

APPOINTMENT OF ASSISTANT LABOUR OFFICERS' AS INSPECTORS UNDER VARIOUS LABOUR LEGISLATION

**(G.O.Ms.No. 37, LET&F (LAB-IV) Dept.. Dt. 06-06-2008,
Published in Gazette No. 338, Dt. 11/06/2008**

S.No.	Name of the Act	Section
1.	Payment of Wages Act, 1936	14(3)
2.	Minimum Wages Act, 1948	19(1)
3.	Working Journalists (CMP) Act, 1955	17-BC1)
4.	Maternity Benefit Act, 1961	14
5.	Motor Transport Workers Act, 1961	4(1)
6.	Payment of Bonus Act, 1965	27(1)
7.	Beedi & Cigar Workers (COE) Act, 1966	2&6
8.	Contract Labour (R&A) Act, 1970	28(1)
9.	Payment of Gratuity Act, 1972	7A(1)
10.	The A.P. Factories & Estts. (NF&OH) Act, 1974	6(1)
11.	Equal Remuneration Act, .1976	9(1)
12.	Sales Promotion Employees (COS) Act. 1976	8(1)
13.	A.P. Muttah Jattu Hammals Act, 1986	15
14.	Inter State Migrant Workmen (RE&CS) Act, 1979	20(1)
15.	Child Labour (P&R) Act, 1986	17
16.	A.P. Labour Welfare Fund Act, 1987	18(1)
17.	A.P. Shops & Establishment Act, 1988	57
18.	Building & Other Construction Workers (RE&CS) Act, 1996	42(2) & (3)

APPOINTMENT OF ASSISTANT LABOUR OFFICERS' AS REGISTERING / LICENCING & CESS COLLECTION AUTHORITIES

1.	A.P. Shops and Establishment Act, 1988 and Rules 1990	Sec. 3.4 RWR 3&4
2.	Motor Transport Workers Act, 1961 and Rules 1963	Rule - 5
3.	Beedi & Cigar Workers (COE) Act, 1966 and Rules 1968	Sec. 4 RWR 3&4
4.	Building & Other Construction Workers (RE&CS) Act, 1996	Sec. 6
5.	Building & Other Construction Workers Welfare Cess Rules	Rule 2 (F)

**(G.O.Ms.No. 84 L.E.T. & F. (Lab-II) Department, dt. 22/09/2008
Published in Gazette No. 569, dt. 01/10/2008)**

PROSECUTIONS - PERIOD OF LIMITATION - PENAL PROVISION UNDER DIFFERENT ACTS

S.No.	Name of the Act	Period of Limitation	Penal Section / Rule
1.	APSE Act, 1989	6 Months, Sec. 64.	Sec.61,63 & Rule 54
2.	MW. Act, 1948	(a) 6 Months, Sec.22(2)(b)	Sec. 22 - A
		(b) one month, Sec. 22(2)(b)	Sec. 22
3.	MTW Act, 1960	(a) Three months, Sec. 36	Sec. 31
		(b) 6 months (U/Sec.36)	32 & 33
4.	Payment of Wages Act, 1936	Twelve months	Sec. 20
5.	B&C Workers (COE) Act, 1966	(1) Three months, Sec. 36	Sec. 33
		(2) 6 months (U/Sec.36)	
6.	Equal Remuneration Act, 1976	Six months	Sec. 10
		(Sec.468ofC.R.P.C)	
7.	A.P. Factories & Establishments (NF&OH) Act, 1974	Six months (Sec. 10-A)	Sec.9 & Rule 7
8.	Sales Promotion Employees (Conditions of Service) Act, 1976	Six Months (Sec. 10-A)	Sec. 9
9.	A.P. Labour Welfare Fund Act, 1987	Six months, (Sec.28)	Sec. 30
10.	Child Labour (P&R) Act, 1986	One Year (Sec. 468 of CRPC)	Sec. 14
11.	P.G. Act 1978	15 days on receipt of authorization Sec. 11	Sec.9
12.	C.L. (R&A) Act. 1970	(a) 3 months, Sec.27	Sec. 23&24
		(b) 6 months	
13.	P.B. Act, 1965	One Year (Sec. 468 of CRPC)	Sec. 28
14.	W.J. Act, 1955	6 months (Sec. 18(3))	Sec. 18
15.	Maternity Benefit Act, 1961	One year Sec. 23	Sec. 21

NOTIFICATION OF (ORIGINAL & APPELLATE) AUTHORITIES

UNDER VARIOUS ACTS & LIMATION PERIOD

Name of the Act	Designation	Section	Limitation	Nature
(1)	(2)	(3)	(4)	(5)
A.P.S.E. Act, 1988	ACL	Sec. 48	Within 60 days from the date of receipt of termination orders	To hear and decide appeals arising out of termination of services.
A.P.S.E. Act, 1988	D.C.L.	Sec. 48	Within 30 days	Second appeal against the orders of ACL
A.P.S.E. Act, 1988	A.C.L.	Sec. 50	Within one year from the date of deduction of wages or delayed wages or payment of service compensation	To hear and decide all applications filed for deduction of wages or delay in payment of wages of service compensation payable to employee
A.P.S.E. Act, 1988	D.C.L.	Sec. 53	Within 30 days	Appeal against orders of A.C.L. (Sec.50)
P.W. Act, 1936	A.C.L.	Sec. 15	Within 12 Months	To hear and. decide claims arising out of deduction of wages or delay in payment of wages.
P.W. Act, 1936	Dist. Court	Sec. 17	Within 30 days	Appeal against order of authority (Sec. 15)
The Workmen Compensation Act, 1923	J.C.L/ D.C.L/ A.C.L.	Sec.20(I)	2 Years	To hear and decide claim applications of fatal accidents and non-fatal accidents.
P.G. Act, 1972	A.C.L.	Sec. 3	90 days	To hear and decide Claim application for payment of gratuity.
P.G. Act, 1972	D.C.L.	Sec. 7	30 days	Appeal against orders of ACL (Sec. 3)
M.W. Act, 1948	J.C.L/ D.C.L A.C.L.	Sec. 20	6 months	To hear and decide all claims arising out of payment of wages less than the minimum rates of wages or for non payment of O.T. wages or for rest/ Holiday wages.
B.C.W. Act, 1966	A.C.L.	Rule 27		To hear and settle any dispute relating to 1) Issue of raw material to the employees. 2) Rejection of beedies 3) Payment of wages for the rejected beedies.
B.C.W. Act, 1966	D.C.L.	Sec. 31 & Rule 26	Within 30 days from the date of communication of orders of discharge / dismissal etc.	To hear and decide appeals arising out of discharge, dismissal & retrenchment of the employee.
B.C.W. Act, 1966	D.C.L.	Rule 27(2)	Within 30 days	Appeal against the orders of A.C.L. under R-27
E.R. Act, 1976	A.C.L.	Sec. 7		1) To hear and decide Complaint with regard to contravention of any provisions of the Act. 2) Claims arising out of non-payment of wages at equal rates.
E.R. Act, 1976	D.C.L.	Sec. 7 (6)	Within 30 days	Appeal against orders of ACL (Sec.7)
Contract Labour Act, 1970	Commissioner of Labour	Sec. 15	Within 30 days Sec. 15(1)	To hear and decide on the appeal made against the order of licensing authority.
Payment of Bonus Act, 1965	A.C.L.	Sec. 21	Within 1 year (Provision under Sec. 21)	To issue orders for recovery of bonus as an arrears of land revenue.

