

UT Administration of
Dadra & Nagar Haveli and Daman & Diu
Department of Industries,
Secretariat, Daman.

NOTIFICATION.

DIC/DMN/SRAP-2020/2020-21/661

Date: 30/01/2021.

Read: Business Reforms Action Plan-2020 (Points No.201 to 206) issued by the Department for Promotion of Industry and Internal Trade & Industry, New Delhi.

SUBJECT: Formation of a Central Inspection System (CIS) to integrate the independent inspection system of Labour Commissionerate, Department of Factories & Boilers, Pollution Control Committee and Legal Metrology.

Preamble.

The Department of Industrial Policy and Promotion (DIPP) of Government of India, as a part of Business Reforms Action Plan (BRAP) from 2015-16 has suggested inspection reforms primarily based on the principles of transparency, streamline risk based regulation and automation i.e. uploading procedures, mandating time lines, risk rating of business automating process etc.

As a part of the Business Reforms Action Plan for 2020-21, the Department of Industrial Policy and Promotion has proposed every State and UTs to develop and implement a Central Inspection System (CIS) (integrated risk based shared inspection system) covering multiple implementing agencies and compliance behaviour of specific business. A good regulatory practices for business inspection requires coordination of various inspection agencies to ensure that all relevant risks are properly address during inspection process.

The Administration of UT of Dadra & Nagar Haveli and Daman & Diu has also adopted and implemented various reforms suggested by DIPP in Business Reforms Action Plan.

The Labour Commissionerate, Department of Factories & Boilers, Pollution Control Committee and Legal Metrology are independently carrying out inspection of business and compliance thereof. Integration of these systems is necessary for reduction of compliance burden and to ensure timely and synchronized inspections in order to simplify business regulations and bring transparency and accountability in inspections.

Accordingly, the Administration of UT of Dadra & Nagar Haveli and Daman & Diu under the Ease of Doing Business (EoDB) initiative, has institutionalized a Central Inspection System (CIS).

1. Notification.

The Hon'ble Administrator of Dadra & Nagar Haveli and Daman & Diu is pleased to accord approval for formation of a Central Inspection System (CIS) to integrate the independent inspection systems of various departments in Union Territory of Dadra & Nagar Haveli and Daman & Diu.

The CIS will be responsible for synchronization of multiple inspections and all inspections will be directed through the system. The key aims of system are the following:

- The central inspection system will streamline the inspection procedures in the UT.
- It will ensure timely and synchronized inspections.
- It will bring clarity in inspections, its frequency and reduce duplications.
- It will enable Unified review of information about past inspections and compliance.

2. Coverage.

The Central Inspection System covers inspections under the following departments, namely:

1. Department of Labour & Factories & Boilers,
2. Pollution Control Committee (PCC),
3. Legal Metrology (Food & Civil Supplies Department).

3. Functions of CIS.

The functions of CIS are as follows:

- Scheduling of random inspections.

- Scheduling of joint inspections.
- Development of transparent checklists and procedures.
- Establish parameters for risk-based inspections.
- Develop modalities for surprise inspections and maintain records accordingly.
- Encourage third-party inspections/self-certification.
- Uploading of inspection report within 48 hours of inspection.

4. **Acts Covered under Central Inspection System:**

The Acts covered under Central Inspection System are as below:

A. Labour Commissionerate, Department of Factories & Boilers,

1. The Equal Remuneration Act, 1976.
2. The Maternity Benefit Act, 1961 Rules 1966.
3. The Minimum Wages Act, 1948 and Rules 1954.
5. The Payment of Wages Act, 1936 and Rules 1936.
6. The building and Other Construction Workers Welfare Cess Act 1996 and Rules 1998.
7. Payment of Bonus Act, 1965 and Rules 1975.
8. Payment of Gratuity Act, 1972 and the Rules 1974.
9. The Contract Labour [Regulation & Abolition] Act, 1970 and Rules 1975.
10. Inter State Migrant Workmen [Regulation of Employment and Conditions of Service] Act, 1979 and Rules, 1980.
11. The Child Labour (Prohibition & Regulation) Act, 1986 and the Rules 1994.
12. The Motor Transport Act, 1961 and the Rules 1966.
13. The Building and Other Construction Workers (Regulation of Employment Condition of Service) Act, 1996 (Central Act) and Rule 2002.
14. The Working Journalists (Conditions of Service) and Miscellaneous Provision Act, 1955.
15. The Sales Promotion Employees (Conditions of Service) Act and Rules, 1976.
16. The Factories Act, 1948.

