

**Gi Group
India**



Compliance Newsletter

We take privilege in sharing with you May' 2022 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 Delhi, Chandigarh, Himachal Pradesh, Meghalaya & Goa

Further, we have also appended the notifications and amendments released in the month of May '22. Some of the important announcements made in this newsletter is Night Shift Working for Women Employees in Uttar Pradesh, Extension of Provision of the ESI Act to Certain Classes of Establishments and many more such important news.

Read further to know more!

Best Regards,
Gi Group

Minimum Wages Revisions

The Delhi Minimum Wages Notification

The Government of National Capital Territory of Delhi vide notification F.No.12(142)/02/MW/VII/Partfile/2618-2641 dated 23rd May, 2022 revised minimum wages including variable dearness allowance. The revised minimum wages are effective from 1st April, 2022. Kindly refer the table below for revised minimum wages. Please refer the notification appended herewith for detailed information.

State: Delhi			
Effective Date: 01/04/2022			
Category: Various including Shops & Commercial Establishment			
Category of Workers	Basic Wages	VDA	Total Minimum Wages
Unskilled	16064	442	16506
Semi-Skilled	17693	494	18187
Skilled	19473	546	20019
Clerical & Supervisory Staffs:			
Non Matriculates	17693	494	18187
Matriculates but not graduates	19473	546	20019
Graduates & above	21184	572	21756

The Chandigarh Minimum Wages Notification

The Assistant Labour Commissioner, Union Territory of Chandigarh has released 2 notifications vide Notification No. ST(CPI)/2021-22/1187 and Notification No. ST(CPI)/2021-22/1189 dated 17/05/2022 and 18/05/2022 respectively. The last minimum wages was released in January 2021 and the said minimum wages was valid till 30th September 2020 only. Post then there was no notification released. However, there are back to back notifications on minimum wages revisions which have been summarized below in the tabular form. Please refer the notifications appended herewith for detailed information.

State: Chandigarh				
Category: Shops & Commercial Establishment				
Effective Date: 01/10/2020				
Category of Employees	Minimum Wages from 01/10/2020 to 31/03/2021	Minimum Wages from 01/04/2021 to 30/09/2021	Increase in Amount	% Increase
Unskilled	10971	11461	490	4%
Semi-Skilled-II	11121	11611	490	4%
Semi-Skilled-I	11221	11711	490	4%
Skilled-II	11421	11911	490	4%
Skilled-I	11646	12136	490	4%
Highly Skilled	12046	12536	490	4%
Class III (Staff)	11246	11736	490	4%
Class II (Staff)	11396	11886	490	4%
Class I (Staff)	11756	12246	490	4%
State: Chandigarh				
Category: Shops & Commercial Establishment				
Effective Date: 01/10/2021				
Category of Employees	Minimum Wages from 01/10/2021 to 31/03/2022	Minimum Wages from 01/04/2022 to 30/09/2022	Increase in Amount	% Increase
Unskilled	11622	11895	273	2%
Semi-Skilled-II	11772	12045	273	2%
Semi-Skilled-I	11872	12145	273	2%
Skilled-II	12072	12345	273	2%
Skilled-I	12297	12570	273	2%
Highly Skilled	12697	12970	273	2%
Class III (Staff)	11897	12170	273	2%
Class II (Staff)	12047	12320	273	2%
Class I (Staff)	12407	12680	273	2%

The Himachal Pradesh Minimum Wages Notification

The Government of Himachal Pradesh vide notification No. Shram(A)4-2/2018-P-II dated 28th May 2022, released the minimum wages effective from 1st April, 2022. Kindly refer the table below for revised minimum wages. Please refer the notification appended herewith for detailed information.

State: Himachal Pradesh		
Category of Employment: Shops & Commercial Establishments		
Effective Date: 01/04/2022		
Category	Where no benefit provided	Where food, tea & combined accommodation provided
Unskilled	10500	9734
Semi-Skilled	11098	10174
Skilled	12191	11205
Highly Skilled	12686	11741

The Meghalaya Minimum Wages Notification

The Government of Meghalaya vide notification No. LBG 75/2012/417, has released the Minimum Wages effective from 1st April 2022 for the State of Meghalaya. Kindly refer the table below for revised minimum wages under various scheduled employments. Please refer the notification appended herewith for detailed information.

State: Meghalaya		
Effective Date: 01/04/2022		
Category: 29 Scheduled Employments		
Category	Minimum Wages Per Day	Minimum Wages Per Month
Unskilled	373	9698
Semi-Skilled	423	10998
Skilled	473	12298
Highly Skilled	522	13572

The Goa Minimum Wages Notification

The Government of Goa vide Notification No. CLE/PA/MWA-VDA/(10)/2016/1212 has released the variable dearness allowance towards Minimum Wages effective from 1st April 2022. Kindly refer the table below for revised minimum wages under following categories of employment. Please refer the notification appended herewith for detailed information.

State: Goa					
Category: Shops & Commercial Establishment					
Effective Date: 01/04/2022					
Category	Zone	Basic Per Day	VDA Per Day	Minimum Wages Per Day	Minimum Wages Per Month
Unskilled	Zone A	310	85	395	10270
Semi-Skilled	Zone A	368	85	453	11778
Skilled	Zone A	423	85	508	13208
Clerical	Zone A	423	85	508	13208
Unskilled	Zone B	307	85	392	10192
Semi-Skilled	Zone B	363	85	448	11648
Skilled	Zone B	417	85	502	13052
Clerical	Zone B	417	85	502	13052

Notifications/Circulars/Amendments

Night Shift Working for Women Employees in Uttar Pradesh under the Factories Act, 1948

The Governor of Uttar Pradesh vide notification no. 647 /XXXVI-3-2022-17(sa)/2022 dated 27th May 2022, exempted all the factories from restrictions on employing women workers working the night shift subject to the following conditions:

1. No women shall be bound to work without her consent before 6 AM and after 7 PM.
2. No women shall be terminated from her employment if she denies to work between 7 PM to 6 AM.
3. Women worker working between 7 PM to 6 AM shall be provided with free transportation from her workplace to residence.
4. Women worker working between 7 PM to 6 AM shall be provided food by employer.

There are various other conditions notified in the notification. Please refer the notification appended herewith for detailed information.

The Punjab Shops and Commercial Establishments (Haryana Amendment) Rules, 2022

The Haryana State Government vide notification No. 14939 amended proviso to Rule 15(2) of the Punjab Shops and Commercial Establishments Rules, 1958. As per the amendment, In the Punjab Shops and Commercial Establishments Rules, 1958, in rule 15 in sub rule (2), after clause (iv) for existing proviso, the following proviso shall be substituted, namely:-

“Provided that nothing contained in clause (iv) shall be applicable to a woman working in Information Technology establishment, Information Technology enabled establishments, Banking establishments, three star or above hotels, hundred per cent export oriented establishments and Logistics and Warehousing establishments, when exemptions from provision of section 30 of the Act is granted”.

As per the amendment, Logistics and Warehousing establishments are included in the ambit of the sector, which can apply for exemption under Section 28 for Section 30 of The Punjab Shops and Commercial Establishments Act, 1958. Please refer the notification appended herewith for detailed information.

The Goa Shops and Establishments (Amendment) Act, 2021

The Government of Goa vide No. 24/14/2021-LAB/209 has notified 2nd May, 2022, as the effective date for the Goa Shops and Establishments (Amendment) Act, 2021. The amendment Act implements provisions on electronic filing, auto-renewal, and restriction for employment of women employees in certain cases. It has further revised the penalty in case of non-compliance with the provisions of the Act. Please refer the notification appended herewith for detailed information.

Enforcement of Medical Benefits in Nagapattinam District of Tamil Nadu

The ESIC vide notification No. N-17011/1/2022-P&D extended medical benefits, provided under Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, to the families of all insured persons in the entire area of Nagapattinam district in the State of Tamil Nadu with effect from April 01, 2022. Please refer the notification appended herewith for detailed information.

Extension of Provision of the ESI Act to Certain Classes of Establishments

The ESIC vide notification no. S.O. 2466(E) extended the provisions of the Employees' State Insurance Act, 1948, to certain classes of establishments and areas in which the establishments are situated provided in the Schedule of the notification. The notification is effective from 1st June, 2022. Please refer the notification appended herewith for detailed information.

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GOVERNMENT OF NCT OF DELHI
(LABOUR DEPARTMENT)
5, SHAM NATH MARG, DELHI-54

F.No. 12(142)/02/MW/VII/Partfile/2618-2641

Dated:- 23/05/2022

ORDER

1. Whereas the Government of National Capital Territory of Delhi, had last revised the minimum rates of wages in Scheduled Employments under the Minimum Wages Act, 1948 in the National Capital Territory of Delhi vide notification No. 12(142)/02/MW/VII/3636 dated 22/10/2019.
2. And whereas, in the above mentioned notification it was stipulated that the Dearness Allowance will be payable on the basis of six monthly average index numbers of January to June and July to December, on 1st April and 1st October respectively.
3. And whereas, now, the Government of National Capital Territory of Delhi after adjustment of the average All India Consumer Price Index Number of the period from July 2021 to December 2021 which is 357.64, an increase of 12.43 points, hereby declares the following Dearness Allowance, which shall be payable for all categories w.e.f. 01.04.2022. The rates after including D.A. are as follows.
4. The following revised rates of minimum wages shall be applicable in respect of unskilled, semiskilled and skilled categories in all scheduled employments:-

Category	Rates as on 01/10/2021	D.A(pm) w.e.f 01/04/2022	Rates from (Rupees) 01/04/2022	
	(Rupees)	(Rupees)	Per-month	Per-day
Un-skilled	16,064/-	442/-	16,506/-	635/-
Semi-skilled	17,693/-	494/-	18,187/-	700/-
Skilled	19,473/-	546/-	20,019/-	770/-

5. The following rates of minimum wages shall be applicable in respect of Clerical and Supervisory Staff in all Scheduled employments.

Category	Rates as on 01/10/2021	D.A(pm) w.e.f 01/04/2022	Rates from (Rupees) 01/04/2022	
	(Rupees)	(Rupees)	Per-month	Per-day
Non matriculate	17,693/-	494/-	18,187/-	700/-
Matriculate but not graduate	19,473/-	546/-	20,019/-	770/-
Graduate and above	21,184/-	572/-	21,756/-	837/-

(S.C. Yadav)
Additional Secretary-cum-Additional Labour Commissioner

NB: Case of tampering with the order has come to our notice. Employers/Workers may confirm from Website of Labour Department-labour.delhi.gov.in

Copy forwarded to:-

1. Secretary to Govt. of India, Ministry of Labour, Shram Shakti Bhawan, Rafi Marg, New Delhi.
2. Secretary to the Hon'ble Lt. Governor, Govt. of NCT of Delhi.
3. Secretary to the Hon'ble Chief Minister, Government of Delhi.
4. Secretary to the Hon'ble Speaker, Delhi Vidhan Sabha Delhi.
5. Secretary to Hon'ble Dy. Chief Minister, Government of Delhi.
6. Secretary to Hon'ble Minister of Health, Industries, Gurudwara, Irrigation and Food Control, Public Works Department and Power Department, Govt. of Delhi.
7. Secretary to Hon'ble Minister of Tourism, Art and Culture, Govt. of Delhi.
8. Secretary to Hon'ble Minister of Food and Supply, Environment and Forest and Election, Govt. of Delhi.
9. Secretary to Hon'ble Minister of women and Child, Social Welfare, Language and SC & ST Department, Govt. of Delhi.
10. Chief Labour Commissioner ©, Shram Shakti Bhawan, Rafi Marg, New Delhi
11. Secretary (Labour) of Haryana, Punjab, Himachal Pradesh, Uttar Pradesh, Jammu & Kashmir, Rajasthan and U.T. Chandigarh.
12. General Secretary of Delhi State, BMS, INTUC, CITU, AITUC, H.M.S.
13. Secretary General of CII, FICCI, PHDCCI, ASSOCHAM with the request to circulate copies of this order to the local Employers Organizations with the directions and the revised minimum rates be paid to the workmen employed in their establishment. Copies of such circulars may kindly be endorsed to this office.
14. District DLC's/JLCs
15. Dy. Secretary (Finance), Govt. of NCT of Delhi with the request to issue the necessary directions for workers employed in the offices of the Government of Delhi
16. Regional Labour Commissioner ©, 4th Floor, Jiwan Deep Building, Parliament Street, New Delhi
17. Deputy Director, Minimum Wages Cell, Ministry of Labour, Shram Shakti Bhawan, New Delhi
18. Joint Director, Labour Bureau, SCO 28-31, Sec 17 A, Chandigarh 160017.
19. AD (Planning & Statistics): Labour Department, Government of Delhi, for publication on the website of the Department in the Labour Statistics.
20. Assistant Labour Commissioner (Shramik Helpline).
21. System Analyst, Labour Department to upload the order on the website of Labour Department.
22. Librarian, Office of the Labour Commissioner, Delhi.
23. Delhi Printer Association and Delhi Hindustani Mercantile Association with the request to publish minimum wages rates in their Magazines.
24. Guard File


Additional Secretary-cum-Additional Labour Commissioner

Consumer Price Index Number of Chandigarh Centre for the half year ending March, 2021

**No. ST/(CPI)/2021-22/1187
Dated: 17th May, 2022**

The half yearly Cost of Living Index Numbers of Chandigarh Centre (Base 2001 = 100 and 2016 = 100) for industrial workers, issued by Labour Bureau, Shimla for the month(s) October, 2020 to March, 2021 are 1808.00, 1815.33, 1794.80, 1797.73, 1796.23 and 1800.65 respectively. Thus, the average (calculated for six months) cost of living index numbers as on 31.03.2021 is 1802. The previous average cost of living index numbers was 1732 points for the quarter ending 30.09.2020. Therefore, increase in average cost of living index number is 70 points. 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. 490/- p.m. on the increase of 70 points.

The following are the minimum rates of wages payable for monthly & daily rated employees for the period starting from 01.04.2021 to 30.09.2021.

S.No.	Category of Employees	Rates of Minimum Wages (in Rupees)			
		Monthly Old Rate 01.10.2020 to 31.03.2021 (in Rs.)	Daily Old Rate 01.10.2020 to 31.03.2021 (in Rs.)	Monthly New Rate 01.04.2021 to 30.09.2021 (In Rs.)	Daily New Rate 01.04.2021 to 30.09.2021 (In Rs.)
	Un-skilled	10,971.00	422.00	11,461.00	441.00
	Semi-Skilled-II	11,121.00	428.00	11,611.00	447.00
	Semi-Skilled-I	11,221.00	432.00	11,711.00	450.00
4.	Skilled-II	11,421.00	439.00	11,911.00	458.00
5.	Skilled-I	11,646.00	448.00	12,136.00	467.00
6.	Highly Skilled	12,046.00	463.00	12,536.00	482.00
7.	Class III (Staff)	11,246.00	433.00	11,736.00	451.00
8.	Class-II (Staff)	11,396.00	438.00	11,886.00	457.00
9.	Class I (Staff)	11,756.00	452.00	12,246.00	471.00



Condt. P-2

-02-
(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 01.04.2021 to 30.09.2021 (In Rs.)	New Rate 01.04.2021 to 30.09.2021 (In Rs.)	New Rate 01.04.2021 to 30.09.2021 (In Rs.)
1.	Un-skilled	11,461.00	10,028.00	1433.00
2.	Semi-Skilled-II.	11,611.00	10,160.00	1451.00
3.	Semi-Skilled-I.	11,711.00	10,247.00	1464.00
4.	Skilled-II	11,911.00	10,422.00	1489.00
5.	Skilled-I	12,136.00	10,619.00	1517.00
6.	Highly Skilled	12,536.00	10,969.00	1567.00
7.	Class III (Staff)	11,736.00	10,269.00	1467.00
8.	Class-II (Staff)	11,886.00	10,400.00	1486.00
9.	Class I (Staff)	12,246.00	10,715.00	1531.00

Notes: -

(1) The points for the months from **October, 2020 to March, 2021** on the Base Year 2016 = 100 and Base Year 2001=100 and are **343.72, 345.12, 341.21, 341.21, 341.77, 341.49 and 342.33** which have been calculated by the linking factor i.e. 2.79 & 5.26 in respect of UT, Chandigarh.

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

(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 sprader, 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, flesher, 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

The half yearly Cost of Living Index Numbers of Chandigarh Centre (Base 2001 = 100 and 2016 = 100) for industrial workers, issued by Labour Bureau, Shimla for the month(s) October, 2021 to March, 2022 are 1863.77, 1871.08, 1857.88, 1860.83, 1863.77 and 1868.14 respectively. Thus, the average (calculated for six months) cost of living index numbers as on 31.03.2022 is 1864. The previous average cost of living index numbers was 1825 points for the quarter ending 30.09.2021. Therefore, increase in average cost of living index number is 39 points. 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. 273/- p.m. on the increase of 39 points.

The following are the minimum rates of wages payable for monthly & daily rated employees for the period starting from 01.04.2022 to 30.09.2022.

S.No.	Category of Employees	Rates of Minimum Wages (in Rupees)			
		Monthly Old Rate 01.10.2021 to 31.03.2022 (in Rs.)	Daily Old Rate 01.10.2021 to 31.03.2022 (in Rs.)	Monthly New Rate 01.04.2022 to 30.09.2022 (In Rs.)	Daily New Rate 01.04.2022 to 30.09.2022 (In Rs.)
1.	Un-skilled	11,622.00	447.00	11,895.00	458.00
	Semi-Skilled-II	11,772.00	453.00	12,045.00	463.00
	Semi-Skilled-I	11,872.00	457.00	12,145.00	467.00
	Skilled-II	12,072.00	464.00	12,345.00	475.00
5.	Skilled-I	12,297.00	473.00	12,570.00	483.00
6.	Highly Skilled	12,697.00	488.00	12,970.00	499.00
7.	Class III (Staff)	11,897.00	458.00	12,170.00	468.00
8.	Class-II (Staff)	12,047.00	463.00	12,320.00	474.00
9.	Class I (Staff)	12,407.00	477.00	12,680.00	488.00



-02-
(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 01.04.2022 to 30.09.2022	New Rate 01.04.2022 to 30.09.2022	New Rate 01.04.2022 to 30.09.2022
		(In Rs.)	(In Rs.)	(In Rs.)
1.	Un-skilled	11,895.00	10,408.00	1487.00
2.	Semi-Skilled-II.	12,045.00	10,539.00	1506.00
3.	Semi-Skilled-I.	12,145.00	10,627.00	1518.00
4.	Skilled-II	12,345.00	10,802.00	1543.00
5.	Skilled-I	12,570.00	10,999.00	1571.00
6.	Highly Skilled	12,970.00	11,349.00	1621.00
7.	Class III (Staff)	12,170.00	10,649.00	1521.00
8.	Class-II (Staff)	12,320.00	10,780.00	1540.00
9.	Class I (Staff)	12,680.00	11,095.00	1585.00

Notes: -

(1) The points for the months from October, 2021 to March, 2022 on the Base Year 2016 = 100 and Base Year 2001=100 and are 354.33, 355.72, 353.21, 353.77, 354.33 and 355.16 which have been calculated by the linking factor i.e. 2.79 & 5.26 in respect of UT, Chandigarh.

(2) 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 bazi 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, paintcryman, 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, flesher, 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, refrigeration mechanic, blower 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

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No.Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

1. AGRICULTURE

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in respect of unskilled category of workers in the scheduled employment of “**Agriculture**” may be revised with effect from **01-04-2022**;

And whereas, as per provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Committee was constituted vide Notification No: Shram (A) 4-2/2018-L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act *ibid*, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the unskilled workers working in the above mentioned Scheduled Employment Rs. **350** per day or Rs. **10,500** per month w.e.f. **01-04-2022**.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(Act No. 52 of 1961).
3. Where any class of work is performed in piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribes Areas in Himachal Pradesh.

The definition of unskilled will be as under:--

- (i) **Unskilled.-** An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational

environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

2. CONSTRUCTION OR MAINTENANCE OF ROADS OR BUILDING OPERATIONS, STONE BREAKING & STONE CRUSHING.

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Construction or Maintenance of Roads or Building Operations, Stone Breaking and Stone Crushing**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act *ibid*, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f. **01-04-2022** as under:-

Category of Workers	Revised Wages	
	Daily	Monthly
1	2	3
UN-SKILLED WORKERS :	Rupees	Rupees
Bhisthi/Chimini Cleaner/ Chowkidar/ Distemperer Grade-II/Glazier/Helper for Plumber or Workshop/Rock Cutting Labour/Stone Breaker/Stone Chiseler/Sweeper/Spray man for Bitumen/Pipelinemen/Electrical Coolie/Security Guard/Beldar /Cleaner-Tractor & Road Roller & concrete mixer/Majdoor /Survey Boy/ Watchmen/ Tea boy/Peon/Dresser/ Oilmen/Greaser/ Mess helpers/ Boy Helper (having experience of 0 to 5 years)/ Khalasi (having experience of 0 to 3 years)/Bill Distributors/ Mucker/	350	10500

SEMI-SKILLED WORKER:	Rupees	Rupees
Carpenter Grade-II/ Mason Grade-II/ Sewer Man/Black Smith Grade-II/ Sanitary Fitter Grade-II/Painter/Melter Mate/Sprayman Roads/ Craneman/ Badhani/Upholster /Fitter Attendant/Black Smith/ (Boatman)/ Caneman/ Distemplerer Grade-I/Fitter Grade-II/ Flour Polisher/Stone Dresser / Mali/ Well Sinker/ White Washer/ Work Shop Mechanic Grade-II/Turner Grade-II/Pipe Fitter Grade-II/Brick Moulder/Assistant Fitter/ Assistant Fireman/ Assistant Welder/ Assistant turner/ Battery Charger/ Dresser(Qualified /Experienced)/Hammer Man /Cook/ Vulcaniser/ Nozzle Man/ Tunnel Man/ Alloy Trolley Operator/ Attendant (Store Office) Mechanical Attendant/ Tunnel Jublliman/ Tunnel Man / Helper (having experience of 5 years and above) Oil Cleaner/Navgani/ Mate/Head Watchman/ Assistant Leveler/Khalasi (having experience of 3 to 8 years)/stone Dresser/ Pump Attendant/Auto Electrician Grade-II/ Gardner/ Gauge reader/ Asstt. Lab Attendant/Auto electrician/Motor Mate/ Enquiry Attendant/Telephone Attendant	371.77	11153

Stone Dresser/Stone Breaker/Rock Stone Breaker/Stone Crusher 1½ inch to 2 inch = Rs. 2074.95 per 100 cft 1 to 1¼ inch = Rs. 2314.48 per 100 cft.

