

Benchmarking Business Compliances in Rajasthan with Other States and International Best Practices

Area- Labour

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Executive Summary

- This deck presents key recommendations under the priority areas 9-14 and 18 pertaining to labour as stated in the state docket of Central deregulation taskforce
- It includes a benchmarking exercise comparing Rajasthan's labour regulations with those of other Indian states and select countries
- Key areas of reform identified: Reforms to ***Working Hours (Factories Act, 1948)***; ***Women Employment at Night (Factories Act, 1948)***; and ***Working Hours (Rajasthan Commercial Shops & Establishments Act, 1958)***
- Recommendations have been shaped through benchmarking & consultations with government officials, industry representatives, advocates & former bureaucrats

Key Issues Identified

- Rigid hourly limits and spread overs reduce productivity and operational flexibility
- Low overtime caps limit worker earnings and workforce management during peak demand seasons
- Restrictive rest intervals hindering worker welfare and reducing flexibility in managing work shifts
- Overly restrictive safety and other conditions discouraging hiring women for night shifts
- Gender-segregated facilities increasing costs and widening gender gaps
- Rigid retrenchment, lay-off and closure rules under Industrial Disputes Act, 1947
- Zero threshold limit under Rajasthan Commercial Shops and Establishment Act, 1958

Key Recommendations

- Extend daily working hours to 10-12 hours
- Increase quarterly overtime limit to 144 hours
- Allow flexible rest intervals instead of fixed 30-minute breaks after 5 hours
- Extend spread-over hours to 12 hours
- Remove minimum batch size (10 women) requirement for night shifts
- Eliminate the 2/3rd cap on women working during night shifts
- Remove 1/3rd supervisory staff requirement for women working during night shifts
- Amend condition for provision of separate transportation facility for women
- Remove gender-based mandates like separate canteens, wardens, work sheds, and menstrual leave
- Streamline compliance by removing excessive reporting, disciplinary rules, and vague security norms—adopt unified policies.
- Review restrictions on women working in specific factory processes; allow greater flexibility and choice
- Remove requirement of prior State Government permission for retrenchment, layoff and closure
- Increase threshold for compliance under Rajasthan Commercial Shops and Establishment Act, 1947

Priority Area: Factories Act, 1948- Working Hours

1 Extend Daily Work Hours

Current Byelaws in Rajasthan

Daily Working Hours: **9 Hours**

Benchmarks

Karnataka	Uttar Pradesh	Andhra Pradesh	Punjab
4 Day Work Week- 11.5 Hours 5 Day Work Week- 9.5 Hours 6 Day Work Week- 8 Hours	12 Hours Per Day	10 Hours Per Day	12 Hours Per Day

Issues

1. A 9-hour daily limit restricts total weekly production capacity
2. Employers need to hire more workers or add shifts to maintain output which **raises administrative and wage costs**

Recommendation

Extend daily working hours to minimum 10 hours and extendable upto 12 hours

- Extending the daily work limit to 10 hours increases production capacity by 11.11%, while a 12-hour limit leads to a 33.33% rise

“The proposed extension in working hours aligns with the objectives of ease of doing business and aims to enhance Rajasthan’s productivity, in line with similar reforms in other Indian states.”- Stakeholder Feedback

2 Extend Quarterly Overtime Hours

Current Byelaws in Rajasthan

Quarterly Overtime Hours: **50 hours**
(extendable upto 75 hours)

Benchmarks

Karnataka	Uttar Pradesh	Telangana	Indonesia	Singapore	Japan	Malaysia
144	144	156	182	216	240	312

Issues

1. Restricts shift extensions during periods of peak demand
2. Employers are forced to hire additional workers or manage with underutilised capacity
3. Leads to increased per-unit production costs
4. Limits extra income earning opportunities for workers

Recommendation

Increase overtime limit (OT) to 144 hours/quarter

- Higher cap enables workers to earn for additional 376 hours annually boosting incomes
- Increases productivity and ensures optimal utilisation of production capacity

3 Adopt Flexible Rest Interval Policy

Current Byelaws in Rajasthan

Rest Interval: ≥ 30 minutes after ≤ 5 hours

Benchmarks

Parameter	Karnataka	Uttar Pradesh	Singapore	Vietnam	Japan	South Korea
Rest Intervals	≥ 30 minutes after ≤ 6 Hours	≥ 30 minutes after ≤ 6 Hours	Rest can be given at any time	Rest can be given at any time	Rest can be given at any time	Rest can be given at any time
	-	-	45 minutes mandatory if work exceeds 8 hours	30 minutes mandatory if work exceeds 8 hours	60 minutes mandatory if work exceeds 8 hours	60 minutes mandatory if work exceeds 8 hours

