



**Gi Group  
India**



# Compliance Newsletter

**We take privilege in sharing with you February' 2021 edition of our monthly Compliance Newsletter. The newsletter will help you stay updated with the latest regulatory changes, notifications and amendments.**



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Dear Reader,

In this edition of our monthly Compliance Newsletter, we bring to you the latest Minimum Wages revisions notifications from the states of Maharashtra and Chandigarh.

Further, we have also appended the notifications and amendments released in the month of February '2021

Read further to know more!

Best Regards,

Gi Group

## Minimum Wages Revisions

### The Maharashtra Minimum Wages Notification

The Government of Maharashtra has released revised minimum rates of wages by increasing variable dearness allowance effective from 1st January 2021 which will be valid till 30th June 2021. Please refer the notification appended herewith for detailed information.

State: Maharashtra						
Effective Date: 01/01/2021						
Nature of Employment: Shops & Establishment						
Class of Employment	Zone	Basic Per Month	VDA Per Month	HRA Per Month (5% of Basic +VDA)	Total Per Day	Total Per Month (Basic + VDA+ HRA)
Unskilled	I	10021	1092	556	448.79	11669
	II	9425	1092	526	424.73	11043
	III	8828	1092	496	400.62	10416
Semi-Skilled	I	10856	1092	597	482.52	12545
	II	10260	1092	568	458.45	11920
	III	9664	1092	538	434.38	11294
Skilled	I	11632	1092	636	513.85	13360
	II	11036	1092	606	489.78	12734
	III	10440	1092	577	465.72	12109

## **The Chandigarh Minimum Wages Notification**

The Assistant Labour Commissioner Union Territory, Chandigarh vide notification No. ST(CPI)/2020-2021/108 has released revised minimum wages for the period 01/04/2020 to 30/09/2020. The revised minimum wages are as under. Kindly refer the notification appended herewith for detailed information:

<b>State: Chandigarh</b>				
<b><u>Category: Shops &amp; Commercial Establishment</u></b>				
<b><u>Effective Date: 01/04/2020</u></b>				
<b>Category of Employees</b>	<b>Old rate upto 31.03.2020</b>	<b>New Rate from 01.04.2020 to 30.09.2020</b>	<b>Increase in Amount</b>	<b>% Increase</b>
<b>Unskilled</b>	10425	10747	322	3%
<b>Semi-Skilled-II</b>	10575	10897	322	3%
<b>Semi-Skilled-I</b>	10675	10997	322	3%
<b>Skilled-II</b>	10875	11197	322	3%
<b>Skilled-I</b>	11100	11422	322	3%
<b>Highly Skilled</b>	11500	11822	322	3%
<b>Class III (Staff)</b>	10700	11022	322	3%
<b>Class II (Staff)</b>	10850	11172	322	3%
<b>Class I (Staff)</b>	11210	11532	322	3%

## Notifications/Circulars/Amendments

### **EPFO circular regarding member profile correction**

EPFO has released a Circular vide No. E-15189/2874 dated 12/02/2021 with respect to member profile correction. In view of various fraudulent cases being observed by EPFO these days, a circular has been circulated with clear instruction with regard to member profile correction.

As per the circular **only minor correction** will be allowed for correction either under offline or online mode:

#### **Example of minor corrections:**

Name: R Kumar can be Rakesh Kumar under minor correction. R Kumar cannot be Suresh Kumar under minor correction

Surname change of female PF member: Sunita Sharma to Sunita Singh can be considered minor change.

**Major Corrections:** Cases other than minor corrections including but not limited to DOB, DOJ, DOL etc. shall be treated as major correction.

Any major corrections cannot be done online unless and until following are adhered:

1. Submission of proper documentary proof
2. Explanation for correction from employer
3. Verification of genuineness of the case by RPFC-I/ RPFC-II

Authority Competent to approve Minor and Major corrections:

- For Minor Corrections: APFC/RPFC-II
- For Major Corrections: RPFC-I/RPFC-II

Please refer the circular appended herewith for detailed information.

[Approval for allowing ESI beneficiaries to seek medical services from nearby empaneled hospital directly without referral, in case of non-availability of ESI health care system i.e. Hospital/Dispensary/IMP etc. within a radius of 10 KM of his/her residence](#)

ESIC vide Circular No. V-13/14/38/2009 Med-I (ESIC/SC) has released a circular wherein ESI beneficiaries can seek medical services from nearby empaneled hospital directly without referral in case of non-availability of ESI health care system i.e. Hospital/Dispensary/IMP etc. within a radius of 10 KM of his/her residence. ESI beneficiaries need to follow the following guidelines in this respect:

1. ESI beneficiaries of those areas (newly as well as already implemented) where no ESIC/ESIS health care delivery facility i.e. hospital, dispensary, IMP etc. exists within a radius of 10 Kms of IPs residence shall be eligible.
2. ESI beneficiaries of such areas may approach nearest ESIC empaneled hospital with ESI card or print out of online Health Passbook or e-Pehchan letter issued by the employer for availing the required medical consultation.
3. Once the ESI beneficiary attends the empaneled hospital, the prima-facie verification regarding the identity of the beneficiary in terms of genuineness shall be ascertained by the empaneled hospital after cross verifying with Aadhar Copy or any Government issued photo ID. Additionally, the eligibility shall be verified through the UTI application by feeding in the IP Number. UTI portal has been integrated with the Panchdeep Module of ESIC. This verification shall be done by the person authorized by empaneled hospital for such purpose.
4. Once OPD consultation of the beneficiary is carried out, the empaneled hospital shall upload the photo of IP/beneficiary and photo copy of Aadhar b UTI portal along with bill raised at CGHS rate.

Such Beneficiaries may seek reimbursement of purchased medicines prescribed during OPD consultation through nearest DCBO or Regional Office where DCBO is not available. Further, an online system shall be developed in due course for processing and settlement of such reimbursement claims.

Please refer the circular appended herewith for more details.

### **Karnataka Shops and Commercial Establishments (Second Amendment) Act-2020**

The Government of Karnataka vide Notification No. 08 of 2021 has amended the provision for annual leave with wage under Section 15(7) of Karnataka Shops and Commercial Establishments Act, 1961. As per the amendment, the total number of days of leave that may be carried forward towards a succeeding year is increased to 45 days for all employees. Please refer to the notification appended herewith for more details.

### **Exemption from Applicability of certain provisions under various Labour Laws in Telangana**

Government of Telangana vide notification no.G.O.Rt.No.106; in order to minimize the burden of regulatory compliance to the industry for Ease of Doing Business has exempted the applicability of certain provisions related to displays of abstracts, notices, returns, registers and rules related to principal employer attestation on wage register etc. The notification also provides for self-certification in respect of the compliances under various labour laws such as:

- (1) Telangana Shops and Establishment Act, 1988,
- (2) Telangana Labour Welfare Fund Act, 1987,
- (3) Telangana Factories and Establishments (National, Festival and other Holidays) Act, 1974,
- (4) Contract Labour (Prohibition and Regulation) Act, 1970
- (5) Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
- (6) Minimum Wages Act, 1948
- (7) Industrial Employment (Standing Orders) Act, 1946
- (8) Payment of Gratuity Act, 1972
- (9) Motor Transport Workers Act, 1961
- 10) Payment of Wages Act, 1936.

Employers may follow these exemptions in their establishments located in the state of Telangana and self-certification may be filed along with an integrated annual return to ensure compliance with the provisions of the Act. These exemptions may be revoked if any compliances are in non-conformity with the provisions of the law. Please refer to the notification for appended herewith for more details.

### **Extension to filing of Annual Return under the Factories Act 1948 in Andhra Pradesh**

The office of the director of factories, Andhra Pradesh vide circular no.A1/3117/2017 has extended the due date for filing annual return under the Factories Act to 30<sup>th</sup> April 2021. Therefore, all officers and SOs are instructed not to insist on annual returns up to the due date and also not to accept the manual submission of returns since using the online facility is mandated for submission of the Annual Returns. Please refer to the circular appended herewith for more information.

### **Introduction of Online Maintenance of Registers & Returns Under Various Labour Laws In Rajasthan**

The Government of Rajasthan vide circular no. EODB/2020/4356 has introduced the maintenance of online registers and returns under various labor laws applicable in Rajasthan. Please refer notification appended herewith for more details.



### **The Maharashtra State Tax on Professions, Trades, Callings, And Employments (Amendment) Rules, 2021**

The Government of Maharashtra vide notification No. PFT-1221/C.R. 2/Taxation-3 has amended the format of Form III-B filed for returns and payment of tax by employers under the Maharashtra State Tax on Professions, Trades, Callings, and Employments Rules, 1975. Please refer to the notification appended herewith for more details.

### **The Maharashtra State Tax on Professions Trades Callings and Employments (Second Amendment) Rules 2021**

The Government of Maharashtra vide notification no.PFT-1221/C.R.3/Taxation-3 has amended the Maharashtra State Tax on Professions, Trades, Callings And Employments Rules, 1975. As per the notification, for providing permanent account number or tax deduction and collection account number under rule 4A, it is added that when a company applies for a certificate of registration or enrolment, it shall provide the Permanent Account Number (PAN) or Tax Deduction and Collection Account Number (TAN) under the Income Tax Act, 1961 of all the directors and authorized signatory of the Company. Furthermore, the provision for the exhibition of certificates under Rule 8 has been deleted. Please refer to the notification appended herewith for more details.

### **Medical Benefits under Employees' State Insurance (General) Regulations, 1950 extended to Dharmapuri and Ranipet Districts of Tamil Nadu**

ESIC vide notification No. N-15/13/14/4/2015 has extended the Medical benefit to families of insured persons under the Employees' State Insurance (General) Regulations, 1950 to the entire area of Dharmapuri and Ranipet districts of Tamil Nadu effective from 1st February 2021. This is in addition to the already implemented area of these districts. Please refer to the notification appended herewith for more details.

### **Renewal of License under Ease of Doing Business in Goa**

Government of Goa vide Circular No. CE/12-72/2018-19/Exc/3093 has notified to renew all the licenses except industrial licenses and occasional licenses for a period of 5 years under the ease of doing business reforms. If the license holders pay the license fee for 5 years renewal, a 10% rebate shall be given on the total fees on or before March 31, 2021. Further, if the renewal is taken for 3 years and the fees are paid in advance for 3 years, a rebate of 5% shall be given on or before 31st March 2021. Any enhancement in the renewal of the license fee shall not be applicable to the holders who have paid the license fee in advance. The officials shall maintain all the records for the renewal of the licenses and shall submit a report for the same by 15<sup>th</sup> or 30<sup>th</sup> of the months or the last date that is 31<sup>st</sup> March, 2021. Please refer to the notification appended herewith for more details.

### **Amendment to Self-Certification cum Online Common Inspection Scheme in Puducherry**

The Administrator of Pondicherry vide notification no.02/AIL/Lab/G/2021 has amended the previous notification dated 12th Of August 2020 for inspections under various labour laws to facilitate ease of doing business in the union territory. As per the new amendment, inspection based on complaints or surprise inspections shall be conducted with specific permissions from the Labour Commissioner and joint inspection shall be conducted by the Inspecting officer in respect of the following Acts:

- (1) The Equal Remuneration Act, 1976
- (2) The Maternity Benefit Act, 1961
- (3) The Minimum Wage Act, 1948
- (4) The Puducherry Shops And Establishments Act, 1964
- (5) The Payment Of Bonus Act, 1965
- (6) The Payment Of Wages Act, 1936
- (7) The Payment Of Gratuity Act, 1972
- (8) The Contract Labour (Regulation and Abolition) Act, 1970

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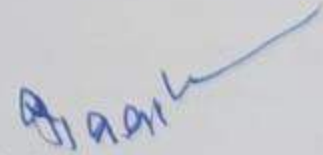
कामगार आयुक्त यांचे कार्यालय,  
 "कामगार भवन" ई - ब्लॉक, सी-२०,  
 बांद्रे-कुर्ला संकुल, बांद्रे (प),  
 मुंबई - ४०० ०५१.  
 दिनांक - ०५.०२.२०२१

क्र.घा.वि./क्रि.वे.अ/वि.भ./२०२१(१)/कार्या-१०/१२० किमान वेतन अधिनियम, १९४८ अंतर्गत खालील अनुसूचित उद्योगातील कामगारांकरिता विशेष भत्त्याची रक्कम दि. ०१.०१.२०२१ ते दि. ३०.०६.२०२१ या कालावधीकरिता जाहीर करण्यात येत आहे.

अ. क्र.	अनुसूचित उद्योगाचे नाव	सर्व परिमंडळांकरिता विशेष भत्त्याची रक्कम	कालावधी
		३	४
१	मुंबई उच्च न्यायालयाच्या न्यायवादीच्या आस्थापनातील अधिवक्ते किंवा न्यायवादी	५,१२४/-	प्रती महिना
२	यांचा अधिसंघ संस्था व विधी व्यवसायाच्या संबंधित आस्थापनेतील कामधंदा	५,९७०/-	प्रती महिना
३	मोटर दुरूस्ती कार्यशाळा उद्योग	३,०१६/-	प्रती महिना
४	बेकरी उद्योग	५,५९७/-	प्रती महिना
५	कापूस पिंजणे व दाबणे उद्योग	५,८८५/-	प्रती महिना
६	कापड रंगविणे, छपाई उद्योग	३,१४४/-	प्रती महिना
७	काजू प्रक्रिया उद्योग	५,१७८/-	प्रती महिना
८	कागदी, गवती पुडुघापासून खोकी तयार करणारा उद्योग	५,७५३/-	प्रती महिना
९	रासायनिक खते बनविणारा उद्योग	४,९००/-	प्रती महिना
१०	कॅन्टीन आणि क्लब उद्योग	५,२४४/-	प्रती महिना
११	सिमेंट व सिमेंटवर आधारित उद्योग	६,२१३/-	प्रती महिना
१२	रस्ते तयार करणे, देखरेख करणे, बांधकाम उद्योग	५,३५२/-	प्रती महिना
१३	चित्रपट प्रदर्शनाचा उद्योग	५,४९२/-	प्रती महिना
१४	सायकल यांत्रिकी कार्यशाळेतील कामधंदा	५,०७५/-	प्रती महिना
१५	दवाखाना उद्योग	४,९००/-	प्रती महिना
१६	औषधी द्रव्ये व औषध बनविणारा उद्योग	५,८६३/-	प्रती महिना
१७	दुग्धालय (डेअरी) उद्योग	३,८५०/-	प्रती महिना
१८	लिखाणाच्या वह्या बनविणारा उद्योग	५,०४५/-	प्रती महिना
१९	खाण्याचा तंबाखू उद्योग	४,९००/-	प्रती महिना
२०	अभियांत्रिकी उद्योग	६७५/-	प्रती महिना
२१	कारखाने अधिनियम, १९४८ च्या कलम २ पोट कलम (एम) या व्याख्येतील कारखाने	६,३७१/-	प्रती महिना
२२	शाईपेन व बॉलपेन बनविणारा उद्योग	६,२७६/-	प्रती महिना
२३	चित्रपट निर्मिती उद्योग	४,९००/-	प्रती महिना
२४	काच बल्ब बनविणारा उद्योग	४,९००/-	प्रती महिना
२५	काच उद्योग	४,९००/-	प्रती महिना
२६	निवासी हॉटेल व उपहारगृह उद्योग	४,९००/-	प्रती महिना
२७	केश कर्तनालय उद्योग	५,७१०/-	प्रती महिना
२८	रूग्णालय उद्योग	५,०७१/-	प्रती महिना
२९	बर्फ व शितपेय बनविणारा उद्योग	३,३१२/-	प्रती महिना
३०	मद्य उत्पादनातील रोजगार	४,९००/-	प्रती महिना
३१	धोबीकाम उद्योग	५,६४८/-	प्रती महिना
३२	चष्मा चौकटी बनविणारा उद्योग	३,२४८/-	प्रती महिना
३३	तेल गिरणी उद्योग	५,६१२/-	प्रती महिना
३४	कागद व कागदी पुढा बनविणारा उद्योग	५,४९२/-	प्रती महिना
३५	प्लास्टिक उद्योग	४,९००/-	प्रती महिना
३६	पेंट व वॉनिश बनविणारा उद्योग		

