

Digitalisation of Labour related
records /registers by
establishments/business units
for ease in compliance — reg.

Government Of Gujarat
Labour & Employment Department
Resolution No.FAC/142020/394384/M3
Sachivalaya, Gandhinagar
Dated 5th september,2020

Read: - 1. Industries and Mines Department's letter Dated: 29/08/2020. And
SRAP 2020-21 No 117
2. Information Technology Act, 2000

Background

In view of "Ease of Doing Business" Labour and Employment Department has taken a number of initiatives to bring transparency and accountability in enforcement of Labour Laws and also in reducing complexity in compliance due to multiplicity of Labour Laws and enforcement agencies.

2. As per the provisions under various Central Labour legislations and the State Rules made there under, establishments/industrial units have to maintain various registers and documents. Digitalization of these Registers and other related documents has the potential to achieve economic development and efficiency in working environment.

3. With introduction of Information Technology Act 2000, the maintenance of such registers is also being accepted in electronic format. Section 4 of the Information Technology Act, 2000 provides that "Where any law provides that information or any other matter shall be in writing or in the typewritten or printed form, then, notwithstanding anything contained in such law, such requirement shall be deemed to have been satisfied if such information or matter is rendered or made available in an electronic form; and accessible so as to be usable for a subsequent reference".

Resolution:

In view of the above, after careful consideration the Government of Gujarat is pleased to allow digitalization of labour related records and to move towards a regime of online maintenance of all Labour-related records by establishments/industrial units.

The registers and records required to be kept as per the Labour Law are now allowed to maintain electronically (digital/online).

The Inspectors under various Labour Laws are instructed to act accordingly during their inspections.

By order and in the name of Governor of Gujarat.


(H.R.PATEL)

Under Secretary to Government
Labour and Employment Department

Copy to:-

- (1) The Commissioner of Labour, Gujarat state, Gandhinagar.
- (2) The Director, Industrial Safety and Health, Gujarat State, Gandhinagar.
- (3) The Deputy Commissioner of Labour, Ahmedabad, Surat, Rajkot, Vadodara.
- (4) The Deputy Secretary, Industries and Mines department, sachivalay, Gandhinagar.
- (5) The Under Secretary, Legislative & Parliamentary Affairs Department, Gandhinagar.
- (6) The Branch select file.
- (7) The Deputy Section officer select file.