

Kerala Gazette No. 32 dated 11th August 2015.

PART I

Section i



GOVERNMENT OF KERALA

Law (Legislation–Publication) Department

NOTIFICATION

No. 10834/Leg.Pbn.2/2015/Law. *Dated, Thiruvananthapuram, 19th June, 2015.*

The following Act of Parliament published in the Gazette of India, Extraordinary, Part II, Section I dated the 10th day of December, 2014 is hereby republished for general information. The Bill as passed by the Houses of Parliament received the assent of the President of India on the 10th day of December, 2014.

By order of the Governor,

A. C. FRANCIS,
Joint Secretary.

THE LABOUR LAWS (EXEMPTION FROM FURNISHING RETURNS AND
MAINTAINING REGISTERS BY CERTAIN ESTABLISHMENTS)
AMENDMENT ACT, 2014

(ACT NO. 33 OF 2014)

AN

ACT

*to amend the Labour Laws (Exemption from Furnishing Returns and
Maintaining Registers by certain Establishments) Act, 1988.*

BE it enacted by Parliament in the Sixty-fifth Year of the Republic of India as follows:—

1. Short title and commencement.—(1) This Act may be called the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by certain Establishments) Amendment Act, 2014.

(2) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

2. Amendment of long title.—In the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by certain Establishments) Act, 1988 (51 of 1988), (hereinafter referred to as the Principal Act), for the along title, the following long title shall be substituted, namely:—

“An Act to provide for the simplification of procedure for furnishing returns and maintaining registers in relation to establishments employing a small number of persons under certain labour laws.”.

3. Amendment of section 1.— In section 1 of the principal Act, in subsection (1), for the words “Exemption from”, the words “Simplification of Procedure for” shall be substituted.

4. Amendment of section 2.—In section 2 of the principal Act, in clause (e), for the word “nineteen”, the word “forty” shall be substituted.

5. Substitution of new section for section 4.—For section 4 of the principal Act, the following section shall be substituted, namely:—

“4. *Exemption from furnishing or maintaining of returns and registers required under certain labour laws.*—(1) Notwithstanding anything contained in a Scheduled Act, on and from the commencement of the

Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by certain Establishments) Amendment Act, 2014, it shall not be necessary for an employer in relation to any small establishment or very small establishment to which a Scheduled Act applies, to furnish the returns or to maintain the registers required to be furnished or maintained under that Scheduled Act:

Provided that such employer—

- (a) furnishes, in lieu of such returns, annual return in Form I; and
- (b) maintains, in lieu of such registers,—
 - (i) registers in Form II and Form III, in the case of small establishments, and
 - (ii) a register in Form III, in the case of very small establishments,

at the work spot:

Provided further that every such employer shall continue to—

- (a) issue wage slips in the Form prescribed in the Minimum Wages (Central) Rules, 1950 made under sections 18 and 30 of the Minimum Wages Act, 1948 (11 of 1948) and slips relating to measurement of the amount of work done by piece-rated workers required to be issued under the Payment of Wages (Mines) Rules, 1956 made under sections 13A and 26 of the Payment of Wages Act, 1936 (4 of 1936); and
- (b) file returns relating to accidents under sections 88 and 88A of the Factories Act, 1948 (63 of 1948) and sections 32A and 32B of the Plantations Labour Act, 1951 (69 of 1951).

(2) The annual return in Form I and the registers in Forms II and III and wage slips, wage books and other records, as provided in sub-section (1), may be maintained by an employer either in physical form or on a computer, computer floppy, diskette or other electronic media:

Provided that in case of computer, computer floppy, diskette or other electronic form, a printout of such returns, registers, books and records or a portion thereof is made available to the Inspector on demand.

(3) The employer or the person responsible to furnish the annual return in Form I may furnish it to the Inspector or any other authority prescribed under the Scheduled Acts either in physical form or through electronic mail if the Inspector or the authority has the facility to receive such electronic mail.

