

ANNEXURE - A

GOVERNMENT OF HARYANA

LOGISTICS, WAREHOUSING & RETAIL POLICY - 2019

INDUSTRIES & COMMERCE DEPARTMENT

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List of Abbreviations

AKIC	Amritsar-Kolkata Industrial Corridor
CAGR	Compound Annual Growth Rate
DFC	Dedicated Freight Corridor
DMIC	Delhi-Mumbai Industrial Corridor
EPP	Enterprise Promotion Policy
FAR/FSI	Floor Area Ratio/Floor Space Index
FDI	Foreign Direct Investment
FMCG	Fast moving Consumer Goods
GDP	Gross Domestic Product
GST	Goods and Services Tax
HEPB	Haryana Enterprise Promotion Board
HEPC	Haryana Enterprise Promotion Centre
ICD	Inland Container Depots
IMMLP	Integrated Multi Modal Logistics Park
MMLP	Multi Modal Logistics Park
MRO	Maintenance, Repair and Overhaul
NBC	National Building Code
PPP	Public Private Partnership
RFID	Radio-frequency identification
SDC	Skill Development Centre
TEU	Twenty Foot Equivalent Unit

1. Preamble

Introduction

The Logistics and Warehousing industry in India is a thriving one, valued at INR 550 billion and experiencing an upward growth trajectory. In terms of revenue, the industry is set to expand at CAGR of 7.5% between 2015 and 2024 and by volume, at a CAGR of 6% between 2016 and 2024¹. Continuing on the high growth trajectory, the industry is expected to attain an industry size valued at INR 13,000 crores by 2019. As per the World Bank's **Logistics Performance Index 2016**, India's ranking has been improving, shooting up by 19 places to 35th position. Going forward, with the emergence of evolving technologies, demand sophistication as well as advanced business models, the Logistics industry is well positioned to grow stronger.

In India, the Logistics sector primarily freight transportation, comprises of road (about 60% of total freight traffic), rail, coastal shipping (about 32% and 7% share, respectively) and inland waterways transportation and air (constituting about 1% share each). The Logistics and Warehousing industry in the country is largely concentrated in Bengaluru (39%) and Chennai (13%). With a consumer base having a high propensity to consume, strong connectivity owing to an exhaustive network of national highways and industrial corridors, and especially after the introduction of the GST regime in India, Haryana is all set to become the Logistics hub of North India in the coming years. At a sectoral level, the consumer durables and Fast Moving Consumer Goods (FMCG) has the largest logistics and warehousing demand at 49% followed by sectors such as Automobiles, Electronics and Food and Beverage.

The Retail sector in India has emerged as one of the most dynamic and fast-paced segment of the economy. The sector today accounts for over 10 per cent of the country's Gross Domestic Product (GDP) and around 8 per cent of total employment. With a population of over 1.3 billion, India is currently one of the biggest markets for national and international retail players. With recent relaxations of norms such as permitting 100% FDI in single-brand retail, 100% FDI in multi-brand processed food retail (provided such products are produced in India), 100% FDI for online market places and 51% FDI in multi-brand retail, the overall Retail market in India is expected to register growth at 12 per cent per annum going forward.

Haryana with its large consumer base, increasing per capita income and rapid urbanization has enormous potential to become one of the leading destinations for Retail trade in the country. Further due to robust connectivity, easy access to 2 international airports at Chandigarh and New Delhi and proximity to 2 major industrial corridors i.e. DMIC & AKIC, place Haryana at a locational advantage. In addition, 13 districts of State are part of the National Capital Region, which is one of the most prominent trade and consumption hubs in India. Taking a lead in providing a conducive ecosystem for investors, Haryana has simplified the regulatory environment and further easing the approval process for the investors.

*1 Transparency International Report, 2016

2. Policy targets

Vision

This policy targets to transform Haryana into a global Logistics, Warehousing and Retail hub, which is well equipped with state-of-the-art Logistics & Warehousing infrastructure, a conducive regulatory environment and a mechanism for maximizing returns for retailers and providing best buying experience to the end consumer.