३६	पोहे, चुरचुरे व कुरचुरे बनविणारा उद्योग	५,६६५/-	प्रती महिना
३७	बंधभाग उद्योग	४,०६९/-	प्रती महिना
३८	गुहण उद्योग	५,२४४/-	प्रती महिना
३९	सांख्यिक मोटार वाहनक उद्योग	५,६६५/-	प्रती महिना
४०	तयार करणे बनविणारा उद्योग	५,०७५/-	प्रती महिना
४१	रबर उद्योग	४,९००/-	प्रती महिना
४२	भात, पीठ व डाळ गिरणीतील उद्योग	५,६६५/-	प्रती महिना
४३	रबरी फुगे बनविणारा उद्योग	५,६६५/-	प्रती महिना
४४	पोलादी सामान बनविणारा उद्योग	४,९००/-	प्रती महिना
४५	सिस्का उद्योग	४,९९७/-	प्रती महिना
४६	दगड फोडणे व खडी करणे उद्योग	२,७०४/-	प्रती महिना
४७	सौंदर्य प्रसाधने व साबण बनविणारा उद्योग	४,९००/-	प्रती महिना
४८	दुकाने व व्यापारी आस्थापना उद्योग	१,०९२/-	प्रती महिना
४९	सफाईगार व मेहतर कामधंदा	३,५३६/-	प्रती महिना
५०	लाकूट कटाई उद्योग	२,६५२/-	प्रती महिना
५१	कातडी कमावणे व चामड्याच्या वस्तू तयार करणे	३,५३७/-	प्रती महिना
५२	धातूची भांडी बनविणारा उद्योग	५,६००/-	प्रती महिना
५३	लाकडी फोटो चौकट बनविणारा उद्योग	४,९००/-	प्रती महिना
५४	लाकडी फर्निचर बनविणारा उद्योग	४,९००/-	प्रती महिना
५५	घड्याळाचे घट्टे बनविणारा उद्योग	५,६६५/-	प्रती महिना
५६	हातमाग उद्योग	३,०१३/-	प्रती महिना
५७	मातीची भांडी बनविणारा उद्योग	३,०१३/-	प्रती महिना
५८	वन व वनशास्त्र विषयक रोजगार	५,३६८/-	प्रती महिना
५९	चांदी उद्योग	५,७५३/-	प्रती महिना
६०	तंबाखू (बिडी) उद्योग	२,५०८/-	प्रती महिना
६१	स्थानिक स्वराज्य संस्था अ) ग्रामपंचायत ब) ग्रामपंचायत वगळून	४०३/- ५,७०५/-	प्रती महिना प्रती महिना
६२	रंग व रसायने बनविणारा उद्योग	३,५६५/-	प्रती महिना
६३	विटा व कौले बनविण्याच्या कारखान्यातील कामधंदा	३,४०६/-	प्रती महिना
६४	म्हशी किंवा गाई किंवा दोन्ही जेथे दूध काढण्यासाठी, स्वच्छ करण्यासाठी, चारा घालण्यासाठी आणि इतर सर्व अनुषंगिक प्रक्रियासाठी ठेवण्यात येतात, अशा कोणत्याही जागेतील कामधंदा (तबेला)	३,२७५/-	प्रती महिना
६५	मिठागरातील कामधंदा	५,४९२/-	प्रती महिना
६६	शेतकी कामधंदा	२,६४३/-	प्रती महिना
६७	कांदे साफ करणे उद्योग	८७/-	प्रती दिन

विशेष भत्याची रक्कम सर्व परिमंडळाकरिता प्रत्येक अनुसूचित उद्योगासमोर दर्शविण्यात आली आहे.



(बी. व्ही. वाघ)  
कामगार उप आयुक्त, (प्रा.वि.), मुंबई  
व सक्षम प्राधिकारी,  
किमान वेतन अधिनियम, १९४८

Consumer Price Index Number of  
Chandigarh Centre for the half  
year ending March, 2020

No. ST/ (CPI)/2020-2021/108  
Dated: 27<sup>th</sup> January, 2021

The half yearly Cost of Living Index Numbers of Chandigarh Centre (Base 2001 = 100) for industrial workers, issued by Labour Bureau, Shimla for the months of October, 2019 to March, 2020 are 1688.46, 1693.72, 1709.50, 1709.50, 1698.98 and 1698.98 respectively. Thus the average (calculated for six months) cost of living index numbers as on 31.03.2020 is 1700. The previous average cost of living index number was 1654 points for the quarter ending September, 2019. Therefore, increase in average cost of living index number is 46 points and per point neutralization in minimum rates of wages for monthly rated employees under the Minimum Wages Act is Rs. 7/-. Thus minimum rates of wages for each category of employees have been increased by Rs. 322/- p.m. on the increase of 46 points.

The following are the minimum rates of wages payable for monthly & daily rated employees for the period starting from 01.04.2020 to 30.09.2020.

S.No.	Category of Employees	Rates of Minimum Wages (in Rupees)			
		Monthly	Daily	Monthly	Daily
		Old Rate 01.10.2019 to 31.3.2020	Old Rate 01.10.2019 to 31.3.2020	New Rate 01.04.2020 to 30.9.2020	New Rate 01.04.2020 to 30.9.2020
1.	Un-skilled	10,425.00	401.00	10,747.00	413.00
2.	Semi-Skilled-II.	10,575.00	407.00	10,897.00	419.00
	Semi-Skilled-I.	10,675.00	411.00	10,997.00	423.00
	Skilled-II	10,875.00	418.00	11,197.00	431.00
	Skilled-I	11,100.00	427.00	11,422.00	439.00
6.	Highly Skilled	11,500.00	442.00	11,822.00	455.00
7.	Class III (Staff)	10,700.00	412.00	11,022.00	424.00
8.	Class-II (Staff)	10,850.00	417.00	11,172.00	430.00
9.	Class I (Staff)	11,210.00	431.00	11,532.00	444.00



Condt. P-2

(Hotels, Restaurants, Tea Stall and Halwai)

Sl. No.	Category of Employees	Without Food and Lodging	With food and Lodging	For food and Lodging
		New Rate 01.04.2020 to 30.9.2020 (in Rs.)	New Rate 01.04.2020 to 30.9.2020 (in Rs.)	New Rate 01.04.2020 to 30.9.2020 (in Rs.)
1.	Un-skilled	10,747.00	9,404.00	1343.00
2.	Semi-Skilled-II.	10,897.00	9,535.00	1362.00
3.	Semi-Skilled-I.	10,997.00	9,622.00	1375.00
4.	Skilled-II	11,197.00	9,797.00	1400.00
5.	Skilled-I	11,422.00	9,994.00	1428.00
6.	Highly Skilled	11,822.00	10,344.00	1478.00
7.	Class III (Staff)	11,022.00	9,644.00	1378.00
8.	Class-II (Staff)	11,172.00	9,775.00	1397.00
9.	Class I (Staff)	11,532.00	10,090.00	1442.00

Notes: -

(1) The points for the months from October, 2019 to March, 2020 Base Year 2001=100 are 321, 322, 325, 325, 323 and 323 have been calculated by the linking factor at 5.26 with regard to Chandigarh Centre as desired by the Director, Labour Bureau, Shimla vide letter dated 09.03.2006 for compliance.

The categories of employees as per notification dated 25.11.2010 are given below:

(3) (i) The change due to rise or fall in the Cost of Living Index Number will be adjusted in the ratio of 07:01 i.e. 07 parts in cash and 1 part for two meals and two Tea.

(ii) Where an employer provides living accommodation to an employee then he may charge maximum of Rs.50 p.m. from the wage of an employee.

1. Unskilled: -means an employee engaged to do manual work by any part of his body like lifting, pushing, pulling, shifting of loads or digging, excavating, removing of earth, water etc. or who assist another employee in a schedule employment or who does any work of cleaning, sweeping, gardening or mali, guarding, washing, packing, wrapping, filling, washing etc. or who works as a waterman, masalchi, gateman, peon, kneedar, watchman, chowkidar, rickshaw puller, rehri wala, beldar, mazdoor, khalasi, poster paster, boardboy, oilman, as an aya or as cleaner on a vehicle or polisher on a vehicle etc. or any other person who does similar nature of jobs.



2. Semi-Skilled-II: means an employee who has not passed his intermediate or equivalent examination and have learnt by experience to work on a machine and operate or work on such machine or who has acquired some skill in any technical/professional trades and work on a machine or on the job of that trade or profession or who without having any special training from any Govt. recognized institution or school or board works as a plumber, rein forcer, spinner, stitcher, tailor, embroider, barber, mochi, pump attendant, mixerman, deffedar, mate, tarcol / paint sprayer or other sprayer or bazri spreader, quarry operator, jamperman, hammer man, sole cutter, upper-fitter, backer, securer, stiffer, skiver, heel builder, boatman, floor polisher, mistry, whitewasher, carpenter, distemperer, air conditioner operator or its repairer, moulder, compositor, rangaiwala, Roller man, saw man, plainer man cutterman, soaker, hanger man, drillman, leach houseman, lime yardman, drum man, tan yardman, book binder, wireman, buffer, grusher, waiter, deliveryman, khatai wala, achaar/muraba maker, weighing man, lineman, bill collector, assistant cook, painteryman, stock boy, canvasser, glassfitter, cyclefitter or repairer, furniture polisher, type repairer, kantiwala, lohar, toka man, planer, light vehicle driver or a chauffeur, conductor or who works as a welder, sheet metal worker, fitter, turner, machine man, grinder man or as machinist grinder radio/TV wireless repairer, blacksmith, motor mechanic, diesel engine operator or other machines operator, diesel mechanic, meter reader etc. or any other person who does any work similar to any of the above.

3. Semi-Skilled-I :- means an employee who has passed his intermediate or equivalent examination and have learnt by experience to work on a machine and operate such machine or who worked at least for five years on any of the work/job falling under the semi-skilled-II category or who is a driver of medium/heavy/special vehicle or who is a head mate, massion, glass cutter, bakery mistry, halwai, rafugar, dry cleaner, pressman, steward, head bearer, head waiter, film repairer, guide, cook, tandooriya, coffee-man, photographer, video camera operator, dispenser, analyst, checker, computer operator, Inspector, weaver, shaver, electroplater, glassblower, decorator, scudder, dyer, fletcher, finisher, setter, splitter, laboratory assistant chemist, attendant, die maker, refrigerator mechanic, ginisher, luster, candle man, spinning master, printing master, screening master, artist etc. or who does any work similar to any of the above.

4. Skilled-II :- means an employee, who has passed a certificate examination in technical or other professional trade from a Govt. recognized institution, board or a university and who does work in that trade or profession and include a grinder man, machinist grinder man, line man, welder, turner, machinist, wireman, electrician, shaper man, painter, blacksmith, goldsmith, sheet metal worker, fitter, radio/TV/wireless mechanic, die maker, air conditioner operator or mechanic, laboratory attendant, chemist, compounder, printing man/printer, craftsman, smith, lithographer, compositor, moulder, rangaiwala, watch repairer or watch assembler, computer mechanic, software developer, motor mechanic or motor binder, refrigeration mechanic, blower man, senior machine operator, computerize machine operator, etc. or who does any similar nature of jobs on having obtained a similar certificate.

5. Skilled-I :- means an employee who passed his diploma or equivalent examination in any discipline from any Govt. recognized institution, Board or a university and does work in that discipline or who is at least a graduate and does any of the work falling under skilled-II category and includes a medical representative, advertiser, marketing professional or a chef or technical supervisor etc. or who does any similar nature of jobs.





6. Highly Skilled: - means an employee who is a graduate in engineering or in any other special or other professional trade from a Govt. recognized institution, board or a university and employed to do work in that discipline or who is employed as a foreman, manager, executive, or an officer, having no power of managerial functions or who does any work similar in nature.

7. Class -III [Staff]: - means an employee who has passed his matriculation or equivalent examination and employed as a clerk, time keeper, munshi, store assistant, store keeper, accounts assistant, typist, steno-typist, receptionist, personal assistant, cashier, draftsman, telephone operator, computer applicator, counterman, ticket checker, ticket collector, legal assistant, supplier, nurse or nursing assistant, compounder, technologist, radiologist or employed to do similar nature of work in an office or at other place or any other employee who is employed to do similar nature of work.

8. Class -II [Staff]: - means an employee who has passed his graduation in any discipline except technical and who does any work specified for class-III [Staff] whether designated with the same or similar nomenclature or by a senior nomenclature but below the nomenclature specified for Class-I [Staff] or who is accountant, stenographer, work incharge, office supervisor, salesman, purchase man, store incharge, architect, artesian etc. or any other person doing similar nature of jobs.

9. Class -I [Staff]: - means an employee employed as assistant manager, foreman, executive, engineer, officer, office supervisor, medical officer, doctor, dentist, surgeon, pharmacist, vaid, hakim, homeopath or in any other similar position etc. and who does not have any authority or power to exercise managerial functions or who does any office work or work related to his nomenclature during the maximum time of his duty, the work may include the work specified for Class-II or III [Staff].



Assistant Labour Commissioner,  
Union Territory, Chandigarh

**Minimum wages for Shops & Establishment effective from Date: 01.04.2020  
to 30.09.2020**

S.NO	Categories	Daily	Monthly	Daily	Monthly
		<b>Old Rate 01/10/2019 to 31/02/2020 (In Rs)</b>	<b>Old Rate 01/10/2019 to 31/02/2020 (In Rs)</b>	<b>New Rate 01/04/2020 to 30/09/2020 (In Rs)</b>	<b>New Rate 01/04/2020 to 30/09/2020 (In Rs)</b>
1	Unskilled	401.00	10425.00	413.00	10747.00
2	Semiskilled-II	407.00	10575.00	419.00	10897.00
3	Semiskilled-I	411.00	10675.00	423.00	10997.00
4	Skilled-II	418.00	10875.00	431.00	11197.00
5	Skilled-I	427.00	11100.00	439.00	11422.00
6	Highly Skilled	442.00	11500.00	455.00	11822.00
7	Class III(Staff)	412.00	10700.00	424.00	11022.00
8	Class II(Staff)	417.00	10850.00	430.00	11172.00
9	Class I(Staff)	431.00	11210.00	444.00	11532.00



## कर्मचारी भविष्य निधिसंगठन

### Employees' Provident Fund Organisation

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

(Ministry of Labour & Employment, Govt. Of India)

मुख्य कार्यालय/Head Office

भविष्य निधि भवन, 14, भीकाजी कामाप्लेस, नई दिल्ली - 110 066.

