

Draft Haryana Electronics Waste Recycling Policy, 2024



Department of Industries & Commerce,
Government of Haryana

Contents

List of Acronyms 3

1. Preamble 4

2. Definition..... 5

3. Industry Overview 10

4. Vision 11

5. Mission 11

6. Objectives..... 11

7. Validity of the Policy..... 11

8. Eligibility Criteria 11

9. Fiscal Incentives for Electronics Waste Recycling Units..... 13

9.1 Incentives for Ultra-Mega Projects 13

9.2 Special Package of Incentives..... 13

9.3 Fiscal Incentives for All Eligible (Mega, Large, and MSME) Electronics Waste Recycling Units13

9.3.1 Investment Subsidy..... 13

9.3.2 Stamp Duty Reimbursement..... 13

9.3.3 Electricity Duty Reimbursement 14

9.3.4 Reimbursement of Effluent Treatment Plant (ETP) cost..... 14

9.3.5 Quality Certification Cost Reimbursement 14

9.3.6 Generator Set Subsidy 14

9.3.7 Patent Cost Reimbursement..... 14

9.3.8 Employment Generation Subsidy 14

9.3.9 Reimbursement of Freight Charges..... 14

10. E-Waste Recycling Park 15

10.1 Fiscal Incentives to E-Waste Recycling Park 15

10.1.1 Financial Assistance for Infrastructure Development..... 15

10.1.2 Stamp Duty Reimbursement..... 15

11. Human Resource Development..... 16

11.1 Reimbursement of Technical Course Fees..... 16

11.2 Development of Specialized Courses..... 16

12. Marketing Development 17

12.1 Linkage with government and digital commerce portals 17

12.2 Industry Engagement & Outreach..... 17

12.3 Market Development Assistance 17

13. Simplified Regulatory Regime 18

13.1 Dedicated Single Roof 18

13.2 Self-Certification	18
13.3 Online single return for various Acts pertaining to the Department of Labour	18
13.4 Allowing three shifts and night shifts for Women.....	19
13.5 Portal for Procurement of E-Waste	19
13.6 Steering Committee	19

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List of Acronyms

BIS	Bureau of Indian Standards
CAGR	Compounded Annual Growth Rate
CGTMSE	Credit Guarantee Fund Trust for Micro and Small Enterprises
CLU	Change of Land Use
CoE	Center of Excellence
CPCB	Central Pollution Control Board
EDC	External Development Charges
EEC	Empowered Executive Committee
ETP	Effluent Treatment Plant
E-Waste	Electronic Waste
FCI	Fixed Capital Investment
FDI	Foreign Direct Investment
GoHR	Government of Haryana
Gol	Government of India
HEEP	Haryana Enterprises and Employment Policy
HEPB	Haryana Enterprises Promotion Board
HEPC	Haryana Enterprise Promotion Centre
HSPCB	Haryana State Pollution Control Board
IDC	Internal Development Charges
IEC	Information, Education, and Communication
IIT	Indian Institute of Technology
IMT	Industrial Model Township
INR	Indian Rupee
ISO	International Organization for Standardization
ITC	Input Tax Credit
MSME	Micro, Small and Medium Enterprises
R2	Responsible Recycling
R & D	Research and Development
SERI	Sustainable Electronics Recycling International
SGST	State Goods and Services Tax
USD	United States Dollar

1. Preamble

With the advent of technology and the increased proliferation of electronic devices on one hand has made our lives easy and comfortable but at the same time has posed a risk to the environment. This is attributed to the fact that the electronic devices become obsolete after a point in time owing to factors like technology upgradation, changes in design, and redefined purpose amongst others. This leads to discarding of electronic items and since the number becomes large, it further leads to accumulation of what is known as electronics waste or e-waste.

The accumulation of e-waste has emerged as a grave environmental concern. They pose a huge risk to the environment due to the presence of hazardous substances like chemical elements such as lead, mercury, sharp objects such as glass amongst others. Hence, it becomes imperative to increase recycling infrastructure, which is capable of responsible e-waste management at a large scale, and simultaneously contribute to a circular economy.