SCHEMES UNDER A.P. LABOUR WELFARE FUND

Sl No	Name of the Scheme	Scheme Details	Time Limit for submission of application by the beneficiary	Sanction Criteria	Certificates / Documents to be enclosed	Time limit for forwarding the application received by Asst. Labour Officer	Time limit for sanction by Asst.Commissioner to the Labour
1	Marriage Gift Scheme	Rs. 20,000/- in the form of Fixed Deposit Receipt (FDR) for a period of three years in favour of woman worker or daughter of worker on the occasion of marriage.	Application shall be made within 6 months from the date of marriage.	1). Wages should not exceed Rs. 18,000/- p.m. (as per Payment of Wages Act). 2). Limited to one daughter only. 3). There shall be contribution to welfare fund and at least 6 months of service at the time of application. 4). Enhanced benefit is applicable for the marriage performed on or after 01.10.2015.	1) Invitation Card. 2). Marriage Photo. 3). Age Proof Certificate. 4). Proof of performance of marriage issued by authority or employer or municipal corporation or Panchayat Secretary or religious head etc. 5). Ration Card or Aadhaar Card. 6). Salary Certificate issued by the employer.	Application received by ALO shall be forwarded to ACL within one week.	Sanction shall be given within one week from the date of receipt
2	Merit Scholarship Scheme	Scholarship on the basis of merit. 1). Rs. 5,000/- for Polytechnic. 2). Rs. 10,000/- for Engineering, Medicine, Law, BSC (Agri) (Vetery) (Nursing)/(Horti), B. Pharmacy, BCA, MCA, BBA, MBA, B.A.M.S., B.D.S., D.H.M.S., D.M.L.T & M.L.T.	The time schedule and guidelines of the scheme will be communicated separately	1). Worker (Self) & children are eligible. 2). Wages should not exceed Rs. 18,000/- p.m. (as per payment of wages Act.). 3). Scholarship will be awarded on the basis of merit. 4). Limited to the quota allotted to each ACL. 5). There shall be contribution to welfare fund and at least 6 months of service at the time of application.	1). Marks Memo. 2). Study Certificate. 3). Salary Certificate issued by the employer. 4). Xerox copy of Ration Card or Aadhaar Card.	As per the schedule communicated every year	As per the schedule communicated in January every year.
3	Scholarship to Physically Handicapped Children of worker	Financial assistance of Rs. 10,000/- per year for any class or course studying.	No time limit.	1). Physically handicapped children of the worker contributor are eligible. 2). Those who made application on or 01.10.2015 are eligible for the enhanced benefit. 3). There shall be contribution to welfare fund and at least 6 months of service at the time of application.	1). Study Certificate (Current year) 2). Disability Certificate issued by the Medical Board. 3). Xerox of Ration Card/Aadhaar Card	Application received by ALO shall be forwarded to ACL within one week.	Within one week from the date of receipt from ALO's office.

4	Financial assistance for the treatment of Chronic diseases	Financial assistance upto Rs. 50,000/- for undergoing operation / treatment of chronic diseases like Heart, Kidney, Cancer, Brain tumour, Paralysis, Liver, Hysterectomy, Trauma Treatment (serious wounds / injuries) and AIDS.	1). Application should be made within one year from the date of operation or treatment as the case may be. 2). For treatment of AIDS, application may be made at any time and no time limit is prescribed. 3). Financial assistance under this scheme is onetime payment during entire service for specific disease.	1). Worker, spouse & Children are eligible. 2). Workers covered by ESI and any such facility provided by the management are not eligible. 3). Wages should not exceed Rs. 18,000/- p.m. (as per Payment of Wages Act.) 4). There shall be contribution to welfare fund and at least 6 months of service at the time of application. 5). Those who availed schemes of NTR Vaidya seva are not eligible 6). Enhanced financial assistance is given to those who got treatment on or after 01.10.2015	1). Doctor's certificate/discharge summary. 2). Hospital medical bills. 3). Doctor's prescription 4). Certificate from the management regarding non-coverage of ESI or such facility provided by the management. 5). Worker should give a certificate stating that the patient has not availed scheme NTR Vaidya Seva.	Application received by ALO shall be forwarded to ACL within one week.	Within one week from the date of receipt from ALO's office.
5	Financial assistance for Accidental death	Financial assistance of Rs. 5 Lakhs in case of accidental death of the worker. (Rs. 3 Lakhs under A.P.Labour Welfare Board accidental death scheme, Rs. 2 Lakhs under (PMSBY) Pradhanmantri Suraksha Bhima Yojana.	Application should be made within one year from the date of death.	1). Any accidental death 2). There shall be contribution to welfare fund and at least 6 months of service at the time of application. 3). The schemes applicable to accidental death occurred on or after 01.10.2015 4). Eligibility for 2 Lakhs under (PMSBY) Pradhanmantri Suraksha Bhima Yojana, in case the worker contributed Rs. 12 under the above scheme and government of India norms.	1). Death Certificate. 2). FIR 3). Family members certificate issued by any authority or the employer, or Gazetted Officer. 4). Ration card or Aadhaar Card. (Application for sanction of Funeral Expenses may be made along with claim for accidental death) 5). Particulars of Contribution under PMSBY to be Submitted.	Application received by ALO shall be forwarded to ACL within one week.	Within one week from the date of receipt from ALO's office.
6	Financial assistance for Natural death scheme	Financial assistance of Rs. 20,000/-to the dependent of deceased worker.	Application should be made within one year from the date of death.	1).Applicable in all cases of death occurred on or after 01.10.2015 2). There shall be contribution to welfare fund and at least 6 months of service at the time of application.	1). Death Certificate. 2). Family members certificate issued by any authority or employer or Gazetted Officer. 3). Ration card or Aadhaar card	Application received by ALO shall be forwarded to ACL within one week.	Within one week from the date of receipt from ALO's office.

SCHEMES UNDER A.P. LABOUR WELFARE FUND

SI No	Name of the Scheme	Scheme Details	Time Limit for submission of application by the beneficiary	Sanction Criteria	Certificates / Documents to be enclosed	Time limit for forwarding the application receive by Asst. Labour Officer	Time limit for according sanction by Asst. Commissioner of Labour
7	Reimbursement of Funeral Expenses	Rs. 10,000/- shall be paid towards Funeral Expenses	Application should be made within one year from the date of death. (Application may be made separately or along with claim for accidental death Relief or Natural Death Relief)	1). Applicable in all cases of death occurred on or after 01.10.2015 2). There shall be contribution to welfare fund and at least 6 months of service at the time of application	1). Death certificate. 2). Family members certificate issued by the authority. 3). Ration Card or Aadhaar Card.	Application received by ALO shall be forwarded to ACL within one week.	Within one week from the date of receipt from ALO's office.
8	Financial assistance for Loss of limbs in accidents	Financial assistance up to Rs. 2.5 lakhs for disability due to accident. 1). Disability 25% to 40% Rs. 1,25,000/- 2). Disability 41% to 49% Rs. 1,75,000/- 3). Disability 50% & above Rs. 2,50,000/-	Application shall be made within one year from the date of Accident.	1) The enhanced rate of relief is applicable in case of accidental occurred on or after 01.10.2015. 2). There shall be contribution to welfare fund and at least 6 months of service at the time of application.	1). Medical Certificate issued by Medical Board. 2). FIR/Accident report issued by employer or respective authority .	Application received by ALO shall be forwarded to ACL within one week.	Within one week from the date of receipt from ALO's office.

9	Maternity benefit	Financial assistance of Rs. 10,000/- for delivery of woman worker	Application shall be made within one year from the date of delivery.	<p>1). Limited to two children.</p> <p>2). Workers covered by ESI and any such facility provided by the management are not eligible.</p> <p>3). Wages should not exceed Rs. 18,000/-p.m. (as per Payment of Wages Act.)</p> <p>4). Enhanced benefit is applicable for the deliveries occurred on or after 01.10.2015 5). There shall be contribution to welfare fund and at least 6 months of service at the time of application.</p>	Delivery Certificate from the Hospital	Application received by ALO shall be forwarded to ACL within one week.	Within one week from the date of receipt from ALO's office.
10	Family Planning Incentive	Rs. 5,000/- for undergoing family planning operation by the worker or spouse of the worker.	Application should be made within one year from the date of family planning operation.	<p>1). Applicable to two children.</p> <p>2). Wages should not exceed Rs. 18,000/-p.m. (as per Payment of Wages Act)</p> <p>3). There shall be contribution to welfare fund and at least 6 months of service at the time of application</p> <p>4). Those who have undergone Vasectomy /Tubectomy (Sterilisation) on or after 01.10.2015 are eligible for the enhanced benefit.</p>	Sterilisation certificate issued by the authority	Application received by ALO shall be forwarded to ACL within one week.	Within one week from the date of receipt from ALO's office.

IMPORTANT LINKS

labour.ap.gov.in, chandrannabima.ap.gov.in, apbocwwboard.ap.nic.in, goir.ap.gov.in

PHONE NUMBERS OF LABOUR DEPARTMENT

S.No	Name of the Employee	Designation	Cell No.
1	Sri. P. Satyanarayana	Hon'ble Minister for Labour	9441333699
2.	Sri. D. Murali Mohan	OSD	9885297355

Prl. Secretary to Govt of LET & F Dept.