SKILLED WORKERS :	Rupees	Rupees
Carpenter Grade-I/ Mason Grade-I/Black Smith / Sanitary Fitter Grade-I/ Upholster Grade-I/Astt. Pump Operator/ Pump Operator/ Pump Driver/ Chargeman Grade-II/Water Supply Fitter / Carpenter Grade-II/ Compressor Operator/ Compressor Driver/ Darji or Tailor Grade-I/ Darji or Tailor Grade-II/Crasher Driver/ Stone Dresser for ornamental work/ Plumber Grade-I/ Pipe Fitter Grade-I/Auto Driver/ Asstt. Mechanic/ Mixer Driver/ Mixer Operator/ Structural Fitter Grade-II/ Workshop Fitter / Generator Operator/ Generator Driver/ Plant Shop Fitter/ diesel Engine Fitter/ Trolley Line Fitter / Crushing Plant Fitter/ Plant Fitter/ Jack Hammer Fitter/ Electrical fitter/ Bunch Fitter/ Shaper/ Auto Fitter/ Pipe Line Fitter/ refrigerator Plant Fitter/ Tractor Operator/Shaft Minor/ Kochring Operator/Dozer Operator/ Roclain Operator/ Scrapper Operator/ Loader operator/ Crane Operator/ Eucild operator/ Wagon Drill Operator/ Boaring Operator/ SLD crane Operator/ Plant Operator/	406.36	12191

Ice Plant Operator or Welder/ Gas Cutter/ turner/ Black Smith/ Tin Smith/ Traction Battery Charger/ Line Man/ Telephone Operator/ Khalssi / Jamadar/ Winder/ Blaster Driller/ Winch Fitter / Compounder/Painter /Miller /Climber/ Moulder/ Levellers/ Saw Mill Cutter/Cable Jointer/Foreman Grade-II/Khalasi(8 years to above) /Tracer Operator/ E.M.E./Driver/Compressor/Rocker Showel Operator/Snow Cutter Operator /Loco Operator/Driller Mason for Glazed Type work/Work Mistry/Motor Mate / Tractor Driver/Telephone mechanic/D.G. Set Operator/Workshop Foreman Grade-II.

HIGHLY SKILLED	Rupees	Rupees
Carpenter for furniture only/Workshop Mechanic Grade-I/Chargeman Grade-I/Workshop Foreman Grade-I/Turner Grade-I/Mechanic All Round Operator /Mason/Mistry and Carpenter Mistry/Structural Fitter Grade-I/Surveyor/Draftsman / Assistant Foreman/ Machinist / Compounder (Qualified)/Road Roller Driver/Bulldozer Driver/ Wireman/ Auto Electrician/ Electrician/ Chemical Analyser.	483.17	14495

Clerical and non Technical Supervisory Staff	Rupees	Rupees
Bituman Tyre Inspector/Road Inspector/Work Inspector/ Store Keeper/ Store Munshi/ Supervisor/Meter Reader/ Ledger Booking Clerk/ Bill Clerk/ Irrigation Booking Clerk/ Patwari/ Complaint Attendant/ Ferro Printer/ Driver (Jeep/Car/Tractor)/ Clerk/ Mechanical Inspector / Assistant Store Keeper/Accounts Clerk/Stenographer.	406.36	12191

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961).
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.

4. If any category of worker employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 20% increase will be admissible over and above the minimum rates of wages to the workers working inside the tunnels.
6. 25 % increase shall be applicable over and above the minimum rates of wages in different categories of workers working in 'Under Construction Hydro- Electric Power Projects' located in Non- Tribal Areas.
7. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh. In case of workers working in the Under Construction Hydro- Electric Power Projects' in Tribal Areas, an additional 10% increase shall be applicable.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i)Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment and skill but for proper discharge of duties assigned to him or relatively narrow job and where important decisions are made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii)Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

**No. Shram(A)4-2/2018-P-II Dated Shimla-2, the
Copy for information and necessary action to:-**

25-05-2022

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)
Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

3. PUBLIC MOTOR TRANSPORT

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Public Motor Transport**” may be revised in respect of un-skilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948(Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act ibid, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f. **01-04-2022 as under:-**

General Staff Unskilled Rs.350 per day, Rs. 10500 per month

- (a) Peon, Chowkidar, Store Helper, Sweeper, porter and Daftri
- (b) Workshop Staff (Unskilled)
- (c) Workshop Mazdoor without having any experience

Semiskilled Rs. 363.08 per day, Rs.10892 per month

1. Asstt. Electrician
2. Asstt. Mechanic
3. Asstt. Fitter
4. Asstt. Black Smith
5. Asst. Carpenter
6. Asstt. Welder
7. Asstt. Turner
8. Asstt. Boaring Barman
9. Asstt. Machinist
10. Asstt. Cushion Maker
11. Asstt. Volcanisor
12. Asst. Painter
13. Asstt. Upholster
14. Asstt. Tyreman
15. Asstt.Sprayman
16. Asstt. Electrician Mechanic

17. Asstt. Retrader
18. Workshop Mazdoor having ITI Certificate or having 2 years of probation period who has no ITI Diploma
19. Assistant Molders.

SKILLED:

Machanic, Fitter, Blacksmith, Carpenter, Welder, Boring wireman, Machanist, Cusion Maker, Tinsmith, Volcanizer, Painter, Upholster, Tyreman, Spray Painter, Electrician Machanic, Retreader, Moulder, Turner, Workshop Mazdoor having ITI certificate or having 2 years of probation period who has no ITI Diploma. The ITI certificate holder who are working in the same trade. **Rs. 396.63 per day or Rs. 11,899 per month.**

HIGHLY SKILLED WORKSHOP STAFF:

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor **Rs. 439.89 per day or Rs. 13,197 per month.**

GENERAL STAFF (CLERICAL) ETC.:

Group-A

Out Agent, Out Agency Clerk, Typist, Steno typist, Store-day book Writer, Clerk, Assistant Cashier, Booking Clerk (Restorer), Ledger Keeper, Petrol Pump Attendant. **Rs. 396.63 per day or Rs. 11899 per month.**

Group-B

Chief Inspector, Receptionist, Inspector, Checker, Stenographer **Rs. 416.97 per day or Rs. 12509 per month.**

A Grade, Station Supervisor, Assistant Store-Keeper A Grade, Accountant, Cashier, Tyre Inspector. **Rs. 491.77 per day
Rs. 14,753 per month.**

Group-C

Head Assistant, Head Clerk, Auditor, Head Cashier.

RUNNING STAFF

	Per Day	Per month
1.Driver	Rs. 444.50	Rs. 13,335
2.Conductor	Rs. 405.64	Rs. 12,169
3.Cleaner-cum-Conductor	Rs. 379.57	Rs. 11,387
4.Part-Time Booking Clerk	Rs. 243.72	Rs. 7,312

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)

3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment and skill but for proper discharge of duties assigned to him or relatively narrow job and where important decisions are made/taken by others. His work is thus limited to the performance of routine operations of limited scope.

(iii)Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv)Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

4. SHOPS & COMMERCIAL ESTABLISHMENT

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Shops & commercial Establishments**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948(Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act ibid, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f. **01-04-2022 as under:-**

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rupees	Rupees
Helper/Shop Assistant/ Pelledar/ Chowkidar/ Peon/ Sweeper/ Masalchi/ Gateman/ Waterman/ Cleaner/ Packer/ Mazdoor/ Lander/ Unlander/ Messenger/ Clock Room Attendant/ Porter/ Bhishit/ Beldar/ Fireman/ Pandi/ Posterman/ any other worker doing unskilled job.	Rs. 350 Daily	Rs 324.47 Daily Rs. 9734 Monthly
	Rs.10500 Monthly.	
Semi-Skilled	Rupees	Rupees
Head porter, Pantryman/Coffee-Teamaker/ Chapatiman/ Assistant Baker/Gate Keeper (Cinema) / Asstt. Lineman / Assistant Operator/ Binder Assistant/ Bill Collector /Convesser / Cook/Assistant Halwai/Book Binder/	Rs. 369.93 Daily. Rs. 11098 Monthly.	Rs. 339.12 Daily Rs. 10174 Monthly

Sticher/ Rulling-cutting/Auctioners /Mali/ Sewerman/
 Hotel Guide/ Assistant Mistry/ Assistant Fitter/
 Assistant Turner/ Assistant/Welder/ Assistant
 Electrician/ Assistant/Salesman/ Assistant Barbar/
 Dhobi/ Pressman/Boilerman/ Film Rewinder/ Waiter/
 Bearer/ Assistant Radio Machanic/Painter/
 WhiteWasher/Pakora and Chanamaker/Clerk (Non-
 matric/ Assistant Store Keeper/ Distributor and Assistant
 Machine man/ Enquiry Attendent/ Telephone Attendent/
 ITI Certificate Holder.

Skilled:	Rupees.	Rupees.
Blacksmith/Tinsmith/Watchmaker/Radio Mechanic/Carpenter/Plumber/Driver/Assistant Tailor/Cutter (Tailoring) /General mechanic/ Halwai Cook/ Confectioner/Baker/ Steward/ Butler/ Fitter/ Draughtsman/TelephoneOperator/ Compounder / Goldsmith./ Shoe Maker / Shawl-Carpet Weaving/ Compositor/Cinema Operator/ Salesmen/ Drycleaner/ Dyer /Barber/ Regular machine man/machinist/ Welder/Moulder/Cashier/ Clerk/ (Matric) Munim/ receptionist/ Waiter/ Bearer / Storekeeper/ headwaiter /Head bearer (Western Style Hotels)/Lineman.ITI certificate holder who are working in the same trade.	Rs. 406.36 Daily. Rs. 12191 Monthly.	Rs. 373.51 Daily Rs. 11205 Monthly.

Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foreman/ Supervisor/ Tailor/Cutter (Tailoring)	Rs. 422.85 Daily. Rs. 12686 Monthly	Rs. 391.38 daily Rs. 11741 Monthly

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

5. FORESTRY INDUSTRIES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “Forestry Industries” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act,1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04.2022** as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages	
	Daily	Monthly
UNSKILLED WORKERS		
1 Felling of trees:	Rs. 350	Rs. 10500
1.Lopper (Changi)	Rs. 369.93	Rs. 11098
2.Feller (Garani)	Rs. 357.92	Rs. 10738
2 Logging and sawing including timber passing:		
1.Dresser (Panchani)	Rs. 357.92	Rs. 10738
2.Sawyer (Charani)	Rs. 439.89	Rs. 13197
3.Blacksmith	Rs. 413.02	Rs. 12391
3 Carriage, stacking and timber passing by manual labour:		

1. Mazdoor for carriage	Rs. 357.92	Rs. 10738
2. Mazdoor for loading and un loading of timber.	Rs. 357.92	Rs. 10738
4 Carriage of timber by Aerial ropeways :		
1.Span Mistry-cum-Supervisor	Rs. 439.89	Rs. 13197
2.Span Mistry	Rs. 413.02	Rs. 12391
5 Carriage by water slide (pucci Nalli), dry slide (Pathru), Nullah Bhaan and Darya Bahaan (River floting):		
1. Mohri-wala Mistry	Rs. 471.27	Rs. 14138
2. Taru	Rs. 452.33	Rs. 13570
3. Asstt. Mistry/ Helper Mistry	Rs. 422.85	Rs. 12686
4. Darya-man	Rs. 452.33	Rs. 13570
5. Ghalu	Rs. 384.72	Rs. 11542
6. Jamadar	Rs. 384.72	Rs. 11542
6 Mechanised logging and timber extraction:		
1.Surveyor	Rs. 442.53	Rs. 13276
2.Ski-line Operator	Rs. 413.02	Rs. 12391
3 Truck Driver	Rs. 387.43	Rs. 11623
4. Compressor Driver	Rs. 387.43	Rs. 11623
7 Clerical Staff:		
1.Manager	Rs. 509.43	Rs. 15283
2.Accountant	Rs. 393.38	Rs. 11801
3.Munshi/ Typist clerk	Rs. 357.92	Rs. 10738
8 Saw Mill Workers:		
1.Band Saw Mistry	Rs. 413.02	Rs. 12391
2.Supervisor	Rs. 409.07	Rs. 12272
3.Head Mistry	Rs. 413.02	Rs. 12391

4.Boiler Driver	Rs. 413.02	Rs. 12391
5.Assistant Mistry	Rs. 363.08	Rs. 10892
6.Planner Mistry	Rs. 363.08	Rs. 10892
7.Helper	Rs. 357.92	Rs. 10738
8.Cutter man	Rs. 357.92	Rs. 10738
9 Katha Extraction:		
1.Feller and Chipper	Rs. 357.92	Rs. 10738
2. Katha Supervisor/Katha Processor	Rs. 357.20	Rs. 10716

Highly Skilled

Boiler Attendant (Ist Class) Overseer, Head Foreman= **Rs. 483 Daily. Rs. 14490 Monthly.**

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled employee is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers .

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022
Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

6. CHEMICAL & CHEMICAL PRODUCTS

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Chemical & Chemical Products**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers	Revised minimum rates
Unskilled	Rs. 350 Daily. Rs. 10500 Monthly.
Semi Skilled	
Assistant Electrician, Assistant Fitter, Assistant Turner, Assistant Welder, Assistant Moulder, Assistant Plant Operator, Assistant Blacksmith, Assistant Copraman, Re-irrigation, Assistant , Jamadar, Eastman, East cultivator, Switch Board Attendant, Wireman, Postalman, Fireman, Oilman, Pumpman Grade-I, Machine Levellor, Selector, Cutter-cum-Market seller, Empular, Hageman, ITI Certificate Holder.	Rs. 360.92 Daily. Rs. 10828 Monthly.
Skilled	
Saltman, Electrician, Fitter, Copperman, Turner, Moulder, Blacksmith, Plant operator, Mason, Carpenter, Assistant Foreman, Head Jamadar, Boiler Attendant Grade-II, Workshop Foreman, Electrician Foreman, Engine Driver, Draughtsman, Assistant	Rs. 406.36 Daily. Rs. 12191 Monthly.

Chemist, Machineman, Cashier/Clerk (Matriculate), Salesman, Receptionist, Typist, Store-keeper I.T.I. certificate holder who are working in the same trade.

Highly Skilled

Boiler Attendant (First-Class) Overseer, Head Foreman

Rs. 483.17 Daily.

Rs. 14495 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961).
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as:-(i)

Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(IV). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)
Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

7. ENGINEERING INDUSTRIES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Engineering Industries**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Un-Skilled

Rs. 350 Daily or

Rs. 10500 Monthly.

Semi skilled

Taper Grade-III, Turner Grade-III, Driller Grade-III, Romer Grade-III, **Rs. 360.92 Daily or**

Shareman Grade-III, Machine man, Machinist/Operator Grade-III/ Bragar **Rs. 10828 Monthly.**

Grade-III, Head Spinning Winder/ Liner Grade-III, Press Operator Grade-III,

Spray Painter Grade-III, Transfer Fixer Grade-III, Assembler Grade-III,

Cobbler, Rubber Rosin Cutter, Tailor Grade-III,

Material Checker, Fitter Frame, Numbering man, Frame

Sender, Electroplater Grade-III, Mopper Grade-III, Grinder Grade-III,

Pickler, Polishman, Buferman, Head Mechanic, Operator Grade-III,

Thread/Roller Operator Grade-III, Book-screw Machine Operator Grade-III,

Feeder Grade-III, Dye Maker Grade-III, Welder Grade-III, Tin Smith Grade-

III, Pipe Reader, Hammer man Grade-III, Electric Lineman Grade-III, Voucher Inspector Grade-III, Lister Diesel Engine Driver Grade-III, Oilman.

Skilled

Taper Grade-II, Turner Grade-II, Driller Grade-II, Shaper Grade-II, Shaperman Grade-II, Slaughterman Grade-II, Mechanist/ Operator/Brager Grade-II, Liner Grade-II, Spray Painter Grade-II, Transfer Mixer Grade-II, Press Operator Grade-II, Assembler Grade-II, Tailor Grade-II, Electroplater Grade-II, Moper Grade-II, Grinder Grade-II, Head Machine Operator-II, Thread and Roller Machine Operator Grade-II, Book screw Machine Operator Grade-II, Gold Draw Machine Operator Grade-II, Fitter Grade-II, Carpenter/Pattern Maker Grade-II, Dye Maker Grade-II, Saister Grade-II, Welder Grade-II, Tinsmith Grade-II, Hammerman Grade-II, Blacksmith Grade-II, Tool Setter Grade-II, Electrical Lineman Grade-II, Electrician Grade-II, Armature Winder and Coil winder Grade-II, Cable Jointer Grade-II, Voucher Inspector Grade-II, Lister Diesel Engine Driver Grade-II, Moulder Grade-II, Supervisor, ITI Certificate Holder who are working in the same trade.

Rs. 406.36 Daily.

Rs. 12191 Monthly

Highly Skilled

Turner Grade-I, Grinding Machine Operator Grade-I, Shaper man Grade-I, Slaughterman Grade-I, Miller Grade-I. Electroplater Grade-I, Gold Draw Machine Operator Grade-I, Fitter Grade-I, Carpenter/Pattern Maker Grade-I, Dye maker Grade-I, Engraver Grade-I, Blacksmith Grade-I, Dye Setter Grade-I, Tool Setter Grade-I, Electrician Grade-I,

Rs. 483.17 Daily.

Rs. 14495 Monthly.

Clerical Staff

Cashier (Matriculate) Clerk, Salesman, Typist Storekeeper

Rs. 375.62 Daily.

Rs. 11269 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.

2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i)Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi –skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii)Skilled: -- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
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10. Guard File. .

(Anil Kumar Katoch)

Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

8. TEA PLANTATION

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Tea Plantation**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act,1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages
Field workers in Tea Plantation employed on plantation up rooting, spraying, manufacturing, shade lopping, hoeing, pruning weeding, plucking etc. known as unskilled workers employed in the operation;	Rs. 350 Daily or Rs. 10500 Monthly.

A-Grade Leaves -- If plucker plucks more than 12 kilogram of tea leaves he or she will get Rs. 25.32 per kilogram extra as incentive.

B Grade Leaves If plucker plucks more than 13 kilogram of tea leaves he or she will get Rs. 20.04 per kilogram extra as incentive.

C-Grade Leaves- If plucker plucks more than 16 kilogram of tea leaves he or she will get Rs 14.94 per kilogram extra as incentive.

The piece rates workers employed for plucking will get Rs. 25.32 , Rs. 20.04 Rs. 14.94 per kilogram for A,B,C grade of tea leaves respectively.

SEMI-SKILLED: Workers engaged in Tea Factory & Tea Plantations. **Rs. 355.95** per day, **Rs. 10679** per month

FACTORY:

Include lift Mazdoor, withering Mazdoor, **Rs. 350 daily**
 relling room workers, shifting Mazdoor, **Rs. 10500 Monthly.**
 Fermenting room workers, tea boys,
 sorters, tea makers, time keeper and carriers (jhalli)

PLANTATION:

Cleaners, Assistant Cleaner, Garden Assistant, **Rs. 350 daily**
 Muharirs etc. who maintain records of a field work **Rs. 10500 Monthly.**
 and also includes sweeper, Mali & Mate.

CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF

OFFICE STAFF:

1. Accountant	Rs. 535.02	Rs. 16051 per month plus free accommodation	
2. Clerks	Rs. 406.36	Rs. 12191 per month plus free accommodation	
3. Munshi	Rs. 425.92	Rs. 12778 per month plus free benefits as admissible to clerk	
4. Peon ,Chowkidar/Chaudhary	Rs. 355.95	Rs. 10679 per month plus free benefit as admissible.	
		Daily	Monthly
5. Compounder		Rs. 495.61	Rs. 14868
6. Driver (Jeep/ Car/ Tractor)		Rs. 444.50	Rs. 13335
7. Mechanic ,		Rs. 499.60	Rs. 14988
8. Assistant Mechanic		Rs. 442.53	Rs. 13276
9. Electrician-cum- Mechanic Grade-I		Rs. 499.60	Rs. 14988
10. Electrician-cum- Mechanic Grade-II		Rs. 442.53	Rs. 13276

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

(i)Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi –skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
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10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

**No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-20229.
ESTABLISHMENTS WITH MANUFACTURING PROCESS AS DEFINED IN
CLAUSE (K) OF SECTION-2 OF FACTORIES ACT, 1948**

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Manufacturing Process as Defined in Clause (K) of Section 2 of Factories Act, 1948**” may be revised in respect of un skilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act,1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 350 per day or Rs. 10500 per month
Semi-skilled	Rs. 360.92 per day or Rs. 10828 per month
Skilled & clerical staff	Rs. 406.36 perday. or Rs. 12191 per month
Highly-Skilled	Rs. 483.17 perday or Rs. 14495 per month

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) **Unskilled.**- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) **Semi-skilled.**- A semi skilled worker is one who does work generally defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) **Skilled.**- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) **Highly Skilled.**- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

10. HOTEL AND RESTAURANTS

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Hotel and Restaurants**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f. **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers	Revised Wages	
	Where no benefit is provided	Where food, tea and accommodation provided
1	2	3
UN-SKILLED:	Rupees	Rupees
Helper/ Chowkidar/ Peon/ Sweeper/ Masalachi/ Gateman/ Waterman/ Messenger/ Clock Room Attendant/ Porter/ Bhishti/ Beldar/Fireman/ Pandi/ Posterman/ any worker doing un-skilled job.	Rs. 350 Daily	Rs. 324.47 Daily
	Rs. 10500 Monthly	Rs. 9734 Monthly
SEMI-SKILLED WORKER:	Rupees	Rupees
Pantryman /Coffee-Tea Maker/ Chapatiman / Assistant Baker/Cook/ Assistant	Rs. 369.93 Daily	Rs 340.11

Halwai/Book Binder/ Sticher /Ruling Cutting/ Auctioners /Mali /Hotel Guide /Assistant Mistry/ Assistant Fitter/ Sewerman/ Assistant Turner /Assistant	Rs. 11098 Monthly	Rs. 10203 Monthly.
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Welder/ Assistant Electrician/ Assistant
Salesman/ Assistant Barber/ Dhobi/
Pressman/Boilerman/Film Rewinder/ Water
Bearer /Assistant Radio Mechanic/ Painter/
White Washer/ Pakora and Chana
Maker/Clerk (Non-Matric)/ Assistant Store
Keeper/Distributor and Assistant
Machinman/ Enquiry Attendant/ Telephone
Attendant/ ITI certificate holder who are
working in the other trade.

SKILLED WORKERS :	Rupees.	Rupees.
Driver/Halwai/Cook/Confectioner/Baker/St eward/Butler/Draughtsman/TelephoneOpera tor/Receptionist/Waiter/Bearer/Store Keeper/Head Waiter/Head Bearer (Western Style Hotel.) ITI certificate holder who are working in the same trade.	Rs. 406.36 Daily	Rs. 373.51 Daily
	Rs. 12191 Monthly.	Rs. 11205 Monthly.

Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foremen/ Supervisor./ Tailor/Cutter (Tailoring)	Rs. 422.85 Daily	Rs. 391.38
	Rs. 12686 Monthly.	Rs. 11741 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)

3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

11. PRIVATE EDUCATIONAL INSTITUTES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Private Educational Institutes**” may be revised in respect of un skilled and other categories of workers with effect from **01-04-2022** ;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act,1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04--2022** as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 350 per day or Rs. 10500 per month
Semi-skilled	Rs. 369.93 per day or Rs. 11098 per month
Skilled	Rs. 406.36 per day or Rs. 12191 per month
Highly skilled	Rs. 422.85 per day or Rs 12686 per month

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational

environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semi skilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

(R.D Dhiman)

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

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1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

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**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

12. Hydro Power Projects

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Hydro Power Projects**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers

Minimum Wages

Daily

Monthly

UN-SKILLED WORKERS :

Rs.

Rs.

Peon, Helper to Pump Operator, Helper to Concrete Pump Operator, Pump Attendant, Helper to JWR Crane Operator, Helper to Plant Operator, Helper to Excavator Operator, Helper to Concreting Plant Operator, Helper to Loader Operator, Helper to TAMROCK Operator, Helper to Mechanic, Helper to Turner, Helper to Electrician, Helper to Auto Electrician, Helper to Welder, Helper to Fitter, Helper to Carpenter, Helper to Heavy Motor Vehicle Driver, Helper to Khalasi, Compressor Attendant, Generator Attendant, TM Attendant, Helper to Concrete Mixture Plant Operator, Helper to Fireman, Helper to Stone Dresser, Helper to Head Watchman, Helper to Laboratory Assistant, Helper to Gauge Reader, Helper to Time Keeper, Helper to Diesel

350

10500

Generator Set Operator, Helper to Generator Operator, Helper to Wireless Operator, Helper to Engine Fitter, Helper to Diesel Engine Fitter, Helper to Pipe Fitter, Helper to Pujari, Cleaner-cum-Beldar, Washerman, Washermaid, Office Boy, Clay Cleaner, Helper Boomer, Helper to Automobile Fitter, Masalchi, Air Conditioning Plant Helper, Helper to Supervisor, Mess Helper, Sweeper.

SEMI-SKILLED WORKER:

Junior Pump Operator, Junior Concrete Pump Operator, Junior JWR Crane Operator, Junior Plant Operator, Junior Nozzleman, Junior Excavator Operator, Junior Concreting Plant Operator, Junior Loader Operator, Junior TAMROCK Operator, Junior Mechanic, Junior Auto Electrician, Junior Welder, Junior Fitter, Junior Tyre Fitter, Junior Painter, Junior Plumber, Junior Denter, Junior Carpenter, Security Guard, Khalasi(3 Years Experience), Junior Compressor Attendant, Generator Attendant, Locomotive Attendant, Concrete Mixture Attendant, Assistant Fireman, Stone Dresser, Laboratory Assistant, Gauge Reader, Time Keeper, Diesel Generator Set Operator, Generator Operator , Wireless Operator, Junior Diesel Engine Fitter, Junior Pipe Fitter, Telephone Attendant, Assistant Surveyor, Office Attendant, Junior Oiler, Junior Driller, Junior JCB Operator, Junior Scrapper, Pujari, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Junior Elctrician, Mali

371.77 11153

SKILLED WORKERS :

Dozer Operator, Grader Operator, Loader Operator, Batching Plant Operator, Crushing Operator, Excavator Operator, CMT Crane Operator, 26 Tonne Dumper Operator, Plant Operator, Gantry Operator, JCB Operator, Locomotive Operator, Tamrock/Jambo Operator, Mechanic, Turner, Welder, Driller, Nozzleman, Fitter, Steel Fixer, Blacksmith, Blaster, Carpenter, Auto Electrician, Painter, Denter, Mason, Plumber, Bar Binder, Tyre Fitter, CMT Operator, AC Plant Operator, Merlo Operator,

406.36 12191

Work Inspector, Supervisor, Camp-Incharge, Non Technical Supervisor(Mining Blasting), Driver, Mobile Crane Operator, Bacoh Operator, Hydro Crane Operator, Surveyor, Scrap Operator, Bobcat Operator, Scoop Operator, Garroting Pump Operator, Morter Binder, Data Entry Operator, Cashier, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Cook, Khalasai(more than 5 years Experience) and Dhobi.

HIGHLY SKILLED

Senior Crane Operator, Senior Batching Plant Operator, Senior Trailer Operator, Senior Dumper Operator, Tunnel Boring Machine Operator, Senior Plant Operator, Senior Heavy Earth Moving Machine Operator, Senior Dozer Operator, Senior Loader Operator, Senior CE Plant Operator, Senior Carpenter, Senior Mechanic, Senior Driller, Senior Black Smith, Senior Electrician, Senior Bar Binder, Senior Auto Electrician, Senior Fitter, Senior Tyre Fitter, Senior Turner, Senior Welder, Senior Denter, Driver (Heavy Transport Vehicle), Tower Crane Operator, Senior Welder X-Ray, Cable Jointer, Senior Blaster, 40 Tonne Dumper Operator, Senior Jumbo Operator, Foreman, Gunman, Senior A.C Plant Operator, Workshop Mechanic, Compounder, Chemical Analyser, Laboratory Assistant, Pharmacist, Nurse, Stenographer, Accountant, Khalasi (Above 8 Years Experience) **483.17** **14495**

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 20% increase will be admissible over and above the minimum rates of wages to the workers working inside the tunnels.

6. 25 % increase shall be applicable over and above the minimum rates of wages in different categories of workers working in 'Under Construction Hydro- Electric Power Projects' located in Non- Tribal Areas.
7. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh. In case of workers working in the Under Construction Hydro- Electric Power Projects' in Tribal Areas an additional 10% increase shall be applicable.

Sample calculation of Minimum Rates of Wages is given as below:

	Category of Worker	Minimum Rates of Wages (per day) (Rs.)	Admissibility of 25% increase in Under-Construction Hydro Electric Power Projects Located in Non-Tribal Areas (per day) (Rs.)	Total Wages arrived at as per column no. 3+4 (per day) (Rs.)	Admissibility of 20% Tunnel Allowance over and above the Minimum Rates of Wages as per the column no. 5 (per day) (Rs.)	Total admissibility of Minimum Wages (per day) (Rs.)
1.	2.	3.	4.	5.	6.	7.
(A)	Unskilled	350	87.5	437.5	87.5	525
(B)	Semi-Skilled	371.77	92.94	464.71	92.94	557.65
(C)	Skilled	406.36	101.59	507.95	101.59	609.54
(D)	Highly-Skilled	483.17	120.79	603.96	120.79	724.75

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

- (i) **Unskilled.-** An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.
- (ii) **Semi-skilled.-** A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.
- (iii) **Skilled.-** A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.
- (iv) **Highly Skilled.-** A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

13. PHARMACEUTICALS' INDUSTRIES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Pharmaceuticals' Industries**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers	Minimum	Wages
	Daily	Monthly
Unskilled Packing Helper, Machine Helper, Laboratory Helper, Store Helper, House Keeping Helper, Peon.	Rs. 350	Rs. 10500
Semi Skilled		
Technician (D.Pharma), Fitter (ITI), Maintenance (ITI), PW-Operator, Mali, Security Guard, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	Rs. 360.92	Rs. 10828

Skilled

Officer (B.Pharma), Technical Supervisor (ITI Diploma, D Pharma), Operator, Security Supervisor, Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier. **Rs. 406.36** **Rs. 12191**

Highly Skilled:- Sales Officer, Sales Executive, Sales Promotion Employee, Medical and Sales Representatives, B.Pharma, Accountant B.Sc. Chemist, M.Sc. Chemist and Stenographer. **Rs. 483.17** **Rs. 14495**

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act,1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must

possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(IV). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

14. Hospitals/Nursing Homes & Clinics

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Hospitals/Nursing Homes & Clinics**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs.	Rs.
Helper, Cleaner, Chowkidar, Watchman, Peon, Room Boy, Office Boy and Masalchi.	350 Daily 10500 Monthly.	324.47 Daily 9734 Monthly
Semi-Skilled	Rs.	Rs.
Clinic Attendant, Assistant Laboratory Technician, Security Sweeper, Operation Theatre Assistant, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Ward Boy and Ward Attendant (0-3 Years Experience)	369.93 Daily. 11098 Monthly	339.12 Daily. 10174 Monthly.

Skilled:	Rs.	Rs.
Receptionist, Pharmacist, Compounder, Laboratory Technician, X-Ray Technician, ANM, Trained Dai, Electrician, Radio Grapher, ECG Operator, X-Ray Dark Room Assistant, Oven Operator, Oxygen Plant Operator, Heating Plant Controller Assistant, Driver, CSSD Assistant, Operation Theatre Technician, Eye Refractionist, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier, Fitter, Plumber, Supervisor, Cook, Dhobi, Ward Boy and Ward Attendant (above 3 years experience)	406.36 Daily.	373.51 Daily
	12191 Monthly	11205 Monthly.

Highly Skilled	Rs.	Rs.
Staff Nurse, Security Supervisor, Senior Electrician, Senior Technician, Senior Radiographer, Senior Compounder. Accountant and Stenographer	422.85 Daily.	391.38 Daily
	12686 Monthly	11741 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act,1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled: -- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

15. Domestic Workers

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Domestic Workers**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948(Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04--2022** as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs.	Rs.
Helper, Aya, Cleaner, Masalchi, Watchman and Washer man	350 Daily 10500 Monthly.	296 Daily. 8880 Monthly.
Semi-Skilled	Rs	Rs
Security Guard and Mali	369.93 Daily. 11098 Monthly	306.88 Daily, 9206 Monthly.
Skilled:	Rs.	Rs.
Cook and Driver	406.36 Daily. 12191 Monthly	326.92 Daily 9808 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act,1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment and skill but for proper discharge of duties assigned to him or relatively narrow job and where important decisions are made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No.1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

16. Safai Karamchhari Employment

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Safai Karamchhari Employment**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers	Minimum Wages	
	Daily	Monthly
Unskilled:- Sweeper/Safai Karamchhari, Beldar and Cartman,	Rs. 350	Rs. 10500
Semi Skilled		
Work Supervisor, Sanitary Jamadar, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 360.92	Rs. 10828
Skilled		
Driver, Mason, Plumber, Storekeeper, Accounts Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs 406.36	Rs. 12191
Highly Skilled		

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act,1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(IV). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

17. Security Services

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Security Services**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30.03.2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Un-Skilled	Daily	Monthly
Helper and Watchman	Rs. 350	Rs. 10500
Semi skilled		
Security Guard, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 360.92	Rs. 10828
Skilled		
Security Supervisor, Head Watchman, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 406.36	Rs. 12191
Highly Skilled		
Security Officer, Security Manager,	Rs. 483.17	Rs. 14495

Stenographer and Accountant.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act,1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 20% increase will be admissible over and above the minimum rates of wages to the workers working inside the tunnels.
6. 25 % increase shall be applicable over and above the minimum rates of wages in different categories of workers working in 'Under Construction Hydro- Electric Power Projects' located in Non- Tribal Areas.
7. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh. In case of workers working in the Under Construction Hydro- Electric Power Projects' in Tribal Areas an additional 10% increase shall be applicable.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i)Skilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi –skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii)Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv). Highly Skilled: -- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

18. Temples and Religious Places/Dharamshalas

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Temples and Religious Places/Dharamshalas**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of workers	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs	Rs
Peon, Masalchi, Office Boy and Beldar.	350 Daily	324.47 Daily
	10500 Monthly	9734 Monthly.
Semi-Skilled	Rs	Rs
Chapatiman, Sweeper, Room boy, Junior Guest Attendant, Temple Attendant, Bhog Room Attendant, Hall Attendant, Sewadar, Security Guard, Mali, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	369.93 Daily	339.12 Daily
	11098 Monthly	10174 Monthly

Skilled:	Rs.	Rs.
Senior Guest Attendant, Receptionist, Pujari, Pandit,	406.36 Daily	373.51 Daily
Cook, Maulvi, Granthi, Padri, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	12191 Monthly	11205 Monthly

Highly Skilled	Rs.	Rs.
Supervisor, Superintendent, Ragi, Bajantri, Bhajan	422.85 Daily.	391.38 daily
Singer, Stenographer, and Accountant.	12686 Monthly	11741 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

19. Workers Working in Toll Tax Barriers

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Workers Working in Toll Tax Barriers**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948(Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022;**

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

	Minimum Daily	Wages Monthly
Un-skilled Workers :-		
Peon, Office Boy and Masalchi.	Rs. 350	Rs. 10500
Semi-skilled:-		
Helper Cook, Cash Collector, Assistant Storekeeper, Assistant Store Munshi, Security Guard and Complaint Attendant.	Rs. 360.92	per day or Rs. 10828 per month
Skilled:-		
Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 406.36	per day or Rs. 12191 per month

Highly-Skilled:-

Supervisor, Superintendent, Stenographer and Accountant. **Rs. 483.17 per day or**

Rs. 14495 per month

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act, 1961(No. 52 of 1961).
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

GOVERNMENT OF MEGHALAYA
LABOUR DEPARTMENT

NOTIFICATION

Dated Shillong, the 31st March, 2022

LBG 75/2012/417 - In continuation to this Department's Notification No. LBG 75/2012/412 dated 03.01.2022, the Governor of Meghalaya is pleased to revise the Minimum Wages payable to the employees under the 29 Schedule of Employments with effect from 1st April, 2022 as follows :-

Sl No.	Category	Minimum wage + Revised VDA
1.	Unskilled	₹300/- +73 = ₹373/-
2.	Semi-skilled	₹340/- +83 = ₹423/-
3.	Skilled	₹380/- +93 = ₹473/-
4.	Highly-skilled	₹420/- +102 = ₹522/-

The Variable Dearness Allowance has been rounded off to the next higher rupee.

These issues with the concurrence of Finance Department vide I/D No. F(PR)98/2022 dated 23.03.2022.

Sd/-

G.H.P.Raju IPS,
Principal Secretary to the Govt. of Meghalaya,
Labour Department.

Memo No. LBG 75/2012/417-A

Dated Shillong, the 31st March, 2022

Copy to :

1. P.S. to Chief Minister, Meghalaya for favour of kind information of Hon'ble Chief Minister.
2. P.S. to Minister i/c Labour, Meghalaya for favour of kind information of Minister
3. P.S. to all Ministers, Meghalaya for favour of kind information.
4. P.S. to Chief Secretary to the Govt. of Meghalaya for favour of kind information of the Chief Secretary
5. The Additional Chief Secretary/Principal Secretary/Commissioner & Secretary/Secretary of all Departments
6. Finance (Pay Revision) Department (consulted I/D above).
7. All Administrative Department/All Heads of Department
8. The Labour Commissioner, Meghalaya, Shillong for information and necessary action.
9. Director of Information and Public Relations for wide publicity.
10. Director of Printing and Stationery, Meghalaya, Shillong for publication in the extra ordinary gazette and to supply 100 copies to this Department urgently.

Contd... 2/-

11. Managing Director, MTC, Meghalaya, Shillong
12. Chairman/Chief Executive Officer, Shillong/Jowai/Tura/Williamnagar/Baghmara/Resubelpara Municipal Board.
13. President, Frontier Chamber of Commerce, G.S. Road, Shillong-2.
14. Managing Director, Meghalaya Plywood Pvt. Ltd C/o Bawri Mansion, Dhankheti, Shillong
15. General Secretary, Shillong Municipality Harijan Mazdoor Union, Bara Bazar, Harijan Colony, Shillong-2
16. President INTUC, Meghalaya Branch, Opp Lum Jingshai, Short Round Road, Shillong.
17. General Secretary, AITUC, Meghalaya Branch, C/o CPI Officer, Quinton Road, Shillong-2.
18. General Secretary, Meghalaya Power Workers' Union, C/o B.C. House, Me.E.C.L, Shillong1.
19. General Secretary, Garo Hills PWD, Labour Union, P.O. Tikrikilla, P.S. Phulbari.
20. General Secretary, Shillong Municipal Employers' Association, Shillong.
21. General Secretary, Meghalaya PWD, Muster Roll Workers' Union, C/o CPI Office, Quinton Road, Shillong-1.

By Order etc.,


Under Secretary to the Govt. of Meghalaya,
Labour Department



OFFICE OF THE COMMISSIONER, LABOUR AND EMPLOYMENT
Shram Shakti Bhavan, 2nd Floor, Patto Plaza, Panaji, Goa - 403 001
Ph: (0832) 2437081/82/83 Fax: (0832) 2437085

No. CLE/PA/MWA-VDA/ (10)/2016/ 1212

Dated: 02/05/2022

ORDER

In exercise of the powers conferred by the Government vide different Notifications dated 23rd May, 2016, revising the minimum rates of wages in various Scheduled Employments, the undersigned, hereby, revises the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index number for the preceding period of six months i.e. July, 2021 to December, 2021 reaching 358 from 269 (Base 2001=100) and thereby resulting in an increase of 89 points for Industrial Workers. The rate of Variable Dearness Allowance so calculated is **Rs. 85/-per day** for various categories of employees employed in Scheduled Employments as shown below and becomes **effective from 01.04.2022**. (E.g. the minimum rates of wages for unskilled category is **Rs. 307+85=392/- per day** and so forth)

- (1) **Employment in Saw Mills.** Notification No. 24/21/2009/-LAB-II (1) dated 23.05.2016
- (2) **Employment in Breweries and Distilleries.** Notification No. 24/21/2009-LAB-II (2) dated 23.5.2016
- (3) **Employment in Pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products.** Notification No.24/21/2009-LAB-II(3) dated 23.5.2016
- (4) **Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and sale of Electronic products.** Notification No. 24/21/2009-LAB-II (4) dated 23.5.2016
- (5) **Employment in Cinema Exhibition Industry.** Notification No. 24/21/2009-LAB-II (5) dated 23.5.2016.
- (6) **Employment in Readymade Garments Manufactory.** Notification No. 24/21/2009-LAB-II (6) dated 23.5.2016.
- (7) **Employment in Private Hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients.** Notification No. 24/21/2009-LAB-II (7) dated 23.5.2016.
- (8) **Employment in Watch and Ward.** Notification No. 24/21/2009-LAB-II (8) dated 23.5.2016.
- (9) **Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on.** Notification No. 24/21/2009/-LAB-II (9) dated 23.05.2016.