The Hon'ble Prime Minister of India has laid strong focus on the e-waste management with a vision that e-waste can become a great force in the Circular Economy of recycling and reusing. He has also emphasized on the fact that if e-waste is not disposed of properly, it can have detrimental effects on the environment and society at large. In alignment with the national efforts being undertaken in responsible management of e-waste, the Hon'ble Chief Minister of Haryana announced in his budget speech for FY 23-24 that the Government shall prepare a dedicated sectoral policy to foster an ecosystem for e-waste recycling, thereby transitioning towards a circular economy.

This policy underscores the following aspirations for the e-waste recycling sector:

- Creation of a robust infrastructure and introduction of regulatory reforms for the e-waste recycling sector in the state along with environmentally conscious disposal of e-waste. This will aid in mitigating the risks posed by the improper disposal of e-waste and ensure proper collection and channelization of e-waste to authorized e-waste recyclers. Improve convenience for users and businesses for disposing of e-waste, thus improving the likelihood of utilization of e-waste
- Establishment and expansion of e-waste recycling infrastructure in the State, through incentivization. This, in turn, will generate employment opportunities, foster skill development, and drive economic prosperity within the state.
- Adoption of globally recognized practices for improved recyclability of electronic products and generating awareness in the public regarding responsible disposal of electronic products which are nearing the end of their life.

In cognizance of the challenges posed by electronic waste and the urgency for sustainable solutions, the Government of Haryana is committed to promote the growth of the electronics waste recycling industry in the state and create a sustainable and circular economy, where e-waste is treated as a valuable resource and reintroduced into the supply chain rather than creating landfills of e-waste.

Through effective implementation of this policy, the Government of Haryana seeks to build a greener, cleaner, and more prosperous Haryana.

2. Definition


- 2.1 E-Waste:** Electronic or electrical equipment whole or in part discarded as waste, once it becomes non-functional and beyond economic repair, or the technology becomes outdated making the item obsolete.
- 2.2 Electronic & Electrical Equipment:** Equipment which are dependent on electric current or electro-magnetic field in order to become functional and also the equipment for the generation, transfer and measurements of the electricity. An indicative list of such products covered under E-Waste Rules 2022 (Annexure I) as per Government of India (Central Pollution Control Board) or amended from time to time.
- 2.3 Linear Economy:** Linear economy is a system in which people buy a product, use it, and then throw it away. The term linear refers to the straight progression that a product can follow, with a beginning, a middle and an end. There is no thought along the line regarding recycling or reuse. This model is characterized by a high volume of new manufacturing.
- 2.4 Circular Economy:** Circular economy (CE) is an industrial system, which is an alternative to highly extractive and resource intensive linear economy principle of take-make-dispose. CE replaces the end-of-life concept with restoration and regeneration, shifts towards usage of superior design of materials, products, systems and business models for waste elimination. CE aims at retaining value of resources, products and materials at their highest by keeping them in use as long as possible, minimizing wastage at each life-cycle stage, and extracting the maximum value through reusing, repairing, recovering, remanufacturing and regenerating products and materials at the end of each service value.
- 2.5 Business:** means manufacturing, production, assembling and import of electrical and electronic equipment as listed in Annexure I and refurbishing, recycling, disposal, and treatment of e-waste.
- 2.6 Component:** means one of the parts of a sub-assembly or assembly of which a manufactured product is made up of and into which it may be resolved and includes an accessory or attachment to another component.
- 2.7 Consumable:** means an item, which participates in or is required for a manufacturing process or for functioning of the electrical and electronic equipment and may or may not form part of end-product and Items which are substantially or totally consumed during a manufacturing process shall be deemed to be consumables.
- 2.8 Dismantler:** means any person or entity engaged in dismantling of used electrical and electronic equipment into their components and having authorisation from concerned State Pollution Control Board or Pollution Control Committee as per the guidelines of the Central Pollution Control Board.
- 2.9 Disposal and Treatment:** means any operation which does not lead to recycling, recovery or reuse and includes physicochemical or biological treatment, incineration and deposition in secured landfill.
- 2.10 End-of-Life:** An item is considered end-of-life (EOL) once it becomes non-functional and beyond economic repair, or the technology becomes outdated making the item obsolete.

