

HARYANA VIDHAN SABHA

Bill No. 12— HLA of 2025

THE HARYANA CONTRACTUAL EMPLOYEES (SECURITY OF SERVICE) AMENDMENT BILL, 2025

A

BILL

*further to amend the Haryana Contractual Employees
(Security of Service) Act, 2024.*

Be it enacted by the Legislature of the State of Haryana in the Seventy-sixth Year of the Republic of India as follows:-

1. (1) This Act may be called the Haryana Contractual Employees (Security of Service) Amendment Act, 2025. Short title and commencement.

(2) It shall be deemed to have come into force with effect from the 31st January, 2025.
2. In Explanation 2 to clause (ii) of section 3 of the Haryana Contractual Employees (Security of Service) Act, 2024, for the words "in a calendar year", the words "during a period of one year contractual service" shall be substituted. Amendment of section 3 of Haryana Act 17 of 2024.
3. (1) The Haryana Contractual Employees (Security of Service) Amendment Ordinance, 2025 (Haryana Ordinance No. 1 of 2025) is hereby repealed. Repeal and savings.

(2) Notwithstanding such repeal, anything done or action taken under the principal Act, as amended by the said Ordinance, shall be deemed to have been done or taken under the principal Act, as amended by this Act.

STATEMENT OF OBJECTS AND REASONS

- i. Under the Act, namely, Haryana Contractual Employees (Security of Service) Act, 2024 the benefit of security of service is admissible to those contractual employees who completed at least five years service in the Government Organization on full time basis as on the appointed date i.e. 15th August, 2024. In Explanation 2 below Section 3 (ii) of the Haryana Contractual Employees (Security of Service) Act, 2024 following provision has been made:-

Explanation 2.- For the purpose of calculation of the number of years of engagement, a contractual employee who has received remuneration for at least 240 days in a calendar year shall be deemed to have worked for the entire year,

- ii. From the above provision it reveals that for the purpose of calculation of the number of years of engagement, a contractual employee who has received remuneration for at least 240 days in a calendar year shall be deemed to have worked for the entire year.
- iii. The Contractual employees have requested to count 240 days during a year of contractual service instead of calendar year otherwise their service of their first calendar year of joining will not be counted if their date of joining is between the months of May and December. Similarly, the current year 2024 upto the cut-off date 15th August, 2024 are 227 as a result their contractual service may not be 240 days during these years.
- iv. The request of contractual persons were genuine and for this purpose the matter was put up in Council of Ministers meeting dated 28.12.2024 for consideration that the condition of 240 days in a calendar year may be amended to 240 days during a period of one year contractual service. The Council of Ministers had been approved the proposal.
- v. It was proposed to bring this proposal by means of an Act, however, delaying this until the next session of the Legislative Assembly would to have exacerbated the distress and uncertainty among these employees, leading to potential disruptions in various Government functions. Therefore, Ordinance in this regard was notified on 31st January, 2025 i.e. Haryana Contractual Employees (Security of Service) Amendment Ordinance, 2025.

- vi. The proposed Haryana Contractual Employees (Security of Service) Amendment Act, 2025 seeks to reduce distress and uncertainty among these employees, leading to potential disruptions in various Government functions.

Hence this Bill.

NAYAB SINGH,
Chief Ministers, Haryana

Chandigarh :
The 13th March, 2025.

DR. SATISH KUMAR,
Secretary.

N.B.— The above Bill was published in the Haryana Government Gazette (Extraordinary), dated the 13th March, 2025, under proviso to Rule 128 of the Rules of Procedure and Conduct of Business in the Haryana Legislative Assembly.

ANNEXURE**EXTRACT FROM THE HARYANA CONTRACTUAL
EMPLOYEES (SECURITY OF SERVICE) ACT, No. 17 of 2024**

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Section 3
Clause (ii)
Explanation 2

For the purposes of calculation of the number of years of engagement, a contractual employee who has received remuneration for at least 240 days in a calendar year shall be deemed to have worked for the entire year,

but shall not include an employee who,-

- (i) has been engaged under Centrally Sponsored Schemes paid in part or full by the Central Government; or
- (ii) has been engaged on honorarium basis; or
- (iii) has been paid remuneration for service rendered on a part time basis by the Government Organization; or
- (iv) has attained the age of fifty-eight years on the appointed date; or
- (v) has been terminated or removed by the appropriate authority on or before the date of commencement of this Act.

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