1	Sri. JSV Prasad, IAS	Prl. Scr. to Govt of LET & F Dept	9866640509
2	Sri Uma Maheswar Rao	Addl. Secretary	9848876752
3	Sri Bala Muni Sekhar	Asst. Secretary	7799245635
4	Sri Sarath Chandra	SO (Lab-II)	7799003096

O/o COL

1	Sri D. Varaprasad, I.A.S	Commissioner of Labour	9949555757
2	Sri B. Ajay	Addl. Com. of Labour	9492555111
3	Vacant	Joint Com. of Labour	9491141057
4	Vacant	ACL-I	8333811627
5	Smt. R.V.S.S. Ramalakshmi	ACL-II	9491398806
		COL Peshi	0866 2436313

O/o Construction Board H

1	Sri S. Lakshmi Narayana(FAC)	Secretary, Addl. COL & CEO	9492255566
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O/o Labour Welfare Board

1	Sri A. Rani	Welfare Commissioner	9640085621
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Officers Stationed at Zonal Offices in Andhra Pradesh

S.No	Name of the Employee	Station/Zone	Cell No.
1	Sri S.Y. Srinivas	Kurnool	9492266611
2	Sri S. Lakshmi Narayana	Guntur	9492555150
3	Sri M. Ramarao	Eluru	9849569175
4	Sri T. Venkataratnam	Visakhapatnam	9492555033

Deputy Commissioner of Labour in Andhra Pradesh

S.No	Name of the Employee	Station/District	Cell No.
1	Vacant	Nellore	9492555114
2	Sri K. Vidyasagar	Tirupathi	9492555214
3	Sri K.S. Subba Rao	Kadapa	9492555201
4	Vacant	Kurnool	9492555167
5	Vacant	Anantapuram	9492555187
6	Sri B. Yesudas	Ongole	9492555127
7	Sri U. Malleswar Kumar	Guntur	9492555140
8	Sri P.V.S. Subrahmanyam	Vijayawada	9492555088
9	Vacant	Eluru	9492555072
10	Vacant	Kakinada	9492555049
11	Vacant	Visakhapatnam	9492555001
12	Vacant	Vizianagaram	9492555021
13	Vacant	Srikakulam	9492555033

Assistant Commissioner of Labour in Andhra Pradesh

S.No	Name of the Employee	Station/District	Cell No.
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ZONE-I

SRIKAKULAM

1	Sri Ch. Purushotham	Srikakulam	9492555034
2	Sri R.V. Ramana Patnaik	Tekkali	9492555035

VIJAYANAGARAM

1	Sri SDV Prasada Rao	Parvathipuram	9492555023
2	Sri N. Subramanyam	Vizianagaram	9492555022

VISAKHAPATNAM

1	Kum. M. Ramya	Narsipatnam	9492555004
2	Sri G. Lakshmi Narasaiah	ACL-I, Visakhapatnam	9492555002
3	Sri Kesava Panda	ACL-II, Visakhapatnam	9492555003

ZONE-II

EAST GODAWARI

1	P. Krishnaveni	Amalapuram	9492555057
2	Kum. N. Bullirani	Kakinada	9492555050
3	Sri P. Srinivas	Rajamahendravaram	9492555063

WEST GODAWARI

1	Sri M. Sunitha	Eluru	9492555073
2	Ch. Alochana	Kovuru	9492555083
3	Sri V. Chakradhar	Narsapuram	9492555078

KRISHNA

1	Sri M. Srimannarayana	Gudivada	9492555097
2	Sri K. Vijaya Bhaskar Reddy	Machilipatnam	9492555104
3	Sri D. Anjaneya Reddy	Vijayawada	9492555089

ZONE-III

GUNTUR

1	Smt. Ch. Asha Rani	Guntur	9492555142
2	Sri N. Adinarayana Rao	Narasaraopet	9492555151
3	Sri R. Venkateswarlu	Tenali	9492555141

PRAKASAM

1	Smt. A. Gayathri Devi	Ongole	9492555128
2	Sri S.V.S.R. Murthy	Kandukur	9492555129

NELLORE

1	Sri R. Venkata Narayana	Nellore	9492555115
2	Sri K. Omkar Rao	Gudur	9492555116

ZONE-IV

KURNOOL

1	Kum. S.N. Lavanya	Adhoni	9492555170
2	Sri N. Seshagiri Rao	Kurnool	9492555168
3	Sri N.V. Chalapathi Rao	Nandyala	9492555169

CHITTORE

1	Vacant	Chittore	9492555216
2	Vacant	Madanapalli	9492555217
3	Sri K. Dinesh Kumar	Tirupathi	9492555215

ANANTHAPUR

1	Sri D.V. Ranga Rajulu	Ananthapuram	9492555188
2	Sri Ch. Vijayakumar Reddy	Dharmavaram	9492555189

CUDAPAH

1	Sri A. Venkateswara Reddy	Cudapah	9492555202
2	Sri M. Balu Naik	Rajampet	9492555203

ASSISTANT LABOUR OFFICERS OF ZONE-I VISAKHAPATNAM

Sri/Smt/Kum

1	K. Manoj	Circle-I, Visakhapatnam	9492555005
2	G. Yellajirao	Circle-II, Visakhapatnam	9492555006
3	P. Suvarna	Circle-III, Visakhapatnam	9492555007
4	R.V. Srinivasa Rao	Circle-IV, Visakhapatnam	9492555008
5	KKS Surya Rao	Circle-V, Visakhapatnam	9492555009
6	T. Joshila	Circle-VI, Visakhapatnam	9492555010
7	P. SSV Prasad	Circle-VII, Visakhapatnam	9492555011
8	K. Ramakrishna Rao	Circle-VIII, Visakhapatnam	9492555012
9	N. Vijayasri	Circle-IX, Visakhapatnam	9492119357
10	R. Rama Devi	Circle X, Visakhapatnam	9492555014
11	M. Padmavathi	Bhimunipatnam	9492555017
12	K. Bala Krishna	Circle-I, Anakapally	9492555015
13	S. Nageswara Rao	Circle-II, Anakapally	9492555016
14	V. Chandra Mouli	Chodavaram	9492555018
15	Vacant	Yelamanchili	9492555019
16	Vacant	Narsipatnam	9492555020

VIZIANAGARAM

Sri/Smt/Kum

1	B. Aruna Kumari	Circle-I, Vizianagaram	9492555024
2	Y. Sailesh Kumar	Circle-II, Vizianagaram	9492555025
3	T. Venkateswara Rao	Circle-III, Vizianagaram	9492555026
4	M. Vijaya Lakshmi	Samarla Kota	9492555027
5	T. Sujatha	Kothavalasa	9492555028
6	P. Satyanarayana	Parvathipuram	9492555029
7	G.S.S.K. Srinivasa Rao	Bobbili	9492555030
8	K. Anjaiah	Saluru	9492555031
9	D.S.N. Murthy	Cheepurpally	9492555032

SRIKAKULAM

Sri/Smt/Kum

1	R. Radha Kumari	Circle-I, Srikakulam	9492555036
2	B. Kondal Rao	Circle-II, Srikakulam	9492555037
3	M. Vijaya Kumar	Tekkali	9492555038
4	B. Vijayalakshmi	Narasannapet	9492555039
5	P. Vijaya Kumar	Palasa	9492555040
6	P. Suryanarayana	Sompeta	9492555041
7	M. Arjuna Rao	Amudalavalasa	9492555043
8	A. Sundar Rao	Rajam	9492555044
9	K. Kiran Chandra	Palakonda	9492555045
10	Jaya Shankar	Heeramandalam	9492555047

