



Gi GROUP INDIA COMPLIANCE NEWSLETTER

OCTOBER'22 EDITION



Dear Reader,

We take the privilege of sharing with you the October'2022 edition of our monthly Compliance Newsletter. The newsletter will help you stay updated with the latest regulatory changes, notifications, and amendments.

In this edition of our monthly Compliance Newsletter, we bring to you the latest Minimum Wages revisions notifications from the states of Delhi, Haryana, Jharkhand, Jammu & Kashmir, Odisha, and Punjab.

Further, we have also appended the notifications and amendments released in the month of October '22. Some of the important announcements made in this newsletter are, Automatic Sanction of CLRA Registration and License in Rajasthan, Enforcement of provisions of ESI Act in the Chengalpattu and Karur Districts of Tamil Nadu, Employment of Women during Night Shifts in Factories in the State of Andhra Pradesh, and many more such important news.

Read further to know more!

Best Regards,
Gi Group India

MINIMUM WAGES REVISIONS

THE DELHI MINIMUM WAGES NOTIFICATION

The Government of National Capital Territory of Delhi vides Notification No. F. No. (142)/02/MW/VIII/Part file/5972-5986, revised Minimum Wages effective from 1st October 2022. Please refer to the notification appended herewith for more details and also refer to the table below for the revised minimum wages.

State: Delhi			
Effective Date: 01/10/2022			
Category: Various including Shops & Commercial Establishment			
Category of Workers	Basic Wages	VDA	Total Minimum Wages
Unskilled	16506	286	16792
Semi-Skilled	18187	312	18499
Skilled	20019	338	20357
Clerical & Supervisory Staffs:			
Non-Matriculates	18187	312	18499
Matriculates but not graduates	20019	338	20357
Graduates & above	21756	390	22146

THE HARYANA MINIMUM WAGES NOTIFICATION

The Government of Haryana vides Notification No. IR-2/2022/33216-33346, revised Minimum Wages effective from 1st July 2022. Please refer to the notification appended herewith for more details and also refer to the table below for the revised minimum wages.

State: Haryana			
Effective Date: 01/07/2022			
Category: Shops & Commercial Establishment			
Category	Minimum Wages till 01/01/2022	VDA w.e.f. 01/07/2022	Minimum Wages w.e.f. 01/07/2022
Unskilled	10098.88	144.40	10243.28
Semi-Skilled (A)	10603.78	151.62	10755.40
Semi-Skilled (B)	11133.96	159.20	11293.16
Skilled (A)	11690.67	167.16	11857.83
Skilled (B)	12275.21	175.52	12450.73
Highly-Skilled	12888.97	184.29	13073.26

THE JHARKHAND MINIMUM WAGES NOTIFICATION

The Government of Jharkhand vides Notification No.-2/-2071/2010, L&T-1208, revised Minimum Wages effective from 1st October 2022. Please refer to the notification appended herewith for more details and also refer to the table below for the revised minimum wages.

State: Jharkhand			
Effective Date: 01/10/2022			
Nature of Employment: 77 Scheduled Employment including Shops & Establishment			
Category	Basic Wages	VDA	Total Minimum Wages
Unskilled	7145.06	1542.62	8687.68
Semi-Skilled	7485.4	1616.1	9101.5
Skilled	9867.26	2130.34	11997.6
Highly Skilled	11398.14	2460.85	13858.99

THE JAMMU & KASHMIR MINIMUM WAGES NOTIFICATION

The Government of Jammu & Kashmir vides Notification No. S.O 315 of 2022, revised Minimum Wages effective from 1st October 2022. Please refer to the notification appended herewith for more details and also refer to the table below for the revised minimum wages.

State: Jammu & Kashmir		
Effective Date: 01/10/2022		
Category: Various including Shops & Commercial Establishment		
Category	Minimum Wages Per Day	Minimum Wages Per Month
Unskilled	311	8086
Semi-Skilled	400	10400
Skilled	483	12558
Highly-Skilled	552	14352
Administrative	449	11674

THE ODISHA MINIMUM WAGES NOTIFICATION

The Government of Odisha vides Notification No. 6078, revised Minimum Wages effective from 1st October 2022. Please refer to the notification appended herewith for more details and also refer to the table below for the revised minimum wages.

State: Odisha			
Effective Date: 01/10/2022			
Category: 89 Scheduled Employment including Shops & Commercial Establishment			
Class of Employment	Minimum Wages till 30/09/2022	VDA w.e.f. 01/10/2022	Minimum Wages w.e.f. 01/10/2022
Unskilled	8476	182	8658
Semi-skilled	9516	182	9698
Skilled	10816	182	10998
Highly Skilled	12376	182	12558

THE PUNJAB MINIMUM WAGES NOTIFICATION

The Government of Punjab vides Notification No. ST/10279, revised Minimum Wages effective from 1st March 2021. Please refer to the notification appended herewith for more details and also refer to the table below for the revised minimum wages.

State: Punjab		
Effective Date: 01/03/2021 onwards		
Category: Various under Scheduled Employments		
Category	01/03/2021 to 31/08/2021	01/09/2021 to 28/02/2022
Unskilled	9399.73	9399.73
Semi-Skilled	10179.73	10179.73
Skilled	11076.73	11076.73
Highly Skilled	12108.73	12108.73
Category	01/03/2022 to 31/08/2022	w.e.f. 01/09/2022
Unskilled	9542.18	9907.68
Semi-Skilled	10322.18	10687.68
Skilled	11219.18	11584.68
Highly Skilled	12251.18	12616.68

NOTIFICATIONS/ CIRCULARS/ AMENDMENTS



AUTOMATIC SANCTION OF CLRA REGISTRATION AND LICENSE IN RAJASTHAN

The Government of Rajasthan, vide Notification no. 8/(1)EODB/I.R./Labour/2020/Part-1/28777, introduced a system of automatic sanction and generation of registration and license under the Contract Labour (Regulation and Abolition) Act, 1970 (CLRA). Please refer to the notification appended herewith for more details.

PERMISSION FOR SHOPS & ESTABLISHMENTS TO REMAIN OPEN FOR ALL DAYS OF THE YEAR IN PUDUCHERRY

The Government of Puducherry, vide Notification G.O.Ms.No.16/AIL/LAB/G/2022, allowed all Shops and establishments employing 10 or more employees, to keep open 24X7 hours for all days of the year, for three years, subject to the conditions specified in the notification. Please refer to the notification appended herewith for more details.

EMPLOYMENT OF WOMEN DURING NIGHT SHIFTS IN FACTORIES IN THE STATE OF ANDHRA PRADESH

Government of Andhra Pradesh vide Circular No. LAE05-12021/31)/2/2022-BSEC-DOF, has allowed the employment of women in factories in night shifts i.e. after 7 p.m. and before 6 a.m. subject to conditions that the management of such factories provides adequate safeguards in their factories to ensure occupational safety and Health of women employees, provides amenities like restrooms, lunch rooms, crèche rooms and toilets for women employees, provides adequate protection to ensure prevention of sexual harassment, and provides transportation facility from the factory to the doorstep of their residence. Please refer to the circular appended herewith for more details.

ENFORCEMENT OF PROVISIONS OF ESI ACT IN THE CHENGALPATTU AND KARUR DISTRICTS OF TAMIL NADU

The Government of India, vide Notification S.O. 4880(E), implemented the following provisions of the Employees' State Insurance Act, 1948 (ESI Act), effective from 1st day of November 2022, in all the areas of Chengalpattu and Karur districts in the State of Tamil Nadu.:

- Chapter IV on Contribution
- Chapter V on Benefits and
- Chapter VI on Adjudication of Disputes and Claims

Please refer to the notification appended herewith for more details.

CONDITIONS FOR EXEMPTIONS FROM RESTRICTIONS ON EMPLOYING WOMEN WORKERS DURING NIGHT SHIFTS IN THE STATE OF TELANGANA

Government of Telangana vide notification No. G.O.Rt.No. 476 exempted all the shops and establishments from the applicability of provision related to working hours of women between 8.30 P.M. to 6.00 A.M, subject to the prescribed conditions including the prevention of acts of sexual harassment, prior consent from women workers for such employment, etc. Please refer to the notification appended herewith for more details.

ENFORCEMENT OF PROVISIONS OF ESI ACT IN THE SALEM DISTRICT OF TAMIL NADU

The Government of India, vide Notification S.O. 4879(E), implemented the following provisions of the Employees' State Insurance Act, 1948 (ESI Act), effective from the 1st day of November 2022, in all the areas of Salem district in the State of Tamil Nadu.:

- Chapter IV on Contribution
- Chapter V on Benefits and
- Chapter VI on Adjudication of Disputes and Claims

Please refer to the notification appended herewith for more details.

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OFFICE OF THE COMMISSIONER (LABOUR)
GOVT. OF NCT OF DELHI
5-SHAM NATH MARG, DELHI- 110054

F.No. (142)/02/MW/VIII/Part file/5972-5986

Dated: 14/10/2022

ORDER

Whereas the Government of National Capital Territory of Delhi, had last revised the minimum rates of wages in Schedule Employments under the Minimum Wages 12(142)/02/MW/VII/3636 dated 22/10/2019.

And whereas, in the abovementioned 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.

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 January 2022 to June 2022 which is 365.75, an increase of 8.11 points, hereby declares the following Dearness Allowances, which shall be payable for all categories w.e.f 01.10.2022.