B. Pollution Control Committee.

1. The Water (Prevention and Control of Pollution) Act, 1974.
2. The Air (Prevention and Control of Pollution) Act, 1978.

C. Legal Metrology

1. The Legal Metrology Act, 2009 & Rule.

5. The Key elements of Central Inspection System (CIS).

1. Synchronise multiple inspections and all inspections will be directed through CIS.
2. Online inspection schedule to be generated through the CIS system for scheduling of inspections.
3. The selection of establishments for inspection is done using computerised risk assessment and allocation of inspectors.
4. Allow third party certification instead of Departmental Inspection under all the Labour and Environment / Pollution Control Laws for low and medium risk industry.
5. Inspector scheduling on rotational basis i.e. mandate that same inspector cannot perform two consecutive inspections of the same business.
6. The final report to be uploaded on CIS system (Public domain) within 48 hours after the inspection.
7. The Visit Report compliance evaluation will be done by the concerned department at the appropriate authority level depending upon the Industry type.
8. The concerned department's field staff will visit the Industry jointly whenever the CIS system generates joint visit else otherwise the concerned field staff will visit the industry, independently, on a specified date.

6. UT Level Planning Committee (UTLPC):

The policy matters with reference to the Central Inspection System will be decided by the UT Level Planning Committee. The Committee shall develop module for online inspection system, randomised online selection of establishments and third party certification through Central Inspection System. The UT Level Planning Committee shall be a UT Level

Body mainly to implement advice, regulate and monitor the functioning of the CIS.

The constitution of UT Level Planning Committee shall be as follows:

Officer	Designation
Secretary (Labour)	Chairman
Member Secretary, (PCC)	Member
Director (Industries)	Member
Dy. Secretary (Legal Metrology)	Member
Dy. Commissioner (Labour)	Member Secretary

The UT Level Planning Committee will look after the broad policy and procedure of the CIS. The function of UT Level Planning Committee will be as follows:

1. Design and develop online inspection system for scheduling of inspections.
2. The system shall further assign inspections automatically and shall allow online filing of inspections reports and generation of reports, if needed. It shall also support mobile and email alerts. Avoid multiplicity of inspections and inspectors.
3. Allow third party certification instead of Departmental Inspection under all the Labour and Environment / Pollution Control Laws for low and medium risk industry.
4. Develop an IT framework to allow complete data sharing between all participating department, inspections report generation and management, mobile / e-mail access, automated scheduling of inspection and work schedules of inspectors.
5. To ensure that the Central Inspection process optimises the resources allotted.
6. Undertake training and development programme for various departments regarding Central Inspection System.
7. Decide annual plan for inspection by various concerned departments.
8. Review the functioning of the CI system and the performance of each office integrated in the CIS.
9. To build capacity of the inspector and inspectorate by introducing training to enhance skill. To introduce cross training of the inspector for different inspection to optimise use of resources.

7. Joint Monitoring Committee (JMC):

The actual functioning of the Central Inspection System shall be carried out by a Joint Monitoring Committee consist of the Head of the Office of the offices integrated in the Central Inspection System. The constitution of Joint Monitoring Committee shall be as follows:

Officer	Designation
Member Secretary (PCC)	Chairman.
Dy. Commissioner (Labour)	Member Secretary
Chief Inspector of Factories & Boiler	Member
Labour Officer, Labour Department.	Member
Senior Inspector, Legal Metrology Department.	Member

The function of Joint Monitoring Committee will be as follows

1. To oversee the proper functioning of CIS module.
2. To supervise that the allotted establishment is properly inspected and inspection remarks are uploaded in 48 hours and give necessary instructions to concerned department
3. To prioritise and determine the frequency of visits for each establishment.
4. To develop comprehensive checklist and formats for inspections and update the same.
5. To conduct review meeting after every two months to evaluate the performance of each inspector.
6. To develop tool kit with the relevant process, standard operating procedures, forms, check list and guidelines for communication between the Central and Field Officers.
7. To develop training module for the inspectors and to conduct regular training.