ASSISTANT LABOUR OFFICERS OF ZONE-II
EAST GODAVARI

Sri/Smt/Kum

1	T. Nagalakshmi	Circle-I, Kakinada	9492555051
2	P. Srinivasa Mahesh	Circle-II, Kakinada	9492555052
3	G. Raju	Circle-III, Kakinada	9492555053
4	KSN Raghupathi	Peddapuram	9492555054
5	B.John White Paul	Pitapuram	9492555055
6	V. Sekhar	Tuni	9492555056
7	B.P.T. Sundari	Amalapuram	9492555058
8	G. Satyanarayana	Mandapet	9492555059
9	Vacant	R.C.Puram	9492555060
10	G.Udaya Bhaskar Rao	Kothapeta	9492555061
11	G. Vijaya Saradhi	Razole	9492555061
12	G. Kesava Rao	Circle-I, Rajahmundry	9492555064
13	DSV Satyanarayana	Circle-II, Rajahmundry	9492555065
14	M. Venkateswara Rao	Circle-III, Rajahmundry	9492555066
15	J. Achimamba	Circle-IV, Rajahmundry	9492555067
16	M. Venkatappaiah	Rayavaram	9492555068
17	P. Hemanth	Yeleswaram	9492555069
18	Vacant	R.C. Varam	9492555070
19	Vacant	Addateegala	9492555064

WEST GODAVARI

Sri/Smt/Kum

1	V. Suresh Reddy	Circle-I, Eluru	9492555074
2	SS Varaprasad	Circle-II, Eluru	9492555075
3	A. Lakshmi	Tadepalligudem	9492555076
4	G. Venkata Ramana	Chintalapudi	9492555096
5	AVSS Krishna Kumar	Circle-I, Tanuku	9492555082
6	K. Gopi Kumar	Circle-I, Bhimavaram	9492555080
7	TVV Adinarayana Murthy	Circle-II, Bhimavaram	9492555081
8	T. Seshagiri Rao	Palakole	9492555079
9	KSN Malleswara Rao	Circle-II, Tanuku	9492555087
10	Vacant	Nidadavole	9492555086
11	KSV Satyanarayana	Kovvuru	9492555084
12	Vacant	Polavaram	9492555085

KRISHNA

Sri/Smt/Kum

1	D. Ratnakumari	Circle-I, Vijayawada	9492555101
2	BSM Vali	Circle-II, Vijayawada	9492555090
3	S. Govindu	Circle-III, Vijayawada	9492555091
4	P. Srinivasa Rao	Circle-IV, Vijayawada	9492555092
5	G.S. Naik	Circle-V, Vijayawada	9492555107
6	B. Muni Swamy	Circle-VI, Vijayawada	9492555093
7	V. Nanaji Rao	Circle-VII, Vijayawada	9492555094
8	B. Kishore Kumar	Circle-VIII, Vijayawada	9492555102
9	P. Ramesh Kumar	Circle-IX, Vijayawada	9492555103
10	P. Maheswara Reddy	Nandigama	9492555095
11	Vacant	Jaggaiahpet	9492555095
12	Ch.V. Subba Rao	Gudiwada	9492555098
13	N. Durga Prasad	Nuzividu	9492555099
14	S.N.V. Sivarama Prasad	Tiruvur	9492555100
15	P. Vishnu	Circle-I, Machilipatnam	9492555105
16	K. Syambabu	Circle-II, Machilipatnam	9492555106
17	M. Rajesh Babu	Avanigadda	9492555110
18	P. Sujatha	Kaikaluru	9492555108
19	Ch. Ratna Kumar	Vuyyuru	9492555109

ASSISTANT LABOUR OFFICERS OF ZONE-III**GUNTUR**

Sri/Smt/Kum

1	G. Nagaraja	Circle-I, Guntur	9492555143
2	B. Koteswara Rao	Circle-II, Guntur	9492555144
3	M. Vinay Kumar	Circle-III, Guntur	9492555145
4	P. Lakshmi Devi	Circle-IV, Guntur	9492555146
5	T. Anuradha	Circle-V, Guntur	9492555147
6	Sk. Mahaboob Subhani	Circle-VI, Guntur	9492555148
7	G. Nageswararao	Amaravathi	9492555149
8	G. Dhanalakshmi	Circle-I, Tenali	9492555158
9	D. Lakshmi	Circle-II, Tenali	9492555159
10	P. Padmavathi	Mangalagiri	9492555160
11	M. Madhuri	Ponnuru	9492555161
12	M. Koteswara Rao	Bapatla	9492555162
13	B. Anitha Vani	Repalli	9492555163
14	K. Srinivasa Rao	Narasaraopet	9492555152
15	K. Vishnu	Chilakaluripet	9492555153
16	Y. Subbarayudu	Vinukonda	9492555154
17	V. Hanumath Sai	Sattenapalli	9492555155
18	P.P.V. Prasad Rao	Piduguralla	9492555156
19	K. Sambasiva Reddy	Macherla	9492555157

PRAKASAM

Sri/Smt/Kum

1	T. Madhu Babu	Circle-I, Ongole	9492555130
2	S. Srinivasa Naidu	Circle-II, Ongole	9492555131
3	K.V. Ramadevi	Circle-I, Chirala	9492555132
4	V. Sai Jyothi	Circle-II, Chirala	9492555133
5	AVL Sukanya	Parchoor	9492555134
6	M. Elijabethamma	Kandukuru	9492555135
7	K. Arjun Reddy	Kanigiri	9492555136
8	K. Pavan Kumar	Cumbum	9492555137
9	R. Suresh	Markapur	9492555138
10	M. Koteswara Rao	Addanki	9492555139

NELLORE

Sri/Smt/Kum

1	G. Balakasi Naik	Atmakuru	9492555124
2	N. SureshKumar	Guduru	9492555122
3	Vacant	Udayagiri	9492555125
4	D. Siva Prasad	Circle-I, Nellore	9492555117
5	P. Sasidhar Reddy	Circle-II, Nellore	9492555118
6	M. Venkateswarlu	Circle-III, Nellore	9492555119
7	Sk. Gouse	Circle-IV, Nellore	9492555120
8	NDV Krupadanam	Kavali	9492555121
9	Ch. Chandra Kumar	Naidupeta	9492555123
10	N. Hari Babu	Rapur	9492555126

CHITTORE

Sri/Smt/Kum

1	C. Sambasiva	Circle-I, Tirupathi	9492555218
2	J. Sreemannarayana	Circle-II, Tirupathi	9492555219
3	M. Rajaiah	Circle-III, Tirupathi	9492555220
4	D.Venkata Subbaiah	Srikalahasti	9492555221
5	Vacant	Circle-I, Chittoor	9492555223
6	M. Madhu Babu	Circle-II, Chittoor	9492555224
7	R. Rabindra Nath	Puttoor	9492555225
8	B. Srikanth Naik	Punganur	9492555226
9	S. Chenna Laleppa	Madanapally	9492555227
10	P.R.S. Vinod Babu	Pileru	9492555228
11	T. Chakrapani	Kuppam	9492555229

KADAPA

Sri/Smt/Kum			
1	S. Rupesh Kumar Raju	Circle-I Kadapa	9492555209
2	G. Muralidhar	Circle-II Kadapa	9492555205
3	S. Srinivas	Circle-III Kadapa	9492555212
4	G. Alla Baksh	Kamalapuram	9492555207
5	Neelakanta Sastry	Rayachoti	9491450526
6	K. Muni Swamy	Rajampet	9492555211
7	Md. Meera Mohiddin	Circle-I, Proddutur	9494926179
8	C. Chitharanjan	Circle-II, Proddutur	9492555206
9	P. Sridhar	Badwel	9492555210
10	L. Loka Pavani	Jammalamadugu	9492555213

ZONE-IV**ANANTHAPUR**

Sri/Smt/Kum			
1	B. Pratap Naidu	Circle-I, Anantapur	9492555190
2	N. Basherunnisa Begum	Circle-II, Anantapur	9492555191
3	AV Siva Prasad	Gooty	9492555194
4	G. Raghuramulu	Guntakal	9492555193
5	K. Radha Ramadevi	Tadipatri	9492555192
6	BVS Krishna Reddy	Dharmavaram	9492555197
7	K. Naresh Kumar	Circle-I, Hindupur	9492555195
8	C. Suryanarayana	Circle-II, Hindupur	9492555196
9	Vacant	Kadiri	9492555199
10	B. Krishnaiah	Penukonda	9492555200
11	G. Satyanarayana	Rayadurg	9492555198