- 2.11 E-Retailer:** means an individual or company or business entity that uses an electronic network such as internet, social media, telephone or any other media, to sell goods.
- 2.12 Facility:** means any location wherein the process incidental to the collection, reception, storage, segregation, refurbishing, recycling, disposal and treatment of e-waste are carried out.
- 2.13 Manufacturer:** means a person or an entity or a company as defined in the Companies Act, 2013 (18 of 2013) or a factory as defined in the Factories Act, 1948 (63 of 1948) or Small and Medium Enterprises as defined in the Micro, Small and Medium Enterprises Development Act, 2006 (27 of 2006), which has facilities for manufacture of electrical and electronic equipment as specified in Annexure-I.
- 2.14 Orphaned Products:** means non-branded or assembled electrical and electronic equipment as specified in Annexure-I or those produced by a company which has closed its operations.
- 2.15 Part:** means an element of a sub-assembly or assembly including its component, spares or accessory not normally useful by itself and not amenable to further disassembly for maintenance purposes.
- 2.16 Spares:** means a part or a sub-assembly or assembly for substitution which is ready to replace an identical or similar part or sub-assembly or assembly, including a component or an accessory.
- 2.17 Collection Centre:** A centre where e-waste is collected from individuals, business entities or other sources and deposited with recycling units.
- 2.18 Producer responsibility organization:** Professional organization authorized or financed collectively or individually by producers, that can take the responsibility for collection or channelization of e-waste generated from 'end-of-life' electronic products to ensure environmentally sound management of e-waste.
- 2.19 Recycler/ Recycling unit:** An entity that is engaged in recycling and reprocessing of waste electronic & electrical equipment or assemblies or their components or other useful recoverable materials to strengthen the secondary sourced materials.
- 2.20 Producer:** Any person or entity who-
- 2.20.1** Manufactures and offers to sell electronic & electrical equipment and their components or consumables or parts or spares under its own brand; or
- 2.20.2** Offers to sell under its own brand, assembled electronic & electrical equipment and their components or consumables or parts or spares produced by other manufacturers or suppliers; or
- 2.20.3** Offers to sell imported electronic & electrical equipment and their components or consumables or parts or spares; or
- 2.20.4** Who imports & sells used electronic & electrical equipment; irrespective of the selling channel used such as dealer, retailer, e-retailer, etc.
- 2.21 Authorized treatment storage disposal facility:** Facilities authorized under Hazard Waste Management Rules 2016 (or as updated/amended from time to time) where processes incidental to treatment, storage and disposal of hazardous and, or other wastes are carried out.
- 2.22 Existing Enterprise/ Unit:** It means any enterprise/ unit existing and in operation prior to notification of this policy.

