From

The Labour Commissioner,
Haryana, Chandigarh.

To

1. All the Deputy Labour Commissioners exercising the powers of Commissioner under the Employees' Compensation Act, 1923 in the State of Haryana.

2. All the Assistant Labour Commissioners exercising the powers of Commissioner under the Employees' Compensation Act, 1923 in the State of Haryana.

No. 26052-90
Dated: 07/10/2026

**Subject: Strict compliance with Section 4A(3)(b) of the Employees' Compensation Act, 1923 regarding consideration and imposition of penalty – issuance of notice to employer/respondent – directions thereof.**

....

Reference is invited to the provisions of Section 4A of the Employees' Compensation Act, 1923 and the judicial pronouncements of the Hon'ble High Court concerning consideration of penalty in cases where compensation is found payable under the Act.

2. It has been observed that, while deciding claims under the Employees' Compensation Act, 1923, in certain cases the Commissioners are not considering the question of penalty under Section 4A(3)(b) of the Act, particularly where the claimant has not specifically claimed or prayed for penalty in the claim petition.

UNCOMPLY AI
Simplifying Compliance

3. You are required to strictly comply with section 4A(3)(b) of the Employee's Compensation Act, 1923 in every applicable case. Failure of a claimant to specifically pray for penalty shall not, by itself, be treated as a ground for omitting consideration of the statutory provisions relating to penalty.

4. These instructions shall be brought to the notice of all concerned for strict and meticulous compliance in all pending as well as future cases, to the extent applicable in accordance with law.

Deputy Labour Commissioner,
for Labour Commissioner, Haryana.

UNCOMPLYCATE
Simplifying Compliance