- (10) **Employment in processing and canning of food stuff including fish and beverages.** Notification No. 24/21/2009/-LAB-II (10) dated 23.05.2016.
- (11) **Employment in Cashew Factories and Establishments.** Notification No. 24/21/2009/-LAB-II (11) dated 23.05.2016.
- (12) **Employment in Bricks and Tiles Manufacture.** Notification No. 24/21/2009/-LAB-II (12) dated 23.05.2016.
- (13) **Employment in any Commercial or Industrial Establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule.** Notification No. 24/21/2009/-LAB-II (13) dated 23.05.2016
- (14) (i) **Employment in construction or maintenance of roads or in building operators, (ii) stone breaking and stone crushing; and (iii) Maintenance of building.** Notification No. 24/21/2009/-LAB-II (14) dated 23.05.2016.
- (15) **Employment in Automobile Repairing Workshops and Garages** Notification No. 24/21/2009/-LAB-II (15) dated 23.05.2016.
- (16) **Employment in Agriculture.** Notification No. 24/21/2009/-LAB-II (16) dated 23.05.2016.
- (17) **Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house.** Notification No. 24/21/2009/-LAB-II (17) dated 23.05.2016.
- (18) **Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking.** Notification No. 24/21/2009/-LAB-II (18) dated 23.05.2016.
- (19) **Employment in any residential hotel, restaurant or eating house.** Notification No. 24/21/2009/-LAB-II (19) dated 23.05.2016.
- (20) **Employment in cotton Textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving.** Notification No. 24/21/2009/-LAB-II (20) dated 23.05.2016.



(Raju V. Gawas)
Commissioner,
Labour & Employment

To,
All Concerned,
As per list attached.

उत्तर प्रदेश शासन,
श्रम अनुभाग-3
संख्या:-647/36-3-2022-17(सा0)/2022
लखनऊ, दिनांक :: 27 मई, 2022

अधिसूचना

कारखाना अधिनियम, 1948 (अधिनियम संख्या 63 सन् 1948) की धारा 66 की उपधारा (1) के खण्ड (ख) के परन्तुक के अधीन शक्तियों का प्रयोग करके, राज्यपाल लोकहित में इस अधिसूचना के सरकारी गजट में प्रकाशित किये जाने के दिनांक से महिला कर्मकारों के नियोजन के सम्बंध में उक्त धारा की उपधारा (1) के खण्ड (ख) में उपबंधित निर्बंधनों से महिला कर्मकारों को नियोजित करने वाले राज्य के समस्त कारखानों को निम्नलिखित शर्तों के अधीन छूट प्रदान करती हैं:-

- 1- किसी महिला कर्मकार को उसकी लिखित सहमति के बिना प्रातः छः बजे से पूर्व तथा सायं सात बजे के पश्चात् कार्य करने हेतु बाध्य नहीं किया जायेगा।
- 2- किसी महिला कर्मकार को सायं 7.00 बजे से प्रातः 6.00 बजे के मध्य उसके कार्य करने से इन्कार करने पर नियोजन से हटाया नहीं जायेगा।
- 3- सायं 7.00 बजे से प्रातः 6.00 बजे के मध्य कार्यरत महिला कर्मकार को कारखाना के नियोजक द्वारा उसके निवास स्थान से कार्यस्थल तक आने और वापस जाने के लिए निःशुल्क परिवहन उपलब्ध कराया जायेगा।
- 4- सायं 7.00 बजे से प्रातः 6.00 बजे के मध्य कार्यरत महिला कर्मकार को कारखाना के नियोजक द्वारा भोजन उपलब्ध कराया जायेगा।
- 5- सायं 7.00 बजे से प्रातः 6.00 बजे के मध्य कार्यरत महिला कर्मकारों को कार्य के घण्टों तथा तत्सम्बंधी यात्रा के दौरान पर्याप्त पर्यवेक्षण उपलब्ध कराया जायेगा।
- 6- नियोजक को कार्यस्थल के निकट शौचालय, प्रक्षालन कक्ष, परिवर्तन कक्ष और पेयजल तथा सुविधाएं सुनिश्चित करनी होंगी।
- 7- सायं 7.00 बजे से प्रातः 6.00 बजे के मध्य कार्य करने के दौरान अन्यून चार महिला कर्मकारों को परिसर में अथवा किसी विशिष्ट विभाग में कार्य करने की अनुज्ञा प्रदान की जायेगी।
- 8- नियोजक को महिला कर्मकारों के नियोजन के सम्बंध में स्वयं द्वारा प्रस्तावित व्यवस्था विषयक सूचना सम्बन्धित क्षेत्र के कारखाना निरीक्षक को सत्यापन हेतु अधिकतम सात दिन की अवधि प्रदान करते हुए निरीक्षणार्थ देनी होगी।
- 9- नियोजक को रात्रिपाली के दौरान अभिनियोजित महिला कर्मकारों के विवरण के सम्बंध में संबंधित क्षेत्र के कारखाना निरीक्षक को इलेक्ट्रानिक रूप से या अन्यथा रीति से मासिक रिपोर्ट प्रेषित करनी होगी और किसी भी समय अप्रिय घटना होने पर संबंधित क्षेत्र के कारखाना निरीक्षक और साथ ही साथ स्थानीय पुलिस थाना को त्वरित रिपोर्ट प्रेषित करनी होगी।
- 10- कारखाना निरीक्षकों को महिला कर्मकारों की कार्य करने की निरापद दशाओं को प्रवर्तित करना होगा। और समय-समय पर अपने निरीक्षण में अनुपालन न किये जाने का सावधानी पूर्वक संज्ञान लेना होगा।

- 11- नियोजक को लैंगिक उत्पीड़न को रोकने के लिए उचित कदम उठाना होगा। नियोजक को स्वयं कारखाना में महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध और प्रतितोष) अधिनियम, 2013 या किन्हीं अन्य संबंधित अधिनियमितियों में यथाविहित रूप से स्वयं शिकायत तंत्र अनुरक्षित करना होगा।
- 12- महिला कर्मकारों को विशिष्टता उनके अधिकारों के सम्बंध में यथाअपेक्षित मार्गदर्शी सिद्धान्तों को प्रमुखतापूर्वक प्रदर्शित करते हुए अवगत कराया जायेगा।
- 13- कारखाना के नियोजक द्वारा ऊपर विहित किसी शर्त का उल्लंघन किये जाने पर अनुमति स्वतः समाप्त हुई समझी जायेगी।

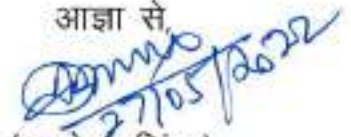
आज्ञा से,

सुरेश चन्द्रा
अपर मुख्य सचिव।

संख्या- 647/36-03-2022-17(सा0)/2022 तददिनांक

प्रतिलिपि:- निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।

- 1- प्रतिलिपि अधिसूचना की अंग्रेजी प्रति सहित संयुक्त निदेशक, राजकीय मुद्रणालय ऐशबाग लखनऊ को इस अनुरोध के साथ प्रेषित है, कि कृपया उक्त अधिसूचना को दिनांक 23 मई, 2022 की असाधारण गजट के विधायी परिशिष्ट-4 (खण्ड ख) में प्रकाशित कर अधिसूचना की 150 मुद्रित प्रतियों श्रम अनुभाग-3 बापू भवन, उ0प्र0 सचिवालय, लखनऊ को एवं 250 प्रतियों श्रम आयुक्त, उ0प्र0 कानपुर पेटी संख्या-220 को तत्काल उपलब्ध कराने का कष्ट करें।
- 2- श्रम आयुक्त, उ0प्र0 कानपुर।
- 3- प्रभारी निदेशक कारखाना, उ0प्र0 कानपुर।
- 4- गार्ड फाइल।

आज्ञा से

27/05/2022
(राजेन्द्र सिंह)
विशेष सचिव।

1

**UTTAR PRADESH SHASAN
SHRAM ANUBHAG-3**

The Governor is pleased to order the publication of the following English translation of Notification no. 647 /XXXVI-3-2022-17(sa)/2022 dated May, 2022 for general information:

NOTIFICATION

No. /XXXVI-3-2022-17(sa)/2022

Lucknow, Dated: २७ May, 2022

In exercise of powers under proviso to clause(b) of sub section (1) of section-66 of the Factories Act, 1948 (Act No. LXIII of 1948), the Governor is pleased to exempt, in public interest, with effect from the date of publication of this Notification in the official Gazette all the Factories of the state employing women worker from restrictions provided in the clause(b) of sub section(1) of the said section in respect of employment of women workers, subject to the following conditions :-

1. No Women worker shall be bound to work without her written consent before 06:00 AM and after 07:00 PM.
2. No Women worker shall be terminated from her employment if she denies to work between 07:00 PM to 06:00 AM.
3. Women worker working between 07:00 PM to 06:00 AM shall be provided free transportation from her residence to workplace by the employer of the factory and back.
4. Women worker working between 07:00 PM to 06:00 AM shall be provided food by employer of the factory.
5. Women worker working between 07:00 PM to 06:00 AM shall be provided sufficient supervision during working hours and journey thereof.
6. Employer shall ensure toilets, washrooms, changing-room, drinking facilities and light near the work place.
7. During the working between 07:00 PM to 06:00 AM, not less than four women worker shall be allowed to work in the premises or a particular department.
8. Employer shall intimate the arrangement proposed by him in connection to the employment of female workers to Inspector of factories of region concerned, for verification, affording him a maximum period of seven days for such verification.
9. The employer shall send a monthly report electronically or otherwise to the Inspector of factories of region concerned about the details of

women workers engaged during night shift and shall also send express report whenever there is some untoward incident to the Inspector of factories of region concerned, and local Police Station as well.

10. The Inspector of factories shall enforce the safe working conditions of women worker and carefully take note of the non-compliance in their inspection from time to time.
11. Employer shall take appropriate steps to prevent sexual harassment. The employer shall maintain a complaint mechanism in the factory itself as prescribed in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 or in any other related enactments.
12. The women worker shall be made aware of their rights in particular by prominently displaying the guideline as may be required.
13. Permission shall be deemed cancelled automatically on violation of any conditions prescribed above by employer of the factory.

By Order,



(Suresh Chandra)
Additional Chief Secretary.



Haryana Government Gazette

EXTRAORDINARY

Published by Authority

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No. 87-2022/Ext.] CHANDIGARH, TUESDAY, MAY 17, 2022 (VAISAKHA 27, 1944 SAKA)

हरियाणा सरकार

श्रम विभाग

अधिसूचना

दिनांक 17 मई, 2022

संख्या 14939.— पंजाब दुकानात तथा वाणिज्यिक प्रतिष्ठान अधिनियम, 1958 (1958 का पंजाब अधिनियम 15) की धारा 34 की उपधारा (2) के साथ पठित उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, हरियाणा के राज्यपाल, इसके द्वारा, पंजाब दुकानात तथा वाणिज्यिक प्रतिष्ठान नियम, 1958, हरियाणा राज्यार्थ, को आगे संशोधित करने के लिए निम्नलिखित नियम बनाते हैं, अर्थात् :-

1. ये नियम पंजाब दुकानात तथा वाणिज्यिक प्रतिष्ठान (हरियाणा संशोधन) नियम, 2022 कहे जा सकते हैं।
2. पंजाब दुकानात तथा वाणिज्यिक प्रतिष्ठान नियम, 1958 में, नियम 15 में, उपनियम (2) में, खण्ड (iv) में विद्यमान परन्तुक के स्थान पर, निम्नलिखित परन्तुक प्रतिस्थापित किया जाएगा, अर्थात् :-

“परन्तु खण्ड (iv) में दी गई कोई भी बात सूचना प्रौद्योगिकी प्रतिष्ठानों, सूचना प्रौद्योगिक समर्थ प्रतिष्ठानों, बैंकिंग प्रतिष्ठानों, तीन सितारा या उससे अधिक सितारा होटलों, शत-प्रतिशत निर्यात ओरियन्टिड प्रतिष्ठानों तथा संभारतंत्र तथा भांडागार प्रतिष्ठानों में कार्य कर रही महिलाओं को लागू नहीं होगी, जब अधिनियम की धारा 30 के उपबंध से छूट प्रदान की जाती है।”

डॉ० राजा सेखर वुन्दू,
अपर मुख्य सचिव, हरियाणा सरकार,
श्रम विभाग।

HARYANA GOVERNMENT**LABOUR DEPARTMENT****Notification**

The 17th May, 2022

No. 14939.— In exercise of powers conferred by Sub-section (1) read with Sub-section (2) of Section 34 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958), the Governor of Haryana, hereby makes the following rules further to amend the Punjab Shops and Commercial Establishments Rules, 1958 in their application to the State of Haryana, namely:-

1. These rules may be called the Punjab Shops and Commercial Establishments (Haryana Amendment) Rules, 2022.
2. In the Punjab Shops and Commercial Establishments Rules, 1958, in rule 15 in sub rule (2), after clause (iv) for existing proviso, the following proviso shall be substituted, namely:-

“Provided that nothing contained in clause (iv) shall be applicable to a woman working in Information Technology establishment, Information Technology enabled establishments, Banking establishments, three star or above hotels, hundred per cent export oriented establishments and Logistics and Warehousing establishments, when exemptions from provision of section 30 of the Act is granted”.

DR. RAJA SEKHAR VUNDRU,
Additional Chief Secretary to Government, Haryana,
Labour Department.

Panaji, 5th May, 2022 (Vaisakha 15, 1944)

SERIES II No. 5

OFFICIAL GAZETTE



GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

Note:- There is one Extraordinary issue to the Official Gazette, Series II No. 4 dated 28-04-2022 as follows:—
(1) Extraordinary dated 29-04-2022 from pages 1197 to 1202 regarding Order from Department of Finance.

GOVERNMENT OF GOA

Department of Animal Husbandry & Veterinary Services

Order

No. 2/2/79-AH(Part-I)/2022-23/395

Government is pleased to order the transfer of the following Assistant Directors and Veterinary Officers in the Department of Animal Husbandry & Veterinary Services, with immediate effect and in public interest to the stations as indicated against their names:-

Sr. No.	Name of the Officer	Present place of posting	New place of posting
1.	Dr. Gayatridas Gauthankar, Veterinary Officer	Veterinary Dispensary, Pernem	Veterinary Dispensary, Bicholim.
2.	Dr. Rajesh Kenny, Assistant Director	Veterinary Dispensary, Bicholim	Veterinary Hospital, Honda.
3.	Dr. Narendra Naik, Assistant Director	Veterinary Hospital, Honda	Cattle Breeding Farm, Copardem thereby relieving Dr. S.S. Betkeker, Assistant Director.
4.	Dr. S. S. Betkeker, Assistant Director	Head Office, Panaji with additional charge of Cattle Breeding Farm, Copardem	Head Office, Panaji.
5.	Dr. Kripa Acharya, Veterinary Officer (on contract)	Cattle Breeding Farm, Copardem	Veterinary Dispensary, Pirna thereby relieving Dr. Samaya Veluskar, Veterinary Officer (on contract).
6.	Dr. Samaya Veluskar, Veterinary Officer (on contract)	Veterinary Hospital, Mapusa with additional charge of V. D. Pirna	Veterinary Hospital, Mapusa.
7.	Dr. Ellette D'Gama, Veterinary Officer	Veterinary Hospital, Mapusa with additional charge of V. D. Siolim	Veterinary Dispensary, Mandrem with additional charge of V. D. Siolim.
8.	Dr. Anuradha Naik, Assistant Director (Officiating Basis)	Veterinary Dispensary, Mandrem	Veterinary Hospital Tonca with additional charge of DIU, Tonca thereby relieving Dr. Veena Kumar, Assistant Director.

1	2	3	4
9.	Dr. Veena Kumar, Assistant Director	Head Office, Panaji with additional charge of Veterinary Hospital Tonca and DIU, Tonca	Head Office, Panaji.
10.	Dr. Loveleen Vaz, Veterinary Officer	Veterinary Dispensary, Savoi Verem with a direction to visit Bondla Zoo as and when required	Veterinary Dispensary, Usgao, with a direction to visit Bondla Zoo as and when required.
11.	Dr. Rama G. Parab, Veterinary Officer	Veterinary Dispensary, Usgao	Veterinary Dispensary, Valpoi with additional charge of Veterinary Dispensary, Gawane thereby relieving Dr. Harsh Bathini, Assistant Director.
12.	Dr. Harsh Bathini, Assistant Director (Officiating Basis)	Veterinary Dispensary, Valpoi with additional charge of Veterinary Dispensary, Gawane	Stockman Training Centre, Curti, Ponda with additional charge of Government Piggery Farm, Curti, Ponda, thereby relieving Dr. Tushar A. Gaunekar, Assistant Director.
13.	Dr. Tushar A. Gaunekar, Assistant Director (Officiating Basis)	Stockman Training Centre, Curti, Ponda with additional charge of Government Piggery Farm, Curti, Ponda	Government Poultry Farm, Ella, Old Goa with additional charge of Veterinary Dispensary, Savoi Verem. (He will continue to hold charge of Principal, STC until the finalisation & declaration of results of supplementary examination STC 2019-20 Batch).
14.	Dr. Thomas Edison D'Sa, Veterinary Officer	Government Poultry Farm, Ella, Old Goa	Veterinary Dispensary, Pernem.
15.	Dr. Malory Maria Ferrao, Veterinary Officer	Veterinary Hospital, Sonsodo with additional charge of Veterinary Dispensary, Shiroda	Veterinary Hospital, Sonsodo.
16.	Dr. Manik Patil, Veterinary Officer	Veterinary Hospital, Curti, Ponda	Veterinary Hospital, Curti, Ponda with additional charge of Veterinary Dispensary, Shiroda, thereby relieving Dr. Malory Maria Ferrao, Veterinary Officer.

The Officers shall be entitled for transfer TA/DA as per rule, however if the transferee does not change their place of residence from old station to new, they will not be entitled for transfer TA as per the Rules in force.

The Officers shall join their new place of posting with immediate effect.

By order and in the name of the Governor of Goa.

Dr. *Agostinho Misquita*, Director & ex officio Joint Secretary (AH).

Panaji, 22nd April, 2022.

Order

No. 2/13/95-AH(Part-I)/2022-23/391

On the recommendations of the Goa Public Service Commission, as conveyed under letter No. COM/II/11/3(1)/2021/532 dated 22-02-2022, Government is pleased to promote the following Officers to the

post of Assistant Director, Group "A" Gazetted on regular basis in the Directorate of Animal Husbandry & Veterinary Services, Panaji in the Pay Scale PB 3: Rs. 15,600-39,100+GP Rs. 5,400/- in the Level 10 of the Pay Matrix plus other admissible allowances with immediate effect and post them to the establishments as indicated against their names.

Sr. No.	Name of the officer	Place of posting
1.	Dr. Narendra R. Naik	Cattle Breeding Farm, Copardem.
2.	Dr. Atanazia Terezinha Fernandes	Government Livestock Farm, Dhat with additional charge of Fodder Seed Production Farm, Kalay.

The above Officers shall be on probation for a period of two years. They shall exercise option for pay fixation in the promoted post, within a period of one month.

The Budget Head of Account from which they shall draw their pay and allowances and their movement Order, shall be issued by the Director, Directorate of Animal Husbandry & Veterinary Services, separately.

By order and in the name of the Governor of Goa.

Dr. *Agostinho Misquita*, Director & ex Officio Joint Secretary (AH).

Panaji, 22nd April, 2022.

Order

No. 2/13/95-AH (Part-I)/2022-23/392

On the recommendations of the Goa Public Service Commission, as conveyed under letter No. COM/II/11/3(1)/2021/532 dated 22-02-2022, Government is pleased to promote the following Officers to the post of Assistant Director, Group "A" Gazetted on "Officiating Basis" in the Directorate of Animal Husbandry & Veterinary Services, Panaji, in the Pay Scale PB 3: Rs. 15,600-39,100+GP Rs. 5,400/- in the Level 10 of the Pay Matrix plus other admissible allowances with immediate effect and post them to the establishments as indicated against their names.

Sr. No.	Name of the officer	Place of posting
1.	Dr. Tushar A. Gaunekar	Government Poultry Farm, Ela, Old-Goa with additional charge of Veterinary Dispensary of Savoi Verem. (He will continue to hold charge of Principal, STC, until the finalisation & declaration of results of supplementary examination STC 2019-20 Batch).
2.	Dr. Yogesh Shrikant Naik	Veterinary Hospital, Mapusa.
3.	Dr. Anuradha Anant Naik	Veterinary Hospital, Tonca with additional charge of DIU, Tonca.
4.	Dr. Harsh Bathini	Stockmen Training Centre, Curti-Ponda with additional charge of Government Piggery Farm, Curti, Ponda.

The above Officers shall hold the post of Assistant Director in the Directorate of Animal Husbandry & Veterinary Services on "Officiating Basis".

The above Officers holding post of Assistant Director on Officiating Basis shall not hold any right against the post of Assistant Director and the service rendered as Assistant Director on officiating basis will not be counted for further promotion.

The Budget Head of Accounts from which they shall draw their pay and allowances shall be issued by the Director, Directorate of Animal Husbandry & Veterinary Services, separately.

By order and in the name of the Governor of Goa.

Dr. *Agostinho Misquita*, Director & ex officio Joint Secretary (AH).

Panaji, 22nd April, 2022.

Department of Co-operation

Office of the Registrar of Co-operative Societies

OrderNo. 3/19/Urban Credit/TS-II/PZ/2017/RCS/Suppl/
/305

- Read: 1. Notification No. 3/3/Urban Credit/PZ/
/2017/RCS/Suppl/5306 dated 10-02-2020.
2. This Office Order No. 3/3/Urban Credit/
/TS-II/PZ/2017/RCS/Suppl/5608 dated
25-02-2020.
3. This Office Extension Order No. 3/3/Urban
Credit/TS-II/PZ/2017/RCS/Suppl/4394
dated 24-03-2021.
4. Letter No. VPK/HO/March-22/6223 dated
16-03-2022.