- 2.23 New Enterprise/ Unit:** It means an enterprise established and commencing commercial production during the operative period of this policy. The existing enterprise undertaking expansion/ diversification/ modernization during the operative period of this policy shall also be considered as a New Enterprise.
- 2.24 Fixed Capital Investment (FCI):** The new investment in land, building, plant, machinery, hardware & software made after the notification of this policy and before the commencement of commercial production shall be considered as FCI. However, the entire fixed capital investment made before going into commercial production and within 1 year thereon shall be considered while calculating eligible fixed capital investment for capping of benefit.
- 2.25 Eligible Capital Expenditure (ECE):** The eligible capital expenditure shall include, building, plant, machinery, hardware & software (excluding land).
- 2.26 Ultra-Mega Project:** Iconic Projects having minimum Fixed Capital Investment of INR 6000 Cr. in A block, INR 4,500 Cr. in "B" category blocks, INR 3,000 Cr. in "C" category blocks and INR 1,500 Cr. in "D" category blocks (or as amended in HEEP 2020 from time to time and/or any future Haryana's Flagship Industrial Policy (if and when released)).
- 2.27 Mega Project:** Projects having minimum Fixed Capital Investment (FCI) of INR 200 Cr. in B blocks, FCI of over INR 100 Cr. in C blocks and FCI of over INR 75 Cr. in D blocks. The projects undertaking expansion/ diversification and the identified services with same criteria of investment shall also be treated as Mega Project (or as amended in HEEP 2020 from time to time and/ or any future Haryana's Flagship Industrial Policy (if and when released)).
- 2.28 Large Enterprises:** Investment in Plant and Machinery more than INR 50 Cr. and turnover greater than INR 250 Cr. (over and above of limit of medium units defined by Gol under the MSMED Act, 2006, or as amended by Gol from time to time).
- 2.29 Medium Enterprise:** Investment in Plant and Machinery or Equipment does not exceed INR 50 Cr. and turnover does not exceed INR 250 Cr. or as amended by Gol under the MSMED Act, 2006 from time to time.
- 2.30 Small Enterprise:** Investment in Plant and Machinery or Equipment does not exceed INR 10 Cr. and turnover does not exceed INR 50 Cr. or as amended by Gol under the MSMED Act, 2006 from time to time.
- 2.31 Micro Enterprise:** Investment in Plant and Machinery or Equipment does not exceed INR 1 Cr. and turnover does not exceed INR 5 Cr. or as amended by Gol under the MSMED Act, 2006 from time to time.
- 2.32 Net SGST:** Net SGST to be considered for reimbursement means that the eligible unit will be entitled to get reimbursement of SGST amount paid through cash ledger against the output liability of SGST on sale of eligible products. The eligible unit shall first have to utilize all the eligible Input Tax Credit (ITC) including eligible ITC of IGST available in its Credit Ledger, against the SGST output liability, before adjusting the SGST amount through Cash Ledger.

- 2.33 Local Employee:** An employee who is a permanent resident of the state of Haryana (having Haryana Bonafide domicile certificate) shall be considered a Local employee for the purpose of this policy.
- 2.34 Categorization of Blocks:** For promoting the geographical dispersal of industry, the State has been divided into 4 categories of Development Blocks viz. A, B, C and D based on the level of industrialization, level of socio-economic development, locational advantage (connectivity), state of infrastructure development and level of skill development. For this policy, the block category as defined in Haryana Enterprises and Employment Policy (HEEP), 2020 or as amended from time to time and/or any future Haryana's Flagship Industrial Policy (if and when released).
- 2.35 Electronics Waste Recycling Park/ Cluster:** A cluster of Electronics Waste Recycling units to be developed over a minimum area of 15 to 50 acres as per the norms of Town and Country Planning, Haryana, and or as amended from time to time. The Park Developer should ensure basic amenities such as internal roads, power distribution system, communication facilities, storage facilities, etc. for smooth functioning and technological infrastructure like optic fibre connectivity/ broadband connectivity, Wi-Fi access, video conferencing facilities etc. The park may include common social infrastructure such as housing facilities, medical and sports facilities, banks, dormitories, recreational activities etc. and other enabling infrastructure such as CoE, etc. as per Haryana TCP Norms (as amended from time to time).
- 2.36 Eligible Startup -** Any entity shall be considered a startup if it meets the latest definition of startups as per the Haryana State Startup Policy 2022 and is registered with the Industries and Commerce Department, Haryana.
- 2.37 Developer:** Developer means an individual, company, association, firm or a limited liability partnership, designated through a collaboration/development agreement with the owner for making an application for grant of licence and for completion of formalities required on behalf of such owner to develop a colony as per Haryana TCP Norms (as amended from time to time).
- 2.38 Owner:** Owner refers to a person/ entity in whose favour a lease of land has been granted in Haryana for a period of not less than ninety-nine years or the title of ownership is in the name of the person/ entity as per Haryana TCP Norms (as amended from time to time).

Policy Overview

The background features a collage of office-related items: a black binder clip on the left, a computer keyboard in the center, a silver pen on the right, and a paperclip at the bottom. A large, semi-transparent watermark of the UNCOMPLYCATE logo is centered, consisting of a square icon with a maze-like pattern and the text 'UNCOMPLYCATE' in a serif font, with 'Simplifying Compliance' in a smaller sans-serif font below it.