(4) Save as provided in sub-section (1), all other provisions of a Scheduled Act, including, in particular, the inspection of the registers by, and furnishing of their copies to, the authorities under that Act, shall apply to the returns and registers required to be furnished or maintained under this Act as they apply to the returns and registers under that Scheduled Act.

(5) Where an employer in respect of an establishment referred to in sub-section (1), to whom a Scheduled Act applies, furnishes returns or maintains the registers as provided in the proviso to sub-section (1), nothing contained in that Scheduled Act shall render him liable to any penalty for his failure to furnish any return or to maintain any register under that Scheduled Act.”.

6. Substitution of new Schedules for First Schedule and Second Schedule.— For the First Schedule and Second Schedule to the principal Act, the following Schedules shall be substituted, namely:—

“THE FIRST SCHEDULE

[See section 2(d)]

1. The Payment of Wages Act, 1936 (4 of 1936).
2. The Weekly Holidays Act, 1942 (18 of 1942).
3. The Minimum Wages Act, 1948 (11 of 1948).
4. The Factories Act, 1948 (63 of 1948).
5. The Plantations Labour Act, 1951 (69 of 1951).
6. The Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955).
7. The Motor Transport Workers Act, 1961 (27 of 1961).
8. The Payment of Bonus Act, 1965 (21 of 1965).
9. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966 (32 of 1966).
10. The Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970).
11. The Sales Promotion Employees (Conditions of Service) Act, 1976 (11 of 1976).
12. The Equal Remuneration Act, 1976 (25 of 1976).

13. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979).

14. The Dock Workers (Safety, Health and Welfare) Act, 1986 (54 of 1986).

15. The Child Labour (Prohibition and Regulation) Act, 1986 (61 of 1986).

16. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996).

THE SECOND SCHEDULE

[See section 2 (c)]

FORM I

[See section 4 (I)]

ANNUAL RETURN

(To be furnished to the Inspector or the authority specified for this purpose under the respective Scheduled Act before the 30th April of the following year)

(ending 31 st March.....)

1. Name of the establishment, its postal address, telephone number, FAX number, e-mail address and location.....
2. Name and postal address of the employer.....
3. Name and address of principal employer, if the employer is a contractor...
4. Name of the Manager responsible for supervision and control.....
 - (i) Name of business, industry, trade or occupation carried on by the employer—
 - (ii) Date of commencement of the business, industry, trade or occupation
5. Employer’s number under ESI/EPF/Welfare Fund/PAN No., if any.....

6. Maximum number of workers employed on any day during the year to which this return relates to:

Category	Highly Skilled	Skilled	Semi-skilled	Un-skilled
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Male

Female

Children (those who have not completed 18 years of age)

Total

7. Average number of workers employed during the year:
8. Total number of mandays worked during the year:
9. Number of workers during the year:
- (a) Retrenched :
- (b) Resigned :
- (c) Terminated :
10. Retrenchment compensation and terminal benefits paid (provide information completely in respect of each worker).....
.....
11. Mandays lost during the year on account of—
- (a) Strike :
- (b) Lockout :
- (c) Fatal accident :
- (d) Non-fatal accidents :
12. Reasons for strike or lockout:
13. Total wages paid (wages and overtime to be shown separately):
14. Total amount of deductions from wages made:
15. Number of accidents during the years :

Reported to Inspector of Factories/Dock Safety	Reported to Employees' State Insurance Corporation	Reported to Workmen's Compensation Commissioner	Others
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Fatal

Non-fatal

16. Compensation paid under the Workmen's Compensation Act, 1923 (8 of 1923) during the year

(i) Fatal accidents :

(ii) Non-fatal accidents :

17. Bonus*

(a) Number of employees eligible for bonus :

(b) Percentage of bonus declared and number of employees who were paid bonus:

(c) Amount payable as bonus :

(d) Total amount of bonus actually paid and date of payment :

Place :

Signature of the Manager/Employer

Date :

with full name in capital letters.