In view of powers conferred upon me vide Notification read at Sr. No. 1 above, the term of the Managing Director of the VPK Urban Co-operative Credit Society Ltd., Mardol-Goa appointed and empowered vide Order at Sr. No. 2 above and extended at Sr. No. 3 to act as Sale-cum-Recovery Officer as provided under sub-section (1) of Section 91 D of the Goa Co-operative Societies Act, 2001, is hereby extended with retrospective effect from 1st April, 2022 for further period of one year.

The other condition mentioned in the Order referred to at Sr. No. 2 and 3 above shall continue to remain in force.

The Registrar shall reserve the right to withdraw the Order at any stage without assigning any reason thereof.

Arvind B. Khutkar, Registrar (Co-op. Societies).
Panaji, 28th April, 2022.

Order

No. 50/3(122)/Elec/GPNS/BOD/RCS/PZ/20/315

- Read: Letter No. 3/19/11-12/ARPZ/URB/ADM/24
dated 06-04-2021 received from the
Assistant Registrar of Co-operative
Societies, Ponda Zone, Ponda-Goa to grant
exemption to the provision of Section 59(4)
in terms of Section 126A of the Goa
Co-operative Societies Act, 2001 to
Gomantak Panchdravid Nagari Sahakari
Path Saunstha Marayadit, Panditwada,
Ponda-Goa.

In pursuance of the powers vested under Section 126A of the Goa Co-operative Societies Act, 2001, the Government of Goa hereby exempts Gomantak

Panchdravid Nagari Sahakari Path Saunstha Marayadit, Panditwada, Ponda-Goa from the provisions of Section 59(4) of the Goa Co-operative Societies Act, 2001 so as to enable Gomantak Panchdravid Nagari Sahakari Path Saunstha Marayadit, Panditwada, Ponda-Goa to fill the vacant post of SC/ST category member from General Category member and to constitute the full fledged Board of Directors for term 2020 to 2025.

The exemption so granted shall be valid for a period of one month or until the post of the Board of Director in SC/ST category member is duly filled in whichever earlier.

By order and in the name of the Governor of
Goa.

Arvind B. Khutkar, Registrar & ex officio Joint
Secretary (Co-operative Societies).

Panaji, 29th April, 2022.

No. 26/6/97/TS/Vol.III/318

- Read: 1) This office Notification No. CON-27-/
-Goa dated 09-11-1964.
- 2) This office Notification No. 26/6/97/TS/
/RCS/92 dated 10-04-2008.
- 3) This Office Memo No. 26/6/97/TS/
/Vol. III/7620 dated 31-01-2012.
- 4) Letter No. EST/AMEND-R.C/2020-21
dated 27-03-2021 from the Goa State
Co-operative Marketing & Supply
Federation Ltd., Panaji.

The entire set of bye-laws of the Goa Central Co-operative Consumers Stores Ltd., Margao, Salcete-Goa have been substituted with new bye-laws having 1 to 85 clauses as per the memo referred to hereinabove at Sr. No. 3, in consonance with the Goa Co-operative Societies Act, 2001 and Rules, 2003. As per the bye-law No. 1, name of the said society stands amended as "The Goa State Co-operative Marketing & Supply Federation Ltd.," with its registered address as "Sahakar Bhavan" near Municipal Market, Panaji-Goa. Further, vide this office notification referred to at Sr. No. 2 above, the said Federation is reclassified as an "Apex Society". However, certificate of the Registration was remained to be amended. Vide letter referred to hereinabove at Sr. No. 4, the said Federation has requested to amend the certificate of Registration.

Therefore, the certificate of registration is amended as under,

Certificate of Registration

The Goa State Co-operative Marketing & Supply Federation Ltd., "Sahakar Bhavan" near Municipal

Market, Panaji-Goa, has been registered on 09-11-1964 and it bears registration code symbol No. CON-27-/GOA. It is classified as "Apex Society" in terms of class 3 of Rule 8 (1) of the Goa Co-operative Societies Rules, 2003.

Arvind B. Khutkar, Registrar (Co-op. Societies).
Panaji, 29th April, 2022.

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Order

No. 3/19/Urban Credit/TS-II/PZ/2020/RCS/Suppl/333

Read: 1. Notification No. 3/3/Urban Credit/PZ/2017/
/RCS/Suppl/5306 dated 10-02-2020.

2. This Office Order No. 3/19/Urban Credit/
/TS-II/PZ/RCS/3287 dated 07-01-2021.

3. Letter No. MUCCSL/21-22/641 dated
22-12-2021.

In view of powers conferred upon me vide Notification read at Sr. No. 1 above, the term of the Secretary/Chief Executive Officer of the Marcel Urban Co-operative Credit Society Ltd., Marcel-Goa appointed and empowered vide Order at Sr. No. 2 above to act as Sale-cum-Recovery Officer as provided under sub-section (1) of Section 91D of the Goa Co-operative Societies Act, 2001, is hereby extended for further period of one year.

The other condition mentioned in the Order referred to at Sr. No. 2 above shall continue to remain in force.

The Registrar shall reserve the right to withdraw the Order at any stage without assigning any reason thereof.

Arvind B. Khutkar, Registrar (Co-operative Societies).

Panaji, 25th April, 2022.

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Office of the Asst. Registrar of Co-operative
Societies

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Notification

No. ARCS/CZ/HSG/928/ADM/20/3481

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "The Raj Complex Co-operative Housing Society Ltd.," Taleigao is registered under Code Symbol No. RCSCZ2021-220008.

Harish Naik, Asstt. Registrar, Central Zone
(Co-operative Societies).

Panaji, 24th March, 2022.

Certificate of Registration

"The Raj Complex Co-operative Housing Society Ltd.," Taleigao-Goa has been registered on 24-03-2022 and its bears registration Code Symbol No. RCSCZ2021-220008 and it is classified as "Co-operative Housing Society" under sub-classification No. 7-(b)-Co-partnership Housing Society in terms of Rule 8 of the Goa Co-operative Rules, 2003.

Harish Naik, Asstt. Registrar, Central Zone
(Co-operative Societies).

Panaji, 24th March, 2022.

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Notification

No. ARCS/CZ/HSG/941/ADM/20/3482

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Dukle Heaven Co-operative Housing Society Ltd.," opp. Sibli Garage, St. Inez, Taleigao-Goa is registered under code symbol No. RCSCZ2021-220009.

Harish Naik, Asstt. Registrar, Central Zone
(Co-operative Societies).

Panaji, 24th March, 2022.

Certificate of Registration

"Dukle Heaven Co-operative Housing Society Ltd.," opp. Sibli Garage, , St. Inez, Taleigao-Goa has been registered on 24-03-2022 and its bears registration Code Symbol No. RCSCZ2021-220009 and it is classified as "Co-operative Housing Society" under sub-classification No. 7-(b)-Co-partnership Housing Society in terms of Rule 8 of the Goa Co-operative Rules, 2003.

Harish Naik, Asstt. Registrar, Central Zone
(Co-operative Societies).

Panaji, 24th March, 2022.

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Department of Education, Art & Culture
Directorate of Higher Education

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Order

No. 23/6/89-EDN/628

Government is pleased to accord approval to Dr. Vidya Dalvi, Associate Professor in Commerce, Government College of Arts, Science and Commerce, Quepem-Goa for taking Voluntary retirement with effect from 01-05-2022 (b.n.) in terms of Rule 48 (1) of Central Civil Service (Pension) Rules, 1972.

Dr. Vidya Dalvi stands relieved from Government service with effect from 01-05-2022 (b.n.).

By order and in the name of the Governor of Goa.

Tushar T. Halarnakar, Under Secretary (Higher Education).

Porvorim, 29th April, 2022.

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Goa Board of Secondary & Higher Secondary Education

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Notification

No. GBSHSE/IT/BRD-ELE/2021/5926

In pursuance of sub-section (2) of Section 12 of the Goa, Daman and Diu Secondary and Higher Secondary Education Board Act, 1975 (Act No. 13 of 1975) (hereinafter called the "said Act") read with Rule 29 of the Goa, Daman and Diu Secondary and Higher Secondary Education Board Members Election Procedure Rules, 1979, the names of persons who have been elected and nominated as members of the Goa Board of Secondary and Higher Secondary Education under sub-section (1) of Section 12 of the said Act for the term 2021-2025 are hereby published as follows:

Category	Respective Clause of Class B- Elected Members/Class-C Nominated Members under which Member is elected/Nominated	Name of the Member
1	2	3
Class B Elected Members	i) Two members of the Legislative Assembly of Goa	1) Shri Ganesh Gaonkar, MLA. 2) Shri Krishna Salkar, MLA.
	ii) Two members to represent the University of Goa	1) Savio Faleiro, Professor, Principal, Fr. Agnel College of Arts & Commerce, Pilar – Goa 403601. 2) Sunder N. Dhuri, Professor, School of Chemical Sciences, Goa University, Taleigao - Goa.
	iii) (a) Four Principals of Higher Secondary Schools two each from North Goa and South Goa Districts	(i) For North Goa District (1) Shri Vithal Ankush Parsekar, Principal – Dr. Ambedkar Higher Secondary School, Rai, Colvale, Bardez-Goa. (2) Shri Sandeep Govind Sawal, Principal – Raghuvir & Premavati Salkar Higher Secondary School, Bocta wada, Chorao, Ilhas-Goa. (ii) For South Goa District (1) Fr. Tamatur Cardozo, Principal, Pope John XXIII Higher Secondary School, Don Bosco Ganv, Quepem-Goa. (2) Shri Hemant Madhusudan Kamat, Principal – Satyawati Soiru Angle, Higher Secondary School, Dapot-Mashem, Loliem, Canacona-Goa.
	iii) (b) Two teachers from Vocational Stream to represent North Goa and South Goa Districts	i) For North Goa District 1) Shri Gopal Prabhu, Voc. Teacher, St. Xavier's Higher Secondary School, Mapusa, Bardez – Goa.

1	2	3
Class B Elected Members		<p>ii) For South Goa District 2) Shri Arun S. P. Velguencar, Voc. Teacher - Guardian Angel Higher Secondary School, Curchorem – Goa.</p>
	iv) Two Grade I Teachers from Higher Secondary Schools to represent North and South Districts	<p>i) For North Goa District 1) Shri Sanjay Naik, Grade I Teacher - DCT'S Vasanttrao Dempo Higher Secondary School for Arts, Commerce & Science, Cujira, Bambolim – Goa.</p> <p>ii) For South Goa District 2) Smt. Maria P. I. G. Dias, Grade I Teacher - Deepvihar Higher Secondary School, Headland, Sada, Mormugao - Goa.</p>
	<p>v) Six Headmasters/Headmistress of Secondary Schools from six designated areas:</p> <p>vi) Six teachers of Secondary Schools from six designated areas:</p>	<p>i) For Pernem, Satari & Bicholim designated area: Shri Sudan Fati Naik Gaonkar, Headmaster- Government High School, Agarwada, Pernem - Goa.</p> <p>ii) For Bardez designated area: Shri Silvester V. D'Souza, Headmaster- Sacred Heart of Jesus High School, Mazal Vadoo, Anjuna, Bardez-Goa.</p> <p>iii) For Tiswadi & Mormugao designated area: Smt. Manisha Mendonca Headmistress- St. Bartholomew's High School, Pandavaddo Chorao, Ilhas-Goa.</p> <p>iv) For Ponda, Sanguem & Dharbandoda designated area: Shri Rupesh Prabhakar Kamat Headmaster- Smt. Tarabai Dalvi High School, Pale Usgao-Goa.</p> <p>v) For Salcete designated area: Sr. Liberta Miguel Santan Fernandes, Headmistress – Perpetual Succour Convent High School, Navelim, Salcete – Goa.</p> <p>vi) For Quepem & Canacona designated area: Fr. Jerry Vaz, Headmaster, Guardian Angel High School, Curchorem - Goa.</p> <p>i) For Pernem, Satari & Bicholim designated area: Shri Parshuram Namdev Gawade, Teacher, Shri Bhagavati High School, Pernem-Goa.</p> <p>ii) For Bardez designated area: Shri Anthony Soccour Lobo, Teacher, St. Joseph of Jesus High School, Tivai vaddo, Calangute, Bardez-Goa.</p>

1	2	3
Class B Elected Members	vi) Six teachers of Secondary Schools from six designated areas:	<p>iii) For Tiswadi & Mormugao designated area: Smt. Riva De Abreu, Teacher, Santa Cruz High School, Goa, St. Cruz Ilhas - Goa.</p> <p>iv) For Ponda, Sanguem & Dharbandoda designated area: Shri Pradip Naraina Naik Dhulapkar, Teacher, Mahanandu G. Naik, High School, Bhom, Ponda, P. O. Marcel-Goa.</p> <p>v) For Salcete designated area: Smt. Julieta Braganza, Teacher, St. Joseph's High School, Chandor, Salcete-Goa.</p> <p>vi) For Quepem & Canacona designated area: Shri Mahesh Pandhari Bhagat, Teacher, New Educational Institute, Curchorem-Goa.</p>
	vii) Two representatives of the management of Secondary and Higher Secondary Schools:	<p>1. Shri Apa Bablo Gaonkar, President/Chairman, Gomantak Vidyalaya Pilliem, Dharbandora, Tiska-Goa.</p> <p>2. Shri Rupesh Narayan Thanekar, President/Chairman (Vijayanand Dnyanprasark Saustha's) Higher Secondary School, Mayem, Bicholim-Goa.</p>
Category	Six members nominated by the Government	Name of the Members
Class C Nominated Members	<p>i) Representative of visual performing arts, namely:-</p> <p>ii) Representative from those who have contributed towards education/ /rehabilitation of the handicapped namely:-</p> <p>iii) Principal of a Secondary Teacher's Training College, namely:-</p> <p>iv) Two persons other than the staff of Colleges, heads and teachers of Secondary and Higher Secondary Schools</p>	<p>1) Shri Pramod V. Mahadeshwar, H. No. 40, Gimaiwada, Morle, Sattari, Sanquelim-Goa, Pincode 403505.</p> <p>1) Shri Nagesh Sardesai, Flat No. 7, Shrikrishna Bldg., Opp., Chase International, Vasco-Da-Gama, 403802.</p> <p>1) Dr. Jojen Mathew, Principal, G.V.M, B.Ed., College, Ponda-Goa.</p> <p>1) Dr. Allen Abreau, Next to Shishu Kunj Primary School, Housing Board, Vidyanagar, Margao-Goa. 403601.</p> <p>2) Smt. Snehal Sanzgiri, Building No. 31, G2 Fourth Floor, Anand Residency Co-operative Housing Society, Chicalim, Marmugao-Goa.</p>
	v) Member to represent Vocational Education namely:-	1) Shri Bharat Naik, H. No. 5512, Hsg. Brd. Colony, Gogal, Vidyanagar, Margao-Goa, 403601.

Shri Bhagirath G. Shetye, Chairman, Goa Board of Secondary and Higher Secondary Education.

Alto-Betim, 04th May, 2022.

Voucher No. AP-105/2022.

**Department of Environment &
Climate Change**

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Order

No. 7/17/92/STE/Part/127

Read: Notification No. 7/17/92/STE/Part/975 dated 16-12-2021 (published in the Official Gazette, Series-II No. 39 dated 23rd December, 2021).

Government of Goa is pleased to retain Shri Nilesh Cabral, Hon'ble Minister for Environment & Climate Change, as the Chairman, Goa State Biodiversity Board (GSBB) w.e.f. 19-01-2022.

Dasharath M. Redkar, Director & ex officio Jt. Secretary (Environment & Climate Change).

Panaji, 29th April, 2022.

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Order

No. 11-2/GSWA/2020/064/128

Read: Notification No. 11-2/GSWA/2020/064/1170 dated 13-01-2021 (published in the Official Gazette, Series II No. 44 dated 28th January, 2021).

Government of Goa is pleased to retain Shri Nilesh Cabral, Hon'ble Minister for Environment & Climate Change, as the Chairman, Goa State Wetland Authority (GSWA) w.e.f. 19-01-2022.

Dasharath M. Redkar, Director & ex officio Jt. Secretary (Environment & Climate Change).

Panaji, 29th April, 2022.

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Department of Fisheries

Directorate of Fisheries

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Order

No. 2-1-81-FSH

In exercise of the powers conferred by sub-sections (1) and (2) of Section 4 of the Goa, Daman and Diu Marine Fishing Regulation Act, 1980 (Act No. 3 of 1981), the Government of Goa, having regard to the need to conserve fish, hereby prohibits fishing by fishing vessels fitted with mechanical means of propulsion and by means of trawl-net and purse-seine net, except fishing by registered motorized canoes using gill nets only, and fitted with outboard or inboard motors, of upto 10 HP capacity, as a means of propulsion, along the sea coast of the State of Goa and the territorial waters

of the State of Goa, with effect from 1st June, 2022 till 31st July, 2022 (both days inclusive).

By order and in the name of the Governor of Goa.

Dr. Shamila Monteiro, Director & ex officio Jt. Secretary (Fisheries).

Panaji, 02nd May, 2022.

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Department of Forest

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Order

No. 4-2-2011/FOR/64

Read: Order No. 4-2-2011/FOR/241 dated 12-01-2021.

The Government of Goa is pleased to extend the deputation period of Shri Nandakumar E. Parab, Assistant Conservator of Forests, who is holding the charge of General Manager of Goa Forest Development Corporation Ltd., Panaji, Goa, w.e.f. 01-03-2022 to 28-02-2023 with immediate effect and until further order in public interest.

He shall draw his salary against the post holding the charge.

By order and in the name of the Governor of Goa.

Antonio Savio Lourenco, Under Secretary (Forest).
Porvorim, 25th April, 2022.

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Department of Industries

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Notification

No. 10/4/2012-IND/Part/74

In exercise of the powers conferred by Section 4 of the Goa Khadi and Village Industries Board Act, 1965 (Act 9 of 1965), read with Rule 3 of the Goa Khadi and Village Industries Board Rules, 1967, and in supersession of the Government Notification No. 10/4/2012-1ND/80 dated 13-02-2019, published in the Official Gazette, Series II No. 47 dated 21-02-2019 and all other Notifications issued in this regard, the Government of Goa hereby re-constitutes the Goa Khadi and Village Industries Board consisting of following members, namely:-

- | | |
|-----------------------------|-------------|
| (1) Shri Antonio Vas, | — Chairman. |
| MLA of Cortalim | |
| Assembly Constituency | |
| (2) Director of Industries, | — Member. |
| Trade and Commerce, | |
| Panaji-Goa | |

(3) Chief Executive Officer, Goa Khadi and Village Industries Board, Panaji-Goa	— Member.	Department of Labour — Notification No. 24/14/2021-LAB/209
(4) State Director, Khadi and Village Industries Commission (State Office, Goa)	— Member Secretary.	In exercise of the powers conferred by sub-section (2) of Section 1 of the Goa Shops and Establishments (Amendment) Act, 2021 (Goa Act 30 of 2021), the Government of Goa hereby appoints the 02nd day of May, 2022, as the date on which the provisions of said Act shall come into force.
This Notification shall come into force with immediate effect.		
By order and in the name of the Governor of Goa. <i>Amalia O. F Pinto</i> , Under Secretary (Industries). Porvorim, 25th April, 2022.		By order and in the name of the Governor of Goa. <i>Amalia O. F Pinto</i> , Under Secretary (Labour). Porvorim, 28th April, 2022.

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Department of Law & Judiciary
Law (Establishment) Division

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Order

No. 1/7/2014-LD (Estt.)/496

Government of Goa is pleased to appoint the following advocates as Additional Government Advocates to appear and defend the interest of the State Government in the matters before the Hon'ble High Court of Bombay at Goa, Panaji with immediate effect and until further Orders.

Sr. No.	Name of Advocate	Designation
1.	Adv. Siddhesh Pandurang Patkar	Additional Government Advocate.
2.	Adv. Suhas Shripad Parab	Additional Government Advocate.

The advocate at Sr. No. 2 will be attached to the Office of the Ld. Advocate General, High Court Complex, Porvorim, Goa.

They shall be paid fees as per the existing terms and conditions laid down by the Government vide Order No.1/19/2015/LD(Estt.)/150 dated 18-01-2016 and subsequent Corrigendum No. 1/19/2015/LD(Estt.)/1887 dated 25-10-2016, as applicable to Government Advocates/Additional Government Advocates and as amended from time to time, on submission of bills (in duplicate) alongwith the attendance certificate, issued by the Registrar of the High Court of Bombay, Panaji-Goa. They shall comply with the instructions contained in the Government Circular No. 4-43-99/LD dated 04-05-2000. They will appear in those matters, which would be allotted to them by the Ld. Advocate General.

By order and in the name of the Governor of Goa.
Amir Y. Parab, Under Secretary (Law-Estt.).
Porvorim, 26th April, 2022.

—

Notification

No. 8/25/2020-LD(Estt.)/474

Read: Notification No. 9-18-2004-LD(Estt)/Part-II/1554 dated 21-08-2019.

In exercise of the powers conferred by sub-rule (2) of Rule 7A of the Notaries Rules, 1956 (hereinafter

referred to as the "said Rules"), the Government of Goa hereby constitutes the Interview Board comprising of the following members, for the purpose of sub-rule (1) of said Rule 7A of the said Rules:-

- i) Joint Secretary, Law — Chairperson.
Legal III, Secretariat,
Porvorim, Goa
- ii) Joint Secretary, — Member.
Law Legal IV,
Secretariat,
Porvorim, Goa
- iii) Under Secretary — Member.
(Legislative Affairs)
Secretariat,
Porvorim, Goa

This issues in supersession of earlier Notification No. 9-18-2004-LD (Estt)/Part-II/1554 dated 21-08-2019.