The following revised rates of minimum wages shall be applicable in respect of unskilled, semiskilled and skilled categories in all schedules employment:-

Category	Rates as on 01/04/2022	D.A(pm)w.e.f 01/10/2022	Rates from (Rupees) 01/10/2022	
	(Rupees)	(Rupees)	Per-month	Per-day
Un- skilled	16,506/-	286/-	16,792/-	646/-
Semi- skilled	18,187/-	312/-	18,499/-	712/-
Skilled	20,019/-	338/-	20,357/-	783/-

The following rates of minimum wages shall be applicable in respect of Clerical and Supervisory Staffs in all Scheduled employments:-

Category	Rates as on 01/04/2022	D.A(pm) w.e.f 01/10/2022	Rates from (Rupees) 01/10/2022	
	(Rupees)	(Rupees)	Per- month	Per-day
Non matriculate	18,187/-	312/-	18,499/-	712/-
Matriculate but not graduate	20,019/-	338/-	20,357/-	783/-
Graduate and above	21,756/-	390/-	22,146/-	852/-

(S.C. Yadav)

Additional Secretary-cum-Addl.LC

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 the Government of India, Ministry of Labour, Shram Shakti Bhawan, New Delhi- 110001.
2. Secretary to the Hon'ble Lt. Governor, Delhi.
3. Secretary to Hon'ble Chief Minister, Delhi.
4. Secretary to Hon'ble Speaker, Delhi Vidhan Sabha Delhi
5. Secretary to Hon'ble Dy. Chief Minister, GNCT of Delhi.
6. Secretary to Hon'ble Minister of Health, Industries, Gurudwaras, 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 and 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 and Kashmir, Rajasthan and U.T. Chandigarh.
12. All Joint Labour Commissioners/Deputy Labour Commissioners to bring it to the notice of Employer Associations and Trade Unions.
13. Accounts Branch, Labour Department, GNCTD.
14. System Analyst for uploading the notification on Delhi Government website.
15. Librarian, Labour Department, Government of NCT of Delhi.



Labour Department, Haryana

30 Bays Building Sector 17 C, Chandigarh, Ph-0172-2701373
Email:labourcommissioner@nic.in and hylabour@gmail.com



(To be substituted hearing same no and date).

To,

1. Additional Labour Commissioner (NCR), Gurugram.
2. All Deputy Labour Commissioners in State of Haryana.
3. All Deputy Labour Commissioners (Welfare) in the State of Haryana.
4. All Assistant Labour Commissioners in State of Haryana.
5. All Welfare Officers, HLWB and Welfare Officers (Women).
6. All Labour Inspectors in State of Haryana.
7. All Welfare Inspectors in the State of Haryana.

No. : IR-2/2022/33216-33346

Dated:14.10.2022

Subject:- Revised Minimum Wages w.e.f. 01.07.2022 in the State of Haryana after including Working Class Cost of Living Index Number (Consumer Price Index number).

In reference to the subject cited above.

The Minimum Wages w.e.f. 01.07.2022 has been revised in various employments as defined in the Government Notification dated 21.10.2015, which are based on **Working Class Cost of Living Index Number (Consumer Price Index number)**. The adjustment in wages are made six monthly i.e. on 1st January and 1 July every year, after taking into account the average rise or fall Haryana State Working Class Cost of Living Index Number half yearly ending December and June respectively. In the end of December, 2021, the average **Working Class Cost of Living Index Number (Consumer Price Index number)** was **2958.90**, which is increased now **3015.10** in the next six month upto December, 2021. Hence, the increase in total Consumer Price Index number is **56.20**. There are 100% neutralization of the rise or fall of the CPI number on Pro-rata Basis as per the notification issued dated 21.10.2015 and implemented from 1st November, 2015.

Accordingly, as per Section 5 (2) of Minimum Wages Act, **1.90%** increase in prevailing basic wage of workers working in different categories and schedule employments (as per notification dated 21.10.2015) of Workers is determined. Now, minimum wages in the State of Haryana is payable w.e.f. 01.07.2022 as follows from next page:

to be continued....

2/10/22

Sr. No.	Category	Post/Education	Basic Pay (As per notification dated 21.10.2015)	Minimum Wages w.e.f. 01.01.2022 (Rs.) (A)	Dearness Allowance from 01.07.2022 (Rs.) (B)	Minimum Wages w.e.f. 01.07.2022 (Rs.) (A+B)	Daily Wages (Rs.)
1.	Unskilled		7600.00	10098.88	144.40	10243.28	393.97
2.	Semi-Skilled (A) Semi-Skilled (B)		7980.00	10603.78	151.62	10755.40	413.67
			8379.00	11133.96	159.20	11293.16	434.35
3.	Skilled (A) Skilled (B)		8797.95	11690.67	167.16	11857.83	456.07
			9237.85	12275.21	175.52	12450.73	478.87
4.	Highly-Skilled		9699.74	12888.97	184.29	13073.26	502.82
5.	Clerical and General Staff	(i) Below Matriculation	7980.00	10603.78	151.62	10755.40	413.67
		(ii) Matriculation but not Graduate	8379.00	11133.96	159.20	11293.16	434.35
		(iii) Graduate or above	8797.95	11690.67	167.16	11857.83	456.07
		(iv) Steno Typist	8379.00	11133.96	159.20	11293.16	434.35
		(v) Junior Scale Stenographer	8797.95	11690.67	167.16	11857.83	456.07
		(vi) Sr. Scale Stenographer	9237.85	12275.21	175.52	12450.73	478.87
		(vii) Personal Assistant	9699.74	12888.97	184.29	13073.26	502.82
		(viii) Private Secretary	10184.73	13533.42	193.51	13726.93	527.96
6.	Data Entry Operator		8797.95	11690.67	167.16	11857.83	456.07
7.	Driver	Light Vehicle	9237.85	12275.21	175.52	12450.73	478.87
		Heavy Vehicle	9699.74	12888.97	184.29	13073.26	502.82
8.	Security Guard	Without weapon	7980.00	10603.78	151.62	10755.40	413.67
		With weapon	9237.85	12275.21	175.52	12450.73	478.87
9.	Security Inspector/Security Officer/Security Supervisor	In compliance of the order dated 29.04.2019 passed by Hon'ble Supreme Court of India in Civil Appeal No. 2539 of 2010 titled as 'Hindustan Sanitaryware and Industries Ltd. & others versus State of Haryana with Civil Appeal No. 4454 of 2019 (Arising out of special leave petition (Civil) no. 5832 of 2018) titled as 'Faridabad Industries Association Versus State of Haryana and another, these categories have been excluded from the notification of Minimum Wages issued 21.10.2015.					
10.	Safai Karamchari in any employment	As per the Minimum Wages Act, 1948 Schedule-I insertion vide SO 1573 (E) dated 03.11.2005 (w.e.f. 7.11.2005), the entry is listed as "Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993". The Minimum Wages for this category is yet to be finalized. However, the Employers / Establishments shall continue to treat and draw wages under this category as hetherto prior to the notification dated 21.10.2015, till further revision.					
Note: No recovery is allowed in the wages paid to the employees mentioned at Sr. No. 10 above.							

to be continued.....

Further, **1.90%** increase in prevailing monthly and daily minimum wages of workers working in Brick Kiln Industries. Now, the Minimum Wages in the State of Haryana in various categories of workers working in Brick Kiln Industries is fixed and payable w.e.f. 01.07.2022 as follows:-

Sr. No.	Category of the employees	Per 1000 Bricks	Per 1000 Tiles
1.	Pathera	Rs. 583.60	Rs. 656.56
2.	Bharai Wala (Loading of Bricks into Kiln)	(a) Rs. 262.59 per 1000 bricks loaded in the Kiln provided the distance from the field to the kiln is upto 400 meters. Beyond this distance an additional wages of Rs. 23.28 per 1000 bricks for every additional 100 meter or part thereof shall be paid. These rates will be applicable to the Donkey/Khachar loader only. (b) Rs. 215.88 loading by the tempo, or animal driven Rehri or any other Mechanical Driven vehicles is upto 1000 meters . Beyond this distance an additional wages of Rs. 23.28 for 1000 bricks for every additional 500 meter or part thereof shall be paid.	
3.	Keriwala	Rs. 46.64 per 1000 Bricks	
4.	Nikasiwala	Rs. 192.56 per 1000 Bricks	
5.	Chunaiwala	Rs. 11857.83 per month	
6.	Mistri/Coal Man/Jalaiwala	Rs. 11857.83 per month	

All employers are directed to fully implement the revised minimum wage w.e.f. 01.07.2022 and arrears must also be paid from 1st July, 2022.


Joint Labour Commissioner
for Labour Commissioner, Haryana
Dated: 14.10.2022

Endst. No. IR-2/2022/33347-33353

A copy of the above is forwarded to the following for information and necessary action, please:-

1. PS to Hon'ble CM for kind intimation to Hon'ble Chief Minister, Haryana.
2. PS to Hon'ble Labour & Employment Minister for kind intimation to Hon'ble LEM.
3. PS to Secretary Labour, Ministry of Labour & Employment, Govt. of India, New Delhi.
4. PS to ACS (Labour) for kind intimation to Worthy ACS (Labour).
5. PS to LC for kind intimation to Worthy LC.
6. Director, Information, Public Relation & Languages department, Haryana.


Joint Labour Commissioner
for Labour Commissioner, Haryana
Dated: 14.10.2022

Endst. No. IR-2/2022/33354-451

A copy of the above is forwarded to the following for information and necessary action, please

1. All the Administrative Secretaries to Govt. Haryana.

to be continued.....

