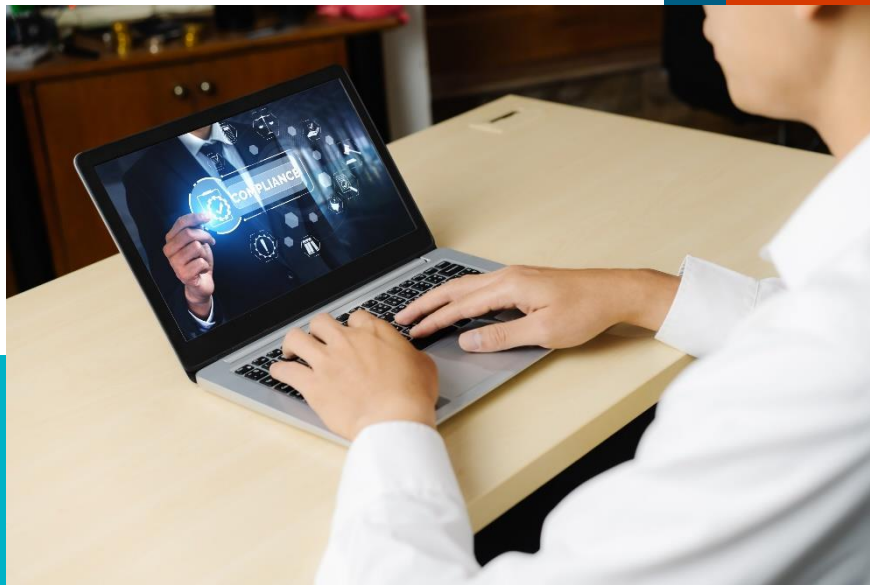




Gi GROUP INDIA COMPLIANCE NEWSLETTER

JUNE' 2025 EDITION



Dear Reader,

We are delighted to present the June'25 edition of our monthly Compliance Newsletter. The newsletter will help you stay updated with the latest regulatory changes, notifications, and amendments.

In this edition of our monthly Compliance Newsletter, we bring you the latest Minimum Wages revisions notifications from the states of West Bengal and Kerala.

Further, we have also appended the notifications and amendments released in the month of June'25. Some of the important announcements made in this newsletter are circular regarding the extension of medical benefits to the insured person family members in all the areas of Hingoli and Nandurbar districts in the State of Maharashtra in ESI, regarding public notice on Mandatory Registration on SHE-BOX portal in NCT Delhi and many more.

Read further to know more!

Best Regards,
Gi Group India

[Follow For More Updates](#)



About Gi Group India

Gi Group India is one of the world's leading human capital solutions and services provider, offering services in various domains of talent acquisition and management. The group is active in the fields of Temporary and Permanent Staffing, Site Managed Services, Search & Selection, Domestic & International Recruitment, Recruitment Process Optimization (RPO), Executive Search, and HR Consulting & Training. We have direct and indirect presence and strategic partnerships in about 57 countries across Europe, Asia, America, and Africa. Gi Group has developed strong expertise through its specialist divisions and dedicated local and international teams.

Gi Group has been present in India for the last two decades, helping clients implement highly crucial projects by hiring and managing great talent. In India Gi Group actively works with customers across the country through a network of offices in 10 major cities. We help organizations achieve accelerated growth by helping them acquire the right kind of talent and providing them with a continuum of staffing solutions, from short-term to long-term and incidental to strategic, for organizations of all sizes and across multiple locations.

Our list of clients ranges from global Fortune 500 companies to large Indian Companies and New Economy Startups. We service our customers through a combination of technology and an extremely agile and responsive team of recruiters and process specialists, thus enabling our clients to focus on business performance and productivity. Ranked globally and in India as one of the largest staffing firms by Staffing Industry Analysts, Gi Group is also a global corporate member of the World Employment Confederation (formerly CIETT).

In India, Gi Group is one of the founding members of the Indian Staffing Federation (ISF). Gi Group is also a long-term strategic member of the National HRD Network.

MINIMUM WAGES REVISIONS

The West Bengal Minimum Wages Revision

The Government of West Bengal vide No.20/Stat/14/RW/24/2023/LCS/JLC, has issued a Circular regarding revision of minimum wages for various schedules employment with effect from 01st July 2025. Please refer to the below table for the revised minimum wages and notification appended herewith for more details:

| State: West Bengal | | |
|--|---|---------------|
| Effective Date: 01/07/2025 | | |
| <u>Category: Shops & Commercial Establishment</u> | | |
| Class of Employment | Monthly Minimum Rate of Wages 01/07/2025 to 31/12/2025 | |
| | Zone A | Zone B |
| Unskilled | 10329 | 9760 |
| Semi-Skilled | 11363 | 10733 |
| Skilled | 12499 | 11807 |
| Highly Skilled | 13748 | 12990 |

The Kerala Minimum Wages Revision

The Government of Kerala, Labour and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial Establishment. As per the Notification No.DES/1129/2025-P3(1) The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of April 2025 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act. Please refer to the below table for the revised minimum wages and notification appended herewith for more details:

| <u>State: Kerala</u> |
|--|
| <u>Effective Date: 01/04/2025</u> |
| <u>Category: Shops & Commercial Establishment</u> |
| |

| Grade | District | Basic General | DA General | Special Allowance | Minimum Wages General |
|----------------|--------------------|----------------------|-------------------|--------------------------|------------------------------|
| Special | Thiruvananthapuram | 9330 | 5434 | 200 | 14964 |
| Grade A | Thiruvananthapuram | 9120 | 5434 | 200 | 14754 |
| Special | Kottayam | 9330 | 5616 | 200 | 15146 |
| Grade A | Kottayam | 9120 | 5616 | 200 | 14936 |
| Special | Ernakulam | 9330 | 4472 | 200 | 14002 |
| Grade A | Ernakulam | 9120 | 4472 | 200 | 13792 |
| Special | Thrissur | 9330 | 4316 | 200 | 13846 |
| Grade A | Thrissur | 9120 | 4316 | 200 | 13636 |
| Special | Palakkad | 9330 | 4576 | 200 | 14106 |
| Grade A | Palakkad | 9120 | 4576 | 200 | 13896 |
| Special | Malappuram | 9330 | 4732 | 200 | 14262 |
| Grade A | Malappuram | 9120 | 4732 | 200 | 14052 |
| Special | Wayanad/Meppadi | 9330 | 4238 | 200 | 13768 |
| Grade A | Wayanad/Meppadi | 9120 | 4238 | 200 | 13558 |

NOTIFICATIONS/ CIRCULARS/ AMENDMENTS



Extension of medical benefits to the insured person family members in all the areas of Hingoli and Nandurbar districts in the State of Maharashtra in ESI

The Employees State Insurance Corporation vide No. N-17011/1/Maharashtra/2025-P&D, has issued Notification regarding extension of medical benefits to the insured person family members in all the areas of Hingoli and Nandurbar districts in the State of Maharashtra w.e.f 01/05/2025. Please refer to the notification appended herewith for more details.

Extension of medical benefits to the insured person family members in all the areas of districts namely Araria, Saharsa, Aurangabad, Banka, East Champaran and Gopalganj in the State of Bihar in ESI

The Employees State Insurance Corporation vide No. N-17011/1/Bihar/2025-P&D, has issued Notification regarding extension of medical benefits to the insured person family members in all the areas of districts namely Araria, Saharsa, Aurangabad, Banka, East Champaran and Gopalganj in the State of Bihar w.e.f 01/05/2025. Please refer to the notification appended herewith for more details.

Notification on 365 days opening the establishment exemption under Punjab Shops and Commercial Establishments Act

The Government of Punjab vide Endst.No. LabOPSCA/2/2024-5L/497, has released Notification regarding extension of exemption of opening the shops and establishments for all 365 days for further one year till 31/05/2026. Please refer to the notification appended herewith for more details.

Public notice on Mandatory Registration on SHE-BOX portal in NCT Delhi

The Government of NCT Delhi has issued a public notice regarding Mandatory Registration on SHE-BOX portal w.e.f 01st July 2025. Please refer to the notification appended herewith for more details.

Public notice on Mandatory Registration on SHE-BOX portal in Rajasthan

The Government of Rajasthan has issued public notice regarding Mandatory Registration on SHE-BOX portal w.e.f 01st July 2025. Please refer to the notification appended herewith for more details.

Notification regarding SOP for the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2018 in Tamil Nadu

The Government of Tamil Nadu Vide G.O(Ms)No.64, has released Notification regarding SOP for the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2018. Please refer to the notification appended herewith for more details.

Cabinet Approves Employment Linked Incentive (ELI) Scheme

The Union Cabinet chaired by Prime Minister Shri Narendra Modi approved the Employment Linked Incentive (ELI) Scheme on 10th July, 2025 which is aimed at boosting employment generation and formalization of the workforce across the country. As per the Cabinet decision, the scheme will remain open for 2 years, from 1st August, 2025 to 31st July, 2027, and will apply to all eligible establishments and first-time employees/freshers. The Scheme is approved as part of the Union Budget 2024-25 under a INR 2 lakh crore youth-focused employment package. There shall be total financial outlay of INR 99,446 crores for creating over 3.5 crore new formal jobs.

Below are the key highlights of the Scheme:

1. Applicable for new jobs created between 1st August, 2025 and 31st July, 2027.
2. First-time employees earning up to INR 1 lakh per month and newly registered with EPFO will be eligible for direct benefit.
3. Eligible employees to receive an incentive equivalent to one month's wage (up to ₹15,000), paid in two installments after 6 months and 12 months of continuous employment.
4. Employers will receive an incentive ranging from Rs. 1,000 to Rs. 3,000 per employee per month, based on the employee's wage level, for a duration of 2 years (extended to 4 years for the manufacturing sector).
5. Direct benefit transfer (DBT) will be used for payments credited to Aadhaar-linked bank accounts for employees and PAN-linked accounts for employers.

Employer's Eligibility Criteria:

1. Minimum net addition of 2 employees for establishments with upto 50 employees and 5 employees for establishments with more than 50 employees.
2. Employment of the employees should sustain for at least 6 months for being eligible for the incentive.
3. Mandatory EPFO registration for all eligible employees.

It is expected that the EPFO will also issue a separate circular as well as guidelines in this regard for more clarity on this scheme. Please refer to the Press Release by PIB under Ministry of Labour & Employment.

Circular regarding Scheme to Promote Registration of Employers/Employees (SPREE) in ESI

The Employees State Insurance Corporation vide No. P-11/12/Agenda/06/2016-Revenue, has released Circular regarding scheme to promote registration of employers-employees (SPREE) in ESI. Below are the features of this Scheme:

1. The Scheme will remain open for a period of six months from 1st July 2025 to 31st December, 2025.
2. The employers registering during the period will be treated as covered from the date of registration or the date as declared by them.
3. The newly registered employees shall be treated as covered from the date of their registration.
4. This will not have any bearing on actions taken/required under ESI Act, if any, prior to 1st July, 2025.

ESI has launched this Scheme to encourage such employers to cover themselves under the Act without any botheration of retrospective coverage and punitive action. This scheme as a one-time opportunity for the employers. Please refer to the circular appended herewith for more details.

Disclaimer: All information and content contained in this document are provided solely for general information and reference purposes. GI Group India makes no statement, representation, warranty or guarantee as to the accuracy, reliability or timeliness of the information and content contained in this document. Although every possible care and caution has been taken to avoid any mistakes or omissions while editing. Printing, producing online or publishing the judgments, Head Notes, Editorials, Articles, Forms & Precedents, the subscriber or reader should verify the correctness respectively from the full text as in the certified copy of Judgements or Gazettes concerned. Neither GI Group India nor any of its related company accepts any responsibility or liability for any direct or indirect loss or damage (whether in tort, contract or otherwise) which may be suffered or occasioned by any person howsoever arising due to any inaccuracy, omission, misrepresentation or error which may inadvertently crept on despite care and caution in respect of any information and content provided by this document.

Contact Information:

Name- Sushil Shah, Legal and Compliance

Email- marcom.india@gigroup.com, Website: www.gigroup.co.in

Address- World Trade Tower, Tower-B, Unit 503, 5th Floor, Sector 16, Noida, Uttar Pradesh – 201301



Government of West Bengal
Labour Commissionerate, Statistics Section,
6th Church Lane, 3rd Floor, Kolkata-700 001

No: 20 /Stat/14/RW/24/2023/LCS/JLC

dated 17 / 06 /2025

CIRCULAR

- (1) The minimum rates of wages for the employees employed in the following 30 (thirty) Scheduled Employments in the state of West Bengal shall be effective in the period from **1st July 2025 to 31st December 2025**.

The minimum rates of wages have been updated with reference to the Fixation / Revision notifications as mentioned against each scheduled employment.

| Sl. No | Scheduled Employments | Related Fixation / Revision Notification Nos.& date | Categories of Employees | Minimum Rates of Wages | | | |
|--------|---|---|--|------------------------|---------|-----------|---------|
| | | | | Zone A | | Zone B | |
| | | | | Per Month | Per Day | Per Month | Per Day |
| 1 | ANY ESTABLISHMENT IN WHICH MANUFACTURING ACTIVITY AS DEFINED UNDER SECTION 2(K) OF THE FACTORIES ACT IS CARRIED OUT AND IS NOT COVERED UNDER ANY OF THE OTHER SCHEDULED EMPLOYMENTS | Labr/639/(LAW)-MW/2W- 32/13, dt. 29.12.2016 | Unskilled | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| 2 | AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES | Labr/640(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Administrator, Accountant and Customer Care Executive. | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 3 | BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS | Labr/641(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Light Inspector. | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Operator. | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |

| | | | | | | | |
|---|--|--|--|-----------|---------|-----------|---------|
| 4 | BISCUIT MANUFACTURING | Labr/642(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Assistant Mechanic, Market Seller | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician | Rs. 12499 | Rs.481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Checker, Production Manager | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 5 | BOTTLING AND PACKAGING INDUSTRY | Labr/643(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper. | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Assistant operator. | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Operator, Assistant Manager. | Rs. 12499 | Rs.481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Chemist, Microbiologist and Production Manager. | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 6 | CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES | Labr/645(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook | Rs. 12499 | Rs.481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 7 | CONFECTIONERY AND SWEETS MANUFACTURING | Labr/646(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper. | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar. | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier. | Rs. 12499 | Rs.481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Manager. | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |

| | | | | | | | |
|----|--|---|---|-----------|---------|-----------|---------|
| 8 | CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES | Labr/647(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan. | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Duftry. | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Clerk, Typist, Accountant, Computer Operator, Office Assistant. | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Manager, Senior Accountant, Supervisor. | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 9 | COURIER SERVICE | Labr/648(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Man, Loader | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man. | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver. | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Senior Executive, Senior Supervisor. | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 10 | EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS | Labr/626/LC-MW Dated. 20.12.2019 | Unskilled | Rs. 10326 | Rs. 397 | Rs. 9758 | Rs. 375 |
| 11 | ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963 | Labr/650(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Duftry, Assistant Accountant | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Head Assistant, Senior Accountant, Computer Operator, Research And Development Staff/Executive, Market Research Staff/Executive, Godown-in-Charge, Office Supervisor, Sales Representative/Sales Promotion Employees | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 12 | FLOOR AND WALL TILES MANUFACTURING | Labr/653(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man. | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Assistant of Tile Maker. | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Tile Maker. | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Chemist, Designer | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |

| | | | | | | | |
|----|---|---|---|-----------|---------|-----------|---------|
| 13 | GARMENTS MANUFACTURING INDUSTRY | Labr/654(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker. | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Machine Operator, Computer Operator. | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Lock-Stitch Operator. | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Checker, Supervisor | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 14 | GLASS INDUSTRY | Labr/627/LC-MW Dated. 20/12/2019 | Unskilled: Annealing Chamber (Coolies), Furnace Coolies, Carrier (Jaliwala) Coolies, General Coolies, Packer, Mason Helper, Batch Coolies (Batch Room Workers), Sweeper, Canteen Boys, Sacha Mazdoor, Chimney Grinder, Lorry Mazdoor | Rs. 10326 | Rs. 397 | Rs. 9758 | Rs. 375 |
| | | | Semi-skilled: Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker) | Rs. 11358 | Rs. 437 | Rs. 10732 | Rs. 413 |
| | | | Skilled: Lorry Driver, Fireman Flower (Ord), Helper to Blower, Machine man (Cutter), Machine man (Helper), Cutting off fine Polishing, Machine Operator, Fitter Mechanic, Electrician, Turner, Lather man, Welder | Rs. 12495 | Rs. 481 | Rs. 11806 | Rs. 454 |
| | | | Highly Skilled: Blower, Foreman, Shift-In-Charge | Rs. 13745 | Rs. 529 | Rs. 12988 | Rs. 500 |
| 15 | HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES | Labr/655(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy. | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Manager, Chief Executive | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 16 | ICE CREAM AND CANDY MANUFACTURING | Labr/656(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| 17 | ICE FACTORY | Labr/657(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Sweeper, Security Guard | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Cup-filling Worker, Candy Pouching Worker | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Operator, Machine Operator | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |

| | | | | | | | |
|----|---|--|---|-----------|---------|-----------|---------|
| 18 | INFORMATION TECHNOLOGY INDUSTRY | Labr/658(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| 19 | JEWELLERY MANUFACTURING INDUSTRY | Labr/659/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| 20 | LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS | Labr/660/ (Law)MW/2W-32/13 Dated 29.12.2016 | Unskilled | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| 21 | LEATHER GOODS MANUFACTORY | Labr/661/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security man, Checking Man, Packing Man, Production Worker | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Helper of Karigar, Stitcher, Switcher, Laturer | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Karigar, Flooring Lineman, Store-in-Charge | Rs. 12499 | Rs.481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Designer, Lead Karigar | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 22 | LOADING AND UNLOADING OPERATIONS | Labr/662/ (Law)MW/2W-32/13 Dated 29.12.2016 | Unskilled | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| 23 | MALLS, MULTIPLEXES, DEPARTMENTAL STORES AND MEGA STORES | Labr/663/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Guard, House Keeping Staff, Washer Man | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier | Rs. 12499 | Rs.481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 24 | MANUFACTURE OF RUBBER PRODUCTS | Labr/628/LC-MW Dated. 20/12/2019 | Unskilled | Rs. 10326 | Rs. 397 | Rs. 9758 | Rs. 375 |
| | | | Semi Skilled / Durwan | Rs. 11358 | Rs. 437 | Rs. 10732 | Rs. 413 |
| | | | Skilled / Clerk | Rs. 12495 | Rs.481 | Rs. 11806 | Rs. 454 |
| 25 | NON-BANKING PRIVATE FINANCIAL INSTITUTIONS | Labr/652/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Office Boy, Peon, Cleaner, Sweeper, Security Guard. | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Duftry. | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator. | Rs. 12499 | Rs.481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Manager, Senior Executive | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |

| | | | | | | | |
|----|---|--|---|-----------|---------|-----------|---------|
| 26 | PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES | Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant, Durwan, Peon, Security Guard, House Keeping Assistant, Office Bearer, Canteen Boy, Sweeper | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook, Pharmacist | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 27 | REFRACTORY INDUSTRY | Labr/629/LC-MW Dated. 20/12/2019 | Unskilled: General Mazdoor/Coolie/Kamin, Loader, Unloader, Porter, Assistant Gardener, Tarman, Stegman, Canteen Boy, Car cleaner, Peon, Durwan, Security Guard | Rs. 10326 | Rs. 397 | Rs. 9758 | Rs. 375 |
| | | | Semi-skilled: Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi | Rs. 11358 | Rs. 437 | Rs. 10732 | Rs. 413 |
| | | | Skilled: Turner, Fitter, Electrician, Moulder, Fireman, Lathe man, Pipe-plant Polisher, Kiln Setter, Tindal Press Operator, Mixing man-cum-Operator, Welder, Gas Cutter, Blacksmith, Pattern Maker, Mill Attendant, Poker man, Junior Clerk, Typist, Compounder, Nurse, Driver, Stock Keeper, Laboratory Assistant | Rs. 12495 | Rs. 481 | Rs. 11806 | Rs. 454 |
| | | | Highly Skilled: Head Mason, Head Carpenter, Head Fitter, Tindal, Shift Moulder, Head Welder, Head Turner, Moulder Supervisor, Mechanical Fitter, Senior Clerk, Head Clerk, Accountant, Supervisor, Security Officer, Foreman, Chemist | Rs. 13745 | Rs. 529 | Rs. 12988 | Rs. 500 |

| | | | | | | | |
|----|---|--|---|-----------|---------|-----------|---------|
| 28 | ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS | Labr/665 / (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| 29 | SALOONS AND BEAUTY PARLOUR | Labr/666/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Helper, Cleaner, Sweeper, Assistant, House-keeping Staff, Security Guard | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Front Office Employee. | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician. | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Hair Dresser, Spa Specialist, Dietician | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |
| 30 | SECURITY SERVICES | Labr/630/LC-MW Dated 20/12/2019 | Unskilled: Security Guard, Watchman, Durwan | Rs. 10326 | Rs. 397 | Rs. 9758 | Rs. 375 |
| | | | Semi-skilled: Ex-Service man Security Guard, Unskilled Supervisor | Rs. 11358 | Rs. 437 | Rs. 10732 | Rs. 413 |
| | | | Skilled: Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier | Rs. 12495 | Rs. 481 | Rs. 11806 | Rs. 454 |
| 31 | WOOD WORKS AND FURNITURE INDUSTRY | Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Bearer, Van Puller. | Rs. 10329 | Rs. 397 | Rs. 9760 | Rs. 375 |
| | | | Semi-skilled: Assistant Carpenter, Assistant Fitter, Assistant Mistry. | Rs. 11363 | Rs. 437 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Carpenter, Fitting Mistry, Varnishing and Polishing Mistry. | Rs. 12499 | Rs. 481 | Rs. 11807 | Rs. 454 |
| | | | Highly Skilled: Designer | Rs. 13748 | Rs. 529 | Rs. 12990 | Rs. 500 |

(2) Implementing Areas:

Zone A: Areas under Municipal Corporations, Municipalities, Notified Areas, Development Authorities, Thermal Power Plant areas including Township Areas.

Zone B: Rest of West Bengal.

- (3) To arrive at daily rate, monthly rate shall have to be divided by 26 (to be rounded off to the nearest rupee) and to arrive at weekly rate, daily rate shall have to be multiplied by 6;
- (4) A normal working day shall consist of eight hours of actual work and not less than half hour of recess, subject to 48 hours of actual work in a week;

- (5) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest. The minimum rates of wages include the wages for weekly day of rest. Payment for the work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rates of wages;
- (6) Where the existing rates of wages of any employee based on contractor or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (9) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (10) The minimum rates of wages and variable dearness allowance, if any, both together shall constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

This is issued with due approval of the Labour Commissioner, West Bengal.


