

S.No	Name of the Central Act	AP	Assam	Goa	Gujarat	Haryana	Karnataka	Kerala	M P*	Maharashtra	Punjab	Rajasthan	T N*	U K*	Jharkhand	Odisha	West Bengal	Telengana	Chhattisgarh	Bihar	UP	Nagaland	Meghalaya	HP
														for closure alone										
b	Enhancement in retrenchment compensation				✓				✓			✓												
					45 to 60 days				15 to 90 days			plus 3 mths wage												
c	Limitation Period for raising ID reduced from 3 to 1 year				✓				✓															
d	Compounding for offences introduced				✓																			
4	Industrial Employment (Standing Orders) Act																							
a	Threshold enhanced for applicability of Act								✓			✓												
									from 20 to 50															
b	Exemption from Act to some sectors						✓		✓			✓												
									Micro Industries															
c	Compounding for offences introduced								✓												✓			

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b	Minimum wages to be paid by cheque or in Bank A/C (Section 11)	✓			✓				✓			✓							✓		✓			
10	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																							
a	Deemed Registration if no action on application in stipulated time	✓							✓									✓			✓			
b	Compounding for offences introduced				✓								✓								✓			
13	BOCW (RECS) Act																							
a	Compounding for offences introduced																					UC		
b	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				✓							✓							✓					

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B	GOVERNANCE REFORMS																				UC			
a	Integration with Shram Suvidha Portal				Under processes	✓			Under process	Under process		Under processes	**						✓		UC			
b	Reduction in Number of Registers and Forms	✓			✓			✓		✓			**	✓					✓		✓			
c	Simplification of Registration procedure	✓					✓		✓		✓	✓	✓	✓		✓	✓	✓	✓	✓				
									for 6 Acts				for 4 Acts								✓			
d	Online submission of Returns	✓					✓		✓		✓	✓	✓	✓		✓		✓	✓	✓	✓			
e	Single window/ Online services	✓					✓		✓	✓	✓	✓	✓	✓		✓		✓	✓	✓				
									for 6 Acts	for 20 services			for 12 Acts for 48 services					✓		✓				
f	Transparent Inspection System & exemption from inspection if complies with audit & assessment norms	✓	✓		✓	✓	✓		✓		✓	✓	**	✓		✓	✓	✓	✓	✓	✓			✓
g	Self certification Scheme		✓		✓	✓	✓		✓		✓	✓	✓			✓	✓	✓	✓	✓	✓			✓

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h	Combined Annual Return	✓			✓	✓	✓		✓		✓	✓	**	✓		✓			✓	✓				
C	OTHER INITIATIVES																							
a	Special exemption for MSMEs								✓		✓	✓	✓						✓	✓				
													exemption for inspection given to start-ups for 5 years under 6 labour Acts											
b	Voluntary Compliance Scheme						✓		✓		✓	✓		✓		✓		✓	✓		✓			
c	Timeline for service delivery	✓					✓		✓		✓	✓	✓	✓		✓	✓	✓	✓	✓				✓
													for 4 Acts											
d	Third Party audit by empanelled agencies	✓	✓				✓		✓		✓	✓				✓		✓	✓					
* A P = ANDHRA PRADESH, M P= MADHYA PRADESH, T N =TAMIL NADU, U K=UTTARAKHAND, UP=Uttar Pradesh, HP=Himachal Pradesh																								
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