2. All the Vice Chancellors and Registrar in the Public & Private Universities in the State.
3. All the Heads of Department in the State of Haryana.
4. All the MDs, Chief Administrators of all Boards/Corporation/Nigam and Public undertaking unit in the State.
5. Additional Labour Commissioner, Haryana.
6. Additional Chief Inspector of Factories IS&H, Haryana.
7. All the Joint Directors/Deputy Directors/Assistant Directors IS&H and Health.


Joint Labour Commissioner
for Labour Commissioner, Haryana

Endst. No. IR-2/2022/33451-521

Dated: 14.10.2022

A copy of the above is forwarded to the following for information and necessary action, please:-

1. All the Representatives of Industrial Associations in the State of Haryana.
2. All the Representatives of Registered Trade Unions in the State of Haryana.


Joint Labour Commissioner
for Labour Commissioner, Haryana

Endst. No. IR-2/2022/33522

Dated: 14.10.2022

A copy of the above is forwarded to the following for information and necessary action, please:-

1. IT Cell, Labour Department with the request to upload it on departmental website i.e. hrylabour.gov.in.


Joint Labour Commissioner
for Labour Commissioner, Haryana

झारखण्ड सरकार
श्रम, नियोजन, प्रशिक्षण एवं कौशल विकास विभाग

अधिसूचना

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दिनांक

न्यूनतम मजदूरी अधिनियम 1948 (1948 का 11) की धारा-3 के द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए झारखण्ड राज्यपाल यह घोषणा करते हैं कि एतद संबंधी अनुसूची के स्तम्भ-2 में उल्लिखित नियोजनों में (संलग्न अनुसूचित नियोजनों में विनिर्दिष्ट) नियोजित कर्मचारियों के प्रायोज्य मूल्य सूचकांक अनुसूची के स्तम्भ-3 में प्रदर्शित मासों के लिए उक्त अधिनियम की धारा-2 के खण्ड (डी) के प्रयोजन के निमित्त अनुसूची के स्तम्भ-4 में यथा प्रदर्शित रूप में होंगे।

क्र० सं०	अनुसूचित नियोजनों के नाम	माह एवं वर्ष	अखिल भारतीय उपभोक्ता मूल्य सूचकांक (आधार वर्ष 2016 = 100)
1	2	3	4
1	बाँध निर्माण एवं सिंचाई कार्यों के नियोजन	जनवरी, 2022	125.1
2	पकाई हुई खाद्य वस्तु बेचने वाली दुकानों के नियोजन	फरवरी, 2022	125.0
3	चर्म शोधनालय और चर्म विनिर्माणशालाओं के नियोजन	मार्च, 2022	126.0
4	कोल्ड स्टोरेज के नियोजन	अप्रैल, 2022	127.7
5	डिस्टीलरी के नियोजन	मई, 2022	129.0
6	पाटीपत्र के नियोजन	जून, 2022	129.2
7	बेकरीज़ एवं कान्फ़ेक्शन के नियोजन	कुल	762
		Conversion from new series (2016 = 100) to Old series (2001 = 100)	762 X 2.88 = 2194.56
8	को-आपरेटिव सेक्टर के नियोजन	6 माह का औसत	$\frac{2194.56}{6} = 365.76 = 366$
9	अल्पमिनिमम उद्योग के नियोजन	24.10.2019 में पुनरीक्षित/निर्धारित बिन्दु अर्थात् वृद्धि	301 बिन्दु 366 - 301 = 65 बिन्दु
10	खण्डसारी उद्योग के नियोजन	प्रतिशत वृद्धि = $\frac{65 \times 100}{301}$	21.59 % की वृद्धि
11	केमिकल एण्ड फर्मास्यूटिकल उद्योग के नियोजन		
12	साबुन निर्माण उद्योग के नियोजन		
13	सीमेंट ग्री-स्टेस्ट प्रोडक्शन उद्योग के नियोजन		
14	एसबेस्टस सीमेंट कारखाना के नियोजन		
15	ग्लास सीट निर्माण के नियोजन		
16	बन्दुक कारखाने के नियोजन		
17	धार्मिक एवं सामाजिक संस्थान के नियोजन		
18	पेपर उद्योग के नियोजन		

	लॉन्डी एवं वॉशिंग के नियोजन		
20	होजियारी निर्माण के नियोजन		
21	सिंदूर एवं रंग बनाने का उद्योग के नियोजन		
22	चर्म-वस्तु निर्माण के नियोजन		
23	उड वक्स एवं फर्नीचर के नियोजन		
24	आइसक्रीम एवं कोल्ड ड्रिंक्स के नियोजन		
25	पेट्रोल एवं डीजल पम्प के नियोजन		
26	फिशरीज़ के नियोजन		
27	खादी ग्रामोद्योग के नियोजन		
28	प्राइवेटफेरिज एण्ड एल०टी०सी० के नियोजन		
29	हार्ड कोक भट्टा के नियोजन		
30	निजी अस्पताल नर्सिंग होम्स एवं क्लिनिक्स के नियोजन		
31	सड़क के निर्माण या अनुरक्षण अथवा निर्माण कार्यों के नियोजन		
32	मुद्रणालय के नियोजन		
33	अबरक कार्यों (खदानों को छोड़कर कारखाने एवं प्रतिष्ठान) के नियोजन		
34	हैंडलूम उद्योग के नियोजन		
35	स्वर्ण एवं रजत आभूषण तथा कलापूर्ण सामग्रियों के निर्माण के नियोजन		
36	रिफैक्टरीज फायरब्रिक्स एवं सिरामिक्स उद्योग के नियोजन		
37	किसी दुकान अथवा प्रतिष्ठान के नियोजन		
38	पब्लिक मोटर ट्रांसपोर्ट के नियोजन		
39	किसी विश्वविद्यालयों, शैक्षणिक शोध अथवा सांस्कृतिक संस्थान के नियोजन		
40	होटल, भोजन गृहों एवं रेस्तराओ के नियोजन		
41	ऊनी कालीन बनाने वाले या शाल बुनने वाले किसी प्रतिष्ठान के नियोजन		
42	डेयरी एवं पोल्टी फर्म्स के नियोजन		
43	ऑटो मोबाइल इंजीनियरिंग शॉप के नियोजन		
44	सिनेमा उद्योग के नियोजन		
45	चावल मिलों, आटा मिलों, दाल मिलों, तेल मिलों के नियोजन के नियोजन		
46	सिताई उद्योग के नियोजन		
47	रबर एवं रबर कम्पाउन्ड उद्योग (जिसमें टायर एवं ट्यूब का निर्माण भी सम्मिलित है) के नियोजन		
48	बिजली एवं अन्य प्रकार के बल्ब तथा फ्लोरोरेन्स ट्यूब निर्माण उद्योग के नियोजन		
49	प्लास्टिक उद्योग के नियोजन		
50	सीमेंट से ह्यूम पाईप, बिजली का खम्भा एवं रेलवे स्लीपर बनाने के उद्योग के नियोजन		
51	कृषि नियोजन		
52	जिल्दसाजी उद्योग के नियोजन		
53	शीशा उद्योग के नियोजन (ग्लासशीट को छोड़कर) के नियोजक		
54	दफती, कार्डबोर्ड, पिल बोर्ड, कारगोटेड बोर्ड, एस्ट्रु बोर्ड या गत्ता पेपर बोर्ड निर्माण के नियोजन		
55	इलेक्ट्रॉनिक उद्योग के नियोजन		
56	प्लाइवुड उद्योग के नियोजन		
57	दलाई/कऊण्डी उद्योग के नियोजन		
58	बिस्कट उद्योग के नियोजन		

	कोल ब्रिकेट उद्योग के नियोजन		
60	प्राइवेट सिक्विरीटी एजेंसी के नियोजन		
61	लघु अभियंत्रण उद्योग (स्वचालित अभियंत्रण दुकानों को छोड़कर) के नियोजन		
62	मिनरल ग्राइडिंग के नियोजन		
63	बुहारने और सफाई का कार्य के नियोजन		
64	स्पंज आइरन छड़ निर्माण एवं लोहा से एंगल बनाने तथा इनगोट के नियोजन		
65	मोटर गैराज एण्ड वर्क्स शॉप के नियोजन		
66	मोटर बाडीबिल्डिंग के नियोजन		
67	मैस, कंटीन एवं क्लब के नियोजन		
68	चार्टर्ड/कॉस्ट अकउन्ट्स/ऑडिटर/टैक्स कंसल्टेन्सी एंड आर्किटेक के नियोजन		
69	प्राइवेट तकनीकी संस्थान, कोविंग इन्स्टीच्यूट, निजी स्कूल आदि के नियोजन		
70	जमीन के नीचे वाटर सप्लाय पाइप लाइन एवं केबुल बिछाने के नियोजन		
71	इलेक्ट्रिसिटी जेनरेटर एण्ड सप्लाय के नियोजन		
72	पंडाल आदि का साजसज्जा आदि के नियोजन		
73	ग्राइडिंग एण्ड क्रशिंग आफ मिनरल ओर के नियोजन		
74	सवारी एवं माल वाहक वाहन चलाने वाले ड्राइवर/खलासी/परिचालक आदि के नियोजन		
75	कम्प्यूटर शिक्षा संस्थान आदि के नियोजन		
76	मोबाइल टावर इत्यादि के संचालन के कार्य		
77	विक्रय प्रोत्साहन कर्मचारी (सेवा की शर्त) अधि० १९७६ से आच्छादित नियोजन		

