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EXTRAORDINARY

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HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 20th November, 2025

No. 11/80/2025-4Lab.— In exercise of the powers conferred under Section 14 of the Industrial Employment (Standing Orders) Act, 1946, the Government of Haryana hereby exempts the IT/ITES/ Startups/ Animation/ Gaming/ Computer Graphics/ Telecom/GCC/BPO/ KPO/ Other Knowledge based industries from the applicability of Industrial Employment (Standing Orders) Act, 1946 for a period of five (05) years from the date of publication of this Notification in the Official Gazette, subject to the following conditions:

1. Each IT/ITES/ Startups/ Animation/ Gaming/ Computer Graphics/ Telecom / GCC/BPO/ KPO/ other knowledge based industries establishment shall constitute Internal Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules framed thereunder.
2. Each IT/ITES/ Startups/ Animation/ Gaming/ Computer Graphics/ Telecom /GCC/ BPO/ KPO/ other knowledge based industries establishment shall constitute a Grievance Redressal Committee (GRC) consisting of equal number of persons representing employer and employees, to address any complaint/ grievances of any of the employee. The GRC shall be empowered to handle all types of complaints/grievances of employee with a reasonable time frame.
3. Each IT/ITES/ Startups/ Animation/ Gaming/ Computer Graphics/ Telecom /GCC/ BPO/ KPO/ other knowledge based industries establishment shall intimate information about the cases of disciplinary action like suspension, discharge, termination demotion, dismissal etc., of its employees to the Jurisdictional Deputy Labour Commissioner and Labour Commissioner, Haryana .
4. Any information regarding service conditions of the employees of any IT/ITES/ Startups/ Animation/ Gaming/ Computer Graphics/ Telecom / GCC/ BPO/ KPO/ other knowledge based industries establishment sought by the Jurisdictional Deputy Labour Commissioner and Labour Commissioner, Haryana shall be promptly and fully submitted by every employer within the reasonable time frame fixed by the authority.

However, in case of The Industrial Relations Code, 2020 been implemented, the Code will apply to all.

RAJEEV RANJAN,
Principal Secretary to Government Haryana,
Labour Department.