



ગુજરાત વેપારી મહામંડળ

Gujarat Chamber of Commerce & Industry



Hemant Shah
President

Pathik Patwari
Sr. Vice President

Sanjeev Chhajjer
Vice President

Sachin Patel
Hon. Secretary

Mahesh Puj
Hon. Secretary (R)

Navroz Tarapore
Hon. Treasurer

23rd February, 2022/15226

Smt. Anju Sharma, IAS
Principal Secretary
Labour and Employment Department
Government of Gujarat
Gandhinagar.

Sub: Request to organize a meeting to discuss Labour Department related issues

Respected Madam,

GCCI's team of Office Bearers had a meeting with the Hon'ble Chief Minister Shri Bhupendrabhai Patel, Hon'ble Minister Shri Jagdishbhai Panchal and senior officers of Government of Gujarat on 29th January, 2022. During the meeting, we had submitted a memorandum of key pending issues related to various departments and these issues were discussed briefly in the meeting.

We were advised by Hon'ble Chief Minister to meet the senior officials of concerned departments and discuss the issues in detail.

Accordingly, we are sending herewith the issues along with proposed solution related to Labour and Employment Department, for your kind perusal and reference. We have also added some regional issues which have been received from our Regional Chambers.

Madam, these issues need to be quickly resolved in the interest of industrial growth of the State. We therefore request you to kindly take these issues into consideration and provide us time for a meeting to discuss these issues in detail, at your earliest convenience.

With regards,


Hemant Shah
President

Encl: As above



Gujarat Chamber of Commerce & Industry

Labour and Employment Department related issues

Sr. No	Issue	Suggestion
1	<p>Annual return on labour laws-CAR</p> <p>All factories and establishments are liable to file annual return i.e., Consolidated annual return under all labour laws last date of filing is dt.31/01/2022. Most Govt labour offices in Gujarat are not accepting manual Return which were accepted since many years. Suddenly Govt Labour Office has decided to file online on their portal which is not working at all. How to file annual return</p>	<p>Time lines of Annual Return should be extended for one month</p>
2	<p>The Apprentices Act,1962</p> <p>Govt of Gujarat is giving reimbursement of Apprentices hired by establishment. While registering Apprentices on portal, establishments are not getting reimbursement directly. They have to hire agency for this this and agency commission is about 20% to 50% of reimbursement which is too costly.</p>	<p>Process should be simple to get reimbursement directly to bank account and mail query should be raised by mail</p>
3	<p>The Labour Welfare Funds Act,1953</p> <p>Labour welfare fund can not be paid without obtaining LWF no. and LWF no. is online allotted. Mandatory document of establishment is Shop Act License. Ahmedabad Municipal Commissioner is very slow in issuing license and documents are too complicated which requires time. Labour Welfare Commissioner is charging interest @18% p.a. without noting any reason.</p>	<p>Any other document like PAN, GST should be allowed for registration and date of applicability of Act should be there on portal</p>
4	<p>Labour License</p> <p>As per new amendment labour license is issued for the period of Form No.5. Many a times the work contracts are extended. In this situation, the contractors have to apply for new license and get refund for the old labour license deposit. This result into double investment and expenses to get refund</p>	<p>Labour license should be extended whenever the contract is extended as per old practice.</p>



Gujarat Chamber of Commerce & Industry

Sr. No	Issue	Suggestion
Regional Issues		
A.	Rajkot	
1	ESIC Branch office in Rajkot For any matter related to ESIC such as application, hearings or related legal work a person has to go to Ahmedabad office. Due to this, representatives of companies, factories and other organizations have to undertake a long journey to Ahmedabad which is a waste of time, energy and money.	ESIC should have a regional office in Rajkot, in the heart of Saurashtra to overcome these obstacles. This will enable the beneficiaries of Saurashtra-Kutch to get their issues resolved easily in time. Further, Porbandar, Junagadh branch offices have been closed. They should be open once a week so that employees can go there for operations like payment.
2	ESI Medical facilities In Rajkot The medical facilities of ESI in Rajkot are also very less. In areas like Vavdi and Kotharia in Rajkot, there are 20,000 to 50,000 workers. There should be ESI dispensaries in all the industrial areas of Rajkot, so that workers can take advantage of it. In addition, the hospital should be equipped with adequate equipment and setup of qualified medical officers and para medical staff. The facilities and staff is currently inadequate in Rajkot, due to which patients are mostly advised / referred for treatment in other hospitals.	These ESI clinics should be adequate in number and should be able to provide needed treatment. This can be done by allocating space in the industrial area or by coordinating with other private hospitals such as Wockhardt, Sterling or other similar hospitals to provide quality treatment to the workers under ESI. Previously there was a tie-up with such hospitals which we recommend reopening.
3	Limit of workers for exemption from Labour Laws In Gujarat, there is an exemption from labor laws for MSMEs employing less than 9 workers under the Labor Act. The neighboring states of Rajasthan and Maharashtra have such exemption for MSMEs employing 40 to 50 workers.	The MSME units in the state of Gujarat should be exempted from provisions of the Factories Act and Labor Act if they employ up to 50 workers. Only then the MSME units will be able to focus on production and quality.