By order and in the name of the Governor of Goa.

Amir Y. Parab, Under Secretary (Law-Estt.).

Porvorim, 22nd April, 2022.



Department of Personnel

Order

No. 5/1/2018-PER/874

On the recommendation of the Goa Services Board, the Governor of Goa is pleased to order transfer of the following Junior Scale Officer of Goa Civil Service, in public interest, with immediate effect:-

Sr. No.	Name of the Officer & present post	Posted as
1.	Shri Sohan Ashok Uskaikar, Deputy Director (Admn.), Agriculture with additional charge of General Manager, Goa-IDC	Under Secretary to the Minister for Agriculture, Handicraft and Civil Supplies with additional charges of Deputy Director (Admn.) Agriculture and General Manager Goa-IDC.

By order and in the name of the Governor of Goa.

Vishal Kundaikar, Under Secretary (Personnel-I).
Porvorim, 26th April, 2022.

Order

No. 6/28/2016-PER/876

- Read: 1) Order No. 6/28/2016-PER dated 10-04-2017.
2) Order No. 6/28/2016-PER dated 09-08-2017.
3) Order No. 6/28/2016-PER/2489 dated 05-10-2021.

Whereas, on the recommendation of the Departmental Promotion Committee held on 16-12-2016, as conveyed by Goa Public Service Commission vide its letter No. COM/II/11/42(6)/2016/471 dated 16-12-2016, the Selection Grade officers of Goa Civil Service were promoted to Senior Administrative Grade, on regular basis in the Level 14 of CCS (Revised Pay) Rules, 2016 vide Order read at Sr. No. 1 in the preamble;

Whereas, a Departmental Promotion Committee was held on 20-07-2017 to consider the deferred officers along with the officers recommended in the original DPC of 16-12-2016 and on the recommendation of the DPC as conveyed by Goa Public Service Commission vide its letter No. COM/II/11/42(6)/2016/744 dated 24-07-2017, additional three Selection Grade officers of Goa Civil Service were promoted to Senior Administrative Grade, on regular basis in the Level 14 of CCS (Revised Pay) Rules, 2016 in the order of their seniority within the respective grading as on 16-12-2016 vide Order read at Sr. No. 2 in the preamble;

And whereas, the recommendations in respect of Shri Vinesh Arlenkar, amongst other officers were kept in sealed cover in the said DPC;

And whereas, the disciplinary proceedings initiated against Shri Arlenkar vide Memorandum dated 25-11-2015 and 20-09-2017 have been closed by the Directorate of Vigilance vide Orders dated 03-06-2020 and 23-06-2021 respectively.

And whereas, the Directorate of Vigilance has informed that no disciplinary proceedings/vigilance cases are pending or being contemplated as on 05-07-2021 in respect of Shri Vinesh Arlenkar;

And whereas, based on the above vigilance clearance, the Goa Public Service Commission was requested to open the findings in respect of Shri Arlenkar which were kept in sealed cover in the DPC held on 20-07-2017, with the Government approval.

And whereas, the GPSC vide letter No. COM/II/11/42(6)/2016/310 dated 08-09-2021 has conveyed the recommendation which was kept in sealed

cover and the same has been accepted by the Government;

Now therefore, the Governor of Goa is pleased to promote Shri Vinesh Arlenkar in terms of Rule 34 of Goa Civil Service Rules, 2016 to the post of Senior Administrative Grade, on regular basis in the Level 14 of CCS (Revised Pay) Rules, 2016 in the following order of seniority within the respective grading as on 16-12-2016:

1. Shri Menino D'Souza.
2. Shri Sakharam V. Naik.
3. Shri Narayan Sawant.
4. Shri Sanjit Rodrigues.
5. Shri Sanjiv M. Gadkar.
6. Shri Yetindra M. Maralkar.
7. Ms. Margaret A. Fernandes.
8. Shri Vinesh Arlenkar.
9. Shri Prasad V. Lolayekar.
10. Shri Michael M. D'Souza.
11. Shri Nikhil U. Dessai.
12. Shri Prasanna A. Acharya.
13. Shri Vijay M. Paranjape.
14. Shri T. S. Sawant.

The Officer shall exercise the option for fixation of pay in promotional grade under of F.R. 22(I)(a)(1), within a period of one month from the date of issue of the order. The option once exercised shall be final.

Consequent to this promotion, the officer shall continue to hold the post presently held by him.

This issues in supersession of Order dated 05-10-2021 read at Sr. No. 3 in the preamble.

By order and in the name of the Governor of Goa.

Vishal C. Kundaikar, Under Secretary (Personnel-I).
Porvorim, 25th April, 2022.

Order

No. 6/28/2016-PER/877

- Read: 1) Order No. 6/28/2016-PER dated 10-04-2017.
- 2) Order No. 6/28/2016-PER dated 09-08-2017.
- 3) Order No. 6/28/2016-PER/105 dated 07-01-2020.

Whereas, on the recommendation of the Departmental Promotion Committee held on

16-12-2016, as conveyed by Goa Public Service Commission vide its letter No. COM/II/11/42(6)/2016/471 dated 16-12-2016, the Selection Grade officers of Goa Civil Service were promoted to Senior Administrative Grade, on regular basis in the Level 14 of CCS (Revised Pay) Rules, 2016 vide Order read at Sr. No. 1 in the preamble;

Whereas, a Departmental Promotion Committee was held on 20-07-2017 to consider the deferred officers alongwith the officers recommended in the original DPC of 16-12-2016 and on the recommendation of the DPC as conveyed by Goa Public Service Commission vide its letter No. COM/II/11/42(6)/2016/744 dated 24-07-2017, additional three Selection Grade officers of Goa Civil Service were promoted to Senior Administrative Grade, on regular basis in the Level 14 of CCS (Revised Pay) Rules, 2016 in the order of their seniority within the respective grading as on 16-12-2016 vide Order read at Sr. No. 2 in the preamble;

And whereas, the recommendations in respect of Shri Damodar Shanke, amongst other officers were kept in sealed cover in the said DPC;

And whereas, the disciplinary proceedings initiated against Shri Shanke vide Memorandum dated 18-07-2017 have been closed by the Directorate of Vigilance vide Order dated 26-08-2019.

And whereas, the Directorate of Vigilance has informed that no disciplinary proceedings/vigilance cases are pending or being contemplated as on 05-12-2019 in respect of Shri Damodar Shanke;

And whereas, based on the above vigilance clearance, the Goa Public Service Commission was requested to open the findings in respect of Shri Shanke which were kept in sealed cover in the DPC held on 20-07-2017, with the Government approval.

And whereas, the GPSC vide letter No. COM/II/11/42(6)/2016/291 dated 20-12-2019 has conveyed the recommendation which was kept in sealed cover and the same has been accepted by the Government;

Now therefore, Government approves to grant promotional benefits to (late) Shri Damodar Shanke in terms of Rule 34 of Goa Civil Service Rules, 2016 to the post of Senior Administrative Grade, on regular basis in the Level 14 of CCS (Revised Pay) Rules, 2016 in the following order of seniority within the respective grading as on 16-12-2016:

1. Shri Menino D'Souza.
2. Shri Sakharam V. Naik.

3. Shri Narayan Sawant.
4. Shri Sanjit Rodrigues.
5. Shri Damodar Shanke.
6. Shri Sanjiv M. Gadkar.
7. Shri Yetindra M. Maralkar.
8. Ms. Margaret A. Fernandes.
9. Shri Prasad V. Lolayekar.
10. Shri Michael M. D'Souza.
11. Shri Nikhil U. Dessai.
12. Shri Prasanna A. Acharya.
13. Shri Vijay M. Paranjape.
14. Shri T. S. Sawant.

This issues in supersession of Order dated 07-01-2020 read at Sr. No. 3 in the preamble.

By order and in the name of the Governor of Goa.

Vishal C. Kundaikar, Under Secretary (Personnel-I).
Porvorim, 25th April, 2022.

◆◆◆

Department of Public Health

Order

No. 44/34/2017-I/PHD/526

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/24(1)/2018/529 dated 22-02-2022, Government is pleased to promote Dr. Minal Joshi, Ayurvedic Physician, to the post of Deputy Director (AYUSH) under Directorate of Health Services (Group "A" Gazetted) on regular basis in Level 11 of Pay Matrix [Rs. 15,600-39,100 + GP: Rs. 6,600/- (pre-revised)] and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to retirement on superannuation of Dr. Datta Hari Bhat, Deputy Director (Ayush) w.e.f. 31-12-2021.

By order and in the name of the Governor of Goa.

Gautami Parmekar, Under Secretary (Health-II).
Porvorim, 22nd April, 2022.

Order

No. 4/1/2003-II/PHD/Vol.I/535

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/30(4)/14/561 dated 21-03-2022, Government

is pleased to promote Dr. Sulekha M. Kolap, Lecturer to the post of Assistant Professor (Group "A" Gazetted) in the Department of Anatomy, Goa Medical College and Hospital, Bambolim on regular basis in the Level 11 of Pay Matrix (PB-3: Rs. 15,600-39,100/- + GP: Rs. 6,600/-) and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to creation of additional posts of Assistant Professor in Goa Medical College vide Order 4/1/2018-II/PHD/1195 dated 14-08-2019, and allotted 01 post of Assistant Professor in the Department of Anatomy vide Order No. 4/1/2018-II/PHD/Part-I/3383 dated 23-10-2020.

By order and in the name of the Governor of Goa.

Trupti B. Manerkar, Under Secretary (Health).
Porvorim, 27th April, 2022.

Order

No. 4/14/2003-II/PHD/Vol.I/538

On the recommendation of Goa Public Service Commission conveyed vide their letter No. COM/II/12/30(9)/2006/563 dated 21-03-2022, the Government is pleased to declare Dr. Celia Valanki Fernandes, Assistant Lecturer in the Department of Physiology, Goa Medical College as having satisfactorily completed her probation period of two years w.e.f. 12-03-2018 to 11-03-2020, and to confirm her in the post of Assistant Lecturer in the Department of Physiology in Goa Medical College, Bambolim, with effect from the date of completion of her probation period.

By order and in the name of the Governor of Goa.

Trupti B. Manerkar, Under Secretary (Health).
Porvorim, 27th April, 2022.

Order

No. 4/14/2003-II/PHD/Part-I/543

On the recommendation of Goa Public Service Commission conveyed vide their letter No. COM/II/12/30(1)/2013/562 dated 21-03-2022, the Government is pleased to declare Dr. Archan D. Naik, Lecturer in the Department of E.N.T., Goa Medical College as having satisfactorily completed his probation period of two years w.e.f. 24-08-2018 to 23-08-2020, and to confirm him in the post of Lecturer in the Department of E.N.T. in Goa Medical

College, Bambolim, with effect from the date of completion of his probation period.

By order and in the name of the Governor of Goa.

Trupti B. Manerkar, Under Secretary (Health).

Porvorim, 28th April, 2022.

Order

No. 45/1/2007-I/PHD/565

Read: Memorandum No. 45/1/2007-I/PHD/2428 dated 12-11-2021.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/24(1)/2021/393 dated 21-10-2021, Government is pleased to appoint Dr. Misbah Jalaluddin Shaikh to the post of Junior Pathologist (Group "A" Gazetted), under Directorate of Health Services in the Level 10 of Pay Matrix [Pay Band-3 Rs. 15,600-

39,100 + Grade Pay Rs. 5,400/- (pre-revised)].

Dr. Misbah Jalaluddin Shaikh shall be on probation for a period of two years.

Dr. Misbah Jalaluddin Shaikh has been declared medically fit by the Medical Board and that the character and antecedents has been verified by the District Magistrate, South Goa, Margao vide letter No. 2/11/2016-MAG/VCA/Vol.II/224 dated 24-01-2022 and it is revealed that there is nothing adverse reported against her.

Consequent upon her appointment, the above doctor is posted at North Goa District Hospital, Mapusa (Deployed at Sub-District Hospital, Chicalim).

By order and in the name of the Governor of Goa.

Gautami Parmekar, Under Secretary (Health-II).

Porvorim, 28th April, 2022.

Corrigendum

No. 25/18/2019-I/PHD/534

Read: 1. Order No. 25/1/2003-I/PHD/Part (I)/8233 dated 25-08-2014.

2. Corrigendum No. 25/1/2003-I/PHD/Part/701 dated 27-07-2015.

In the Government Corrigendum dated 27-07-2015 referred above, the details of Dr. Poornima Naik, Junior Gynaecologist shall be substituted and read as under:-

Name & Designation	Date of joining	Present Grade Pay	Grade pay to be made applicable under DACP	Date of effect
Dr. Poornima Rajkumar Naik, Junior Gynaecologist	17-11-2008	G.P.— Rs. 5,400/- in P. B. —3	G.P.— Rs. 6,600/- in P. B. —3	17-11-2012.

Gautami Parmekar, Under Secretary (Health-II).
Porvorim, 26th April, 2022.

**Department of Public
Private Partnership**

Order

No. 27/DPPP/RTI/2022/19

In pursuance of Clause 5 of the Right to Information Act, 2005, the Governor of Goa is pleased to designate the following officers as First Appellate Authority (FAA) and Public Information Officer (PIO) in the Department of Public Private Partnership, Secretariat, Porvorim.

FAA Director	PIO UDC
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By order and in the name of the Governor of Goa.

Dr. S. Shanbhogue, Director & ex officio Joint Secretary.

Porvorim, 21st April, 2022.

**Department of Science and Technology &
Waste Management**

Order

No. GWMC/Tech/233/2022-23/81

The Government has notified the policy guidelines for Condemnation of vehicles and obsolete items/scrap materials, unserviceable equipments, items, articles, furniture etc. (excluding ICT Products/E-waste) for Government Departments, autonomous bodies etc. vide Notification No. GWMC/Tech/219/2020-21/1528

published in the Official Gazette-Government of Goa, Series I No. 53 dated 31st March, 2022.

In terms of Clause 3.1 of the above policy guidelines, the Government is pleased to constitute Condemnation Committee under GWMC as follows:

1. The Managing Director, GWMC	— Chairman.
2. Shri Henric A C Vaz, Assistant Engineer, PWD	— Member.
3. Shri Freddy Almeida, Assistant Engineer, PWD	— Member.
4. Shri Naresh Hede, Assistant Engineer, PWD	— Member.
5. Shri Pundalik Sawant, Assistant Engineer, PWD	— Member.
6. Shri Jayanand S. Madkaikar, Assistant Engineer, PWD	— Member.
7. Shri Laxmikant Gadkar, Assistant Engineer, PWD	— Member.
8. Shri Sunil Raut, Assistant Accounts Officer, Directorate of Accounts, or any accounts officials deputed to GWMC	— Member.
9. Shri Digvijay Desai, Assistant Manager, GWMC	— Member.
10. Richard Fernandes, Assistant Manager, GWMC	— Member.
11. Shri Shoukan Teli, Engineer, GWMC	— Member.
12. Shri Rohan Ghadi, Engineer, GWMC	— Member Secretary.

(i) The Committee members at Sr. No. 2 to Sr. No. 7 will be on additional charge to the office of GWMC, in addition to their own duties.

(ii) The term of the Committee shall be for a initial period of one year and may be extended or re-constituted with the approval of the Government/Chairman, GWMC.

The role & responsibilities of the Committee Members:

1. The role & responsibilities of the committee members shall be as per Clause 3.2 of the notified policy guidelines as summarised below:

a) The Condemnation Committee of GWMC (CCG) will review and approve the application, necessary Annexures and documents submitted by concerned department for condemnation.

b) Post scrutiny of the applications, the Committee holds the right to call for further

clarifications and to accept or reject an application based on fulfilling the necessary criteria for condemnation as per the guidelines stated under this policy.

c) The CCG shall be responsible to conduct inspection of the items to be condemned viz. Vehicles, Unservicable items, machineries, articles, furniture's etc. at the location of storage. The proceedings of the inspection shall be recorded in the Annexures prescribed under this policy which will serve as an approval for the concerned Department to condemn the required items.

d) The CCG shall be authorized to fix upset value of the items to be condemned as per the rules and guidelines issued by Government/competent authority from time to time.

e) The CCG holds the right to ascertain whether vehicles/items requested for condemnation is fit for condemnation or not. The Committee's decision will be final and abiding on all the departments intending to condemn.

2. The site visit of the committee members as mentioned at point 1. (c) above, shall be based on the type of items and the expertise required to ascertain the condition/valuation of the items to be condemned. However the proceedings of the inspection shall be recorded in the format prescribed in the notified policy in consultation and with approval of all the members of the Committee.

3. During the time of inspection atleast 60% of the committee members i.e. minimum 7 members shall be present at the site.

4. The Committee shall complete the exercise of inspection, fixing of upset value and preparation of inspection report within 15 days from the date of receipt of request application for condemnation from the concerned department.

5. The Committee may workout, modify or adopt procedures for functioning/operations of Condemnation within purview of GWMC, without violating any of the clause of the notified policy guidelines with the approval of the Chairman of GWMC.

6. This issues with the approval of the Government.

By order and in the name of the Governor of Goa.

Dr. *Levinson J. Martins*, Director & ex officio Jt. Secretary (S & T & WM).

Porvorim, 27th April, 2022.

Department of Town and Country Planning

Office of the Chief Town Planner (Admn.)

Order

No. 17/01/TC-UD/TCP/2015/671

Read: 1) Order No. 17/01/TC-UD/TCP/2015/602 dated 21-04-2022.

2) Order No. 17/01/TC-UD/TCP/2015/627 dated 25-04-2022.

The Government is pleased to Order the transfers of the following officers, in public interest, with immediate effect:

Sr. No.	Name and Designation	Present posting	Posted as
1.	Ms. Vertika Dagur, Senior Town Planner	Senior Town Planner, North Goa District office, Mapusa	Senior Town Planner (HQs), Panaji.
2.	Shri R. K. Pandita, Senior Town Planner	Member Secretary of North Goa PDA and additional charge of Member Secretary of Greater Panaji PDA	Senior Town Planner, North Goa District office and additional charge of Member Secretary of North Goa PDA.

By order and in the name of the Governor of Goa.

James Mathew, Chief Town Planner (Administration).

Panaji, 29th April, 2022.

Order

No. 17/01/TC-UD/TCP/2015/672

As per directions of the Government and in public interest, Shri Shaikh Ali Ahmed, Deputy Town Planner, North Goa Planning and Development Authority, is hereby posted as Member Secretary of Greater Panaji Planning and Development Authority with immediate effect.

By order and in the name of the Governor of Goa.

James Mathew, Chief Town Planner (Administration).

Panaji, 29th April, 2022.

Department of Transport

Directorate of Transport

Order

No. D. Tpt/EST/285-V/2022/1061

On the recommendation of the Goa Public Service Commission, Panaji conveyed vide their letter No. COM/II/11/49(1)/2022/37 dated 13-04-2022, the Government is pleased to promote the below mentioned Officials to the post of Assistant Director of Transport (Group 'B' Gazetted) in the Pay Band of Rs. 9,300-34,800 + 4,600 (G.P.) corresponding to

Level 7 of the Pay Matrix on regular basis with immediate effect and post them as detailed hereunder:-

Sr. No.	Name of the Officer	Posting on promotion
1.	Shri Rajesh L. Shetye	Assistant Director of Transport, Quepem-Goa.
2.	Shri Shrinivas P. Kamat Mhamai	Assistant Director of Transport (Enforcement) South, Margao-Goa.
3.	Shri Santosh Gawde (ST)	Assistant Director of Transport, Dharbandora-Goa.

The above said Officers shall be on probation for a period of two years.

By order and in the name of the Governor of Goa.

Rajan Satardekar, Director & ex officio Addl. Secretary (Transport).

Panaji, 29th April, 2022.