Issues

1. Reduces flexibility in work scheduling
2. Misaligned with worker preferences as it ignores natural task fatigue or preferred break timing
3. Employers must strictly monitor and record rest intervals, adding administrative complexity and potential for compliance issues

Recommendations

Allow flexible rest intervals

- Adopt a flexible rest interval policy allowing breaks to be scheduled anytime during the shift, rather than mandating one after 5/6 hours of work
- This will enhance productivity by allowing adequate rest intervals without enforcing a fixed 30-minute break after 5 continuous hours of work

“Rest intervals should be flexible, allowing workers short breaks of 10–15 minutes at suitable times rather than mandating them only after 5–6 hours, which can enhance both productivity and well-being.”- Investor Feedback

4 Extend Spread Over Hours

Current Byelaws in Rajasthan

Spread Over Hours: 10 ½ hours

Benchmarks

Karnataka	Punjab	Singapore	Malaysia	Vietnam	Indonesia	Japan	South Korea
12 Hours	13 Hours	12 Hours	10 Hours (excluding rest interval)	No Limit	No Limit	No Limit	No Limit

Issues

Reduces shift flexibility and impacts worker wellbeing

Recommendation

Extend spread over to 12 hours

- Enables longer and flexible shifts and more overtime
- Allows more production hours boosting output and worker earnings without breaching rest norms

“Increasing the cap of spread over along with a flexible rest interval shall ensure workers welfare along with a rise in productivity.”- Stakeholder Feedback

5 Remove Cap on Weekly Hours

Current Byelaws in Rajasthan

Weekly Hours: **48 Hours**

Issues

48 hours weekly limit restricts flexibility in managing peak workloads, seasonal demand, or shift rotations

A quarterly overtime cap is sufficient to ensure worker flexibility

Recommendation

Remove cap on weekly hours

- Employers can adjust work hours based on demand. Peak weeks can have longer shifts, lean weeks can have shorter ones, while staying within quarterly limits
- Firms can reduce costs by avoiding extra hires. Flexible staffing is easier when monitoring is done quarterly

Priority Area: Factories Act, 1948- Women Employment at Night

1

Remove Condition of Minimum Batch Size of Women

Current Byelaws in Rajasthan

Minimum Batch Size of Women: 10

Benchmarks

Andhra Pradesh	Himachal Pradesh	Haryana
Not Required	Not Required	At least 4

Issues

1. Stops firms from hiring women in small numbers when needed
2. Leads to underutilisation of capacity, thereby limiting overall productivity
3. Reduces employability options for women

Recommendation

Remove the condition on minimum quorum of women requirement at night

- Rajasthan already mandates adequate safety provisions including CCTV, and security personnel for women’s safety at workplaces
- Allowing <10 women in a batch reduces hiring constraints for small businesses, cuts compliance costs, and opens income avenues for women workers

“Different industries have varying workforce needs—sectors like textiles and food processing employ more women, while others do not. A fixed quorum condition isn’t practical across all sectors.”- Investor Feedback

2 Remove Condition Capping Number of Women Employed

Current Byelaws in Rajasthan

Number of women workers employed in night shifts shall not exceed **2/3rd of total number of women workers** in the factories

Benchmarks

Andhra Pradesh	Himachal Pradesh	Haryana
Not Required	Not Required	Not Required

Issues

1. Does not ensure safety or welfare and limits inclusivity
2. Restricts women's employment choices
3. Impractical for SMEs
4. Creates unnecessary administrative complexities

Recommendation

Remove 2/3rd cap on women employed in night shifts

- Allows hiring based on actual workforce and operational needs
- Increases employment of women

3 Amend Separate Transportation Condition

Current Byelaws in Rajasthan

Where transport is arranged by the employer and the occupier of the factory, **separate transport** arrangements shall be provided to female employees

Issues

Increases cost to employer, thereby reducing women's employability

"Alwar Industrial Zone is not safe for women to work, but the state must ensure proper infrastructure like functional transport and road connectivity. The zone has bus stops but no buses. Reliable connectivity will ease travel for women and encourage small industries to hire them, even for night shifts."- Investor Feedback