Mission

1. Simplification of regulatory laws and procedures for the Logistics, Warehousing and Retail sectors.
2. To create quality and cost competitive multi-modal Logistics and Warehousing infrastructure as well as Retail-oriented infrastructure.
3. To promote human capital development initiatives targeted at the creation of a labour pool skilled for the Logistics, Warehousing and Retail sectors.
4. Attracting private sector investments as well as PPP investments in Logistics, Warehousing and Retail sectors.
5. Creating strong ecosystem for delivering on big ticket industry & infrastructure projects
6. Enhancing the upgradation and adoption of modernized technologies

Objectives

1. Creation of at least **5 Logistics Parks** across Haryana with private sector participation (by 2023)
2. Attract investments to the tune of INR 10,000 Cr. in Logistics, Warehousing & Retail sectors
3. Generate employment to the tune of 25,000 new jobs
4. Target increase in consumption by developing retail hubs in major towns of the State

Definitions

Warehouse

A warehouse can be defined as any premise (including any protected place) which includes a place for storage and/or accumulation of goods under controlled conditions and also equipped for providing handling, transportation as well as value added services such as sorting, grading, packaging etc. A warehouse may be characterized as Integrated Inland Container Depots/Custom Bounded Areas, Warehouse for Agriculture Produces/Grain Godowns, Warehouse other than agriculture produces. For the purpose of this policy, a warehouse storage system may include but not be limited to the following-

- i. Warehousing complex with fixed facilities, moving units, rolling stocks.
- ii. Open and closed storage, ambient condition storage for transit period
- iii. Fulfilment centers (in case of e-retailing), distribution centers

The warehouses to also earmark dedicated area for idle parking. In the warehousing setup, upto 10% of the covered area may be utilized for ancillary activities such as packaging, assembling, kitting etc.

Minimum Area Norms for setting up of warehouses -

- I. Warehouses to be developed in minimum of 2 acres in case of warehouses set up for agriculture produce/ grain Godowns, and for warehouses set up for other purposes in hyper, high, medium and low potential zones.
- II. Warehouses should have a minimum approach road of 30 ft

Note- As per the provisions laid out by the Town & Country Planning Department, in case the site of warehouse falls in more than one potential zones, then the norms of area will be applicable for the potential zone wherein more than 50% of applied land falls.

Logistics

Logistics can be defined as any commercial activity of transportation, storage and distribution of any article & thing or services by bringing together several functionalities to bring products and services at the right place, at the right time, in the desired condition with the minimum cost and highest return on investment fall under the ambit of Logistics.

The definition of logistics includes the following:

- I. Assembly: Creating an assembly from basic component either through automation or manually.
- II. Customizing: Customizing core product as per customer requirement through the use of automation, semi automation or manual process including module assembly.
- III. Deconsolidation: Creating from bulk to small packaged goods for retailing e.g.

- deconsolidation activities in stores/warehouses for retailing and last mile delivery.
- IV. Packing/Packaging/Labelling/Bar-coding/RFID tagging.
 - V. Ancillary, value addition, processing activities and supply chain management.
 - VI. Specialized warehouse storage
 - VII. Testing & Inspection facilities.
 - VIII. Reverse distribution/logistics i.e. collection of damage, outdated, unsold, returned goods and bringing them back to supplier or manufacturer that includes transportation and warehousing.
- * Value added services include processing, sorting, grading, packaging, re-packaging, palletization, Bagging, Kitting & Unitizing Facilities etc. and Ancillary services include equipment maintenance & repair, testing/inspection

Logistics Park

A Logistics park is defined as an agglomeration of a given set of logistics activities (core, value added, ancillary as well as commercial) at a particular, well-defined location. Such a park will be developed on a minimum area of 25 acres with a total investment of at least 25 Crore and will include but not be limited to the following activities: a) Warehousing storage system b) Industrial plots and ready to move in sheds c) Logistic services d) Infrastructure for value added and ancillary services, commercial activity e) Sector specific in-bound and out-bound logistic f) Inter-modal transfer arrangements/facilities, truck terminals. Logistics Park should be accessible, at minimum, by a 2- lane paved road, with a minimum approach road of 60 ft.

A minimum of 85% of the total area to be used for providing logistics services and within this 20% will be permitted for industrial activities and 10% of the remaining area shall be allowed for residential purposes.

For commercial activities, up to 5% shall be allowed in Medium and Low potential zones and up to 2% shall be allowed in Hyper & High potential zones.

Further, new norms for conversion and other charges including for State Infrastructure Augmentation charges shall be fixed in consultation with Town and Country Planning Department.