परिवर्तनशील महँगाई भत्ता की दरें अखिल भारतीय उपभोक्ता मूल्य सूचकांक के उस औसत बिन्दु पर आधारित होंगी, जिस पर उपर्युक्त अनुसूचित नियोजनों में परिवर्तनशील महँगाई भत्ता की दरें निर्धारित/पुनरीक्षित की गई है। उपर्युक्त सूचकांक में यथा स्थिति वृद्धि अथवा ह्रास के अनुसार न्यूनतम मजदूरी की दरों में उपर्युक्त अनुसूची के स्तम्भ-4 में अंकित दर से वृद्धि या कमी की जाएगी और उसे परिवर्तनशील महँगाई भत्ता का अंश समझा जाएगा। परन्तु यदि सूचकांक उस बिन्दु से कम हो जाए जिस पर परिवर्तनशील महँगाई भत्ता की दरें निर्धारित/पुनरीक्षित की गई है, तो उक्त अधिनियम के अन्तर्गत निर्धारित परिवर्तनशील महँगाई भत्तों की दरों में कमी नहीं होगी। परिवर्तनशील महँगाई भत्ता का भुगतान उपर्युक्त दर से, जो जनवरी से जून, 2022 (वर्ष-2022 का प्रथम अर्द्धांश) के अखिल भारतीय उपभोक्ता मूल्य सूचकांक के औसत पर आधारित है, दिनांक-01.10.2022 की तिथि से देय होगा।

(संख्या-2/एम0डब्लू0-2071/20210, श्र0नि0, 1208, राँची, दिनांक 19/09/2022)

झारखण्ड राज्यपाल के आदेश से

Rz.
19/09/2022
अवर सचिव,
भ्रमायुक्त, कार्यालय,
झारखण्ड।

अधिसूचना

एस0ओ0

दिनांक

का अँग्रेजी भाषा में निम्नांकित अनुवाद झारखण्ड राज्यपाल के प्राधिकार से इसके द्वारा प्रकाशित किया जाता है, जो भारतीय संविधान के अनुच्छेद-348 के खण्ड-3 के अधीन अँग्रेजी भाषा में प्राधिकृत पाठ समझा जाएगा।

झारखण्ड राज्यपाल के आदेश से

अवर सचिव,
श्रमायुक्त, कार्यालय,
झारखण्ड।

NOTIFICATION

S.O.....

Dated

In exercise of the powers conferred by section-3 of the Minimum Wages Act, 1948 (XI of 1948), the Governor of Jharkhand is pleased to declare that the consumer price index number applicable to the employees employed in employments mentioned in column-2 of the schedule below here appended (herein after referred to as the scheduled employment) for the months shown in column-3 of the said schedule shall be as shown in column-4 of the schedule for the purpose of clause (d) of section-2 of the said Act.

Sl.No.	Scheduled Employment	Month & Year	All India Consumer Price Index No.- (2016 =100)
1	Dam Construction and Irrigation	January, 2022	125.1
2	Shops Selling Cooked food stuff	February, 2022	125.0
3	Tanneries and Leather Manufactory	March, 2022	126.0
4	Cold Storage	April, 2022	127.7
5	Distilleries	May, 2022	129.0
6	Potteries	June, 2022	129.2
7	Bakeries and Confectionaries	Total	762
8	Co-Operative Sector	Conversion from new series (2016 = 100) to Old series (2001 = 100)	$762 \times 2.88 = 2194.56$
9	Aluminum Industry	Average	$\frac{2194.56}{6} = 365.76$ $= 366$
10	Khandsari Industry	Revised / fixed Price index no.-24.10.2019 Increase	301 Point $366 - 301 = 65$ Point
11	Chemical Pharmaceutical Industry	Percentage Increase = $\frac{65 \times 100}{301}$	21.59 % of Increase
12	Soap Making Industry	Do	Do
13	Cement Pre-Stressed Product Industry	Do	Do

4	Asbestos Cement factory	Do	Do
15	Glass Sheet Industry	Do	Do
16	Gun factory	Do	Do
17	Religious and Social Industry	Do	Do
18	Paper Industry	Do	Do
19	Laundry and Washing	Do	Do
20	Hosieries Manufacturing	Do	Do
21	Manufacture of Sindar and Rang	Do	Do
22	Manufacture of leather goods	Do	Do
23	Wood work and Furniture	Do	Do
24	Ice-cream and Cold drink	Do	Do
25	Petrol and Diesel Pump	Do	Do
26	Fisheries	Do	Do
27	Khadi and Village Industry	Do	Do
28	Private Ferrise and L.T.C.	Do	Do
29	Hard Coke Oven	Do	Do
30	Private Hospital, Nursing	Do	Do
31	Construction or maintenance of Road or in building construction	Do	Do
32	Printing Press	Do	Do
33	Mica Works (Factories and Establishment Excluding Mines)	Do	Do
34	Handloom Industry	Do	Do
35	Manufacture of Gold Articles of stistic design	Do	Do
36	Refractories, Fire bricks ceramic Industry	Do	Do
37	Any shop or Establishment	Do	Do
38	Public Motor Transport	Do	Do
39	Any University, Education Research of lultural Institution	Do	Do
40	Hotels, Eating House and Resturant	Do	Do
41	Any, Woolen Carpet making of Showl weaving Establishment	Do	Do
42	Dairies and Poultry Farms	Do	Do
43	Auto Mobile Engineering	Do	Do
44	Cinema Industry	Do	Do
45	Rice Mills, Flour Mills, Dal Mills and Oil Mills	Do	Do
46	Tailoring Industry	Do	Do
47	Rubber and Rubber Compound Industry (in which manufacture of Tyre and Tube is also included)	Do	Do
48	Electric and other type of bulb and Florence Tube Manufacture Industry	Do	Do
49	Plastic Industry	Do	Do
50	Cement Hume Pipe, Electric Pole and Railway sleeper Manufacture Industry	Do	Do
51	Employment in Agriculture	Do	Do
52	Book Binding Industry	Do	Do
53	Employment of Glass Industries (Excluding Glass sheet)	Do	Do
54	Duffli, Card Board, Mill Board, Corrageted Board, Gatta Board Manufactory	Do	Do
55	Electronics Industry	Do	Do
56	Plywood Industry	Do	Do

57	Foundry Industry	Do	Do
58	Biscuit Industry	Do	Do
59	Coal Briquette Industry	Do	Do
60	Private Security Agency	Do	Do
61	Minor Engineering Industry (Excluding Automobile Engineering Shops)	Do	Do
62	Mineral Grinding Industry	Do	Do
63	Employment of Sweeping and Cleaning	Do	Do
64	Spout Iron, Rod manufacturing, and manufacturing of angle from Iron and Ingots	Do	Do
65	Employment in Motor garages and workshops	Do	Do
66	Employment of Motor Body Building.	Do	Do
67	Employment of Mess, Canteens and Clubs	Do	Do
68	Employment in Chartered/Casts accounts, auditors, tax consultancy and Architect.	Do	Do
69	Private Technical Institution, Coaching Institute and Private Schools (Non teaching)	Do	Do
70	Employment in laying of Under ground cables, electric lines, water supply lines and sewerage Pipe line.	Do	Do
71	Employment in Electricity Generator and supply	Do	Do
72	Employment in Decoration of Pandal etc.	Do	Do
73	Grinding and crushing of Mineral ore.	Do	Do
74	Employment of Bus and Truck Driver/Conductor and Cleaners.	Do	Do
75	Computer Coaching Institute etc.	Do	Do
76	Employment of Mobile Tower etc.	Do	Do
77	Employment of Sales Promotion(Regulation and Abolition) Act, 1976	Do	Do

The rates of variable dearness allowance will be based on the average of all India Consumer Price Index on which the minimum rates of wages have been fixed/revised in the above schedule employments. There will be increase or decrease in wage of rates shown in column-4 with rise or fall as the case may be in aforesaid Index of the above schedule employments and it will be deemed as variable dearness allowance component. But even if index falls below the points on which minimum rates of wages have been fixed/revised, there will not be any reduction in the minimum wages fixed/revised.

The payment of variable dearness allowance on the basis of average Consumer Price Index of January-June, 2022, which is 1st half of 2022, will be payable from 01.10.2022

[No-2/MW-2071/2010 L&T- 1208 Ranchi, Dated 19/09/2022

By Order of the Governor of Jharkhand,

Rc.
19/09/2022
Under Secretary,
Labour Commissioner Office,
Jharkhand.