Industries should adopt IT/ITeS-style transport SOPs with security staff, ensuring safety without gender-segregated vehicles, which can widen the gender gap. "- Investor Feedback

Benchmarks

Telangana	Andhra Pradesh	Uttar Pradesh	Himachal Pradesh
<i>Provide pick-up and drop to women employees from their residence</i>	<i>Provide pick-up and drop to women employees from their residence</i>	<i>Provide for transportation from their residence to workplace to women workers</i>	<i>Provide pick-up and drop to women employees from their residence along with guard</i>
No condition for separate transport	No condition for separate transport	No condition for separate transport	No condition for separate transport

Recommendations

Amend the condition of separate transportation facilities

- Where transportation is provided by employers, deploying appropriate security measures like in-vehicle CCTV/GPS-tracking system, etc. can ensure safety without the need for separate vehicles for women
- Allow private transport and security providers to operate

4 Remove 1/3rd Supervisory Staff Condition

Current Byelaws in Rajasthan

Supervisory staff during night shift should not be less than **one third** of the number of women

- At least 1 supervisor per 3 women workers

Benchmarks

Telangana	Andhra Pradesh	Haryana
Mandates women supervisors, but does not specify minimum required numbers	Not Required	Not Required

Issues

1. Imposes high-cost burden especially on small units
2. Redundant when other safety measures are in place

For example, employing 30 women workers would require 10 supervisors—costing ₹2.5 lakh/month at ₹25,000 each—making compliance financially unsustainable

Recommendation

Remove the condition on 1/3rd supervisory staff requirement at night

- Rajasthan mandates CCTV, separate wardens, and adequate security at entry/exit points to ensure women's safety during night shifts
- The need for supervisory staff should be determined by employers based on their specific operational and business requirements

“Rajasthan offers a safe and a gradually improving work environment for women, including night shifts. Policies should create a win-win for both workers and industries, without adding burdens that discourage hiring women at night.”- Investor Feedback

5 Remove Separate Canteen Condition

Current Byelaws in Rajasthan

There should be provision for separate canteen facilities for women workers, regardless of the size of employment.

Benchmarks

Telangana	Uttar Pradesh	Karnataka	Haryana	Maharashtra
Not Required	Not Required	Not Required	Not Required	Not Required

Issues

1. **Section 46 and 47 of Factories Act already provide for canteens and lunchrooms** rendering this addl. Condition redundant
2. Separate canteen will **increase operational cost** - A factory with plot size of 175 sqm and a total plot value of 1 crore must lose 10 sqm (5.7% of plot), costing ₹5.7 lakh in land value, to set up a compliant dining facility
3. This may discourage factories from employing women, especially in smaller units and exacerbate gender discrimination

Recommendation

Delete condition for separate canteens for women employees

Will increase employability of women

“In today’s era of equality, separate canteens for women only widens gender gaps and raises costs. Women work alongside men, who are generally responsible and respectful—especially in factories with fewer female workers. Such segregation is unnecessary.”- Investor Feedback

6 Remove Requirement of Female Warden

Current Byelaws in Rajasthan

- The employer shall appoint **at least two women wardens** in each night shift who will go on rounds during the work and act as **special welfare assistants**
- Where food and lodging arrangements are made by the factory for women workers, the same will primarily be under the control of a woman warden or supervisor

Issues

1. Role of welfare assistants is unclear with respect to welfare and safety
2. Operationally impractical for small units
3. This may discourage factories from employing women
4. Duplication of security roles
5. Adds another layer of staffing and administrative complexity, particularly in areas where trained female wardens may not be readily available

Benchmarks

Telangana	Andhra Pradesh	Karnataka	Haryana	Odisha
Not Required	Not Required	Not Required	Not Required	Not Required

Recommendation

Remove condition of separate female warden as a whole

Will encourage employers to hire more females and not increase unnecessary operational cost burden

7 Remove Specific Conditions for Adequate Work Shed

Current Byelaws in Rajasthan

Adequate number of work sheds should be arranged for the women workers to sit during their arrival in advance and after working hours

Benchmarks

Telangana	Karnataka
Not Required	Not Required

Issues

1. The term “adequate” is subjective and undefined, making it difficult for employers to understand what is legally sufficient
2. The ambiguity can be misused by inspectors to penalise employers arbitrarily or by employers to avoid hiring women under the pretext of non-availability of "adequate" work sheds

