



Labour Department, Haryana

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Order

Representations were received in the department regarding exemptions to certain categories from the purview of the Haryana State Employment of Local Candidate Act, 2020. After careful consideration, in order to ensure smooth implementation of the Haryana State Employment of Local Candidates Act, 2020 in the State of Haryana, it has been decided that at the first instance some categories of employers are hereby granted deemed exemptions, as under:-

- (i) vacancies in new Startups and new Information Technology (IT) / Information Technology Enabled Services (ITES) of new employers for a period of two year from the date of commencement of work or business or manufacturing process;
- (ii) short term employment, the total duration of which is less than forty five days;
- (iii) vacancies under any employer, who primarily engages in agriculture activities, such as growing/harvesting of field crops, fruits, nuts, seeds, vegetables, tea, coffee or raising animals, growing and harvesting of fish or other animals from a farm, ranch or their natural habitats but does not include any agricultural allied activity which involve therein manufacturing, trading, processing of agriculture products or produce or covered under the definition of establishment, as defined under sub clause (viii) of section 2 of the Haryana Shops and Commercial Act, 1958 (Punjab Act 15 of 1958) or Factory, as defined under sub clause (m) of section 2 of the Factories Act, 1948 (Central Act 63 of 1948);
- (iv) vacancies under any employer for domestic work or services in residential homes;
- (v) vacancies, which are being filled up through promotion or transfer or by absorption of surplus staff of any unit of the same employer in the State; and
- (vi) any class, post, skill and category of employment, as may be notified by the Government from time to time, where the Local Candidates of the desired skill, qualification or proficiency required in such employment are not available.

Explanation 1- New Startups and new Information Technology (IT) / Information Technology Enabled Services (ITES) for the purpose of this order means employer who has established or has commenced its operation within a period of two years, after the commencement of this Act.

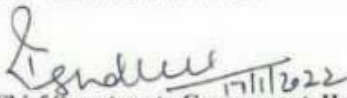
Dr. Raja Sekhar Vundru,
Additional Chief Secretary to Government, Haryana
Labour Department.

Endst. No. Lab./2022/HSELC/spl-01 to 03

Dated: 17.01.2022

A copy of the above is forwarded to the following for information and necessary action:-

1. PS to Minister of State of Labour for kind information of Hon'ble MoS(L).
2. PS to Additional Chief Secretary (Labour) for kind information of W/ACS(L).
3. PS to Labour Commissioner for kind information of W/LC.


for Additional Chief Secretary to Government, Haryana
Labour Department.

Endst. No. Lab./2022/HSELC/spl-04-205

Dated: 17.01.2022

A copy of the above is forwarded to the following for information and necessary action:-

1. All the Deputy Commissioner-cum-Designated Officers as per Section 2 (c) under HSELC Act, 2020 in the State of Haryana.
2. All the Sub Divisional Officer (Civil)-cum-Authorized Officers as per Section 2 (b) under HSELC Act, 2020 in the State of Haryana.