Bhavishya Nidhi Bhawan, 14-Bhikaiji Cama Place, New Delhi-110066

[www.epfindia.gov.in](http://www.epfindia.gov.in) [www.epfindia.nic.in](http://www.epfindia.nic.in)

Telephone: 011- 26172685 Fax: 011-26173022 Email: [rc\\_fa@epfindia.gov.in](mailto:rc_fa@epfindia.gov.in)

**For Web Circulation Only**

No. WSU/KYC/Correction process (E-15189)/2874

Date: 12/02/2021

19 FEB 2021

To

All ACC (Zones)  
All RPFC-I/Officer-in-Charge  
Regional/Sub-Regional Offices

**Sub: Member Profile correction in name father/spouse/gender Regarding**

**Ref:** 1) HO circular dated 02-12-2013 (Sl. No. 572 of 'office orders/circulars' for 2013-14)  
2) Circular dated 16-11-2016 (Sl. No. 466 of 'office orders/circulars' for 2016-17)  
3) Circular Dated 01.11.2017 (Sl no-422 of 'office orders/circulars' for 2017-18)

Sir/Madam,

Please refer to the above said subject and circulars cited at ref. no 3 above. In suppression of previous directions regarding correction of KYC, to the extent it is covered in this circular, following guidelines are issued:

Correction in member profile has been allowed to rectify the errors in name, father/husband name, DOB and gender. However, it has been observed that complete name and profile change has been made in certain cases leading to fraudulent withdrawals. A complete change in the member profile cannot be allowed in the normal course through online or offline process except in extreme situations where it has been proven that the member name has been changed following the due process prescribed in law, or there has been an erroneous upload of member data by the employer, on production of documentary evidence by the member and employer and after due verification.

Accordingly, Minor and Major "correction" are classified as below:

**Minor correction:** A correction will be considered minor

1. If the correction is related to expanding the name/surname from abbreviation to full name, or vice versa, without changing the first letter if after the correction, the pronunciation of the name doesn't change. E.g. from R. Kumar to Rakesh Kumar, from V. S. Verma to Vijay Shankar Verma is minor correction. But from R. Kumar to Suresh Kumar is not a minor correction.
2. If the father name or husband name is inserted as middle name in AADHAR e.g. Sunita Kumar (s/o or w/o Ramesh Kumar) to Sunita Ramesh Kumar.
3. If it involves only change in surname of female employees after marriage. E.g. from Sunita Sharma to Sunita Singh.

**Major correction:**

All those cases which do not fall in the category of "Minor correction", or any correction leading to complete change in name/father name, or where correction in more than two fields are involved.

**Authority competent to approve "Minor" and "Major" corrections shall be:**

- a) For Minor Corrections: APFC/RPFC II
- b) For Major corrections: RPFC-I/RPFC-II(OIC)

Major corrections as described above shall not be done in the online process without obtaining proper documentary proof, including explanation from the employer, and verification of the genuineness of the case as deemed appropriate by the RPFC I/RPFC II(OIC). In case of closed establishment where the employer or authorized signatory is not traceable/available, the Authority to attest the joint declaration shall be one among the authorities prescribed in para 10.18 of the MAP Vol. II and the correction shall be made exercising due care and caution and only after due verification of the documentary evidence produced in proof of identity, employment etc.

- i. In case the joint declaration is signed by employer the employer should be asked to produce original records such as employee register, increment orders, pay slip, appointment order, any application made to EPF office to correct wrong name in form-23 (PF slip), etc., on the basis of which employer is certifying the change request.
- ii. In case of closed establishment, the applicant may be asked to produce evidence such as appointment letter, pay slip, increment order, PF-slip and any application to correct name in form 23.
- iii. Such other records as the authority feels required can also be asked. Verification through EO may also be done.

It is further directed that the documentary proof produced by the employee/employer shall be preserved and made available for Audit by the IAP. 100% Audit of such cases may be done by the IAP. CAC may also examine all such cases on regular basis.

(Issued with the approval of competent authority)



(Salil Sankar)  
RPFC - I (WSU)

**Copy for information & necessary to:**

- 1. ACC (IS) for requisite provisions in the application software.
- 2. ACC (Audit) for information
- 3. ACC (Concurrent Audit) for information
- 4. RPFC (NDC) for web upload
- 5. DD (OL) for translation in Hindi.

मुख्यालय  
कर्मचारी राज्य बीमा निगम  
पंचदीप भवन, सी.आइ.जी.मार्ग  
नई दिल्ली-110002  
नई दिल्ली-110002



Headquarters  
Employees' State Insurance  
Corporation  
Panchdeep Bhawan, C.I.G. Road  
New Delhi-110002

No. V-13/14/38/2009 Med –I (ESIC/SC)

Date: 17.02.2021

To

All DIMSs/AMOs/MS  
State ESI Schemes/ESIS Hospitals

All RDs/Deans/MSs/SMOs/Director/DDI/c  
ROs/Medical Colleges/Hospitals ESIC

**Subject:- Approval for allowing ESI beneficiaries to seek medical services from nearby empaneled hospital directly without referral, in case of non-availability of ESI health care system i.e. Hospital/Dispensary/IMP etc. within a radius of 10 KM of his/her residence.**

Madam/ Sir,

As you are aware, in recent years there has been a sizeable increase in ESI beneficiary base subsequent to expansion of ESI Scheme across the country and efforts are constantly being made to develop/strengthen ESI health infrastructure facilities to match the ground needs. It is observed that in the present circumstances ESI beneficiaries may, at times, be required to travel long distances for availing medical benefits from ESI health facilities which are located at a relatively far distance.

2. Accordingly, in order to avoid hardship to such ESI beneficiaries in availing medical services and as a stop gap arrangement till the time ESI healthcare delivery system comes up in the vicinity, ESI Corporation during its 183<sup>rd</sup> meeting held on 07.12.2020 has granted approval for allowing such ESI Beneficiaries to avail medical services directly from ESIC empanelled hospitals as per following operational guidelines :-

- i. ESI beneficiaries of those areas (newly as well as already implemented) where no ESIC/ESIS health care delivery facility *i.e.* hospital, dispensary, IMP, etc. exists within the radius of 10 KMs of IPs residence, shall be eligible.
- ii. ESI beneficiaries of such areas may approach nearest ESIC empanelled hospital with ESI card or print out of online Health Pass book or "ePehchaan Letter" issued by the employer for availing the required medical consultation.
- iii. Once the ESI beneficiary attends the empanelled hospital, the *prima facie* verification regarding identity of the beneficiary in terms of genuineness shall be ascertained by the empanelled Hospital after cross verifying with Aadhaar card or any Govt. issued photo I Card. Additionally, the eligibility shall be verified through UTI application by feeding in the IP Number. UTI portal has been integrated with Panchdeep Module of ESIC. This verification shall be done by the person authorised by empanelled hospital for such purpose.
- iv. Once OPD consultation of the beneficiary is carried out, the empanelled hospital shall upload the photo of IP / beneficiary and photocopy of Aadhaar on UTI portal alongwith bill raised at CGHS rate. Further, as and when Aadhaar is implemented, an Aadhaar based online verification system shall be

- devised and incorporated in the system.
- v. Such Beneficiaries may seek reimbursement of purchased medicines prescribed during OPD consultation through nearest DCBO or Regional office where DCBO is not available. Further, an online system shall be developed in due course for processing and settlement of such reimbursement claims.
  - vi. All the guidelines, process validation related to rendering health service and various health service definition of ESIC shall be applicable to the empanelled hospitals of such area.
  - vii. In case, patient requires investigations/hospital admission, the empanelled hospital will be required to seek permission from respective RD/SMO office. Such permission shall be obtained online within 24 hours as per existing ESIC guidelines for direct admission in emergency conditions.

A process flow chart depicting steps in availing of medical benefit by such beneficiaries is also enclosed for easy reference.

3. In view of the above, you are requested to take cognizance of this decision of ESI Corporation for compliance and implementation. Issues, if any, may be brought to the notice of this office for smooth implementation of above decision.

This issue with the approval of the Competent Authority.



Dr Naveen Saxena  
OSD ( Medical)

Copy to:

1. WCM with the request to upload on the website.
2. Corporate Cell for circulation to all Members.

## PROCESS FLOW CHART ON ESI BENEFICIARIES SEEKING MEDICAL SERVICES FROM NEARBY ESIC EMPANELLED HOSPITAL DIRECTLY WITHOUT REFERRAL IN CASE OF NON-AVAILABILITY OF ESI HEALTHCARE FACILITY WITHIN A RADIUS OF 10KM OF IPS RESIDENCE



Such beneficiary reports at nearest ESIC empanelled hospital for availing medical service without referral from ESI dispensary/IMP etc.

1

Cross-verification regarding genuineness of identity by authorized person of empanelled Hospital with ESI card /ePehchaan Letter/Health Passbook alongwith Aadhaar or any other Government issued photo Identity card



2



Eligibility checked through appropriate field of UTI module linked to 'Panchdeep' module of ESIC

3

Beneficiary provided with OPD Consultation by empanelled hospital



4



Photo and Aadhaar uploaded on UTI portal alongwith consultation bill following all UTI portal/ESIC process validation

5

Reimbursement of prescribed medicines from nearest DCBO or Regional office if DCBO is not available on bill submission by IP



6



In case patient requires investigations/ hospitalization, online permission to be obtained by empanelled hospital within 24 hours from nearest ESIC approving authority as per existing ESIC guidelines for direct admission in Emergency

7



# ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ

ಅಧಿಕೃತವಾಗಿ ಪ್ರಕಟಿಸಲಾದುದು  
ವಿಶೇಷ ರಾಜ್ಯ ಪತ್ರಿಕೆ

ಭಾಗ - ೪ಎ Part -IV A	ಬೆಂಗಳೂರು, ಶುಕ್ರವಾರ, ೧೯, ಫೆಬ್ರವರಿ, ೨೦೨೧ (ಮಾಘ, ೩೦, ಶಕವರ್ಷ, ೧೯೪೨) BENGALURU, FRIDAY, 19, FEBRUARY, 2021 (Magha, 30, SHAKAVARSHA, 1942)	ನಂ. ೧೯೪ No. 194
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## DEPARTMENT OF PARLIAMENTARY AFFAIRS AND LEGISLATION SECRETARIAT

### NOTIFICATION

**NO: DPAL 80 SHASANA 2020, BENGALURU, DATED:19.02.2021**

The Karnataka Shops and Commercial Establishments (Second Amendment) Bill, 2020 ಇದಕ್ಕೆ 2021ರ ಫೆಬ್ರವರಿ ತಿಂಗಳ 17ನೇ ದಿನಾಂಕದಂದು ರಾಜ್ಯಪಾಲರ ಒಪ್ಪಿಗೆ ದೊರೆತಿದ್ದು, ಸಾಮಾನ್ಯ ತಿಳುವಳಿಕೆಗಾಗಿ ಇದನ್ನು 2021ರ ಕರ್ನಾಟಕ ಅಧಿನಿಯಮ ಸಂಖ್ಯೆ: 08 ಎಂಬುದಾಗಿ ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರದಲ್ಲಿ (ಭಾಗ-IV) ಪ್ರಕಟಿಸಬೇಕೆಂದು ಆದೇಶಿಸಲಾಗಿದೆ.

### **KARNATAKA ACT NO 08 OF 2021**

(First published in the Karnataka Gazette Extra-ordinary on the 19th day of February, 2021)

### **THE KARNATAKA SHOPS AND COMMERCIAL ESTABLISHMENTS (SECOND AMENDMENT) ACT, 2020**

(Received the assent of the Governor on the 17th day of February, 2021)

An Act further to amend the Karnataka Shops and Commercial Establishments Act, 1961.

Whereas, it is expedient further to amend the Karnataka Shops and Commercial Establishments Act, 1961, (Karnataka Act 8 of 1962) for the purposes herein after appearing;

Be it enacted by the Karnataka State Legislature in the Seventy first year of the Republic of India as follows:-

**1. Short title and commencement.**-(1) This Act may be called the Karnataka Shops and Commercial Establishments (Second Amendment) Act, 2020.

(2) It shall come into force at once.

(೧)



**2. Amendment of section 15.-** In the Karnataka Shops and Commercial Establishments Act, 1961 (Karnataka Act 8 of 1962), in section 15, in sub-section (7), for the first proviso, the following shall be substituted, namely:-

“Provided that, the total number of the days of leave that may be carried forward to a succeeding year shall not exceed forty five days.”

By Order and in the name of  
the Governor of Karnataka

**(K. DWARAKANATH BABU)**  
Secretary to Government  
Department of Parliamentary Affairs  
and Legislation

**ಸಂಸದೀಯ ವ್ಯವಹಾರಗಳು ಮತ್ತು ಶಾಸನ ರಚನೆ ಸಚಿವಾಲಯ**

**ಅಧಿಸೂಚನೆ**

**ಸಂಖ್ಯೆ: ಸಂವ್ಯಾಜ್ಞೆ 80 ಶಾಸನ 2020, ಬೆಂಗಳೂರು, ದಿನಾಂಕ:19.02.2021**

The Karnataka Official Language Act, 1963 (Karnataka Act 26 of 1963) ರ ಪ್ರಕರಣ 5-ಎ ರಡಿಯಲ್ಲಿ ರಾಜ್ಯಪಾಲರಿಂದ ಅಧಿಕೃತಗೊಳಿಸಿದ the Karnataka Shops and Commercial Establishments (Second Amendment) Act, 2020 (Karnataka Act 08 of 2021) ನ ಭಾಷಾಂತರವನ್ನು ಅಧಿಕೃತ ಕನ್ನಡ ಪಠ್ಯವೆಂದು ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರದಲ್ಲಿ (ಭಾಗ-IV) ಪ್ರಕಟಿಸಬೇಕೆಂದು ಆದೇಶಿಸಲಾಗಿದೆ.

**2021 ರ ಕರ್ನಾಟಕ ಅಧಿನಿಯಮ ಸಂಖ್ಯೆ: 08**

(2021 ರ ಫೆಬ್ರವರಿ ತಿಂಗಳ 19 ನೇ ದಿನಾಂಕದಂದು ಕರ್ನಾಟಕ ರಾಜ್ಯ ಪತ್ರದ ವಿಶೇಷ ಸಂಚಿಕೆಯಲ್ಲಿ ಮೊದಲು ಪ್ರಕಟವಾಗಿದೆ)

**ಕರ್ನಾಟಕ ಅಂಗಡಿಗಳು ಮತ್ತು ವಾಣಿಜ್ಯ ಸಂಸ್ಥೆಗಳ (ಎರಡನೇ ತಿದ್ದುಪಡಿ) ಅಧಿನಿಯಮ, 2020**

(2021 ರ ಫೆಬ್ರವರಿ ತಿಂಗಳ 17 ನೇ ದಿನಾಂಕದಂದು ರಾಜ್ಯಪಾಲರಿಂದ ಅನುಮತಿಯನ್ನು ಪಡೆಯಲಾಗಿದೆ)

ಕರ್ನಾಟಕ ಅಂಗಡಿಗಳು ಮತ್ತು ವಾಣಿಜ್ಯ ಸಂಸ್ಥೆಗಳ ಅಧಿನಿಯಮ, 1961ನ್ನು (1962ರ ಕರ್ನಾಟಕ ಅಧಿನಿಯಮ 8) ಮತ್ತಷ್ಟು ತಿದ್ದುಪಡಿ ಮಾಡಲು ಒಂದು ಅಧಿನಿಯಮ.

ಇಲ್ಲಿ ಇನ್ನು ಮುಂದೆ ಕಂಡು ಬರುವ ಉದ್ದೇಶಗಳಿಗಾಗಿ ಕರ್ನಾಟಕ ಅಂಗಡಿಗಳು ಮತ್ತು ವಾಣಿಜ್ಯ ಸಂಸ್ಥೆಗಳ ಅಧಿನಿಯಮ, 1961ನ್ನು (1962ರ ಕರ್ನಾಟಕ ಅಧಿನಿಯಮ 8) ಮತ್ತಷ್ಟು ತಿದ್ದುಪಡಿ ಮಾಡುವುದು ಯುಕ್ತವಾಗಿರುವುದರಿಂದ;

ಇದು ಭಾರತ ಗಣರಾಜ್ಯದ ಎಪ್ಪತ್ತೊಂದನೇ ವರ್ಷದಲ್ಲಿ ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿಧಾನಮಂಡಲದಿಂದ ಈ ಮುಂದಿನಂತೆ ಅಧಿನಿಯಮಿತವಾಗಲಿ, ಎಂದರೆ :-

**1. ಸಂಕ್ಷಿಪ್ತ ಹೆಸರು ಮತ್ತು ಪ್ರಾರಂಭ.-** (1) ಈ ಅಧಿನಿಯಮವನ್ನು ಕರ್ನಾಟಕ ಅಂಗಡಿಗಳು ಮತ್ತು ವಾಣಿಜ್ಯ ಸಂಸ್ಥೆಗಳ (ಎರಡನೇ ತಿದ್ದುಪಡಿ) ಅಧಿನಿಯಮ, 2020 ಎಂದು ಕರೆಯತಕ್ಕದ್ದು.