Department of Water Resources

Office of the Chief Engineer

Order

No. 3/25-5/87/WR/Adm.I/28

On the recommendation of the Goa Public Service Commission as conveyed vide Confidential letter

No. COM/II/11/27(1)/2019/533 dated 22-02-2022, Government is pleased to order the promotion of the following Technical Assistants/Junior Engineers to the post of Assistant Engineers/Assistant Surveyor of Works (Civil) Group 'B' Gazetted in Water Resources Department on regular basis in the Pay Matrix Level No.7 and post them against the place indicated in Column No. 4:-

Sr. No.	Name of promotee	Present designation and place of posting	Designation and place of posting on promotion	Remarks
1	2	3	4	5
1.	Shri Dilip T. Gaonkar	Technical Assistant, O/o Assistant Engineer, S.D.I, W.D-V, W.R.D., Keri, Sattari-Goa	Assistant Engineer, O/o the Assistant Engineer, Sub-Div-III, Works Div-V, WRD, Keri	Promotion.
2.	Shri Yogesh N. Mirajkar (SC)	Technical Assistant, O/o Assistant Engineer, SD-I, WD-XIII, WRD, Margao-Goa	Assistant Engineer, O/O Assistant Engineer, SD-II, WD-VII, WRD, Dhargal	Promotion.
3.	Smt. Roshan H. Maenkar (OBC)	Technical Assistant, O/o Chief Engineer, EO, Section WRD, Porvorim-Goa	Assistant Surveyor of Works, O/o Superintending Engineer, CPO, WRD, Porvorim-Goa	Promotion.
4.	Shri Sudesh G. Parulekar	Technical Assistant, O/o Assistant Engineer, SD-II, WD-I,WRD, Mapusa-Goa	Assistant Engineer, O/o Assistant Engineer, SD-IV, WD-I, WRD, Porvorim with additional charge of Assistant Engineer, O/o Assistant Engineer, SD-III, WD-VIII, WRD, Karaswada	Promotion.
5.	Smt. Maria R. Paes	Technical Assistant, O/o Assistant Engineer, SD-II, WD-II, WRD, Margao & on working arrangement in the O/o Superintending Engineer, Circle IV, WRD, Margao	Assistant Engineer, O/o Assistant Engineer, SD-V, WD-XII, WRD, Quepem	Promotion.
6.	Shri Sydney C. Fernandes	Technical Assistant, O/o Assistant Engineer, SD-III, WD-III, WRD, Margao	Assistant Engineer, O/o Assistant Engineer, SD-IV, WD-X, WRD, Sanguem	Promotion.
7.	Shri Sadanand K. Naik (PWD)	Junior Engineer, O/o Assistant Engineer, SD-II, WD-III, WRD, Ponda and on working arrangement basis in O/o Assistant Engineer, SD-IV, WD-XI, WRD, Ponda	Assistant Engineer, O/o Assistant Engineer, SD-I, WD-XII, WRD, Sanguem	Promotion.
8.	Smt. Nilima Cyril Goes	Junior Engineer, O/o Assistant Engineer, SD-II,WD-VIII, WRD, Thivim	Assistant Surveyor of Works O/o SE, CO-II, WRD, Karaswada	Promotion.
9.	Smt. Kavita Damodar Sinai Kunde	Junior Engineer, O/o Executive Engineer, WD-II, WRD, Rawandfond and on working arrangement basis in O/o Assistant Engineer, SD-III, WD-XIV, WRD, Cuncolem	Assistant Engineer, O/o Assistant Engineer, SD-III, WD-X, WRD, Quepem	Promotion.

The promoted Officers at Serial No. 01 to 09 shall be on probation for a period of two years as specified in Column No. 9 of the Recruitment Rules notified in the Official Gazette, Extraordinary, Series 1 No. 28 dated 11-10-2001.

It is also proposed to transfer the below mentioned Assistant Engineer/Assistant Surveyor of Works (Civil) in WRD in view of the above postings of the promote Officers in Water Resources Department.

Sr. No.	Name of Officer	Present designation and place of posting	Designation and place of posting on transfer
1	2	3	4
1.	Shri Satishkumar C. Sawant	Assistant Engineer, O/o Assistant Engineer, Sub-Div-III, Works Div-V, WRD, Keri	Assistant Engineer, O/o Assistant Engineer, Sub-Div-I, Works Div-V, W.R.D., Keri.
2.	Shri Anil R. Fadte	Assistant Engineer, O/o Assistant Engineer, Sub-Div-I, Works Div-V, WRD, Keri	Assistant Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div-V, WRD, Sanquelim.
3.	Smt. Sushma S. Shirodkar	Assistant Surveyor of Works, O/o Superintending Engineer, CPO, WRD, Porvorim-Goa	Assistant Surveyor of Works, O/o Addl. Chief Engineer (MB), WRD, Porvorim (To work under Engineering Officer O/o Chief Engineer).
4.	Smt. Anagha S. Kulkarni	Assistant Surveyor of Works, O/o SE, CO-II, WRD, Karaswada	Assistant Surveyor of Works, O/o Addl. Chief Engineer (IP), WRD, Porvorim (To work under Engineering Officer O/o Chief Engineer).

This is issued vide Government approval No. 308/F dated 07-04-2022.

By order and in the name of the Governor of Goa.

Pramod B. Badami, Chief Engineer & ex officio Addl. Secretary (WR).

Porvorim, 11th April, 2022.

Corrigendum

No. 3/25-15/90/CE-WR/ADM-I/86

Read Promotion Order: No. 3/25-15/90/CE-WR/ADM-I/36 dated 13-04-2022.

With reference to the above cited promotion order dated 13-04-2022, the posting of Shri Bablo P. Prabhu, Assistant Engineer, may be read as Assistant Engineer, O/o Assistant Engineer, SD-VI, WD VIII, Bicholim-Goa instead of Assistant Engineer, O/o Assistant Engineer, SD-I, WD VI, Bicholim-Goa.

The other contents of the Order remains the same.

By order and in the name of the Governor of Goa.

Sd/- Chief Engineer & ex officio Addl. Secretary (WR).

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Panaji, 24th September, 2021 (Asvina 2, 1943)

SERIES I No. 26

OFFICIAL GAZETTE



GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

EXTRAORDINARY

No. 2

GOVERNMENT OF GOA
Goa Legislature Secretariat

Notification

LA/LEGN/2021/858

The following bill which was introduced in the Legislative Assembly of the State of Goa on 29th July, 2021 is hereby published for general information in pursuance of Rule-138 of the Rules of Procedure and Conduct of Business of the Goa Legislative Assembly.

The Goa Shops and Establishments
(Amendment) Bill 2021

(Bill No. 47 of 2021)

A

BILL

further to amend the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act No. 13 of 1974).

Be it enacted by the Legislative Assembly of Goa in the Seventy-second Year of the Republic of India as follows:

1. *Short title and commencement.*— (1) This Act may be called the Goa Shops and Establishments (Amendment) Act, 2021.

(2) It shall come into force on such date as the Government may by notification in the Official Gazette, appoint.

2. *Amendment of section 2.*— In section 2 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act No.13 of 1974) (hereinafter referred to as the “principal Act”), in clause (7), the expression “or dependent relative of an employer or his partner, who is living with and depending upon such employer or partner” shall be omitted.

3. *Amendment of section 3.*— In section 3 of the Principal Act,—

(i) in sub-section (1), for the expression “in the prescribed form together with such fees as may be prescribed”, the expression “in such form and such manner and alongwith such fees and such documents as prescribed” shall be substituted;

(ii) in sub-section (2), for the expression “on receipt of the statement and the fees, the Inspector shall, on being satisfied about the correctness of the statement,” the expression “The Inspector shall, within the period of seven working days from the date of receipt of the statement and the fees,” shall be substituted;

(iii) after sub-section (2), the following sub-section shall be inserted, namely:—

“(2A) If the Inspector fails to register the establishment within the prescribed period specified in sub-section (2), such establishment shall be deemed to have been registered under this Act, immediately on the expiration of such period and the electronic certificate of registration shall be auto generated.”

(iv) for sub-section (4), the following sub-section shall be substituted, namely:—

“(4) The Inspector shall, within a period of seven working days from the date of receipt of the application for renewal made by the employer together with such fees as prescribed, renew the registration certificate for such period as requested by the applicant.”;

(v) after sub-section (4), the following sub-section shall be inserted, namely:—

“(4A) If the Inspector fails to renew the registration certificate within the period specified in sub-section (4), such registration certificate shall be deemed to have been renewed immediately on expiry of such period and an electronic certificate of renewal shall be auto generated.”

(vi) for sub-section (5), the following sub-section shall be substituted, namely:—

“(5) Every application for the renewal of the registration certificate shall be made in such form and in such manner as prescribed not later than thirty days before the date of its expiry and an application made beyond such period shall not be entertained by the Inspector unless the applicant pays such penalty, not exceeding twenty five percent of the registration fees, prescribed.”

4. *Amendment of section 3-A.*— In section 3A of the principal Act,-

(i) in sub-section (1), for the words “the prescribed form together with registration fees amounting to Rs. 25,000/-,” the words “in such form, manner and documents as may be prescribed together with

registration fees amounting to Rs. 25,000/-” shall be substituted;

(ii) in sub-section (2), the expression “on being satisfied about the correctness of the statement,” shall be omitted;

(iii) for sub-section (3), the following sub-section shall be substituted, namely:—

“(3) The inspector shall, within a period of seven working days from the date of receipt of the application made by the bank or financial institution together with fees amounting to Rs. 5,000/- per year in case of bank situated within the limit of a municipal council and Rs. 1,000/- per year, in other cases, renew the registration certificate for such period as requested by the applicant”.

(iv) after sub-section (3), the following sub-section shall be inserted, namely:—

“(3A) If the Inspector fails to renew the registration certificate within the period specified in sub-section (3), such registration certificate shall be deemed to have been renewed immediately on expiry of such period and an electronic certificate of renewal shall be auto generated.”

5. *Insertion of new section 17A.*— After section 17 of the principal Act, the following section shall be inserted, namely:—

“17A. *Restriction on employment of women.*— (1) No woman shall be required or allowed to work in any shop or establishment except between the hours of 6.00 a.m. and 7.00 p.m.

Provided that where the Government or any person authorized by it, in this behalf, is satisfied that the provisions of adequate protection of women's dignity, honour, safety, and the facility of transportation from the shop or establishment to the door step of their residence exists, it or he may, after obtaining the consent of the woman employee, allow her to work between 7.00 p.m. to 6.00 a.m.

(2) The Government, may by notification, require that the employer of shop or establishment shall provide such other provisions as may be specified therein to the woman employee working between 7.00 p.m. to 6.00 a.m.”

6. *Amendment of section 18.*— In section 18 of the principal Act, for the words “but not to any wages”, the words “with wages” shall be substituted.

7. *Amendment of section 31.*— In section 31 of the principal Act, for the words “in current coin or currency notes or in both”, the words “by cheque or by crediting the wages in the bank account of the employee” shall be substituted.

8. *Amendment of section 52.*— In section 52 of the principal Act,—

(i) for the words “less than two hundred and fifty rupees”, the words “less than ten thousand rupees” shall be substituted;

(ii) for the words “five hundred rupees”, the words “twenty thousand rupees” shall be substituted;

(iii) for the words “one thousand rupees”, the words “thirty thousand rupees” shall be substituted;

(iv) for the words “one thousand five hundred rupees”, the words “forty thousand rupees” shall be substituted;

(v) for the words “two thousand rupees”, the words “fifty thousand rupees” shall be substituted;

(vi) in the proviso, for the words “hundred rupees”, the words “five hundred rupees” shall be substituted.

9. *Insertion of new section 52A.*— After section 52 of the principal Act, the following section shall be inserted namely:—

“52A. *Compounding of Offences.*— (1) Any offence punishable under this Act, not being an offence punishable with imprisonment only, or with imprisonment and also with fine, may, on an application of the accused person, either before or after

the institution of any prosecution, be compounded by such Officer, as the State Government may, by notification in the Official Gazette, specify, for a sum of rupees seventy five percent of the maximum fine provided for such offences, in the manner as may be prescribed.

(2) Nothing contained in sub-section (1) shall apply to an offence committed by a person for the second time or thereafter within a period of five years from the date,—

(a) of commission of a similar offence which was earlier compounded;

(b) of commission of a similar offence for which such person was earlier convicted.

(3) Every officer referred to in sub-section (1) shall exercise the powers to compound an offence, subject to the direction, control and supervision of the State Government.

(4) Every application for the compounding of an offence shall be made in such form and in such manner as may be prescribed.

(5) where any offence is compounded before the institution of any prosecution, no prosecution shall be instituted in relation to such offence, against the offender in relation to whom the offence is so compounded.

(6) Where the composition of any offence is made after the institution of any prosecution, such composition shall be brought by the officer referred to in sub-section (1) in writing, to the notice of the court in which the prosecution is pending and on such notice of the composition of the offence being given, the person against whom the offence is so compounded shall be discharged.

(7) Any person who fails to comply with an order made by the officer referred to in sub-section (1), shall be liable to pay a sum equivalent to twenty percent of the maximum fine provided for the offence, in addition to such fine.

(8) No offence punishable under the provisions of this Act shall be compounded

except under and in accordance with the provisions of this section.

10. *Amendment of section 57.*— In section 57 of the principal Act, in sub-section (2),—

(i) for the expression “as may be prescribed,” the expression “as may be prescribed either electronically or manually.” shall be inserted.

(ii) for the expression “.” at the end, the expression “:” shall be substituted.

(iii) the following proviso shall be inserted, namely:—

“Provided that in case of electronic maintenance of registers and records, at the time of inspection by an Inspector, the employer shall submit hard copy of such registers and records duly signed by him”.

11. *Amendment of section 61.*— In section 61 of the principal Act, in sub-section (1), in clause (a), for the words “six thousand five hundred”, the words “twenty-four thousand” shall be substituted.

Statement of Objects and Reasons

The Bill seeks to amend section 3 and 3A of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act No. 13 of 1974) so as to facilitate the ease of doing business in the State of Goa.

The Bill also seeks to amend certain provisions of the Act, so as to make the provisions of the said Act, employer employee friendly and remove ambiguity in the existing provisions.

This Bill seeks to achieve the above objects.

Financial Memorandum

There are no financial implications involved in the bill, however the Bill seeks to enhance the amount of fines imposed for the offences committed under the Act, which will generate some revenue, the amount of which cannot be quantified at this stage.

Memorandum Regarding Delegated Legislation

Clause 3 of the Bill seeks to empower the Government to frame rules to prescribe the

form, fees, the manner and the documents which the employer of every establishment shall send a statement to the Inspector

Clause 4 of the Bill seeks to empower the Government to make rules to prescribe, the form and manner and the documents which the Bank and financial institutions shall send a statement to the Inspector.

Clause 5 of the Bill seeks to empower the Government to issue notification specifying other provisions that may be required to be made for woman working between 7.00 p.m. to 6.00 a.m.

Clause 9 of the Bill seeks to empower the Government to issue notification specifying the officer for compounding the offences punishable under the Act.

These delegations are of normal character.

Porvorim-Goa (Jennifer Monserrate)
28th July, 2021. Minister for Labour &
Employment.

Assembly Hall, (Namrata Ulman)
Porvorim-Goa, Secretary to the Legislature
28th July, 2021. Assembly of Goa.

Governor's Recommendation under Article 207 of the Constitution of India

In pursuance of Article 207 of the Constitution of India, I, P. S. Sreedharan Pillai, the Governor of Goa hereby recommend the introduction and consideration of the Goa, Daman and Diu Shops and Establishments (Amendment) Bill, 2021 by the Legislative Assembly of Goa.

P. S. SREEDHARAN PILLAI
Governor of Goa.

Annexure

Extract of The Goa Shops and Establishments Act, 1973.

1. *Short title, extent, commencement and application.*— (1) This Act may be called the Goa, Daman and Diu Shops and Establishments Act, 1973.

(2) It extends to the whole of the Union territory of Goa, Daman and Diu.

(3) It shall come into force in such areas and on such dates as the Government may, from time to time, by notification, appoint.

2. *Definitions.*— In this Act, unless the context otherwise requires:—

(1) “apprentice” means a person who is employed, whether on payment of wages or not, for the purpose of being trained in any trade, craft or employment in any establishment;

1[(1-A).— “bank” means establishments belonging to any nationalized, scheduled or co-operative bank;]

(2) “child” means a person who has not completed his 2[fourteenth] year of age;

(3) “closed” means not open, for the service of any customer, or for any trade or business or for any other purpose connected with the establishment except loading, unloading and annual stock-taking;

(4) “commercial establishment” means any establishment which carries on any business, trade or profession or any work in connection with, or incidental or ancillary to, any business, trade or profession and includes—

(a) a society registered under the Societies Registration Act, 1860 (Central Act XXI of 1860) or charitable or other trust, whether registered or not, which carries on any business, trade or profession or work in connection with, or incidental or ancillary to, such business trade or profession;

(b) an establishment which carries on the business of advertising, commission agency, forwarding or commercial agency or which is a clerical department of a factory or of any industrial or commercial undertaking;

(c) an insurance company, Joint Stock Company, 3[] broker s office or exchange;

(d) any other establishment which the Government may notify to be a commercial establishment, but does not include a factory, shop, residential hotel, restaurant, eating house, theatre or other place of public amusement or entertainment.

(5) “day” means a period of twenty-four hours beginning at mid-night, except that in the case of an employee, whose hours of work extend beyond midnight, day means the period of twenty-four hours beginning from the time when such employment commences;

(6) “dependent” means in relation to a deceased employee, his nominee or in the absence of such nominee, his heir or legal representative;

(7) “employee” means a person wholly or principally employed in, and in connection with, any establishment, and includes an apprentice or any clerical or other staff of a factory or industrial establishment which falls outside the scope of the Factories Act, 1948 (Central Act 63 of 1948); but does not include the husband, wife, son, daughter, father, mother, brother, sister or dependent relative of an employer or his partner, who is living with and depending upon such employer or partner and is not in receipt of any wages;

(8) “employer” means a person having charge of or owning or having ultimate control over the affairs of an establishment and includes the manager, agent or other person acting in the general management or control of an establishment;

(9) “establishment” means a shop, commercial establishment, residential hotel, restaurant, eating house, theatre or other place of public amusement or entertainment 4[and a bank] to which this Act applies and includes such other establishment as the Government may, by notification in the Official Gazette, declare to be an establishment,

(10) “factory” means factory within the meaning of the Factories Act, 1948 (Central Act 63 of 1948);

5[(10A) „Gada means an establishment mounted on wheels, whether moving or stationary and constructed by using either wood or metal sheets or both and managed by the owner himself or a member of his family or a dependent and the value of the goods stored therein, on any particular day, for the purpose of trading does not exceed Rs. 5000/-.

Explanation.— For the purpose of valuation of the goods, the Inspector shall be competent to make an assessment thereof and for this purpose he may take into consideration the valuation made, if any, by any local authority.]

(11) “goods” includes all materials, commodities and articles;

(12) “Government” means the Administrator of the Union territory of Goa, Daman and Diu appointed under article 239 of the Constitution;

(13) “gratuity” means the gratuity payable under section 39;

(14) “Inspector” means an Inspector appointed under section 49;

(15) "notification" means a notification published in the Goa, Daman and Diu Government Gazette;

(16) "opened" means opened for the service of any customer or for any trade or business connected with the establishment;

(17) "periods of work" means the time during which an employee is at the disposal of the employer;

(18) "prescribed" means prescribed by rules made under this Act;

(19) "residential hotel" means any premises used for the reception of guests and travelers desirous of dwelling or sleeping therein and includes a club;

(20) "restaurant" or "eating house" means any premises in which is carried on wholly or principally the business of supplying meals or refreshments to the public or a class of the public for consumption on the premises and includes a Halwai shop but does not include a restaurant attached to a theatre or restaurant or a canteen attached to a factory if the persons employed therein are allowed the benefits provided for workers under the Factories Act, 1948 (Central Act 63 of 1948);

(21) "shop" means any premises where goods are sold, either by retail or wholesale or both or where services are rendered to customers and includes an office, store-room, godown, ware-house, sale depot and work-place, whether in the same premises or elsewhere, used mainly in connection with such trade or business, but does not include a factory, commercial establishment, residential hotel, restaurant, eating house, theatre or other place of public amusement or entertainment or a shop attached to a factory where the persons employed in the shop are allowed the benefits provided for workers under the Factories Act, 1948 (Central Act 63 of 1948);

(22) "spread over" means the period between the commencement and termination of work of an employee on any day;

(23) "theatre" includes any premises intended principally or wholly for the exhibition of pictures or other optical effects by means of cinematograph or other suitable apparatus or for dramatic or circus performances or for any other amusement or entertainment;

(24) "wages" means every remuneration, whether by way of salary, allowances, or otherwise expressed in terms of money or capable of being so expressed which would, if the term of employment, express or

implied were fulfilled, be payable to an employee in respect of his employment or of work done in such employment, and includes—

(a) any remuneration payable under any settlement between the parties or order of a tribunal or court;

(b) any remuneration to which the employee is entitled in respect of overtime work or holidays or any leave period;

(c) any additional remuneration payable under the terms of employment, whether called a bonus or by any other name;

(d) any sum which by reason of the termination of employment of the employee is payable under any law, contract or instrument which provides for the payment of such sums, whether with or without deductions, but does not provide for the time within which the payment is to be made;

(e) any sum to which the employee is entitled under any scheme framed under any law for the time being in force, but does not include—

(i) any bonus, whether under a scheme of profit sharing or otherwise, which does not form part of the remuneration payable under the terms of employment, or, which is not payable under any award or settlement between the parties or order of a court;

(ii) the value of any house accommodation, or of the supply of light, water, medical attendance or other amenity or of any service excluded from the computation of wages by a general or special order of the Government;

(iii) any contribution paid by the employer to any pension or provident fund, and the interest which may have accrued thereon;

(iv) any travelling allowance or the value of any travelling concession;

(v) any sum paid to the employee to defray special expenses incurred by him on account of the nature of his employment; or

(vi) any gratuity payable on the termination of employment in cases other than those specified in sub-clause (d);

(25) "week" means a period of seven days beginning at midnight on Saturday;

(26) "young person" means a person who is not a child but has not completed eighteen years of age.

3. *Registration of Establishments and renewal of registration certificates.*— (1) Within the period specified in sub-section (3), the employer of every establishment [except a bank] shall send to the Inspector concerned, a statement in the prescribed form together with such fees as may be prescribed, containing-

- (a) The name of the employer and the manager, if any;
- (b) The postal address of the establishment;
- (c) The name, if any, of the establishment;
- (d) Category of the establishment; and
- (e) Such other particulars as may be prescribed.

(2) On receipt of the statement and the fees, the Inspector shall, on being satisfied about the correctness of the statement, register the establishment in the Register of Establishments in such manner as may be prescribed and shall issue in the prescribed form a registration certificate to the employer who shall display it at a prominent place in the establishment.