(Partha Pratim Chakraborty) 17.6.25

Additional Labour Commissioner,
West Bengal



Department of Economics & Statistics

No.DES/1129/2025-P3(1)

Thiruvananthapuram ,31/05/2025

Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of April 2025

Vide G.O.(MS) No.103/2013/LBR. dated 31-8-2013 of Labour and Skills (E) Department , Government of Kerala and the G.O.(MS) No. 34/2015/LBR. dated 26-03-2015 published in the Kerala Gazette extra ordinary No.19 (Vol.IV) dated 12-05-2015.

| Sno | Centre | Linking Factor * | Index Numbers for | | Estimated Indices for | |
|-----|--------------------|------------------|----------------------------|------------|----------------------------|------------|
| | | | Base : 2011-12 =100 | | Base : 1998-99 =100 | |
| | | | March 2025 | April 2025 | March 2025 | April 2025 |
| 1 | Thiruvananthapuram | 2.11 | 211 | 211 | 445 | 445 |
| 2 | Kollam | 2.09 | 206 | 207 | 431 | 433 |
| 3 | Punalur | 2.10 | 200 | 201 | 420 | 422 |
| 4 | Pathanamthitta | 2.03 | 216 | 219 | 438 | 445 |
| 5 | Alappuzha | 2.05 | 205 | 208 | 420 | 426 |
| 6 | Kottayam | 2.08 | 217 | 218 | 451 | 453 |
| 7 | Mundakayam | 2.17 | 217 | 220 | 471 | 477 |
| 8 | Idukki | 1.97 | 209 | 210 | 412 | 414 |
| 9 | Ernakulam | 2.03 | 202 | 203 | 410 | 412 |
| 10 | Chalakkuddy | 2.00 | 220 | 221 | 440 | 442 |
| 11 | Thrissur | 1.87 | 213 | 214 | 398 | 400 |
| 12 | Palakkad | 2.09 | 198 | 198 | 414 | 414 |
| 13 | Malappuram | 2.00 | 206 | 210 | 412 | 420 |
| 14 | Kozhikode | 2.02 | 215 | 217 | 434 | 438 |
| 15 | Wayanad | 1.93 | 206 | 208 | 398 | 401 |
| 16 | Kannur | 2.02 | 218 | 219 | 440 | 442 |
| 17 | Kasargod | 2.05 | 222 | 225 | 455 | 461 |

* Linking factors approved in G.O (MS) No .34/2015/LBR. dated 26-03-2015 have been used with effect from April 2015. Base in old series is 1998-99 = 100 for all centres.

The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of April 2025 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act.

Department of Economics & Statistics
Thiruvananthapuram , Dated 31/05/2025

Sd/-
Sreekumar. B
Director

WebSite : www.ecostat.kerala.gov.in
Email : ecostatprice@gmail.com



കേരള ഗസറ്റ് KERALA GAZETTE

അസാധാരണം EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്
PUBLISHED BY AUTHORITY

വാല്യം 9
Vol. IX

തിരുവനന്തപുരം,
വ്യാഴം

Thiruvananthapuram,
Thursday

2020 ഡിസംബർ 24
24th December 2020

1196 ധനു 9
9th Dhanu 1196

1942 ചൈത്രം 3
3rd Pousha 1942

നമ്പർ
No.

3099

GOVERNMENT OF KERALA Labour and Skills (E) Department

NOTIFICATION

G. O. (P) No. 95/2020/LBR.

*Dated, Thiruvananthapuram, 18th December, 2020
3rd Dhanu, 1196.*

S. R. O. No. 908/2020

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) read with sub-section (2) of section 5 thereof and in supersession of the notification issued under G. O. (Ms) No. 111/2011/LBR dated 9th August, 2011 and published as S.R.O. No. 514/2011 in the Kerala Gazette Extraordinary No.1601 dated 22nd August, 2011, the Government of Kerala after considering the objections and



suggestions received on the draft proposals previously published as Notification No. LBRD-E1/130/2019-LBRD dated 19th December, 2019 in the Kerala Gazette Extraordinary No. 3176 dated 23rd December, 2019 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the Minimum Wages Advisory Board constituted under section 7 of the said Act, hereby revise the minimum rates of wages payable to the employees employed in the Computer Software Industry Sector in the State of Kerala as specified in the Schedule annexed hereto and fix the date of publication of this notification in the Gazette as the date from which the revised rates shall come into force.

SCHEDULE

I. Basic Wages

| <i>Sl. No.</i> | <i>Category</i> | <i>Monthly Basic Wages (₹)</i> |
|----------------|--|--------------------------------|
| (1) | (2) | (3) |
| 1 | GROUP A Manager | 21330-450-23580-500-26080 |
| 2 | GROUP B 1. Deputy Manager 2. Project Manager 3. Senior Team Manager | 19950-400-21950-450-24200 |
| 3 | GROUP C 1. Assistant Manager 2. Team Manager 3. Financial Specialist 4. Assistant Project Manager 5. Co-ordinator 6. Assistant Finance Manager 7. Assistant Accounts Manager 8. Administrative Officer 9. Project Leader | 18700-350-20450-400-22450 |



| (1) | (2) | (3) |
|-----|---|---------------------------|
| 4 | GROUP D 1. Senior Consultant 2. Senior Executive 3. Senior Software Engineer 4. Technical Leader 5. System Analyst 6. Editor 7. Senior Proofer | 17560-300-19060-350-20810 |
| 5 | GROUP E 1. Programmer 2. Software Engineer 3. Proofer 4. Other Technicians (Engineering Degree) | 16520-250-17770-300-19270 |
| 6 | GROUP F 1. Consultant, Executive 2. H.R. Executive 3. Other Technicians (Diploma) 4. Accountant /Office Assistant 5. Front Office Assistant 6. Network Administrator | 15570-225-16695-250-17945 |
| 7 | GROUP G 1. Data Entry Operator 2. Technical Supporter 3. Transcriptionist 4. Other Technicians (Excluding Engineering Degree and Diploma holders) 5. Driver | 15120-200-16120-225-17245 |
| 8 | GROUP H 1. Housekeeping Assistant, Security Guard, Watchman 2. Office Boy | 13470-175-14345-200-15345 |
| 9 | GROUP I Sweeper, Cleaner | 13110-150-13860-175-14735 |



II. Dearness Allowance

In addition to the basic rate of wages, all the employees shall be eligible for Dearness Allowance calculated on the basis of the Consumer Price Index published for the concerned District Head Quarters of the Department of Economics and Statistics at the rate of ₹ 26 (Rupees Twenty Six only) for monthly waged employees and ₹1 (Rupee One only) for daily waged employees respectively, for every point in excess of 300 points of the latest Consumer Price Index Number in the series 1998-99=100.

III. Service Weightage

For every five years of completed or to be completed service in an establishment or under an employer, an annual increment at the rate next to the pay scale fixed in the new scale of pay shall be paid as service weightage to the employee concerned.

If an employee reaches the maximum of the eligible scale of pay, such employee shall be paid an annual increment prescribed for the higher time scale in the scale of pay assigned to the corresponding category for every subsequent years.

IV. Other Conditions

1. In case the employees of any Establishment/Industry are at present getting higher wages than the minimum wages fixed as per this notification, they shall continue to be entitled to get such higher rates.
2. If any category of employees are not included in the post/category shown in the Schedule, they shall be eligible for the basic wages prescribed for the employees of the equivalent post/category.
3. The daily wages in respect of the category of employees for whom monthly wages is fixed in this notification will be calculated by dividing the total monthly wages eligible for that post by 26 and the Monthly Wages of the daily waged employees will be calculated by multiplying the daily wages by 26.

By order of the Governor,
SATYAJEET RAJAN,
Additional Chief Secretary to Government.



Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

Government had earlier fixed the minimum rates of wages payable to the employees employed in the Computer Software Industry Sector in the State of Kerala as per notification issued under G. O. (Ms) No. 111/2011/LBR dated 9th August, 2011 and published as 514/2011 in the Kerala Gazette Extraordinary No. 1601 dated 22nd August, 2011. The Government have now decided to revise the existing minimum rates of wages in the Computer Software Industry Sector after considering the objections and suggestions received on the draft proposal published as notification No. LBRD-E1/130/2019-LBRD dated 19th December, 2019 in the Kerala Gazette Extraordinary No. 3176 dated 23rd December, 2019 and in consultation with the Minimum Wages Advisory Board constituted for the said purpose.

The notification is intended to achieve the above object.



സ. ഉ. (അച്ചടി) നം.95/2020/തൊഴിൽ.

തിരുവനന്തപുരം, 2020, ഡിസംബർ 18,
1196 ധനു 3.

എസ്. ആർ. ഒ. നമ്പർ 908/2020

1948-ലെ ഏറ്റവും കുറഞ്ഞ കൂലി ആക്റ്റിലെ (1948-ലെ 11-ാം കേന്ദ്ര ആക്റ്റ്) 3-ാം വകുപ്പ് (1)-ാം ഉപവകുപ്പ് (ബി) ഖണ്ഡവും പ്രസ്തുത ആക്റ്റിലെ 5-ാം വകുപ്പ് (2)-ാം ഉപവകുപ്പുമായി കൂട്ടിവായിച്ച പ്രകാരം സർക്കാരിൽ നിക്ഷിപ്തമായ അധികാരങ്ങൾ വിനിയോഗിച്ചുകൊണ്ടും, 2011 ആഗസ്റ്റ് 9-ാം തീയതിയിലെ സ. ഉ. (കെ) 111/2011/തൊഴിൽ നമ്പരായി പുറപ്പെടുവിച്ചതും 2011 ആഗസ്റ്റ് 22-ാം തീയതിയിലെ 1601-ാം നമ്പർ കേരള അസാധാരണ ഗസറ്റിൽ എസ്.ആർ.ഒ. 514/2011 നമ്പരായി പ്രസിദ്ധീകരിച്ചതുമായ വിജ്ഞാപനത്തെ അതിലംഘിച്ചുകൊണ്ടും, പ്രസ്തുത ആക്റ്റിലെ 5-ാം വകുപ്പ് (1)-ാം ഉപവകുപ്പ് (ബി) ഖണ്ഡം ആവശ്യപ്പെടുന്ന പ്രകാരം 2019 ഡിസംബർ 19-ാം തീയതിയിലെ ഇ1/130/2019/തൊഴിൽ നമ്പരായി പുറപ്പെടുവിച്ചതും 2019 ഡിസംബർ 23-ാം തീയതിയിലെ 3176-ാം നമ്പർ കേരള അസാധാരണ ഗസറ്റിൽ പ്രസിദ്ധീകരിച്ചതുമായ പ്രാഥമിക വിജ്ഞാപനത്തിലെ കരട് നിർദ്ദേശങ്ങളിന്മേലുള്ള ആക്ഷേപങ്ങളും അഭിപ്രായങ്ങളും പരിഗണിച്ചശേഷവും പ്രസ്തുത ആക്റ്റിന്റെ 7-ാം വകുപ്പ് പ്രകാരം രൂപീകരിച്ച മിനിമം വേതന ഉപദേശക സമിതിയുടെ ഉപദേശവും പരിഗണിച്ചശേഷം, കേരള സർക്കാർ, കേരള സംസ്ഥാനത്തെ 'കമ്പ്യൂട്ടർ സോഫ്റ്റ് വെയർ വ്യവസായ മേഖലയിൽ' ജോലി ചെയ്യുന്ന വിഭാഗങ്ങളിലെ തൊഴിലാളികൾക്ക് നൽകേണ്ടതായ ഏറ്റവും കുറഞ്ഞ കൂലി നിരക്കുകൾ ഇതോടൊപ്പം ചേർത്തിരിക്കുന്ന പട്ടികയിൽ പറയുന്ന പ്രകാരം ഇതിനാൽ പുതുക്കി നിശ്ചയിക്കുകയും ഈ വിജ്ഞാപനം ഗസറ്റിൽ പ്രസിദ്ധീകരിക്കുന്ന തീയതി മുതൽ പുതുക്കിയ കൂലി നിരക്കുകൾ പ്രാബല്യത്തിൽ വരുന്ന തീയതിയായി നിശ്ചയിക്കുകയും ചെയ്യുന്നു.



പട്ടിക

I. പ്രതിമാസ വേതനം

| ക്രമ നമ്പർ | വിഭാഗം | പ്രതിമാസ അടിസ്ഥാന വേതനം (₹) |
|------------|---|-----------------------------|
| (1) | (2) | (3) |
| 1 | ഗ്രൂപ്പ് എ മാനേജർ | 21330-450-23580-500-26080 |
| 2 | ഗ്രൂപ്പ് ബി 1. ഡെപ്യൂട്ടി മാനേജർ 2. പ്രോജക്ട് മാനേജർ 3. സീനിയർ ടീം മാനേജർ | 19950-400-21950-450-24200 |
| 3 | ഗ്രൂപ്പ് സി 1. അസിസ്റ്റന്റ് മാനേജർ 2. ടീം മാനേജർ 3. ഫിനാൻഷ്യൽ സ്പെഷ്യലിസ്റ്റ് 4. അസിസ്റ്റന്റ് പ്രോജക്ട് മാനേജർ 5. കോ-ഓർഡിനേറ്റർ 6. അസിസ്റ്റന്റ് ഫിനാൻസ് മാനേജർ 7. അസിസ്റ്റന്റ് അക്കൗണ്ടന്റ് മാനേജർ 8. അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ 9. പ്രോജക്ട് ലീഡർ | 18700-350-20450-400-22450 |
| 4 | ഗ്രൂപ്പ് ഡി 1. സീനിയർ കൺസൾട്ടന്റ് 2. സീനിയർ എക്സിക്യൂട്ടീവ് 3. സീനിയർ സോഫ്റ്റ് വെയർ എഞ്ചിനീയർ 4. ടെക്നിക്കൽ ലീഡർ 5. സിസ്റ്റം അനലിസ്റ്റ് 6. എഡിറ്റർ 7. സീനിയർ പ്രൂഫർ | 17560-300-19060-350-20810 |
| 5 | ഗ്രൂപ്പ് ഇ 1. പ്രോഗ്രാമർ 2. സോഫ്റ്റ് വെയർ എഞ്ചിനീയർ 3. പ്രൂഫർ 4. മറ്റു സാങ്കേതിക ജീവനക്കാർ (എഞ്ചിനീയറിംഗ് ബിരുദം) | 16520-250-17770-300-19270 |



| (1) | (2) | (3) |
|-----|--|---------------------------|
| 6 | ഗ്രൂപ്പ് എഫ് 1. കൺസൾട്ടന്റ് എക്സിക്യൂട്ടീവ് 2. എച്ച്. ആർ. എക്സിക്യൂട്ടീവ് 3. മറ്റു സാങ്കേതിക ജീവനക്കാർ (ഡിപ്ലോമ) 4. അക്കൗണ്ടന്റ് /ഓഫീസ് അസിസ്റ്റന്റ് 5. ഫ്രണ്ട് ഓഫീസ് അസിസ്റ്റന്റ് 6. നെറ്റ് വർക്ക് അഡ്മിനിസ്ട്രേറ്റർ | 15570-225-16695-250-17945 |
| 7 | ഗ്രൂപ്പ് ജി 1. ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ 2. ടെക്നിക്കൽ സപ്പോർട്ടർ 3. ട്രാൻക്രിപ്ഷനിസ്റ്റ് 4. മറ്റു സാങ്കേതിക ജീവനക്കാർ (എഞ്ചിനീയറിംഗ് ബിരുദം, ഡിപ്ലോമ വിഭാഗക്കാർ ഒഴികെ) 5. ഡ്രൈവർ | 15120-200-16120-225-17245 |
| 8 | ഗ്രൂപ്പ് എച്ച് 1. ഹൗസ് കീപ്പിംഗ് അസിസ്റ്റന്റ്, വാച്ച്മാൻ, സെക്യൂരിറ്റി ഗാർഡ് 2. ഓഫീസ് ബോയ് | 13470-175-14345-200-15345 |
| 9 | ഗ്രൂപ്പ് ഐ സ്വീപ്പർ, ക്ലീനർ | 13110-150-13860-175-14735 |

I. ക്ഷാമബത്ത

മേൽപ്പറഞ്ഞ അടിസ്ഥാന വേതനത്തിനുപുറമേ, എല്ലാ തൊഴിലാളികൾക്കും എക്കണോമിക്സ് ആന്റ് സ്റ്റാറ്റിസ്റ്റിക്സ് വകുപ്പ് ഓരോ ജില്ലാ കേന്ദ്രത്തിനും വേണ്ടി ഓരോ മാസവും പ്രസിദ്ധീകരിക്കുന്ന 1998-99=100 എന്ന ഏറ്റവും ഒടുവിൽ പ്രസിദ്ധീകരിച്ച ഉപഭോക്തൃവില സൂചികയിലെ 300 പോയിന്റിനുമേൽ വർദ്ധിക്കുന്ന ഓരോ പോയിന്റിനും മാസശമ്പളക്കാർക്ക് 26 രൂപ (ഇരുപത്തിയാറ് രൂപ) നിരക്കിലും ദിവസ വേതനക്കാർക്ക് 1 രൂപ (ഒരു രൂപ) നിരക്കിലും ക്ഷാമബത്തയ്ക്ക് അർഹതയുണ്ടായിരിക്കുന്നതാണ്.



III. സർവ്വീസ് വെയിറ്റേജ്

ഒരു സ്ഥാപനത്തിൽ അല്ലെങ്കിൽ ഒരു തൊഴിലുടമയുടെ കീഴിൽ പൂർത്തിയാക്കിയതും ഇനി പൂർത്തിയാക്കുന്നതുമായ ഓരോ അഞ്ചു വർഷത്തെ സർവ്വീസിനും പുതിയ വേതന സ്കെയിലിൽ നിർണ്ണയിക്കപ്പെട്ട ശമ്പളത്തിന്റെ തൊട്ടടുത്ത നിരക്കിലുള്ള ഓരോ വാർഷിക ഇൻക്രിമെന്റ്, സർവ്വീസ് വെയിറ്റേജായി ബന്ധപ്പെട്ട ജീവനക്കാർക്ക് അടിസ്ഥാന ശമ്പളത്തിൽ ഉൾപ്പെടുത്തി നൽകേണ്ടതാണ്. ഏതെങ്കിലും തൊഴിലാളി അർഹതപ്പെട്ട ശമ്പള സ്കെയിലിന്റെ പരമാവധിയിൽ എത്തുകയാണെങ്കിൽ, ടി തൊഴിലാളിക്ക് തുടർന്നുള്ള ഓരോ വർഷത്തെ സർവ്വീസിനും ബന്ധപ്പെട്ട വിഭാഗത്തിന് നിശ്ചയിച്ചിട്ടുള്ള ശമ്പള സ്കെയിലിലെ അവസാന നിരക്കിൽ തുടർന്നു ഓരോ വർഷവും വാർഷിക ഇൻക്രിമെന്റ് നൽകേണ്ടതാണ്.

IV. പൊതു വ്യവസ്ഥകൾ

1. ഈ വിജ്ഞാപനത്തിൽ നിശ്ചയിച്ച വേതനത്തേക്കാൾ ഉയർന്ന വേതനം ഏതെങ്കിലും തൊഴിലാളിക്ക് എവിടെയെങ്കിലും ലഭിക്കുന്നുണ്ടെങ്കിൽ അത്തരം ഉയർന്ന വേതന നിരക്ക് അവർക്ക് തുടർന്നും ലഭിക്കുന്നതാണ്.
2. ഏതെങ്കിലും വിഭാഗം ജീവനക്കാർ ഈ വിജ്ഞാപനത്തിൽ ഉൾപ്പെട്ടിട്ടില്ലെങ്കിൽ, അത്തരം ജീവനക്കാർക്ക് സമാന പദവിയിലുള്ള ജീവനക്കാർക്ക് നിശ്ചയിച്ചിട്ടുള്ള വേതന നിരക്ക് ലഭിക്കാനുള്ള അർഹതയുണ്ട്.
3. ഈ വിജ്ഞാപനത്തിൽ മാസവേതനക്കാരുടെ ദിവസവേതനം മൊത്തം മാസവേതനത്തെ 26 കൊണ്ട് ഭാഗിച്ചും ദിവസവേതനക്കാരുടെ മാസവേതനം മൊത്തം ദിവസവേതനത്തെ 26 കൊണ്ട് ഗുണിച്ചും കണക്കാക്കേണ്ടതാണ്.

ഗവർണ്ണറുടെ ഉത്തരവിൻപ്രകാരം,

സത്യജിത് രാജൻ,
ഗവൺമെന്റ് അഡീഷണൽ ചീഫ് സെക്രട്ടറി.

വിശദീകരണക്കുറിപ്പ്

(ഈ വിജ്ഞാപനത്തിന്റെ ഭാഗമാകുന്നതല്ല, എന്നാൽ അതിന്റെ പൊതു ഉദ്ദേശ്യം വെളിപ്പെടുത്തുന്നതിന് ഉദ്ദേശിച്ചുകൊണ്ടുള്ളതാകുന്നു.)

കേരള സംസ്ഥാനത്തെ കമ്പ്യൂട്ടർ സോഫ്റ്റ് വെയർ വ്യവസായ മേഖലയിൽ ജോലി ചെയ്യുന്ന വിഭാഗങ്ങളിലെ തൊഴിലാളികൾക്ക് നൽകേണ്ടതായ ഏറ്റവും കുറഞ്ഞ കൂലി നിരക്ക് 2011 ആഗസ്റ്റ് 9-ാം തീയതിയിലെ സ. ഉ. (കെ) 111/2011/തൊഴിൽ നമ്പരായി പുറപ്പെടുവിച്ചതും 2011 ആഗസ്റ്റ് 22-ാം തീയതിയിലെ 1601-ാം നമ്പർ കേരള അസാധാരണ ഗസറ്റിൽ എസ്.ആർ.ഒ. നമ്പർ



514/2011 ആയി പ്രസിദ്ധീകരിച്ചതുമായ വിജ്ഞാപനപ്രകാരം നിശ്ചയിച്ചിരുന്നു. 2019 ഡിസംബർ 19-ാം തീയതിയിലെ ഇ1/130/2019/തൊഴിൽ നമ്പരായി പുറപ്പെടുവിച്ചതും 2019 ഡിസംബർ 23-ാം തീയതിയിലെ 3176-ാം നമ്പർ കേരള അസാധാരണ ഗസറ്റിൽ പ്രസിദ്ധീകരിച്ചതുമായ കമ്പ്യൂട്ടർ സോഫ്റ്റ് വെയർ വ്യവസായ മേഖലയിലെ ഏറ്റവും കുറഞ്ഞ കൂലി പുതൂക്കി നിശ്ചയിക്കുന്നതിനുള്ള, പ്രാഥമിക വിജ്ഞാപനപ്രകാരമുള്ള കരട് നിർദ്ദേശങ്ങളിന്മേലുള്ള ആക്ഷേപങ്ങളും നിർദ്ദേശങ്ങളും പരിഗണിച്ചതിനുശേഷവും ഈ ആവശ്യത്തിനായി രൂപീകരിച്ച മിനിമം വേതന ഉപദേശക ബോർഡുമായി കൂടിയാലോചിച്ചശേഷവും പ്രസ്തുത വ്യവസായ മേഖലയിലെ തൊഴിലാളികളുടെ നിലവിലുള്ള ഏറ്റവും കുറഞ്ഞ വേതന നിരക്ക് പുതൂക്കി നിശ്ചയിക്കുവാൻ സർക്കാർ ഇപ്പോൾ തീരുമാനിച്ചിരിക്കുന്നു.