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3. Industry Overview

The global market size for electronics waste recycling is anticipated to reach USD 137.6 Billion by 2029, increasing from USD 66.61 Billion in 2023. The market is projected to grow with a CAGR of 12.82% for 2023-28. The Indian E-Waste market will witness a CAGR of 13.52% with the market size growing from USD 1.5 Bn in 2022 to USD 4.5 Bn in 2031. The rising importance of e-waste recycling is one of the major trends that will gain traction in the e-waste management market in the coming years.

E-waste is being increased annually which has reached approximately 50 million tonnes in the last few years. Out of which, approximately 20% of global e-waste is being recycled each year, which means that 40 million tonnes of e-waste are either burned or illegally traded and treated in an unsound manner. The global e-waste management market was dominated by the household appliances segment in 2022 and is expected to maintain its dominance in the upcoming years.

The Indian e-waste management industry is estimated to reach 11.5 million metric tonnes in 2025, propelled by the proliferation of electronic devices. 95% of the total e-waste generated in India ends up in the informal sector where it's disposed in an unhealthy way. The Asia Pacific region is projected to witness the highest CAGR, from 2023 to 2030. The region is home to some of the leading manufacturers of electronic products. Moreover, the increasing digitalization is another factor contributing to the growth of the Asia Pacific region.

Key growth drivers for e-waste recycling:

- **Growth of IT Asset Disposal (ITAD) Services:** Investments in IT infrastructure management have increased multi-fold for over a decade now. These IT assets raise a concern once they reach their end of life and hence require efficient recycling and recovery methods.
- **Household appliances as a major contributor of e-waste:** The increased penetration and accumulation of household appliances has generated a need to formulate effective policies to manage tremendous volume of e-waste.
- **Environmental and health hazard awareness:** The growing environmental and health concerns due to the accumulation of e-waste have propelled the need for its environment friendly disposal, recycling and reuse services.

4. Vision

“The Government of Haryana aims to create an environmentally conscious electronics waste recycling ecosystem and simultaneously position Haryana as a frontrunner in recycling of electronic products.”

5. Mission

- i. To develop world class infrastructure for electronics waste recycling.
- ii. To ensure responsible management and disposal of electronics waste.
- iii. To formalize the electronics waste management sector in Haryana.
- iv. To recycle electronic waste and transition towards the circular economy.
- v. To minimize the environmental and health risks associated with electronic waste by promoting efficient recycling practices, fostering public awareness, and encouraging industry compliance in line with global best practices and standards.

6. Objectives

- i. Promote environmentally conscious disposal and scientific recycling of electronics waste.
- ii. Promote e-waste management and increase the number of Recycling units within the state.
- iii. Establish at least one state-of-the-art e-waste recycling facility for proper disposal of e-waste.
- iv. The Government of Haryana will endeavour to achieve the recyclability level of 100% of its electronics waste generation by 2030.

7. Validity of the Policy

This policy will be valid for a period of 05 years from the date of notification of this policy or the date of any new policy/amendment, introduced by the Government of Haryana, whichever is earlier.

8. Eligibility Criteria

- 8.1 The unit should be engaged in the electronics waste recycling as per the categories of electronic & electrical equipment mentioned under Schedule - I i.e. Categories of electronic & electrical equipment including their components, consumables, parts and spares as covered under the E-Waste (Management) Rules, 2022, and/ or as amended from time to time.
- 8.2 The new units which will commence commercial production/ operations post the date of the notification of this policy shall be eligible for availing benefits as enlisted under this policy.
- 8.3 This policy is applicable to both new & existing electronics waste recycling units in Haryana undertaking an expansion / diversification, subject to compliance of the following conditions:
 - (a) Units undertaking expansion / diversification anywhere in ‘B’, ‘C’, and ‘D’ blocks on land parcels with valid CLU permission or in Govt. approved Industrial Estates / IMTs; and
 - (b) Units undertaking an expansion/diversification, with an additional investment of at least 50% of FCI as on date of initiating expansion/diversification and commencing production of said expansion/diversification during the operative period of the policy.