ज्ञापक २/एम०डब्लू०-२०७२/२०१० श्र०नि०... (१२०८) राँची, दिनांक 19/09/2022
प्रतिलिपि- अधीक्षक राजकीय मुद्रणालय, डोरन्डा, झारखण्ड, राँची को सूचनार्थ एवं राजपत्र के आगामी असाधारण अंक में प्रकाशनार्थ प्रेषित।
उन्से अनुरोध है कि वे इस गजट की ५००प्रतियाँ विभाग को उपलब्ध कराने का कष्ट करें।

Rc.
19/09/2022
अवर सचिव,
श्रमायुक्त, कार्यालय,
झारखण्ड।

शापांक-२/एम०डब्लू०-२०७२/२०१० श्र०नि०... 1208..... राँची, दिनांक... 19/09/2022
प्रतिलिपि:- माननीय मंत्री, श्रम, नियोजन एवं प्रशिक्षण विभाग, झारखण्ड, राँची के आप्त सचिव/प्रधान सचिव के सचिव, श्रम,
नियोजन एवं प्रशिक्षण विभाग, झारखण्ड को सूचनार्थ प्रेषित।

Rz.
19/09/2022
अवर सचिव,
श्रमायुक्त, कार्यालय,
झारखण्ड।

शापांक-२/एम०डब्लू०-२०७२/२०१० श्र०नि०... 1208..... राँची, दिनांक... 19/09/2022...
प्रतिलिपि:- अवर सचिव, श्रम मंत्रालय, भारत सरकार, नई दिल्ली/उप निदेशक, श्रम मंत्रालय (वेज सेल), भारत सरकार, नई
दिल्ली/मुख्य श्रमायुक्त (केन्द्रीय), श्रम शक्ति भवन, नई दिल्ली / क्षेत्रीय श्रमायुक्त (केन्द्रीय), धनबाद/ निदेशक, लेबर
ब्यूरो, शिमला / चण्डीगढ़ / स्थानिक आयुक्त, झारखण्ड भवन नई दिल्ली/ सरकार के सभी विभाग / सभी विभागाध्यक्ष/
सभी प्रमण्डलीय आयुक्त, झारखण्ड/ सभी उपायुक्त, झारखण्ड/ सभी उपविकास आयुक्त, झारखण्ड/ सचिव,
न्यूनतम मजदूरी परामर्शदातृ पर्वद (केन्द्रीय) श्रम शक्ति भवन, नई दिल्ली/ न्यूनतम मजदूरी परामर्शदातृ पर्वद के सभी
सदस्यगण/प्रबंध निदेशक, झारखण्ड राज्य गव्य विकास निगम, राँची/ निदेशक, सूचना एवं जन-सम्पर्क विभाग,
झारखण्ड, राँची/ सभी विभागीय पदाधिकारियों (तकनीकी सहित) को सूचनार्थ एवं आवश्यक कार्यार्थ हेतु प्रेषित।

Rz.
19/09/2022
अवर सचिव,
श्रमायुक्त, कार्यालय,
झारखण्ड।

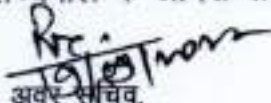
17	धार्मिक एवं सामाजिक संस्थान के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
18	पेपर उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
19	लॉन्डी एवं वॉशिंग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
20	होजियारी निर्माण के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
21	सिंदूर एवं रंग बनाने का उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
22	चर्म-वस्तु निर्माण के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
23	उड़ वक्स एवं कर्मीचर के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
24	आइसक्रीम एवं कॉल्ड ड्रिक्स के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
25	पेट्रोल एवं डीजल पम्प के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
26	फिशरीज़ के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
27	खादी प्रामोद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
28	प्राइवेटफेरिज एण्ड एल०टी०सी० के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
29	हार्ड कोक भट्टा के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
30	निजी अस्पताल नर्सिंग होम्स एवं क्लिनिक के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
31	सड़क के निर्माण या अनुरक्षण अथवा निर्माण कार्यों के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
32	मुद्रणालय के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
33	अबरक कार्यों (खदानों को छोड़कर कारखाने एवं प्रतिष्ठान) के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
34	हैडलूम उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
35	स्वर्ण एवं रजत आभूषण तथा कलापूर्ण सामग्रियों के निर्माण के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
36	रिफ्रेकटरीज फायरब्रिक्स एवं सिरामिक्स उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
37	किसी दुकान अथवा प्रतिष्ठान के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
38	पब्लिक मोटर ट्रांसपोर्ट के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
39	किसी विश्वविद्यालयों, शैक्षणिक शोध अथवा सांस्कृतिक संस्थान के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
40	होटल, भोजन गृहों एवं रेस्तराओ के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
41	ऊनी कारखाने बनाने वाले या शाल बनाने वाले किसी प्रतिष्ठान	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव

	के नियोजन						
42	डेयरी एवं पोल्ट्री फार्म के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
43	ऑटो मोबाइल इंजीनियरिंग शांप के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
44	सिनेमा उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
45	चावल मिलों, आटा मिलों, दाल मिलों, तेल मिलों के नियोजन के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
46	सिलाई उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
47	रबर एवं रबर कम्पाउन्ड उद्योग (जिसमें टायर एवं ट्यूब का निर्माण भी सम्मिलित है) के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
48	बिजली एवं अन्य प्रकार के बल्ब तथा फ्लोरोन्स ट्यूब निर्माण उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
49	प्लास्टिक उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
50	सीमेंट से ह्यूम पाईप, बिजली का खम्भा एवं रेलवे स्लीपर बनाने के उपयोग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
51	कृषि नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
52	खिलदसाजी उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
53	शीशा उद्योग के नियोजन (ग्लासशीट को छोड़कर) के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
54	दफती, कार्डबोर्ड, पिल बोर्ड, कारगोटैड बोर्ड, एस्टा बोर्ड या गला पेपर बोर्ड निर्माण के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
55	इलेक्ट्रॉनिक उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
56	प्लाइवूड उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
57	दलाई (फऊण्डी उपयोग) के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
58	बिस्कुट उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
59	कोल ब्रिकेट उद्योग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
60	प्राइवेट सिक्यूरिटी एजेंसी के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
61	लघु अभियंत्रण उद्योग (स्वचालित अभियंत्रण टुकानों को छोड़कर) के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
62	मिनरल प्राईडिंग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
63	बुहारने और सफाई का कार्य के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव

64	स्पंज आइरन छड़ निर्माण एवं लोहा से एंगल बनाने तथा इनगोट के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
65	मोटर गैराज एण्ड वर्क्स शॉप के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
66	मोटर बार्डोबिल्डिंग के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
67	मेस, क्लब एवं क्लब के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
68	चार्टर्ड/कॉस्ट अकउन्ट्स/ओडिटर/टैक्स कंसल्टेन्सी एंड आर्किटेक के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
69	प्राइवेट तकनीकी संस्थान, कोचिंग केंद्रों इन्टीग्रेट, निजी स्कूल आदि के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
70	जमीन के नौवे वाटर सप्लाय पाईप लाइन एवं कनेक्शन बिछाने के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
71	इलेक्ट्रिसिटी जनरेटर एण्ड सप्लाय के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
73	पंढाल आदि का साजसज्जा आदि के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
74	प्राइडिंग एण्ड क्रिशिंग आफ मिनरल ओर के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
75	सवारी एवं माल वाहक वाहन चलाने वाले ड्राइवर/खलासी/परिचालक आदि के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
76	कम्प्यूटर शिक्षा संस्थान आदि के नियोजन	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव
77	मोबाइल टावर इत्यादि के संचालन के कार्य	तदेव	तदेव	तदेव	तदेव	तदेव	तदेव

(संख्या-२/एम०डबल्यू०-२०७१/२०१०एप्र०नि०-१२४४ राँची दिनांक-19/09/2022)

झारखण्ड राज्यपाल के आदेश से


अवर सचिव,
श्रमायुक्त, कार्यालय,
झारखण्ड।

Schedule-I

Sl.No	Name of the Schedule Employment	Notification No. and Date	Average of indices of July-December, 2018 of Minimum rates of wages revised	Average of indices of January, 2022 to June, 2022 on which V.D.A. is payable	Total Variation on Index (5-4)	Amount of V.D.A. on the basis of increase in Price Index slab wise	Date from which additional V.D.A. is payable
1	2	3	4	5	6	7	8
1	Dam Construction and Irrigation	Notification No-1879 Date-24-10-19	301	366	366-301 =65 Or $\frac{65 \times 100}{301}$ =21.59 %	(a) On Rs. 274.81 Rs. 59.33 per day (b) On Rs. 287.90 Rs. 62.15 per day (c) On Rs. 379.51 Rs. 81.93 per day (d) Rs. 438.39 and above Rs. 94.65 per day Monthly (a) On Rs. 7145.06 Rs. 1542.62 per month (b) On Rs. 7485.40 Rs. 1616.10 per month (c) On Rs.9867.26 Rs.2130.34 per month (d) Rs. 11398.14 and above Rs.2460.85 per month	Effect From-01.10.2022
2	Shops Selling Cooked food stuff	Do	Do	Do	Do	Do	Do
3	Tanneries and Leather Manufactory	Do	Do	Do	Do	Do	Do
4	Cold Storage	Do	Do	Do	Do	Do	Do
5	Distilleries	Do	Do	Do	Do	Do	Do
6	Potteries	Do	Do	Do	Do	Do	Do
7	Bakeries and Confectionaries	Do	Do	Do	Do	Do	Do
8	Co-Operative Sector	Do	Do	Do	Do	Do	Do
9	Aluminum Industry	Do	Do	Do	Do	Do	Do
10	Khandsari Industry	Do	Do	Do	Do	Do	Do
11	Chemical Pharmaceutical Industry	Do	Do	Do	Do	Do	Do
12	Soap Making Industry	Do	Do	Do	Do	Do	Do
13	Cement Pre-Stressed Product Industry	Do	Do	Do	Do	Do	Do
14	Asbestos Cement factory	Do	Do	Do	Do	Do	Do
15	Glass Sheet Industry	Do	Do	Do	Do	Do	Do
16	Gun factory	Do	Do	Do	Do	Do	Do
17	Religious and	Do	Do	Do	Do	Do	Do