ZONE-IV**KURNOOL**

Sri/Smt/Kum			
1	M. Sundaresh	Circle-I, Kurnool	9492555171
2	Y. Vidyavathamma	Circle-II, Kurnool	9492555172
3	Vacant	Circle-III, Kurnool	9492555173
4	R. Keshanna	Circle-IV, Kurnool	9492555174
5	M. Sarada	Nandikotkuru	9492555175
6	A.T. Srinivasulu	Dhone	9492555176
7	M.L.Ram Prasad	Circle-I, Nandlyal	9492555177
8	B. Muralikrishna	Circle-II, Nandlyal	9492555178
9	S. Wilson Sudhakar	Circle-III, Nandlyal	9492555179
10	Vacant	Banaganapalle	9492555181
11	S. Neelima Sandhya	Atmakuru	9492555181
12	K. Venkateswar	Circle-I, Adoni	9492555182
13	T. Srilakshmi	Circle-II, Adoni	9492555183
14	K. Hemadri	Circle-III, Adoni	9492555184
15	G. Srinivasa Reddy	Yemmiganur	9492555186
16	M. Venkateswarlu	Aluru	9492555185

Revision of structures rates for various types of buildings for assessing Market Values

No	Type of Structure	Rate per SA for the * Areas falling within the Jurisdiction of Municipal Corporation /Municipalities Nagar Panchayat Urban Development Authorities and Notified areas including the Gram Panchayats falling within their master plan areas Urban agglomeration areas and CRD A.	Rate per S.ft. * for the areas falling within Major Gram Panchayat (other than the Gram Panchayat falling within the areas covered by the master plan of any Municipality, Notified Nagar Panchayat falling in the Urban agglomeration of nay Urban Development Authority.	Rate per S. Ft * For the areas falling within Minor Gram Panchayat (other than the Gram Panchayat falling within the areas covered by the master Plan of any Municipality or Notified Nagar Panchayat falling in the Urban agglomeration of any Urban Development Authority}
1	RCC Building			
	a) Ground 1st & 2nd	1030	910	650
	b) Structure from 3rd floor onwards	1110	1030	720
	c) Cellar, Mezzanine floor & Parking Place	740	660	480
	d) Apartments without common walls at least on 3 sides	1110	1030	650
2	High rise structure with RCC exterior	1130	1010	720
	a) Cinema Halls, Mills, Factories, etc., with walls exceeding 10 feet height	780	710	560
	b) Poultry Farms	560	550	390
3	ACC sheet, Pantile shaped Stones, Zinc sheets, Tiles, Mangalore Tiles, Cuddapah slab, Jack Arch, Madras terrace roof and such other non RCC roofs Structures	560	450	330
4	Mud roof (Chaviti/Middu)	340	250	190
5	Thatched houses (Roof with Palm / Coconut tree leaves / Grass)			
	a) With walls	160	100	80
	b) Without walls	90	50	40

GOVERNMENT OF ANDHRA PRADESH ABSTRACT

The Andhra Pradesh Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996-Welfare Schemes -Marriage Gift - Enhancement of the benefit to provide Financial Assistance for unmarried registered women workers/two daughters of the registered construction workers under Scheme Marriage Gift from Rs.10,000/- (Rupees Ten thousand only) to Rs.20,000/- (Rupees Twenty thousand only) - orders - Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.I) DEPARTMENT

G.O.MS.No. 24

Dated: 07-12-2017

Read the following:-

1. G.O.Ms.No.59, of the Labour, Employment, Training & Factories (Lab.IV) Department, dated: 28.10.2011.
2. G.O.Ms. No. 2, of the Labour, Employment, Training & Factories (Lab.I) Department, dated: 04.02.2016.
3. Minutes of the Meeting of 16th Board Meeting held on 24.03.2017.
4. From Secretary & CEO, APBOCWFB, Hyderabad, Lr.No. D/6025/2017, Dt: 01.06.2017.
5. From the Commissioner of Labour, A.P., Vijayawada, Lr. No. E1/703743/2017/LBR COMMR, Dt: 13.10.2017.

ORDER:-

In the G.O. 2nd read above, the Government have enhanced the benefit of the scheme for providing financial assistance from Rs.5,000/-(Rupees Five thousand only) to Rs.10,000/- (Rupees Ten thousand only) as marriage gift to the registered unmarried women workers and two daughters of the registered construction worker with the certain guidelines prescribed in the G.O. 1st read above under Rule 33 (L) of Andhra Pradesh Building & Other Construction Workers Welfare Rules, 1999, read with Sec.22 of the Building & Other Construction Workers (RE&CS) Act, 1996.

2. In the letters 4th read above, the Secretary and Chief Executive Officer, Andhra Pradesh Building & Other Construction Workers Welfare Board, Hyderabad has proposed to enhance the Marriage Gift amount from the existing Rs. 10,000/- to Rs. 20,000/- for unmarried registered women workers/two daughters of the registered construction workers under Scheme of Marriage Gift as resolved in the 16th Andhra Pradesh Building and Other Construction Welfare Workers Board meeting Dated: 24.03.2017 with certain guidelines /norms. In the letter 5th read above, the Commissioner of Labour, Andhra Pradesh, Vijayawada has recommended the said proposal.
3. Under Section 22 of the Andhra Pradesh Building and Other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996 empowers the Board constituted under the Act to provide welfare measures and facilities to the Building and Other Construction Workers registered as beneficiaries with the Board and it is required in accordance with Rule 33-L of Andhra Pradesh Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Rules, 1999 that Government have to issue approval to such schemes.
4. After careful examination, the Government hereby accord approval for enhancement of the benefit under Marriage Gift Scheme from Rs.10,000/

-(Rupees Ten thousand only) to Rs.20,000/- (Rupees Twenty thousand only) to provide financial Assistance for unmarried registered women workers/ two daughters of the registered construction workers with following guidelines/norms, under Rule - 33(L) of Andhra Pradesh Building & Other Construction Workers (RE&CS) Rules, 1999 read with Sec.22 of the Andhra Pradesh Building and Other Construction Workers (RE&CS) Act, 1996 in supersession of all earlier orders issued in the matter:

- (i) An amount of Rs. 20,000/- (Rupees Twenty Thousand only) shall be paid as a Marriage Gift to the registered woman BOC Worker and two daughters of the registered BOC worker on the occasion of their marriage.
 - (ii) The application for the benefit shall submit within 6 months from the date of performance of the marriage.
 - (iii) The benefit shall be extended to the registered unmarried women workers/ two daughters of beneficiaries, who have completed the age of 18 years at the time of marriage.
 - (iv) The claimant shall make either online claim in the official web portal of Andhra Pradesh Building & Other Construction Workers Welfare Board along with scanned copies of following documents or submit the physical application in the prescribed format along with the following documents:
1.Copies of Aadhar card of bride and BOC Worker 2.Age proof certificate
3. Marriage Registration Certificate issued by the Registrar for marriages under the Andhra Pradesh Compulsory Marriage Registration Act, 2002/
Marriage certificate issued by the Waqf Boards/ Church/ Panchayat Secretary 4. Wedding Invitation 5.Marriage photos and 6. Copy of the Bank Account Pass Book of Bride.
 - (v) After necessary verification, the authorized official sanctions the scheme amount and the same shall be paid by way of direct transfer to the bank account of the Bride.
6. The Commissioner of Labour, Andhra Pradesh, Vijayawada and the Secretary & Chief Executive Officer, Andhra Pradesh Building & Other Construction Workers Welfare Board, Hyderabad shall take necessary action.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

NEERABH KUMAR PRASAD SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner of Labour, Andhra Pradesh, Vijayawada.

The Secretary & Chief Executive Officer, Andhra Pradesh Building and Other Construction Workers Welfare Board, Hyderabad.

All the District Collectors in the State.(through COL, A.P., Vijayawada).

Copy to:-

The PS to Hon'ble Minister for Labour.

The P.S. to Special Chief Secretary LET&F Department.

//FORWARDED BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH ABSTRACT

The Building and Other Construction Workers (RE&CS) Act, 1996 - **Implementation of Welfare Schemes by the Andhra Pradesh Building and Other Construction Workers Welfare Board** - Enhancement of the benefit to provide funeral expenses from Rs.10,000/- to Rs.20,000/- (Rupees Twenty thousand only) in case of death of Building and Other Construction Workers- Revised Orders - Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.I) DEPARTMENT

G.O.MS.No. 5

Dated: 04-02-2016

Read the following:-

1. G.O.Ms.No.64, LET&F (Lab-IV) Dept, dated : 27.7.2010.
2. G.O.Ms.No.55, LET&F (Lab-IV) Dept, Dt: 20.11.2013.
3. From the Commissioner of Labour, Andhra Pradesh, Hyderabad, Lr.No. A/5210/2015, dt: 17.12.2015.