ANNEXURE I*

Name and address of the Contractor	Period of Contract From to	Nature of work	Maximum number of workers employed by each contractor	Number of days worked	Number of mandays worked
(1)	(2)	(3)	(4)	(5)	(6)

ANNEXURE II

(See Item No. 6)

Serial Number	Name of the employee/worker	Date of employment	Permanent address
(1)	(2)	(3)	(4)

*Delete, if not applicable.

FORM II

[See section 4 (I)]

REGISTER OF PERSONS EMPLOYED-CUM-EMPLOYMENT CARD

Name of the establishment, address, telephone number, FAX number and e-mail address

.....

Location of work.....

Name and address of principal employer if the employer is a contractor

.....

1. Name of workman/employee.....

2. Father's/Husband's name.....

3. Address :

(i) Present.....

(ii) Permanent.....

4. Name and address of the nominee/next of kin.....

5. Designation/Category.....

6. Date of Birth/Age.....

7. Educational qualifications.....

8. Date of entry.....

9. Workers ID No./ESI/EPF/L.W.F. No.

10. If the employed person is below 14 years, whether a certificate of age is maintained

11. Sex: Male or Female.....

12. Nationality

13. Dae of termination of employment with reason.....

.....

14. Signature/thumb impression of worker/employe.....

15. Signature of the employer/Authorised officer with designation.....

.....

Signature of the contractor/authorised representative of the principal employer.

FORM III

[See section 4 (I)]

MUSTER ROLL-CUM-WAGE REGISTER

Name of the establishment and address

Location of work.....

Name and address of employer.....

1	2	3	4	5	6	7	8
Serial number	Name of the worker (ID No. if any) and father's/husband's name	Designation/ category/ nature of work performed	Attendance (Dates of the month 1,2,... to 31)	Leave due (Earned leave and other kind of admissible leave)	Leave availed (Specify)	Wage rate/ piece pay or wages per unit	Other allowances, <i>e.g.</i> (a) Dearness Allowance (b) House Rent Allowance (c) Night Allowances (d) Displacement Allowance (e) Outward Journey Allowance
							(a)
							(b)
							(c)
							(d)
							(e)

9	10	11	12	13	14	15	16
Over time worked number of hours in the month	Amount of over time wages	Amount of advance and purpose of advance	Total/ gross earnings	Deduction e.g. (a) Provident Fund (b) Advance (c) Employees' State Insurance (d) other amount	Net amount payable (12-13)	Signature/ receipt of wages/ allowances for column number 14	Remarks
				(a)			
				(b)			
				(c)			
				(d)			

Certificate by the principal employer if the employer is contractor.

This is to certify that the contractor has paid wages to workmen employed by him as shown in this register.

Signature of principal employer/
authorised representative of principal employer.”.



Kerala State Industrial Development Corporation Limited

Keston Road, Kowdiar, Thiruvananthapuram 695 003, Kerala, India
Tel: +91-471-2318922, Fax: +91-471-2315893, Email: ksidc@vsnl.com, www.ksidc.org
CIN: U45309KL1961SGC001937

Ref:KSIDC/TVM/MDO/2130

30.10.2017

CIRCULAR

In its endeavor to create a conducive environment for investors and improve the Ease of Doing Business in the State, Government of Kerala had undertaken various pro-active measures. In order to make ease of Government procedures and to ensure transparency and enable a conducive business environment, Government is continuously striving to strengthen its systems. An investor seeking to set up an industry/business in Kerala has to approach the following departments for clearances/permits/licences/NOC as applicable to the nature/type of the industry they propose to establish namely.-