- (c) Units undertaking expansion/ diversification will be eligible for availing incentives only once during the policy period.
- 8.4** Units are not eligible to avail incentives under the same head in this policy if it has been availed/ applied under 'HEEP 2020' or any other policy issued by the Government of Haryana.
- 8.5** The cumulative incentives for Electronics Waste Recycling Unit or Park shall be subject to a ceiling of 100% of Fixed Capital Investment (FCI).
- 8.6** Recyclers should ensure the necessary compliance/ authorization as per the norms of Central/ State Pollution Control Board and their latest Acts/ Rules/ Policies/ Circulars/ Instructions, etc. (as amended from time to time)

9. Fiscal Incentives for Electronics Waste Recycling Units

The fiscal incentives act as a potent tool in navigating economic challenges faced by the industry and contribute to the overall industrial ecosystem in the region. Fiscal support for the e-waste recycling industry is not just an investment in economic sustainability but also a strategic step towards a circular economy that fosters economic growth, industrial development, and employment opportunities.

9.1 Incentives for Ultra-Mega Projects

Ultra-Mega Projects shall be offered customized package of incentives by Haryana Enterprise Promotion Board throughout the State.

9.2 Special Package of Incentives

Special Package of incentives for Mega units in ‘B’, ‘C’ and ‘D’ Category blocks having potential of ancillarisation shall be decided by HEPB over and above standard package of incentives based on Cost Benefit Analysis as per HEEP 2020 (as amended from time to time) and/ or any future Haryana’s Flagship Industrial Policy (if and when released).

9.3 Fiscal Incentives for All Eligible (Mega, Large, and MSME) Electronics Waste Recycling Units

9.3.1 Investment Subsidy

The enterprise will have to choose any one option out of the following options for availing the subsidy:

a) Capital Subsidy

10% reimbursement of the eligible capital expenditure, subject to a ceiling of INR 10 Cr.

or

b) Net SGST Reimbursement

	D	C	B
Mega	50% for first 5 years, 35% for next 3 years with cap of 125% of FCI	50% for first 5 years, 25% for next 3 years with cap of 100% of FCI	30% for first 5 years, 15% for next 3 years with cap of 100% of FCI
Large	50% for first 7 years, 35% for next 3 years with cap of 125% of FCI	50% for first 5 years, 25% for next 3 years with cap of 100% of FCI	30% for first 5 years, 15% for next 3 years with cap of 100% of FCI
MSME	50% for first 10 years, 35% for next 3 years with cap of 150% of FCI	50% for first 7 years, 35% for next 3 years with cap of 125% of FCI	50% for first 5 years, 25% for next 3 years with cap of 100% of FCI

9.3.2 Stamp Duty Reimbursement

100% refund of stamp duty in ‘D’ category blocks; 75% in ‘C’ category blocks and 60% in ‘B’ category blocks on the land meant for industrial use, after commencement of commercial production within 5 years from the date of purchase of land.

9.3.3 Electricity Duty Reimbursement

100% reimbursement of electricity duty as per the following table:

Type	Block		
	B	C	D
Mega	5 years	7 years	10 years
Large	5 years	7 years	10 years
MSME	7 years	10 years	12 years

9.3.4 Reimbursement of Effluent Treatment Plant (ETP) cost

One-time reimbursement up to 50% of the capital cost for setting up Effluent Treatment Plant (ETP), subject to a ceiling of INR 50 lakh.

9.3.5 Quality Certification Cost Reimbursement

75% reimbursement of the total expenditure incurred for obtaining certification and logistics charges thereof subject to a maximum of INR 5 lakhs per certification for obtaining ISO/ BIS/ R2 by SERI or any other relevant certifications or as recommended by Steering Committee and INR 10 lakhs per certification for other country specific certifications and would be in addition to the support being provided by Government of India.

9.3.6 Generator Set Subsidy

Financial assistance for New Generator Set operating on cleaner fuels will be reimbursed @ INR 8000 per KVA, subject to ceiling of 25% of actual Generator Set cost, whichever is less in 'B', 'C', 'D' category blocks subject to adherence to pollution control norms laid down by the central/ state government (as amended from time to time) provided the capacity of the Generator Set is equivalent to the power sanction to the unit by the competent authority.

9.3.7 Patent Cost Reimbursement

Financial assistance subject to a ceiling of INR 25 lakh for domestic/ international patents or 100% of the actual cost (including filing fees, consultancy fees, search fees, maintenance fees and Publishing fees) incurred, whichever is less.