Integrated/Multi Modal Logistics Park (MMLP)

An Integrated/Multi Modal Logistics Park (MMLP) is defined as a multi-modal freight-handling facility with a minimum area of 100 acres with a total investment of at least 100 Crore, comprising mechanized warehouses, specialized storage solutions such as cold storage, facilities for mechanized material handling and inter-modal transfers container terminals, bulk / break-bulk cargo terminals. Multimodal logistics parks are expected to provide the following key services: Freight aggregation and distribution, Multimodal freight transportation, ICD, Storage and Warehousing, Value added services etc. MMLP's developed under this policy mandate that the developer allows other logistics operations

to operate from the MMLP i.e. any player willing to pay terminal usage charge and other additional charges specified by the operator shall be allowed to avail the logistics services provided.

MMLP, by definition is a logistics facility with access to more than one mode of transport. This allows it to serve as a point of intermodal change and will help drive higher usage of rail, coastal shipping, inland waterway and higher capacity trucks for long haul. Integrated/ Multi Modal Logistics Park (MMLP) shall have the following provision:

- MMLP's should be accessible, at minimum, by a 2- lane paved road, with a minimum approach road of 60 ft.
- MMLP's should have access to a rail siding. The development of the rail siding should be completed within three years of initiating the MMLP development.

Further, new norms for conversion and other charges including for State Infrastructure Augmentation charges shall be fixed in consultation with Town and Country Planning Department.

*Across Warehouses, Logistics Park and MMLP, industrial activity shall be limited to activities aligned to Logistics/Warehousing such as sorting, grading, packaging, kitting, palletization, bagging etc.

FAR on different components of the Warehouse/Logistics Park/MMLP shall be applicable as per the prevailing norms of Town and Country Planning Department.

Cold Chain Facility

A Cold Chain Facility can be developed with minimum investment of INR 15 crore and minimum area of 20,000 sq. ft. The detailed guidelines in this regard may be referred in Haryana Food Processing Policy 2018

Retail Enterprise

Retail Enterprise is a 'shop' as defined in Section 2 (25) of Punjab Shops and Commercial Establishments Act, 1958. For Retail, the policy will be applicable to enterprises fulfilling any one of the criteria as specified below:

- i. Retail enterprise with an annual turnover of INR 1 crore or more OR
- ii. Retail enterprise employing 10 or more people on full time basis

Retail Hub

A Retail Hub is a group of retail and other commercial establishments that is planned, developed and managed as a single property owned by single or more than one owner, comprising retail units such as shops offering goods and services and including family entertainment centers, hotels, offices/commercial complex, restaurants, pubs, gym, auditorium for plays, big-box retail store, sports activity area, library, day care/crèche and similar retail units, multiplex and common areas, where all retail activities including selling to the end consumer will be permissible.

A retail hub shall be developed on a minimum area of 5 acres in agriculture zones in Low

and Medium potential zones.

3. Eligibility

This policy will be valid for 5 years from the date of notification or till the time any new policy/amendment is introduced by Government of Haryana, whichever is later.

4. Industry Status

The state accords the status of “Industry” to the Logistics and Warehousing Sector. The fiscal incentives specified under this policy shall only be applicable.

Section – A: Logistics and Warehousing

Industry overview

Logistics and Warehousing in Haryana

Haryana’s enjoys a locational advantage, characterized by its geographical confluence with economic corridors (DMIC, AKIC, Eastern peripheral corridor) Seven Special Economic Zones, investment regions and big ticket infrastructure projects with both, the eastern and the western freight corridors and several industrial corridor passing through the state. The state has over 60% of its area under **Delhi-Mumbai Industrial Corridor (DMIC)** covering major districts such as Faridabad, Palwal, Rewari, Hisar, Sonapat, Manesar, Gurugram and sizeable confluence of **Amritsar-Kolkata Industrial Corridor (AKIC)**; resulting in increasing demand for advanced logistics mainly container traffic, bulk and break-bulk cargo. The Kundli- Manesar-Palwal expressway and the Integrated Multi Modal Logistics Park at Bawal (spread over 1200 acres) will result in large scale development of logistics and warehousing infrastructure. The 2 Km stretch on both sides of KMP expressway will be declared as an investment zone.

The proposed **Faridabad-Palwal Industrial Area** (Node No.3 under DMIC) is located in close proximity of the western Dedicated Freight Corridor at Dadri as a result of which setting up of logistic units in Gurugram-Faridabad belt which is contiguous to Western Dedicated Freight Corridor (DFC) is expected in coming years. Another upcoming economic corridor within the state is **Delhi-Hisar-Sirsa** which is expected to connect the KMP expressway to Mumbai and provide a more seamless cross border movement to Punjab. In addition, Haryana has network of 29 State Highways and 15 National Highways passing through the State.