(3) The period in respect of establishments mentioned in column (1) below for filling the statement and depositing the fees as required under sub-section (1) shall be as specified against it in column (2)–

Establishment	Period
(1)	(2)
(i) Establishment existing on the date on which this Act into force comes	Ninety days from the date on which the Act comes into force.
(ii) New Establishments	Ninety days from the date on which the establishment commences its work.

(4) The Inspector may, on receipt of an application made by the employer together with the fees prescribed therefore, renew the registration certificate for a period not exceeding five years commencing from the date its expiry;

(5) Every application for the renewal of the registration certificate shall be made in such form and in such manner as may be prescribed so as to reach the Inspector not later than thirty days before the date of its expiry;

Provided that an application for the renewal of registration certificate received not later than thirty

days after its expiry may be entertained by the Inspector on the application paying such penalty, not exceeding twenty-five rupees, as may be prescribed.

(6) An application for the renewal of a registration certificate under sub-section (5), shall, until communication of orders on his application, be entitled to act as if the registration certificate had been renewed.

(7) In the event of any doubt or differences of opinion between an employer and the Inspector as to the category to which an establishment would belong, the Inspector shall refer the matter to the prescribed authority which shall after such inquiry as it thinks proper decide the category of such establishment and its decision shall be final for the purposes of this Act.

3-A. *Registration and renewal of registration certificate in respect of Bank.*— (1) Within the period specified in sub-section (3) of section 3, every bank shall send to the Inspector concerned, a statement in the prescribed form together with registration fees amounting to Rs. 25,000/-, containing.

- (a) the name of the bank and its General Manager or Branch Manager or Regional Manager or Manager, as the case may be;
- (b) the postal address of the bank;
- (c) such other particulars as may be prescribed.

(2) On receipt of the statement and the registration fees, the Inspector shall, on being satisfied about the correctness of the statement, register the bank in the register of establishments in such manner as may be prescribed and shall issue in the prescribed form a Registration Certificate to the bank which shall display it at a prominent place in the bank.

(3) The Inspector may, on receipt of the application made by the bank together with fees amounting to 9[Rs. 5,000/- in case of bank situated within the limits of a Municipal Council and Rs. 1,000/- in other cases] renew the registration certificate for a period of one year commencing from the date of its expiry.

17. *Daily and weekly hours of work for young persons.*— Notwithstanding anything contained in this Act, no young persons shall be required or allowed to work in any establishment for more than

seven hours in any day and forty-two hours in any week nor shall such person be allowed to work overtime.

18. *Maternity benefit.*— The periods of absence from duty in respect of which a woman employee is entitled to maternity leave under section 19, shall be treated as authorised absence from duty, and the woman employee shall be entitled to maternity leave, but not to any wages for any of those periods.

31. *Wages to be paid in current coin or currency notes.*— All wages shall be paid in current coin or currency notes or in both.

52. *Penalties.*— Any employer who contravenes any of the provisions of sections 4, 5 to 8, 10 to 25, 27 to 39, 41 and 57 shall be punishable for a first offence with fine which may extend to two hundred and fifty rupees, for a second offence with fine which shall not be less than five hundred rupees and which may extend to one thousand rupees and for a third or subsequent offence with fine which shall not be less than one thousand five hundred rupees and which may extend to two thousand rupees:

Provided that where any employer fails to possess a valid certificate of registration in contravention of the provisions of section 3 or 3-A or of the rules made thereunder, he shall, on conviction, be punishable, in the case of a continuing offence, with a further fine which may extend to hundred rupees for each day during which the offence continues.

57. *Restriction on double employment, maintenance of registers, records, etc.*— (1) No employee shall work in any establishment, nor shall any employer knowingly permit an employee to work in any establishment, on a day or part of a day on which the employee is given a holiday or is on leave in accordance with the provisions of this Act.

(2) Subject to the control of the Government, an employer shall maintain such registers and records and display such notices, as may be prescribed. All such registers and records shall be kept, and all such notices shall be displayed on the premises of the establishment to which they relate.

(3) Every employer shall on demand produce or cause to be produced for inspection by an Inspector all registers, records and notices required to be kept by or under this Act.

(4) Every employer shall submit such returns relating to his business, in such manner and within such period, and to such authority as may be prescribed.

(5) Every employer shall give an order of appointment to his employee in the establishment before such employee joins the service:

Provided that in the case of an employee in the service at the commencement of this Act, the employer shall give such order of appointment within a period of three months from the date of such commencement.

61. *Exemptions.*— (1) Nothing in this Act shall apply to—

(a) employees in any establishments whose average monthly wages exceed 15[six thousand five hundred rupees]:

(b) establishments under the Central and State Governments, local authorities, cantonment authorities, the Reserve Bank of India, a railway administration operating any railway as defined in clause (20) of article 366 of the Constitution;

(c) establishments in mines and oil fields;

(d) establishments in bazaar or in places where fairs or festivals are held temporarily for a period not exceeding one month at a time.

16[(e) establishments belonging to any nationalised, scheduled or co-operative bank;

(f) establishments known as „Gadas as defined under clause (10-A) of section 2.]

(2) Nothing in section 4 or section 10, as the case be, shall apply to—

(a) hospitals and other institutions for treatment or care of the sick, the infirm, destitute or the mentally unfit;

(b) such chemists or druggists shops as the Government may, by general or special order, specify;

(c) hair-dressing shops, clubs and residential hotels, educational institutions, hostels attached to schools or colleges, and establishments maintained in connection with the boarding and lodging of pupils and resident masters;

(d) stalls and refreshment rooms at railway stations, docks, wharves, ports, airports or bus stands;

(e) establishments wholly or principally engaged in the sale of ice or aerated water;

(f) establishments wholly or principally engaged in the sale of funeral requisites.

(3) Nothing in sections 4, 5, 8 or 10 shall apply to—

(a) persons whose work is of an intermittent nature such as caretaker, sweeper, travelling staff;

(b) persons employed for loading and unloading goods at godowns.

(4) The Government may, by notification, exempt either permanently or for any specified period, any establishment or class of establishments, or persons or classes of persons, from all or any of the provisions of this Act, subject to such condition as they may deem fit.

(5) Notwithstanding anything contained in the foregoing sub-sections, the Government may, by notification, apply all or any of the provisions of this Act to any class of persons or establishments mentioned in those sub-sections other than those mentioned in clause (b) of sub-section (1) and modify or cancel any such notification.

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Department of Law

Legal Affairs Division

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Notification

7/31/2021-LA

The Goa Shops and Establishments (Amendment) Act, 2021. (Goa Act 30 of 2021), which has been passed by the Legislative Assembly of Goa on 30-07-2021 and assented to by the Governor of Goa on 20-09-2021, is hereby published for the general information of the public.

D. S. Raut Desai, Joint Secretary (Law).

Porvorim, 24th September, 2021.

**The Goa Shops and Establishments
(Amendment) Act, 2021**

(Goa Act 30 of 2021) [20-09-2021]

AN

ACT

further to amend the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act No. 13 of 1974).

Be it enacted by the Legislative Assembly of Goa in the Seventy-second Year of the Republic of India as follows:

1. *Short title and commencement.*— (1) This Act may be called the Goa Shops and Establishments (Amendment) Act, 2021.

(2) It shall come into force on such date as the Government may by notification in the Official Gazette, appoint.

2. *Amendment of section 2.*— In section 2 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act No.13 of 1974) (hereinafter referred to as the “principal Act”), in clause (7), the expression “or dependent relative of an employer or his partner, who is living with and depending upon such employer or partner” shall be omitted.

3. *Amendment of section 3.*— In section 3 of the Principal Act,—

(i) in sub-section (1), for the expression “in the prescribed form together with such fees as may be prescribed”, the expression “in such form and such manner and alongwith such fees and such documents as prescribed” shall be substituted;

(ii) in sub-section (2), for the expression “on receipt of the statement and the fees, the Inspector shall, on being satisfied about the correctness of the statement,” the expression “The Inspector shall, within the period of seven working days from the date of receipt of the statement and the fees,” shall be substituted;

(iii) after sub-section (2), the following sub-section shall be inserted, namely:—

“(2A) If the Inspector fails to register the establishment within the prescribed period specified in sub-section (2), such establishment shall be deemed to have been registered under this Act, immediately on the expiration of such period and the electronic certificate of registration shall be auto generated.”

(iv) for sub-section (4), the following sub-section shall be substituted, namely:—

“(4) The Inspector shall, within a period of seven working days from the date of receipt of the application for renewal made by the employer together with such fees as prescribed, renew the registration certificate for such period as requested by the applicant.”;

(v) after sub-section (4), the following sub-section shall be inserted, namely:—

“(4A) If the Inspector fails to renew the registration certificate within the period specified in sub-section (4), such registration certificate shall be deemed to have been renewed immediately on expiry of such period and an electronic certificate of renewal shall be auto generated.”

(vi) for sub-section (5), the following sub-section shall be substituted, namely:—

“(5) Every application for the renewal of the registration certificate shall be made in such form and in such manner as prescribed not later than thirty days before the date of its expiry and an application made beyond such period shall not be entertained by the Inspector unless the applicant pays such penalty, not exceeding twenty five percent of the registration fees, prescribed.”

4. *Amendment of section 3-A.*— In section 3A of the principal Act,-

(i) in sub-section (1), for the words “the prescribed form together with registration

fees amounting to Rs. 25,000/-,” the words “in such form, manner and documents as may be prescribed together with registration fees amounting to Rs. 25,000/-” shall be substituted;

(ii) in sub-section (2), the expression “on being satisfied about the correctness of the statement,” shall be omitted;

(iii) for sub-section (3), the following sub-section shall be substituted, namely:—

“(3) The inspector shall, within a period of seven working days from the date of receipt of the application made by the bank or financial institution together with fees amounting to Rs. 5,000/- per year in case of bank situated within the limit of a municipal council and Rs. 1,000/- per year, in other cases, renew the registration certificate for such period as requested by the applicant”.

(iv) after sub-section (3), the following sub-section shall be inserted, namely:—

“(3A) If the Inspector fails to renew the registration certificate within the period specified in sub-section (3), such registration certificate shall be deemed to have been renewed immediately on expiry of such period and an electronic certificate of renewal shall be auto generated.”

5. *Insertion of new section 17A.*— After section 17 of the principal Act, the following section shall be inserted, namely:—

“17A. *Restriction on employment of women.*— (1) No woman shall be required or allowed to work in any shop or establishment except between the hours of 6.00 a.m. and 7.00 p.m.

Provided that where the Government or any person authorized by it, in this behalf, is satisfied that the provisions of adequate protection of women's dignity, honour, safety, and the facility of transportation from the shop or establishment to the door step of their residence exists, it or he may, after obtaining the consent of the woman

employee, allow her to work between 7.00 p.m. to 6.00 a.m.

(2) The Government, may by notification, require that the employer of shop or establishment shall provide such other provisions as may be specified therein to the woman employee working between 7.00 p.m. to 6.00 a.m.”

6. *Amendment of section 18.*— In section 18 of the principal Act, for the words “but not to any wages”, the words “with wages” shall be substituted.

7. *Amendment of section 31.*— In section 31 of the principal Act, for the words “in current coin or currency notes or in both”, the words “by cheque or by crediting the wages in the bank account of the employee” shall be substituted.

8. *Amendment of section 52.*— In section 52 of the principal Act,—

(i) for the words “less than two hundred and fifty rupees”, the words “less than ten thousand rupees” shall be substituted;

(ii) for the words “five hundred rupees”, the words “twenty thousand rupees” shall be substituted;

(iii) for the words “one thousand rupees”, the words “thirty thousand rupees” shall be substituted;

(iv) for the words “one thousand five hundred rupees”, the words “forty thousand rupees” shall be substituted;

(v) for the words “two thousand rupees”, the word “fifty thousand rupees” shall be substituted;

(vi) in the proviso, for the words “hundred rupees”, the words “five hundred rupees” shall be substituted.

9. *Insertion of new section 52A.*— After section 52 of the principal Act, the following section shall be inserted namely:—

“52A. *Compounding of Offences.*— (1) Any offence punishable under this Act, not

being an offence punishable with imprisonment only, or with imprisonment and also with fine, may, on an application of the accused person, either before or after the institution of any prosecution, be compounded by such Officer, as the State Government may, by notification in the Official Gazette, specify, for a sum of rupees seventy five percent of the maximum fine provided for such offences, in the manner as may be prescribed.

(2) Nothing contained in sub-section (1) shall apply to an offence committed by a person for the second time or thereafter within a period of five years from the date,—

(a) of commission of a similar offence which was earlier compounded;

(b) of commission of a similar offence for which such person was earlier convicted.

(3) Every officer referred to in sub-section (1) shall exercise the powers to compound an offence, subject to the direction, control and supervision of the State Government.

(4) Every application for the compounding of an offence shall be made in such form and in such manner as may be prescribed.

(5) where any offence is compounded before the institution of any prosecution, no prosecution shall be instituted in relation to such offence, against the offender in relation to whom the offence is so compounded.

(6) Where the composition of any offence is made after the institution of any prosecution, such composition shall be brought by the officer referred to in sub-section (1) in writing, to the notice of the court in which the prosecution is pending and on such notice of the composition of the offence being given, the person against whom the offence is so compounded shall be discharged.

(7) Any person who fails to comply with an order made by the officer referred to in sub-section (1), shall be liable to pay a sum equivalent to twenty percent of the maximum fine provided for the offence, in addition to such fine.

(8) No offence punishable under the provisions of this Act shall be compounded except under and in accordance with the provisions of this section.

10. *Amendment of section 57.*— In section 57 of the principal Act, in sub-section (2),—

(i) for the expression “as may be prescribed,” the expression “as may be prescribed either electronically or manually.” shall be inserted.

(ii) for the expression “.” at the end, the expression“:” shall be substituted.

(iii) the following proviso shall be inserted, namely:—

“Provided that in case of electronic maintenance of registers and records, at the time of inspection by an Inspector, the employer shall submit hard copy of such registers and records duly signed by him”.

11. *Amendment of section 61.*— In section 61 of the principal Act, in sub-section (1), in clause (a), for the words “six thousand five hundred”, the words “twenty-four thousand” shall be substituted.

Secretariat
Porvorim, Goa.
Dated: 24-09-2021.

CHOKHA RAM GARG
Secretary to the
Government of Goa
Law Department
(Legal Affairs).

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असाधारण
EXTRAORDINARY

भाग III—खण्ड 4
PART III—Section 4

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 243]

नई दिल्ली, शुक्रवार, मई 6, 2022/वैशाख 16, 1944

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NEW DELHI, FRIDAY, MAY 6, 2022/VAISAKHA 16, 1944

कर्मचारी राज्य बीमा निगम

अधिसूचना

नई दिल्ली, 25 अप्रैल, 2022

सं. N-17011/1/2022-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 01.04.2022 ऐसी तारीख के रूप में निश्चित की है जिसमें उक्त विनियम 95-क तथा तमिलनाडु कर्मचारी राज्य बीमा (चिकित्सा हितलाभ) नियम, 1955 में निर्दिष्ट चिकित्सा हितलाभ तमिलनाडु राज्य के नागपट्टिणम जिले के सम्पूर्ण क्षेत्रों (पहले से अधिसूचित क्षेत्रों के अलावा) में बीमांकित व्यक्तियों के परिवार पर लागू किये जाएंगे।

एस रविचंद्रन, बीमा आयुक्त (यो एवं वि)

[विज्ञापन III/4/असा./63/2022-23]

EMPLOYEES' STATE INSURANCE CORPORATION**NOTIFICATION**

New Delhi, the 25th April, 2022

No. N-17011/1/2022-P&D.—In pursuance of powers conferred by Section 46 (2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the **01/04/2022** 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 **Nagapattinam** districts in the State of Tamil Nadu, in addition to the already implemented area in the district.

S. RAVICHANDRAN, Insurance Commissioner (P&D)

[ADVT.-III/4/Exty./63/2022-23]



भारत का राजपत्र The Gazette of India

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असाधारण
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित
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No. 2339]

NEW DELHI, MONDAY, MAY 30, 2022/JYAISHTHA 9, 1944

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 30 मई, 2022

का.आ. 2466(अ).—केन्द्रीय सरकार भारत के राजपत्र, असाधारण, भाग II, खंड 3, उप खंड (ii) संख्यांक का.आ. 1377(अ) दिनांक 28 मार्च, 2022 में प्रकाशित भारत सरकार, श्रम और रोजगार मंत्रालय की अधिसूचना द्वारा कर्मचारी राज्य बीमा निगम के परामर्श से कर्मचारी राज्य बीमा अधिनियम, 1948(1948 का 34) के उपबंधों को उस अधिसूचना की तारीख से एक मास के पश्चात् उक्त अधिसूचना की अनुसूची में विनिर्दिष्ट स्थापनों की कतिपय श्रेणियों पर विस्तारित करने के आशय की सूचना दी थी;

और उक्त राजपत्र की प्रतियां जनता को तारीख 28 मार्च, 2022 को उपलब्ध करा दी गई थी;

और उक्त अधिसूचना के संबंध में एक मास की उक्त अवधि के भीतर कोई आक्षेप तथा सुझाव प्राप्त नहीं हुए हैं।

अतः अब केन्द्रीय सरकार कर्मचारी राज्य बीमा निगम अधिनियम, 1948 (1948 का 34) की धारा 1 की उप धारा (5) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, कर्मचारी राज्य बीमा निगम के परामर्श से, उक्त अधिनियम के उपबन्धों को 1 जून, 2022 से प्रभावी अनुसूची के स्तंभ (1) में विनिर्दिष्ट तथा स्तंभ (2) में विनिर्दिष्ट क्षेत्रों में स्थित स्थापनों की श्रेणी पर विस्तारित करती है, अर्थात्:-

अनुसूची

स्थापनाओं का विवरण		क्षेत्र जिनमें स्थापन स्थित है।
(1)		(2)
निम्नलिखित स्थापन जिनमें दस या अधिक व्यक्ति नियोजित हैं या पूर्ववर्ती बारह मासों में किसी दिन नियोजित थे, अर्थात् :-		अंडमान और निकोबार संघ राज्यक्षेत्र के वे सभी क्षेत्र जहां उक्त अधिनियम की धारा 1 की उप धारा (3) के अधीन कर्मचारी राज्य बीमा अधिनियम, 1948 के उपबंध पहले ही प्रकृत किए जा चुके हैं।
(i)	दुकानें;	
(ii)	होटल;	
(iii)	रेस्तरां;	
(iv)	सड़क मोटर परिवहन स्थापन;	
(v)	पूर्व-दर्शन थियेटर सहित सिनेमा;	
(vi)	श्रमजीवी पत्रकार और अन्य समाचार पत्र कर्मचारी (सेवा की शर्तों) और प्रकीर्ण उपबंध अधिनियम, 1955(1955 का 45) की धारा 2 के खण्ड (घ) में यथा परिभाषित समाचार स्थापन;	
(vii)	वैयक्तिक, न्यास, सोसाइटी या अन्य संगठन द्वारा चलाए जाने वाले (सार्वजनिक, निजी, सहायता-प्राप्त या आंशिक रूप से सहायता-प्राप्त सहित) शैक्षिक संस्थान;	
(viii)	चिकित्सा संस्थान (निगमित, संयुक्त क्षेत्र, न्यास, धर्मार्थ तथा निजी स्वामित्व वाले अस्पताल, नर्सिंग होम, नैदानिक केन्द्र, विकृति विज्ञान प्रयोगशालाओं सहित);	

[फा. सं. एस-38025/03/2021-एस.एस.-I]

आर.के. गुप्ता, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 30th May, 2022

S.O. 2466(E).—Whereas, by a notification of the Government of India in the Ministry of Labour and Employment, published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), *vide* number S.O. 1377(E), dated the 28th March, 2022, the Central Government, in consultation with the Employees' State Insurance Corporation, gave notice of its intention to extend the provisions of the Employees' State Insurance Act, 1948 (34 of 1948) to certain classes of establishments specified in the Schedule to the said notification after one month from the date of that notification;

And whereas, the copies of the said notification were made available to the public on the 28th March, 2022;

And whereas, no objections and suggestions have been received within the said period of one month in respect of the said notification;

Now, therefore, in exercise of the powers conferred by sub-section (5) of section 1 of the Employees' State Insurance Act, 1948(34 of 1948), the Central Government, in consultation with the Employees' State Insurance Corporation, hereby extends the provisions of the said Act to the classes of establishments specified in column (1) and situated within the areas specified in column (2) of the Schedule hereto, with effect from the 1st day of June, 2022, namely:-

SCHEDULE

Description of establishments	Areas in which the establishments are situated
(1)	(2)
The following establishments, wherein ten or more persons are employed, or were employed, on any day of the preceding twelve months, namely:-	Areas of the Union territory of Andaman and Nicobar Islands, where the provisions of the Employees' State Insurance Act, 1948(34 of 1948) have already been brought into force under sub-section (3) of section 1 of the said Act.
(i) Shops;	
(ii) Hotels;	
(iii) Restaurants;	
(iv) Road motor transport establishments;	
(v) Cinemas including preview theatres;	
(vi) Newspaper establishments as defined in clause (d) of section 2 of the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955);	
(vii) Educational Institutions (including public, private, aided or partially aided) run by an individual, trust, society or other organisation;	
(viii) Medical institutions (including corporate, joint sector, trust, charitable and private ownership hospitals, nursing homes, diagnostic centres and pathological labs).	

[F. No. S-38025/03/2021-SS-I]

R. K. GUPTA, Jt. Secy.