

GOVERNMENT OF TELANGANA  
**ABSTRACT**

Labour Department – Inspections under various Labour Laws –Introduction of Self Certification Scheme to facilitate Ease of Doing Business in the State Amendments – Notification – Orders - Issued.

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LABOUR EMPLOYMENT TRAINING & FACTORIES (LABOUR) DEPARTMENT

G.O.MS.No. 45

Dated: 09-06-2016.  
Read the following:-

1. G.O.Ms.No.31, LET&F (Labour) Department, Dt.10.12.2015
2. G.O.Ms.No.38, LET&F (Labour) Department, Dt.24.05.2016.
3. From the Commissioner of Labour, Telangana, Hyderabad,  
Lr.No.H/7770/2013, Dated: 01.06.2016.

\* \* \*

**ORDER:-**

The following notification will be published in an Extra-ordinary issue of the Telangana State Gazette Dated: 16.06.2016.

**NOTIFICATION**

The Government of Telangana hereby makes the following further amendments to the Scheme of Self Certification introduced in G.O.Ms.No.31, LET&F (Labour) Department, Dated: 10.12.2015.

**AMENDMENTS**

In the said G.O.,-

- (1) In Para 4, in the 6<sup>th</sup> line after the words “Bank Guarantee (valid for 5 years)”, the words “or DD in favour of Commissioner of Labour, Telangana, Hyderabad” shall be inserted.
- (2) In para 6, in the first line after the words “after 5 years”, the words “No interest will be paid on the security deposit” shall be inserted.
- (3) After Para 10, the following para shall be inserted; namely:-

“**10-A** Those establishments which are categorized as Low risk as per para 9, will be inspected once in 5 years and after such inspections if they are found to be satisfactorily complying the Labour Laws and if they continuously submit their Integrated Return>Returns specified under different Acts without fail they will be exempted from further compliance inspections unless any complaint is received against such establishments”.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

AHMAD NADEEM,  
PRINCIPAL SECRETARY TO GOVERNMENT (FAC)

To  
The Commissioner of Printing, Stationary and Stores Purchases (PW), Chanchalguda, Hyderabad.(for publication in the Gazette and supply of 500 copies to Director of Factories, Telangana, Hyderabad and 20 copies to Government).

**Copy to:-**

The Commissioner of Labour, Telangana, Hyderabad.  
The Industries and Commerce Department.  
The P.S. to Addl. Prl. Secy. to CM, CM, Office.  
The PS to Hon'ble Minister (Home & Labour)  
The PS to Secretary to Govt., LET&F Department.  
Law (A) Department.  
S.F./S.C.

// FORWARDED :: BY ORDER //

SECTION OFFICER

GOVERNMENT OF TELANGANA  
ABSTRACT

LET&F Department - Inspections under various Labour Laws – Introduction of Self Certification Scheme to facilitate Ease of Doing Business in the State – Further Orders – Issued.

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LABOUR, EMPLOYMENT, TRAINING AND FACTORIES (LABOUR) DEPARTMENT

G.O.MS.No. 18

Dated: 14/03/2016.

Read the following:

1. G.O.Ms.No.4, LET&F (Labour-IV) Department, Dt.2.2.2013.
2. From the COL., Hyd., letter No.H/7770/2015, Dt.20.11.2015.
3. G.O.Ms.No.31, LET&F (Labour) Department, Dt.10.12.2015.