ORDERS:

In G.O. 1st read above, the Government have issued orders for providing Rs.5000/- towards funeral expenses to the kin of the registered building or other construction worker and also for making arrangement for transportation of the body within the state in case of death of such registered building or other construction worker caused by an accident occurring in the course of employment.

2. Consequently, Government have issued revised orders in supersession of the G.O.Ms.No.64 of LET&F (Lab-IV) department, dated: 27-07-2010 enhancing the financial assistance towards funeral expenses to Rs.10,000/- (Rupees ten thousand) from the existing amount of Rs.5,000/- in all cases of death of registered building and other construction workers as resolved in its 13th Meeting of the A.P. Building and other Construction Workers Welfare Board.

3. In the Letter 3rd read above, the Commissioner of Labour has submitted a proposal based on the resolution made in 15th meeting of Andhra Pradesh Building and Other Construction Workers Welfare Board held on 28.11.2015, for enhancement of financial assistance towards funeral expenses amount from Rs.10,000/- to 20,000/- to the Building & other Construction workers in order to implement the schemes for the benefit of poor constructions workers.

4. Section 22 of the Andhra Pradesh Building and Other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996 empowers the Board constituted under the Act to provide welfare measures and facilities to the Building and Other Construction Workers registered as beneficiaries with the Board and it is required in accordance with Rule 33-L of Andhra Pradesh Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Rules, 1999 that Government have to give approval to such schemes.

5. In the circumstances stated by the Commissioner of Labour and after careful examination of the matter, Government hereby enhance the financial assistance towards funeral expenses to Rs. 20,000/- (Rupees twenty thousand only) from the existing amount of Rs.10,000/- in case of death of Building and Other Construction Workers in all cases of death of registered building and other construction workers whether accidental or natural death with the certain guidelines prescribed in the G.O 2nd read above under sub rule (L) of Rule 33 of A.P. Building & Other Construction Workers Welfare Rules, 1999, read with Sec.22 of the Building & Other Construction Workers (RE&CS) Act, 1996.

6. The Commissioner of Labour, A.P., Hyderabad and the Secretary & Chief Executive Officer, A.P. Building and Other Construction Workers Welfare Board shall take necessary action accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**G. ANANTHA RAMU
PRINCIPAL SECRETARY TO
GOVERNMENT**

To

1. The Commissioner of Labour, Andhra Pradesh, Hyderabad.
2. The Secretary & Chief Executive Officer, A.P. Building and Other Construction Workers Welfare Board, Hyderabad.
3. All the District Collectors in the State.

Copy to:- The OSD to Hon'ble Minister for Labour,
The P.S. to Principal Secretary LET&F Department.

//FORWARDED BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH ABSTRACT

The Building and Other Construction Workers (RE&CS) Act, 1996 - **Implementation of Welfare Schemes by the Andhra Pradesh Building and Other Construction Workers Welfare Board**- Enhancement of the maternity benefits from **Rs.10,000/- to Rs.20,000/-** (Rupees Twenty thousand only) to the Building and Other Construction Workers- Revised Orders - Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.I) DEPARTMENT

G.O.MS.No. 10

Dated: 17-03-2016

Read the following:-

1. G.O.Ms.No. 62 of the LET&F (Lab.IV) Department, dated: 27.07.2010, read with G.O.Rt.No.1095 of the LET&F (Lab.IV) Department, dt:15.09.2012.
2. G.O.Ms.No.50 , LET&F (Lab-I) Dept, Dated: 29.10.2013.
3. From the Commissioner of Labour, Lr.No. A/5210/15, dt: 26.12.15.

ORDERS:

In G.O. 1st read above, the Government have issued orders to approve the scheme for providing maternity benefit to a sum of Rs.5000/- to the women worker who are registered with the Andhra Pradesh Building and Other Construction Workers Welfare Board with certain guidelines mentioned therein and further orders issued vide G.O.Rt.No.1095 of the LET&F (Lab.IV) Department, dated:15.09.2012 for enhancing the time limit to 6 months to submission of the claim.

2. In the GO 2nd read above, in supersession of the orders issued in the G.O. 1st read above, issued orders for enhancing the Maternity benefit from Rs.5,000/- to Rs.10,000/- along with revised guidelines for maternity benefit to the registered women building workers and to the wife of the registered building male workers and also to their daughters from the date of the issue of order.

3. In the Letter 3rd read above, the Commissioner of Labour has submitted a proposal based on the resolution made in 15th meeting of Andhra Pradesh Building and Other Construction Workers Welfare Board held on 28.11.2015, to enhance the maternity benefit from the existing Rs.10,000/- to Rs.20,000/- to the register construction workers.

4. Section 22 of the Andhra Pradesh Building and Other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996 empowers the Board constituted under the Act to provide welfare measures and facilities to the Building and Other Construction Workers registered as beneficiaries with the Board and it is required in accordance with Rule 33-L of Andhra Pradesh Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Rules, 1999 that Government have to accord approval to such schemes.

5. In the circumstances stated by the Commissioner of Labour and after careful examination of the matter, Government hereby enhance the maternity benefit to Rs. 20,000/- (Rupees twenty thousand only) from the existing amount of Rs.10,000/- to the building and other construction workers with the certain guidelines prescribed in the G.O 2nd read above under sub rule (L) of Rule 33 of A.P. Building & Other Construction Workers Welfare Rules, 1999, read with Section 22 of the Building & Other Construction Workers (RE&CS) Act, 1996.

6. The Commissioner of Labour, Andhra Pradesh, Hyderabad and the Secretary & Chief Executive Officer, Andhra Pradesh Building and Other Construction Workers Welfare Board shall take necessary action accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**G. ANANTHA RAMU
PRINCIPAL SECRETARY TO GOVERNMENT**

To

1. The Commissioner of Labour, Andhra Pradesh, Hyderabad.
2. The Secretary & Chief Executive Officer, A.P. Building and Other Construction Workers Welfare Board, Hyderabad.
3. All the District Collectors in the State. Copy to:-
The OSD to Hon'ble Minister for Labour,
The P.S. to Principal Secretary to Government, LET&F Department.

//FORWARDED BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Labour Department - Ease of doing business - Introduction of online inspection system in Labour Department to ensuring simplification, transparency and accountability of inspections and ease of compliance of law by the industry - Online inspection portal launched - Instructions on conduct of online inspections - Orders - Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (Labour.II) DEPARTMENT

G.O.Ms.No.27.

Dated.31.05.2016.

Read the following:

1. G.O.Ms.No.33 of LET&F Department, Dated:27.08.2002.
2. DIPP, GoI recommendations 2016 communicated through D.O.Lr.No. 12-1-2015/SDP, dated 02.11.2015 of the Secretary, Industries Department, Govt. of A.P.,
3. From the Commissioner of Labour, Andhra Pradesh, Hyderabad, Lr.No.I/2465/2015, Dt:18.2.2016 & Dt:23.2.2016. 4.G.O.Ms.No.9 of LET&F(Lab.II) Department, dated 27.02.2016. 5.From the Commissioner of Labour, Andhra Pradesh, Hyderabad, Lr.No.I/2465/2015, Dt:26.5.2016.

ORDER:

In the G.O.1st read above, the Government have issued orders prescribing systematized inspection procedure to be followed in the Labour Department with a view to regulate the inspections conducted by the inspecting officers from the level of Assistant Labour officer to the Joint Commissioner of Labour, giving specific responsibility and accountability in taking up inspections of various categories of establishments along with its allocation depending up on number of employees and category of the establishment etc., under the labour laws.

2. In the letter 3rd read above, the Commissioner of Labour, Andhra Pradesh, Hyderabad while stating the circumstances regarding advise for compliance of recommendations/interventions, 2016 of Department of Industrial policy and promotion (DIPP), Ministry of Commerce and Industry, Government of India, which includes online inspection of establishments under labour laws and furnished the proposal for Online inspection system in Labour Department to ensuring simplification, transparency and accountability of inspections and secure compliance of the recommendations of DIPP 2016, GOI for ease of doing business & ease of compliance of law by the industry and requested for orders for Online Inspection procedure in the Labour Department.