Recommendation

Remove condition of adequate work sheds for women employees at night

Existing legal provisions already mandate facilities for sitting, shelters and rest rooms irrespective of gender (Section 44 and 47 of Factories Act)

8 Remove Menstrual Leave Condition

Current Byelaws in Rajasthan

Leave during menstruation, which will also be equal to paid leave for night shift

Issues

1. Creates disincentives for hiring women
2. Reduces women's employability options

Benchmarks

Telangana	Karnataka	Tamil Nadu	Uttar Pradesh
Not Required	Not Required	Not Required	Not Required

Recommendation

Remove condition of menstrual leave

- Ensures uniform leave policy, simplifying workforce management
- Encourages greater hiring and inclusion of women in the workforce
- Lowers operational cost of employers

Current Byelaws in Rajasthan

Appropriate medical facilities and telephone access must be available. Where more than 100 women work in a shift, a **separate vehicle** must be available for emergency hospital transport.

Issues

1. The term "appropriate" is ambiguous
2. The Factories Act already includes conditions for medical facilities

“If functional hospitals are available nearby or within industrial zones, maintaining a separate emergency vehicle and driver in every factory becomes unnecessary and adds avoidable cost burdens on industries.”- Stakeholder Feedback

Benchmarks

Telangana	Andhra Pradesh	Uttar Pradesh	Karnataka
Not Required	Not Required	Not Required	Not Required

Recommendations

1

Remove vague “appropriate medical facilities” condition

- First-aid provisions under the Act are already specified in (Section 45) which says-
 - First-aid box or cupboards equipped with prescribed contents and number of such boxes or cupboards to be provided and maintained for not less than one for every 150 workers ordinarily employed at any time
 - Factories with over 500 workers must have a prescribed-size ambulance room with required equipment and medical staff, available during working hours

2

Remove the condition of separate emergency vehicle for women employees

- Reduces employers’ expense on vehicles and drivers
- Hospitals within industrial parks can reduce the need for dedicated medical transport

10 Remove 12 Hours Gap Between Shifts Condition

Current Byelaws in Rajasthan

Where there is provision for women workers to be shifted from day shifts to night shifts and vice versa, there shall be rest for not less than 12 continuous Hours between the nights shift and the last shift

Issues

1. Already covered under existing spread-over & work hour limits
2. Factory work is typically shift-based & pre-scheduled

Benchmarks

Telangana	Andhra Pradesh	Odisha	Haryana
Not Required	Not Required	Not Required	Not Required

Recommendation

Remove condition of 12 continuous hours of rest between the shifts

“The condition of 12 hours rest between shifts is unnecessary and a repetition.”- Investor Feedback

Current Byelaws in Rajasthan

The employer shall send a report to the factory inspector every 15 days containing details of the employees employed in the night shift and shall immediately send a report of any such accidental incident to the factory inspector and local police station.

Issues

1. Administrative burden on employers
2. Discourages night-shift employment of women
3. If other statutory registers (e.g. muster rolls mentioned in Section 62 of Factories Act) already capture night shift details, this becomes a duplicative exercise with little added value
4. The Factories Act also has standard procedures in case of accidents under Section 9 and Section 88

Benchmarks

Telangana	Andhra Pradesh	Odisha	Haryana
Not Required	Not Required	Not Required	Not Required

Recommendation

Remove condition requiring submission of fortnightly report and express report

12 Remove Disciplinary Rules and Standing Orders Condition

Current Byelaws in Rajasthan

Factory manager shall make **rules and regulations** regarding conduct and discipline to prevent sexual harassment and shall also provide for appropriate punishment against offenders and make necessary amendments in the **standing orders** currently in force in the factory

Issues

1. Administrative burden on employers
2. Discourages night-shift employment of women
3. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Vishakha Guidelines already exist to address sexual harassment of women in the workplace

Benchmarks

Telangana	Andhra Pradesh	Uttar Pradesh	Karnataka
Not Required	Not Required	Not Required	Not Required

Recommendation

Remove condition of disciplinary rules and standing orders

- Since there are existing guidelines for preventing sexual harassment at workplace, focus should be directed towards ensuring their effective implementation rather than designing new conditions
- Employers should be provided with reasonable flexibility in compliance requirements, so that conditions do not become overly rigid or burdensome—particularly in ways that discourage the employment of women in night shifts due to concerns over liability or administrative complexity

