

10/9/2015

ORDER PG



**Government of West Bengal**  
**Office of the Labour Commissioner**  
6<sup>th</sup> Church Lane, (3<sup>rd</sup> floor)  
Kolkata - 700 001

No. 1657/Stat/Misc/652/15/LCS/JLC

Dated 17-08/2015

**ORDER**

**Sub: Enforcement of the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988 – as amended by Labour Laws (Exemption From Furnishing Returns and Maintaining Registers by Certain Establishments) Amendment Act, 2014 (33 of 2014) dated 10.12.2014.**

The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988 provided for the exemption of employers in relation to 'Small' and 'Very Small' establishments from furnishing returns and maintaining registers under 9 (nine) Labour Laws mentioned the First Schedule to the Act. The said Act has been amended vide the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Amendment Act, 2014 (33 of 2014) dated 10.12.2014 and it has come into force with effect from 01.01.2015 vide Gazette of India Notification S.03326 (E) dated 31.12.2014. The main features of the Amendment Act are :-

- 1) The coverage of the 9 Scheduled Acts in the original Act has been increased to 16.
- 2) The existing method of defining establishments as 'Very Small' and 'Small' in the Original Act would continue. The exemption enjoyed by the 'Very Small' establishments by way of maintaining only one Register and submitting one Return will also continue. But, the 'Small' establishments would cover the establishments employing between 10 to 40 workers as against 19 workers in the original Act and the 'Small' establishments would be required to maintain now only two Registers as against three at present and submit one Return.
- 3) Registers/Records are allowed to be maintained in computer, floppy, diskette or other Electronic Media and return can be submitted through e-mail.

The original Act 1988, the Amendment Act of 2014 (33 of 2014) dated 10.12.2014 and the Gazette of India Notification S. 03326 dated 31.12.2014 are enclosed herewith.

It is, therefore, directed that all the officials of the Labour Commissionerate shall ensure effective and strict enforcement of the above said Act, as amended, in the State of West Bengal. The particulars of enforcement of this Act shall be included in the existing monthly reporting system on enforcement of Labour Laws as well.

Encl: As stated

*Sd/-*  
(Jawaid Akhtar)  
Labour Commissioner,  
West Bengal.

Memo No. 1657/Stat/Misc/652/15/LCS/JLC

Dated 17.08/2015

Copy for information and necessary action to :

- 1) The Additional Labour Commissioner, West Bengal (All).
- 2) The Joint Labour Commissioner, West Bengal (All).
- 3) The Deputy Labour Commissioner, West Bengal (All).
- 4) The Assistant Labour Commissioner (All) (through respective Deputy Labour Commissioners).
- 5) The Labour Inspector (All) (through the respective Assistant Labour Commissioners)

*Jawaid Akhtar*  
(Jawaid Akhtar)  
Labour Commissioner,  
West Bengal

Memo No. \_\_\_\_\_

Dated \_\_\_\_\_/2015

Copy for favour of kind information to the Secretary to the Government of West Bengal, Labour Department, East India House (2nd floor), 20B, Abdul Hamid Street, Kolkata - 700 069. This is with reference to the Labour Department, L.W. Branch Letter No. 501(2) - L.W. dated 29.6.2015.

(Jawaid Akhtar)  
Labour Commissioner,  
West Bengal