\* \* \*

**ORDER :-**

On further examination of the matter and in continuation of the orders issued in the G.O. 3<sup>rd</sup> read above the following further instructions are hereby issued:-

1. The orders issued in the G.O. 3<sup>rd</sup> read above shall also be applicable to the Inspections under:-
  - I. The Factories Act, 1948;
  - II. The Maternity Benefit Act, 1961; and
  - III. The Labour Welfare Fund Act, 1987.
2. In order to conduct synchronized / joint inspections of the units based on factories risk classification will be prepared and the same will be shared with Labour department. Based on the number of employees of these Factories, the local authorized inspector from the Labour Department will accompany in the joint inspection.
3. **Scheduling of synchronized / joint-inspections:-** A District-wise list of Factories will be prepared and also shared with Labour department. The computer will allocate the factories month-wise and the same will be shared with Labour Department for conducting the joint-inspection.
4. Joint inspections will be held on every Wednesday and Thursday, jointly with the Labour and Factories department.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

HARPREET SINGH,  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner of Labour, Telangana, Hyderabad.

The Director of Factories, Telangana, Hyderabad.

Copy to:-

The Commissioner of Printing, Stationary and Stores Purchases (PW), Chanchalguda, Hyderabad.( for publication in the Gazette and supply of 500 copies to the Commissioner of Labour and Director of Factories, Telangana, Hyderabad and 20 copies to Government).

The Industries and Commerce Department.

The PS to Hon'ble Minister (Home & Labour)

The PS to Principal Secretary to Govt., LET&F Department.

S.F./S.C.

// FORWARDED :: BY ORDER//

SECTION OFFICER

GOVERNMENT OF TELANGANA  
ABSTRACT

Labour, Employment, Training and Factories Department – Inspections under various Labour Laws – Introduction of Self Certification Scheme to facilitate Ease of Doing Business in the State – Certain amendments – Orders – Issued.

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LABOUR EMPLOYMENT TRAINING & FACTORIES (LABOUR) DEPARTMENT

G.O.MS.No. 38

Dated: 24/05/2016  
Read the following:-

1. G.O.Ms.No.31, LET&F (Lab) Department, Dated: 10.12.2015.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H/7770/2013, Dated: 11.4.2016.

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ORDER:

The following notification will be published in an Extra-ordinary Issue of the Telangana State Gazette, dated: 27.05.2016:-

2. The Commissioner of Labour, Telangana, Hyderabad shall take further action accordingly.

NOTIFICATION

The Government of Telangana hereby makes the following amendments to the Scheme of Self-Certification introduced vide G.O.Ms.No.31, LET&F (Lab) Department, Dated: 10.12.2015 and published in Part-I Extraordinary of the Telangana Gazette dated: 11.12.2015:-

AMENDMENTS

In the said G.O., for paragraphs 8, 9, 10 and 12 and for the Annexure to the said G.O., the following shall be substituted namely:-

**Para-8:** Establishments opting for Self Certification Scheme will be categorised as low risk under computerized risk assessment procedure and they will come up for regular inspection only once in 5 years.

**Para-9:** The units not enrolled under Self Certification Scheme will be categorised as Low Risk/ Medium Risk/ High Risk depending upon the number of workers employed. Annexure-I gives the criterion for risk assessment of establishments and the cadre of the inspecting officers.

**Para-10:** The frequency of inspections for Establishments under Low Risk is once in 5 years, for Establishments under Medium Risk is once in 2 years and for Establishments under High Risk is once every year. There shall be single joint inspection under all the labour laws.

**Para-12:** The inspection report will be uploaded by the inspecting officer within 48 hours of the completion of the inspection. An alert will be sent to the employer, so that he may view/ download the inspection report. In case of defects, the Employer will be required to take corrective action and upload compliance report within 15 days. The compliance report will be scrutinized and failure to correct shall entail action as per law.