8. Risk Based Inspection Procedure for various departments:-

Risk Based Inspection tool, where resources are focused on those enterprises carry a higher risk to the public is developed by the respective department. This risk based inspection tool shall form the

basis to prioritize and determine the frequency of visit of each industrialestablishment which shall form part of the annual inspection plans and detail visit schedule.

The risk based schedule of the offices integrated in the CIS are as follows:

A. Labour Commissionerate and Factories & Boilers

(i) Risk assessment allotment taking into account on the basis of Number of Workmen employed by the establishment/factories i.e.

a) Low risk establishment /factories employing less than 50 workers will be exempted from inspection with a history of satisfaction compliance of labour law, except in case of complaint received against the establishment for violation of labour laws.

b) Medium risk establishment/factories employing 50 or more but up to 150 workers.

c) High risk establishments employing more than 150 workers.

(ii) Brief description of low, Medium and High-risk Factories/Establishment.

a) Low Risk: Factories except as specified in clause-(c) employing up to 50 workers are to be inspected only if there are complaints of noncompliance of various Labour Laws, accidents and dangerous occurrences. Establishment employing up to 50 workers are to be inspected only in case of complaints regarding non-compliance of various Labour laws / Labour situation.

b) Medium Risk: Establishment/Factories except as specified in clause (c) employing more than 50 workers and up to 150 workers. Inspection may be carried out once in 5 years.

c) High Risk: Major Accident Hazard and other chemical factories, factories carrying out dangerous operations of the Factories Act, 1948 and section 2(cd) of the Factories Act, 1948 and all factories/establishments employing 150 more workers. Inspection may be carried out once in 3 years.

B. Pollution Control Committee (PCC).

The inspection and sampling time schedule of various categories of Industries are as below:

Sr. No.	Category of Industries	Time Schedule
a	Highly polluting 17 Category	3 months
b	Other Red Category	6 months
c	Orange Category	6 months
d	Green Category	2 years
e	CBWTF/CHWSRDF/CMSWTDF/CETP/STP	3 months

C. Legal Metrology

The risk category-wise periodicity of inspections to be carried out under Legal Metrology (General) Rules 2011 are as below:

a. Manufacturer

Sr No.	Description of Weight or Measure to inspected or verified	Risk category	Periodicity
1	Manufacturing License of Storage Tank	Low	60 months
2	Manufacturing License of all	High	12 months

	weight or measure other than Storage Tanks		

b. Repairer

Sr No.	Description of Weight or Measure to inspected or verified	Risk category	Periodicity
1	Repairing License (Calibration) of Storage Tanks	Low	60 months
2	Repairing License of all weights, capacity measures, length measures, tape beam scale and counter machine.	Medium	24 months
3	Repairing License of all weight or measure including tank lorry other than weights, capacity measures, length measures, tape, beam scale and counter machine and storage tanks.	High	12 months

c. Dealers

Sr No.	Description of Weight or Measure to inspected or verified	Risk category	Periodicity
1	Dealing License for all weight or measure	High	12 months

- **However, every office integrated in the CIS shall carry out surprise inspections based on complaint with specific permission from their respective head of the office.**

9. Nodal Officers –

Every office integrated in the Central Inspection System will nominate a Nodal Officer at its Head Office. The Nodal Officer shall

be responsible for intra-department co-ordination for the implementation of the CIS. He will apprise the field level software, hardware and operational issues to the Supervisory Committee and the State Level Planning Committee. He will also ensure the submission of monthly reports as may be prescribed by the UT Level Planning Committee and the Joint Monitoring Committee, are submitted in time. He will coordinate training of the field officers and review their progress and submit it to the head of the office.

10. Inspection Process – Schedule and Allocation of Inspectors:

The Schedule of Inspection shall be formulated through an online system monitored by UT Level Planning Committee and Joint Monitoring Committee.