13 Remove Adequate Security Arrangements Condition

Current Byelaws in Rajasthan

There should be adequate security arrangements for women workers at entry and exit points during the night shifts

Issues

1. The word “adequate” is ambiguous
2. This should be covered under the general conditions which an employer has to ensure with respect to safety

Recommendation

Remove condition on adequate security arrangement condition

The Telangana Bill of 2023 does not mention this condition

“Ambiguous safety-related conditions create fear among employers about potential repercussions in case of any mishap, discouraging them from employing women in night shifts—even when willing and capable.”- Investor Feedback

Current Byelaws in Rajasthan

Prohibitions on women to work in 15 factory operations such as to work at bath/ any lead process or in any room in which the manipulation of raw oxide of lead or pasting is carried on/ any operation of sand blasting and many more

Issues

1. This limits opportunities of employment for women by assuming some industrial processes may be too dangerous for women
2. Processes that women are prohibited from participating in—such as glass manufacturing and the processing of oils and fats—are generally better compensated

Best Practices

Andhra Pradesh, Assam, Chhattisgarh, Dadra and Nagar Haveli, Daman and Diu, Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Odisha, Rajasthan, Telangana, Uttar Pradesh, Uttarakhand, and West Bengal have taken steps to remove some provisions on women working in certain “hazardous” industries under the OSH draft rules

Recommendation

Review all existing provisions and allow women to work in factories listed under the Rajasthan Factories Rule 1951 (Rule 100) with requisite safeguards such as medical check-ups, protective equipment and clothing.

Safety measures and equipment should be available for all irrespective of gender as per OSH Code

Priority Area: Rajasthan Shops & Commercial Establishment Act, 1958-Working Hours

Current Byelaws in Rajasthan

Daily Working Hours: 9

Benchmarks

Karnataka	Andhra Pradesh
10	10

Issues

1. Limits flexibility for demand-based work, In retail, hospitality, and service sectors, customer footfall varies widely by time of day and season
2. Employers need to hire more workers or add shifts to maintain output which **raises administrative and wage costs**
3. Restricts voluntary overtime and extra income potential

Recommendation

Extend daily work hours to 10 hours

- Helps businesses manage seasonal demand
- Increases potential for earnings

“The proposed extension of working hours under the Rajasthan Shops and Commercial Establishment Act aligns with central guidelines and aims to boost state productivity. The state further eases business operations by reducing compliance burdens and expanding opportunities..”- Stakeholder Feedback

2 Extend Quarterly Overtime Hours

Current Byelaws in Rajasthan

Quarterly Overtime Hours: 50

Issues

1. Current 50-hour cap limits shift extension during peak demand, forcing extra hires or underutilised capacity, increasing unit cost
2. Many shop workers welcome overtime for additional income. The cap restricts earning potential, reducing their motivation and financial resilience.

Benchmarks

Chhattisgarh	Karnataka	Punjab	Andhra Pradesh	Uttarakhand	Gujarat	Uttar Pradesh	Maharashtra	Indonesia	Singapore	Japan	Malaysia
125	144	144	144	125	125	125	125	182	216	240	312

Recommendation

Set quarterly overtime limit to 144 hours

Increases annual overtime earnings by 376 hours as well as productivity by optimal utilisation of production capacity

3 Extend Rest Intervals

Current Byelaws in Rajasthan

Rest Interval: ≥ 30 minutes after ≤ 5
Hours

Benchmarks

Singapore	Vietnam	Japan	South Korea
Rest can be given at any time	Rest can be given at any time	Rest can be given at any time	Rest can be given at any time
45 minutes mandatory if work exceeds 8 hours	30 minutes mandatory if work exceeds 8 hours	60 minutes mandatory if work exceeds 8 hours	60 minutes mandatory if work exceeds 8 hours

Issues

1. Fixed break timings limit scheduling flexibility and can leave counters understaffed during rush hours especially in case of restaurants, salons
2. Misaligned with worker preferences as it ignores natural task fatigue or preferred break timing
3. Employers must strictly monitor and record rest intervals, adding administrative complexity and potential for compliance issues

