**Procedure for Planned Inspection under Labour Laws**

**Online allocation of inspectors for Risk Based Inspection**

**Objective:** The Inspection Scheme aims to achieve the objective of simplifying business regulations and bring in transparency and accountability in labour inspections in a just and transparent manner as per above mentioned principles and guidelines. It envisages objective criteria for selection of units for inspection.

**Mandatory inspections**

1. In the following cases, the inspections will be mandatory for all units:
   i) The establishments where fatal or serious accident have occurred in last two years.
   ii) The establishments where strikes/lock out/retnrenchment has taken place in two years.
   iii) Closed establishments till their workers’ dues are settled.

2. GOI has recommended for setting up a State Analysis and Intelligence Unit (SAIU) for collecting and analysing field level data for a transparent and accountable labour inspection system. The cases forwarded through State Analysis & Intelligence Unit (SAIU) will be based on data and evidence. Labour Commissioner Organization will formulate an objective methodology for selection criteria of the cases by the SAIU keeping in view its priorities and the provisions of ILO C-81. Until a separate unit is established existing resources of statistical wing of the department may be used for the purpose.

**Optional inspections:**

In following cases, the inspections would be generated through computer using pre-decided number tables taking into account the following factors:

i) The establishment is falling in the category of hazardous industry [20%],

ii) The establishments employing 50% Contract Labour or minimum of 50 number of Contract Labour [20%].

iii) The establishments where total number of worker is more than 250. [20%]

iv) All shops and other establishments employing minimum of 10 number employees [40%].

Inspection Report is to be uploaded on the portal by the inspecting officer and made available to supervising and controlling officers as well as the unit inspected though login provided/ sent through email within 72 hours form the time of completion of inspection of the unit.
Establishments to be inspected under the following labour laws:

- Payment of Wages Act, 1936 and the Rules
- Industrial Employment (Standing Order) Act, 1946 and Rules made
- Minimum Wages Act, 1948 and Rules
- The Jharkhand Shops & Establishment Act, 1953 and Rules
- Maternity Benefit Act, 1961 and Rules
- The Motor Transport Workers Act, 1961
- Payment of Bonus Act, 1965 and Rules
- The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
- Contract Labour (Regulation & Abolition) Act, 1970 and Rules
- Payment of Gratuity Act, 1972 and Rules
- The Equal Remuneration Act, 1976 and Rules
- The Inter State migrant workmen (RECS) Act 1979 and Rules
- The Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996 and Rules
- Child Labour (Prohibition and Regulation) Act 1986
- The Factories Act, 1948 and Rules