Haryana boasts of well-connected quality network and transport infrastructure which offers strong prospects for the development of multi-modal logistics infrastructure. As in 2016, the state has 1710 km of railway route and 39 km/1000 sq.km of railway route density. The lane

kilometer density (national and state highways) stood at 100 km/000 sq. km; one of the highest in the country. A direct rapid railway network is also being planned between Delhi and Hisar. In terms of road network, 48% of state highways fall within the primary network (national and state highways), again one of the highest amongst the northern states.

Currently, Haryana has a very prominent access to international airport in Delhi along with an Integrated Aviation Hub coming up at Hisar. The proposed aviation hub is expected to be developed over an area of over 3,000 acres with state of the art MRO services.

Therefore, the State requires creation of efficient logistics network to leverage these economic opportunities and boost trade competitiveness.

Existing Logistics and Warehouse Ecosystem- Haryana is one of the leading logistics hubs in the country with a total of 9 inland container depots (ICDs), 3 container freight stations and 8 private freight terminals. Overall, the state has around 33 functional logistics and warehousing related units handling approx.10 lakh TEU (Twenty Foot Equivalent Unit) of container traffic. Some of the major ICDs in the state are-

- Garhi Harsaru, Gurugram (critical for automobile and agro processing-mainly rice exports) handles upto 2,60,000 TEUs per year. It is strategically located to cover the industrial hubs in Haryana (Gurgaon, Manesar, Faridabad, Ghaziabad, Hisar, Panipat, Sonapat, Rewari and Dharuhera).
- ICD Piyala, Faridabad handling around 1,50,000 TEUs of container traffic and strategically located to serve the industrial hubs of Faridabad, Ballabgarh and Palwal. It is connected to the Kundli-Manesar- Palwal Expressway and the Faridabad-Ghaziabad-Noida corridor.

With Haryana's emergence as a **preferred consolidated logistics hub on the lines Mumbai, and Bengaluru** along with burgeoning export orientation and industrial sector growth especially in consumer durables & FMCG segment as the cost for consumer durables is set to halve (decrease by 25-30%) for fast-moving consumer goods (FMCG) after the implementation of the Goods and Services Tax (GST). There is a need for developing advanced sector focused logistics infrastructure for consumer durables & FMCG as well as further galvanize the export oriented sectors mainly agro-products (rice/basmati, automobiles, electric machinery, cotton, fiber and textiles. Additionally, there are strong prospects for inland container depots (ICDs) in Haryana's to serve as an alternative to container inflow/outflow from the neighboring hilly states such as Himachal Pradesh (given the high cost of transport users).

The state at present, is one of the leading exporters in the nation with the total value of state exports valued at INR 89,006 Crores during the Year 2017-2018. Therefore in line with its global orientation towards facilitating exports, the State Government endeavors to provide the

necessary support by way of creating the necessary land bank, technology ecosystem and logistics facility. The state through its ambitious Haryana Enterprise Promotion Policy (EPP) 2015, has accorded large focus to developing big ticket logistic projects in the state, along with a special package of incentives under the Maha Nivesh Yojana as well supporting the smaller logistic units as ancillaries. The Logistics, Warehousing and Retail Policy for Haryana 2018 takes ahead the vision and mission of Haryana’s EPP 2015 and provides incentives for developing supporting ecosystem for logistics sector in Haryana.

5. Fiscal incentives – Logistics and Warehousing

As the Logistics and Warehouse industry is treated at par with the Industry, the fiscal incentives as specified in EPP for industries shall be applicable for Warehousing and logistics as well. The incentives shall be applicable for new/expanded units:

Parameter	Incentive
<p>Capital Subsidy (applicable for units setting up in C & D category blocks)</p>	<p>Warehousing: Financial assistance @ 25% of the fixed capital investment subject to maximum of INR 5 Crore.</p> <p>Logistics Park: Financial assistance @ 25% of the fixed capital investment up to a maximum of INR 15 Crore for developing infrastructure in Logistics park.</p> <p>Integrated/Multi Modal Logistics Park: Financial assistance @ 25% of the fixed capital investment up to a maximum of INR 25 Crore for developing infrastructure in Integrated/ Multi Modal Logistics park.</p>
<p>Interest Subsidy (applicable for units setting up in C & D category blocks)</p>	<p>Warehousing: Financial assistance in the form of interest subvention @ 5% on loan taken to meet working capital requirements subject to a maximum of INR 10 lakhs per year for 3 years.</p> <p>Logistics Park: Financial assistance in the form of interest subvention @ 5% on loan taken to meet working capital requirements subject to a maximum of INR 20 lakhs per year for 3 years.</p> <p>Integrated/Multi Modal Logistics Park: Financial assistance in the form of interest subvention @</p>

