



GV LAW CHAMBER
LLP

Haryana Labour Compliance

A Practitioner Checklist · 2026 Edition

A CLIENT DELIVERABLE

Prepared for industrial and commercial enterprises operating in Haryana



— PURPOSE OF THIS DOCUMENT

A practitioner's view of *Haryana* labour compliance.

Labour compliance in Haryana sits at the intersection of central labour codes, state-specific notifications, and the operational realities of running a regulated business. This document is GV Law Chamber LLP's working checklist — the same framework we use when auditing industrial units across Gurugram, Faridabad, Manesar, Panipat, and the rest of the state.

The four labour codes were notified into force on 21 November 2025. Their full operational detail is being settled through state rules. Until that transition is complete, compliance runs on parallel tracks — the codes apply at the centre, while several legacy mechanics under the older Acts remain in operation in Haryana. The result is a moment of unusual exposure for employers. The sections that follow set out, plainly, what must be done now.

What this checklist covers

The five compliance pillars — wages, social security, industrial relations, occupational safety, and inter-state migrant workers. **The annual filing calendar** — every return, register, and challan an employer must file in Haryana, with due dates. **The most common pitfalls** we see during regulatory inspections.

How to use it

Hand this to your HR head, your compliance officer, or your CFO. Treat the checklist as an audit instrument: where you can tick every item with confidence, the unit is broadly compliant. Where you cannot, raise it with counsel — the cost of unaddressed gaps is always higher than the cost of addressing them in advance.



— PILLAR ONE

Wage Compliance

Haryana minimum wages, effective 1 April 2026

Category	Monthly Wage (Rs.)	Daily Wage (Rs.)
Unskilled	15,220.71	585.41
Semi-Skilled	16,780.74	645.41
Skilled	18,500.81	711.56
Highly-Skilled	19,425.85	747.14

These rates apply uniformly across all districts of Haryana. They cover every employer regardless of sector — factories, service-sector firms, hospitals, hospitality, logistics, retail.

Critical wage compliance rules

- **Wages cannot be split.** The full minimum wage must be paid as a single consolidated amount — allowances cannot dilute the base rate.
- **Equal pay.** Men and women in the same category receive identical wages.
- **Trainees.** Paid 75% of the applicable category rate, never below the unskilled rate. Training period capped at one year.
- **Per-day calculation.** Monthly wage divided by 26 days; deductions calculated on 30 days.
- **Principal employer liability.** Principal employers are liable for ensuring contractors also pay statutory minimum wages.

The 50% wages rule under the Code on Wages

Under the new Code, allowances excluded from the wage definition cannot exceed 50% of total remuneration. Excess allowance is *deemed wages* for the purposes of PF, gratuity, bonus, and leave encashment. This dismantles the long-standing practice of inflating allowances to suppress statutory liability. Every CTC structure needs review against this rule.



— PILLAR TWO

Social Security

Scheme	Threshold	Contribution	Ceiling	Filing
EPF	20+ employees	12% + 12%	Rs. 15,000/mo	Monthly ECR · 15th
ESIC	10+ employees	3.25% + 0.75%	Rs. 21,000/mo	Monthly · 15th
Gratuity	10+ employees	4.81% (notional)	Rs. 20 lakh max	On separation
HLWF	All covered units	Rs. 62 + Rs. 31 (per worker)	N/A	Monthly · 23rd
Maternity	10+ employees	Employer-funded	26 weeks	Annual return

Provident Fund (EPF)

The 50% wages rule has direct PF consequences. Where the consolidated wage paid is the full minimum wage as required by the April 2026 notification, the PF calculation base becomes the full minimum wage — not a reduced “basic” slice. Employers who split wages to suppress PF base simultaneously violate two statutes.

Employees’ State Insurance (ESIC)

All four Haryana minimum wage categories fall below the Rs. 21,000 ESIC threshold. **This means every minimum-wage worker in Haryana is mandatorily covered under ESIC**, with no exception. Failure to register and remit attracts 12% interest plus 5–25% damages plus criminal prosecution.

Gratuity — the fixed-term change

Under the new Social Security Code, fixed-term employees become eligible for gratuity after **one year** of service (down from five). This is a major liability shift for industries that employ workers on rolling fixed-term contracts. Review your contract templates immediately.

Haryana Labour Welfare Fund (HLWF)

A small monthly contribution (Rs. 31 employee, Rs. 62 employer per worker) deposited by the 23rd of each month. Frequently missed because the amount is small, but cumulative interest and penalty over a multi-year lapse become significant. Verify current rates before remittance.

— PILLAR THREE

Industrial Relations & Establishment

Registrations and ongoing obligations under the Factories Act, Shops Act, Contract Labour Act, and Standing Orders Act (with the new thresholds under the Industrial Relations Code, 2020).