3. Accordingly, the Government in the G.O. 4th read above have issued orders introducing online inspection system in Labour department and accordingly the web based online inspection system (online inspection portal) introduced in November, 2015 on trial mode has been launched on regular basis from 1st March, 2016.

4. In the letter 5th read above, the Commissioner of Labour, Andhra Pradesh, Hyderabad has furnished proposal for modification of the existing Online Inspection system in Labour Department for total compliance of DIPP recommendations, 2016 to provide for third party certification by the medium risk establishments instead of inspection by the Department and also certain other changes to the inspection system and online application, as per the discussions held in the review meeting on 07.05.2016 by the Industries & Commerce Department on status of compliance of DIPP recommendations, 2016 and requested for revised orders in supersession of orders issued in G.O. 4th read above.

5. After careful examination of the matter, the Government hereby issue the following revised online inspection procedure for online inspection system in Labour department in continuation of the orders issued in the G.O. 1st read above and in supersession of the orders issued in the G.O. 4th read above with a view to comply totally with the DIPP recommendations 2016, towards ease of doing business and ease of compliance of law while ensuring simplification, transparency and accountability in Governance. The Acts covered under online inspection system are:

1. Minimum Wages Act, 1948
2. A.P. Shops & Establishments Act, 1988
3. Building and Other Construction Workers (RE&CS) Act, 1996
4. Contract Labour (R&A) Act, 1970
5. Inter State Migrant Workmen (COE) Act, 1979
6. Child Labour (P&R) Act, 1986
7. Maternity Benefit Act, 1961
8. Motor Transport Workers Act, 1966
9. A.P. Labour Welfare Fund Act, 1987
10. Payment of Bonus Act, 1965
11. Payment of Gratuity Act, 1972
12. Equal Remuneration Act, 1976
13. A.P. Factories (National, Festival & other Holidays) Act, 1974
14. Payment of Wages Act, 1936
15. Industrial Employment Standing orders Act, 1946
16. Working Journalists Act, 1955
17. Sales Promotion Employees (COS) Act, 1976
18. Beedi & Cigar Workers Act, 1966

19. Plantation Labour Act, 1951

20. Cine Workers and Cinema Theatre Workers Act, 1981

1. Establishment: Establishment as defined under the respective Labour Laws specified above.

2. Inspecting officers: Asst. Labour Officer, Asst. Commissioner of Labour, Deputy Commissioner of Labour, Joint Commissioner of Labour, Additional Commissioner of Labour and Commissioner of Labour are the inspecting officers.

3. Supervisory officers:

Sl.No. Inspecting officer

Supervisory officer

1. Assistant Labour Officer

Assistant Commissioner of Labour

2. Assistant Commissioner of Labour

Deputy Commissioner of Labour

3. Deputy Commissioner of Labour

Joint Commissioner of Labour

4. Joint Commissioner of Labour

Commissioner of Labour

5. Additional Commissioner of Labour

The officers specified in column No.3 above are the supervisory officers in respect of the inspecting officers specified in column No.2.

4. Data base of Establishments:

The following are the sources of data base of establishments for online inspection.

1. Data of establishments registered / renewed online / through mee-seva under A.P. (Issuance of Integrated Registration and Furnishing of Combined Returns under Various Labour Laws By Certain Establishments) Act, 2015.

2. Data of Shops & Establishments, Motor Transport Undertakings, Factories, Societies and Trusts covered under A.P. Labour Welfare Fund Act, 1987 furnished by NIC.

3. Data of Factories furnished by Factories Department.

4. Establishments submitted online combined annual return and not complied with the provisions of the labour Acts applicable.

5. Complaints received through online complaint portal.

5. Risk based Selection of Establishments for online inspection:

Selection of establishments for online inspection shall be on Risk assessment on the following criteria:

1. Number of workers

2. Nature of activity of the establishment

3. Number of contract workers

4. Status of compliance on the basis of combined annual return / online inspection (rating of compliance to be given by the department as prescribed by the Commissioner of Labour)

5. Complaints (from workers, trade unions, managements, citizens etc.)
6. Compulsory Inspections (ex: Orders of Courts and other Judicial Institutions like Lok-ayukta, HRC etc.)
7. An establishment inspected in a year will not be inspected in the next two years.

6. Random allocation of establishments and inspectors for online inspection:

System randomly allocates establishments to the inspecting officers and inspecting officers to the establishments. In case of inspection of an establishment in the area other than the jurisdiction of inspecting officer, the inspecting officer having administrative jurisdiction shall take up follow up action.

System ensures that the same establishment is not allotted to the same inspector for a period of 3 years.

7. Risk based assessment and categorization of establishments:

(a) Risk categorization on the basis of number of workers:

Risk in the perspective of the Labour department for categorization into high risk, medium risk and low risk establishments relates to risk to the workers in terms of their entitlement viz. wages, bonus & other remuneration, leave, holidays, working hours, worksite facilities, safety & health, welfare and social security measures like gratuity, EPF, ESI, accident compensation etc.

Experience of the department indicates that the smaller the establishment the less is the compliance. Therefore small establishments employing up to 300 workers (including contract workers) are categorized as high risk establishments.

Establishments having more than 300 workers (including contract workers) generally comply with the labour laws to a reasonable extent due to their resourcefulness and further compliance may be secured by persuasion. These establishments are categorized as medium risk establishments.

All establishments having no employees are categorized as low risk establishments and totally excluded from inspection system.

(b) Risk categorization on the basis of number of contract workers engaged:

There are certain establishments employing large number of contract workers in some cases more than the number of regular workers. In such establishments the terms and conditions of employment of regular workers and contract workers are totally different and

contract workers are prone to exploitation. The contract establishments of all such establishments employing contract workers exceeding 25 % of total workers of the Principal Employer establishment are categorized as high risk establishments.

(c) Risk categorization on the basis of nature of activity of the establishment:

In certain activities workers are prone to exploitation besides risk of accidents and health hazards.

High Risk Establishments: The establishments undertaking the following activities are categorized as high risk establishments.

1. Automobile engineering workshops including servicing and repairs,
 2. brick kilns,
 3. cashew processing, 4.chemicals and pharmaceuticals, 5.cinema industry, 6. colour printing and yarn dying, 7.construction or maintenance of roads and buildings, 8. Cotton ginning and pressing, 9.Glass industry, 10. Hotels, restaurants and eating houses, 11. Jute and coir, 12.Khandasari Factories, 13.Lime kilns, 14. Match and fire works, 15. Metal foundries and general engineering,16. Mica works, 17. Petrol bunks, 18.Power loom industry, 19.Motor transport undertakings, 20.Rice Mills, flour mills, dal mills, oil mills, saw mills, 21. Steel mills and steel-rolling mills, 22. stone breaking and stone crushing operations, 23. Tanneries and leather manufactory, 24.Tiles and potteries, 25. Tobacco including beedi making, 26. Security services, 27. Spinning mills, 28. Baking process including biscuit manufactory, 29.Cement concrete pipes, 30. Cotton carpet weaving, 31.distilleries and breweries, 32. Gold covering industry, 33.Mesta used twine mills, 34.Paper and paper boards, 35. Straw board and hand made paper manufactory, 36. Power loom industry, 37. Wood working establishments, 38. Woolen carpeting and shawl weaving establishments.
- a) Establishments employing up to 300 workers (including contract workers)
 - b) Establishments employing more than 25% of total workers on contract basis
 - c) Establishments engaged in high risk activities as specified above.

Medium risk establishments:

On the same basis the following establishments are categorized as medium risk establishments.

1. Clubs and canteens, 2. Electronics industry, 3. Fisheries and sea foods, 4. Garment and allied manufacturing industry, 5. 6. Hospitals, Nursing homes and clinics other than Govt. Hospitals and dispensaries, 7. Salt pans, 8. Soft drinks and aerated water manufacturing units, 9. Handloom weaving, 10. Printing press including litho and offset printing etc.

Establishments employing more than 300 workers (including contract workers) and the contract workers engaged being less than 25% of total workers and the activity of the establishment is of medium risk as specified above are medium risk establishments.

Third party Certification:

All medium risk establishments are allowed third party certification and shall not be inspected by the Department. The A.P. Productivity Council shall be empanelled for third party certification of establishments falling under the category of medium risk establishments.

A list of medium risk establishments shall be placed in the inspection portal of the labour department for the information of employers. The employers of all medium risk establishments shall furnish every year combined online annual return-cum-self certification in accordance with the Integrated Registration Act along with third party certification.