(2) ಇದು ಈ ಕೂಡಲೇ ಜಾರಿಗೆ ಬರತಕ್ಕದ್ದು.

**2. 15ನೇ ಪ್ರಕರಣದ ತಿದ್ದುಪಡಿ.-**ಕರ್ನಾಟಕ ಅಂಗಡಿಗಳು ಮತ್ತು ವಾಣಿಜ್ಯ ಸಂಸ್ಥೆಗಳ ಅಧಿನಿಯಮ, 1961ರಲ್ಲಿ (1962ರ ಕರ್ನಾಟಕ ಅಧಿನಿಯಮ 8)15ನೇ ಪ್ರಕರಣದ (7)ನೇ ಉಪಪ್ರಕರಣದ ಮೊದಲನೇ ಪರಂತುಕಕ್ಕೆ ಈ ಮುಂದಿನದನ್ನು ಪ್ರತಿಯೋಜಿಸತಕ್ಕದ್ದು, ಎಂದರೆ:-

“ಪರಂತು, ಮುಂದೆ ಬರುವ ವರ್ಷಕ್ಕೆ ಉಳಿಸಿಕೊಂಡು ಹೋಗಬಹುದಾದ ರಜಾ ದಿನಗಳ ಒಟ್ಟು ಸಂಖ್ಯೆಯು ನಲವತ್ತೈದು ದಿವಸಗಳನ್ನು ಮೀರತಕ್ಕದ್ದಲ್ಲ.”

The above translation of the Karnataka Shops and Commercial Establishments (Second Amendment) Act, 2020 (Karnataka Act 08 of 2021) shall be authoritative text in the Kannada language under section 5-A of the Karnataka Official Language Act, 1963 (Karnataka Act 26 of 1963).

**ವಜುಬಾಯಿ ವಾಲ**  
ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರು

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆದೇಶಸಾನುಸಾರ  
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ,

**(ಕೆ. ದ್ವಾರಕನಾಥ್ ಬಾಬು)**  
ಸರ್ಕಾರದ ಕಾರ್ಯದರ್ಶಿ  
ಸಂಸದೀಯ ವ್ಯವಹಾರಗಳು ಮತ್ತು  
ಶಾಸನ ರಚನೆ ಇಲಾಖೆ

**GOVERNMENT OF TELANGANA**  
**ABSTRACT**

Labour, Employment, Training & Factories Department – Ease of Doing Business – Simplifying / minimizing the regulatory compliance burden to the industry – Exemption from the applicability of certain provisions of the labour laws – Orders – Issued.

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LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No.106,

Dated: 15.02.2021.

Read the following:-

1. D.O.No.082/21/2020-CAV, dt.27.7.2020 of the Cabinet Secretary to Government of India.
2. D.O.No.P-25020/10/2020-EODB dt.10.8.2020 from Joint Secretary DIPPT, Government of India.
3. D.O.Letter No.12/1/63544/2020 dt.23.9.2020 of Chief Secretary, Telangana.
4. D.O.Letter No.12/1/63544/2020 dt.27.10.2020 of the Principal Secretary to Government I&C Department.
5. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.C2/2566/2015, dated: 13.02.2021.

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ORDER:-

In the reference 1<sup>st</sup> and 2<sup>nd</sup> read above, the Government of India has requested the States to examine various acts and regulations in the States, to rationalize and simplify the existing process of implementation of the same, in order to minimize the burden of regulatory compliance to the industry for Ease of Doing Business.

2. In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letter 5<sup>th</sup> read above, Government after careful examination of the matter hereby decided to grant exemption from the applicability of certain provisions of the labour laws subjected to certain conditions to simplify / minimize the regulatory compliance burden of the industry.

3. Accordingly, the following notification shall be published in the Extraordinary issue of the Telangana State Gazette, dated: 17.02.2021:

**NOTIFICATION**

In exercise of the powers conferred on the Government under Section 73(4) of Telangana Shops and Establishment Act, 1988, Section 36 of Telangana Labour Welfare Fund Act, 1987, Section 11(2) of Telangana Factories and Establishments (National, Festival and other Holidays) Act, 1974, Section 31 of Contract Labour (Prohibition and Regulation) Act, 1970, Section 31 of Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, Section 26(2) Minimum Wages Act, 1948, Section 14 of Industrial Employment (Standing Orders) Act, 1946, Section 5 of Payment of Gratuity Act, 1972, Section 26 of Maternity Benefit Act 1961, Section 38(2) of Motor Transport Workers Act, 1961, Section 26 of Payment of Wages Act, 1936, the Government of Telangana hereby (i) grant exemption from applicability of certain provisions under the Acts / Rules made there under mentioned above, in respect of the establishments falling under the jurisdiction of State of Telangana subject to the conditions mentioned in the Annexure-I, (ii) Permits self-certification in respect of the compliances listed in Annexure-II to be filed online, without taking away any of the employee benefits and subject to verification on complaints, if any, to simplify and minimize the compliance burden of labour laws on the businesses until further orders.

**Contd....2**

**:: 2 ::**

4. The Commissioner of Labour, Telangana, Hyderabad shall take necessary action in the matter accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI,  
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner of Printing and Stationery & Stores purchases,  
Chanchalguda, Telangana, Hyderabad for publication in the  
Official Gazette and supply of 50 copies to the Commissioner of  
Labour, Telangana, Hyderabad, and 10 copies to the Government  
The Commissioner of Labour, Telangana, Hyderabad

Copy to:

The Secretary to Government of India, Ministry of Labour & Employment,  
Shram Shakti Bhavan, New Delhi-110 001

The P.S. to Special Secretary to Chief Minister

The P.S. to Minister (Labour & Employment)

The Industries & Commerce Department

SC

// FORWARDED :: BY ORDER //

SECTION OFFICER

**ANNEXURE - I to G.O.Rt.No.106, LET&F (Lab-I) Department, Dated: 15.02.2021**

<b>S. No</b>	<b>Applicable Act Section / Rule</b>	<b>Short description of compliance</b>	<b>Rule</b>	<b>Conditions for exemption</b>
1	Contract Labour (Prohibition and Regulation) Act, 1970 & Telangana Contract Labour (Prohibition and Regulation) Rules 1971	Display of an abstract of act and rules in English, Hindi and the language spoken by the majority of people	Rule 79	Exempted
2		Display of notices in English, Hindi and other local language understood by the people	Rule 81	Provide wage and wage period are in conformity with the law
3		Displaying notice of the wage period and place and time of the disbursement	Rule 71	Provide wage and wage period are in conformity with the law
4		Annual lime washing or colour washing of inside walls of canteen	Rule 43(2)(i)	if cleanness is maintained.
5		Four monthly lime washing of kitchen walls of canteen	Rule 43(2)(ii)	if cleanness is maintained.
6		Payment of wages without any deductions	Rule 70	Provide wage and deductions are in conformity with the law
7		Presence of authorised representative of the principal employer during the disbursement of the wages	Rule 72	Provided wages are paid into bank accounts of the workmen and statement is furnished to the Principal employer.
8		Preservation of the records and registers for a period of three years	Rule 80 (3)	Provided it is maintained in electronic format and produced on need based
9		Production of books of accounts and registers and other documents to the inspector	Rule 80 (4)	Provided it is maintained in electronic format and produced on need based

**Contd....2**

10		Production of the registers and records before the Inspector or the authority	Rule 80 (4)	Provided it is maintained in electronic format and produced on need based
11	Industrial Employment(Standing Orders)Act 1946 and Telangana Industrial Employment (Standing Orders)Rules 1953	Recording details of refusal or postponement of leave in leave register	Sch I, 14 (2)	Provided integrated register is maintained and employee is communicated of the same.
12		Displaying notice of alteration and discontinuance of shift working at concerned department or section	Sch I, 14 (2)	Provided the employees are informed of the same in advance in conformity with the law.
13		Displaying notice of alteration and discontinuance of shift working at the entrance and exit Gates	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
14		Displaying notice of alteration and discontinuance of shift working at the main entrance to the establishment	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
15		Displaying notice of alteration and discontinuance of shift working in the time-keeper's office	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
16		Displaying notice of closure in concerned department	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.

17	Displaying notice of closure in the time-keeper's office	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
18	Displaying notice of closure of an establishment or department or it's section at concerned department or the section	Sch I, 12 (ii)	Provided the employees are informed of the same in advance in conformity with the law.
19	Displaying notice of closure of an establishment or department or its section at entrance and exit Gates	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
20	Displaying notice of closure of an establishment or department or section at the main entrance to the establishment	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
21	Displaying notice of closure of an establishment or department or section in the time-keeper's office	Sch I, 12 (ii)	Provided the employees are informed of the same in advance in conformity with the law.
22	Displaying notice of Rates of wages in department	Sch I, 8	Provided the employees are informed of the same in advance in conformity with the law.

23	Displaying notice of re-starting of shift working at concerned department or section	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
24	Displaying notice of re-starting of shift working at entrance and exit Gates	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
25	Displaying notice of re-starting of shift working at the main entrance to the establishment	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
26	Displaying notice of Re-starting of shift working in the time-keeper's office	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
27	Displaying notice of starting of shift working at concerned department or section	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
28	Displaying Notice of starting of shift working at entrance and exit Gates	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.



29	Displaying notice of starting of shift working at the main entrance to the establishment	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
30	Displaying notice of starting of shift working in the time-keepers office	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
31	Providing a distinctive ticket to apprentice	Rule 13(1-A), Schedule-I 5(1)	provided the designation is mentioned in the Identity card issued by the employer.
32	Providing a distinctive ticket to Badli	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.
33	Providing a distinctive ticket to casual work man	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.
34	Providing a distinctive ticket to permanent work man	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.
35	Providing a distinctive ticket to probationer	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.
36	Providing a distinctive ticket to seasonal work man	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.

37	Providing a distinctive ticket to temporary work man	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.
38	Exhibiting a notice of periods and hours of work and the timekeepers office	Sch I, 6	Provided the employees are informed of the same in advance in conformity with the law.
39	Exhibiting a notice of periods and hours of work in establishment	Sch I, 6	Provided the employees are informed of the same in advance in conformity with the law.
40	Exhibiting a notice specifying weekly holiday at the timekeeper's office	Sch I, 7	Provided the employees are informed of the same in advance in conformity with the law.
41	Exhibiting a notice specifying weekly holiday in a establishment	Sch I, 7	Provided the employees are informed of the same in advance in conformity with the law.
42	Exhibiting copy of standing orders in timekeepers office	Sch I, 29	Provided the employees are informed of the same in advance in conformity with the law.

43	Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act 1979 and Telangana Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules 1982	Communicating changes regarding date of payment of unpaid wages to inspector	Rule 47(2)	If rates of wages, hours of work, wage period and unpaid wages are inconformity with the law
44		Communicating changes regarding dates of payment of wages to the inspector	Rule 47(2)	do
45		Communicating changes regarding hours of work of migrant workmen to Inspector	Rule 47(2)	do
46		Communicating changes regarding hours of work to Inspector	Rule 47(2)	do
47		Communicating changes regarding names and addresses of the inspectors having jurisdiction over establishment to Inspector	Rule 47(2)	do
48		Communicating changes regarding rates of wages to Inspector	Rule 47(2)	provided it is communicated in electronic form
49		Contractor to notify change in the number of Migrant workmen to licencing officer	Rule 11(2)(ix)	Provided amended license is obtained
50		Contractor to send telegram of fatal accident or serious bodily injury of migrant workman to next of the kin of migrant workman	Rule 22(2)	Provided information is sent in any other form, including electronic means
51		Contractor to send telegram of fatal accident or serious bodily injury of migrant workman to specified authorities	Rule 22(2)	do
52		Contractor to send written report of fatal accident or serious bodily injury of migrant workman to the relatives of workman	Rule 22(2)	do
53		Copy of notice containing names and addresses of inspectors having jurisdiction to be sent to the inspector	Rule 47(2)	provided it is communicated in electronic form
54		copy of notice hours of work to be sent to inspector	Rule 47(2)	do
55		Copy of notice of dates of payment of wages to be sent to inspector	Rule 47(2)	do

56	Copy of notice showing date of payment of unpaid wages to be sent to inspector	Rule 47(2)	do
57	Copy of notice showing the rates of wages to be sent to inspector	Rule 47(2)	do
58	Notifying licencing officer in case any change in conditions of work	Rule 11(2)(ix)	provided changed conditions are in conformity with the law.
59	Principal employer to send telegraphic intimation of accident or serious bodily injury to specified authorities within 48 hours	Rule 22(3)	provided it is communicated in electronic form
60	Principal employer to send telegraphic intimation to the authorities within 48 hours	Rule 22(3)	do
61	Sending copy of notice of wage period and place and time of disbursement of wages to Principal Employer	Rule 28(4)	provided wage periods and wage rates are in conformity with the law.
62	Sending copy of notice of wage periods to Inspector	Rule 47(2)	provided it is communicated in electronic form
63	Sending written report of fatal accident or serious bodily injury of migrant workman to the specified authorities	Rule 22(2)	provided it is communicated in electronic form
64	Contractor to display abstract of Act and rules	Rule 46	Exempted
65	Contractor to display abstract of Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and rules	Rule 46	Exempted
66	Displaying copy of licence at work place	Rule 11(2)(xi)	Provided its produced in physical or electronic format on demand to the Inspector or Principal employer.
67	Displaying notice showing wage period and place and time of disbursement of wages	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are inconformity with the law

68	Principal employer to display notice giving details of rates of wages	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are in conformity with the law
69	Principal employer to display notice giving details of wage period	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are in conformity with the law
70	Principal employer to display notices giving details of date of payment of unpaid wages	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are in conformity with the law
71	Principal employer to display notices giving details of dates of payment of wages	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are in conformity with the law
72	Principal employer to display notices giving details of names and addresses of Inspectors having jurisdiction	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are in conformity with the law
73	Annual lime washing/ colour washing of walls of canteen	Rule 33(5)(ii)	Provided cleanliness is maintained
74	Inside walls of canteen's kitchen to be lime-washed in every 4 months	Rule 33(5)(ii)	Provided cleanliness is maintained

75	Authorised representative to certify payment of wages made to inter-State migrant workmen	Rule 28(6)	Provided wages are paid into bank accounts of the workmen and statement is furnished to the Principal employer.
76	Authorised representative to certify payment of wages made to inter-State migrant workmen in Form XIII	Rule 28(6)	Provided wages are paid into bank accounts of the workmen and statement is furnished to the Principal employer.
77	Nomination of authorised representative by principal employer	Section 17(2)	Provided the payments are made through bank / online as per the provisions of Payment of Wages Act
78	Presence of authorised representative at time of disbursement of wages	Rule 28(5)	Provided the payments are made through bank / online as per the provisions of Payment of Wages Act
79	Contractor to maintain and preserve Register of deduction in Form XXI	Rule 45 (5)	Provided it is maintained in electronic format and produced on need based
80	Contractor to maintain and preserve Register of Wages in Form XIX	Rule 44 (2) (a)	Provided it is maintained in electronic format and produced on need based
81	Contractor to maintain displacement-cum-outward journey sheet in Form XVII	Rule 43 (1)	Provided entries are made in workers passbook.