The visit shall be conducted by the respective inspectors with the help of a toolkit which shall have the relevant processes, standard operating procedures, forms and checklists, and guidelines for communications between the central and field officer. The processes will also cover behavioural aspects, as well as the procedural or technical aspects of an inspection, which can also be governed by Head of Office. It shall be ensured that the final reports are furnished within 48 hours of inspection. The online format for allocation of inspectors and compliance for joint inspection shall be developed by the system. This shall be generated on random basis through a computerised system keeping their jurisdiction as the base parameter. The report of inspection will be submitted in a combined inspection form in a format as prescribed by UTLPC.

The format shall clearly identify the proper procedure and sanctions for each type of violation, taking into consideration the intensity and recurrence of a violation. The list of inspectors with their jurisdiction will be displayed online.

11. Third Party Certification:

All the offices involved in the CIS shall encourage "Third Party Certification" for effective implementation and compliance of the respective legislation enforced by the respective office. The Third Party Inspection shall be allowed for low and medium risk units, based on their past records. The certifiers / assessor / agencies needs to be accredited by a reputed accreditation body attesting their technical capacity for each particular type of assessment separately and approved by the respective office. The Third Party Certifiers shall be liable for assessment and compliance.

12. Introduce Self Certification Scheme-

Each office, integrated in CIS shall introduce Self Certification Scheme for low and medium risk units.



Director of Industries
Dadra & Nagar Haveli and Daman & Diu
Daman.

UT Administration of Dadra & Nagar Haveli and Daman & Diu
Department of Labour & Employment
Daman

No. LE/DMN/BRAP-206/2020/345

Date : 6 -10-2020

Read : Business Reforms Action Plan , 2020 (Reform No. 206) issued by
Department for Promotion of Industry and Internal Trade & Industry,
New Delhi,


ORDER

In pursuance of the reforms proposed by the Department for Promotion of Industry and Internal Trade & Industry, New Delhi, it is hereby mandated that the inspection (except in case of complaint based inspections) shall be limited to the checklist by the Central Inspection Framework under the following Acts:-

1. The Equal Remuneration Act, 1976
2. The Minimum Wages Act, 1948
3. The GDD Shops and Establishments Act, 1973
4. The Payment of Bonus Act, 1965
5. The Payment of Wages Act, 1936
6. The Payment of Gratuity Act, 1972
7. The Contract Labour (Regulation and Abolition) Act, 1970
8. The Factories Act, 1948
9. The Boilers Act, 1923
10. The Maternity Benefit Act, 1961
11. The Water (Prevention and Control of Pollution) Act, 1974
12. The Air (Prevention and Control of Pollution) Act, 1981
13. The Environment (Protection) Act, 1986
14. The Labour Welfare Fund Act (Not applicable)

It is also mandated as under: -

1. Inspection Report to be submitted within 48 hours of inspection to CIS
2. The same Inspector will not inspect the same establishment twice consecutively
3. Allow users to view and download submitted inspection reports of at least past three years


(Danish Ashraf, IAS)
Secretary (Labour)
DNH & DD

To,
All the Labour Inspectors / LEO,
DNH & DD.

Copy to :-

1. The Addl. Commissioner (Labour), DNH / Daman / Diu
2. The Chief Inspector of Factories & Boilers, DNH & DD
3. The Deputy Commissioner (Labour), DNH / Daman / Diu

UT Administration of Dadra & Nagar Haveli and Daman & Diu
Department of Labour & Employment
Daman

No. LE/DMN/BRAP-119/2020/349

Date : 6-10-2020

Read : Business Reforms Action Plan , 2020 (Point No. 199) issued by
the Department for Promotion of Industry and Internal Trade & Industry,
New Delhi,

ORDER

In pursuance of the reforms proposed by the Department for Promotion of Industry and Internal Trade & Industry, New Delhi, a Central Inspection System (CIS) is set up for compliance inspection under the laws applicable to the Departments of Labour, Factories and Boilers as below :-

Central Inspection System (CIS)
for the Union Territory of Dadra & Nagar Haveli and Daman & Diu