	Social Industry						
18	Paper Industry	Do	Do	Do	Do	Do	Do
19	Laundry and Washing	Do	Do	Do	Do	Do	Do
20	Hosieries Manufacturing	Do	Do	Do	Do	Do	Do
21	Manufacture of Sindur and Rang	Do	Do	Do	Do	Do	Do
22	Manufacture of leather goods	Do	Do	Do	Do	Do	Do
23	Wood work and Furniture	Do	Do	Do	Do	Do	Do
24	Ice-cream and Cold drink	Do	Do	Do	Do	Do	Do
25	Petrol and Diesel Pump	Do	Do	Do	Do	Do	Do
26	Fisheries	Do	Do	Do	Do	Do	Do
27	Khadi and Village Industry	Do	Do	Do	Do	Do	Do
28	Private Ferries and L.T.C.	Do	Do	Do	Do	Do	Do
29	Hard Coke Oven	Do	Do	Do	Do	Do	Do
30	Private Hospital, Nursing	Do	Do	Do	Do	Do	Do
31	Construction or maintenance of Road or in building construction	Do	Do	Do	Do	Do	Do
32	Printing Press	Do	Do	Do	Do	Do	Do
33	Mica Works (Factories and Establishment Excluding Mines)	Do	Do	Do	Do	Do	Do
34	Handloom Industry	Do	Do	Do	Do	Do	Do
35	Manufacture of Gold Articles of stistic design	Do	Do	Do	Do	Do	Do
36	Refractory's, Fire bricks ceramic Industry	Do	Do	Do	Do	Do	Do
37	Any shop or Establishment	Do	Do	Do	Do	Do	Do
38	Public Motor Transport	Do	Do	Do	Do	Do	Do
39	Any University, Educational Research or Cultural Institution	Do	Do	Do	Do	Do	Do
40	Hotels, Eating House and Restaurant	Do	Do	Do	Do	Do	Do
41	Any, Woolen Carpet making of Showl weaving Establishment	Do	Do	Do	Do	Do	Do
42	Dairies and Poultry Farms	Do	Do	Do	Do	Do	Do
43	Auto Mobile Engineering	Do	Do	Do	Do	Do	Do
44	Cinema Industry	Do	Do	Do	Do	Do	Do
45	Rice Mills, Flour Mills, Dal Mills and Oil Mills	Do	Do	Do	Do	Do	Do
46	Tailoring Industry	Do	Do	Do	Do	Do	Do
47	Rubber and Rubber Compound Industry (in which	Do	Do	Do	Do	Do	Do

	and Tube is also included)						
48	Electric and other type of bulb and Florence Tube Manufacture Industry	Do	Do	Do	Do	Do	Do
49	Plastic Industry	Do	Do	Do	Do	Do	Do
50	Cement Hume Pipe, Electric Pole and Railway sleeper Manufacture Industry	Do	Do	Do	Do	Do	Do
51	Employment in Agriculture	Do	Do	Do	Do	Do	Do
52	Book Binding Industry	Do	Do	Do	Do	Do	Do
53	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	Do	Do	Do	Do	Do	Do
54	Electronics Industry	Do	Do	Do	Do	Do	Do
55	Plywood Industry	Do	Do	Do	Do	Do	Do
56	Employment of Glass Industries (Excluding Glass sheet)	Do	Do	Do	Do	Do	Do
57	Foundry Industry	Do	Do	Do	Do	Do	Do
58	Biscuit Industry	Do	Do	Do	Do	Do	Do
59	Coal Briquette Industry	Do	Do	Do	Do	Do	Do
60	Private Security Agency	Do	Do	Do	Do	Do	Do
61	Minor Engineering Industry (Excluding Automobile Engineering Shops)	Do	Do	Do	Do	Do	Do
62	Mineral Grinding Industry	Do	Do	Do	Do	Do	Do
63	Employment of Sweeping and Cleaning	Do	Do	Do	Do	Do	Do
64	Sponse Iron, Rod manufacturing, and manufacturing of angle from Iron and Ingots	Do	Do	Do	Do	Do	Do
65	Employment in Motor garages and workshops	Do	Do	Do	Do	Do	Do
66	Employment of Motor Body Building.	Do	Do	Do	Do	Do	Do
67	Employment of Mess, Canteens and Clubs	Do	Do	Do	Do	Do	Do
68	Employment in Chartered/Casts accounts, auditors, tax consultancy and Architect.	Do	Do	Do	Do	Do	Do
	Cement Hume Pipe, Electric Pole and Railway sleeper Manufacture Industry	Do	Do	Do	Do	Do	Do
69	Private Technical	Do	Do	Do	Do	Do	Do

	Coaching Institute and Private Schools (Non teaching)						
70	Employment in laying of Under ground cables, electric lines, water supply lines and sewerage Pipe line.	Do	Do	Do	Do	Do	Do
71	Employment in Electricity Generator and supply	Do	Do	Do	Do	Do	Do
72	Employment in Decoration of Pandal etc.	Do	Do	Do	Do	Do	Do
73	Grinding and crushing of Mineral ore.	Do	Do	Do	Do	Do	Do
74	Employment of Bus and Truck Driver/Conductor and Cleaners.	Do	Do	Do	Do	Do	Do
75	Computer Coaching Institute etc.	Do	Do	Do	Do	Do	Do
76	Employment of Mobile Tower etc.	Do	Do	Do	Do	Do	Do
77	Employment of Sales Promotion(Regulation and Abolition) Act, 1976	Do	Do	Do	Do	Do	Do

(No-2/MW-2071/2010, L & T-.....1208.....Ranchi, Dated19/09/2022.)

By order of the Governor of Jharkhand,

Rc
19/09/2022
Under Secretary,
Labour Commissioner Office,
Jharkhand.

**Government of Jammu and Kashmir
Labour and Employment Department
Civil Secretariat, Jammu/ Srinagar**

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Notification
Jammu, 11th of October, 2022

S.O. 513 Whereas, in terms of clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, a notification S.O 315 of 2022 dated 27.06.2022 was published in Government Gazette whereby the proposal for revising the minimum rates of wages was issued for inviting objections / suggestions / comments from the person likely to be affected, within a period of 02 months; and

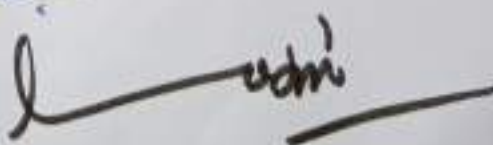
Whereas, in pursuance to the said notification, twenty (20) numbers of objections/suggestions/ comments were received by the department, within the stipulated period of 02 months. The same were placed before the Advisory Board, constituted under the Act vide Government order no. 957-JK (GAD) of 2022 dated 18.08.2022, for consultation. The subsequent recommendations of Advisory Board were taken into the consideration by the Government; and

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. XI of 1948), the Government of Jammu and Kashmir, after consulting the Advisory Board constituted under the Act, hereby, revise the minimum rates of wages in respect of the scheduled employments forming Annexure-A to the notification: -

S. No	Category of Employment	Minimum Daily Wage (in Rs.)
1	Unskilled	311
2	Semi-skilled	400
3	Skilled	483
4	Highly Skilled	552
5	Administrative/Ministerial	449

The definitions of Un-Skilled, Semi-Skilled, Skilled and Highly Skilled Works) is as under:

- i. Unskilled Work means work which involves simple operations requiring little or no skill or experience on the job.
- ii. Semi-skilled means work which involves skill or competence acquired through experience on the job.



iii. Skilled Work means work which involves skill or competence acquired through experience on the job (for more time as compared to semi-skilled in similar nature of work) or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment.

iv. Highly Skilled Work means work which calls for a degree of perfection and full competence in the performance of certain tasks including clerical work acquired through intensive technical or professional training or practical work experience for certain reasonable period and requires of worker to assume full responsibility for the judgment or decision involved in the execution of the tasks.

The above definitions are only illustrative and not exhaustive. The classification of Employments are illustrated at Annexure B.

This notification shall come into force from the 17th Day of October, 2022

By order of Government of Jammu and Kashmir.

Sd/-

(Sarita Chauhan) IAS

Commissioner/ Secretary to Government

No. LE-Genl/56/2022-11-L&E

Dated: 12.10.2022.

Copy to the: -


1. Secretary to Government of India, Ministry of Labour and Employment, N. Delhi.
2. Joint Secretary, MHA (J&K), Government of India, New Delhi.
3. Principal Secretary to Hon'ble Lieutenant Governor, J&K.
4. All Administrative Secretaries.
5. Divisional Commissioner, Jammu/ Kashmir.
6. All Heads of Departments.
7. Director Information, J&K, Jammu/ Srinagar for publication.
8. All Deputy Commissioners.
9. Additional Secretary to CS, J&K for information of the Worthy Chief Secretary.
10. General Manager, Govt. Press, for publication of the notification in Govt. Gazette.
11. Private Secretary to Advisor (B) to HLG.
12. PS to Commissioner/ Secretary to Govt., Labour & Employment Deptt.
13. I/c Website, Labour, and Employment.
14. Stock file.