	5% on loan taken to meet working capital requirements subject to a maximum of INR 50 lakhs per year for 3 years.
Stamp Duty	Reimbursement of 100% of Stamp Duty.
Electricity Duty	100% of Electricity Duty exemption for a period of 7 years.
External Development Charges (EDC)	50% reimbursement in EDC in C and D category blocks for Warehouses, Logistic Parks and Integrated/Multi Modal Logistics Parks
EDC and Commercial License fee (for Warehousing cum Retail category)	Full reimbursement in C & D category blocks
Capacity Building Incentives	<p>Re-imbusement to logistics and warehousing units on technical training cost of the worker (mainly in operational, front-line, supervisory roles) subject to a maximum of 50% of the training cost, limited to maximum INR 10,000, which will be provided one time per worker per training program. The training cost can be claimed by the Entrepreneur within 1 year from the date of commencement of commercial production of the Enterprise.</p> <p>The training can be arranged from any Government recognized/approved institution.</p> <p>*the incentive is only applicable for workers with Haryana domicile</p>
Expanded units	The benefits of this policy will also be extended to the existing units which would make at least 50% additional investment in fixed assets of the original Fixed Capital Investment (FCI).
Special package of incentives	HEPB shall grant special package of incentives for operators of Integrated Multi Modal Logistics Hub (Narnaul) & iconic logistics projects under Maha Nivesh Yojana as specified in EPP, 2015

6. Simplified regulatory regime- Logistics and Warehousing Sector

6.1 Single desk clearance mechanism

All permissions/licenses such as Trade License, Building plan Approval, Occupation certificate etc. pertaining to Logistics and Warehousing will be granted on submission of common application form through HEPC (Haryana Enterprise Promotion Centre). The dedicated relationship managers shall be appointed assisting the projects in obtaining necessary clearances

6.2 Ground Coverage

Maximum permissible ground coverage for all units is 60% as per Haryana Uniform Building Code 2017

6.3 Green Cover Area:

Minimum area requirement for developing Green Cover for Warehousing and Logistics Sector is 15%

6.4 Self-certification of Fire Fighting Scheme

The state shall allow Self-Certification of Fire Fighting scheme for low hazardous establishments. However, the Self-certification for Fire Fighting is subjected to third party licence verification and compliance to N.B.C Part IV guidelines.

6.5 Increased Fire Exit Travel Distance from 90mts to 135 mts

The state shall increase the travel distance/ width of the fire exits from 90 mts to 135 mts for Logistics and Warehousing Sector. The Department of Urban Local Bodies shall issue a requisite notification in this regard

6.6 Setting up “Warehousing cum Retail” facility in agricultural zone:

The Investor shall be permitted to setup “Warehousing cum Retail” facility in agricultural zone in Medium and Low potential zones, where they would be operating Warehousing and retail operations from the common premises. Following are the development guidelines for this category:

- Minimum land requirement shall be 10 acres
- The Retail or Cash & Carry activity shall be carried out at up to a maximum of 25% of the permitted FAR for the given land parcel
- Auto CLU zones shall be earmarked in Agriculture Zones for setting up of Warehousing cum Retail units
- External Development Charges and Commercial license fee would be fully reimbursed in C & D category blocks

6.7 Land acquisition:

The Government of Haryana’s e-Bhoomi web portal will be leveraged for identifying, matching and executing the land requirement of investors.

6.8 Increased store functioning hours:

Logistics and Warehousing facilities shall be allowed to operate 24 X 7 (three shifts). This is subject to the employer providing shift-wise employee details and specifying weekly holiday for each of the employees.

6.9 Part time employment:

- Logistics and Warehousing facilities have been allowed to offer part-time employment subject to the working hours for part time employees being expressly specified.
- Minimum per hour wage rate shall be proportionately determined in accordance with minimum monthly wage rate specified under Minimum Wages Act.
- This would be subject to the enterprises strictly adhering to laws regarding child labour and other similar applicable laws/rules.

