



GOVERNMENT OF KERALA

Abstract

Labour & Skills Department - Ease of Doing Business - Kerala
Centralized Inspection Portal- Joint Inspection - guidelines -orders
issued.

LABOUR AND SKILLS (D) DEPARTMENT

G.O.(Rt)No.1047/2024/LBR Dated,Thiruvananthapuram, 09-10-2024

Read 1 1. G.O. (Ms)No.08/2019/ID Dated 24/01/2019

2 G.O. (Rt) No. 790/2021/ID Dated 30/07/2021

3 G.O. (Rt) No. 796/2024/LBR Dated 26/07/2024

ORDER

As part of Ease of doing Business initiatives in the state, the State Business Reforms Action Plan 2018-19 has recommended the institutionalization of a Joint Inspection scheme for the Department of Labour and the Department of Factories and Boilers for the following inspections.

- I. Inspection under The Shops and Establishments Act (as applicable)
- II. Inspection under The Factories Act, 1948
- III. Inspections under The Kerala Factories Rules, 1957
- IV. Inspection under The Equal Remuneration Act, 1976
- V. Inspection under The Maternity Benefit Act, 1961
- VI. Inspection under The Minimum Wages Act, 1948
- VII. Inspection under The Labour Welfare Fund Act (as applicable)
- VIII. Inspection under The Payment of Bonus Act, 1965
- IX. Inspection under The Payment of Wages Act, 1936
- X. Inspection under The Payment of Gratuity Act, 1972
- XI. Inspection under The Contract Labour (Regulation and Abolition) Act, 1970

Government have examined the matter in detail. Accordingly, the following guidelines are to be followed for conduct of joint inspections by the departments concerned as per the jurisdictions and authorities vested on them.

1. The scheduling of joint inspections shall be done through the Kerala

Centralized Inspection System Portal. A separate database of Establishments and Inspecting officials for each district shall be maintained in the portal towards this.

2. The concerned departments shall assign one District level Inspecting Officer (Labour Department shall assign one District Labour Officer/Labour Welfare Fund Inspector/Deputy Labour Officer and Department of Factories and Boilers shall assign one Inspector of Factories and Boilers Grade-I or Grade-II as the case may be for each districts) each for every district for the conduct of Joint inspections as a team.

3. A database of establishments in the state having more than 100 employees shall be considered for Joint Inspection, this shall be maintained in the KCIS Portal. This database shall consist of only units where both departments independently have jurisdiction and enforcement authority delegated to them.

4. Inspection reports shall be uploaded in the KCIS portal, by respective inspecting officials in the team, within 48 hours of completion of the inspection.

5. The scheduling of inspections shall be done such that, at least 3 factories are scheduled for inspection in each district every month.

6. A state level monitoring system shall be established jointly by both departments and progress should be evaluated regularly. Reports should be submitted to Government as and when called for.

7. The officials notified as inspectors shall take appropriate further actions on violations under the respective Acts.

(By order of the Governor)
Dr Vasuki K I A S
SECRETARY

To:

Director, Factories & Boilers Department, Thiruvananthapuram.

Labour Commissioner, Thiruvananthapuram.

The Principal Accountant General(Audit/A&E), Thiruvananthapuram

Labour & Skills (B) Department

Industries(J) Department

Information & Public Relation Department (web&new media division)

Stock file/Office copy.

Forwarded /By order

Signed by

Swopna Raj

Date: 10-10-2024 11:37:18