8. Allocation of establishments on the basis of G.O.Ms.No.33:

Establishments to be inspected online by the inspecting officers are allotted on the basis of norms specified in G.O.Ms.No.33, dated 27.08.2002 as follows:

(a) Assistant Labour Officer:

Shops & Establishments: up to 10 workers,
Beedi & Cigar establishments: up to 50 workers,
Motor Transport Undertakings: up to 50 workers,
Building & Other Construction establishments: up to 25 workers.

(b) Assistant Commissioner of Labour:

Shops & Establishments :up to 30 workers Hospitals & Nursing Homes: up to 50 workers Factories Notified u/section 85 of the Factories Act, 1948, Beedi & Cigar Establishments: above 50 workers, Motor Transport Undertakings: above 50 workers, Contract Labour Establishments: up to 100 workers (workers in Principal Employer establishment), Building & Other Construction establishments: up to 50 workers.

(c) Deputy Commissioner of Labour:

Shops & Establishments: above 30 workers, Hospitals & Nursing Homes: 51 to 100 workers, Factories: up to 300 workers, Motor Transport Undertakings in Factories, Contract Labour Establishments

of Principal Employer: 101 to 300 workers, Building & Other Construction Establishments: up to 100 workers.

(d) Joint Commissioner of Labour:

IT Establishments, Star Hotels, Hospitals :above 100 workers, Contract Labour establishments: above 300 workers, Inter State Migrant workmen establishments: above 300 workers, Factories: above 300 workers, Building & Other Construction Establishments: above 100 workers.

(e) Joint inspection by Labour & Factories Departments:

Factories Department is also implementing online inspection system which allots factory establishments to the inspectors of factories for online inspection. The list of factories allocated for online inspection by the factories department shall be made available to the Labour Department through web service. The online inspection portal of the labour department will also allocate factories as per the risk categorization. The factories commonly figured in both lists will be identified and indicated in the portal to the respective inspecting officer of the labour department to enable him / her to take up joint inspection of such common factories in consultation with the respective inspector of factories.

The Director of Factories shall take necessary action to enable joint inspections accordingly.

9. Establishments exempted from online inspection:

1. Start Up Establishments for a period of 3 years from the date of commencement of work / business.
2. All low risk establishments (establishments having no employees).
3. Establishments under SEZs / EPZs.
4. Establishments submitted combined annual return and having no violations consecutively for 3 years.
5. Any other establishment specifically exempted by the Govt.
6. Establishment inspected in the first year will be exempted for the next 2 years for inspection by any inspecting officer.

10. Number of days of inspection and Number of inspections per day:

As per the feedback of the field officers of the department, the number of days to be allotted in a month by each inspecting officer for carrying out inspections and number of online inspections to be conducted per day has been assessed and specified as follows:

Name of Officer	No. of inspecting days in a month	No. of inspections per day
Assistant Labour Officer	8	2

Assistant Commissioner of Labour	5	2
Deputy Commissioner of Labour	4	1
Joint Commissioner of Labour	3	1

11. Instructions to inspecting officers and Supervisory Officers:

1. Link for the Online Inspection Portal is provided in the Home Page of Labour Department Web Site at www.labour.ap.gov.in and inspecting officers are required to login with the User ID provided to them. The system sends e-mail/sms to the inspecting officer with details of establishments allotted for inspection on the following day.
2. The inspecting officers shall take up online inspection of Establishments as allocated by the system on daily basis. Inspecting officers shall carry out online inspection only and offline and manual inspection is not permitted. Manual inspection of establishments shall be carried out in case of need only on the orders of courts / Government or specific written instructions of the Commissioner of Labour.
3. Online inspection should be conducted physically visiting the respective establishment and the data shall be entered into the inspection portal on the spot using the tablet/PC. All Tablet PCs provided to the inspectors are registered under MDM (Mobile Device Management) system to integrate GPS.
4. The system transmits the Inspection Report to the employer on the spot through e-mail of the Establishment / Employer entered in the Inspection Report and SMS shall be sent to the mobile of the employer of the establishment.
5. On submitting the Inspection report online, MIS Report will be received by the Supervisory Officer who in turn shall record remarks within 2 days.
6. If no remarks recorded by the supervisory officer within 2 days, the system will automatically generate the Inspection order cum Notice based on the Inspecting Officer's findings and sends by e-mail, to the Employer of the establishment for submission of compliance online.
7. If the supervisory officer records his remarks deviating from the action proposed by the inspecting officer, the inspector shall proceed to generate Inspection Report-cum-Notice accordingly and the system will transmit the same to the employer by e-mail and sends SMS to the Employer.
8. The employer shall submit the compliance within one month through e-mail, failing which the inspecting officer shall proceed to take up

further action as per law. The action initiated by the inspecting officer and the outcome shall be updated in the portal regularly.

9. The information about the online inspection shall be publicized by placing in the web site of the department to bring awareness to the employers to comply with the statutory provisions without physical touch point.
6. The Commissioner of Labour shall take necessary action accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

G. ANANTHA RAMU
PRINCIPAL SECRETARY TO
GOVERNMENT

To

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Commissioner, Printing, Stationery and Stores Purchase, Andhra Pradesh, Hyderabad for publication in the Extraordinary issue of Andhra Pradesh Gazette and supply 20 copies to Government, 100 copies to the Commissioner of Labour, Andhra Pradesh, Hyderabad. The Secretary to Government Industries and Commerce Department, The Director of Factories, Andhra Pradesh, Hyderabad. All District Collectors, through Commissioner of Labour, Andhra Pradesh,

Hyderabad. Copy to:

OSD to Hon'ble Minister for Labour.

P.S. to Principal Secretary to Government.

// FORWARDED :: BY ORDER//

SECTION OFFICER

GO MS No. 1624,

Dt. 11.10.1968

Motors Transport Workers Act extension of the provisions of act to undertaking employing less than 5 workers - orders - issued by Home (Lab-II) Dept. Govt. of A.P.

DETAILS OF WELFARE SCHEMES WHICH ARE BEING IMPLEMENTED BY THE A.P.BOCWW BOARD FOR THE BENEFIT OF BUILDING & OTHER CONSTRUCTION WORKERS

S No	Name of the Scheme	Scheme details	Time limit
01	Maternity Benefit	Maternity benefit Rs 20000/- for women worker, wife and two daughters of registered construction workers limited to two deliveries. G.O.Ms.No.10, dated. 17-03-2016, LET&F (Lab-I) Department	6 months
02	Fatal Accident Relief	Relief to the dependents of the worker, who died in the fatal accidents. G.O.Ms.No.3, Dated: 04-02-2016, LET&F (Lab-I) Department Amount : Rs 500000/- (subject to Chandranna Bima Coverage)	No time limit
03	Disability Relief	Relief to the worker, who suffered disability in the accidents. (The extent of Disability will be decided as per procedure under Employees' Compensation Act). G.O.Ms.No.3, Dated: 04-02-2016, LET&F (Lab-I) Department.	No time Limit
04	Natural Death Relief	Relief to the dependents for natural death of the worker. G.O.Ms.No.3, Dated: 04-02-2016, LET&F (Lab-I) Department Amount : Rs 60000/- (subject to Chandranna Bima Coverage)	No Time Limit
05	Funeral Expenses	Expenses for the funeral are provided in case of Fatal accident/Natural Death of Registered workers. 2. Accidental Death of un-registered worker in the course of employment; G.O.Ms.No.5, Dated:04-02-2016, LET&F (Lab-I) Department.	No time limit
06	Hospitalization Relief	Relief to the worker for hospitalization due to accident or disease. G.O.Ms.No.4, Dated: 04-02-2016, LET&F (Lab-I) Department. Financial benefit @Rs200/- per day and maximum Rs 3000/- per month and in some terminal deceases it can be extended up to 3 months for a total amount of Rs 9000/- only	No time Limit
07	Relief to the unregistered workers	1.Fatal Accidental death occurred at work-site Amount Rs 50000/- 2. Disability Relief: (i) 50% and above Partial Permanent Disability to the worker Amount : Rs 20000/- (ii) 50% below Partial Permanent Disability. Amount: Rs 10000/- G.O.Ms.No.63, dt.21-11-2011, LET&F (Lab-IV) Department.	No time Limit