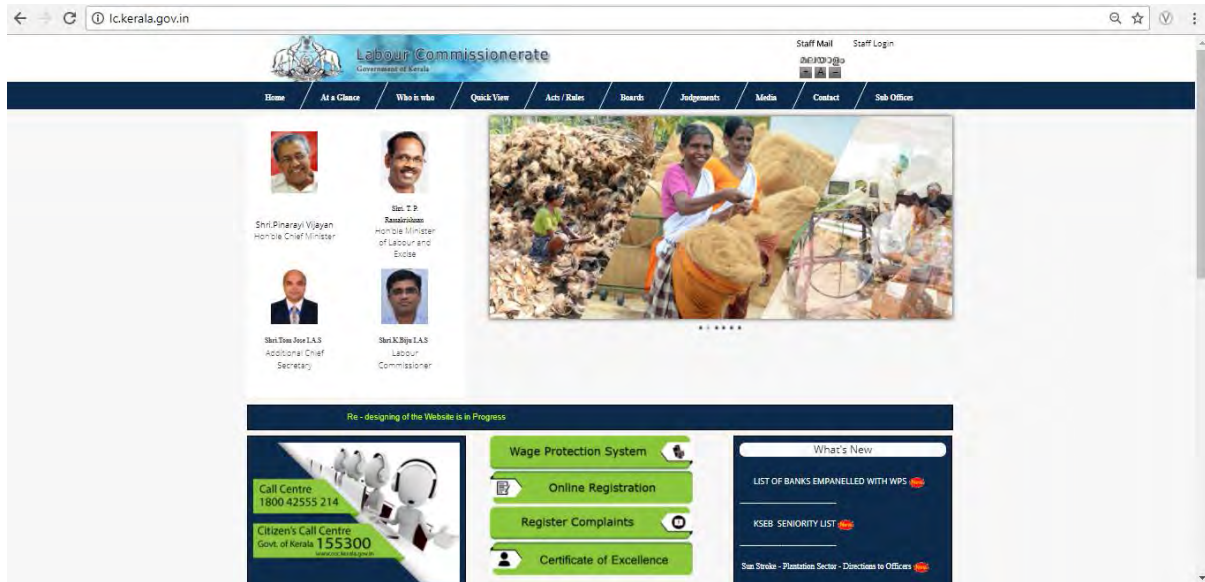
1. Department of Factories and Boilers
2. Labour Department
3. Kerala State Pollution Control Board
4. Local Self Government Department
5. Kerala State Electricity Board
6. Kerala Water Authority
7. Legal Metrology
8. Registration Department
9. Commercial Taxes Department
10. Electrical Inspectorate
11. Department of Fire and Rescue Services
12. Department of Forest and Wildlife
13. Public Works Department
14. Department of Health
15. Department of Industries

It is hereby ordered to mandate that henceforth the public centric services of various Department/Agencies shall be delivered to respective intended applicants/users through e-service in online mode only.

