



# Haryana Revises Wages and Work Conditions

## Why in News?

The Haryana government has announced a revision in wage structures for part-time and daily-wage workers, effective from **1st January 2025**, along with updates to leave entitlements and contract extensions for outsourced employees.

## Key Points

- **Revised Wage Structures:**
  - **Introduction of Two Salary Slabs:**
    - Employees earning a monthly wage of **₹19,900** will now receive a **daily wage of ₹765** and an **hourly wage of ₹96**.
    - Part-time workers employed for **one hour daily throughout the month** will earn **₹2,487** under this slab.
    - Employees in the second slab, drawing a monthly wage of **₹24,100**, will be entitled to a **daily wage of ₹927** and an **hourly rate of ₹116**.
    - Workers in this category working **one hour per day for the full month** will now earn **₹3,012**.
  - **Objective of the Revision:** The revised structure aims to **standardise wage payments** and promote **transparency and fairness** in remuneration for workers employed through the **Haryana Kaushal Rozgar Nigam**.
- **Changes to the Haryana Civil Services (Leaves) Rules, 2016:**
  - **Group-C and Group-D regular government employees** will now be entitled to **compensatory leave** if they are required to work on a **notified public holiday**.
  - The compensatory leave must be **utilised within one month** of the holiday worked on.
- **Extension of Employment Contracts:**
  - The tenure of workers hired under **Outsourcing Policy Part-2** has been **extended until 31 July 2025**.
  - This extension applies to outsourced employees working in various **government departments, boards, and corporations**.

## Haryana Kaushal Rozgar Nigam (HKRN)

- **Establishment & Purpose:** It was **established on 13th October 2021** under the **Companies Act, 2013**.
  - HKRN is the official portal for contractual recruitment in Haryana, aiming to ensure transparency, fairness, and efficiency in hiring.
- **Conducting Body:** Managed by the **Haryana Skill Development and Industrial Training Department**.
- **Function:** Centralizes the recruitment of Group B, C, and D staff for various government departments, boards, corporations, statutory bodies, and universities, replacing the earlier department-specific hiring to curb irregularities.
- **Key Responsibilities:** Collect data on contractual and DC rate staff, handle staffing requests, advertise vacancies, manage recruitment through tests, interviews, or skill assessments, and recommend suitable candidates.

- **Core Objectives:** Support candidates from disadvantaged backgrounds, ensure timely salary disbursement, and enforce the State Reservation Policy.

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