82	Maternity Benefit Act 1961 (Applicable to Telangana) and Telangana Maternity benefit rules, 1966	Exhibiting abstract of act and rules in establishment	Rule 15	Exempted.
83		Manner of making payment of maternity benefit	Rule 5	Provided its paid in conformity with the law.
84	Minimum Wages Act 1948 and Telangana Minimum wages Rules 1960	Displaying a copy of list of approved deductions from wages in respect of National Defence Capital Fund at the establishment before making such deductions	Rule 22(2)(xii)(b)(2)	Exempted
85		Displaying a notice relating weekly rest day for the workers at the place specified by the Inspector	Rule 24(1)	Display of the notice is exempted provided weekly rest day is allowed to the employees on any one day in a week
86		Displaying a revised notice relating to weekly rest day for the workers at the place specified by the Inspector in case of change in the weekly rest day. Note: By displaying a notice at the workplace, employer shall inform the the weekly rest day fixed to all the workers employed in the establishment	Rule 24(1)	Display of the notice is exempted provided weekly rest day is allowed to the employees on any one day in a week and employee is informed of the same in advance
87		Displaying notice of minimum wages fixed together with abstracts of the Act and the Rules at the places selected by the Inspector	Rule 23	Exempted
88		Diplaying notice specifying the dates of payment of wages at the establishment	Rule 22(1)(iv)	Provided wage periods are in conformity with the law.

89		Obtaining prior approval of Inspector in writing in case of any deductions for recovery or adjustment of amount of wages to be paid to employee	Rule 22(2)(xi)	To be exempted provided the deductions are in conformity with the law.
90		Authentication of entries of Register of wages and wages slips	Rule 30(3)	Provided wages are paid into bank accounts of the workmen and wage register is maintained electronically, and wage slips are communicated electronically.
91	Motor Transport Workers Act 1961 and Telangana Motor Transport Workers Rules 1963	Notice of change in hours of work	Rule 28	Provided the employee is informed of the change in hours of work in advance and is in conformity with the law.
92		Submission of statement declaring names of workers allowed or required a rest day	Rule 29(2)	Provided the employee is informed of the rest day in advance, and is in conformity with the law.
93		Display a notice of list of compensatory holidays allowed to workers	Rule 30(1)	Provided the employee is informed of the compensatory holiday in advance, and is in conformity with the law.
94		Lime washing / colour washing of inside walls of rooms, all ceilings, etc. once in a year	Rule 17(7)(a)(ii)	provided hygiene and cleanliness is maintained
95		Painting of inside walls of rooms ceilings, etc. of canteen once in every 3 years	Rule 17(7)(a)(ii)	provided hygiene and cleanliness is maintained
96		Painting of internal structural iron and steel work of a canteen once in every 3 years	Rule 17(7)(a)(iii)	provided hygiene and cleanliness is maintained



97		Painting of kitchen walls of canteen once in every 4 months	Rule 17(7)(a)(iii)	provided hygiene and cleanliness is maintained
98		Varnishing / painting of wood work once in every 3 years	Rule 17(7)(a)(i)	provided hygiene and cleanliness is maintained
99	Payment of Gratuity Act 1972 and Telangana Payment of Gratuity Rules 1972	Giving written notice specifying the amount of Gratuity to the controlling authority	Rule 9(ii)	omitted by G.O.Ms.No.3 dt.5.1.1999
100		Submitting notice of closure in form C to the controlling authority	Rule 3(3)	Provided intimation is given electronically.
101		Display on notice specifying the name of authorised officer at the entrance of the establishment	Rule 4(1)	Exempted as the Inspections are randomized online based inspections.
102		Displaying fresh notice specifying name of the authorised officer at the main entrance of the establishment	Rule 4(2)	Provided the employees are informed of the same in advance in conformity with the law.
103	Telangana Factories and Establishments (National, Festival and other Holidays) Act 1974 and Telangana Factories and Establishments (National, Festival and other Holidays) Rules 1974	Submitting statement of holidays allowed in Form I to inspector annually	Rule 4(1)	Provided holidays are given in conformity with the law.
104		Maintaining register of national holidays in Form III	Rule 6	Provided the holidays declared by the government are followed
105		Displaying a statement of holidays submitted with the inspector at the factory/establishment	Rule 4(2)	Provided holidays are given in conformity with the law and employees are communicated of such holidays.

106		Maintenance and preservation of visit book	Rule 6(2)	inspections are online based, hence exempted
107		Employer to obtain signatures of employee on duplicate copy of notice in Form II	Rule 5	Provided holidays are given in conformity with the law.
108	Telangana Labour Welfare Fund Act, 1987 and Telangana Labour Welfare Fund Rules 1988	Employer to forward extract from consolidated register of unclaimed wages and fines to Welfare Commissioner	Rule 5	Provided such information is sent in electronic form to welfare commissioner
109		Notice of change in particulars of establishment	Rule 3(2)	Provided amended license is obtained
110		Sending copy of extract form register of wages in form-E to welfare Commissioner	Rule 4(2)	Provided such information is sent in electronic form to Welfare commissioner
111		Maintenance and preservation of Register of wages	Rule 4(1)(a)	Provided it is maintained in electronic format and produced on need based
112		Quarterly payment of employers and employees contribution, dues and fines, unpaid accumulations	Rule 5	Partly implemented. Dues and fines to be implemented
113		Maintenance of consolidated register of unclaimed wages and fines in form G	Rule 4(1)(b)	Provided it is maintained in electronic format and printout is given on need based
114	Telangana Shops and Establishment Act, 1988 and Telangana Shops and Establishment Rules 1990	Furnishing copy of termination order to the Inspector within 3 days of termination	Sec 27(1)	Provided copy of the same is sent in electronic form.

115	Intimation to Inspector regarding change in particulars of registration certificate in form VII	Rule 6(1)	Provided amended license is obtained online
116	Maintaining a visit book of Inspector's visit	Rule 29(10)(a)	Exempted as the Inspections are online based.
117	Reporting fact of destroyal of visit book to the Inspector	Rule 29(10)(d)	Exempted as the Inspections are online based.
118	Displaying copy of list of acts and omissions in establishment	Rule 19(2)	Provided employees are furnished the copy of the same.
119	Displaying list defining acts and omissions approved by chief inspector in establishment	Rule 17(1)(d)	Provided employees are furnished the copy of the same.
120	Displaying list of holidays with wages in establishment	Sec 31(3)	Provided employees are furnished the copy of the same.
121	Displaying registration certificate in establishment	Sec 3	Provided it is produced on demand to the Inspector physical or electronic copy.
122	Copy of letter of appointment to be handed over to the Inspector	Rule 30	Provided the copies are produced on demand to the Inspector at the time of Inspection.
123	Exhibiting notice containing abstracts of the act and rules in an establishment	Rule 29(4)	Exempted.
124	Exhibiting notice specifying holiday in form XXIV	Rule 29(3)	Provided the employee is informed of the same in advance.

125	Sending list of holidays with wages to Chief Inspector	Sec 31(3)	Provided if the holidays given are in conformity with the law
126	Sending list of holidays with wages to Inspector	Sec 31(3)	Provided if the holidays given are in conformity with the law
127	Employer requiring the power to impose fines to send lists to the chief inspector	Rule 17(1)(b)	Provided the fines imposed are in conformity with the law.
128	Visit book to kept in business premises of establishment	Rule 20(10)(e)	Exempted as Inspections are online allocation based.
129	Annual whitewashing for colour washing of beams, rafters, doors, window frames and other wood work	Rule 11 (1) (b)	provided hygiene and cleanliness is maintained
130	Painting/Varnishing of beams, rafters, doors, window frames and other wood work once in every 7 years	Rule 11 (1) (b)	provided hygiene and cleanliness is maintained
131	Two year white washing or colour washing of inside walls of the rooms of establishment	Rule 11 (1) (a)	provided hygiene and cleanliness is maintained
132	Daily cleaning of floor in establishment	Rule 11 (4)	provided hygiene and cleanliness is maintained
133	Enforcing the proper use of latrines and Urinals in establishment	Rule 11 (5)	provided hygiene and cleanliness is maintained
134	Acts and omissions constituting misconduct	Rule 19	Provided if standing orders as per Industrial employment act are followed.
135	Compulsory enrollment of employees to insurance-cum- Savings Scheme	Sec. 34	Exempted as it is not notified

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136	Employer to make payment on behalf of employees enrolled to insurance-cum- savings scheme	Sec. 34 (2)	Exempted as it is not notified
137	Monthly dusting of ceilings	Rule 11 (4)	provided hygiene and cleanliness is maintained
138	Prohibition on employer to call employee in establishment on holiday	Sec. 19 (5)	Provided overtime wages or compensatory holiday is allowed in conformity with the law.
139	Prohibition on employer to call employee on shop on holiday	Sec. 12 (5)	Provided overtime wages or compensatory holiday is allowed in conformity with the law.
140	Prohibition to sell outside before opening and after closing hours of shops	Sec. 8	Provided it is within the working hours of the employer

I.RANI KUMUDINI,  
SPECIAL CHIEF SECRETARY TO GOVERNMENT

**ANNEXURE - II to G.O.Rt.No.106, LET&F (Lab-I) Department, Dated: 15.02.2021**

<b>S. No.</b>	<b>Act Name</b>	<b>Compliance Short Description</b>	<b>Self Certification condition</b>
1	Contract Labour (Prohibition and Regulation) Act, 1970 & Telangana Contract Labour (Prohibition and Regulation) Rules 1971	Audit of the books of accounts of canteen once a year	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
2		Displaying the notice outside the urinals distinguishing males and females	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
3		Payment of wages where less than 1000 employees are employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
4		Payment of wages where more than 1000 employees are employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
5		Latrines and Urinals are conveniently situated and accessible to workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
6		Latrines and Urinals to comply with the requirements of the public health authorities	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
7		Lighting and maintaining the lights of the Urinals	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
8		Providing ventilation and sufficient light to the rest rooms and other accommodation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
9		Accommodation of the dining hall	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
10		Area of the canteen not to be less than 1 square metre per dinner	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
11		Arrangements for collection and disposal of garbage	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
12		Contract Labour employed not to exceed the number stated in licence	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

**Contd....2**

13	Fixing of the wage Period of the Contract Labour	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
14	Foodstuffs in the canteen to be served on 'no profit, no loss' basis	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
15	Immediate re-filling of the contents of the first-aid box	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
16	Issuing employment-cum-wage card in the proforma XIV where less than 1000 employees are employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
17	Issuing employment-cum-wage card in proforma XIV where more than 1000 employees are employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
18	Issuing service certificate in form XV on termination of workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
19	Lighting facilities at the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
20	Maintaining furniture and utensils in clean and hygienic condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
21	Maintaining the washing facilities at the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
22	Maintaining the washing facilities in clean and hygienic conditions	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
23	Maintenance of notice in clean and legible condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
24	Maintenance of the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
25	Maintenance of the canteen in clean and sanitary condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

26	Marking the first aid box with a Red Cross and the equipment to be stored in the box for the use by maximum 50 workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
27	Marking the first aid box with a Red Cross and the equipments to be stored in the box for the use by more than 50 contract labourers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
28	Partition and reservation in the dining hall for the women	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
29	Payment of the wages in the work premises within 48 hours of the last working day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
30	Payment of the wages directly to the worker or to the person authorised by him	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
31	Prohibition on employment of contract labour in certain cases	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
32	Prohibition to execute work through contract labour without licence	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
33	Proper drainage of the wastewater	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
34	Providing and maintaining a first-aid box at the workplace	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
35	Providing and maintaining clean clothes to the Employees	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
36	Providing and maintaining drinking water at the convenient places	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
37	Providing and maintaining first-aid boxes in the ratio of 1 box for 150 Contract Labour workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
38	Providing and maintaining utensils, crockery cutlery, etc	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.



39		Providing of adequate screening facilities for the use of male and female workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
40		Responsible person to be in charge of the first -aid box	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
41		Separate washing places for women	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
42		Serving of food stuff and other items in conformity with normal habits	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
43		Structure and description of a canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
44		Sufficient tables, stools, chairs to be provided in the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
45		Trained person to be in charge of the first aid box for more than 150 workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
46	Industrial Employment(Standing Orders)Act 1946 and Telangana Industrial Employment (Standing Orders)Rules 1953	Payment of subsistence allowance to suspended workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
47		Payment of wages in case of Period of the detention is less than 1 hour	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
48		Payment of wages in case of Period of the detention is more than 1 hour	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
49		Payment of wages to suspended workman who is not guilty	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
50		21 days notice of discontinuance to be given to workman before discontinuation of shift working	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
51		Giving 1 month's notice of closure to the workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
52		Giving 7 days notice of re-opening of establishment to the work men	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

53	Giving a notice of resumption of work to work men	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
54	Informing fact of extension of the probation period to work man	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
55	Issuing order on leave application	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
56	Notifying work men by a general notice starting time of resumption of work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
57	Putting notice in the department concerned directing workers regarding resumption of work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
58	Putting notice in the manager's office directing workers regarding the resumption of work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
59	Sending a return reply to workmen for leave extension before expiry of the leave	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
60	Application for certification of standing orders in form A	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
61	Closure of the factory or field work without notice	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
62	Giving charge sheet to the work man against whom an enquiry for misconduct has to be held	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
63	Giving detailed reasons of suspension to the work man	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
64	Giving service certificate to work man at the time of discharge or retirement	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
65	Issuing leave pass to the worker	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
66	Maintaining records of all leaves in register of leave	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

67		Manner of doing search of work man	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
68		Manner of modifying standing orders	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
69		obtaining certified standing orders	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
70		operation of standing orders	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
71		Passing an order of dismissal or suspension or fine or stoppage of annual increment or reduction in rank	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
72		Payment of stipend to an apprentice	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
73		Period of apprenticeship training not to exceed 2 years	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
74		Prohibition on searching of female worker in the presence of any male person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
75		Prohibition to enter or leave the premises of the establishment except by the gate specified for the purpose	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
76		Transferring the shift of work man	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
77		Worker to be kept on Badli list in case of loss of lien by work man	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
78		Recording details of refused or postponed leave in leave register	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.	
79		Inter State Migrant Workmen (Regulation of Employment and Conditions of Serice) Act 1979 and Telangana Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules 1982	Annual audit of canteen accounts	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
80			Charges for foodstuffs in canteen to be conspicuously displayed in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

81	Displaying prescribed notice outside every latrine and urinal in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
82	Contractor to provide canteen facility where employment of migrant workmen is likely to continue for 6 months and wherein migrant workmen numbering 100 or more	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
83	Contractor to provide creche facility	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
84	Contractor to provide woollen overcoat to migrant workmen once in 3 years	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
85	Principal employer to provide drinking water facility if not provided by contractor	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
86	Principal employer to provide medical facility for migrant workmen when contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
87	Principal employer to provide protective clothing to migrant workmen when contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
88	Principal employer to provide residential accommodation to migrant workmen when contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
89	Principal employer to provide washing facilities facility if not provided by contractor	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
90	Providing accommodation in a suitable shed or a barrack to workman who is unaccompanied by any other family member	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
91	Providing separate urinal facility for male and female workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
92	Responsibility of Principal employer to provide Creche facility when contractor fails to provide the same	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
93	Contractor to compensate cost of medicine purchased by a migrant workman on presentation of the bill	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
94	Contractor to pay return fare to migrant workman on cessation of work in the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

