

LABOUR

No.	Area	Recommendation
1	Labour Regulation-Enablers	Mandate online filing of single integrated return and applicable payments under all Labour Laws
2		Introduce a provision for self-certification /third party certification for boilers during use u/s 34(3) of the Boilers Act, 1923, by persons having requisite qualification and experience
3		Introduce a provision for issuing Factory License and all subsequent renewals with validity of 10 years or more
4		Eliminate the requirement of inspection prior to registration under the Shops and Establishment Act and ensure that the registration is granted within one day from the date of application
5	Registration and grant and renewal of license under The Factories Act, 1948	Publish information about the procedure and comprehensive list of documents on the Department's web site
6		Define clear timelines mandated through the Public Service Delivery Guarantee Act (or equivalent) legislation for approval of complete application
7		Design and implement a system that allows online application submission, payment, tracking and monitoring without the need for a physical touch point for document submission and verification and mandate that all applications are submitted online
8		Ensure that the system allows the user to download the final signed approval certificate from the online portal
9		Allow third parties to easily verify the approval certificates in the public domain of at least past two years

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No.	Area	Recommendation
10	Approval of plan and permission to construct/extend/or take into use any building as a factory under the Factories Act, 1948	Publish information about the procedure and a comprehensive list of documents on the Department's web site
11		Define clear timelines mandated through the Public Service Delivery Guarantee Act (or equivalent) legislation for approval of complete application
12		Design and implement a system that allows online application submission, payment, tracking and monitoring without the need for a physical touch point for document submission and verification and mandate that all applications are submitted online
13		Ensure that the system allows user to download the final signed approval certificate from the online portal
14		Allow third parties to easily verify the approval certificates in the public domain of at least past two years
15	Registration and Renewal of Boilers under The Boilers Act, 1923	Publish information about the procedure and a comprehensive list of documents on the Department's web site
16		Define clear timelines mandated through the Public Service Delivery Guarantee Act (or equivalent) legislation for approval of complete application
17		Design and implement a system that allows online application submission, payment, tracking and monitoring without the need for a physical touch point for document submission and verification and mandate that all applications are submitted online
18		Ensure that the system allows user to download the final signed approval certificate from the online portal
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No.	Area	Recommendation
20	Approval for Boiler manufacturer and renewal thereof	Publish information about the procedure and a comprehensive list of documents on the Department's web site
21		Define clear timelines mandated through the Public Service Delivery Guarantee Act (or equivalent) legislation for approval of complete application
22		Design and implement a system that allows online application submission, payment, tracking and monitoring without the need for a physical touch point for document submission and verification and mandate that all applications are submitted online
23		Ensure that the system allows user to download the final signed approval certificate from the online portal
24		Allow third parties to easily verify the approval certificates in the public domain of at least past two years
25	Approval for Boiler erector and renewal thereof	Publish information about the procedure and a comprehensive list of documents on the Department's web site
26		Define clear timelines mandated through the Public Service Delivery Guarantee Act (or equivalent) legislation for approval of complete application
27		Design and implement a system that allows online application submission, payment, tracking and monitoring without the need for a physical touch point for document submission and verification and mandate that all applications are submitted online
28		Ensure that the system allows user to download the final signed approval certificate from the online portal
29		Allow third parties to easily verify the approval certificates in the public domain of at least past two years

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No.	Area	Recommendation
30	License and renewal of license for contractors under provision of The Contracts Labour (Regulation and Abolition) Act, 1970	Publish information about the procedure and a comprehensive list of documents that on the Department's web site
31		Define clear timelines mandated through the Public Service Delivery Guarantee Act (or equivalent) legislation for approval of complete application
32		Design and implement a system that allows online application submission, payment, tracking and monitoring without the need for a physical touch point for document submission and verification and mandate that all applications are submitted online
33		Ensure that the system allows user to download the final signed approval certificate from the online portal
34		Allow third parties to easily verify the approval certificates in the public domain of at least past two years
35	Registration and renewal under The Shops and Establishment Act	Publish information about the procedure and a comprehensive list of documents on the Department's web site
36		Define clear timelines mandated through the Public Service Delivery Guarantee Act (or equivalent) legislation for approval of complete application
37		Design and implement a system that allows online application submission, payment, tracking and monitoring without the need for a physical touch point for document submission and verification and mandate that all applications are submitted online
38		Ensure that the system allows user to download the final signed approval certificate from the online portal
39		Allow third parties to easily verify the approval certificates in the public domain of at least past two years

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No.	Area	Recommendation
40	Registration of principal employer's establishment under provision of The Contracts Labour (Regulation and Abolition) Act, 1970	Publish information about the procedure and a comprehensive list of documents on the Department's web site
41		Define clear timelines mandated through the Public Service Delivery Guarantee Act (or equivalent) legislation for approval of complete application
42		Design and implement a system that allows online application submission, payment, tracking and monitoring without the need for a physical touch point for document submission and verification and mandate that all applications are submitted online
43		Ensure that the system allows user to download the final signed approval certificate from the online portal
44		Allow third parties to easily verify the approval certificates in the public domain of at least past two years
45	Registration under The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	Publish information about the procedure and a comprehensive list of documents on the Department's web site
46		Define clear timelines mandated through the Public Service Delivery Guarantee Act (or equivalent) legislation for approval of complete application
47		Design and implement a system that allows online application submission, payment, tracking and monitoring without the need for a physical touch point for document submission and verification and mandate that all applications are submitted online
48		Ensure that the system allows user to download the final signed approval certificate from the online portal
49		Allow third parties to easily verify the approval certificates in the public domain of at least past two years