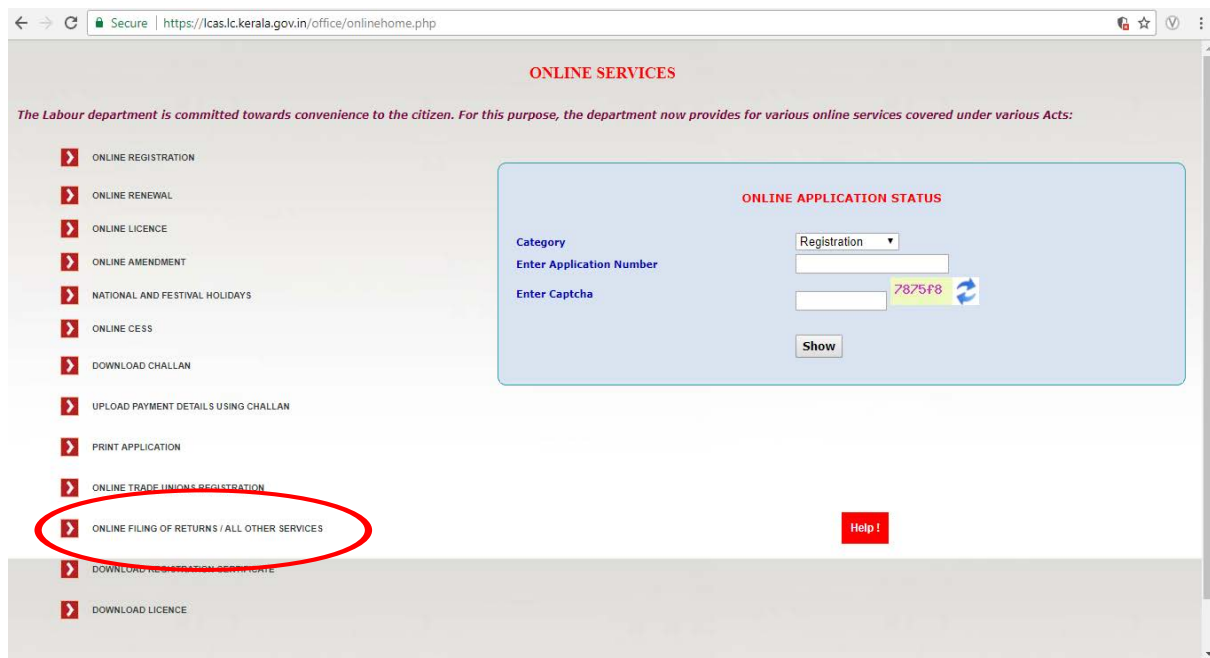
for KERLA STATE INDUSTRIAL
DEVELOPMENT CORPORATION LIMITED

MANAGING DIRECTOR &
CONVENOR, KERALA STATE SINGLE
WINDOW CLEARANCE BOARD

1. Type "http://lc.kerala.gov.in/" on the browser link and click on "Online Registration" link:



2. Click on the "Online Filing of Returns"



3. Read the instruction, click the 'checkbox' and then Click on 'Proceed' link

← → ↻ Secure | https://lcas.lc.kerala.gov.in/office/onlineinstreg.php

Online Registration Instructions

Information regarding Online Registration under Various Acts handled by Labour Department Govt. of Kerala

1. The applicant need to select the Act for registration.
2. Upon Submitting application the applicant can verify the details and also change the data before confirm the details.
3. The Applicant will get the application number after successful completion.
4. Payment Options Available 1. By Chailan Using Chailan applicant can download chailan form(if necessary)for Payment. After payment to the Treasury applicant can update the payment details online.
5. The applicant can download and print the application after the successful completion of registration.
6. Applicant can take the print of application and send by post to the Concerned Labour Office along with the Original Chailan.
7. After the verification of Application form and Chailan the Registration Certificate will be available Online The Applicant will be informed by SMS and Mail and can Download or Print the Registration Certificate and keep it for future reference and use.
8. If the Application is rejected, it also will be informed to the Applicant by Mail and SMS with the reason.
9. The Applicant can check the status of the Application any time in the Website.

I have read the instructions. **Proceed**

4. Fill the fields, and click on the 'Submit Application & Pay Now' button

Click Here To Find Your Office

District Name: [Dropdown]
Registration Office: [Dropdown]

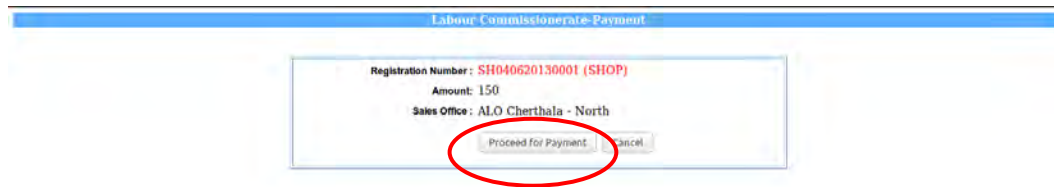
Mandatory fields

Place: [Dropdown]
Full Name of the Employer owning or having ultimate control over the affairs of the establishment*: [Text]
Residential Address*: [Text]
Manager Name: [Text]
Manager Address: [Text]
Father/Guardian Name: [Text]
Additional No of Managing Partners/ Directors (if any): [Text]
Name of Employment*: [Dropdown]
Types of Business*: [Dropdown]
TIN Number: [Text]
Account Number: [Text]
Bank Name: [Text]
Enter Captcha*: [Text] 378b77