(Nisar Ahmed Bhatt) JK 12.10.22
Deputy Secretary to Government


Annexure-"A"

The Schedule

1.	Employment in any Woolen Carpet making or Shawl Weaving establishment
2.	Employment in any Rice Mill, Floor Mill or Dal Mill
3.	Employment in any Tobacco (including <i>bidi</i> making) manufacturing
4.	Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee
5.	Employment in any Oil Mills (Including <i>Kohloos</i>)
6.	Employment under any local authority
7.	Employment on the construction or maintenance of roads or in building operations
8.	Employment in Stone breaking or Stone crushing
9.	Employment in any lac manufacturing
10.	Employment in any mica works
11.	Employment in Public Motor Transport
12.	Employment in Tanneries and Leather Manufacturing
13.	Employment in Embroidery including Chain-stitch, <i>Gubba</i> Embroidery and <i>Namdah</i> making
14.	Employment in Wood Carving
15.	Employment in Workshop
16.	Employment in Private Brick and Tile Making
17.	Employment in Shops and Establishments
18.	Employment in Private Transport Industry
19.	Employment in Forest Industry
20.	Employment in Light Engineering Works
21.	Employment in Steel and Metal Rolling Mills
22.	Employment in Silicate and Chemical Works
23.	Employment in Auto body Fabrication
24.	Employment in manufacture of Wood products including paper and paper products
25.	Employment in manufacture of Food Products
26.	Employment in manufacturing of Metal and Steel Utensils
27.	Employment in Rosin and Turpentine Products
28.	Employment in manufacturer of Soap and Detergent
29.	Employment in manufacture of Sports Goods



30.	Employment in Saw Mills and Joinery Products
31.	Employment in Electrical and Electric Goods
32.	Employment in Arms and Ammunition including private security agencies
33.	Employment in Tailoring and Garment working
34.	Employment in manufacture of Drinks and Beverages
35.	Employment in Ice Factories and Cold Storages
36.	Employment in Hair Cutting Saloons
37.	Employment in manufacture of Medicines and Hospital Equipments as well as Private Hospitals and Nursing Homes
38.	Employment in Walnut Processing Units
39.	Employment in Private Educational Institutions
40.	Employment in Private Coaching Centers
41.	Employment in Sweeping and Cleaning
42.	Employment in Brick Kiln Industry
43.	Employment in Cement Industry
44.	Employment in Plastic Industry
45.	Employment in Hotel/Restaurant/Tea Stall and Cinemas
Part-II	
1.	Employment in agriculture, that is to say, in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing and harvesting of any agricultural or horticultural commodity, the raising of live-stock, bees or poultry, and any practice performed by a farmer on farm as incidental to or in conjunction with farm operations (including any forestry or timbering operations and the preparation for market and delivery to storage or to market or to carriage for transportation to market of farm produce).


 (Nisar Ahmed Shad) JK 15
 Deputy Secretary to Government
 12.10.22

ANNEXURE 'B'

Classification

UNSKILLED

Construction Industry

S.No.	Name of Employment
1	Bajri-spreader
2	Belder
3	Beater Women
4	Belowman
5	Chain Men
6	Boat Man
7	Bucket Man
8	Carrier (Stone/Water)
9	Cart Man
10	Concrete Hand Mixer
11	Driver (Bullock, Camel, Donkey, Mule)
12	Shuttlers
13	Boatman (Hand)
14	Chainman
15	Cracker
16	Excavator
17	Greaser
18	Dil man
19	Stocker
20	Tindals
21	Crowbar Man
22	Daffadar
23	Flag Man
24	Gang Man
25	HandleMan
26	Jumper Man
27	Kamin (Female Worker)
28	Khalasi
29	Lamp Man
30	Petrol Man
31	Searcher

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32	Singal Man
33	Slings
34	Breaker
35	Checker
36	Daftri
37	Foreman/Fireman
38	Grinder
39	Quarry Man
40	Thatcher
41	Trolly Man
42	Strikers
43	Tatti Boy
44	Tile Turner
45	Trolly Man
46	Valve Controller
47	White Washer
48	Coal Man
49	Condenser Attendant
50	Grass Cutter
51	Mucher Jamadar
52	Belchawala
53	Bhisti
54	Canner Weaner
55	Cherpoy Stringar
56	Dolly Man
57	Charami (Thatcher)
58	Lescar
59	Storeman
60	Thoomba Man (Spade Worker)
61	Jamadar
Forest Industry	
1.	Rope Man (Fielding Operation)
2.	Wage Driver
3.	Porter
4.	Hammer Man (Fielding Operation)
5.	Delimber/Debarkar (Egging Operation)
6.	Stacking carriage Labour Machine (Sawing)
7.	Dragger Ghalla labour (Pathree)

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8.	Ghalla labour (Nallah Mahan)
9.	Bhallas
10.	Bhajies (Camp carriage)
11.	Nakise Carriage (River Mahan) labour and helpers
12.	Resin tin carriers
13.	Clooper carriages
14.	Nursery and plantation
15.	Water carrier
16.	Grass Cutter
Agriculture Industry	
1.	Preparation of Soil Embanking
2.	Presowing activities
3.	Manuring/Irrigation
4.	Thrashing/Winning, Miscellaneous work
5.	Storing
6.	Herdman
Rice, Flour, Dal Mills Industry	
1.	Pipe Man
2.	Bag Man
3.	Manker
4.	Guardman
5.	Weighman
6.	Chakkiman
7.	Wireman
8.	Machineman
9.	Beltman
10.	Wheat Cleaner
11.	Goal Man
12.	Truck Cleaner
13.	Cart Man
14.	Greaseman
15.	Motor Attendant
16.	Woleman
17.	Washerman
18.	Fireman
19.	Latheman
20.	Palleder
21.	Water Carrier
22.	Refractioner



23.	Ganer
24.	Silkman
25.	Ropeman
26.	Oilman
27.	Switchman
28.	Asst. Fitter
Hotels/Restaurants, Tea Stalls and Cinemas	
1.	Waiter
2.	Bearer
3.	Room/Table Boy
4.	Pantry Man
5.	Masalchi
6.	Waterman
7.	Ticket Collector
8.	Cleaner/Kneeder/Guide
9.	Torch Boy
General	
1.	Peon
2.	Caretaker
3.	Gatekeeper/Gateman
4.	Malli
5.	Chowkidar/Watchman
6.	Mazdoor/Labourer
7.	Sweeper/Cleaner
8.	Salesman
9.	Loader/Unloader
10.	Helper
11.	Security guard (un-armed)
12.	Any other categories by whatever name called which are of an un-skilled nature.
SKILLED	
Construction Industry	
1	Mistry
2	Bhandari
3	Mason
4	Cabinet Maker
5	Chick-Maker
6	Caremaker
7	Painter

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8	Lineman
9	Plasterer
10	Pumpman
11	Rattan Man
12	Road Binder
13	Turner
14	Bore/Well Driller
15	Quarry Operator
16	Blacksmith
17	Carpenter
18	Cane Man
19	Concrete Mixer Operator
20	Electrician
21	Polisher
22	Charmi
23	Distemperer
24	Pump Driver
25	Rivetter
26	Surveyor
27	Upholsterer
28	Glassman
29	Armature
30	Boiler Man
31	Blasterer
32	Celotax Cutter Maker
33	Cobbler
34	Plumber
35	Moulder
36	Clezior
37	R.E Driver
38	Road Inspector
39	Tarman
40	Welder
41	Shuttering
Forest Industry	
1	Feelings Mistry, Saw and Setters
2	Hand Sawing Meyana Mistry
3	Machine Sawing Mechanis
4	Fellers

M. J. [Signature]

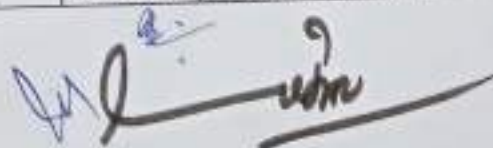
5	Sawyers
6	Looper
7	Axeman (Pachhaiwala)
8	Crane Operator
9	Pacci Nalli Mistry
10	Gravity Rope Spileer
11	Crane Operator and Cable Machine Mistry
12	Danga Mistry
13	Leg Cutters
14	Long Carver
15	Sorter Fangman
16	Technician/Mechanic
17	Nallah Mahan, Mohri Mistry
18	River Mahan Buffalo Skin Swimmers
19	Boom Mistry
20	Resin Taper
21	Machine Sawyers/Mistries/Saw Setters
22	Pathroo Mistries
23	Pacci Nalli Operator
Agriculture Industry	
1	Tractor Driver
2	Ploughing
3	Tube-well Driver
4	Sowing/Transplanting
5	Weeding
6	Harvesting
Brick Kiln Private Industry	
1	Mistry
2	Fireman
3	Bhariyas
4	Pump Driver
5	Nikasi Walla
6	Brick layers
7	Vehicle Driver
8	Pathera Wala (Boulder)
9	Belder
Rice, Flour, Dal Mills Industry	
S.No	Name of employment
1.	Foremen

WJ

2.	Technical
3.	Electrician
4.	Blacksmith
5.	Fitter
6.	Operator
7.	Welder
8.	Carpenter
9.	Mistry
10.	Driver
11.	Engine Driver
12.	Turner
13.	Truck Driver
14.	Car Driver
15.	Groovier
16.	Mechanic
17.	Packer
Hotels/Restaurants, Tea Stalls and Cinemas	
1.	Butler
2.	Head Waiter
3.	Electrician
4.	Tandooria
5.	Cook
6.	Confectioners
7.	Project Operator
8.	Steward
9.	Head Bearer
10.	Painter
General	
1.	Machine Operators
2.	Head Salesman
3.	Managers
4.	Silk Weaving
5.	Paper Machi
6.	Packers
7.	Boilerman
8.	Sharper-Slotter
9.	Sprayer
10.	Cinema Operator