Contd...2

**ANNEXURE TO G.O.MS.NO. 38 , LET&F (LAB) DEPARTMENT,**  
**DATED: 24.05.2016**

CRITERION FOR RISK ASSESSMENT OF ESTABLISHMENTS AND  
INSPECTING OFFICERS

Sl. No	Name of the Act under which establishment covered	Risk Assessment			Inspecting Officer	
		Low Risk	Medium Risk	High risk	No. of Workers employed in the Establishment (including all classes of Workers)	Inspecting Officer
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Shops and Establishments Act, 1988.	<b>Those employing up to 9 workers and Those enrolled under Self Certification Scheme</b>	Those not enrolled under Self Certification Scheme and <b>Employing from 10 to 30 workers</b>	Those not enrolled under Self Certification scheme and employing 31 and more workers	Star hotels, IT Units, EPZ Units, Export Oriented Units, Bio Tech Units, Tourism promotion units <b>(irrespective of number of workers)</b>  31 and above (excluding those in respect of JCL)  From 10 to 30  From 1 to 9	JCL   DCL   ACL  ALO
2.	Beedi and Cigar Workers Act , 1966	---	---	ALL	51 and above  Up to 50	ACL  ALO
3.	Motor Transport Workers Act, 1960	<b>Those employing up to 50 workers and Those enrolled under Self Certification Scheme</b>	Those not enrolled under Self Certification Scheme and <b>employing from 51 to 100 workers</b>	Those not enrolled under Self Certification scheme and employing 101 and more workers	301 and above  From 101 to 300  From 51 and 100  Up to 50	JCL  DCL  ACL  ALO
4.	Contract Labour (R & A) Act, 1970	<b>Those employing up to 30 workers and Those enrolled under Self Certification Scheme</b>	Those not enrolled under Self Certification Scheme and <b>employing from 31 to 100 workers</b>	Those not enrolled under Self Certification scheme and employing 101 and more workers	301 and above  From 101 to 300  From 30 to 100  From 1 to 30	JCL  DCL  ACL  ALO

**Contd....3**

5.	Inter State Migrant Workman (RE & CS) Act, 1979	<b>Those employing up to 20 workers and Those enrolled under Self Certification Scheme</b>	Those not enrolled under Self Certification Scheme and <b>employing from 21 to 50 workers</b>	Those not enrolled under Self Certification scheme and employing 51 and more workers	201 and above From 51 to 200 From 21 to 50 From 1 to 20	JCL DCL ACL ALO
6.	Building and Other Construction Workers Welfare Act, 1996	----	----	ALL	301 and above From 101 to 300 From 51 to 100 From 1 to 50	JCL DCL ACL ALO
7.	Other establishments (including factories) not covered under 1 to 6 above and to which any of the Labour Laws apply.	<b>Those employing up to 9 workers and Those enrolled under Self Certification Scheme</b>	Those not enrolled under Self Certification Scheme and <b>employing from 10 to 50 workers</b>	Those not enrolled under Self Certification scheme and employing 51 and more workers	301 and above From 51 to 300 From 10 to 50 Up to 9	JCL DCL ACL ALO

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

DR. A.ASHOK,  
PRINCIPAL SECRETARY TO GOVERNMENT (FAC)

To  
The Commissioner of Labour, Telangana, Hyderabad.

Copy to:

The Commissioner of Printing, Stationery and Stores Purchases (PW), Chanchalguda, Hyderabad (for publication in the Gazette and supply of 500 copies to the Commissioner of Labour, Telangana, Hyderabad and 20 copies to Government)

The Industries and Commerce Department

The P.S. to Hon'ble Minister (Home & Labour)

The P.S. to Principal Secretary to Govt., LET&F Department

SF/SC

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GOVERNMENT OF TELANGANA  
**ABSTRACT**

Labour Department – Inspections under various Labour Laws –Introduction of Self Certification Scheme to facilitate Ease of Doing Business in the State Amendments – Notification – Orders - Issued.

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LABOUR EMPLOYMENT TRAINING & FACTORIES (LABOUR) DEPARTMENT

G.O.MS.No. 45

Dated: 09-06-2016.  
Read the following:-

1. G.O.Ms.No.31, LET&F (Labour) Department, Dt.10.12.2015
2. G.O.Ms.No.38, LET&F (Labour) Department, Dt.24.05.2016.
3. From the Commissioner of Labour, Telangana, Hyderabad,  
Lr.No.H/7770/2013, Dated: 01.06.2016.