95	Contractor to pay return fare to migrant workman on the expiry of the period of employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
96	Final payment of wages to migrant workmen in case work is completed before the expiry of wage period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
97	Liability of principal employer to pay wages in case contractor fails to pay wages to inter-State migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
98	Payment of wages to migrant workmen who is employment has been terminated	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
99	Payment of wages to migrant workmen where more than 1,000 workmen are employed before the 10th of the month	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
100	Payment of wages where less than 1,000 workmen are employed before the 7th of the month	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
101	Principal employer to pay displacement allowance to migrant workmen when contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
102	Principal employer to pay journey allowance to migrant workmen when contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
103	Contractor to provide latrines and urinals facilities for migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
104	Maintenance of adequate ventilation in rest rooms	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
105	Principal employer to provide latrines and urinals if not provided by contractor	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
106	Providing latrine facility in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
107	Water in latrines/ urinals to be conveniently accessible	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
108	Changes to foodstuffs in canteen to be based on no-profit, no-loss basis	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

109	Conditions of service of migrant workmen performing different kind of work from that of workmen directly employed by principal employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
110	Contractor to ensure disbursement of wages in presence of such authorised representative	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
111	Contractor to ensure repayment of any loan given to inter-state migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
112	Contractor to ensure wages are disbursed in presence of authorised representative	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
113	Contractor to hospitalise and pay expenses in case migrant workmen or his family member suffers from any ailment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
114	Contractor to issue service certificate in Form XVI to migrant workman on termination of his employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
115	Contractor to keep conditions of service of migrant workman similar to those working in similar employments in area which is establishment is located	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
116	Contractor to maintain rest rooms	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
117	Contractor to pay displacement allowance to inter-State migrant workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
118	Contractor to pay journey allowances to inter-State migrant workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
119	Contractor to pay return fare to migrant workman on being incapacitated for further employments	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
120	Contractor to pay return fare to migrant workman on resigning from service on account of non-fulfillment of terms and conditions of his employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
121	Contractor to pay return fare to migrant workman on termination of his service	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

122	Contractor to provide rest rooms for migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
123	Contractor to provide sufficient quantity of wholesome drinking water	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
124	Duty of contractor to ensure suitable conditions of work for migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
125	Duty of contractor to issue passbook to workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
126	Duty of contractor to maintain residential accommodation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
127	Duty of contractor to pay for equal work irrespective of sex	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
128	Duty of contractor to pay regular wages to workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
129	Ensuring adequate supply of natural or artificial light in creche	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
130	Ensuring waste water from canteen is carried away in suitable covered drains	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
131	First-aid box to be under the charge of responsible person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
132	Food stuffs of canteen to be in conformity with normal habits of migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
133	Free provision of suitable and adequate medical facilities for outdoor treatment of migrant workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
134	Giving similar conditions to service to migrant workmen performing similar kind of work as that of workmen directly employed by the principal employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
135	Keeping areas near barracks/ quarters in clean and sanitary condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

136	Licence granted to be subject to terms and conditions of employment or recruitment of migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
137	Maintaining utensils, crockery, cutlery, furniture in canteen in clean and hygienic condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
138	Maintaining washing facilities for the use of migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
139	Non transferability of licence granted to contractor	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
140	Precincts of canteen to be maintained in a clean and sanitary condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
141	Principal employer to ensure repayment of any loan given to inter-state migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
142	Principal employer to provide ailment requiring urgent medical attention or hospitalisation in case contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
143	Principal Employer to provide canteen facility if contractor fails to provide it	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
144	Principal employer to provide rest rooms when contractor fails to provide the same	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
145	Prohibition to employ inter state migrant workmen unless principal employer has obtained certificate of registration	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
146	Providing adequate supply of drinking water in quarters or barracks	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
147	Providing adequate supply of wholesome drinking water in creche	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
148	Providing and maintaining first aid box in establishment employing less than 50 migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
149	Providing and maintaining first aid box in establishment employing more than 50 migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.



150	Providing clean cloths for employees serving in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
151	Providing hot water for cleaning of utensils and equipment of canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
152	Providing protective clothing to migrant workmen for winter season	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
153	Providing similar conditions of service to migrant workmen performing similar kind of work as performed by workmen directly employed by principal employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
154	Providing sufficient chairs, tables etc. in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
155	Providing sufficient utensils, crockery, cutlery, furniture in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
156	Providing washing facilities for migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
157	Rates of wages of migrant workmen whose work is not similar to the work of other workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
158	Rates of wages payable to the migrant workmen by the contractor not to be less than the rates prescribed under the Minimum Wages Act, 1948	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
159	Rest rooms to have adequate natural and artificial lightning	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
160	Rest rooms to have adequate supply of wholesome drinking water	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
161	Restriction on work timings of female migrant workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
162	Sufficient lighting to be maintained in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
163	Supplying sufficient number of costs and bedding in creche	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

164		Supplying toys and games in creche	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
165		Work timings for female migrant workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
166		Workmen recruited or employed as migrant workmen in establishment not to exceed as specified in licence	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
167		Application for refund of security deposited by contractor	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
168		Contractor to maintain a pass book	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
169	Maternity Benefit Act 1961 (Applicable to Telangana)	Payment of maternity and other benefits to nominee in case of death of woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
170		Payment of medical bonus to woman entitled to maternity benefit	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
171		Giving leave with wages in case of miscarriage or medical termination of pregnancy of woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
172		Giving leave with wages to woman on account of illness arising out of miscarriage, tubectomy operation etc	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
173		Given leave with wages with woman who has undergone tubectomy operation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
174		Allowing 4 visits of creche to woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
175		Criteria for availing maternity benefit	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
176		Maximum period of maternity benefit	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
177		Maximum period of maternity benefit to woman adopting child	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
178		Nursing breaks for woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

179		Payment of maternity and other benefits to woman concerned	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
180		Permitting woman to be absent from the establishment during the maternity benefit period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
181		Prohibition on allotting work of an arduous nature to pregnant woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
182		Prohibition on deduction of wages of woman in certain cases	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
183		Prohibition on dismissal of woman during absence due to pregnancy	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
184		Prohibition on employing woman during certain period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
185		Intimating the benefit available to every woman at the time of initial employment as employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
186		Providing creche facility in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
187	Minimum Wages Act 1948 and Telangana Minimum wages Rules 1960	Payment of wages at the establishment having less than 1000 persons employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
188		Payment of wages at the establishment having more than 1000 persons employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
189		Payment of wages to workers employed in agriculture before 15th day from the end of wage period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
190		Wages for the employee working on the rest day and has been given a substituted rest day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
191		Deduction for damages or loss in installments in case amount of deduction exceeds 1/3rd of wages payable	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
192		Employer not responsible to pay full day wages for causes beyond his control	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
193		Fixing the weekly rest day for the employees	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

194	Issuance of wage slip in Form XI by the employer having more than 1000 persons employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
195	Issuance of wage slip in Form XI where less than 1000 persons are employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
196	Maximum number of hours permissible for overtime work during a quarter	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
197	Minimum time rate wages for piece work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
198	Normal working hours for adults and child workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
199	Obtaining written consent from employee before making deductions from wages in respect of recovery or adjustment amounts paid in excess	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
200	Payment of proportionate wages in case of power cuts effected by Government	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
201	Payment of wages for overtime work in case of employment in agriculture including plantations	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
202	Payment of wages for overtime work in case of scheduled employments	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
203	Payment of wages to employees employed in 2 or more classes or work with different minimum rate of wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
204	Payment of wages to employees in case employee works for 4 hours or less on a normal working day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
205	Permissible deductions from wages for scheduled employment worker	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
206	Person imposing a fine to explain the reason of fine or deduction and the amount of fine or deduction to the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

207		Rest interval for adult workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
208		Restriction on employees to work on rest day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
209		Spread over working hours for adult workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
210		Utilising realisations from fine for the benefit of persons employed in the scheduled employments	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
211		Wages for rest day to be paid at a rate applicable to the preceding day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
212		Wages not to be paid below minimum rates	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
213		Weekly rest day for workers working beyond mid nights	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
214		Working hours for adolescents	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
215		Working hours for child worker	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
216		Person imposing a fine to explain the reason of fine or deduction and the amount of fine or deduction to the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
217	Motor Transport Workers Act 1961 and Telangana Motor Transport Workers Rules 1963	Liability of person in charge of the business after of death of an employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
218		Registration number marking on vehicles	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
219		Annual auditing of accounts pertaining to canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
220		Display of charges of food items in the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

221	Notice of hours of work to be displayed in a clean and legible condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
222	Notice of hours of work to be displayed in a conspicuous place	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
223	Provide sufficient number of utensils crockery, cutlery, furniture, etc in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
224	Provide sufficient tables, chairs or benches in a canteen hall	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
225	Provide suitable clean clothes for the employees serving the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
226	Providing canteens in or near the undertaking	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
227	Formation of a canteen managing committee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
228	Working hours of an motor transport worker in case of breakdown or dislocation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
229	Approval for site plan of the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
230	Employer to pay extra wages to worker for overtime	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
231	First-aid boxes to be readily accessible during all working hours	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
232	Issue letters of appointment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
233	Liability of person carrying on business during insolvency of an employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
234	Maintain furniture, utensils and other equipment in a clean and hygienic condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
235	Maintaing sufficient number of utensils, crockery, cutlery, furniture and any other equipment in a canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

236		Maintaining suitable clean clothes for the employees serving the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
237		Maintenance of equipment and drugs in a dispensary	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
238		Maintenance of Precincts of a canteen in a clean and sanitary condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
239		Maintenance of restrooms or the alternate accommodation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
240		Provide adequate hot water supply for cleaning of utensils and other equipment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
241		Provide place for medical examination by the certifying surgeon in an undertaking	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
242		Provide sufficient soaps and towels in a canteen hall	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
243		Provide dispensary with equipment and drugs	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
244		Providing first-aid box in every motor transport vehicle	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
245		Providing free uniforms and rain coats to drivers, conductors, cleaners and line checking staff	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
246		Providing restrooms as a place to halt at nights	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
247		Providing wholesome drinking water in a dispensary	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
248		Workers not allowed to work on rest day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
249	Payment of Gratuity Act 1972 and Telangana Payment of Gratuity Rules 1972	Depositing amount of Gratuity with the government authority	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
250		Payment of Gratuity in case of death due to accident of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

251	Payment of Gratuity in case of death due to disease of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
252	Payment of Gratuity in case of disablement due to accident of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
253	Payment of Gratuity in case of disablement due to disease of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
254	Payment of Gratuity in case of resignation of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
255	Payment of Gratuity in case of retirement of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
256	Payment of Gratuity in case of superannuation of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
257	Giving written notice specifying the amount of Gratuity to employee to whom the gratuity is payable	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
258	Issuing a notice in form L specifying the amount and date for Payment of Gratuity to employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
259	Issuing a notice in form L specifying the amount and date for Payment of Gratuity to employee's legal heir	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
260	Issuing a notice in form L specifying the amount and date for Payment of Gratuity to employee's Nominee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
261	Issuing a notice in form M specifying the non admissibility of the claim to the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
262	Issuing a notice in form M specifying the non admissibility of the claim to the Employee's Nominee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
263	Issuing notice specifying the non admissibility of the claim, to the Employee's legal heir	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
264	Employer to renew insurance on annual basis	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
265	Obtaining the insurance from issuer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.



266		Re-fixing the date for Payment of Gratuity which is due	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
267		Verification of the service particulars of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
268	Telangana Factories and Establishments (National, Festival and other Holidays) Act 1974 and Telangana Factories and Establishments (National, Festival and other Holidays) Rules 1974	Obtaining consent from employees for substitution of holiday in lieu of festival holiday	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
269		Wages to the employees working on government notified holiday	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
270		Sending a notice to the employee to work on any government notified holiday in Form II	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
271		National Holidays allowed to employees during a calendar year	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
272		No payment of wages for national holidays in certain cases	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
273		Payment of wages for the national holidays	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
274		Reporting of dangerous occurrences causing death or disablement to Inspector	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
275		Telangana Labour Welfare Fund Act, 1987 and Telangana Labour Welfare Fund Rules 1988	Recovery of employees contribution from wages
276	Telangana Shops and Establishment Act, 1988 and Telangana Shops and Establishment Rules 1990	Annual medical examination of workers assigned to manual transport of loads	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
277		Leave to be allowed for employee during his first 12 months of continuous service	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
278		Providing buckets, fire extinguishers as precautions against fire	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
279		Providing first aid appliances in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

280	Payment of employer's contribution under insurance-cum-Saving Scheme	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
281	Payment of Maternity Benefit to women employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
282	Payment of wages on termination of service of any employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
283	Payment of wages to employee who is discharged when he is sick or suffering as a result of an accident	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
284	Payment of wages to employees	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
285	Service compensation to be paid to nominee in case of death of employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
286	Furnishing letter of appointment in Form XXVI to employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
287	Allowing special casual leave to employee undergone Vasectomy or tubectomy operation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
288	Granting wages in respect of unavailed leave to employee who has been discharged from employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
289	Pay during leave and holidays	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
290	Payment of wages for leave encashed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
291	Working hours of young person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
292	Keeping place around drinking water clean and drained	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
293	Keeping premises of every establishment clean and free from effluvia	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
294	Maintaining sanitary and clean condition in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

295	Making suitable arrangements for cleaning and conserving of latrines and urinals	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
296	Premises of establishment to be properly ventilated	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
297	Allowing compensatory holiday with wages to employees working on holidays	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
298	Allowing one day as holiday for employee working in a establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
299	Amount of deductions for absence from duty not to bear to the wages payable to the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
300	Arranging medical examination before assignment of the employees to Manual Transport of loads	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
301	Daily and weekly hours of work for establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
302	Daily and weekly hours of work for young persons	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
303	Daily and weekly hours of work in shops	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
304	Daily flushing of drains carrying waste or sullage water or sewage	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
305	Deductions which may be made from wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
306	Eligibility of employee for receiving service compensation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
307	Employer desiring to impose fine to explain the same personally to the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
308	Employer desiring to impose fine to reduce the charge in writing	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
309	Employer named in the list to have authority to impose fine	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

310	Employee to take into account gravity of the misconduct before awarding punishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
311	Encashment of the leave with wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
312	Fencing of dangerous part of machinery	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
313	Furnishing letter of appointment in form XXVI to employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
314	Giving adequate training or instruction to employee assigned to Manual Transport of loads	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
315	Holidays for an establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
316	Interval for rest for employee in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
317	Interval for rest for employee working in shop	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
318	Leave for employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
319	Maintaining suitable devices for connecting the power supply	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
320	Maintaining available suitable technical devices for Manual Transport of loads	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
321	Manner of making recovery of an advance of money given before employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
322	Maximum amount of fine to be imposed by employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
323	Maximum amount of installments by which an advance is repaid	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
324	Maximum permissible weight for adult male worker	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

325	Maximum permissible weight for women and young persons	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
326	Name board of every shop or establishment to be in Telugu	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
327	Opening and closing hours for establishments	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
328	Opening and closing hours of shops	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
329	Packaging of loads which may be transported manually to be compact	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
330	Payment of wages for overtime work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
331	Permissible amount of deductions for damage or loss	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
332	Permissible amount of deductions for services rendered	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
333	Precautions for the safety of employees in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
334	Prohibition on allowing child to work in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
335	Prohibition on employee to work near the moving machinery or belt with loose fitting clothes	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
336	Prohibition on employer to deduct wages on account of any day or part of a day on which establishment has remained closed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
337	Prohibition on employer to deduct wages on account of any day or part of a day on which shop has remained closed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
338	Prohibition on employer to maintain register with intent to deceive	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