മേൽപ്പറഞ്ഞ ലക്ഷ്യം നിറവേറ്റുന്നതിന് ഉദ്ദേശിച്ചുകൊണ്ടുള്ളതാണ് ഈ വിജ്ഞാപനം.



GOVERNMENT OF KERALA
Labour and Skills (E) Department
NOTIFICATION

G.O.(P) No.196/2016 /LBR

Dated, Thiruvananthapuram, 21st December, 2016.
6th Dhanu , 1192.

S.R.O.No.-----/2016.- In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) read with sub-section (2) of section 5 thereof the Government of Kerala after considering the objections and suggestions received on the draft proposals published as per Notification No. 8397/E1/2013/LBR dated 15th September, 2015, in the Kerala Gazette Extraordinary No.2134 dated 22nd September, 2015 as required under clause (b) of sub-section (1) of section 5 of the said Act and after consultation with the Minimum Wages Advisory Board constituted under section 7 of the said Act, and in supersession of the notification issued under G.O.(Ms.) No. 100/2009/LBR dated 23rd July, 2009 and published as S.R.O. No. 643/2009 in the Kerala Gazette Extraordinary No. 1352 dated 24th July, 2009, hereby revise the minimum rates of wages payable to the employees employed in Shops and Commercial Establishments in the State of Kerala as specified in the Schedule I and also the minimum rates of wages payable to the employees employed in Courier Services, D.T.P. Centres, Internet Cafes, Telephone Booths, Catering Services, and House Boat Service as specified in the Schedule II annexed hereto respectively and fix the date of publication of the notification in the Gazette as the date on which the revised rates shall come into force.

SCHEDULE 1

| <i>Categories and Grades</i> | | <i>Monthly rated basic wage (₹)</i> |
|------------------------------|------------------------------|---|
| <i>(1)</i> | | <i>(2)</i> |
| <i>Category 'A'</i> | | |
| 1. | Special Grade Manager | 9330.00 |

Grade 'A'

- (1) Purchasing Manager/ Purchasing Officer/ Purchaser
- (2) Head Clerk
- (3) Air Conditioning Mechanic/ Operator
- (4) Electronic Mechanic
- (5) Sales Supervisor / Supervisor
- (6) Stenographer
- (7) Watch Mechanic
- (8) Radio and Electric Mechanic
- (9) Vaidyan (Ayurvedic)
- (10) Artist (Photo Studio)
- (11) Electrician
- (12) Photographer

9120.00

3. Grade 'B'

- (1) Accountant
- (2) Clerk
- (3) Typist
- (4) Cashier
- (5) Booking Clerk
- (6) Tally Clerk
- (7) Godown Keeper
- (8) Bill Collector
- (9) Salesman / Sales Woman
- (10) Assistant Photographer
- (11) Technician (Musical Instruments Shops)
- (12) Assistant Mechanic (Radio and Electric Shop)
- (13) Tailor
- (14) Compounder (Allopathy, Ayurvedic, Homeopathy)
- (15) Baker, Foreman / Mesthiri
- (16) Barber
- (17) Cutter (Hardware Shop)
- (18) Tinsmith
- (19) Coppersmith (including Brass and Bronzesmith)
- (20) Goldsmith
- (21) Head Load Worker (in shops)
- (22) Cycle Mechanic
- (23) Workers (Engaged in drying, storing, washing, measuring, packing, loading and unloading in Pandikasalas, warehouses, godown, store rooms and hill produce merchants shops)
- (24) Skilled Workers (Ivory Shops)
- (25) Carpenter (Furniture and Other Shops)
- (26) Position (Furniture and Other Shops)
- (27) Ratton Worker (Furniture and Other Shops)
- (28) Correspondent (In wholesale shops doing exclusively correspondence work)
- (29) Van salesman/ Bill Collector

8910.00

Grade 'C'

- (1) Studio Assistant/ Shop Assistant
- (2) Basket Stitcher (Betel Shops)
- (3) Packer
- (4) Cart Puller
- (5) Washer man (Laundries)
- (6) Ironing Worker
- (7) Wireman (Radio and Electrical shops)
- (8) Machine man (Soda and Soft drinks manufacturing establishments)
- (9) Baker (Bakeries)
- (10) Cleaner
- (11) Civil Agent
- (12) Unskilled Workers (Ivory shop)

8700.00

5. **Grade 'D'**

- (1) Attender
- (2) Peon
- (3) Watchman
- (4) Ayurvedic Worker

8490.00

6. **Grade 'E'**

- (1) Cleaner (Bakeries and other shops)
- (2) Office Assistant/ Sales Assistant (Commercial Establishments)
- (3) Sweeper

8280

Category 'B'

CHITTIES AND KURIES

1. **Special Grade Manager**

9330.00

2. **Grade 'A'**

- (1) Assistant Manager/ Office Manager
- (2) Chief Accountant/ Secretary
- (3) Office Superintendent
- (4) Auditor (Full time)
- (5) Development Officer

9120.00

Grade 'B'

- (1) Junior Office Manager
- (2) Personal Assistant
- (3) Junior Development Officer
- (4) Accountant
- (5) Legal Assistant
- (6) Cashier
- (7) Stenographer
- (8) Office Assistant/ Clerk
- (9) Typist
- (10) Civil Agent

8910.00

4. *Grade 'C'*

- (1) Bill Collector
- (2) Field Assistant
- (3) Junior Assistant
- (4) Driver

8700.00

Category 'C'

**SHOPS, COMMERCIAL ESTABLISHMENTS,
LODGES ETC. ~~XXXXXXXXXX~~**

1. *Special Grade
Manager*

9330.00

2. *Grade 'A'*

- (1) Assistant Manager (Lodges)
- (2) Receptionist
- (3) Accountant/ Clerk
- (4) Cashier
- (5) Fitter (Cycle dealer shops, repairing and hiring shops)
- (6) Reflectionary man (Optical shops)
- (7) Chemist (Soap, Candle and Soft drinks
manufacturing establishments)
- (8) Inspector (Parcel Services)

9120.00

Grade 'B'

| | |
|--|---------|
| (1) Glass Cutter (Glass and Photo framing shops) | 8910.00 |
| (2) Photo Framing worker | |
| (3) Auctioner (Vegetable shops) | |
| (4) Mobile Salesman/Running Salesman/Cycle salesman (Sweet stalls/Ice-fruits and cold drinks / Soda factories / Soft Drink shops /Coffee and Tea / Milk and Dairy Products, Bakeries and Confectioneries) | |
| (5) Mechanic (Ice, Ice fruits and cold drinks and Soft drinks establishments) | |
| (6) Canvasser (Laundries and dry cleaners) | |
| (7) Cashier cum Bill Collector (Petrol Bunks) | |
| (8) Mixer (Perfumery works) | |
| (9) Service man (Fuel dealers shops) | |
| (10) Engraver cum Sales man (Steel and Aluminium Vessels shops) | |
| (11) Darkroom man (Photo studio) | |
| (12) Assistant Fitter (Cycle dealers , repairing and hiring shops) | |
| (13) Repairer | |
| (14) Fitter (Grinding cutter, Optical shops) | |
| (15) Head baker (Bakeries and Confectioneries) | |
| (16) Sweet maker | |
| (17) Mechanic Fitter (Parcel service) | |
| (18) Personal Assistant (Commission Agencies House) | |
| (19) Steamer Supervisor(Steamer Agency House) | |
| (20) Tally supervisor (Steamer Agency House) | |
| (21) Ice, Ice Fruit and Soft Drinks maker | |
| (22) Umbrella Repairer (Umbrella Shops) | |
| (23) Electrician (Lodges) | |
| (24) Lift Operator (Lodges) | |
| (25) Security Guard (Lodges) | |
| (26) Driver (Lodges) | |

Grade 'C'

- (1) General Worker (Grocery shops and parcel services)
- (2) Polisher (Automobile dealers shops)
- (3) Roster Grinder (Coffee works)
- (4) Bottle Filler (Milk Dairy Products and Soft drinks manufacturing establishments)
- (5) Delivery man (Fuel Gas dealers shops)
- (6) Weighing man (Steel and Aluminium Vessels shops)
- (7) Medicine Manufacturing Worker (Unskilled)
(Ayurvedic vaidyasalas and Ayurvedic medical shops)
- (8) Marunnu vettukaran
- (9) Dark room Assistant (Photo Studio)
- (10) Retoucher (Photo Studio)
- (11) Finisher (Photo Studio)
- (12) Assistant Mechanic (Watch repairing and dealers, Radio sales and service, musical instruments and other shops)
- (13) Packer (Automobile Spare Parts, Tyre and tube shops and other shops)
- (14) Assistant Wireman (Light and sound services)
- (15) Mike operator
- (16) Assistant Branch Manager (Parcel services)
- (17) Room boy (Lodges)
- (18) Head Gardener (Lodges)
- (19) Head Watchman (Lodges)
- (20) Plumber (Lodges)

8700.00

5. Grade 'D'

- (1) Numbering man (Laundries and dry cleaners and book binding shops)
- (2) Filling and Packing man (Perfumery works)
- (3) Helper (Cycle dealers, cycle fitting and cycle repairing and hiring shops)
- (4) Gardener (Lodges)
- (5) Watchman (Lodges)
- (6) Cleaner (Lodges)
- (7) Dobby (Lodges)
- (8) Scavenger (Lodges)

8490.00

Grade 'E'

- (1) Cleaner
- (2) Office Attender
- (3) Studio Attender
- (4) Messenger
- (5) Steamer Watchman
- (6) Steamer Godown Watchman
- (7) Sweeper

8280.00

Category 'D'

HOTEL, CANTEEN, RESTAURANT

Grades and Categories

Monthly wages
(₹)

(1)

(2)

1. **Special Grade**

Manager

8230.00

2. **Grade 'A'**

- (1) Assistant Manager
- (2) Accountant
- (3) Cashier
- (4) Receptionist/ Telephone Operator
- (5) Steward
- (6) Specialized Cook/ Head Cook
- (7) Butler
- (8) Sweet maker
- (9) Tea maker
- (10) Grinder
- (11) Kitchen Supervisor
- (12) Room Supervisor

8040.00

3. **Grade 'B'**

- (1) Assistant Accountant
- (2) Assistant Steward
- (3) Cook
- (4) Pantry man
- (5) Supplier
- (6) Store Keeper
- (7) Bar man
- (8) Canteen Outdoor Supplier
- (9) Clerk/Typist/Bill Clerk/Bill Collector
- (10) Driver
- (11) Waiter/Bearer

7850.00

Grade 'C'

- (1) Room boy
- (2) Canvasser/Vendor (Railway station, Bus station etc)
- (3) Assistant Store Keeper
- (4) Mason
- (5) Plumber
- (6) Painter
- (7) Out door supplier
- (8) Kitchen mate
- (9) Assistant Bar man
- (10) Head Gardener
- (11) Head Watchman

7660.00

5. *Grade 'D'*

- (1) Gardener
- (2) Water Boy
- (3) Peon/Attender
- (4) Watchman
- (5) General Worker
- (6) Cleaner/ Vehicle Cleaner
- (7) Helper, Watchman
- (8) Sweeper
- (9) Scavenger

7470.00

Category 'E'

DAILY RATED WORKERS

Grades and Categories

Daily wage

(₹)

(1)

(2)

1. *Grade 'A'*

- (1) Sweet maker (Sweet stall)
- (2) Moulder (Copper and Brass vessels shops)
- (3) Highly skilled craftsman (Ivory, Horn, Handicrafts Article shops)
- (4) Works Supervisor (Tailoring, Readymade dresses and Embroidery works)
- (5) Cutter (Western style, Foreign Style, Indian Style Tailoring, Readymade dresses and Embroidery works)
- (6) Soap maker
- (7) Candle maker
- (8) Chappals maker, Cobbler
- (9) Shoe maker
- (10) Suitcase maker

325.00

Grade 'B'

- (1) Amble mixer (Fertilizers and Chemicals shops)
- (2) Cutting, Weighing, Measuring Worker (Building and other construction material shops)
- (3) Blender (mixing man) (Tea merchants shops)
- (4) Wood Cutter (Fire wood and fuel shops)
- (5) Helper (Goldsmiths, Jewellery mart)
- (6) Engraver (Photo Block, Rubber Stamps making and other studios)
- (7) Block maker (Photo Block, Rubber Stamp making and other studios)
- (8) Tyre Shaper (Tyre resoling, retreading and tube vulcanizing shops)
- (9) Machineman (Tyre resoling, retreading and tube vulcanizing shops)
- (10) Garment maker (Tailoring, ready made dress and embroidery works)
- (11) Supervisor (Hair cutting and hair dressing shops)

315.00

3. Grade 'C'

- (1) Hand Cart puller (Metal and other shops)
- (2) Flower maker (Flower shops)
- (3) Sales man (Fruits merchants shops)
- (4) Assistant Sweet maker (Sweet stall)
- (5) Frying man (Sweet stall)
- (6) Peeling man (Meat and Fish Stall)
- (7) Dry cleaner (Laundries and Dry cleaners establishments)
- (8) Parppadam Maker (Parppadam production units/ Merchant shops)
- (9) Flour maker (Parppadam production units / Merchant shops)
- (10) Cutting Salesman (Meat and Fish Stall)
- (11) Butcher-cum-Salesman (Meat and Fish Stall)
- (12) Polisher (Copper, Brass Vessels and Other Shops)
- (13) Lead Plater (Copper, Brass Vessels and Other Shops)
- (14) Assistant Engraver (Photo Block, Rubber Stamp making and other Studios)
- (15) Painter (Photo Block, Rubber Stamp making and other Studios)

305.00

- (16) Artist (Photo Block, Rubber Stamp making and other Studios)
 - (17) Tyre Grinder (Tyre resoling, retreading and tube vulcanizing shops)
 - (18) Semi skilled craftsman (Ivory, Horn and Handicrafts Articles shops)
 - (19) Mechanic (Toy making and Sales Shops and Furniture marts)
 - (20) Fitter (Toy making and Sales Shops and Furniture marts)
 - (21) Painter (Toy making and Sales Shops and Furniture marts)
 - (22) Measurer (Tailoring shops)
 - (23) Assistant Carpenter (Furniture Marts)
 - (24) General Worker (Areca nut shops, General merchants and consumer stores)
 - (25) Manual Labour (Automobile Spare parts - including tyre and tubes and other shops)
- 305.00

4. *Grade 'D'*

- (1) Assistant Tailor (Tailoring Shops)
 - (2) Out worker (Book binding shops)
 - (3) Sorter (Gunny bags)
 - (4) Packing man (Fruit merchant shops)
 - (5) Packing and Labelling man (Soap and candle works)
 - (6) Packing, Loading and Unloading worker (Tobacco and other shops)
- 295.00

5. *Grade 'E'*

- (1) Helper (Tailoring shops, Book binding shops, Laundries and dry cleaners and furniture marts)
 - (2) Loading and unloading workers (Dry fish Merchants, Laundries and dry cleaners, Gunny bags, Oil merchants, General Merchants, Consumer Stores establishments etc.)
 - (3) Loading and unloading man (Beetal shops, General Merchants, Consumer Stores establishments etc.)
 - (4) Attender/Engraver (Photo Blocks, Rubber stamps making and other studios)
- 285.00

Category 'F'
PIECE RATES

| Categories and Grades | | Piece Rate |
|-----------------------|---|--------------------------|
| (1) | | (2) |
| 1. | <i>Tobacco Shop</i> | |
| | (1) Weighing and Stacking (for one bundle) | 13.00 |
| | (2) Stacking " | 7.00 |
| | (3) Bundle tightening " | 24.00 |
| | (4) Repacking " | 25.00 |
| | (5) Repacking, Reshuffling and weighing " | 37.00 |
| | (6) Loading " | 7.00 |
| | (7) Unloading (for one bundle) | 6.00 |
| 2. | <i>Note book Binding</i> | |
| | (1) Book binding (for one dozen) | 19.00 |
| | (2) Book stitching " | 20.00 |
| | (3) Cutting (for one ream) | 13.00 |
| | (4) Ruling " | 35.00 |
| 3. | <i>Leather and Goods shops</i> | |
| | (1) Children's chappal maker | 14.00 |
| | (2) Chappal maker (Ordinary Pattern) | 32.00 |
| | (3) Special Pattern chappal maker | 51.00 |
| | (Including designs and ladies cushion and high-heeled patterns) | |
| | (4) Slip on shoes and half shoes | 188.00 |
| 4. | <i>Suitcase (Leather)</i> | |
| | Low quality | High quality |
| | Rs | Rs |
| | (1) 16"-20" (40-50 cm) | 5 6 |
| | (2) 22"-26" (55-65 cm) | 6 7 |
| | (3) 28"-30" (70-75 cm) | 7 8 |
| | | <u>rate for one inch</u> |
| | (4) Rexin suitcase | 4.00 |
| | (5) Fancy suitcase | 6.00 |
| | (6) Hand bag | 6.00 |
| | (7) Fancy hand bag | 6.00 |

| | |
|---|-----------------|
| Gunny bags | |
| (1) Stitching of gunny bag (for one) | 2.00 |
| (2) Bundling of gunny bag (for 110) | 11.00 |
| 6. Oil Merchants Shops | |
| (1) Loading and unloading full barrel oil from lorry - (per barrel) | 20.00 |
| (2) Loading and unloading empty barrel from lorry - (per barrel) | 4.00 |
| (3) Loading and unloading empty tins (100 tins) | 39.00 |
| (4) Filling oil in tins (per tin) | 2.00 |
| (5) For transferring oil from full barrel to tin | 14.00 |
| (6) Filling of oil in tin, sealing and loading (per tin) | 9.00 |
| (7) For filling and stitching one sack of Copra cake (per sack) | 10.00 |
| 7. Loading and unloading workers in Shops and Commercial Establishments (appointed on regular basis) | |
| (1) Weighing of sack up to 55 kg (one sack/bundle) | 3.00 |
| (2) Unloading of sack/bundle up to 55 kg (one sack/bundle) | 4.00 |
| (3) Loading of sack/bundle up to 55kg (one sack/bundle) | 5.00 |
| (4) Weighing of sack/bundle of chilly and pepper up to 55 kg (one sack/bundle) | 7.00 |
| (5) Unloading of sack/bundle of chilly and pepper up to 55 kg (one sack/bundle) | 10.00 |
| (6) Loading of sack/bundle of chilly and pepper up to 55 kg (one sack/bundle) | 12.00 |
| (7) Stitching of sack (one sack) | 3.00 |
| (8) Weighing, loading and unloading of tins | 3.00 |
| (9) Transferring of sack/bundle of goods weighting up to 55 kg from one shop to another within 20 yards (one sack/bundle) | 12.00 |
| (10) Setting sacks in lorry (per sack) | 3.00 |
| (11) Unloading and resting the load from lorry to the worker on the ground (per sack) | 4.00 |

SCHEDULE II

(A) COURIER ESTABLISHMENTS, D.T.P. CENTRES, INTERNET CAFES, TELEPHONE BOOTHS, CATERING SERVICES AND HOUSE BOAT SERVICES

| Categories and Grades | Monthly Basic wage (₹) |
|--|------------------------------|
| (1) | (2) |
| 1. Special Grade Manager | 9330.00 |
| 2. Grade 'A' | |
| (1) Assistant Manager | } 9120.00 |
| (2) Sales Executive | |
| (3) Supervisor | |
| (4) Marketing Executive | |
| 3. Grade 'B' | |
| (1) Accountant | } 8910.00 |
| (2) Computer Operator | |
| (3) Clerk | |
| (4) Cashier | |
| (5) D.T.P. Operator | |
| (6) Field Staff (including Pick up boy, Delivery boy, On train courier) | |
| (7) Operator | |
| (8) Driver | |
| 4. Grade 'C' | |
| (1) Office Assistant | } 8700.00 |
| (2) Collection Agent | |
| (3) Photo Copier Operator | |
| 5. Grade 'D' | |
| (1) Booth Telephone Operator | } 8490.00 |
| (2) Peon | |
| (3) Helper | |
| 6. Grade 'E' | |
| (1) Sweeper | } 8280.00 |
| (2) Cleaner | |

(B) CATERING SERVICES

(1) Monthly rated workers

| Categories and Grades | | Monthly rated Basic wage ₹ |
|---------------------------|---|----------------------------------|
| (1) | | (2) |
| 1. Special Grade | | |
| (1) Manager | } | 9330.00 |
| (2) Marketing Executive | | |
| (3) Cook (Non vegetarian) | | |
| 2. Grade 'A' | | |
| (1) Supervisor | } | 9120.00 |
| (2) Cook (Vegetarian) | | |
| (3) Accountant | | |
| (4) Clerk | | |
| (5) Cashier | | |
| 3. Grade 'B' | | |
| (1) Assistant Cook | } | 8910.00 |
| (2) Supplier | | |
| (3) Driver | | |
| 4. Grade 'C' | | |
| Helper | | 8700.00 |
| 5. Grade 'D' | | |
| (1) Sweeper | } | 8490.00 |
| (2) Cleaner | | |

(II) Daily rated workers

| Categories and Grades | Daily wage ₹ |
|---------------------------|-----------------|
| (1) | (2) |
| (1) Cook (Non vegetarian) | 325.00 |
| (2) Cook (Vegetarian) | 315.00 |
| (3) Assistant Cook | 305.00 |
| (4) Supplier | 305.00 |
| (5) Helper | 295.00 |
| (6) Sweeper | 285.00 |
| (7) Cleaner | 285.00 |

(C) HOUSE BOAT SERVICE

| Categories and Grades | | Monthly Basic Wage ₹ |
|-----------------------|--|----------------------------|
| (1) | | (2) |
| 1. | Special Grade Manager | 9330.00 |
| 2. | Grade 'A' Marketing Executive | 9120.00 |
| 3. | Grade 'B' (1) Master (2) Engine Driver (3) Clerk (4) Cashier | } 8910.00 |
| 4. | Grade 'C' (1) Lascar (2) Cook | |
| 5. | Grade 'D' Office Assistant | |
| 6. | Grade 'E' Helper | |

Note:- The employees who have not been included in categories B, C, D, E and F in the Schedule I are to be paid the wages prescribed for the category A. The employees who have been included in the category D should be provided with food in addition to the minimum wages fixed to that category.

Dearness Allowance.- (1) In addition to the basic wages all employees shall be paid Dearness Allowance calculated on the basis of the Consumer Price Index in respect of concerned district head quarters published by the Department of Economics and Statistics for increase of every point above 240 points in the new series ie. 1998-99=100

- (i) Monthly rated workers - At the rate of Rs. 26 (Rupees twenty six) for the increase of every one point above 240 points.
- (ii) Daily rated workers - At the rate of Re.1 (One Rupee) for the increase of every one point above 240 points.
- (iii) Piece rated workers - The same rate fixed above for the daily rated workers for 8 hours work and for workers working less than 8 hours, Dearness Allowance will be applicable to the proportionate rate of Dearness Allowance for 8 hours .

Special wages to urban areas.- Special wages of ₹ 200/- per month to be added to the monthly wages of the employees working in Municipality/ Corporation areas.