9.3.8 Employment Generation Subsidy

The units shall be eligible for employment generation subsidy of INR 48,000 per year per employee (only in case of direct employment on payroll with valid ESI/PF Number and total monthly remuneration of up to INR 40,000) for a period of 10 years for capacity building of persons (skilled/ semi-skilled/ un-skilled) having Haryana Bonafide Resident Certificate.

9.3.9 Reimbursement of Freight Charges

1% of Free on Board (FOB) value or actual freight excluding government fee and taxes on transportation of goods from place of manufacture to the seaport/ air cargo/ by road up to international border, whichever is less and maximum up to INR 10 lakh in 'C' and 'D' category blocks and INR 5 lakh in 'A' and 'B' category blocks per annum applicable only for export-oriented units.

10. E-Waste Recycling Park

The Government of Haryana shall endeavor to promote the establishment of an e-waste recycling park equipped with advanced infrastructure and technologies to efficiently process and recycle e-waste, among other activities. The park shall include units engaged in recycling and dismantling e-waste.

10.1 Fiscal Incentives to E-Waste Recycling Park

10.1.1 Financial Assistance for Infrastructure Development

10% of the total project cost (excluding land) will be given for the development of E-Waste Recycling parks, subject to a ceiling of INR 25 Cr. in “D”, “C”, and “B” Category Blocks for basic and core infrastructure related facilities. The incentives shall be disbursed as per the following tranches.

Instalment	Criteria	Grant Tranche
First Instalment	50% development of Electronics Waste Recycling Cluster/ Park with requisite amenities as per approved development plan.	25% of Eligible Incentive
Second Instalment	Development of remaining 50% of Electronics Waste Recycling Cluster/ Park with requisite amenities as per approved development plan and, Proof of operation of at least 25% of total permissible area earmarked for setting up units as per approved development plan.	35% of Eligible Incentive
Third Instalment	Proof of operation of at least 75% of total permissible area earmarked for setting up units as per approved development plan.	25% of Eligible Incentive
Last Instalment	Proof of operation of at least 100% of total permissible area earmarked for setting up units as per approved development plan.	15% of Eligible Incentive

10.1.2 Stamp Duty Reimbursement

80% Stamp duty reimbursement will be given to the developer of industrial parks in ‘B’, ‘C’ and ‘D’ category blocks after commencement of commercial production/ operations within 5 years from the date of purchase of land.

11. Human Resource Development

11.1 Reimbursement of Technical Course Fees

Reimbursement of 50% of course fees up to INR 20,000 per employee for a maximum of 10 employees shall be provided to units once during the policy period for supporting Haryana domicile employees on completion of professional courses through recognized universities for developing skill sets on dismantling and segregation of various e-waste or end of life electrical and electronic equipment, or any other similar courses which focus on skill development/ specialized course for e-waste management or recycling.

11.2 Development of Specialized Courses

Haryana State Electronics Development Corporation Limited (HARTRON) in consultation with leading industry players, sector skill councils and academic institutions will develop specialized skill development courses to be offered in state skilling institution, Government/ ITI/ Polytechnics of Haryana. In addition, it will also analyse the skill gap and assess the on-ground demand of job role and ensure skilled ready workforce for the industry.

The State Government shall also encourage skill development and training programmes for youth as per National Skill Development Corporation Guidelines released by Government of India from time to time.

A special training programme will be designed and organized for faculty development to be equipped with the know-how in order to cultivate entrepreneurial intellect.

12. Marketing Development

12.1 Linkage with government and digital commerce portals

To facilitate easy access to the market, the Government of Haryana will support entities in joining GeM (Government e-Marketplace) portal, ONDC (One Network for Digital Commerce) & other e-commerce platforms, through IEC activities and institutional tie-ups.

12.2 Industry Engagement & Outreach

To promote brand Haryana and attract private sector investments, the Government shall organise focused conferences/ business events/ road shows, promotional events at various locations from time to time to facilitate B2B, B2G, G2G interaction and participate in national/ international events, exhibitions, conferences.