Factory licence & registrations

Registration with the Chief Inspector of Factories, Haryana. Form 1 for registration, Form 2 for licence, Form 4 for renewal. Annual return (Form 22) due by 31 January. Half-yearly return (Form 21) due 15 July and 15 January. Licence renewal fee is computed on power consumption and worker headcount.

Contract labour

Threshold under the new code: **50 workers** (raised from 20). Principal employer registers in Form I; contractor obtains licence in Form IV. Maintain a separate wage register for contract workers. Principal employer remains liable for any wages the contractor fails to pay.

Standing orders

Threshold raised under the IR Code from 100 to **300 workers**. Must certify orders covering: classification of workmen, attendance, leave, suspension, termination, grievance redressal. Establishments at or above 100 workers should treat the older threshold as the operative one until state notification confirms transition.

Haryana's industrial tribunals

Seven Industrial Tribunal-cum-Labour Courts operate in the state: Faridabad (three), Gurgaon (two), Rohtak, Hisar, Panipat, and Ambala. Jurisdiction is determined by the location of the workplace.

— PILLAR FOUR

Occupational Safety, Health & Working Conditions

- **Appointment letters compulsory** for every worker, including blue-collar staff. This is now non-negotiable under the OSH Code.
- **Annual health checkups** mandatory for all employees above 40 years of age.
- **Working hours**: maximum 8 hours per day, 48 hours per week. Overtime capped at 125 hours per quarter (sector-specific variations apply).
- **Safety committees** required for establishments with 250+ workers. Crèche facility for 50+.
- **Welfare facilities**: drinking water, washing facilities, first-aid (150+ workers), canteens (250+ workers).
- **Fire NOC & Building Plan approval** from Haryana Fire Services and DTCP. Boiler registration where applicable. CTE/CTO from HSPPCB for polluting industries.



— PILLAR FIVE

Inter-State Migrant Workers & Local Employment

Haryana's industrial corridors — Gurugram, Manesar, Bahadurgarh, Faridabad — depend heavily on migrant labour. The OSH Code substantially expands employer obligations toward inter-state workers, whether directly hired, engaged through contractors, or migrating independently.

Migrant workers are entitled to **appointment letters, annual health checkups, travel allowance, and portability of PDS benefits**. Employers operating with significant migrant workforces should immediately confirm that appointment letters and health checkup records exist for every such worker.

Haryana State Employment of Local Candidates Act, 2020

Currently in legal flux. Originally required 75% local employment in private-sector jobs paying up to Rs. 30,000/month. The Punjab & Haryana High Court struck it down in 2023; an appeal is pending in the Supreme Court. Until the position settles, clients should monitor developments and not rely on either compliance or non-compliance without legal advice.



— ANNUAL FILING CALENDAR

Returns, registers, and challans

Filing	Frequency	Due Date
EPF Electronic Challan-cum-Return (ECR)	Monthly	15th of next month
ESIC contribution	Monthly	15th of next month
Haryana Labour Welfare Fund	Monthly	23rd of every month
Wage Register / Muster Roll	Continuous	Maintained at workplace
Contract Labour return	Half-yearly	15 July · 15 January
Factories Act half-yearly (Form 21)	Half-yearly	15 July · 15 January
Factories Act annual return (Form 22)	Annual	31 January
Bonus return (Form D)	Annual	30 December
Maternity Benefit return	Annual	21 January
Factory licence renewal	Annual	31 December (prior year)



— FROM OUR PRACTICE

Where employers most often *trip up*.

The recurring gaps we find when auditing industrial units in Haryana. None of these are exotic. Each one is the kind of issue that, left unaddressed, becomes the basis for an inspection notice or a recovery suit.

01. CTC structure that violates the 50% wages rule.

Splitting wages into allowances to suppress PF/gratuity base. Now actionable under the Code on Wages.

02. Principal employer liability for contractor defaults.

Underpaid contract workers becoming the company's problem during inspection.

03. Trainees and probationers misclassified.

Paid below the unskilled rate, or kept on trainee status beyond one year.

04. Appointment letters missing for blue-collar workers.

Now mandatory under the OSH Code, including for migrant and contract workers.

05. Wage register not in the prescribed form.

A common ground for prosecution during Labour Department inspection.

06. Haryana Labour Welfare Fund non-payment.

Small monthly amount, but cumulative interest and penalty are heavy.

07. Missing display boards.

Minimum wages, working hours, weekly off — all must be displayed at workplace.

08. Lapsed factory licence.

Operating on an expired licence is a strict-liability offence.

09. No grievance redressal committee.

Required under the IR Code for establishments with 20+ workers.

10. POSH Internal Committee not constituted.

Required for all employers with 10+ employees. Separate statute, critical compliance gap.

— ENGAGE COUNSEL

Complex matters, *resolved precisely*.

If any item in this checklist raises a question for your unit, we would be glad to assist. GV Law Chamber LLP advises industrial and commercial enterprises across India on labour compliance, regulatory clearances, and the litigation that occasionally follows. The first consultation is confidential and without obligation.



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