Service weightage.- (1) The service weightage shall be given at the following rates considering not less than five years service completed under an employer or in an institution where the employee is doing the work:

- (i) Service period above 5 years and up to 10 years - 5% of basic wages
- (ii) Service period above 10 years and up to 15 years - 10% of basic wages
- (iii) Service period above 15 years - 15% of basic wages

(2) The above mentioned service weightage shall be paid to the employees on completing the above service period, during the period of operation of this notification.

III. General Conditions

- (1) The calculation of daily wages, for categories in respect of which monthly wages have been fixed in the notification, shall be by dividing basic monthly wages by 26, and by including the Dearness Allowance.
- (2) The monthly rate in respect of those, for whom daily rate is fixed, may be arrived at by multiplying the daily rate by 26.
- (3) In case any employee of any establishment is getting higher wages than the minimum wages fixed as per this notification, he shall continue to be paid such higher rates.

By order of the Governor

Tom Jose,
Additional Chief Secretary to Government.

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

The existing minimum rates of wages payable to the employees employed in Shops and Commercial Establishments including the employment in Courier Services, D.T.P. Centers, Internet Cafes, Telephone Booths, Catering Services, and House Boat Service in the State of Kerala were fixed as per Notification issued under G.O.(Ms.) No. 100/2009/LBR dated 23rd July, 2009 and published as S.R.O. No. 643/2009 in the Kerala Gazette Extraordinary No. 1352 dated 24th July, 2009. The Government have now decided to revise the existing minimum rates of wages in the said sector after considering objections and suggestions on the draft proposals published as per Notification No. 8397/E1/2013/LBR dated 15th September, 2015, and on the advice of the Minimum Wages Advisory Board constituted for this purpose.

The notification is intended to achieve the above object.

**കേരള സർക്കാർ
തൊഴിലും നൈപുണ്യവും (ഇ) വകുപ്പ്.
വിജ്ഞാപനം**

സ.ഉ.(അച്ചടി) നം.196/2016/തൊഴിൽ

തിരുവനന്തപുരം, 2016 ഡിസംബർ, 21.
1192 ധനു 6

എസ്.ആർ.ഒ. നമ്പർ/2016.- 1948-ലെ ഏറ്റവും കുറഞ്ഞ കൂലി ആക്ടിലെ (1948-ലെ 11-ാം കേന്ദ്ര ആക്ട് 3-ാം വകുപ്പ് (1)-ാം ഉപവകുപ്പ് (ബി) ഖണ്ഡവും 5-ാം വകുപ്പ് (2)-ാം ഉപവകുപ്പും കൂട്ടിവായിച്ച പ്രകാരം സർക്കാരിൽ നിക്ഷിപ്തമായ അധികാരങ്ങൾ വിനിയോഗിച്ചുകൊണ്ട് കേരള സർക്കാർ, പ്രസ്തുത ആക്ടിലെ 5-ാം വകുപ്പ് (1)-ാം ഉപവകുപ്പ് (ബി) ഖണ്ഡം ആവശ്യപ്പെടുന്ന പ്രകാരം 2015 സെപ്റ്റംബർ 22-ാം തീയതിയിലെ 2134-ാം നമ്പർ കേരള അസാധാരണ ഗസറ്റിൽ 2015 സെപ്റ്റംബർ 15-ാം തീയതിയിലെ 8397/ഇ 1/2013/തൊഴിൽ എന്ന നമ്പർ വിജ്ഞാപനപ്രകാരം പ്രസിദ്ധീകരിച്ച കരട് നിർദ്ദേശങ്ങളിന്മേലുള്ള ആക്ഷേപങ്ങളും അഭിപ്രായങ്ങളും പരിഗണിച്ചശേഷവും പ്രസ്തുത ആക്ടിന്റെ 7-ാം വകുപ്പ് പ്രകാരം രൂപവൽക്കരിച്ച മിനിമം വേതന ഉപദേശക സമിതിയുടെ ഉപദേശവും പരിഗണിച്ചശേഷവും, 2009 ജൂലൈ 24-ാം തീയതിയിലെ 1352-ാം നമ്പർ കേരള അസാധാരണ ഗസറ്റിൽ എസ്.ആർ.ഒ. നമ്പർ 643/2009 ആയി പ്രസിദ്ധീകരിച്ച 2009 ജൂലൈ 23-ാം തീയതിയിലെ സർക്കാർ ഉത്തരവ് (എം.എസ്) 100/2009/തൊഴിൽ എന്ന നമ്പർ വിജ്ഞാപനത്തെ അതിലംഘിച്ചു കൊണ്ടും, കേരള സംസ്ഥാനത്തെ കടകളിലും വ്യാപാര സ്ഥാപനങ്ങളിലും ജോലി ചെയ്യുന്ന തൊഴിലാളികൾക്ക് നൽകേണ്ടതായ ഏറ്റവും കുറഞ്ഞ കൂലി നിരക്കുകൾ ഇതോടൊപ്പം ചേർത്തിരിക്കുന്ന പട്ടിക I-ൽ പറയുന്നപ്രകാരവും കൂടാതെ കൊറിയർ സർവീസുകൾ, ഡി.റ്റി. പി. സെന്ററുകൾ, ഇന്റർനെറ്റ് കഫേകൾ, ടെലിഫോൺ ബൂത്തുകൾ, കാറ്ററിംഗ് സർവീസുകൾ, ഹൗസ് ബോട്ട് സർവീസുകൾ എന്നിവയിലെ തൊഴിലാളികൾക്ക് നൽകേണ്ടതായ ഏറ്റവും കുറഞ്ഞ കൂലി നിരക്കുകൾ പട്ടിക II-ൽ പറയുന്നപ്രകാരവും

യഥാക്രമം ഇതിനാൽ പുതുക്കി വെച്ചിരിക്കുന്നു. ഈ വിജ്ഞാപനം ഗസറ്റിൽ പ്രസിദ്ധീകരിക്കുന്ന തീയതി മുതൽ പുതുക്കിയ നിരക്കുകൾ പ്രാബല്യത്തിൽ വരുന്നതാണ്.

| പട്ടിക 1 | |
|----------------------|--|
| വിജ്ഞാപന പ്രകാരമുള്ള | പ്രതിമാസനിരക്കിൽ അടിസ്ഥാന വേതനം (രൂപ) |
| (1) | (2) |

വിഭാഗം എ

1. സ്പെഷ്യൽ ഗ്രേഡ്
മാനേജർ

9330.00

2. ഗ്രേഡ് 'എ'

- (1) പർച്ചേസിംഗ് മാനേജർ/പർച്ചേസിംഗ് ഓഫീസർ/പർച്ചേസർ
- (2) ഹെഡ് ക്ലർക്ക്
- (3) എയർകണ്ടീഷനിംഗ് മെക്കാനിക്ക്/ഓപ്പറേറ്റർ
- (4) ഇലക്ട്രോണിക് മെക്കാനിക്ക്
- (5) സെയിൽസ് സൂപ്പർവൈസർ/സൂപ്പർവൈസർ
- (6) സ്റ്റേനോഗ്രാഫർ
- (7) വാച്ച് മെക്കാനിക്ക്
- (8) റേഡിയോ ആന്റ് ഇലക്ട്രിക് മെക്കാനിക്ക്
- (9) വൈദ്യൻ (ആയുർവേദിക്)
- (10) ആർട്ടിസ്റ്റ് (ഫോട്ടോസ്കൂഡിയോ)
- (11) ഇലക്ട്രീഷ്യൻ
- (12) ഫോട്ടോഗ്രാഫർ

9120.00

3. ഗ്രേഡ് 'ബി'

- (1) അക്കൗണ്ടന്റ്
- (2) ക്ലർക്ക്
- (3) ടൈപ്പിസ്റ്റ്
- (4) കാഷ്യർ
- (5) ബുക്കിംഗ് ക്ലർക്ക്
- (6) ടാലി ക്ലർക്ക്
- (7) ഗോഡൗൺ കീപ്പർ
- (8) ബിൽ കളക്ടർ
- (9) സെയിൽസ്മാൻ/സെയിൽസ് വുമൺ
- (10) അസിസ്റ്റന്റ് ഫോട്ടോഗ്രാഫർ
- (11) ടെക്നീഷ്യൻ (മ്യൂസിക്കൽ ഇൻസ്ട്രുമെന്റ് ഷോപ്പിംഗ്)
- (12) അസിസ്റ്റന്റ് മെക്കാനിക്ക് (റേഡിയോ ആന്റ് ഇലക്ട്രിക് ഷോപ്പിംഗ്)
- (13) ടെയിലർ
- (14) കാബൗണ്ടർ (അലോപ്പതി, ആയുർവേദം, ഹോമിയോപ്പതി)

8910.00

- (15) മെക്കാനിക്കൽ റിപ്പയർമാർ
- (16) ബാർ
- (17) കട്ടിംഗ്
- (18) റിപ്പയർ
- (19) ഫാബ്രിക്കേഷൻ (ബ്രാസ് സ്കീത്തും ബ്രോൺസ് സ്കീത്തും ഉൾപ്പെടെ)
- (20) ഫാബ്രിക്കേഷൻ

- (21) കയറ്റിറക്ക് തൊഴിലാളികൾ (കടകളിൽ)
- (22) തൊഴിലാളി മെക്കാനിക്സ്
- (23) തൊഴിലാളികൾ (പണ്ടകശാലകളിലെയും വെയർ ഹൗസുകളിലെയും ഗോഡൗണുകളിലെയും സ്റ്റോർ റൂമുകളിലെയും ഫിൻഷിംഗ് ഫാക്ടറീസ് ഫാബ്രിക്കുകളിലെയും, ഡ്രൈയിംഗ്, സ്റ്റാൻഡിംഗ്, വാഷിംഗ്, ഷേവിംഗ്, പാക്കിംഗ്, ലോഡിംഗ് ആന്റ് അൺലോഡിംഗ് ജോലികളിൽ ഏർപ്പെട്ടിരിക്കുന്നവർ)

8910.00

- (24) സ്റ്റീൽ വർക്കേഴ്സ് (ഐവറി ഷോപ്പ്)
- (25) ക്ലാർപ്പിംഗ് (ഫർണിച്ചർ ആന്റ് അദർ ഷോപ്പ്)
- (26) പൊസിഷൻ (ഫർണിച്ചർ ആന്റ് അദർ ഷോപ്പ്)
- (27) നാട്ടുവർക്കർ (ഫർണിച്ചർ ആന്റ് അദർ ഷോപ്പ്)
- (28) കറസ്പോണ്ടന്റ് (മൊത്തവ്യാപാര സ്ഥാപനങ്ങളിൽ കറസ്പോണ്ടന്റ് ജോലിമാത്രം ചെയ്യുന്നവർ)
- (29) വാൻ സെയിൽസ്മാൻ/ബിൽ കളക്ടർ

4. ഗ്രേഡ് 'സി'

- (1) സ്റ്റാഫ് യോ അസിസ്റ്റന്റ് ഷോപ്പ് അസിസ്റ്റന്റ്
- (2) ബാസ്റ്റർ സ്റ്റീച്ചർ (ബിറ്റൽ ഷോപ്പ്)
- (3) പാക്കർ
- (4) കാർട്ട് പുളളർ
- (5) വാഷർമാൻ (ലാൻഡിംഗ്)
- (6) അയണിംഗ് വർക്കർ
- (7) വെയർമാൻ (റേഡിയോയും മറ്റ് ഇലക്ട്രിക് ഷോപ്പുകളും)
- (8) മെഷീൻമാൻ (സോഡയും മറ്റുപാനീയങ്ങളും ഉൽപ്പാദിപ്പിക്കുന്ന സ്ഥാപനങ്ങൾ)
- (9) ബേക്കർ (ബേക്കറീസ്)
- (10) ക്ലീനർ
- (11) സിവിൽ എഞ്ചിൻ
- (12) അൺ സ്കീൽഡ് വർക്കേഴ്സ് (ഐവറി ഷോപ്പ്)

8700.00

5. ഗ്രേഡ് 'ഡി'

- (1) അറ്റൻഡർ
- (2) പ്യൂൺ
- (3) വാച്ച്മാൻ
- (4) ആയുർവേദിക് വർക്കർ

8490.00

6. ഗ്രേഡ് 'ഇ'

- (1) കൂനർ (ബോർഡറും മറ്റ് കടകളും)
- (2) ഓഫീസ് അസിസ്റ്റന്റ് സെയിൽസ് അസിസ്റ്റന്റ് (വാണിജ്യ സ്ഥാപനങ്ങൾ)
- (3) സ്റ്റാമ്പർ

} 8280.00

വിഭാഗം ബി
ചിട്ടികളും കുറികളും

1. സ്പെഷ്യൽ ഗ്രേഡ്
മാനേജർ

9330.00

2. ഗ്രേഡ് 'എ'

- (1) അസിസ്റ്റന്റ് മാനേജർ/ഓഫീസ് മാനേജർ
- (2) ചീഫ് അക്കൗണ്ടന്റ് സെക്രട്ടറി
- (3) ഓഫീസ് സൂപ്പണ്ട്
- (4) ആഡിറ്റർ, (ഹുൾടൈം)
- (5) ഡെവലപ്പ്മെന്റ് ഓഫീസർ

} 9120.00

~~3. ഗ്രേഡ് 'ബി'~~ 3. ഗ്രേഡ് 'ബി'

- (1) ജൂനിയർ ഓഫീസ് മാനേജർ
- (2) പേഴ്സണൽ അസിസ്റ്റന്റ്
- (3) ജൂനിയർ ഡെവലപ്പ്മെന്റ് ഓഫീസർ
- (4) അക്കൗണ്ടന്റ്
- (5) ലിഗൽ അസിസ്റ്റന്റ്
- (6) കാഷ്യർ
- (7) സ്റ്റെന്നോഗ്രാഫർ
- (8) ഓഫീസ് അസിസ്റ്റന്റ്/ക്ലർക്ക്
- (9) ടൈപ്പിസ്റ്റ്
- (10) സിവിൽ എഞ്ചിൻ

} 8910.00

4. ഗ്രേഡ് 'സി'

- (1) ബിൽ കളക്ടർ
- (2) ഫീൽഡ് അസിസ്റ്റന്റ്
- (3) ജൂനിയർ അസിസ്റ്റന്റ്
- (4) ഡ്രൈവർ

} 8700.00

വിഭാഗം സി

അടിസ്ഥാനപണികൾ, ലോഡ്ജുകൾ എന്നിവ

9330.00

2. ഓഡിറ്റിംഗ്

- (1) അസിസ്റ്റന്റ് മാനേജർ (ലോഡ്ജുകൾ)
- (2) സിസ്റ്റിസിസ്റ്റി
- (3) അക്കൗണ്ടന്റ് ക്ലർക്ക്
- (4) കാഷ്യർ
- (5) ഫിറ്റർ (സൈക്കിൾ ഡീലർ ഷോപ്പുകൾ, സൈക്കിൾ റിപ്പയറിംഗ്/വാടകയ്ക്ക് നൽകുന്ന കടകൾ)
- (6) റിഫർട്ടേഷൻ റിമാർ (ഓപ്റ്റിക്കൽ കടകൾ)
- (7) കെമിസ്റ്റ് (സോപ്പ്, മെഴുകുതിരി, മൃദുപാനീയങ്ങൾ എന്നിവ ഉല്പാദിപ്പിക്കുന്ന സ്ഥാപനങ്ങൾ)
- (8) ഇൻസ്പെക്ടർ (പാലിൽ സർവ്വീസസ്)

9120.00

3. ഗ്രേഡ് ബി

- (1) ഗ്ലാസ്സ് കട്ടർ (ഗ്ലാസ്സ് ഫോട്ടോഫ്രെയിമിംഗ് കടകൾ)
- (2) ഫോട്ടോഫ്രെയിമിംഗ് വർക്കർ
- (3) ആക്ഷണർ (പച്ചക്കറി കടകൾ)
- (4) മൊബൈൽ സെയിൽസ്കാൻ/റണ്ണിംഗ് സെയിൽസ്കാൻ/സൈക്കിൾ സെയിൽസ്കാൻ (സീറ്റ് സ്റ്റാൾ/ഐസ് ഫ്രൂട്ട്സ് ശീതള പാനീയങ്ങളും/സോഡാ ഫാക്ടറികൾ/മൃദുപാനീയ കടകൾ/ചായ - കാപ്പി കടകൾ/ പാലും പാൽ ഉൽപ്പന്നങ്ങളും, ബേക്കറി - മിഠായി കടകൾ)
- (5) മെക്കാനിക് (ഐസ്, ഐസ് ഫ്രൂട്ട്സ് ശീതളപാനീയങ്ങളും മൃദുപാനീയങ്ങളും സ്ഥാപനങ്ങൾ)
- (6) ക്യാൻവാസർ (ലാൻട്രികളും ഡ്രൈക്ലിനിംഗും)
- (7) കാഷ്യർ - കം - ബിൽ കളക്ടർ (പെട്രോൾ ബങ്കുകൾ)
- (8) മിക്സർ (സുഗന്ധലേപന ജോലികൾ ചെയ്യുന്നത്)
- (9) സർവ്വീസ് മാനർ (ഇന്ധനവിൽപന കടകൾ)
- (10) എൻഗ്രേവർ - കം - സെയിൽസ്കാൻ (സ്റ്റീൽ/ അലൂമിനിയം പാത്രകടകൾ)
- (11) ഡാർക്ക് റൂമിംഗ് (ഫോട്ടോസ്റ്റുഡിയോ)
- (12) അസിസ്റ്റന്റ് ഫിറ്റർ (സൈക്കിൾ ഡീലേഴ്സ്, റിപ്പയറിംഗ് ആന്റ് ഹയറിംഗ് ഷോപ്പ്)
- (13) റിപ്പയറർ
- (14) ഫിറ്റർ (ഗ്രൈന്റിംഗ് കട്ടർ, ഓപ്റ്റിക്കൽ ഷോപ്പ്)
- (15) ഹെഡ്ബേക്കർ (ബേക്കറിസ് ആന്റ് കൺഫെക്ഷണറിസ്)

8910.00

- (16) സ്വിറ്റ്മേക്കർ
- (17) മെക്കാനിക് ഫിറ്റർ (പാഴ്ൽ സർവ്വീസ്)
- (18) പേഴ്സണൽ അസിസ്റ്റന്റ് (കമ്മീഷൻ ഏജൻസിസ് ഹൗസ്)
- (19) സ്റ്റീമർസുപ്പർവൈസർ (സ്റ്റീമർ ഏജൻസി ഹൗസ്)
- (20) ടാലി സുപ്പർവൈസർ (സ്റ്റീമർ ഏജൻസി ഹൗസ്)
- (21) ഐസ്, ഐസ് ഫ്രൂട്ട് ആന്റ് സോഫ്റ്റ് ഡ്രിംഗ്സ് മേക്കർ
- (22) അംബുല്ലാ റിപ്പയറർ (അംബുല്ലാ ഷോപ്പ്)
- (23) ഇലക്ട്രീഷ്യൻ (ലോഡ്ജകൾ)
- (24) ലിഫ്റ്റ് ഓപ്പറേറ്റർ (ലോഡ്ജകൾ)
- (25) സെക്യൂരിറ്റി ഗാർഡ് (ലോഡ്ജകൾ)
- (26) ഡ്രൈവർ (ലോഡ്ജകൾ)

8910.00

4. ഗ്രോസ്സി

- (1) ജനറൽ വർക്കർ (ഗ്രോസറി ഷോപ്പുകളും പാർസൽ സർവ്വീസുകളും)
- (2) പോളിഷർ (ആട്ടോമൊബൈൽ ഡിലേഴ് ഷോപ്പ്)
- (3) റോസ്റ്റർ/മെഗ്രൻഡർ (കോഫി വർക്ക്)
- (4) ബോട്ടിൽ ഫില്ലർ (മിൽക്ക് ഡയറി പ്രോഡക്ട്സ്, സോഫ്റ്റ് ഡ്രിംഗ്സ് മാനഫാക്ചറിംഗ് സ്ഥാപനങ്ങൾ)
- (5) ഡെലിവറിമാൻ (ഫുവൽ ഗ്യാസ് ഡിലേഴ് ഷോപ്പ്)
- (6) വെയിംഗ്മാൻ (സ്റ്റീൽ ആന്റ് അലൂമിനിയം പാത്രകടകൾ)
- (7) മെഡിസിൻ മാനഫാക്ചറിംഗ് വർക്കർ (അൺ സ്പിൽഡ്) (ആയുർവേദ വൈദ്യശാലകളും ആയുർവേദ മെഡിക്കൽ ഷോപ്പുകളും)
- (8) മരുന്നവട്ടുകാരൻ
- (9) ഡാർക്ക് റൂം അസിസ്റ്റന്റ് (ഫോട്ടോസ്റ്റുഡിയോ)
- (10) റിപ്പയർ (ഫോട്ടോസ്റ്റുഡിയോ)
- (11) ഫിനിഷർ (ഫോട്ടോസ്റ്റുഡിയോ)
- (12) അസിസ്റ്റന്റ് മെക്കാനിക് (വാച്ച് റിപ്പയറിംഗ് ആന്റ് ഡിലേഴ്, റേഡിയോ സെയിൽസും സർവ്വീസും, മ്യൂസിക്കൽ ഇൻസ്ട്രുമെന്റും മറ്റ് കടകളും)
- (13) പാക്കർ (ആട്ടോമൊബൈൽ സ്സെയർ പാർട്സും ടയർ ആന്റ് ട്യൂബ് കടകളും മറ്റ് കടകളും)
- (14) അസിസ്റ്റന്റ് വയർമാൻ (ലൈറ്റും സൗണ്ടും സർവ്വീസ്)
- (15) മെക്കൻ-ഓപ്പറേറ്റർ
- (16) അസിസ്റ്റന്റ് ബ്രാഞ്ച് മാനേജർ (പാർസൽ സർവ്വീസ്)
- (17) റൂം ബോയ് (ലോഡ്ജകൾ)
- (18) ഹെഡ് ഗാർഡൻ (ലോഡ്ജകൾ)
- (19) ഹെഡ് വാച്ച്മാൻ (ലോഡ്ജകൾ)
- (20) പ്ലംബർ (ലോഡ്ജകൾ)

8700.00

5. ഗ്രേഡ് 'ഡി'

- (1) നമ്പറിംഗ് മാൻ (ലാൻഡറിംഗ് ആന്റ് ഡ്രൈക്ലിനേഴ്സ്, ബുക്ക് ബൈന്റിംഗ് മോപ്പ്)
- (2) ഫിറ്റിംഗ് ആന്റ് പാക്കിംഗ് മാൻ (പെർഫ്യൂമറി വർക്ക്)
- (3) ഫൈൽപ്പർ (സൈക്കിൾ ഡീവലപ്പ്, സൈക്കിൾ ഫിറ്റിംഗ്, സൈക്കിൾ റിപ്പയറിംഗ് ആന്റ് ഹയറിംഗ് കടകൾ)
- (4) ഗാർഡൻ (ലോഡ്ജുകൾ)
- (5) വാച്ച്മാൻ (ലോഡ്ജുകൾ)
- (6) ക്ലീനർ (ലോഡ്ജുകൾ)
- (7) ഡോബി (ലോഡ്ജുകൾ)
- (8) സ്കാവഞ്ചർ (ലോഡ്ജുകൾ)

8490.00

6. ഗ്രേഡ് 'ഇ'