339	Prohibition to assign Manual Transport of loads to pregnant woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
340	Prohibition to impose fine without giving opportunity of showing cause to employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
341	Prohibition to make deduction or damage or loss without given an opportunity of showing cause	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
342	Prohibition to make deduction for services rendered unless accepted by employee as term of employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
343	Prohibition to terminate service of employee without giving one month's notice or wages in lieu thereof	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
344	Providing drinking water in an establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
345	Providing tight fitting clothes to employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
346	Responsibility of employer for payment of wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
347	Restriction to terminate service of employee without inquiry	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
348	Rubbish, filth or debris no to accumulate on any part of establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
349	Spread-over periods of work for employee working in a shop	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
350	Spread-over periods of work for employee working in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
351	Termination of service of employee employed continuously for a period of one year	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
352	Termination of service of employee employed continuously for a period of 6 months	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

353		Termination of service to be made in writing	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
354		Time limit for recovering fine imposed on any employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
355		Unearned advance of wages not to exceed an amount equivalent to the wages earned by the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
356		Wages for overtime work where normal hours of work is less than 8 hours a day and 48 hours a week	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
357	Payment of Wages Act 1936 and Telangana Payment of wages Rules 1937 (Applicable to Telangana)	Displaying list of approved acts and omissions for imposing fines on employees at the main entrance of the factory	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
358		Payment of wages on termination of employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
359		Payment of wages wherein less than 1000 persons are employed before 7th day of the expiry of wage period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
360		Payment of wages in more than 1000 persons are employed before 10th day from the end of wage period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
361		Advances of wages not earned not to exceed wages earned during the preceding 2 calendar months	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
362		Amount of deductions from wages for damage or loss not to exceed actual amount of the damage or loss	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
363		Application by employer to grant power to impose fines	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
364		Deduction from wages on account of breach of contract not to exceed the wages of employed person for the notice period for termination	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
365		Deductions from wages for recovery of advances made for services rendered	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

366	Deductions from wages for services supplied to the employee not to be made unless employee accept the services	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
367	Deductions from wages not to exceed 50% of total amount of wages other than payments made to the co-operative societies	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
368	Deduction from wages not to exceed 75% of total amount of wages in respect of payments made to the co-operative societies	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
369	Deductions from wages on account of absence from duty	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
370	House building loan for construction of new house or purchase of ready house upto wages of 36 months	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
371	House building loan guaranteed to carry simple interest not exceeding 6% from the date of its payment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
372	Imposition of fine on any employed person in respect of acts and omissions of his/her part	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
373	Installment for repayment of advance wages not to exceed one third of the wages amount	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
374	Maximum loan amount permissible for purchase of house site to any employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
375	Monthly installments for recovery of loan guaranteed for purchase of house site	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
376	Obtaining necessary agreements/mortgages executed from the person employed for repayment of house building loan	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
377	Payment of non-disbursed wages to the chief Inspector of factories in case of death of the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
378	Permissible deductions from wages of the employed persons	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.



379	Permissible installments for recovery of house building loan from wages of the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
380	Person imposing fine / making any deduction from wages of employed person to inform the paymaster	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
381	Person imposing fine or making deduction from wages to explain personally to the employed person before deduction/ imposition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
382	Person imposing fine or making deduction from wages to obtain signatures/ thumb impression of the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
383	Person imposing fine/ or making deduction from wages to reduce in writing the charge about such fines/ deductions	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
384	Person responsible for payment of wages to fix the wage period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
385	Prohibition on deduction from wages except as authorised under the act	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
386	Prohibition on deduction from wages of an employed person below 15 years of age for breach of contract	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
387	Prohibition on deduction from wages of employed person in respect of breach of contract unless employment contract contains such provision	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
388	Prohibition on imposition of fine on any employed person below 15 years	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
389	Prohibition to impose fines exceeding 3% of wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
390	Recovery of excess deductions made from the wages of employed persons	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
391	Spread over for recovery of advances of wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

392		Displaying abstracts of the Act at factory/ industrial establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
393		Payment of non-disbursed wages to the nominee in case of death of the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
394		submission of list of acts and omissions to the chief Inspector of factories to impose fine along with other officers of the factory	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
395	Child and Adolescent Labour Prohibition And Regulation Act, 1986 and Child Labour (Prohibition and Regulation) Rules, 1988 (Applicable to Telangana)	Maintenance and preservation of register of adolescent workers employed in Form A	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
396		Display of weekly off for the adolescents employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
397		Displaying abstracts of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 at the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
398		Displaying abstracts of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 by port authority	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
399		Displaying abstracts of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 by Railway administration	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
400		Depositing of at least 20% of income earned by child artist in a Fixed Deposit Account in a Nationalised Bank	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
401		Appointing a responsible person to look after the child artists at the production/ event	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
402		Daily working hours for the child working as an artist in audio-visual entertainment industry	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
403		Maximum working days for child working as an artist in an audio-visual entertainment industry	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
404		Permitted working hours for adolescents employed at the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

405	Producer of audio-visual media production to ensure that screening of films and TV programmes involving child participation is with a disclaimer about child safety	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
406	Prohibition of adolescent's overtime work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
407	Prohibition of employing child to work in any occupation or process	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
408	Prohibition on working beyond regular working hours for adolescents employed at the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
409	Prohibition on working of an adolescent in two establishments at a time	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
410	Rest interval for adolescent employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
411	Spread over for adolescents employed in an establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
412	Weekly off for adolescents employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
413	Sending notice to the inspector regarding employment of adolescents at the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
414	Submission of undertaking in Form C by producer of an audio-visual media production / any commercial event involving child participation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
415	Obtaining prior permission from District Magistrate for participation of child artist in an commercial event/ audio-visual media	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

I.RANI KUMUDINI,  
SPECIAL CHIEF SECRETARY TO GOVERNMENT

OFFICE OF THE DIRECTOR OF FACTORIES, ANDHRA PRADESH, VIJAYAWADA

Circular Memo No A1/3117/2017

Dated :12.02.2021

Sub. Factories Act, 1948 & Rules made thereunder- Enabling Ease of doing Business- Recommendations of DIPP, GOI- Mandate online acceptance of Integrated Annual Returns- Orders Issued – Regarding.

Attention of all the Officers of the Department is invited to the above subject. The following instructions are issued for immediate compliance

- a. Certain difficulties are brought to the notice of this Office in filing online annual returns by the managements in Single Desk portal. In order to ease them out, the due date for filing annual returns is extended up to 30.04.2021. Therefore, all the Officers are requested not to insist for annual returns up to the due date.
- b. In view of the online facility for submission of Annual returns, all the SOs are directed not to insist or accept the manual submission of returns.

  
Director of Factories

To

1. The Joint Chief Inspector of Factories, Visakhapatnam
2. All Deputy Chief Inspectors of Factories in the State
3. All Inspectors of Factories in the State

Copy to Officers and staff in Head office by circulation

**आदेश**

राज्य के उद्योगों पर व्यवसायिक नियामकों की अनुपालनाओं (Regulatory Compliances) का बोझ कम कर उद्योगों को प्रोत्साहन देने तथा E.O.D.B के लिए ऑनलाईन तकनीक का उपयोग करने व स्व-चेरणा से नियमों की त्वरित पालना के लिए विकल्प देने हेतु संस्थान प्रबंधन को निम्न श्रम विधियों यथा:-

1. बीडी एव सिगार श्रमिक अधिनियम, 1966
2. टैका श्रमिक अधिनियम, 1970
3. केन्द्रीय अन्तर्राज्यीय प्रवासी कर्मकार अधिनियम, 1979
4. मातृत्व हितलाभ अधिनियम, 1961
5. न्यूनतम मजदूरी अधिनियम, 1948
6. कर्मचारी क्षतिपूर्ति अधिनियम, 1923
7. मोटर यातायात श्रमिक अधिनियम, 1961
8. मजदूरी भुगतान अधिनियम, 1936
9. बाल एव कुमार श्रम अधिनियम, 1986
10. राजस्थान दुकान एवं वाणिज्यिक संस्थान अधिनियम, 1958
11. भवन एवं अन्य सनिर्माण कर्मकार (नियोजन एवं सेवा की शर्तों का विनियमन) अधिनियम, 1996
12. उत्पादन भुगतान अधिनियम, 1972
13. समान पारिश्रमिक अधिनियम, 1976
14. बोनस भुगतान अधिनियम, 1965
15. औद्योगिक नियोजन (स्थायी आदेश) अधिनियम, 1946
16. विक्रय बढ़ोतरी अधिनियम, 1976
17. औद्योगिक विवाद अधिनियम, 1947
18. कार्यकारी पत्रकार एवं अन्य समाचार पत्र कामगार (सेवा की शर्तों) एवं विविध प्रावधान अधिनियम, 1955

उक्त अधिनियमों एवं संबंधित राजस्थान नियमों के अन्तर्गत रिकॉर्ड/रजिस्टर ऑनलाईन या कम्प्यूटर पर संधारित करने तथा रिटर्न ऑनलाईन प्रस्तुत करने के लिए नियोजक/संस्थान प्रबंधन को निम्नानुसार अधिकृत किया जाता है:-

1. उक्त अधिनियम व नियमों के तहत संधारित किये जाने वाले सभी रिकॉर्ड/रजिस्टर को संस्थान प्रबंधन/नियोजक I.T ACT, 2000 के प्रावधानों के अनुसार ऑनलाईन या कम्प्यूटर पर संधारित कर सकता है।
2. उक्त अधिनियमों व नियमों के तहत अनुपालना हेतु प्रस्तुत किये जाने वाले सभी दस्तावेज विभागीय पोर्टल पर ऑनलाईन ही प्रस्तुत किये जावेंगे।
3. उक्त अधिनियमों के तहत प्रस्तुत की जाने वाली रिटर्न ऑनलाईन ही प्रस्तुत की जायेगी।
4. उक्त अधिनियम व नियमों के तहत प्रदर्शित की जाने वाली वैधानिक सूचनाओं को Simplify करने हेतु व कम्प्यूटर तकनीक का उपयोग कर ऐसी सभी सूचनाएं अंकीकरण कर (digitize) प्रदर्शित की जा सकती है।

(प्रतीक झाड़ाड़िया)

श्रम आयुक्त

राजस्थान जयपुर।

क्रमांक एफ.8(1)E.O.D.B/आई.आर./श्रम/2020/4357-95

जयपुर, दिनांक 17.2.21

प्रतिलिपि निम्न को सूचनार्थ एवम आवश्यक कार्यवाही हेतु:-

1. निजी सचिव, शासन सचिव, श्रम एवं नियोजन, राजस्थान, जयपुर।
2. निजी सचिव, श्रम आयुक्त, राजस्थान, जयपुर।
3. अतिरिक्त निजी सचिव, अतिरिक्त श्रम आयुक्त, (मु0) राजस्थान, जयपुर।
4. आयुक्त उद्योग एवं कॉरपोरेट सामाजिक दायित्व (CSR) उद्योग भवन, तिलक मार्ग, जयपुर।
5. सभागीय सयुक्त/उप/सहायक श्रम आयुक्त/श्रम कल्याण अधिकारी (समस्त)।
6. संबंधित/गार्ड पत्रावली।

ज्जारी L D M S

अतिरिक्त श्रम आयुक्त  
एवं पदेन सयुक्त शासन सचिव  
राजस्थान जयपुर।



# महाराष्ट्र शासन राजपत्र

## असाधारण भाग चार-ब

वर्ष ७, अंक १५(२)]

गुरुवार, फेब्रुवारी ४, २०२१/माघ १५, शके १९४२

[पृष्ठे ६, किंमत : रुपये ९.००

असाधारण क्रमांक ४०

प्राधिकृत प्रकाशन

महाराष्ट्र शासनाने महाराष्ट्र अधिनियमान्वये तयार केलेले  
(भाग एक, एक-अ आणि एक-ल यांमध्ये प्रसिद्ध केलेले नियम व आदेश यांब्यतिरिक्त) नियम व आदेश.

वित्त विभाग

मादाम कामा मार्ग, हुतात्मा राजगुरु चौक,  
मंत्रालय, मुंबई ४०० ०३२, दिनांक ४ फेब्रुवारी २०२१.

अधिसूचना

**महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर अधिनियम, १९७५.**

क्र. व्यकर १२२१/प्र.क्र. २/कराधान.३. — ज्याअर्थी, महाराष्ट्र शासनाची अशी खात्री झाली आहे की, महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर नियम, १९७५ मध्ये तात्काळ सुधारणा करण्याजोगी परिस्थिती निर्माण झाली आहे आणि त्यामुळे महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर अधिनियम, १९७५ (१९७५ चा महा. १६) च्या कलम २७ च्या पोट-कलम (३) च्या परंतुकानुसार सदर नियमांना पूर्व प्रसिद्धी देण्याची अट पाळण्याची गरज नाही;

म्हणून, आता, उक्त अधिनियमाच्या कलम २७ च्या पोट-कलम (३) च्या परंतुकासह पोट-कलम (१) आणि (२) च्या शक्तींचा वापर करून तसेच या संदर्भात प्राप्त झालेल्या सर्व अधिकारांचा वापर करून, याद्वारे महाराष्ट्र शासन, महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर नियम, १९७५ मध्ये, खालील सुधारणा करित आहे, म्हणजेच : —

१. (१) या नियमांना महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर (सुधारणा) नियम, २०२१ असे संबोधण्यात येईल.

(२) हे नियम दिनांक १ एप्रिल २०२१ पासून अंमलात येतील.

२. महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर नियम, १९७५ याला जोडलेल्या नमुना तीन ब ऐवजी खालील नमुना दाखल करण्यात येत आहे, म्हणजेच :—

" नमुना तीन ब									
महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर अधिनियम, १९७५ अन्वये इलेक्ट्रॉनिक विवरण (नियम ११, ११इ पहा)									
१	व्यवसायकर नों. दा.क्र. (टीन)		पहिले विवरण आहे का? (नवीन नोंदणी असल्यास )				ड्रॉप डाऊन		
			अंतिम विवरण आहे का? (नोंदणी रद्द केली असल्यास )				ड्रॉप डाऊन		
२	मूक टीन / जीएसटी टीन	Drop Down				करदाता ओळख क्र.			
३	नियोक्त्याचे नाव								
४	विवरणाचा प्रकार	मूळ / सुधारित				ड्रॉप डाऊन			
५	आर्थिक वर्ष (निवडा)	विवरणाचा कालावधी (निवडा)							
६	विवरणामध्ये समाविष्ट असलेला कालावधी	पासून	दिनांक	महिना	वर्ष	पर्यंत	दिनांक	महिना	वर्ष
७	व्यवसायकराची परिगणना								
	अनुसूची एक च्या नोंद १ नुसार वेतनाचे टप्पे	दर महिन्याचा कराचा दर	माहे ----- साठी वेतन प्रदान करण्यात आलेल्या कर्मचाऱ्यांची संख्या			एकूण गणना	वजा केलेली कराची रक्कम		
			मार्च ते जानेवारी (रु. २००/- दर महा)	फेब्रुवारी (रु. ३००/- दर महा)					
	रु. ७५०० पेक्षा जास्त नसेल	निरंक							
	रु. ७५०० पेक्षा जास्त परंतु रु. १०००० पेक्षा कमी	महिलांसाठी निरंक पुरुषांसाठी रु. १७५							
	रु. १०००० पेक्षा जास्त	फेब्रुवारी सोडून प्रत्येक महिना रु. २००/-, फेब्रुवारी महिन्यासाठी रु. ३००/-.							
	कलम २७अ अन्वये सूट मिळालेल्या कर्मचाऱ्यांची संख्या								
८	एकूण कराची रक्कम								
९	अधिक: मागील वर्षासाठी भरलेली फरकाची रक्कम								
१०	अधिक: व्याजाची रक्कम								
११	अधिक: शास्ती								
१२	अधिक: विलंब शुल्क								
१३	वजा: मागील महिन्यात/ वर्षात पुढे आणलेली जास्तीची जमा असल्यास								
१४	निव्वळ रक्कम देय / परतावा (-)								
१५	वजा: व्यवसायकरासाठी चलनाने आगाऊ भरणा केलेली रक्कम								
१६	शिल्लक रक्कम देय								
१७	शिल्लक जास्तीची जमा								
१८	वजा: पुढील महिन्यात/ वर्षात पुढे नेलेली जास्तीची जमा असल्यास								
१९	या विवरणामध्ये परताव्याचा दावा केलेली जास्तीची जमा								
२०	व्यवसायकराच्या चलना मध्ये आगाऊ भरणा केलेल्या रकमेचा तपशील								
	चलन क्र./सीआयएन	रक्कम (रु.)	भरणा केल्याचा दिनांक		बँकेचे नाव		शाखेचे नाव		
	एकूण								

<b>प्रतिज्ञापन:</b> वरील माहिती माझ्या माहितीप्रमाणे व विश्वासाप्रमाणे खरी आहे.			
विवरण दाखल केल्याचा दिनांक	दिनांक	महिना	वर्ष
प्राधिकृत व्यक्तीचे नाव			
पदनाम			
ई-मेल आयडी	".		