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No.	Area	Recommendation
50	Registration of establishment under the Inter State Migrant Workmen(RE&CS)Act, 1979	Publish information on about the procedure and a comprehensive list of documents that on the Department's web site
51		Define clear timelines mandated through the Public Service Delivery Guarantee Act (or equivalent) legislation for approval of complete application
52		Design and implement a system that allows online application submission, payment, tracking and monitoring without the need for a physical touch point for document submission and verification and mandate that all applications are submitted online
53		Ensure that the system allows user to download the final signed approval certificate from the online portal
54		Allow third parties to easily verify the approval certificates in the public domain of at least past two years
86	Inspection reform enablers	Institutionalize a Central Inspection System responsible for undertaking compliance inspections of the depar
87		Design and develop an online inspection system for scheduling of inspections
88		Ensure that the selection of establishments for inspection is done using computerized risk assessment and allocation of inspectors is undertaken under the Central Inspection System
89		Differentiate compliance inspection requirements based on risk profile (such as High, Medium and Low risk) of industries under all the labour laws
90		Exempt low risk industries with a history of satisfactory compliance from labour compliance inspections, or allow self-certification in lieu of conducting physical inspections under all the Labour laws

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91	Inspection reform enablers	Mandate synchronized/joint- inspection under all of the following acts: I. Inspection under The Equal Remuneration Act, 1976 II. Inspection under The Factories Act, 1948 III. Inspection under The Maternity Benefit Act, 1961 IV. Inspection under The Minimum Wages Act, 1948 V. Inspection under The Shops and Establishments Act (as applicable) VI. Inspection under The Labour Welfare Fund Act (as applicable) VII. Inspection under The Payment of Bonus Act, 1965 VIII. Inspection under The Payment of Wages Act, 1936 IX. Inspection under The Payment of Gratuity Act, 1972 X. Inspection under The Contract Labour (Regulation and Abolition) Act, 1970
93		Allow third party certifications instead of Departmental inspections under all the labour and environment/pollution laws for medium risk industries

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No.	Area	Recommendation
116	Compliance Inspection under The Minimum Wages Act, 1948	Publish a well-defined inspection procedure and checklist on department's web site
117		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
118		Mandate online submission of inspection report within 24 hours to the Department
119		Allow establishments to view and download submitted inspection reports of at least past two years
120		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
121		Mandate that the same inspector will not inspect the same establishment twice consecutively
122	Compliance Inspection under The Factories Act, 1948	Publish a well-defined inspection procedure and checklist on department's web site
123		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
124		Mandate online submission of inspection report within 24 hours to the Department
125		Allow establishments to view and download submitted inspection reports of at least past two years
126		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
126		Mandate that the same inspector will not inspect the same establishment twice consecutively
127		Publish a well-defined inspection procedure and checklist on department's web site

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No.	Area	Recommendation
128	Compliance Inspection under The Equal Remuneration Act, 1976	Publish a well-defined inspection procedure and checklist on department's web site
129		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
130		Mandate online submission of inspection report within 24 hours to the Department
131		Allow establishments to view and download submitted inspection reports of at least past two years
132		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
133		Mandate that the same inspector will not inspect the same establishment twice consecutively
134	Compliance Inspection under The Shops and Establishments Act (as applicable)	Publish a well-defined inspection procedure and checklist on department's web site
135		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
136		Mandate online submission of inspection report within 24 hours to the Department
137		Allow establishments to view and download submitted inspection reports of at least past two years
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		Mandate that the same inspector will not inspect the same establishment twice consecutively
139		Publish a well-defined inspection procedure and checklist on department's web site

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140	Compliance Inspection under The Payment of Bonus Act, 1965	Publish a well-defined inspection procedure and checklist on department's web site
141		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
142		Mandate online submission of inspection report within 24 hours to the Department
143		Allow establishments to view and download submitted inspection reports of at least past two years
144		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
145		Mandate that the same inspector will not inspect the same establishment twice consecutively
146	Compliance Inspection under The Payment of Wages Act, 1936)	Publish a well-defined inspection procedure and checklist on department's web site
147		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
148		Mandate online submission of inspection report within 24 hours to the Department
149		Allow establishments to view and download submitted inspection reports of at least past two years
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		Mandate that the same inspector will not inspect the same establishment twice consecutively
151		Publish a well-defined inspection procedure and checklist on department's web site

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152	Compliance Inspection under The Payment of Gratuity Act, 1972	Publish a well-defined inspection procedure and checklist on department's web site
153		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
154		Mandate online submission of inspection report within 24 hours to the Department
155		Allow establishments to view and download submitted inspection reports of at least past two years
156		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
157		Mandate that the same inspector will not inspect the same establishment twice consecutively
158	Compliance Inspection under The Contract Labour (Regulation and Abolition) Act, 1970	Publish a well-defined inspection procedure and checklist on department's web site
159		Design and implement a system for identifying establishments that need to be inspected based on computerized risk assessment
160		Mandate online submission of inspection report within 24 hours to the Department
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