- (1) ക്ലീനർ
- (2) ഓഫീസ് അറ്റൻഡർ
- (3) സ്റ്റുഡിയോ അറ്റൻഡർ
- (4) മെസഞ്ചർ
- (5) സ്റ്റീമർ വാച്ച്മാൻ
- (6) സ്റ്റീമർ ഗോഡൗൺ വാച്ച്മാൻ
- (7) സ്റ്റുഡിപ്പർ

8280.00

വിഭാഗം ഡി

ഹോട്ടൽ, കാന്റീൻ, റസ്റ്റോറന്റ്

1. സ്പെഷ്യൽ ഗ്രേഡ് മാനേജർ

8230.00

2. ഗ്രേഡ് 'എ'

- (1) അസിസ്റ്റന്റ് മാനേജർ
- (2) അക്കൗണ്ടന്റ്
- (3) കാഷ്യർ
- (4) റിസപ്ഷനിസ്റ്റ്/ടെലിഫോൺ ഓപ്പറേറ്റർ
- (5) സ്റ്റേവർഡ്
- (6) സ്പെഷ്യലൈസ്ഡ് കക്ക്/ഹെഡ് കക്ക്
- (7) ബഡ്ലർ
- (8) സീറ്റ് മേക്കർ
- (9) ടീ മേക്കർ
- (10) ഗ്രൈൻഡർ
- (11) കിച്ചൻ സൂപ്പർവൈസർ
- (12) റൂം സൂപ്പർവൈസർ

8040.00

3. ഗ്രേഡ് 'ബി'

- (1) അസിസ്റ്റന്റ് അക്കൗണ്ടന്റ്
- (2) അസിസ്റ്റന്റ് സ്റ്റുവേർഡ്
- (3) കൂക്ക്
- (4) പാൻട്രിമാൻ
- (5) സപ്ലയർ
- (6) സ്റ്റോർകീപ്പർ
- (7) ബാർമാൻ
- (8) കാന്റീൻ ഔട്ട് ഡോർ സപ്ലൈയർ
- (9) ക്ലാർക്ക്/ടൈപ്പിസ്റ്റ്/ബിൽ ക്ലാർക്ക്/ബിൽ കളക്ടർ
- (10) ഡ്രൈവർ
- (11) വെയിറ്റർ/ബെയറർ

7850.00

4. ഗ്രേഡ് 'സി'

- (1) റൂംബോയ്
- (2) കാൻവാസർ/വെൻഡർ (നെയിർത്വ സ്റ്റേഷൻ, ബസ് സ്റ്റേഷൻ മുതലായവ)
- (3) അസിസ്റ്റന്റ് സ്റ്റോർ കീപ്പർ
- (4) മേസൻ
- (5) പ്ലംബർ
- (6) പെയിന്റർ
- (7) ഔട്ട് ഡോർ സപ്ലൈയർ
- (8) കിച്ചൻമേറ്റ്
- (9) അസിസ്റ്റന്റ് ബാർമാൻ
- (10) ഹെഡ് ഗാർഡൻ
- (11) ഹെഡ് വാച്ച്മാൻ

7660.00

5. ഗ്രേഡ് 'ഡി'

- (1) ഗാർഡൻ
- (2) വാട്ടർബോയ്
- (3) പ്യൂൺ / അറ്റൻഡർ
- (4) വാച്ച്മാൻ
- (5) ജനറൽ വർക്കർ
- (6) ക്ലീനർ / വെഹിക്കിൾ ക്ലീനർ
- (7) ഷെൽപ്പർ, വാച്ച്മാൻ
- (8) സ്വീപ്പർ
- (9) സ്റ്റാവഞ്ചർ

7470.00

വിഭാഗം 'ഇ'

ദിവസ നിരക്കിലെ തൊഴിലാളികൾ

| ഗ്രേഡുകളും വിഭാഗങ്ങളും | ദിവസവേതനം (രൂപ) |
|--|-----------------|
| (1) | (2) |
| 1. ഗ്രേഡ് 'എ' | |
| (1) സ്വീറ്റ് മേക്കർ (സ്വീറ്റ് സ്റ്റാൾ) (2) മോൾഡർ (കോപ്പർ ആന്റ് ബ്രാസ് വെസ്റ്റ്മെന്റ് ഷോപ്പ്സ്) (3) ഹൈലി സ്കീംഡ് ക്രാഫ്റ്റ്സ്മാൻ (ഐവറി, ഹോൺ, പ്ലാസ്റ്റിക് ക്രാഫ്റ്റ്സ് കടകൾ) (4) വർക്സ് സൂപ്പർവൈസർ (ടൈലറിംഗ്, റെഡി മെയ്ഡ് ഡ്രസ്സ് ആന്റ് എംബ്രോയിഡറി വർക്സ്) (5) കട്ടർ (വെസ്റ്റ്മെന്റ് ബ്ലൈസ് ഫോറിൻ ബ്ലൈസ് ഇന്ത്യൻ ബ്ലൈസ് ടൈലറിംഗ്, റെഡിമെയ്ഡ് ഡ്രസ്സ് ആന്റ് എംബ്രോയിഡറി വർക്സ്) (6) റോപ്പ് മേക്കർ (7) ക്വാർട്ടിൽ മേക്കർ (8) ചുറ്റാസ് മേക്കർ, കോബ്ലർ (9) ഷൂ മേക്കർ (10) സ്യൂട്ട്കെയ്സ് മേക്കർ | 325.00 |
| 2. ഗ്രേഡ് 'ബി' | |
| (1) ആംബിൾ മിക്സർ (ഫെർട്ടിലൈസേഴ്സ് ആന്റ് കെമിക്കൽസ് കടകൾ) (2) കട്ടിംഗ്, വെയിംഗ്, മെഷറിംഗ് വർക്കർ (ബിരുദിംഗ് ആന്റ് അദർ കൺസ്ട്രക്ഷൻ മെറ്റീരിയൽ ഷോപ്പ്സ്) (3) ബ്ലൈഡർ (മിക്സിംഗ് മാൻ) (ടി മർച്ചന്റ്സ് ഷോപ്പ്സ്) (4) വിറക്സുവെട്ടുകാരൻ (ഫയർവുഡ് ആന്റ് ഫ്യൂവൽ ഷോപ്പ്സ്) (5) ഹെൽപ്പർ (ഗോൾഡ് സ്മിത്ത്സ്, ജുവലറി മാർട്ട്) (6) എൻഗ്രേവർ (ഫോട്ടോബ്ലോക്ക്, റബ്ബർ സ്റ്റാമ്പ്സ് മേക്കിംഗ് ആന്റ് അദർ സ്റ്റുഡിയോസ്) (7) ബ്ലോക്ക് മേക്കർ (ഫോട്ടോ ബ്ലോക്ക്, റബ്ബർ സ്റ്റാമ്പ്സ് മേക്കിംഗ് ആന്റ് അദർ സ്റ്റുഡിയോസ്) (8) ടയർ ഷേപ്പർ (ടയർ റീ-സോളിംഗ്, റീട്രെയിംഗ് ആന്റ് ട്യൂബ് വർക്കിംഗ് ഷോപ്പ്സ്) (9) മെഷീൻമാൻ (ടയർ റീ-സോളിംഗ്, റീട്രെയിംഗ് ആന്റ് ട്യൂബ് വർക്കിംഗ് ഷോപ്പ്സ്) (10) ഗാർമെന്റ് മേക്കർ (ടൈലറിംഗ്, റെഡിമെയ്ഡ് ഡ്രസ്സ് ആന്റ് എംബ്രോയിഡറി വർക്സ്) (11) സൂപ്പർവൈസർ (ഹെയർ കട്ടിംഗ് ആന്റ് ഹെയർ ഡ്രസ്സിംഗ് ഷോപ്പ്സ്) | 315.00 |

3. ഗ്രേഡ് 'സി'

- (1) ഹാൻഡ്കാർട്ട് പുളളൂർ (ഡ്രൈ ആന്റ് അൾ-ഫോഡ്)
- (2) പുക്കെട്ടുകാരൻ/ പുക്കെട്ടുകാരി (ഫിളവർ ഷോപ്പ്സ്)
- (3) സെയിൽമാൻ (ഫുട്ട് മർച്ചന്റ്സ് ഷോപ്പ്സ്)
- (4) അസിസ്റ്റന്റ് സ്വീറ്റ് മേക്കർ (സ്വീറ്റ് സ്റ്റാൾ)
- (5) ഫ്രെയിംഗ് മാന (സ്വീറ്റ് സ്റ്റാൾ)
- (6) പീലിംഗ് മാന (മീറ്റ് ആന്റ് ഫിഷ് സ്റ്റാൾ)
- (7) ക്രൈസ്റ്റീനർ (ലാൻഡ്രിസ് ആന്റ് ഡ്രൈക്ലീനേഴ്സ് സ്ഥാപനങ്ങൾ)
- (8) പർപ്പടം ഉണ്ടാക്കുന്ന ആൾ (പർപ്പടം നിർമ്മാണ/ വ്യാപാര സ്ഥാപനങ്ങൾ)
- (9) മറുപടിക്കുന്ന ആൾ (പർപ്പടം നിർമ്മാണ/ വ്യാപാര സ്ഥാപനങ്ങൾ)
- (10) കട്ടിംഗ് സെയിൽമാൻ (മീറ്റ് ആന്റ് ഫിഷ് സ്റ്റാൾ)
- (11) ബ്യൂട്ടി-കം-സെയിൽമാൻ (മീറ്റ് ആന്റ് ഫിഷ് സ്റ്റാൾ)
- (12) പോളിഷർ (കോപ്പർ, ബ്രാസ് വെസ്റ്റ് അന്റ് അദർ ഷോപ്പ്സ്)
- (13) ലെഡ് പ്ലേറ്റർ (കോപ്പർ, ബ്രാസ് വെസ്റ്റ് അന്റ് അദർ ഷോപ്പ്സ്)
- (14) അസിസ്റ്റന്റ്, എൻഗ്രേവർ (ഫോട്ടോ സ്റ്റോക്ക്, റബ്ബർ സ്റ്റാമ്പ് മേക്കിംഗ് ആന്റ് അദർ സ്റ്റാൾഡിയോസ്)
- (15) പെയിന്റർ (ഫോട്ടോ സ്റ്റോക്ക്, റബ്ബർ സ്റ്റാമ്പ് മേക്കിംഗ് ആന്റ് അദർ സ്റ്റാൾഡിയോസ്)
- (16) ആർട്ടിസ്റ്റ് (ഫോട്ടോ സ്റ്റോക്ക്, റബ്ബർ സ്റ്റാമ്പ് മേക്കിംഗ് ആന്റ് അദർ സ്റ്റാൾഡിയോസ്)
- (17) ടയർ ഗ്രൈൻഡർ (ടയർ റീ-സോളിംഗ്, റീട്രെയിംഗ് ആന്റ് ട്യൂബ് ഫിഷറീസിയം ഷോപ്പ്സ്)
- (18) സെയിൽമാൻ ക്രാഫ്റ്റ്സ് മാന (ഐവറി, ഹോൺ, ഹാൻഡ്ക്രാഫ്റ്റ്സ് ആർട്ടിക്ലിംഗ്സ് ഷോപ്പ്സ്)
- (19) മെക്കാനിക് (കളിപ്പാട്ടു നിർമ്മാണവും വിൽപ്പനയും കടകൾ, ഫർണിച്ചർ കടകൾ)
- (20) ഫിറ്റർ (കളിപ്പാട്ടു നിർമ്മാണവും വിൽപ്പനയും കടകൾ, ഫർണിച്ചർ കടകൾ)
- (21) പെയിന്റർ (കളിപ്പാട്ടു നിർമ്മാണവും വിൽപ്പനയും കടകൾ, ഫർണിച്ചർ കടകൾ)
- (22) മെഷറർ (ട്രെയിലർ ഷോപ്പ്)
- (23) അസിസ്റ്റന്റ് കാർപ്പന്റർ (ഫർണിച്ചർ കടകൾ)
- (24) ജനറൽ വർക്കർ (അലക്കുന്ന ഷോപ്പ്, ജനറൽ മർച്ചന്റ്സ് ആന്റ് കൺസ്യൂമർ സ്റ്റോർസ്)
- (25) മാനുവൽ ലേബർ (ആട്ടോമൊബൈൽ സ്പെയർ പാർട്സ്/ ടയറും ട്യൂബും മറ്റ് അനുബന്ധകൾ ഉൾപ്പെടെ)

305.00

4. ഗ്രേഡ് 'ഡി'

| | | |
|---|---|--------|
| (1) അസിസ്റ്റന്റ് ടെയിലർ (ടെയിലറിംഗ് ഷോപ്പ്) | } | 295.00 |
| (2) ഔട്ട് വർക്കർ (ബുക്ക് ബന്ധിപ്പിംഗ് ഷോപ്പ്) | | |
| (3) സോർട്ടർ (ഗണ്ണി ബാഗ്സ്) | | |
| (4) പാക്കിംഗ് മാൻ (ഫുട്ട് മർച്ചന്റ് ഷോപ്പ്) | | |
| (5) പാക്കിംഗ് ആന്റ് ലേബലിംഗ് മാൻ (സോപ്പ് ആന്റ് കാൻഡി ത് വർക്സ്) | | |
| (6) പാക്കിംഗ്, ലോഡിംഗ് ആന്റ് അൺ ലോഡിംഗ് വർക്കർ (പുകയിലയും മറ്റും വിൽക്കുന്ന കടകൾ) | | |

5. ഗ്രേഡ് 'ഇ'

| | | |
|---|---|--------|
| (1) ഹെൽപ്പർ (ടെയിലറിംഗ് ഷോപ്പ്, ബുക്ക് ബന്ധിപ്പിംഗ് ഷോപ്പ്, ലാൺട്രീസും ഡ്രൈക്ലിനേഴ്സും, ഫർണിച്ചർ കടകൾ) | } | 285.00 |
| (2) കയറ്റിറക്ക് തൊഴിലാളികൾ (ഡ്രൈഫിങ് മർച്ചന്റ്, ലാൺട്രീസും ഡ്രൈ ക്ലിനേഴ്സും, ഗണ്ണി ബാഗ്സ്, ഓയിൽ മർച്ചന്റ്, ജനറൽ മർച്ചന്റ്, കൺസ്യൂമർ സ്റ്റോഴ്സ് തുടങ്ങിയ സ്ഥാപനങ്ങൾ) | | |
| (3) കയറ്റിറക്ക് തൊഴിലാളികൾ (ബീറ്റിൽ ഷോപ്പ്, ജനറൽ മർച്ചന്റ്, കൺസ്യൂമർ സ്റ്റോഴ്സ് തുടങ്ങിയ സ്ഥാപനങ്ങൾ) | | |
| (4) അറ്റൻഡർ/എൻഗ്രേവർ(ഫോട്ടോ, ബ്ലോക്ക്സ്, റബ്ബർ സ്റ്റാമ്പ്സ് മേക്കിംഗും മറ്റുമുള്ള സ്കൂളിയോസ്) | | |

വിഭാഗം എഫ്
പീസ് റേറ്റുകൾ

| ഗ്രേഡുകളും വിഭാഗങ്ങളും | പീസ് റേറ്റ് (രൂപ) | |
|---|-------------------|-------|
| (1) | (2) | |
| 1. ടൂബാക്കോ ഷോപ്പ് | | |
| (1) വെയിംഗ് ആന്റ് സ്റ്റാക്കിംഗ് | (ഒരു കെട്ടിന്) | 13.00 |
| (2) സ്റ്റാക്കിംഗ് | " | 7.00 |
| (3) ബണ്ടിൽ ട്രൈനിംഗ് | " | 24.00 |
| (4) റീ പാക്കിംഗ് | " | 25.00 |
| (5) റീ പാക്കിംഗ്, റീ ഷഫ്ളിംഗ് ആന്റ് വെയിംഗ് | " | 37.00 |
| (6) കയറ്റ് (ലോഡിംഗ്) | " | 7.00 |
| (7) ഇറക്ക് (അൺലോഡിംഗ്) | (ഒരു കെട്ടിന്) | 6.00 |
| 2. നോട്ട് ബുക്ക് ബന്ധിപ്പിംഗ് | | |
| (1) ബുക്ക് ബന്ധിപ്പിംഗ് | (ഒരു ഡസന്) | 19.00 |
| (2) ബുക്ക് സ്റ്റിച്ചിംഗ് | (ഒരു ഡസന്) | 20.00 |
| (3) കട്ടിംഗ് | (ഒരു റീമിന്) | 13.00 |
| (4) റൂളിംഗ് | (ഒരു റീമിന്) | 35.00 |

3. ലെതർ ആന്റ് ഗുഡ്സ് ഷോപ്പ്

| | |
|---|--------|
| (1) ചി ത്രിഡൻസ് ചപ്പൽ മേക്കർ | 14.00 |
| (2) ചപ്പൽ മേക്കർ (ഓർഡിനറി പാറ്റേൺ) | 32.00 |
| (3) സ്പെഷ്യൽ പാറ്റേൺ ചപ്പൽ മേക്കർ (ഡിസൈൻസ്/ ലേഡീസ് കഷ്ടൻ/ ഹൈഫിൻസ് പാറ്റേൺസ്) | 51.00 |
| (4) സ്റ്റിപ്പ് ഓൺ ഷൂസും ഫോഫ് ഷൂസും | 188.00 |

4. സ്യൂട്ട് കേയ്സ് (ലെതർ)

| | താഴെ തരം (രൂപ) | ഉയർന്ന തരം (രൂപ) |
|-------------------------------|---------------------------|---------------------|
| (1) 16" - 20" (40- 50 സെ.മീ) | 5.00 | 6.00 |
| (2) 22" - 26" (55- 65 സെ. മീ) | 6.00 | 7.00 |
| (3) 28" - 30" (70 -75 സെ. മീ) | 7.00 | 8.00 |
| (4) റെക്സിൻ സ്യൂട്ട്കേയ്സ് | ഒരിഞ്ചിന്റെ നിരക്ക് (രൂപ) | |
| (5) ഫാൻസി സ്യൂട്ട്കേയ്സ് | | |
| (6) ഹാൻഡ് ബാഗ് | | 6.00 |
| (7) ഫാൻസി ഹാൻഡ് ബാഗ് | | 6.00 |

5. ഗണ്ണി ബാഗ്സ്

| | |
|--|-------|
| (1) ഗണ്ണി ബാഗ് സ്റ്റിച്ചിംഗ് (ഒന്നിന്) | 2.00 |
| (2) ഗണ്ണി ബാഗ് ബണ്ടിലിംഗ് (110-ന്) | 11.00 |

6. ഓയിൽ മർച്ചന്റ്സ് ഷോപ്പ്

| | |
|--|-------|
| (1) നിറച്ച ബാരലുകൾ ലോറിയിൽ കയറ്റുന്നതിനും ഇറക്കുന്നതിനും (ബാരൽ ഒന്നിന്) | 20.00 |
| (2) കാലി ബാരലുകൾ ലോറിയിൽ കയറ്റുന്നതിനും ഇറക്കുന്നതിനും (ബാരൽ ഒന്നിന്) | 4.00 |
| (3) കാലി ടിൻ കയറ്റുന്നതിനും ഇറക്കുന്നതിനും (100 ടിന്നിന്) | 39.00 |
| (4) ഓയിൽ ടിന്നിൽ നിറയ്ക്കുന്നതിന് (ഒരു ടിന്നിന്) | 2.00 |
| (5) ബാരലിൽ നിന്നും ടിന്നിലേയ്ക്ക് ഓയിൽ നിറയ്ക്കുന്നതിന് (ഒരു ബാരലിന്) | 14.00 |
| (6) ഓയിൽ ടിന്നിൽ നിറച്ച സീൽ ചെയ്ത് ലോഡ് ചെയ്യുന്നതിന് (ഒരു ടിന്നിന്) | 9.00 |
| (7) തേങ്ങാപ്പിണ്ണാക്ക് നിറച്ചു തയ്ക്കുന്നതിന് (ഒരു ചാക്കിന്) | 10.00 |

7. കടകളിലും വാണിജ്യസ്ഥാപനങ്ങളിലും സ്ഥിരമായി നിയമിച്ചിട്ടുള്ള കയറ്റിറക്ക് തൊഴിലാളികൾ

| | |
|--|-------|
| (1) 55 കിലോഗ്രാം വരെ ഭാരമുള്ള പാക്ക് തൂങ്ങുന്നതിന് (ഒരു കെട്ടിന്/ഒരു പാക്കിന്) | 3.00 |
| (2) 55 കിലോഗ്രാം വരെ ഭാരമുള്ള പാക്കോ കെട്ടോ ഇറക്കുന്നതിന് (ഒരു കെട്ടിന്/ഒരു പാക്കിന്) | 4.00 |
| (3) 55 കിലോഗ്രാം വരെ ഭാരമുള്ള പാക്കോ കെട്ടോ കയ്യുന്നതിന് (ഒരു കെട്ടിന്/ ഒരു പാക്കിന്) | 5.00 |
| (4) 55 കിലോഗ്രാം വരെ ഭാരമുള്ള വുൽ മുളക്/ കുരുമുളക് അടങ്ങിയ പാക്കോ കെട്ടോ തൂങ്ങുന്നതിന് (ഒരു കെട്ടിന്/ ഒരു പാക്കിന്) | 7.00 |
| (5) 55 കിലോഗ്രാം വരെ ഭാരമുള്ള വുൽ മുളക്/ കുരുമുളക് അടങ്ങിയ പാക്കോ കെട്ടോ ഇറക്കുന്നതിന് (ഒരു കെട്ടിന്/ ഒരു പാക്കിന്) | 10.00 |
| (6) 55 കിലോഗ്രാം വരെ ഭാരമുള്ള വുൽ മുളക്/ കുരുമുളക് അടങ്ങിയ പാക്കോ കെട്ടോ കയ്യുന്നതിന് (ഒരു പാക്കിന്/ ഒരു കെട്ടിന്) | 12.00 |
| (7) പാക്ക് തൂങ്ങുന്നതിന് (ഒരു പാക്കിന്) | 3.00 |
| (8) ടിന്നാൾ തൂങ്ങുന്നതിനോ കയ്യുന്നതിനോ ഇറക്കുന്നതിനോ | 3.00 |
| (9) 55 വരെ കിലോഗ്രാം വരെ ഭാരമുള്ള സാധനങ്ങൾ നിറച്ച പാക്കോ കെട്ടോ ഒരു കടയിൽ നിന്നു 20 യാർഡ് ദൂരത്തിനകത്തുള്ള മറ്റൊരു കടയിലേയ്ക്ക് കൊണ്ടു പോകുന്നതിന് (ഒരു പാക്കിന്/കെട്ടിന്) | 12.00 |
| (10) പാക്കുകൾ ലോറിയിൽ അട്ടിയിടുന്നതിന് (ഒരു പാക്കിന്) | 3.00 |
| (11) പാക്ക് ലോറിയിൽ നിന്നു ഇറക്കി—അയിൽ—നിൽക്കുന്ന വേറെരാളിന്റെ തലയിൽ വച്ച് കൊടുക്കുന്നതിന് (ഒരു പാക്കിന്) | 4.00 |

