	MATR	IX SH	IOWI	NG	LABC	DUR I	AW	REF	ORM	IS UN	IDE	RTAK	EN I	BYV	VARI	OUS S	TATE	GOV	ERNM	IENT	'S			
S.No	Name of the Central Act	AP	Assa m		Guja		Karn atak	Ker		Mah aras	Pun	Rajas than	Т	U	Jhar k	Odish	West	Telen	Chha tishg	Biha		Nagal	Meg halay a	НР
Α	LEGISLATIVE REFORMS																							
1	Payment of Wages Act																							
а	Notification for payment of Wages in Bank account	~	~		~	~		~	~		~	~	**	~	~			~	~		~	UC of SG	UC of SG	
b	Compounding for offences introduced								~												~			
2	Factories Act																							
а	Permitting Night work to women	~	~	~	~		~		~	~	~	~	~	~							~			~
b	Enhancing threshold for the definition of factory [10 to 20 (with Power) & 20 to 40 (without Power)]	~								~		~		UC of SG										
с	Enhancing Overtime Time								~	~											~			
									75 hrs to 125 hrs	75 hrs to 115 hrs														
d	validity of license for factories upto 10 years								~				**	~		~				~	~			
3	Industrial Dispute Act			•	•	•	•	•						-										
a	Enhancing threshold from 100 to 300 for prior-permission for lay- off, retrenchment, closure	~	~			~			~	~		~		~	~				UC		~			

S No	Name of the Central	1		1				I		I				1	Jhar								
5.110	Act						Karn			Mah					k		West	Chha				Meg	
			Assa	Go	Guja	Har					Pun	Rajas	Т	U		Odish			Biha		Nagal	halay	
		AP	m	a		yana		ala	M P*	htra	jab	than	N *	К*	d	a	1	arh		UP		a	HP
														for									
														clos									
														ure									
														alon									
b	Enhancement in													е									
	retrenchment				✓				~			\checkmark											
	compensation				v				v			~											
	compensation																						
					45 to				15 to			plus 3											
					60				90			mths											
с	Limitation Period for			1	days		<u> </u>		days			wage				<u> </u>							
	raising ID reduced				✓				~														
	from 3 to 1 year				~				V														
d	Compounding for																						
	offences introduced				✓																		
4	Industrial																						
4	Employment																						
	(Standing Orders)																						
	Act																						
а	Threshold enhanced for		T	1	Γ									1		1							
	applicability of Act								\checkmark			\checkmark											
	applicability of fice																						
									from														
									20 to														
									50														
b	Exemption from Act to																						
	some sectors						✓		\checkmark			✓											
									Micr														
									0														
									Indus														
									tries														
с	Compounding for		1	-																			
	offences introduced			1					\checkmark											\checkmark			
																							1

	Name of the Central Act	AP	Assa m	Go a	Guja rat	Har yana	Karn atak a	Ker	M P*	Mah aras htra	Pun jab	Rajas than	T N*	U K*	Jhar k han d	Odish a	West Benga l	Telen gana	Chha tishg arh	UP	Nagal	Meg halay a	НР
d	Fixed Term Employment				~	~			~			~			~	~				~			
5	Contract Labour Act																						
a	Threshold enhanced for applicability of Act	~				~				~		~								~			
b	Time line for registration certificate or license to contractors	~							~			~	~	~				✓					
с	Compounding for offences introduced				~								**										
6	Trade Union Act													•						UC			
a	Time line prescribed for disposal of application for registration of Trade Unions [varies from 15 days to 4 months]	~	~		~	~	~	~	~		~	~	~	~									
7	State Shop and Establishment Act				•		•													UC			
a	Deemed Registration if no action on application in stipulated time	~							~														
b	Adoption of Model Act									~			**								UC of SG		
8	Equal remuneration Act																						
a	Compounding for offences introduced				~				~											~			
9	Minimum Wages Act																						
а	Compounding for offences introduced				~				~														

S.No	Name of the Central Act						Karn			Mah					Jhar k		West		Chha			Meg	
	not	АР	Assa m	Go a	Guja rat	Har yana	atak	Ker	M P*	aras		Rajas than		U K*		Odish a					Nagal	halay	нр
	Minimum wages to be paid by cheque or in Bank A/C (Section 11)	~			~				~		2	~						0	~	~			
	Sales Promotion Employees Act																						
a	Compounding for offences introduced								~											~			
11	ISMW Act																						
a	Deemed Registration if no action on application in stipulated time	~							~									~		UC			
12	Motor Transport Workers Act																						
	Deemed Registration if no action on application in stipulated time	~							~									~		*			
b	Compounding for offences introduced				~								~							~			
13	BOCW (RECS) Act																						
	Compounding for offences introduced																			UC			
	Timelimit of 30 days for registration certificate	~							~			~		~								UC of SG	
14	BOCW Welfare Cess Act																						
a	Plant & Machinery of Factory excluded for assessment of cess								~														
15	Employees Compensation Act																						
a	Facilitating filing of claim for compensation				~							~							~				

S.No	Name of the Central Act		Assa	Go	Guja	Har	Karn atak	Ker		Mah aras	Pun	Rajas	Т	U	Jhar k han	Odish	West Benga	Telen	Chha tishg	Biha		Nagal	Meg halay	
В	GOVERNANCE REFORMS	AP	m	a		yana	a			htra	jab	than	N*	K*	d	a	1	gana	arh	r	UP UC		a	НР
a	Integration with Shram Suvidha Portal				Under proces s	~				Under proce ss		Under proces s	**						~		UC			
b	Reduction in Number of Registers and Forms	~			~				~		~		**	~					~		~			
С	Simplification of Registration procedure	~					~		~		\checkmark	~	~	~		~	~	~	~	~				
									for 6 Acts				for 4 Acts								~			
d	Online submission of Returns	~					~		~		~	~	~	~		~		~	~	~	~			
e	Single window/ Online services	~					~		~	~	~	~	~	~		~		~	~	~				
									for 6 Acts	for 20 servi ces			for 12 Acts for 48 servi ces						¥		v			
f	Transparent Inspection System & exemption from inspection if complies with audit & assessment norms	*	~		~	~	~		~		~	~	**	~		~	~	~	*	~	~			~
g	Self certification Scheme		~		~	~	~		~		~	~	~			~	~	~	~	~	~			~

S.No	Name of the Central Act	АР	Assa m	Go a	Guja rat	Har yana	Karn atak a	Ker	M P*	Mah aras htra	Pun jab	Rajas than	T N*	U K*	Jhar k han d	Odish a					UP	Nagal and	HP
	Combined Annual Return	~			~	~	~		~		~	~	**	~		~			~	~			
С	OTHER INITIATIVES																				~		
	Special exemption for MSMEs								~		~	~	~						~	~			
													exem p-tion for insep c-tion given to start- ups for 5 years under 6 labou r Acts										
	Voluntary Compliance Scheme						~		~		~	~		~		~		~	~		~		
	Timeline for service delivery	~					~		~		~	~	~	~		~	~	~	~	~			~
													for 4 Acts										
	Third Party audit by empanelled agencies	~	~				~		~		~	~				~		~	~				
	* A P = ANDHRA PI	RADES	SH, M	P= M	IADHY	YA PR	ADES	н, т	N = TA	MIL	NAD	U, U K=	UTT	'ARA	KHAN	ND, UP:	=Uttar I	Prades				Prades -03-202	