- a. Inspection under The Equal Remuneration Act, 1976
- b. Inspection under The Minimum Wages Act, 1948
- c. Inspection under The GDD Shops and Establishments Act, 1973
- d. Inspection under The Payment of Bonus Act, 1965
- e. Inspection under The Payment of Wages Act, 1936
- f. Inspection under The Payment of Gratuity Act, 1972
- g. Inspection under The Contract Labour (Regulation and Abolition) Act, 1970
- h. Inspection under The Factories Act, 1948
- i. Inspection under The Boilers Act, 1923
- j. Inspection under the Water (Prevention and Control of Pollution) Act, 1974
- k. Inspection under the Air (Prevention and Control of Pollution) Act, 1981
- l. Inspection under the Environment (Protection) Act, 1986

(2) The Departments concerned shall conduct inspection based on the risk-based assessment as per the orders issued by the Department. However, surprise inspections may be done based on complaints with specific permission from the Labour Commissioner / Secretary (Labour), Dadra & Nagar Haveli and Daman & Diu.



(Danish Ashraf, IAS)
Secretary (Labour)
DNH & DD

To,
All the Labour Inspectors / LEO,
DNH & DD.

Copy to :-

1. The Addl. Commissioner (Labour), DNH / Daman / Diu
2. The Chief Inspector of Factories & Boilers, DNH & DD
3. The Deputy Commissioner (Labour), DNH / Daman / Diu

No. LE/DMN/SCLW/183/2019/657
Administration of Daman & Diu,
Department of Labour & Employment,
Daman.

Dated : 29/ 11 /2019

Read : Business Reforms Action Plan , 2019 issued by DIPP, Ministry of
Commerce & Industry, New Delhi

ORDER

In pursuance of the reforms proposed by the DIPP, Ministry of Commerce & Industry, New Delhi, a Central Inspection System (CIS) is set up for undertaking compliance inspection by the Departments of Labour, Factories, Boilers, Pollution and Environment under the following Acts :

Central Inspection System (CIS) for the Union Territory of Daman & Diu

1. The Equal Remuneration Act, 1976
2. The Minimum Wages Act, 1948
3. The GDD Shops and Establishments Act, 1973
4. The Payment of Bonus Act, 1965
5. The Payment of Wages Act, 1936
6. The Payment of Gratuity Act, 1972
7. The Contract Labour (Regulation and Abolition) Act, 1970
8. The Factories Act, 1948
9. The Boilers Act, 1923
10. The Water (Prevention and Control of Pollution) Act, 1974
11. The Air (Prevention and Control of Pollution) Act, 1981
12. The Environment (Protection) Act, 1986



(Dr. Rakesh Minhas)
Collector/ Labour Commissioner
Daman & Diu

Read : Business Reforms Action Plan , 2017 issued by DIPP, Ministry of
Commerce & Industry, New Delhi.

ORDER


In pursuance of the reforms proposed by the DIPP, Ministry of Commerce &
Industry, New Delhi the Inspection Reforms Enablers to be implemented under the
various labour laws are as under:

Synchronized / Joint – Inspection

In order to reduce multiple inspections from the same Department/Agency
several times in a year, the Labour Department will carry out a single joint
inspection under the following laws:

1. Inspection under The Equal Remuneration Act, 1976
2. Inspection under The Factories Act, 1948
3. Inspection under The Maternity Benefit Act, 1961
4. Inspection under The Minimum Wages Act, 1948
5. Inspection under The Payment of Bonus Act, 1965
6. Inspection under The Payment of Wages Act, 1936
7. Inspection under The Payment of Gratuity Act, 1972
8. Inspection under The Contract Labour (R&A) Act, 1970
9. Inspection under The Shops and Establishments Act (as applicable)
10. Inspection under The Labour Welfare Fund Act (as applicable)

Inspection reports will be put up within 24 working hours of inspection to higher
authorities and will be uploaded on website.


(Sandeep Kumar Singh)
Collector/ Labour Commissioner
Daman & Diu

Copy to :

- (1) The President, Daman Industries Association, Daman
- (2) The State Informatics Officer, NIC, Daman for placing the above order on the
Official Website of Daman & Diu 181 - 258880
- (3) The Deputy Director, Govt. Printing Press, Moti Daman for publication in the Official
Gazette 181 - 259092