പട്ടിക - II

(എ) കൊറിയർ സ്ഥാപനങ്ങൾ. ഡി. റ്റി. പി. സെന്ററുകൾ, ഇന്റർനെറ്റ് കഫേകൾ, ടെലിഫോൺ ബൂത്തുകൾ, കാറ്ററിംഗ് സർവ്വീസുകൾ, ഹൗസ് ബോട്ടുകൾ.

| വിഭാഗങ്ങളും ഗ്രേഡുകളും | മാസനിരക്കിലുള്ള അടിസ്ഥാന വേതനം (രൂപ) |
|-------------------------------|--------------------------------------|
| (1) | (2) |
| 1. സ്പെഷ്യൽ ഗ്രേഡ് മാനേജർ | 9330.00 |
| 2. ഗ്രേഡ് 'എ' | |
| (1) അസിസ്റ്റന്റ് മാനേജർ | 9120.00 |
| (2) സെയിന്റസ് എക്സിക്യൂട്ടീവ് | |

- (3) സൂപ്പർവൈസർ
- (4) മാർക്കറ്റിംഗ് എക്സിക്യൂട്ടീവ്

3. ഗ്രേഡ് 'ബി'

- (1) അക്കൗണ്ടന്റ്
- (2) കമ്പ്യൂട്ടർ ഓപ്പറേറ്റർ
- (3) ക്ലർക്ക്
- (4) കാഷ്യർ
- (5) ഡിറ്റിപി ഓപ്പറേറ്റർ
- (6) ഫീൽഡ് സ്റ്റാഫ് (പിക്ക്-അപ്പ്-ബോയ്, ഡെലിവറി ബോയ്, ഓൺ ട്രെയിൻ കൊറിയർ ഉൾപ്പെടെ)
- (7) ഓപ്പറേറ്റർ
- (8) ഡ്രൈവർ

8910.00

4. ഗ്രേഡ് 'സി'

- (1) ഓഫീസ് അസിസ്റ്റന്റ്
- (2) കളക്ടൻ ഏജന്റ്
- (3) ഫോട്ടോ കോപ്പിയർ ഓപ്പറേറ്റർ

8700.00

5. ഗ്രേഡ് 'ഡി'

- (1) ബുക്ക് ടെലിഫോൺ ഓപ്പറേറ്റർ
- (2) പൂൺ
- (3) ഹെൽപ്പർ

8490.00

6. ഗ്രേഡ് 'ഇ'

- (1) സ്വിപ്പർ
- (2) ക്ലീനർ

8280.00

ബി. കേറ്ററിംഗ് സർവ്വീസുകൾ

1. പ്രതിമാസ നിരക്കിലുള്ള തൊഴിലാളികൾ

1. സ്പെഷ്യൽ ഗ്രേഡ്

- (1) മാനേജർ
- (2) മാർക്കറ്റിംഗ് എക്സിക്യൂട്ടീവ്
- (3) ക്ഷെ (നോൺ വെജിറ്റേറിയൻ)

9330.00

2. ഗ്രേഡ് 'എ'

- (1) സൂപ്പർവൈസർ
- (2) ക്ലർക്ക് (വെജിറ്റേറിയൻ)
- (3) അക്കൗണ്ടന്റ്
- (4) ക്ലർക്ക്
- (5) കാഷ്യർ

9120.00

3. ഗ്രേഡ് 'ബി'

- (1) അസിസ്റ്റന്റ് കൗണ്ട്
- (2) സപ്ലയർ
- (3) ഡ്രൈവർ

} 8910.00

4. ഗ്രേഡ് 'സി'

- (1) ഹെൽപ്പർ

8700.00

5. ഗ്രേഡ് 'ഡി'

- (1) സിപ്പർ
- (2) ക്ലീനർ

} 8490.00

II ദിവസ നിരക്കിലുള്ള തൊഴിലാളികൾ

| വിഭാഗങ്ങളും ഗ്രേഡുകളും | ദിവസ വേതനം (രൂപ) |
|-------------------------------|------------------|
| (1) | (2) |
| (1) കൗണ്ട് (നോൺ വെജിറ്റേറിയൻ) | 325.00 |
| (2) കൗണ്ട് (വെജിറ്റേറിയൻ) | 315.00 |
| (3) അസിസ്റ്റന്റ് കൗണ്ട് | 305.00 |
| (4) സപ്ലയർ | 305.00 |
| (5) ഹെൽപ്പർ | 295.00 |
| (6) സിപ്പർ | 285.00 |
| (7) ക്ലീനർ | 285.00 |

സി. ഹൗസ് ബോട്ട് സർവ്വീസ്

| വിഭാഗങ്ങളും ഗ്രേഡുകളും | പ്രതിമാസ വേതനം (രൂപ) |
|------------------------|----------------------|
| (1) | (2) |

1. ബ്ലോക്ക് ഗ്രേഡ്
മാനേജർ

9330.00

2. ഗ്രേഡ് 'എ'

മാർക്കറ്റിംഗ് എക്സിക്യൂട്ടീവ്

9120.00

3. ഗ്രേഡ് 'ബി'

- (1) മാസ്റ്റർ
- (2) എഞ്ചിൻ ഡ്രൈവർ
- (3) ക്ലാർക്ക്
- (4) കാഷ്യർ

} 8910.00

4. ഗ്രേഡ് 'സി'

(1) ലാസൂർ

(2) കട്

} 8700.00

5. ഗ്രേഡ് 'ഡി'

ഓഫീസ് അസിസ്റ്റന്റ്

8490.00

6. ഗ്രേഡ് 'ഇ'

ഹെൽപ്പർ

8280.00

കുറിപ്പ് പട്ടിക I-ൽ ബി, സി, ഡി, ഇ. എഫ് വിഭാഗങ്ങളിൽ ഉൾപ്പെടുത്തിയിട്ടില്ലാത്ത തൊഴിലാളികൾക്ക് 'എ' വിഭാഗത്തിൽ പറയുന്ന പ്രകാരം വേതനം നൽകേണ്ടതാണ്. വിഭാഗം 'ഡി' യിൽ വരുന്ന തൊഴിലാളികൾക്ക് മേൽപ്പറഞ്ഞിട്ടുള്ള വേതനത്തിനു പുറമേ ഭക്ഷണം കൂടി നൽകേണ്ടതാണ്.

ക്ഷാമബത്ത: (1) അടിസ്ഥാന വേതനത്തിനു പുറമേ, എല്ലാ തൊഴിലാളികൾക്കും, ഇക്കണോമിക് ആന്റ് സോഷ്യൽ വകുപ്പ് അതതു ജില്ലാ ആസ്ഥാന കേന്ദ്രത്തിനു വേണ്ടി ഓരോ മാസവും പ്രസിദ്ധീകരിക്കുന്ന 1998 - 99=100 എന്ന പുതിയ ഉപഭോക്തൃവില സൂചികയുടെ 240 പോയിന്റിനു മേൽ വർദ്ധിക്കുന്ന ഓരോ പോയിന്റിനും താഴെ പറയുന്ന നിരക്കിൽ ക്ഷാമബത്ത നൽകേണ്ടതാണ്.

(1) പ്രതിമാസ നിരക്കിലുള്ള തൊഴിലാളികൾക്ക്

240 പോയിന്റിനുമേൽ വർദ്ധിക്കുന്ന ഓരോ പോയിന്റിനും 26 രൂപ നിരക്കിൽ

(2) ദിവസ നിരക്കിലുള്ള തൊഴിലാളികൾക്ക്

240 പോയിന്റിനുമേൽ വർദ്ധിക്കുന്ന ഓരോ പോയിന്റിനും 1 രൂപ നിരക്കിൽ

(3) പീസ് റേറ്റിലുള്ള തൊഴിലാളികൾക്ക്

ദിവസ നിരക്കിലുള്ള തൊഴിലാളികൾക്ക് 8 മണിക്കൂറുകൾക്ക് നിശ്ചയിച്ചിട്ടുള്ള അതേ നിരക്കും 8 മണിക്കൂറിൽ താഴെ ജോലി ചെയ്യുന്ന തൊഴിലാളികൾക്ക് 8 മണിക്കൂറിനുള്ള ക്ഷാമബത്തയുടെ ആനുപാതിക നിരക്കിലുള്ള ക്ഷാമ ബത്തയും ബാധകമായിരിക്കുന്നതാണ്.

നഗരപ്രദേശങ്ങൾക്ക് പ്രത്യേക വേതനം : മുനിസിപ്പാലിറ്റി/ കോർപ്പറേഷൻ പ്രദേശങ്ങളിൽ ജോലി ചെയ്യുന്ന തൊഴിലാളികളുടെ മാസശമ്പളത്തിൽ 200 രൂപ (രൂപ ഇരുനൂറ്) പ്രത്യേക വേതനമായി ഉൾപ്പെടുത്തി നൽകേണ്ടതാണ്.

സർവ്വീസ് വെയിറ്റേജ്:- (1) ഒരു തൊഴിലുടമയുടെ കീഴിലോ ഒരു സ്ഥാപനത്തിലോ 5 വർഷത്തിൽ കറയാത്ത സേവനകാലം പൂർത്തിയാക്കിയ തൊഴിലാളികൾക്ക് താഴെ പറയുന്ന നിരക്കിൽ വെയിറ്റേജ് നൽകേണ്ടതാണ്.

(i) 5 വർഷത്തിനു മുകളിൽ 10 വർഷം വരെയുള്ള അടിസ്ഥാന വേതനത്തിന്റെ 5 ശതമാനം

സേവനകാലത്തിന്

- (ii) 10 വർഷത്തിനു മുകളിൽ 15 വർഷം അടിസ്ഥാന വേതനത്തിന്റെ 10 ശതമാനം വരെയുള്ള സേവനകാലത്തിന്
- (iii) 15 വർഷത്തിനു മുകളിൽ സേവനകാലത്തിന് അടിസ്ഥാന വേതനത്തിന്റെ 15 ശതമാനം

(2) ഈ വിജ്ഞാപനം നിലവിലിരിക്കുന്ന കാലയളവിൽ മേൽപ്പറഞ്ഞ സേവനകാലം പൂർത്തിയാക്കിയിട്ടുള്ളതും പൂർത്തിയാക്കുന്നതുമായ തൊഴിലാളികൾക്ക് മേൽപ്പറഞ്ഞ പ്രകാരമുള്ള സർവ്വീസ് വെയിറ്റേജ് നൽകേണ്ടതാണ്.

III. പൊതു വ്യവസ്ഥകൾ

1 ഈ വിജ്ഞാപനത്തിൽ മാസവേതനം നിശ്ചയിച്ചിട്ടുള്ള വിഭാഗങ്ങളെ സംബന്ധിച്ച് ദിവസവേതനം കണക്കാക്കുന്നതിന് അടിസ്ഥാന മാസവേതനത്തെ 26 കൊണ്ട് ഭാഗിച്ച്, ദിവസ നിരക്കിലുള്ള ക്ഷാമബത്ത കൂടി ഉൾപ്പെടുത്തേണ്ടതാണ്.

2 ദിവസ നിരക്ക് നിശ്ചയിച്ചിട്ടുള്ളവരെ സംബന്ധിച്ച് ദിവസ നിരക്കിനെ 26 കൊണ്ട് ഗുണിച്ച് ക്ഷാമബത്തകൂടി ഉൾപ്പെടുത്തി മാസ നിരക്ക് കണക്കാക്കേണ്ടതാണ്.

3 ഏതെങ്കിലും സ്ഥാപനത്തിൽ ജോലി ചെയ്യുന്ന ഏതെങ്കിലും തൊഴിലാളിക്ക് കുറഞ്ഞവേതനത്തേക്കാൾ ഉയർന്ന വേതനം ലഭിച്ചു കൊണ്ടിരിക്കുന്ന സംഗതിയിൽ തുടർന്നും അപ്രകാരമുള്ള ഉയർന്ന നിരക്കിൽ വേതനം നൽകേണ്ടതാണ്.

ഗവർണ്ണറുടെ ഉത്തരവിൻപ്രകാരം,

ടോം ജോസ്,

ഗവൺമെന്റ് അഡീഷണൽ ചീഫ് സെക്രട്ടറി.



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-10062025-263700
CG-DL-E-10062025-263700

असाधारण
EXTRAORDINARY

भाग III—खण्ड 4
PART III—Section 4

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 421]
No. 421]

नई दिल्ली, सोमवार, जून 9, 2025/ज्येष्ठ 19, 1947
NEW DELHI, MONDAY, JUNE 9, 2025/JYAISTHA 19, 1947

कर्मचारी राज्य बीमा निगम
अधिसूचना

नई दिल्ली, 13 मई, 2025

संख्या- N-17011/1/ महाराष्ट्र/2025.—यो एवं वि: कर्मचारी राज्य बीमा (सामान्य)

विनियम, 1950 के विनियम 95-क के साथ पठित कर्मचारी राज्य बीमा अधिनियम 1948, (1948 का 34) की धारा 46(2) द्वारा प्रदत्त शक्तियों के अनुसरण में महानिदेशक ने 01 मई, 2025 ऐसी तारीख के रूप में निश्चित की है जिसमें उक्त विनियम 95-क में निर्दिष्ट चिकित्सा हितलाभ महाराष्ट्र राज्य के हिंगोली और नंदुरबार जिलों के सभी क्षेत्रों में बीमांकित व्यक्तियों के परिवार पर प्रवृत्त होंगे।

दीपक जोशी, बीमा आयुक्त (यो एवं वि)
[विज्ञापन-III/4/असा./154/2025-26]

EMPLOYEES' STATE INSURANCE CORPORATION**NOTIFICATION**

NEW DELHI, the 13th May, 2025

No. N-17011/1/Maharashtra/2025-P&D:— In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st May, 2025 as the date from, which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of Hingoli and Nandurbar districts in the State of Maharashtra.

DEEPAK JOSHI, Insurance Commissioner(P&D)
[ADVT.-III/4/Exty./154/2025-26]



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-10062025-263699
CG-DL-E-10062025-263699

असाधारण
EXTRAORDINARY

भाग III—खण्ड 4
PART III—Section 4

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 420]
No. 420]

नई दिल्ली, सोमवार, जून 9, 2025/ज्येष्ठ 19, 1947
NEW DELHI, MONDAY, JUNE 9, 2025/JYAISTHA 19, 1947

कर्मचारी राज्य बीमा निगम
अधिसूचना

नई दिल्ली, 13, मई, 2025

संख्या- N-17011/1/बिहार/2025- यो एवं वि.— कर्मचारी राज्य बीमा (सामान्य) विनियम, 1950 के विनियम 95-क के साथ पठित कर्मचारी राज्य बीमा अधिनियम 1948, (1948 का 34) की धारा 46(2) द्वारा प्रदत्त शक्तियों के अनुसरण में महानिदेशक ने 01 मई, 2025 ऐसी तारीख के रूप में निश्चित की है जिसमें उक्त विनियम 95-क में निर्दिष्ट चिकित्सा हितलाभ बिहार राज्य के जिले नामतअररिया :, सहरसा, औरंगाबाद, बांका, पूर्वी चंपारण और गोपालगंज जिलों के सभी क्षेत्रों में बीमांकित व्यक्तियों के परिवार पर प्रवृत्त होंगे।

दीपक जोशी, बीमा आयुक्त (यो एवं वि)
[विज्ञापन-III/4/असा./153/2025-26]

EMPLOYEES' STATE INSURANCE CORPORATION**NOTIFICATIONs**

NEW DELHI, the 13th May, 2025

No. N-17011/1/Bihar/2025-P&D. —In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st May, 2025 as the date from, which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of districts namely Araria, Saharsa, Aurangabad, Banka, East Champaran and Gopalganj in the State of Bihar.

DEEPAK JOSHI, Insurance Commissioner(P&D)

[ADVT.-III/4/Exty./153/2025-26]

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
(LABOUR BRANCH)

NOTIFICATION

The 17th June, 2025

No. LabOPSCA/2/2024-5L/495 In continuation of Punjab Government's earlier Notification No. 21/08/2017-4Labour/308-310 dated 15th July, 2024 and in exercise of the powers conferred by section 28 of Punjab Shops and Commercial Establishments Act, 1958 and other powers enabling him in this behalf the Governor of Punjab is pleased to exempt all establishments from the provisions of Section-9 and Sub-Section-(1) of section-10 of the said Act and permits all the establishments registered under the Act in the State of Punjab to keep open on all 365 days of the year, for a further period of 1 year i.e up to 31-05-2026, unless it is revoked, subject to the following conditions namely:-

1. This exemption shall remain in operation for the period of one year from the date of Notification published in Govt Gazette.
2. Every employee working in the establishment shall be given one-day holiday in a week without making any deductions from his/her wages on account thereof and list of the time table of such holidays for a month shall be placed on the notice board in advance.
3. Every employee shall be given a rest period of one hour after 5 hours of continuous work.
4. No employee shall be required to work for more than 10 hours in a day or 48 hours in a week.
5. If the establishment remains open after 10.00 pm on any day, adequate safety and security arrangements shall be ensured for employees and visitors.
6. As establishments are being given permission to be open for all days new staff shall be appointed for the extended timing.
7. Female employees shall be provided separate locker, security and rest rooms at the work place.
8. Every employer employing women employees shall constitute Internal Complaint Committee against sexual harassment of women under the Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013 (Central Act, 14 of 2013) and the said Committee shall be operative.
9. Female employee will not be allowed to work after 8.00 P.M. Their written consent in this regard shall be taken as adequate safety and security arrangements of female employees shall be made during working hours and it shall be ensured that they safely reach home after their work is over.

10. The Prevention of The Child and Adolescent Labour (Prohibition and Regulation) Act 1986, as amended from time to time, shall be implemented in the establishments.
11. The employees shall be provided all the facilities mentioned in the relevant labour laws.
12. Consent letter shall be taken from the employees and it should be kept as record in the establishments.
13. The spread over of an employee shall not exceed 12 hours in a day.
14. Employee shall be given national and festival holidays with wages.
15. The wages including overtime wages of the employees shall be credited to their saving bank account.
16. In addition to these terms and conditions, all the provisions of the Act and other relevant Laws shall be applicable to the establishment.
17. In case of violation of any of the above terms and conditions or any other provision of the Act the exemption shall be cancelled after giving a due opportunity of being heard by the Competent Authority.

Dated, Chandigarh: 12.06.2025

Manvesh Singh Sidhu, IAS
Secretary, Government of Punjab,
Department of Labour.

Endst. No. LabOPSCA/2/2024-SL/ 496

Dated, Chandigarh, the 17/6/25

A copy of above is forwarded to the Controller, Department of Printing & Stationary, Punjab to print this notification in ordinary gazette and to send 30 printed copies to this department.

Harjeet Singh
Superintendent

Endst. No. LabOPSCA/2/2024-SL/ 497

Dated, Chandigarh, the 17/6/25

A copy of above is forwarded to the Labour Commissioner cum Director of Factories, Punjab to circulate copies of this notification to all the concerned officers for information and necessary action.

Harjeet Singh
Superintendent



राष्ट्रीय राजधानी क्षेत्र दिल्ली सरकार
महिला एवं बाल विकास विभाग
(महिला सशक्तिकरण प्रकोष्ठ)

सार्वजनिक सूचना

कार्यस्थल पर महिलाओं का यौन उत्पीड़न (निवारण, प्रतिषेध और प्रतितोष) अधिनियम, 2013
प्रत्येक महिला को कार्यस्थल पर यौन उत्पीड़न से मुक्त, सुरक्षित और सम्मानजनक वातावरण का अधिकार सुनिश्चित करता है। यह अधिनियम संगठित व असंगठित क्षेत्र, सार्वजनिक व निजी संस्थानों—सभी पर समान रूप से लागू होता है, चाहे महिला का पद, भूमिका या सेवा की स्थिति कोई भी हो। घरेलू कामगार महिलाएं भी इस अधिनियम के दायरे में आती हैं।

शिकायत निवारण तंत्र को और अधिक प्रभावी बनाने के लिए भारत सरकार ने **SHe-Box (Sexual Harassment Electronic Box)** नामक एक ऑनलाइन प्लेटफॉर्म शुरू किया है, जो महिलाओं को कार्यस्थल पर यौन उत्पीड़न से संबंधित शिकायतें दर्ज करने के लिए एक 'सिंगल-विंडो' सुविधा प्रदान करता है। दर्ज की गई शिकायत सीधे संबंधित प्राधिकरण को अग्रेषित की जाती है ताकि शीघ्र कार्रवाई सुनिश्चित हो सके।

सभी सार्वजनिक क्षेत्र के उपक्रमों, निजी क्षेत्र की संस्थाओं तथा उनके अधीनस्थ कार्यालयों को अनिवार्य रूप से **SHe-Box पोर्टल** पर अपने संगठन की जानकारी पंजीकृत करनी होगी, जिससे शिकायत दर्ज करने और समाधान की प्रक्रिया को सरल और पारदर्शी बनाया जा सके, साथ ही डेटा संग्रहण हेतु एक केंद्रीय भंडार भी सुनिश्चित किया जा सके।

माननीय सर्वोच्च न्यायालय द्वारा पारित नागरिक अपील *औरेलियानो फर्नांडिस vs. राज्य गोवा एवं अन्य* के आदेशों के अनुपालन में, सभी संबंधित निजी क्षेत्र की संस्थाओं को यह कानूनी दायित्व यथाशीघ्र पूरा करना अनिवार्य है, ताकि महिलाओं के लिए एक सुरक्षित और सम्मानजनक कार्यस्थल सुनिश्चित किया जा सके।

पंजीकरण हेतु कृपया विज़िट करें: <https://shebox.wcd.gov.in>

हस्ताक्षरित
निदेशक

Humra Khalid

Deputy Director
WEC/Mission Shakti
Dept. of Women & Child Development
Govt. of NCT of Delhi
ISBT, Building, Kashmere Gate, Delhi-110006



**GOVERNMENT OF NCT OF DELHI
DEPARTMENT OF WOMEN AND CHILD DEVELOPMENT
(Women Empowerment Cell)**

PUBLIC NOTICE

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 safeguards the right of every woman to a safe and secure working environment, free from sexual harassment. The Act applies universally—across organized and unorganized sectors, public and private organizations—regardless of woman's role, employment status or hierarchy. It also extends protection to domestic workers.

To strengthen the redressal mechanism, the Government of India has introduced the **Sexual Harassment Electronic Box (SHe-Box)** — an online platform offering single-window access for women to file complaints related to sexual harassment at the workplace. Upon submission, the complaint is forwarded directly to the appropriate authority for prompt action. All public sector organizations, private sector entities and their subordinate offices are mandated to register their organizational details on the SHe-Box portal to enable seamless complaint filing and resolution and for maintaining a repository for data.

All concerned private sector organizations are hereby directed to comply with this mandatory requirement in compliance with the orders of Hon'ble Apex Court in the Civil Appeal titled '*Aureliano Fernandes Vs. State of Goa & Ors*' at the earliest, to uphold the law and to contribute to a safer and more respectful workplace for women.