\* \* \*

**ORDER:-**

The following notification will be published in an Extra-ordinary issue of the Telangana State Gazette Dated: 16.06.2016.

**NOTIFICATION**

The Government of Telangana hereby makes the following further amendments to the Scheme of Self Certification introduced in G.O.Ms.No.31, LET&F (Labour) Department, Dated: 10.12.2015.

**AMENDMENTS**

In the said G.O.,-

- (1) In Para 4, in the 6<sup>th</sup> line after the words “Bank Guarantee (valid for 5 years)”, the words “or DD in favour of Commissioner of Labour, Telangana, Hyderabad” shall be inserted.
- (2) In para 6, in the first line after the words “after 5 years”, the words “No interest will be paid on the security deposit” shall be inserted.
- (3) After Para 10, the following para shall be inserted; namely:-

“**10-A** Those establishments which are categorized as Low risk as per para 9, will be inspected once in 5 years and after such inspections if they are found to be satisfactorily complying the Labour Laws and if they continuously submit their Integrated Return>Returns specified under different Acts without fail they will be exempted from further compliance inspections unless any complaint is received against such establishments”.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

AHMAD NADEEM,  
PRINCIPAL SECRETARY TO GOVERNMENT (FAC)

To  
The Commissioner of Printing, Stationary and Stores Purchases (PW), Chanchalguda, Hyderabad.(for publication in the Gazette and supply of 500 copies to Director of Factories, Telangana, Hyderabad and 20 copies to Government).

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The PS to Hon'ble Minister (Home & Labour)  
The PS to Secretary to Govt., LET&F Department.  
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S.F./S.C.

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SECTION OFFICER

GOVERNMENT OF TELANGANA  
ABSTRACT

Labour, Employment, Training and Factories Department – Inspections under various Labour Laws to facilitate Ease of Doing Business in the State – Amendment to G.O.Ms.No.7, LET&F (Labour) Department, dated: 21.04.2017 – Orders – Issued.

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LABOUR EMPLOYMENT TRAINING & FACTORIES (LABOUR) DEPARTMENT

G.O.Ms.No. 17

Dated: 15-05-2017

Read the following:-

1. G.O.Ms.No.4, LET&F (Lab.IV) Department, Dated: 02.02.2013.
2. G.O.Ms.No.31, LET&F (Lab) Department, Dated: 10.12.2015.
3. G.O.Ms.No.18, LET&F (Lab) Department, Dated: 14.03.2016.
4. G.O.Ms.No.38, LET&F (Lab) Department, Dated: 24.05.2016.
5. G.O.Ms.No.45, LET&F (Lab) Department, Dated: 09.06.2016.
6. G.O.Ms.No.7, LET&F (Lab) Department, Dated: 21.04.2017.
7. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H/7770/2015, dated: 05.05.2017.

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**ORDER:**

In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letter 7<sup>th</sup> read above, Government hereby order the following amendments to G.O.Ms.No.7, LET&F (Labour) Department, dated: 21.4.2017 under Ease of Doing Business:

**A M E N D M E N T**

In G.O.Ms.No.7, LET&F (Lab) Department, Dated: 21.4.2017:

- (1) In para-3(5)(d), for the words “**Three Years**” (in the 6<sup>th</sup> line), the words “**Four Years**” shall be substituted
  - (2) In para-3(9), for the words “**within 48 hours**”, the words “**within 24 hours**” shall be substituted
2. The Commissioner of Labour, Telangana, Hyderabad shall take further action in the matter accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

DR. RAJAT KUMAR,  
PRINCIPAL SECRETARY TO GOVERNMENT

To  
The Commissioner of Labour, Telangana, Hyderabad.

Copy to:

The Industries and Commerce Department.  
The P.S. to Hon’ble Minister (Home & Labour)  
The P.S. to Principal Secretary to Government, LET & F Department  
The Law (F) Department  
S.F/S.C

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