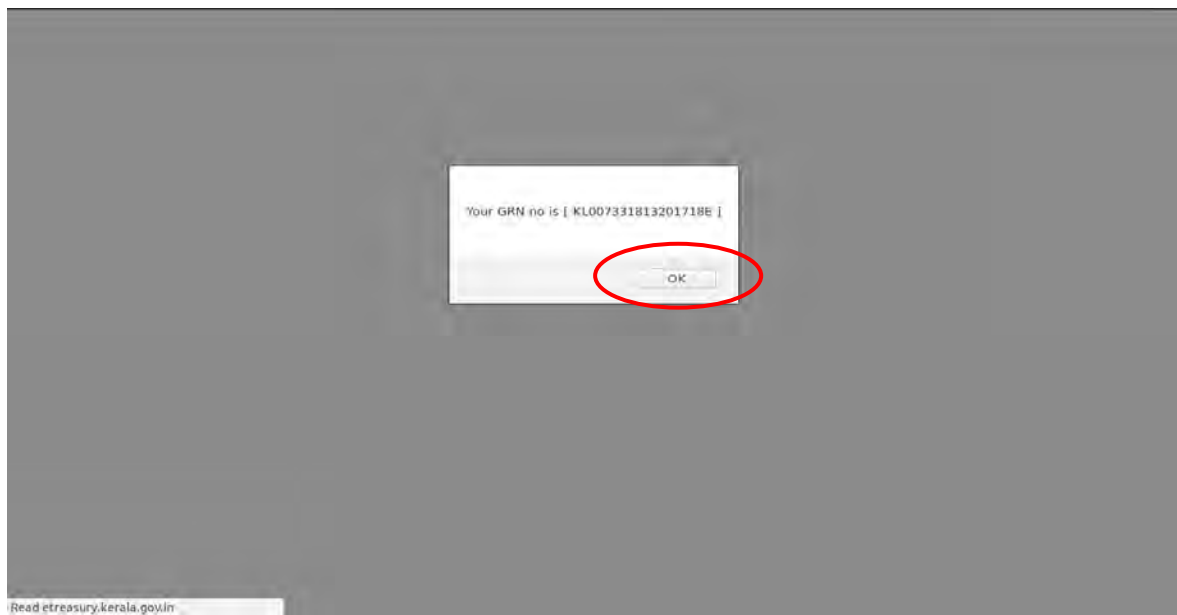
Name of Establishment*: [Text]
Postal address of the establishment*: [Text]
Date of Commencement of the Business*: [Text]
No of Male Workers*: [Text]
No of Female Workers*: [Text]
Address of Father/Guardian: [Text]
Date of Birth of Owner/Employer: [Text]
Email: [Text]
Mobile Number*: [Text]
IFSC code: [Text]
Upload Employees Details*: [Browse...] No file selected.

[Download Employees Details Format](#) **Submit Application & Pay Now** Clear

5. Click on the "Proceed for Payment" button



6. A pop up window with GRN No. is displayed , click on "Ok" button,



7. On "payment" session, make the payment

SBI **SBI**
ONLINE

Login to OnlineSBI Welcome to Internet Banking

(CARE: Username and password are case sensitive.)

Please select the customer Segment **PERSONAL BANKING** **CORPORATE BANKING**

Username*

Password*

[New User? Register here](#)
[Forgot Login Password](#)
[Forgot Username](#)

Login **Reset**

For better security use the Online Virtual Keyboard to login. [FAQ | About Phishing](#)

- ✓ [Click here](#) to abort this transaction and return to the Kerala Egrass site.
- ✓ Mandatory fields are marked with an asterisk (*)
- ✓ Do not provide your username and password anywhere other than in this page
- ✓ Your username and password are highly confidential. Never part with them.SBI will never ask for this information.
- ✓ Please do not call Contact Centre or try to raise CMS complaint on the day of transaction.

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