6.10 Women allowed in all shifts:

- Women employees shall be permitted to work in all shifts of logistics/warehousing enterprise provided employer ensures occupational health, equal opportunity for women workers, safety, and adequate protection of their dignity, honour and transportation from the company premises to their residence.
- The decision however shall remain with the respective female employee as to whether she chooses to work such shifts or not.
- Companies employing women staff in night shifts shall come out with specific policy regarding safety measures put in place to ensure the safety of their women employees in such shift.

6.11 Increase in overtime working hours under the Factories Act, 1948:

Overtime working hours under the Factories Act, 1948 would be increased to 115 hours per quarter which would be immensely beneficial to the workers as well as the entrepreneur. It would enable the workers to put in more hours to work, thereby earning extra wages and would also help entrepreneurs to respond to greater production requirement, as and when required.

6.12 Land Availability for setting up of industrial Warehouses/Logistics Parks in Industrial Model Townships- IMT (HSIIDC):

HSIIDC shall reserve 5% of the area for setting up logistic infrastructure in Industrial Model Townships

7. Infrastructure augmentation

7.1 Integrated Multi Modal Logistics Hub

An Integrated Multi Modal Logistics Hub is being developed in PPP mode as the largest logistics hub in North India over 1200 acres at Nangal Chaudhary, Narnaul.

- Proposed Investment – US \$ 1 billion (INR 5000 crore) and has the potential to reduce

- the goods movement time from 14 days to 14 hrs.
- To be implemented as a 50:50 joint venture between HSIIDC and DMICDC/DMIC Trust – DMIC Haryana Multi Modal Logistic Hub Project Limited
- The SPV i.e. DMIC shall be the concessioning authority which will further award a concession to a prospective player (concessionaire). The concessionaire will develop various facilities in the IMLH and operate them. The concessionaire will pay lease rental for the land to the project SPV.
- The support infrastructure on the land (including railway network, roads, power supply & substation, water supply, sewerage, etc.) shall be constructed by the project SPV.
- The site is abutting the Delhi Mumbai Dedicated Freight Corridor passing through Haryana

7.2 Development of Truckers Parks along the National Highways in Haryana:

The State Government shall facilitate the development of Truckers Parks on a minimum of 10 acres, located along/at a distance of up to 2 km on either side of National Highways in Haryana.

The developer of the Truckers Park will be provided the following fiscal support:

- 100% exemption of CLU charges
- 100% reimbursement of EDC
- 100% reimbursement of Stamp Duty

The key components/development norms for Truckers Parks will be as follows:

Sr. No	Facility	Area
1	Truck parking space	85%
2	Motel and commercial activities (restaurant & retail shops, fuel pump, repair and service station)	10%
3	Other allied activities: Transport operators office, bulk breaking yard, Cross Docking, Weigh Bridge, medical facility, fuel station, ATMs etc.	5%

Note: Other development norms of Department of Town & Country Planning, Environment etc. by Government of Haryana, shall be duly applicable.

Further, the following support for Truckers Parks shall be provided by the State Government:

- A police booth shall be set up at every Truckers Park
- All the regulatory clearances pertaining to the Truckers Park shall be provided through the Single Window (HEPC: Haryana Enterprise Promotion Center)

- Connecting roads from National Highways to the site of the Truckers Park will be developed by the State Government

7.3 Earmarking a “Logistics Zone” along the KMP expressway

A “Logistics Zone” will be earmarked along and around the KMP expressway, and all new enterprises setting up in this zone will be exempted from requirement of CLU

7.4 Last-mile connectivity:

Last-mile-connectivity and access to critical utilities such as water, power and access roads up to the Integrated/Multi Modal Logistics Park & Logistic Parks shall be ensured and borne by the State government agencies

7.5 Dormitories for workers shall be allowed on 1% of total permitted FAR for Logistics Parks/Multi Modal Logistics Parks/Integrated multi Modal Logistics Park.

7.6 Guidelines for developing of truck terminals within Logistics Parks and MMLPs:

The State permits Multi Modal Logistics Parks/Logistics Parks to develop Truck terminal on the minimum 15% space already allocated for Parking. The projects will also be permitted to buy more land for increasing the parking or Truck terminal area within the vicinity of the park. The terminal area must have facilities such as Parking bays, Washrooms, Repair and Maintenance workshops, Fuel pumps, Canteen, ATM, Medical units, Weighing platform (optional) etc.