Recommendation

Rest interval flexible within shift

- Adopt a flexible rest interval policy allowing breaks to be scheduled anytime during the shift, rather than mandating one after 5/6 hours of work
- This will enhance productivity by allowing adequate rest intervals without enforcing a fixed 30-minute break after 5 continuous hours of work

4 Remove Weekly Hours

Current Byelaws in Rajasthan

Weekly Hours: **48 Hours**

Issues

1. 48 hours weekly limit restricts flexibility in managing peak workloads, seasonal demand, or shift rotations thus leading to over-hiring
2. Many workers in this sector are willing to work longer during peak times for overtime pay or incentives. The cap reduces their income opportunities

Recommendation

Remove weekly hours count of 48 hours

- Employers can adjust work hours based on demand. Peak weeks can have longer shifts, lean weeks shorter ones, while staying within quarterly limits
- Employers can reduce costs by avoiding extra hires or overtime. Flexible staffing is easier when monitoring is done quarterly

Priority Area: Rajasthan Shops & Commercial Establishment Act, 1958- Women Employment at Night

1 Ensure Adequate Implementation of Existing Guidelines to Prevent Sexual Harassment at Workplace

Current Byelaws in Rajasthan

As per Notification dated 08-07-25, the employer shall ensure that **arrangements are made to prevent any possible act or incident of sexual harassment at the workplace**

Issues

1. The phrase “arrangements are made” is broad, vague and lacks clarity
2. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Vishakha Guidelines already exist to address sexual harassment of women in the workplace
3. Discourages night-shift employment of women

Recommendation

Remove ambiguity and ensure adequate implementation of existing guidelines to prevent sexual harassment at workplace

- Since there are existing guidelines for preventing sexual harassment at workplace, focus should be directed towards ensuring their effective implementation rather than designing new conditions
- Employers should have some flexibility in conditions as overly rigid or ambiguous conditions often discourages them from employing women in night shifts due to concerns over safety and administrative complexities

Priority Area: Rajasthan Shops & Commercial Establishment Act, 1958-Threshold for Compliance

1 Increase Threshold for Compliance

Current Byelaws in Rajasthan

Applies to **all commercial establishments**
with **≥0 worker**

Issues

Despite the 5-year exemption, the absence of a threshold for compliance means that MSMEs in Rajasthan will face the full regulatory burden thereafter, significantly adding to their cost of operations disproportionately

Benchmarks

Punjab	Andhra Pradesh	Gujarat	Maharashtra	Tamil Nadu	Chhattisgarh	Uttarakhand	Delhi
Increased threshold to 20 workers	Increased threshold to 20 workers	Increased threshold to ≥10 workers	Increased threshold to ≥10 workers	Increased threshold to ≥10 workers	Increased threshold to ≥10 workers	Increased threshold to ≥10 workers	Increased threshold to ≥10 workers

Recommendation

Increase threshold to 20 workers

- Increasing threshold limit will promote ease of doing business for MSMEs, by reducing time and cost involved in complying with regulations

Priority Area: Industrial Disputes Act 1947- Retrenchment, Lay-off and Closure

1 Remove Prior Government Approval for Retrenchment, Layoffs and Closure

Current Byelaws in Rajasthan

- **Prior government permission** required for all establishments with **>300 workers**
- This covers **Factories, Mines and Plantations**

Issues

1. Prior government approval process leads to administrative delays and is also deterrent to investment
2. Discourages formal employment as firms prefer contractual or informal hiring to avoid such cumbersome regulations
3. There are provisions on compensation of 15 days' average pay for every completed year of service and also with an amount equivalent to 3 month's average pay for retrenchment and closure and 50% total wages for 45 days in case of lay-offs. No lay-off compensation if suitable alternative employment is provided

Benchmarks

Malaysia	Singapore	Vietnam	Japan	Thailand	South Korea	Germany	UK	USA
No prior approval of Govt.	No prior approval of Govt	No prior approval of Govt	No prior approval of Govt	No prior approval of Govt	No prior approval of Govt	No prior approval of Govt	No prior approval of Govt	No prior approval of Govt

Recommendation

Remove prior government permission

- It will streamline processes, reduce compliance burdens, and substantially enhance the ease of business cycle, thereby making Rajasthan a more attractive destination for investment
- Will encourage formal employment, which will not only ensure access to social security for workers but also boost their productivity by fostering a sense of job security and well-being
- This will enhance transparency in employer-employee contracts by minimizing unnecessary government intervention and promoting direct engagement between the parties