To register, please visit: <https://shebox.wcd.gov.in>


Humra Khalid
Deputy Director
V.L. Bhargava Centre
Dept. of Women and Child Development
ISBT, Building, Connaught Place, New Delhi-110028

**Sd/-
Director**

राजस्थान सरकार
कार्यालय जिला कलक्टर एवं जिला मजिस्ट्रेट, जयपुर

फोन नम्बर -0141-2200119, ईमेल आईडी-JAIPUR.WCD@RAJASTHAN.GOV.IN

सार्वजनिक सूचना

सर्व साधारण को सूचित किया जाता है कि भारत सरकार, महिला एवं बाल विकास मंत्रालय के द्वारा महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध एवं प्रतिरोध) अधिनियम, 2013 (2013 का केन्द्रीय अधिनियम संख्या-14) पूर्व में लागू किया जा चुका है (अधिनियम वेबसाइट www.wcd.nic.in तथा www.wcd.rajasthan.in पर उपलब्ध है)। अधिनियम के अध्याय - II की धारा 4(1) के अनुसार प्रत्येक नियोक्ता (विभाग, उद्यम, संस्थानों, कार्यालय, आदि तथा वह सभी स्थान जो कार्यस्थल के रूप में हैं) को अपने कार्यस्थल के लिए एक आंतरिक शिकायत समिति का गठन किया जाना आवश्यक है। ऐसे कार्यालय/प्रशासनिक इकाई जिनके कार्यस्थल विभिन्न संभागों अथवा उपखण्ड स्तर पर स्थित हैं, आंतरिक शिकायत समिति का गठन प्रत्येक कार्यालय (जहाँ पर 10 या 10 से अधिक कार्मिक कार्यरत हों) अथवा प्रशासनिक इकाई पर किया जाना आवश्यक है। साथ ही कार्यस्थल पर आंतरिक समिति गठन का आदेश (जिसमें अध्यक्ष, सदस्यों के नाम, मोबाईल नम्बर होना आवश्यक है) प्रदर्शित करना अनिवार्य है।

इस संबंध में <https://shebox.wcd.gov.in> पर सभी निजी संस्थानों (जहाँ पर 10 या 10 से अधिक कार्मिक कार्यरत हों) एवं सभी राजकीय/केन्द्रीय कार्यालय/विभाग/सार्वजनिक क्षेत्र उपक्रम/बैंक आदि को पंजीयन करना अनिवार्य है। साथ ही कार्यालय में गठित आंतरिक शिकायत समिति की सूचना पोर्टल पर इन्द्राज किया जाना है। उक्त कार्य विज्ञप्ति प्रकाशित होने के 15 दिवस की अवधि में पूर्ण करना अनिवार्य है। महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध एवं प्रतिरोध) अधिनियम, 2013 एवं उपरोक्त निर्देशों की पूर्ण अनुपालना नहीं होने की स्थिति में अधिनियम 2013 के अनुसार दंडित तथा शास्ती प्रतिरोपित की जावेगी।

नियोक्ता द्वारा अधिनियम के अंतर्गत कार्यशालाएँ एवं जागरूकता कार्यक्रमों का आयोजन करना तथा वार्षिक रिपोर्ट जिला कलक्टर, जयपुर/उपनिदेशक, महिला अधिकारिता, जयपुर कक्ष-206, कलेक्ट्रेट, कैम्पस में भिजवाना अनिवार्य है।

वन स्टॉप सेन्टर

यह केन्द्र आर.डी.बी.पी. जयपुरिया अस्पताल, टोंक रोड, जयपुर एवं आमेर मुख्यालय पर 24 घंटे संचालित है। यहाँ पर किसी भी प्रकार की हिंसा से पीड़ित महिलाओं हेतु निःशुल्क परामर्श सेवाएँ, चिकित्सा सुविधा, न्यायिक सहायता, पुलिस सहायता तथा अस्थायी आश्रय सुविधाएँ उपलब्ध हैं। दूरभाष नम्बर-वन स्टॉप सेन्टर, जयपुरिया 0141-2553764, वन स्टॉप सेन्टर, आमेर 8208935322।

महिला हेल्पलाइन-181 :

महिलाओं/बालिकाओं की सहायता (सलाह, सुझाव, सूचना, मार्गदर्शन) हेतु राज्य में महिला हेल्पलाइन-181 सेवा भी 24 घंटे संचालित है। दूरभाष नम्बर-181

पन्नाघाय सुरक्षा एवं सम्मान केन्द्र / तेरे-मेरे सपने (विवाह पूर्व संवाद केन्द्र)

कलेक्ट्रेट परिसर, जयपुर में शहरी क्षेत्र व ग्रामीण की महिलाओं की मानसिक, शारीरिक, आर्थिक व सामाजिक समस्याओं को सुनने, समस्या का समाधान करने एवं परामर्श सुविधा के लिए तथा Individual Couples को मानसिक स्वास्थ्य, जेण्डर समानता, विवाह में Communication and Conflict Resolutions पर विवाह पूर्व मार्गदर्शन प्रदान करने हेतु पन्नाघाय सुरक्षा एवं सम्मान केन्द्र/तेरे-मेरे सपने (विवाह पूर्व संवाद केन्द्र) संचालित है।

दूरभाष नम्बर- 0141-2945546

महिला सुरक्षा एवं सलाह केन्द्र :

हिंसा/उत्पीड़न की शिकार महिला को परामर्श सेवाएँ, चिकित्सकीय, पुलिस एवं विधिक जैसी सुविधाएँ निःशुल्क उपलब्ध करवाई जा रही हैं। वर्तमान में प्रत्येक पुलिस सर्किल में महिला एवं सुरक्षा केन्द्र पुलिस थानों में संचालित है।

आज्ञा से

(डॉ राजेश डोगीवाल)
उपनिदेशक
महिला अधिकारिता, जयपुर

(डॉ. जितेन्द्र कुमार सोनी)
जिला कलक्टर
जयपुर



ABSTRACT

Women Welfare – Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Central Act 14 of 2013) – Standard Operating Procedure for the Implementation of the Act – Approved – Orders Issued.

Social Welfare and Women Empowerment (SW3-2) Department

G.O.(Ms) No.64

Dated 18.06.2025

விசுவாச, ஆணி 4,
திருவள்ளூர்வராண்டு, 2056.

Read:

1. G.O.(Ms) No.80, Social Welfare and Nutritious Meal Programme Department, dated 11.11.2016.
2. G.O.(D) No.249, Social Welfare and Nutritious Meal Programme Department, dated 23.11.2017.
3. From the Commissioner of Social Welfare Letter Roc.No.433768/SHEW/2024, dated 29.11.2024, 02.01.2025 and 24.03.2025.

ORDER:

The Government of India has enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Central Act 14 of 2013) to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment.

2. In the Government Order first read above, the District Collectors were appointed as District Officers under section 5 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to exercise powers or discharge functions under the Act in respect of their districts. In the Government Order second read above, the Commissioner of Social Welfare was appointed as State Nodal Officer to oversee the implementation of the Sexual Harassment of

Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in the State.

3. The Commissioner of Social Welfare in her letter third read above has sent a draft Standard Operating Procedures for implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to the Government for approval.

4. The Government after careful examination of the above proposal of the Commissioner of Social Welfare and approve the Standard Operating Procedures (SOP) annexed to this order for the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Government also direct that the Standard Operating Procedures shall be followed by all the Departments/ Establishments in the State for proper and effective implementation of the said Act.

(BY ORDER OF THE GOVERNOR)

Jayashree Muralidharan
Secretary to Government

To

All Additional Chief Secretaries / Principal Secretaries /
Secretaries of all Departments of Secretariat, Chennai - 9.
The Commissioner of Social Welfare, Chennai - 5.
All District Collectors.

Copy to:-

The Special Personal Assistant to the Hon'ble Minister,
Social Welfare and Women Empowerment Department,
Secretariat, Chennai-9.
The Private Secretary to Secretary to Government,
Social Welfare and Women Empowerment Department, Chennai -9.
The Social Welfare and Women Empowerment (SW2) Department,
Secretariat, Chennai-9.
Stock File / Spare Copy.

//Forwarded by Order //

A. D. M. 18/01/2025
Section Officer
B.S.
18.06.2025

**Annexure to G.O.(Ms) No.64, Social Welfare and Women
Empowerment Department, dated 18.06.2025**

**STANDARD OPERATING PROCEDURE FOR IMPLEMENTATION OF
THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013
(Central Act 14 of 2013)**

I. INTRODUCTION:-

1. A safe workplace is a woman's legal right. Indeed, the Constitutional doctrine of fundamental rights of equality and personal liberty is enshrined in Articles 14, 15 and 21 of the Constitution of India. These Articles ensure a person's fundamental rights to equal protection under the law, to live a life, free from discrimination on any ground and to protection of life and personal liberty. The United Nation Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), was adopted by the United Nation General Assembly in 1979 and ratified by India. Often described as an International Bill of Rights for Women, it calls for the equality of women and men in terms of human rights and fundamental freedoms in the political, economic, social, cultural and civil spheres. It underlines that discrimination and attacks on women's dignity violate the principle of equality of rights.
 2. Sexual harassment constitutes a gross violation of women's right to equality and dignity. It has its roots in patriarchy and its attendant perception that men are superior to women and that some forms of violence against women are acceptable. One of these is workplace sexual harassment, which views various forms of such harassment, as harmless and trivial. Often, it is excused as 'natural' male behaviour or 'harmless flirtation' which women "enjoy". Contrary to these perceptions, it causes serious harm to women and is also a strong manifestation of sex discrimination at the workplace. Not only it is an infringement of the fundamental rights of a woman, it erodes equality and puts the dignity and the physical and psychological well-being of workers at risk. This leads to poor productivity and a negative impact on lives and livelihoods.
 3. The Government of India enacted legislation the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Central Act 14 of 2013), herein after referred as the 'POSH Act' in compliance with our international commitments and framed Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 under the POSH Act. However, nearly a
-

decade, after the enactment of the Act, there continue to exist several queries and doubts with regard to the intent of the POSH Act, procedures to be followed and actions to be taken as per the POSH Act. Hence, to provide clarity, the present Standard Operating Procedures have been formulated by the Government of Tamil Nadu.

II. SCOPE AND PURPOSE:-

4. The purpose of this Standard Operating Procedure (SOP) is to provide clear guidelines for implementation of the POSH Act in Tamil Nadu. While the POSH Act came into force in 2013, confusion remains among stakeholders regarding their roles and responsibilities regarding in implementation of the POSH Act across workplaces in the State. This Standard Operating Procedure aims to eliminate this confusion and streamline the process.
5. This Standard Operating Procedure covers various aspects, including actions to be taken for prevention of sexual harassment, grievance redressal including formation of Internal Complaints Committee (ICC) under section 4 of the POSH Act, receipt of complaints as per section 9 of the POSH Act, Inquiry under section 11 of the Act and relief possible under section 15 of the POSH Act respectfully and statutory filings under the POSH Act.
6. The objective of this Standard Operating Procedure is to ensure all involved parties have an user-friendly tool that clarifies their roles, improves co-ordination and enhances efforts to prevent sexual harassment of women at workplace and provide effective redressal in Tamil Nadu. The Government of Tamil Nadu aims to create a State where every woman is empowered to join the workforce and has the belief and trust that her grievances will be redressed.

III. LEGAL FRAMEWORK INVOLVED

7. There are two aspects involved with regard to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 - (i) Prevention and (ii) Redressal.
8. For the first aspect of prevention, the Act has left it to the discretion of every State to take steps for publicising and sensitisation regarding the POSH Act.
9. It may be noted that other laws, particularly the labour laws like the Factories Act, 1948 (Central Act 63 of 1948), the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947), the Payment of Wages Act, 1936 (Central Act 04 of 1936), the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Equal Remuneration Act, 1976 (Central Act 25 of 1976) and the new Labour Codes are also instrumental in preventing instances of sexual harassment of women at workplace. Effective implementation

of labour laws like the Factories Act and its Rules or the Tamil Nadu Shops and Establishments Act, which have detailed guidelines on conditions in which women workers should be employed, will enable creation of a workspace that is safe for women and thus, help achieve the objective of prevention of sexual harassment at workplace. It is important to note that every law must be interpreted in a manner that ensures prevention of sexual harassment of women at workplace. For example, the Factories Rules requires transportation to be provided to women who work night shift, adequate lighting around the workplace, access to sanitation facilities etc. Providing safe access to this infrastructure will reduce the possibilities of sexual harassment and provide some measure of protection to the women.

10. With regard to the second aspect of Redressal, it may be noted that the redressal of an incident of sexual harassment can be addressed through civil remedies and through criminal remedies. The civil remedy is through the redressal mechanism detailed in the Act. The criminal relief is submitting a complaint under the Bharatiya Nyaya Sanhita and the Tamil Nadu Prohibition of Harassment of Women Act, 1998. (Tamil Nadu Act 44 of 1998). The civil and criminal relief are parallel remedies that the aggrieved woman as defined in section 2(a) of the POSH Act may prefer and both the civil and criminal remedies can be parallelly pursued by her.

IV. STAKEHOLDERS INVOLVED,-

11. There are several stakeholders involved in the prevention and redressal of sexual harassment of women at workplace from both Government, employer and civil society. They are as follows:-

- (i) Employer
- (ii) District Collector
- (iii) Block Development Officer (BDO)
- (iv) Non-Governmental Organizations involved in sensitisation and education about the Prevention of Sexual Harassment Act, 2013 (Central Act 14 of 2013).
- (v) Inspector of Factories
- (vi) Social Welfare Department
- (vii) Labour Department
- (viii) Directorate of Industrial Safety & Health
- (ix) District Judiciary

V. PREVENTION MEASURES TO BE TAKEN

12. The Labour laws like the Factories Act, 1948 (Central Act 62 of 1948), the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947), the Payment of Wages Act, 1936 (Central Act 04 of 1936), the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Equal Remuneration Act, 1976 (Central Act 25 of 1976) etc. provide detailed legal frameworks for providing a safe workplace for women. Therefore, effective implementation of those safeguards under labour law will improve the safety of women at workplace.
13. Apart from these statutory requirements, companies may also have their internal Human Resources policies that require creation of a safe workspace for women. Therefore, employers will be required to comply with the same in addition to the safeguards as required under various laws.
14. Every employer has a duty to create a safe working space for women under section 19 of the POSH Act. This includes the following:-
 - (i) Must ensure respect for the dignity of women at the workplace;
 - (ii) Ensure gender-sensitive work conditions (rest breaks, health and hygiene) and transparent, clearly-stated policies (of recruitment, appraisal, promotion, salary increment);
 - (iii) Ensure no hostile work environment towards women at the workplace;
 - (iv) Ensure that service rules treats sexual harassment as a misconduct;
 - (v) Employer must formulate an effective organization-level Policy Statement against Sexual Harassment in alignment with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013;
 - (vi) Communicate effectively to all employees that they have a right to complain and get redressed against sexual harassment, to whom they should complain, and seek justice through redressal mechanism;
 - (vii) Inquiry must be fair, time-bound and reasonable to both the parties, maintaining impartiality and confidentiality.

15. The employer must provide the following in their Human Resource Policy:-

- (i) Declare that sexual harassment shall not be tolerated or condoned under any circumstances (Zero tolerance policy).
- (ii) The policy must inform the employees what actions/behaviour constitutes sexual harassment and it would amount to misconduct under the service rules attracting punishment in a time-bound manner.
- (iii) The policy must encourage all employees to report sexual harassment as early as possible and inform them about the redressal mechanism.
- (iv) Over and above punishment alone, the policy must emphasize the steps taken to prevent sexual harassment and promote a gender-equal workplace.
- (v) Human Resource policy is effective when it is linked to broader policy to promote gender equality and to improve the position of women in all departments, levels and hierarchies in the workplace.
- (vi) Frame the policy by consulting with trade unions or employees representatives/ associations.

16. At this juncture, it is clarified that the Human Resource Policy/ internal policy of a private institution can address sexual harassment of all genders. While the law mandates provisions for prevention of sexual harassment of women, there is no bar in applying these principles to all individuals irrespective of gender.

17. Periodic training.- The employer shall conduct periodic training of existing staff to sensitise and create awareness regarding the zero tolerance policy of the employer.

18. Induction training.- Similarly, the employer shall conduct induction training for new employees where these principles of zero tolerance are explained in great clarity to the new staff as per section 11 of the POSH Act.

V. GRIEVANCE REDRESSAL OF COMPLAINT.-

19. It is important to once again underscore that the aggrieved woman has a right to pursue both criminal and civil remedies (through Local Committee or Internal Complaints Committee) simultaneously. Employers must not prevent the aggrieved woman from approaching the Police, if its her choice.

20. This Standard Operating Procedures will provide the detailed guidelines for addressing a complaint received under the POSH Act, to enable the employer and the State to provide effective redressal. With regard to the criminal complaints, the concerned procedures have been given under criminal law and fall outside the scope of this Standard Operating Procedures.
21. It can be noted that while the methods of prevention may vary industry to industry, once a complaint has been received, the grievance redressal mechanism is uniform for all organisations whether they are factories, shops, educational institutions, Government Departments etc.

VI. SCOPE AND APPLICABILITY OF THE POSH Act FOR REDRESSAL OF COMPLAINTS:-

22. The redressal provisions of the POSH Act are applicable only to women. Therefore, if persons of other genders are seeking redressal of a grievance of sexual harassment at workplace, they may seek redressal under,-
- (i) company policy/Human Resource Policy, if any or
 - (ii) through other civil/criminal remedies.
 - (iii) A transgender person may seek redressal through the Complaints Officer appointed under section 11 of the Transgender Persons (Protection of Rights Act), 2019 (Central Act 40 of 2019).
23. However, it must be noted that while the POSH Act includes minors as defined under section 2(a) of the POSH Act under the definition of an "aggrieved woman", if an allegation that a minor has been sexually harassed is received, then that must be mandatorily reported to the local Police or Special Juvenile Police Unit as per section 19 of the Protection of Children from Sexual Offences Act, 2012 (Central Act 32 of 2012) herein after called as "POCSO Act". The failure to report this offence against a minor is an offence under section 21 of the POCSO Act with a punishment of imprisonment upto six months and fine.

VII. WHAT IS A WORKPLACE?-

24. Section 2(o) and section 2(p) of the POSH Act enumerates the places that constitute a workplace under that Act. It is an inclusive definition which means that other places which are similar to those enumerated will also be included within the definition of "workplace".

25. As per the said definitions, the following are included under the POSH Act:-

- (i) Department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government; or
- (ii) the local authority; or
- (iii) a Government Company or a Corporation or
- (iv) a Co-operative society;
- (v) private sector organisation or institution, establishment, society, trust, Non-Governmental Organization carrying on –
 - (a) Commercial
 - (b) Professional
 - (c) Vocational
 - (d) Educational like coaching institutes
 - (e) Entertainment
 - (f) Industrial
 - (g) Health
 - (h) Financial activities including production, supply, sale, distribution or service.
- (vi) hospitals or nursing homes
- (vii) sports institute, stadium, sports complex or competition or games venue used for training, sports or other activities relating to it.
- (viii) dwelling place or house.
- (ix) any place visited by the employee arising out of or during the course of employment including transportation by the employer for such journey. Thus, it is not limited to a specific office site. A site visit, property inspection, company guesthouse, residences, hostels or mess under the control of the employer, company bus or car are all within the definition of workplace.
- (x) unorganised sector where less than 10 persons work and are engaged in production or sale of goods or providing services of any kind. Ex. domestic worker/house help, agricultural worker, coolie, street vendors etc.

26. Apart from the above list of places defined under the POSH Act, online harassment can also be included under the scope of the POSH Act since the definition is inclusive and not limited to the physical workplaces enumerated in the definition.

VIII. WHO IS AN EMPLOYER?-

27. As per section 2(g) of the POSH Act, an "employer" means -

- (i) With regard to a Government organisation, Department or local authority, the person who heads that organisation as may be specified by an order.
- (ii) In a private organisation, any person who is responsible for control, management and supervision of the workplace.
- (iii) A person contractually obligated with respect to their employees in the Government or private sector.
- (iv) for a domestic worker, the person or household that benefits from the work of the domestic worker.

IX. WHO IS AN EMPLOYEE?

28. An employee has been defined under section 2(f) of the POSH Act as any person -

- (i) regular
- (ii) temporary
- (iii) adhoc or daily wage
- (iv) working indirectly or through an agent, contract worker
- (v) volunteer or others working without remuneration
- (vi) probationer, trainee, apprentice or called by any other name.

X. WHO IS AN AGGRIEVED WOMAN?-

29. Section 2(a) of the POSH Act, defines the term "aggrieved woman" as follows:-

- (i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent.

30. This definition extends protection to women in a range of circumstances, such as:-

- (i) **Working Women:** Women employed at any workplace whether permanent, contract staff like daily wage workers, contract employees, badli workers, consultants, Nominal Muster Roll workers, Scheme Employees etc.
- (ii) **Non-Employees:** Women who are not directly employed, like interns, apprentices, trainees, visitors, volunteers, clients, customers, students, research scholars etc.
- (iii) **Domestic Workers:** Women working in a household setting.
- (iv) **Minors:** a minor can submit a complaint under POSH Act but the same must be mandatorily reported by the Internal Complaints Committee /Local Committee to the local police immediately as per the POCSO Act.

XI. WHAT CONSTITUTE SEXUAL HARASSMENT?,-

31. "Sexual Harassment" as defined under section 2(n) of the Act includes anyone or more of the following unwelcome acts or behaviour (whether directly or by implication), namely:

- (i) Physical contact or advances;
- (ii) A demand or request for sexual favours;
- (iii) Making sexually coloured remarks;
- (iv) Showing pornography;
- (v) Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature
- (vi) Any implied or explicit promise of preferential treatment
- (vii) Any implied or explicit threat of detrimental treatment in her employment
- (viii) Creating an intimidating or offensive or hostile work environment
- (ix) Humiliating treatment likely to affect her health or safety.

32. Consent is the most important determinant of sexual harassment. Even if a woman had consented to a relationship, friendship, date, dinner, meal, if a woman has indicated either in words or through actions that she is uncomfortable or does not wish to continue to be in that romantic relationship or be friends, the respondent must stop their actions immediately. Any further communication or interactions after the woman has indicated her disinterest or change of mind, is a form of sexual harassment.
33. It is to be noted that all communications or actions cannot become sexual harassment, it is the context that determines it. An accidental physical contact will not constitute sexual harassment. Routine reviews, performance review, strict deadlines etc cannot be taken as sexual harassment. Similarly, if unacceptable language is used or bias or prejudice is shown that is not sexual in nature, that may be a form of discrimination but will not be sexual harassment. For example, if a manager believes that men are better managers than women and chooses to favour men over women, that is a form of gender discrimination but would not attract the provisions of the POSH Act.

XII. FORMATION OF INTERNAL COMPLAINTS COMMITTEE/LOCAL COMMITTEE.-

34. The POSH Act provides for two kinds of grievance redressal mechanisms: Internal Complaints Committee (ICC) and Local Committee (LC). They are quasi-judicial bodies.
35. Both Committees must have 50 percent representation of women. Internal Complaints Committee or Local Committee members will hold their position not exceeding three years from the date of their nomination or appointment.
36. The Local Committee as per section 7 of the POSH Act should be formed at the District level and is headed by the Collector. The Internal Complaints Committee as per section 4 of the POSH Act should be formed by every employer at every workplace or administrative unit. For example, if a company has an office in three locations, then an Internal Complaints Committee should be formed at every location.
37. Formation of Local Committee and Nodal Officers: The Local Committee in Tamil Nadu is headed by the Collector of every respective District. The Government have appointed 92 Nodal Officers in Revenue Divisions, 289 Nodal Officers in Taluk, 350 Nodal Officers in the Block offices, 55 nodal officers have been appointed in Corporation zones, 19 Nodal Officers have been assigned in the Wards, 128 Nodal Officers were appointed in the Municipalities, 114 Nodal Officers have been appointed in the Town Panchayat. Totally 1,047 nodal officers have been appointed.

