) Health	20,72,000	15,12,000	1,26,000
103- General Labour Welfare	28,77,000	25,32,000	2,11,000
113- Improvement in working condition of child/ women Labour	5,37,000	4,36,000	36,333
004- Research & Statistics	15,88,000	14,55,000	1,21,250
Total	8,05,95,000	7,01,05,000	58,42,082

Plan Schemes:-

NAME OF THE SCHEME	Budget sanctioned by F.D.	Including salary component of officers and officials	Monthly Expenditure
102- Working Condition & Safety (a) Inspection (P)	13,00,000	8,08,000	67,333
113- Improvement in working condition of child/ women Labour	16,50,000	7,11,000	59,250
Rehabilitation of Bonded Labour	50,000	-	-
TOTAL	30,00,000	15,19,000	1,26,583

The Names, Designation And Other Particulars Of The Public Information Officers:

A. AT THE GOVT. LEVEL:

State Public Information Officer

Sr. No.	Designation	Telephone No.
1.	Dy. Secretary to Govt. of Haryana Labour Department	0172-2701337

State assistant Public Information Officer

Sr. No.	Designation	Telephone No.
1.	Superintendent (Labour Branch)	

B. AT THE DEPARTMENT LEVEL

State Public Information Officer

Sr. No.	Designation	Telephone No.
1.	Dy. Labour Commissioner-II (Headquarter, Chandigarh)	0172-2706785

State Assistant Public Information Officer

Sr. No.	Designation	Telephone No.
1.	Labour-Officer-cum-Conciliation Officer, Panchkula	0172-2590724
2.	Labour-Officer-cum-Conciliation Officer, Ambala	0171-2533165
3.	Labour-Officer-cum-Conciliation Officer, Yamunanagar-II	01732-237898
4.	Labour-Officer-cum-Conciliation Officer, Kurukshetra	01744-290625
5.	Labour-Officer-cum-Conciliation Officer, Kaithal	-
6.	Labour-cum-Conciliation Officer, Karnal	0184-2254781
7.	Labour-cum-Conciliation Officer, Panipat-I	0180-2638763
8.	Labour-cum-Conciliation Officer, Sonapat	0130-2246482
9.	Labour-cum-Conciliation Officer, Faridabad-II	0129-2269660

Sr. No.	Designation	Telephone No.
10.	Labour-cum-Conciliation Officer, Gurgaon-I	0124-2322148
11.	Labour-cum-Conciliation Officer, Rewari	01274-221879
12.	Labour-cum-Conciliation Officer, Mahindergargh	-
13.	Labour-cum-Conciliation Officer, Jhajjar	01251-256488
14.	Labour-cum-Conciliation Officer, Rohtak	01262-210530
15.	Labour-cum-Conciliation Officer, Bhiwani	01664-242329
16.	Labour-cum-Conciliation Officer, Jind	-
17.	Labour-cum-Conciliation Officer, Hisar	01662-231110
18.	Labour-cum-Conciliation Officer, Fatehabad	-
19.	Labour-cum-Conciliation Officer, Sirsa	01666-247009
20.	Statistical Officer (Labour) Chandigarh Headquarter	-

AUTHORITIES UNDER THE ACT

Sr.No	Name of the Act.	Labour Commissioner	Joint Labour Commissioner	Dy.Labour Commissioner	Labour Officer-cum-Conciliation officer
1.	Factories Act.	Chief Inspector of Factories	–	–	–
2.	Contract Labour Act.	Registering & Licensing Officer	Inspector	Inspector	Inspector
3.	Trade Unions Act.	Registrar	Additional Registrar	–	–
4.	Industrial Disputes Act.	Conciliation Officer	Chief Conciliation Officer	Conciliation Officer	Conciliation Officer
5.	Payment of Wages Act.	Inspector	Inspector	Inspector	Authority/Inspector
6.	Minimum Wages Act.	Inspector	Inspector	Inspector	Authority/Inspector
7.	Inter state Migrant Act.	Registering & Licensing Authority	Inspector	Inspector	Inspector
8.	Maternity benefit Act.	Inspector	Inspector	Inspector	Inspector
9.	Motor Transport Workers Act.	Chief Inspector	Inspector	Inspector	Inspector
10.	Child Labour Act.	Inspector	Inspector	Inspector	Inspector
11.	Payment of Bonus Act.	Inspector	Inspector	Inspector	Inspector
12.	Working Journalists Act.	Inspector	Inspector	Inspector	Inspector
13.	Payment of Gratuity Act.	Inspector	Inspector	Appellate Authority/Inspector	Controlling Authority/Inspector
14.	Equal Remuneration Act.	Appellate Authority	Inspector	Inspector	Authority/Inspector
15.	Sales Promotion Employees Act.	Inspector	Inspector	Inspector	Inspector

Sr.No	Name of the Act.	Labour Commissioner	Joint Labour Commissioner	Dy.Labour Commissioner	Labour Officer-cum-Conciliation officer
16.	Punjab Shops & Commercial Estt's. Act.	Inspector	Inspector	Inspector	Competent Authority for Sanctioning Prosecutions
17.	Workmen's Compensation Act	–	–	–	Commissioner
18.	Industrial Employment (Standing Orders) Act.	Inspector	Certifying Officer	–	Inspector
19.	National & Festival Holidays Act.	Inspector	Inspector		Inspector
20.	Bonded Labour Act.	–	–	–	–
21.	Punjab Labour Welfare Fund Act.	Welfare Commissioner	Inspector	Inspector	Inspector

FACTORY WING

Sr.No	Name of the Act.	Labour Commissioner	Addl. Director (I.S&H)	Dy. Director (I.S&H)	Sr.Asstt Director (I.S&H)	Asstt. Director (I.S&H)	Medical Officer	Certifying Surgeon
1.	The Factories Act, 1948	C.I.F.	A.C.I.F	Inspector	Inspector	Inspector	Inspector	Inspector

LABOUR COURTS

The Labour Department refers the genuine disputes of industrial workers for adjudication which remain unresolved inspite of the efforts of the conciliation machinery of the State. For the expeditious disposal of such cases, seven industrial tribunal-cum labour courts have been set up by the State Government. All these Industrial Tribunal-cum-Labour Courts cover the disputes as per Schedule-I and II of the Industrial Disputes Act and are functioning under the Presiding Officers at Faridabad, Gurgaon, Rohtak, Hisar, Panipat and Ambala. This measure aims at providing justice to the workes and managements thereby creating a sense of confidence and satisfaction among the workers.

STATISTICS AT A GLANCE

S. No.	Particulars	2000	2001	2002	2003	2004	upto October 2005
1.	Industrial Disputes						
	No. of Industrial disputes	9211	9674	10761	8716	6743	5009
	Settled u/S 12(3) and 18(I)	2544	1708	2215	2128	1737	1174
	Withdrawn	684	986	544	610	437	243
	Flied/rejected	791	630	918	1434	26	63
	Referred to adjudication	1754	2503	4413	3090	3139	2589
	Pending at the end.	3438	3847	2671	1454	1404	940
2.	No. of registered factories	8631	8772	8972	9084	9164	9265
	No.of Workers employed.	498656	516917	539423	553189	557285	571970
3.	No.of Shop's Commercial Establishment.	169538	170188	184916	187001	189259	193888
	No. of Workers employed.	121783	121940	156480	161227	176222	187156
4.	TRADE UNIONS						
	No. of registered Trade Union	1309	1330	1359	1383	1456	1468