7.7 Earmarking Special hubs for warehousing and Logistics sector at the stage of Master Planning of “Panchgram Cities”

The State shall earmark land for developing Warehouses, Logistics Parks, Warehousing Cum Retail hubs and Integrated/Multi Modal Logistics Park in the master plan of Panchgram Cities. (Identified on the 135 km stretch of KMP expressway)

8. Human capital development

- 8.1 Logistics & Warehousing Innovation Centre:** A Centre of Excellence will be established at Vishwakarma Skill University to provide trainings, facilitate research for adoption leading practices of the Logistics & Warehousing sector.
- 8.2 Curriculum Development:** In consultation with Logistics industries, targeted curriculum will be developed, and accordingly a program will be introduced at Vishwakarma Skill University.
- 8.3 Targeted certified courses in ITI / SDC/ Institutes**
- To ensure availability of skilled manpower across the logistics and warehousing value chain, State Government shall collaborate with Retail Association Skill Council of India and Logistics and Warehousing associations to impart necessary skills to the youth
 - State Government shall also encourage Logistics and Warehousing enterprises to conduct skill development and training programmes for rural youth of Haryana

Section – B: Retail Sector

9. Simplified regulatory regime

- 9.1 Single desk clearance mechanism:** All permissions/licenses such as Trade License, approvals related to Weights and Measures etc. pertaining to Retail will be granted on submission of common application form through HEPC (Haryana Enterprise Promotion Centre). The dedicated relationship managers shall be appointed assisting the projects in obtaining necessary clearances
- 9.2 Retail Hub in agricultural Zone:** Setting up of Retail hub on minimum land area of 5 acre may be permitted in agricultural zone in Low and Medium potential zones. The guidelines in respect of allowing retail hubs shall be formulated by the Department of Town & Country Planning in respect of minimum size of the retail outlet.
- 9.3 Relaxation in Stocking Limit:** The stocking limits of Retail units for essential commodities prescribed under Essential Commodities Act, 1955 shall be relaxed for retail enterprises (multiple outlet) or departmental retail enterprises. The stocking limit for Multi chain retailer or multi retail outlet shall also be enhanced. These are subject to various regulations as may be applicable from time to time.
- 9.4 Allowed to open every day:** Retail enterprises shall be allowed to stay open every day of the year provided that the employees are given compensatory, compulsory weekly offs on a preferential basis without any deduction of benefits (monetary and otherwise).
- 9.5 Increased store functioning hours:** Retail enterprises and Logistics and Warehousing facilities shall be allowed to operate 24 X 7 (three shifts). This is subject to the employer providing shift-wise employee details and specifying weekly holiday for each of the employees.
- 9.6 Part time employment:**
- Retail enterprises have been allowed to offer part-time employment subject to the working hours for part time employees being expressly specified.
 - Minimum per hour wage rate shall be proportionately determined in accordance with minimum monthly wage rate specified under Minimum Wages Act.
 - This would be subject to the enterprises strictly adhering to laws regarding child labour and other similar applicable laws/rules.
- 9.7 Women allowed in all shifts:**
- Women employees have been permitted to work in all shifts of retail enterprise provided employer ensures occupational health, equal opportunity for women workers, safety, and adequate protection of their dignity, honour and transportation from the company premises to their residence.

- The decision however shall remain with the respective female employee as to whether she chooses to work such shifts or not.
- Companies employing women staff in night shifts shall come out with specific policy regarding safety measures put in place to ensure the safety of their women employees in such shift.

10. Human Capital Development

Targeted certified courses in ITI / SDC/ Institutes

- To ensure availability of skilled manpower across the retail value chain, State Government shall collaborate with Retail Association Skill Council of India and Logistics and Warehousing associations to impart necessary skills to the youth
- State Government shall also encourage retail enterprises to conduct skill development and training programmes for rural youth of Haryana.
- An initial provision of INR 30 crores shall be made for the said initiative.

11. Conclusion

To ensure effective implementation and monitoring, a “Policy Implementation Committee - PIC” shall be formulated headed by Administrative Secretary of the Department of Industries & Commerce. PIC shall comprise of members of Director, Industries and Commerce, Director Department of T&CP, Managing Director HSIIDC, Managing Director Haryana State Warehousing Corporation and representatives of concerned Association (Logistics, Warehousing and Retail)