38. The Nodal Officers collect the complaints received and forward the same to the Local Committee.
39. Members of Local Committee: The Local Committee members are nominated by the District Officer, i.e., the Collector. The members consists of the following persons who are appointed for a period not exceeding three years –
 Chairperson – eminent woman in the field of social work and committed to the cause of women;
 One member from women working in the Block, Taluk, Ward etc;
 Two Non-Governmental Organization members of whom one will be a woman. They will be nominated from amongst a Non Governmental Organisation working with cause of women or familiar with the Issues of sexual harassment;
 Ex-officio member – District Social Welfare Officer
 Of the members to be nominated, at least one person should have a legal background and at least one person should be from Scheduled Caste/Scheduled Tribes/Other Backward Class or minority community.
40. Formation of Internal Complaints Committee: An Internal complaints Committee under section 4 of the POSH Act should be formed for every workplace and the committee members appointed shall have a term of not exceeding three years. Half of the persons nominated must be women. The Committee shall consist of the following members: –
 Presiding officer, who shall be a woman from a senior level at workplace from among the employees. If not available then the Presiding Officer shall be nominated from other offices or administrative units of such workplace.
 Not less than two members from employees who have legal knowledge or social work experience.
 One member from Non-Governmental Organization background committed to the cause of women or who have had experience in social work or have legal knowledge.
41. Jurisdiction of Local Committee or Internal Complaints Committee–
 The jurisdiction of the Local Committee and Internal Complaints Committee to receive complaints are as follows –

| <u>Local Committee</u> | <u>Internal Complaints Committee</u> |
|---|--|
| (i) When no Internal Complaints Committee has been constituted like | If the Internal Complaints Committee has been constituted for the workplace. |

| | |
|--|--|
| in informal employment, small scale employment, domestic work etc. | |
| (ii) Complaint is against the employer themselves. | |

42. Payment of fees and allowances- The Members of the Internal Complaints Committee / Local Committee shall be paid a minimum of rupees two hundred as allowance per sitting per day along with travel expenses.
43. The Local Committee and Internal Complaints Committee, while making an inquiry into a complaint received, will exercise the powers of the Civil Court for the following matters:-
- (i) Summoning and enforcing attendance of any person and examining on oath and
 - (ii) Requiring discovery and production of documents

XIII. COMPLAINT.-

44. A complaint under section 9 of the POSH Act regarding sexual harassment can be submitted by any of the following persons:-
- (i) Aggrieved woman;
 - (ii) Any person having knowledge of the incident with written consent of aggrieved woman;
 - (iii) If the aggrieved woman is physically incapacitated, then her relative or friend, co-worker, Officer from State Commission for Women or National Commission for Women or with aggrieved woman's written consent;
 - (iv) If the aggrieved woman is mentally incapacitated, then her relative or friend, special educator, qualified psychiatrist, guardian or Authority under whose control she is;
 - (v) If she is dead, through her legal heirs or any person having knowledge of the incident with written consent of legal heirs.
45. An anonymous complaint cannot be considered under the POSH Act. While a complaint is submitted through complaint boxes/She-Box, the complaint should need to be signed with identification details provided so the Committee can conduct it's inquiry.

46. The complaint submitted by any of the persons identified above should be in writing. It can either be submitted in writing or it can be reduced into writing by a member of the Internal Complaints Committee or Local Committee.
47. A complaint shall be submitted with six copies of the complaint and the documents relied upon. The complaint shall contain the following details as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013:-
- (i) Complainant's name and address.
 - (ii) Respondent's name and address
 - (iii) Date and time of specific events of sexual harassment.
 - (iv) Witness details like name and address, if any.
 - (v) Documents and evidence supporting the complaint.
48. While the aggrieved woman must be a woman, the Respondent can be of any gender. Therefore, an Internal Complaints Committee or Local Committee can hear complaints of sexual harassment against men, women or transgenders.
49. Time-limit:- Under the POSH Act, the complaint shall be submitted within three months from the date of the incident or the last date of the incident if it has been a series of events. The Local Committee or Internal Complaints Committee can extend the time limit by a further time of three months, if it is satisfied that there were a reasonable grounds for the delay. Therefore, a complaint shall be filed within a maximum period of six months from the date of the incident.
50. Any complaint received shall be addressed within ninety days from the receipt of the complaint.

XIV. Inquiry mechanism as enumerated under section 11 of the POSH Act:-

Step I - Inquiry - Conciliation as per section 10 of the POSH Act:-

51. Upon receipt of a complaint, if the aggrieved woman wants to settle and mediate the matter, then the Local Committee or Internal Complaints Committee shall attempt conciliation between the parties and record the settlement, if any, between the parties. No

money can be paid as a form of conciliation. Conciliation can be attempted only at the request of the aggrieved woman.

52. The settlement, as reached between the aggrieved woman and the respondent shall be reduced into writing and a copy of the same shall be provided to both parties, i.e., the aggrieved woman and the respondent. If conciliation fails, then the inquiry can be proceeded with. However, if conciliation is success, then no inquiry into the complaint can be conducted by the Local Committee or Internal Complaints Committee.
53. If the aggrieved woman finds that the respondent has not abide by/complied with any of the terms of the settlement, then the aggrieved woman is entitled to seek inquiry into her complaint.

Step II – Procedure for Inquiry as per section 11 of the POSH Act:-

54. Once a complaint has been received by the Local Committee or Internal Complaints Committee and the aggrieved woman does not want to attempt conciliation, the following are the possible actions to be taken by the Local Committee or Internal Complaints Committee:-

| | |
|--|---|
| Respondent is employee | (i) Take action as per Service Rules. (ii) No Service Rules, then follow principles of natural justice. |
| Respondent is not an employee (third party harassment) | (i) Inform the Respondent's employer and seek their cooperation to conduct their IC proceedings against the Respondent. (ii) If the respondent is not an employee, forward to the jurisdictional Local Committee. (iii) Assist the complainant with criminal complaint with the jurisdictional police station, if the complainant so chooses. |
| Complaint to Local Committee | The Local Committee shall forward the complaint to jurisdictional police station for registering case under the criminal laws, if case is prima facie, made out. |

55. A copy of her written complaint along with documents, if any, must be forwarded to the Respondent within seven days of receipt of complaint.

56. The Respondent shall be given ten days to provide their written response along with any documents and witnesses that the Respondent may rely upon. A copy of this response and documents shall be provided to the complainant to obtain their response.

Step III - Interim orders pending inquiry, if any.-

57. The Local Committee or Internal Complaints Committee have the powers to recommend for actions to be taken by the employer during the pendency of the complaint. This power can be exercised by Local Committee or Internal Complaints Committee only on a written request of the aggrieved woman seeking some protection/relief pending inquiry. The intention is to protect the aggrieved woman or the witnesses from any threats or adverse actions for submitting a complaints.

58. If the Local Committee or Internal Complaints Committee finds merit in the written request of the aggrieved woman, the Local Committee or Internal Complaints Committee has the power to direct the employer to take the following actions:-

- (i) Transfer the aggrieved woman or the respondent to any other workplace.
- (ii) Grant leave to aggrieved woman upto a period of three months. This leave shall be in addition to the leave that she is otherwise entitled as per the Service Rules or Human Resource Policy.
- (iii) Restrain the respondent from reporting on the work performance of the aggrieved woman or writing her confidential report, and assign the same to another Officer;
- (iv) Restrain the respondent in case of an educational institution from supervising any academic activity of the aggrieved woman.

59. Once the Local Committee or Internal Complaints Committee submits a recommendation to the employer for any interim relief, the employer must comply and implement the recommendations and submit report of compliance to the Local Committee or Internal Complaints Committee.

Step IV – Conducting Inquiry.-

60. The Local Committee or Internal Complaints Committee has the powers of the Civil Court when they are conducting inquiry. Therefore, they have the powers to enforce the produce of

documents from the employer, respondent, aggrieved woman and also enforce the appearance of witnesses, if any.

61. When the complainant is required to be present before the Local Committee / Internal Complaints Committee, notice shall be issued to the Complainant informing her as to the date, time and location of the hearing. If the complainant does not appear, then a second notice shall be issued in the same format. If the complainant does not appear for the second notice, a third notice shall be sent calling upon the complainant to appear.
62. If the complainant does not appear for three consecutive hearings, then a notice must be sent to the complainant informing that if the complainant fails to appear at the next hearing, the inquiry will be terminated due to her non-appearance. Fifteen days advance notice shall be provided while issuing this notice.
63. Similarly, if the Respondent does not appear for three consecutive hearings, then a notice of ex-parte proceedings must be issued fifteen days in advance. In an ex-parte proceedings, the respondent shall not be permitted to present their version and the Internal Complaints Committee /Local Committee shall decide on the basis of the material available before them.
64. There is no requirement for the Respondent and the aggrieved woman to be present together at the same time before the Local Committee /Internal Complaints Committee. If the Respondent wishes to cross examine the aggrieved woman or any of the witnesses, the respondent can submit their list of questions to the Internal Complaints Committee /Local Committee or nominate anyone to conduct the cross on their behalf.
65. It is the discretion of the Internal Complaints Committee /Local Committee to ask the questions submitted by the Respondent. If the Internal Complaints Committee /Local Committee are of the opinion that the questions submitted are irrelevant or repetitive, they may limit the questions asked to the witness or complainant and record their reasons for doing so.
66. Similarly, the witnesses relied upon by the Respondent shall be called before the Internal Complaints Committee /Local Committee and the questions to be asked to these witnesses shall be submitted by the aggrieved woman to the Internal Complaints Committee / Local Committee.
67. The parties are not permitted to engage legal counsel in these proceedings.

68. The Internal Complaints Committee /Local Committee as the case may be, shall conduct the Inquiry as per the Service Rules, if they are applicable or by following the principles of natural justice. To put it very simply, principles of natural justice means that every party shall be given an opportunity to respond to the statements of the other party.

Step V – Inquiry Report as per section 13 of the POSH Act:-

69. Once the Inquiry has been completed, the Internal Complaints Committee /Local Committee shall submit it's Inquiry Report. This Report shall be signed by the Presiding Officer of Internal Complaints Committee /Local Committee.

| Local Committee | District Collector |
|-------------------------------|--|
| Internal Complaints Committee | (i) Two copies to Employer – One copy to forwarded to District Social Welfare Officer (DSWO). (ii) Complainant and Respondent, if both are employees. |

70. The Inquiry Report shall provide a finding regarding the allegations against the Respondent and the submissions made by the parties and witnesses.
71. While preparing the Inquiry Report, the following steps shall be considered:-
- (i) Prepare a detailed timeline of events based on the documents and the witness statements, if any.
 - (ii) Identify the alleged events of sexual harassment
 - (iii) Whether the Respondent is denying the occurrence of the event or the interpretation of the interaction.
 - (iv) Identify from the documents and statements, what portions support or deny the claims of the aggrieved woman and respondent.
72. The Internal Complaints Committee /Local Committee shall note that the standard of evidence required is preponderance of probability, i.e., on a prima facie reading of the complaint and documents available, one can believe that the events took place.

73. The Internal Complaints Committee /Local Committee must note that the standards to be applied when determining whether any alleged action will constitute sexual harassment is the "reasonable woman standard". This means that when an incident has occurred, the test for determining whether that conduct was sexual harassment or not is how a reasonable woman would interpret those actions, not what the man intended through that action. For example, A male manager makes repeated remarks to a female executive about how he is so happy she is in his team because she is so pretty to look at and he can keep looking at her for hours and not get tired of seeing her. The Manager may try to justify this conduct by stating that he is merely paying the woman executive a compliment but when the woman executive feels uncomfortable with such statements, such statements will constitute sexual harassment. Therefore, it is the effect that determines sexual harassment and not the intention of the man.
74. The Internal Complaints Committee /Local Committee shall provide for the following details in their report:-
- (i) Date of receipt of complaint
 - (ii) Date of forwarding to the Respondent
 - (iii) Date of receipt of reply from respondent
 - (iv) Dates when inquiries were held
 - (v) Number of witnesses examined on both sides.
 - (vi) Documents relied upon by each side.
 - (vii) Reasoning for decision taken.
75. The following are the possible recommendations and findings that the Internal Complaints Committee /Local Committee can provide.-

| | |
|--|--|
| Not proved against Respondent under section 13 of the POSH Act | No action against Respondent. |
| Proved against Respondent under section 13 of the POSH Act | <p>(i) If service rules provide, take action as a misconduct now that sexual harassment is proved.</p> <p>(ii) Compensation to the Complainant recoverable from the Respondent.</p> <p>If there are no service rules, the Internal Complaints Committee /Local Committee can recommend,-</p> |

| | |
|---|--|
| | <ul style="list-style-type: none"> (i) written apology, (ii) warning, (iii) reprimand or censure, (iv) withholding of promotion, (v) withholding of pay rise or increments, (vi) terminating the respondent from service (vii) or undergoing a counselling session (viii) or carrying out community service. |
| <p>False complaint given by Complainant. (under section 14 of the POSH Act)</p> | <p>Take action by the employer against the complainant as per service rules.</p> <p>If there are no service rules, the Internal Complaints Committee /Local Committee can recommend,-</p> <ul style="list-style-type: none"> (i) written apology, (ii) warning, (iii) reprimand or censure, (iv) withholding of promotion, (v) withholding of pay rise or increments, (vi) terminating the respondent from service (vii) or undergoing a counselling session or carrying out community service. |
| <p>False testimony by witness (under section 14 of the POSH Act)</p> | <p>If witness is in employment, for employer take action as per service rules.</p> |

76. Finding of false complaint:- The inability to prove allegations is not a false complaint. There must be a specific findings with reasons of the Internal Complaints Committee /Local Committee as to why they are deciding a false complaint has been submitted by the complainant.
77. Determination of compensation: The compensation that can be paid to the aggrieved woman shall be determined by considering the following:-

- (a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;
- (b) the loss in the career opportunity due to the incident of sexual harassment;
- (c) medical expenses incurred by the victim for physical or psychiatric treatment;
- (d) the income and financial status of the respondent;
- (e) feasibility of such payment in lump sum or in instalments.

78. The Employer or District Collector, upon receipt of report, shall take implement the recommendations of the Internal Complaints Committee /Local Committee respectively.

XV. Appeal.-

79. An appeal can be filed as the service rules or before the Appellate Authority under the Industrial Employment (Standing Orders) Act, 1946 (Central Act 20 of 1946) by any person who is,-

- (i) aggrieved by the recommendations of the Internal Complaints Committee /Local Committee;
- (ii) non-implementation of recommendations of Internal Complaints Committee /Local Committee.

80. The appeal shall be filed within ninety days from the date of the Recommendations of Internal Complaints Committee /Local Committee.

XVI. MONITORING AND ANNUAL REPORTS AS PER SECTION 21 OF THE POSH ACT:-

81. The employer shall mandatorily submit an annual report for the period January - December of every year by the 31st January of the next year along with a covering letter and with the details in the format provided below.

82. The Annual Report must contain the following details, namely:-

- (a) Number of complaints received;
- (b) Number of complaints disposed of;
- (c) Number of cases pending for more than 90 days;
- (d) Number of workshops/awareness programmes carried out;
- (e) Nature of action taken by the employer/District Officer;

83. Even withdrawn complaints shall be included in the annual report. If there have been no complaints received, then the same must be indicated in the annual report and filed.
84. The Government, if it is satisfied that it is necessary in public interest or in the interest of women employees, can order the following in writing, -
- (i) direct the employer or Collector to furnish information in writing relating to sexual harassment as may be required;
 - (ii) authorise any officer to conduct inspection of records or workplace and have such a report submitted within a time stipulated.

XVII. PENALTIES AS ENUMERATED UNDER SECTION 26 OF THE POSH ACT-

85. If an employer is found to have committed the following, the employer is liable to pay a penalty of upto Rs.50,000,-
- (i) fails to constitute an Internal Complaints Committee
 - (ii) Fails to act upon the recommendation of an Internal Committee
 - (iii) Fails to file an annual report before the District Officer
 - (iv) Contravene or attempt to contravene or abet the contravention of the Act or Rules.
86. If an employer is convicted for a second time or more, then the following penalties/actions may be taken against the employer,-
- (i) Twice the penalty, i.e., penalty upto Rs. 1,00,000.
 - (ii) Cancellation/ Withdrawal/ Non-renewal of registration /license required for carrying on business or activities.

Jayashree Muralidharan,
Secretary to Government.

//True copy//

A. R. M. 19/06/2025
Section Officer
B-4
15.06.2025

Ministry of Labour & Employment



Cabinet Approves Employment Linked Incentive (ELI) Scheme

Scheme to Enhance Job Creation, Employability and Social Security in all Sectors

Focus on Manufacturing Sector and Incentives for First Timers

First Timers to get one month's wage up to Rs 15,000/- in two installments

Scheme to Support Employment Generation of more than 3.5 Crore Jobs in two Years with an Outlay of Rs one lakh Crore

Posted On: 01 JUL 2025 3:06PM by PIB Delhi

The Union Cabinet chaired by the Prime Minister, Shri Narendra Modi, has approved the Employment Linked Incentive (ELI) Scheme to support employment generation, enhance employability and social security across all sectors, with special focus on the manufacturing sector. Under the Scheme, while the first-time employees will get one month's wage (up to Rs 15,000/-), the employers will be given incentives for a period to two years for generating additional employment, with extended benefits for another two years for the manufacturing sector. The ELI Scheme was announced in the Union Budget 2024-25 as part of PM's package of five schemes to facilitate employment, skilling and other opportunities for 4.1 Crore youth with a total budget outlay of Rs 2 Lakh Crore.

With an outlay of Rs 99,446 Crore, the ELI Scheme aims to incentivize the creation of more than 3.5 Crore jobs in the country, over a period of 2 years. Out of these, 1.92 Crore beneficiaries will be first timers, entering the workforce. The benefits of the Scheme would be applicable to jobs created between 01st August 2025 and 31st July, 2027.

The Scheme consists of two parts with Part A focused on first timers and Part B focused on employers:

Part A: Incentive to First Time Employees:

Targeting first-time employees registered with EPFO, this Part will offer one-month EPF wage up to Rs 15,000 in two installments. Employees with salaries up to Rs 1 lakh will be eligible. The 1st installment will be payable after 6 months of service and the 2nd installment will be payable after 12 months of service and completion of a financial literacy programme by the employee. To encourage the habit of saving, a portion of the incentive will be kept in a savings instrument of deposit account for a fixed period and can be withdrawn by the employee at a later date.

The Part A will benefit around 1.92 crore first time employees.

Part B: Support to Employers:

This part will cover generation of additional employment in all sectors, with a special focus on the manufacturing sector. The employers will get incentives in respect of employees with salaries up to Rs 1 lakh. The Government will incentivize employers, up to Rs 3000 per month, for two years, for each additional employee with sustained employment for at least six months. For the manufacturing sector, incentives will be extended to the 3rd and 4th years as well.

Establishments, which are registered with EPFO, will be required to hire at least two additional employees (for employers with less than 50 employees) or five additional employees (for employers with 50 or more employees), on a sustained basis for at least six months.

The incentive structure will be as under:

| EPF Wage Slabs of Additional Employee (in | Benefit to the Employer (per additional employment per month) |
|--|--|
| Up to Rs 10,000* | Upto Rs 1,000 |
| More than Rs 10,000 and up to Rs 20,000 | Rs 2,000 |
| More than Rs 20,000 (upto salary of Rs 1 Lakh/month) | Rs 3,000 |

**Employees with EPF wages up to Rs. 10,000 will get a proportional incentive.*

This part is expected to incentivize employers for the creation of additional employment of nearly 2.60 crore persons.

Incentive Payment Mechanism:

All payments to the First Time Employees under Part A of the Scheme will be made through DBT (Direct Benefit Transfer) mode using Aadhar Bridge Payment System (ABPS). Payments to the Employers under Part B will be made directly into their PAN-linked Accounts.

With ELI Scheme, the government intends to catalyse job creation in all sectors, particularly in manufacturing sector, besides incentivizing youth joining the workforce for the first time. An important outcome of the Scheme will also be formalization of the country's workforce by extending social security coverage for crores of young men and women.

MJPS/BM

(Release ID: 2141129)

Read this release in: Marathi , Hindi , Hindi , Gujarati , Malayalam



कर्मचारी राज्य बीमा निगम
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
EMPLOYEES' STATE INSURANCE CORPORATION
(Ministry of Labour & Employment, Govt. of India)



मुख्यालय

Headquarters

पंचदीप भवन सी०आई०जी रोड, नई दिल्ली-110002

PANCHDEEP BHAWAN, C.I.G. MARG, NEW DELHI-110 002

Phone: 011-23604700 Email: dir-gen@esic.nic.in

Website: www.esic.nic.in / www.esic.in

No. P-11/12/Agenda/06/2016-Revenue

Date: 01.07.2025

To,

The Regional Director (All) / Joint Director I/C,
Regional office/Sub Regional Office
ESI Corporation.

Subject: **Scheme to Promote Registration of Employers/ Employees (SPREE)**

Sir,

The Employees State Insurance Corporation, in its 196th meeting held on 27.06.2025 has approved a Scheme to promote registration of Factories/Establishments and Employees coverable under the ESI Act, 1948.

Under the provisions of the Act, the employers are required to register the Factory/Establishments under the ESI Act within 15 days after the Act becomes applicable to the unit and also required to register their employees.

However, some of the employers as well as employees may have been left out from the coverage under the ESI Act. To encourage such employers to cover themselves under the Act without any botheration of retrospective coverage and punitive action, the SPREE scheme as a one-time opportunity has been launched.

The Scheme will remain open for a period of six months from 1st July 2025 to 31st December, 2025.

The scheme has the following features:

1. The employers registering during the period will be treated as covered from the date of registration or the date as declared by them.
2. The newly registered employees shall be treated as covered from the date of their registration.
3. This will not have any bearing on actions taken/required under ESI Act, if any, prior to 1st July, 2025.

All the employers /employees may be informed to avail this opportunity & ensure that all the units /employees coverable under the ESI Act are registered availing this one-time benefit of the Scheme. All necessary support may be extended to employers in online registration of their units and employees.

The Scheme may be brought to the notice of all Employers and Employees Association through outreach activities/meetings, seminars etc.

Wide publicity of the scheme may also be given through local media. Report on Meetings with the stakeholders may be sent fortnightly in the prescribed Performa to the Revenue Branch HQ office.

Detailed guidelines for promoting the scheme is being issued by the PR Division Headquarters Office separately.

This issues with the approval of the Director General

Yours faithfully,

Digitally signed by
Rakesh Kumar

Date: 01-07-2025
Jt. Director (Revenue)
10:38:03

Copy to:

The Secretary labour/Health dealing the ESI Scheme in the state for kind information & necessary action.