12.3 Market Development Assistance

The Government will support eligible units in order to encourage Haryana based Electronics Waste Recycling units to showcase and promote their product/ service offerings at various national and international fairs/ exhibitions/ events, etc.

i. International Fairs/ Events/ Exhibitions, etc.

- a. 75% of the cost towards space charges, shipment of exhibits, cost of product literature, display material, stall/ stand construction/ fabrication/ designing charges or maximum up to INR 4 lakh
- b. Airfare by economy class up to INR 1 lakh (maximum 2 persons)

ii. Domestic Fairs/ Events/ Exhibitions, etc.

- a. 75% of the cost towards space charges, shipment of exhibits, cost of product literature, display material, stall/ stand construction/ fabrication/ designing charges or maximum up to INR 3 lakh
- b. Airfare by economy class up to INR 0.5 lakh per person (maximum 2 persons)
- c. Boarding charges up to INR 5000/- per day per person (maximum 2 persons)

13. Simplified Regulatory Regime

The ultimate goal of a simplified regulatory regime is to strike a balance between facilitating economic growth, fostering innovation, and maintaining adequate protection for public welfare, health, safety, and the environment. By reducing unnecessary complexity and administrative burdens, such a regime aims to promote a more business-friendly environment while maintaining necessary oversight and regulatory safeguards.

13.1 Dedicated Single Roof

The Government of Haryana will assist investors throughout the investment lifecycle spanning from proposal application to approval of licenses/clearances and finally incentives disbursement through a dedicated single roof clearance system.

The Government of Haryana has already established Haryana Enterprise Promotion Centre (HEPC), which provides one-stop-shop clearances to business entities willing to invest in the State.

13.2 Self-Certification

The Government of Haryana vide Notification No. 11/12/2018-4Lab dated 03.05.2018, has allowed Self-certification, 3rd party verification for Labour related clearances and approvals under 14 acts of the Labour Department in Haryana. Self-certification / 3rd Party verification shall be allowed for the below-mentioned acts of Labour:

- Factories Act, 1948 and Rules framed thereunder.
- Minimum Wages Act, 1948 and Rules framed thereunder.
- Payment of Wages Act, 1936 and Rules framed thereunder.
- Contract Labour (Regulation & Abolition) Act, 1970 and Rules framed thereunder.
- Payment of Bonus Act, 1965 and Rules framed thereunder.
- Payment of Gratuity Act, 1972 and Rules framed thereunder.
- Maternity Benefit Act, 1961 and Rules framed thereunder.
- Child Labour (Prohibition & Regulation) Act, and Rules framed thereunder.
- Shops & Commercial Establishments Act, 1958 and Rules framed thereunder.
- The Inter-State Migrant Workmen (RECS) Act, 1979 and Rules framed thereunder.
- The Equal Remuneration Act, 1976 and Rules framed thereunder.
- Motor Transport Workers Act, 1961 and Rules framed thereunder.
- Punjab Industrial Establishments (National & Festival Holidays & Casual and Sick Leave) Act, 1965.

13.3 Online single return for various Acts pertaining to the Department of Labour

The Labour Department has implemented the online submission of a unified single return under all labour laws. The Government of Haryana has already implemented online filing of returns for labour compliance using a single application form and has been keeping the labour-related records in electronic form.

13.4 Allowing three shifts and night shifts for Women

The Electronic Waste Recycling Units will be permitted for 3 shift operations with women allowed to work during night shifts, subject to adherence to necessary norms by the units with respect to the safety and security of women employees. In addition, the government will implement an auto-renewal system basis self-certification for such permissions (subject to adherence to necessary regulatory compliance) and encourage faceless and paperless approvals.

13.5 Portal for Procurement of E-Waste

The Government of Haryana will develop a dedicated portal for the recyclers and sellers for collection of the e-waste from the consumer/ producers.

13.6 Steering Committee

A Steering Committee constituting Senior officials of Government of Haryana, Industry Experts/ Associations, or any other special invitee, etc. will be formed for deliberation on policy matters and implementation thereof.

Note: All the eligible Electronic Waste Recycling Units shall be given the above regulatory benefits in addition to the ones mentioned in HEEP 2020 (as amended from time to time).