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**मंदार केळकर,**  
शासनाचे उप सचिव.





7	<b>Computation of Profession Tax</b>					
	Salary Slabs as per Entry 1 of Schedule I	Rate of Tax Per Month	Number of Employees whose salary paid for the month of-		Total Count	Amount of Tax Deducted
			March to Jan (Rs. 200/-p.m.)	Feb (Rs. 300/- p.m.)		
Does Not Exceed Rs. 7500	Nil					
Exceeds Rs. 7500 but not exceed Rs. 10000	For Female Nil					
	For Male Rs. 175					
Exceeds Rs. 10000	Rs.200 per month except in the month of February. Rs.300 per month of February.					
No of Employees exempted u/s. 27A						
8	Total Tax Payable					
9	Add: Differential amount Paid for Previous Period					
10	Add: Interest Amount					
11	Add: Penalty					
12	Add: Late Fee					
13	Less: Excess credit brought forward, if any from Previous Month/Year					
14	Net amount payable / refundable (-)					
15	Less: Amount already paid with Challan For PT					
16	Balance Amount payable					
17	Balance Excess Credit					
18	Less: Excess credit carried forward, if any to subsequent Month/Year					
19	Excess Credit claimed as refund in this return					
20	<b>Details of the Amount already paid in Challan for PT</b>					
	Challan No./CIN	Amount (Rs.)	Payment Date	Name of the Bank	Branch Name	
	TOTAL					

<b>Declaration:</b> The above statements are true and correct to the best of my knowledge and belief.			
Date of Filing of Return	Date	Month	Year
Name of the Authorised Person			
Designation			
E-mail ID			

By order and in the name of the Governor of Maharashtra,

MANDAR KELKAR,  
Deputy Secretary to Government.



# महाराष्ट्र शासन राजपत्र

## असाधारण भाग चार-ब

वर्ष ७, अंक १८]

शुक्रवार, फेब्रुवारी १२, २०२१/माघ २३, शके १९४२

[पृष्ठे ४, किंमत : रुपये ९.००

असाधारण क्रमांक ४४

### प्राधिकृत प्रकाशन

महाराष्ट्र शासनाने महाराष्ट्र अधिनियमांन्वये तयार केलेले  
(भाग एक, एक-अ आणि एक-त यांमध्ये प्रसिद्ध केलेले नियम व आदेश यांन्वयतिरिक्त) नियम व आदेश.

### वित्त विभाग

मादाम कामा मार्ग, हुतात्मा राजगुरु चौक,  
मंत्रालय, मुंबई ४०० ०३२, दिनांक १२ फेब्रुवारी २०२१.

### अधिसूचना

महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर अधिनियम, १९७५.

क्रमांक व्यक्र १२२१/प्र.क्र. ३/कराधान-३. —ज्याअर्थी, महाराष्ट्र शासनाची अशी खात्री झाली आहे की, महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर नियम, १९७५ मध्ये तात्काळ सुधारणा करण्याजोगी परिस्थिती निर्माण झाली आहे आणि त्यामुळे महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर अधिनियम, १९७५ (१९७५ चा महा. १६) च्या कलम २७ च्या पोट-कलम (३) च्या परंतुकानुसार सदर नियमांना पूर्वप्रसिद्धी देण्याची अट पाळण्याची गरज नाही;

म्हणून, आता, उक्त अधिनियमाच्या कलम २७ च्या पोट-कलम (३) च्या परंतुकासह पोट-कलम (१) आणि (२) च्या शक्तींचा वापर करून तसेच यासंदर्भात प्राप्त झालेल्या सर्व अधिकारांचा वापर करून, याद्वारे महाराष्ट्र शासन, महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर नियम, १९७५ मध्ये, खालील सुधारणा करित आहे, म्हणजेच :—

१. या नियमांना महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर (दुसरी सुधारणा) नियम, २०२१ असे संबोधण्यात येईल.

२. महाराष्ट्र राज्य व्यवसाय, व्यापार, आजिविका व नोकऱ्या यांवरील कर नियम, १९७५ (यापुढे "मुख्य नियम" असे संबोधण्यात येईल) च्या नियम ४अ मध्ये, उप-नियम (१) मध्ये, खालील परंतुक दाखल करण्यात येत आहे, म्हणजेच :—

"परंतु असे की, जेथे मालक किंवा व्यक्ती अधिनियमाच्या कलम ५ च्या पोट-कलम (३अ) खाली विनिर्दिष्टीत केलेली कंपनी असेल, ती सर्व संचालक आणि प्राधिकृत स्वाक्षरीकर्ता यांचे आयकर अधिनियम, १९६१ खालील स्थायी लेखा क्रमांक (पॅन) किंवा कर वजात आणि गोळा करण्याचा लेखा क्रमांक (टॅन) नोंदणी किंवा नांव नोंदणी प्रमाणपत्रासाठीच्या अर्जांमध्ये देईल. तथापि, जेथे संचालक किंवा प्राधिकृत स्वाक्षरीकर्ता परदेशी नागरिक असेल ज्याचा स्थायी लेखा क्रमांक (पॅन) किंवा कर वजात आणि गोळा करण्याचा लेखा क्रमांक (टॅन) नसेल, तर ते पारपत्र क्रमांक देतील आणि स्थायी लेखा क्रमांक (पॅन) किंवा कर वजात आणि गोळा करण्याचा लेखा क्रमांक (टॅन) मिळताच, कंपनीच्या स्थायी लेखा क्रमांक (पॅन) किंवा कर वजात आणि गोळा करण्याचा लेखा क्रमांक (टॅन) यासह, ते नोंदणी प्राधिकार्याकडे सादर करतील."

३. मुख्य नियमांच्या नियम ८ वगळण्यात येत आहे.

४. मुख्य नियमांना जोडलेल्या, नमुना १ मध्ये,-

(क) अनु. क्र. १(ब) नंतर खालील दाखल करण्यात येत आहे, म्हणजेच :-

"१(क) मालकाचा पारपत्र क्रमांक (जर कंपनीचा संचालक किंवा प्राधिकृत स्वाक्षरीकर्ता परदेशी नागरिक असेल ज्याने पॅन धारण केलेला नाही)

पारपत्र जारी करणाऱ्या देशाचे नाव.										":

(ख) अनुसूची-१ मध्ये,-

(एक) अनु. क्र. १ मध्ये, "आयकर क्रमांक" या शब्दांऐवजी "पॅन क्र. किंवा पारपत्र क्र. (जर कंपनीचा संचालक किंवा प्राधिकृत स्वाक्षरीकर्ता परदेशी नागरिक असेल ज्याने पॅन धारण केलेला नाही) " हे शब्द आणि कॅस दाखल करण्यात येत आहेत;

(दोन) अनु. क्र. २ मध्ये, "आयकर क्रमांक" या शब्दांऐवजी "पॅन क्र. किंवा पारपत्र क्र. (जर कंपनीचा संचालक किंवा प्राधिकृत स्वाक्षरीकर्ता परदेशी नागरिक असेल ज्याने पॅन धारण केलेला नाही) " हे शब्द आणि कॅस दाखल करण्यात येत आहेत.

५. मुख्य नियमांना जोडलेल्या, नमुना २ मध्ये, अनु. क्र. १(ब) नंतर, खालील दाखल करण्यात येत आहे, म्हणजेच :-

"१(क) अर्जदाराचा पारपत्र क्रमांक (जर कंपनीचा संचालक किंवा प्राधिकृत स्वाक्षरीकर्ता परदेशी नागरिक असेल ज्याने पॅन धारण केलेला नाही)

पारपत्र जारी करणाऱ्या देशाचे नाव.										":

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

मंदार केळकर,  
शासनाचे उप सचिव.

## FINANCE DEPARTMENT

Madam Cama Marg, Hutatma Rajguru Chowk, Mantralaya,  
Mumbai 400 032, Dated the 12th February 2021.

### NOTIFICATION

THE MAHARASHTRA STATE TAX ON PROFESSIONS, TRADES, CALLINGS AND EMPLOYMENTS ACT, 1975.

No. PFT-1221/C.R. 3/Taxation-3.— Whereas the Government of Maharashtra is satisfied that circumstances exist which render it necessary to take immediate action further to amend the Maharashtra State Tax on Professions, Trades, Callings and Employments Rules, 1975 and to dispense with the condition of previous publication thereof under the proviso to sub-section (3) of section 27 of the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975).

Now, therefore, in exercise of the powers conferred by sub-sections (1) and (2) read with the proviso to sub-section (3) of section 27 of the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975, and of all other powers enabling it in this behalf, the Government of Maharashtra hereby, makes the following rules further to amend the Maharashtra State Tax on Professions, Trades, Callings and Employments Rules, 1975, namely :—

1. These rules may be called the Maharashtra State Tax on Professions, Trades, Callings and Employments (Second Amendment) Rules, 2021.

2. In rule 4A of the Maharashtra State Tax on Professions, Trades, Callings and Employments Rules, 1975 (hereinafter referred to as "the principal Rules"), in sub-rule (1), the following proviso, shall be added, namely: -

"Provided that, where an employer or a person is a Company specified under sub-section (3A) of section 5 of the Act, apply for certificate of registration or enrolment, shall provide the Permanent Account Number (PAN) or Tax Deduction and Collection Account Number (TAN) under the Income Tax Act, 1961 of all the directors and authorized signatory of the Company. However, where the director or the authorized signatory is a foreign national who does not have Permanent Account Number (PAN) or Tax Deduction and Collection Account Number (TAN), then he shall provide his Passport Number and he shall furnish the Permanent Account Number (PAN) or Tax Deduction and Collection Account Number (TAN) to the registering authority as soon as he obtains it, along with the Permanent Account Number (PAN) or Tax Deduction and Collection Account Number (TAN) of the Company."

3. Rule 8 of the principal Rules shall be deleted.

4. In FORM I, appended to the principal Rules,-

(a) after Sr. No.1(B), the following shall be inserted, namely :-

"1(C) Passport Number of Employer (in case if Director of Company or Authorized signatory is foreign national who does not hold PAN)

Name of the country									
issuing passport.									

(b) in ANNEXURE-I, -

(i) in Sr. No. 1, for the words "PAN No." the words and brackets "PAN No. or PASSPORT No. (in case if Director of Company or Authorized signatory is foreign national who does not hold PAN)" shall be substituted;

(ii) in Sr. No. 2, for the words "PAN No." the words and brackets "PAN No. or PASSPORT No. (in case if Director of Company or Authorized signatory is foreign national who does not hold PAN)" shall be substituted.

5. In FORM II appended to the principal Rules, after Sr. No. 1(B), the following shall be inserted, namely: -

"1(C) Passport Number of Applicant (in case if Director of Company or Authorized signatory is foreign national who does not hold PAN)

Name of the country									
issuing passport.									

By order and in the name of the Governor of Maharashtra,

MANDAR KELKAR,  
Deputy Secretary to Government.



# भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-09022021-225021  
CG-DL-E-09022021-225021

असाधारण  
EXTRAORDINARY

भाग III—खण्ड 4  
PART III—Section 4

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं. 63]

नई दिल्ली, मंगलवार, फरवरी 9, 2021/माघ 20, 1942

No. 63]

NEW DELHI, TUESDAY, FEBRUARY 9, 2021/MAGHA 20, 1942

कर्मचारी राज्य बीमा निगम

अधिसूचना

नई दिल्ली, 5 फरवरी, 2021

सं. एन-15/13/14/4/2015-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 01/02/2021 ऐसी तारीख के रूप में निश्चित की है जिससे उक्त विनियम 95-क तथा तमिलनाडु कर्मचारी राज्य बीमा नियम, 1955 में निर्दिष्ट चिकित्सा हितलाभ तमिलनाडु राज्य के धर्मापुरी व रानीपेट जिलों के सम्पूर्ण क्षेत्रों (पहले से अधिसूचित क्षेत्रों के अलावा) में बीमांकित व्यक्तियों के परिवारों पर लागू किये जाएंगे।

एस. बिस्वास, बीमा आयुक्त (यो. एवं वि.)

[विज्ञापन-III/4/असा./497/2020-21]

EMPLOYEES' STATE INSURANCE CORPORATION

NOTIFICATION

New Delhi, the 5th February, 2021

**No. N-15/13/14/4/2015.**—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 **01/02/2021** as the date from, which the medical benefit as laid down in the said Regulation 95-A and the **Tamil Nadu** Employees' State Insurance (Medical Benefit) Rules, 1955 shall be extended to the families of insured persons in the entire area of Dharmapuri and Ranipet districts in the State of Tamil Nadu, in addition to the already implemented area in the districts.

S. BISWAS, Insurance Commissioner (P&D)

[ADVT.-III/4/Exty./497/2020-21]





Government of Goa  
Office of the Commissioner of Excise  
Abkari Bhavan, M. G. Road, Panaji Goa-403001  
Website:- <https://goaexcise.gov.in/> Email:- [exci-comm.goa@nic.in](mailto:exci-comm.goa@nic.in)  
Ph.no.:- 0832 2425593 Fax No:- 0832 2428333

No.CE/12-72/2018-19/Exc / 3093

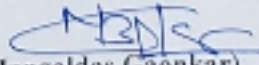
Date 4/02/2021

### CIRCULAR

In the interest of ease of doing business and to facilitate industries, all licences except establishment and occasional licences may be renewed for a period of upto 5 years vide notification no. 2/10/2012-Fin(R&C)/Part-II/2017 published in Official Gazette, Extraordinary No. 3 on 18/01/2021.

To incentivize the licensee to opt for advance payment of licence fees, a rebate of 5% on total licence fees shall be given to the licence holders if he makes an advance payment of licence fees for next 3 financial years i.e. 2021-2022 till 2023-2024 on or before 31<sup>st</sup> March 2021 and a rebate of 10% on total licence fees shall be given to the licence holders if he makes an advance payment of licence fees for the next 5 financial i.e. 2021-2022 till 2025-2026 years on or before 31<sup>st</sup> March 2021. Any enhancement or decrease in the fees during the period of validity of licence shall not be applicable to a licence renewed on payment of such advance fees.

In view of above, necessary changes have been made in GEMS portal with regards to renewal of licences for upto 5 years. Hence, all the Excise Officials incharge of manufacturing units and Excise Stations are hereby directed to start accepting the applications for renewal of licence in advance for upto 5 years. Further, the officials are also directed to maintain records of all such advance renewed licences separately and submit the report of the same to the Head Office every 15<sup>th</sup> and 30<sup>th</sup> or last day of the month till 31<sup>st</sup> March 2021.

  
(Mangaldas Gaonkar)

Asstt. Commissioner of Excise

To,

\_\_\_\_\_  
\_\_\_\_\_