W. J. ...

11.	Dry Cleaners (Machine Operator)
12.	Washerman
13.	Mobile/Computer/TV/Radio etc. Repairer
14.	Ironman and Dryer (both in dry Cleaning)
15.	Mechanic/Mistry
16.	Gardener
17.	Motor vehicle drivers
18.	Head Cooks
19.	Shawl Weaving
20.	Guides (with formal training)
21.	Espresso Man
22.	Computer Operators
23.	Machine Repairers
24.	Tailors
25.	Head bearer
26.	Film Repairer (Film Distribution)
27.	Blacksmith
28.	Cobbler
29.	A.C/Refrigerator/Cooler Mechanics/Repairers
30.	Navghani
31.	Technician (without diploma or degree)
32.	Electrical Motor Binder
33.	Security Guard (Armed)
34.	Wood Carving
35.	Embroidery
36.	Head Clerks
37.	Cooper Smith
38.	Steward
39.	Carpet Weaving
40.	Bath fitter
41.	Artificial Flooring fitter
42.	Crusher Operator
43.	Steel/Iron /Metal Fabricators/Moulders
44.	Bakery maker
45.	Denting/Smoothing
46.	Barber
47.	Photography/Videography
48.	Stone/Wood Polisher
49.	Laboratory/Library Assistant



50.	Any other job which requires a minimum qualification of graduation in any stream/any other categories by whatever name called which or of a skilled nature
Highly Skilled	
1.	Gold Smith
2.	Overseer (Diploma holder)
3.	Librarian
4.	Computer Operator with degree or diploma
5.	Architects
6.	Mobile/Computer/T.V./Radio etc. Repairer (with degree or Diploma)
7.	Chemical Analyst
8.	Geologist
9.	Designer/Reader (Carpet/Shawl Weaving Embroidary/Wood Carving)
10.	X-Ray/CT Scan/MRI Scan/USG/ECG Technicians
11.	Operation Theater Technicians
12.	Beautician
13.	Pharmacists
14.	Manager with diploma or degree
15.	Computer Analyst
16.	Thresher/Harvester Machine Drivers
17.	Metallurgical Analyst
18.	Soil Analyst
19.	Analyst/Editor (Videography/Photography)
20.	Engineers
21.	Medical Assistants/Technologist
22.	Para medical Staff and Nurses
23.	Technician (with diploma or degree)
24.	Fashion Designer
25.	Computer Programmers
26.	Trawler/Bulldozer/JCB/Lorry Drivers
27.	Repairers of Electronic and Electric appliance/ Gadgets (with degree or diploma)
28.	Draftsman
29.	Calligraphy
30.	Painter (Portrait maker/Art Paintings)
31.	Laboratory Technicians
32.	Anesthesia/Dialysis Technician
33.	Any other job which requires a skill gained through professional

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	qualifications/post graduation in any stream/any other categories by whatever name called which are of a highly skilled nature
Administrative/Ministerial/Accounts Staff	
1.	All Clerical works
2.	Store issuer/keeper
3.	Tally Clerks
4.	Time Keeper
5.	Zerox/Fax machine Operator
6.	Munshi
7.	Cashier/Accountant
8.	Booking Clerks
9.	Telephone Operator
10.	Receptionist
11.	Gestener Operator
12.	Typist
13.	Record Keeper
14.	Supervisor
15.	Any other categories by whatever name called which are of a Administrative /Ministerial / Accounts/Clerical nature

Note: The above classification is only of illustrative nature and is not exhaustive.

(Nisar Ahmed Shad) JKAS
Deputy Secretary to Government

12.10.22

**OFFICE OF THE
LABOUR COMMISSIONER: ODISHA: BHUBANESWAR**

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NOTIFICATION

No. 6078 /LC, Bhubaneswar, dated 19.10.2022

Whereas the minimum rate of wages for unskilled, semi skilled, skilled and highly skilled categories of employees in 89 scheduled employments were fixed/ revised by the Government in Notification No. 7312-LL-I(III)-56/18/LESI dated 30.10.2018 of the Labour & ESI Department, Odisha published in the Extraordinary Issue No. 1991 of the Odisha Gazette dated the 30.10.2018 bearing SRO No. 431/2018.

And whereas, the State Minimum Wages Advisory Board have advised to adopt a system of revision of the special allowance called Variable Dearness Allowances @ Rs. 0.90 per point rise in the Consumer Price Index Number for Industrial Workers (Base 2001-100) as admissible and shall be declared at half yearly interval i.e. on 1st April and 1st October from the date of notification of revised wages, starting from 1st April 2019.

And whereas, the Variable Dearness Allowance for the half year commencing w.e.f. 1st October, 2022 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers reaching 365.76 from 357.65 as on 30.06.2022 and thereby resulting in an increase of 8.11 points.

Now therefore, I Dr. N. Thirumala Naik, I.A.S., Labour Commissioner, Odisha in exercise of the powers delegated in the aforesaid Notification do hereby notify that the Variable Dearness Allowance (VDA) @ Rs. 7.00 per day (after rounding off) shall be payable to the unskilled, semi-skilled, skilled and highly skilled categories of employees in all 89 scheduled employments (list enclosed in the Schedule) w.e.f. 1st October, 2022 in addition to the minimum rate of wages notified vide the aforesaid Notification of Government in Labour & ESI Department, Odisha and the total VDA notified vide Notification No. 2433/ LC dtd. 30.04.2021. Accordingly, the present rate of minimum wages including VDA per day w.e.f. 1st October, 2022 shall be as under:


Category of Employee	Minimum Wages with VDA p.d. w.e.f. 01.04.2022	V.D.A. per day w.e.f. 01.10.2022	Minimum Wages with VDA per day w.e.f. 01.10.2022
Unskilled	Rs.326.00	Rs.7.00	Rs.333.00
Semi skilled	Rs.366.00	Rs.7.00	Rs.373.00
Skilled	Rs.416.00	Rs.7.00	Rs.423.00
Highly Skilled	Rs.476.00	Rs.7.00	Rs.483.00


Labour Commissioner, Odisha
19/10/2022

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Memo No. 6079 /dtd. 19.10.2022

Copy forwarded to All Joint Labour Commissioners / All Divisional Labour Commissioners / All District Labour Officers / All Assistant Labour Officers / All Rural Labour Inspectors for information and necessary action. They are requested to circulate the same among all concerned.


Labour Commissioner, Odisha


Memo No. 6080 /dtd. 19.10.2022

Copy forwarded to the Director, Printing Stationery and Publication, Odisha, Madhupatna, Cuttack with a request to publish the above notification in the next issue of Odisha Gazette and supply 200 copies to this office.


Labour Commissioner, Odisha

Memo No. 6081 /dtd. 19.10.2022

Copy forwarded to All Heads of Departments of Odisha /All District Collectors of Odisha for information.


Labour Commissioner, Odisha

Memo No. 6082 /dtd. 19.10.2022

Copy submitted to All Secretaries to Government of Odisha for kind information.


Labour Commissioner, Odisha

Memo No. 6083 /dtd. 19.10.2022

Copy submitted to the Principal Secretary to Government, Labour & ESI Department, Odisha, Bhubaneswar for kind information.


Labour Commissioner, Odisha

SCHEDULE

Sl. No.	Name of the Employment
1	2
1.	Agriculture
2.	Agarbati and Candle making Worker's Establishments
3.	Automobile servicing, repairing garages and workshops
4.	Ayurvedic and Unani Pharmacy
5.	Bakeries and Confectionaries including Biscuit making
6.	Bamboo Forest Establishment
7.	Brass and Bell Metal Industry
8.	Carpet Weaving Industry
9.	Cashew processing establishments
10.	Cement pipe making and allied products industry
11.	Ceramic and Pottery Industry
12.	Chemical Industry
13.	Cinema Industry and Film Production
14.	Clay Pottery
15.	Coir Industry
16.	Collection of Sal Seeds
17.	Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.
18.	Construction or maintenance of roads or in building operations
19.	Contingent and Casual Employees in Govt. and other establishments, Courier and Cargo Services
20.	Cotton Ginning and Pressing Industry
21.	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory, Private Nursing Homes, Private Medical College Hospitals, Super Specialty Hospitals, clinic, laboratory etc.
22.	Distilleries
23.	Domestic Workers (shall be calculated as per hours of work)
24.	Electricity transmission, generation and distribution
25.	Employment in NGO & Voluntary Social Organization
26.	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators.
27.	Finishing Dying of yarn and fabrics, painting, knitting and embroidery
28.	Fisheries and Sea food Industry
29.	Forest produce such as Genduligum, Mahua making of coal and resin.
30.	Foundry Industry with or without attached machine shop
31.	Glass Industries
32.	Gold and Silver Ornaments and articles of artistic design
33.	Graphite Industry including beneficiation
34.	Handloom and Hosiery
35.	Hotels, Eating Houses and Restaurants
36.	Ice Factory and Cold Storage
37.	Jute Industry and Jute Twine Industry
38.	Kendu Leaf Collection
39.	Khadi Village Industries including manufacture of Khandasari and other products
40.	Laundry including dry-washing
41.	Leather Industry
42.	Liquified Petroleum Gas manufacture and distribution
43.	Local Authority
44.	Manufacture of brush and brooms
45.	Manufacture of Coke and Burning Coals
46.	Manufacture of Cold drinks, Soda and other allied products
47.	Manufacture of Electrical Bulbs and all allied electrical equipments

48.	Manufacture of matches, fireworks and explosives
49.	Manufacture of nails and pines
50.	Manufacture of paints and varnishes
51.	Manufacture of plastic products including toys
52.	Manufacture of Radio by assembling with parts
53.	Manufacture of ropes
54.	Manufacture of Utensils including Aluminum and Hindalium products
55.	Metal Industry(except the cottage and village scale units)
56.	Major or Minor Engineering Industry including Sponge, Secondary Steel, Rolling Mills, Ferro Alloys, Metal Industries (employment less than 50 persons)
57.	Motor body building
58.	Non-teaching staff of all private Educational Institutions including ITI & Training Institute Coaching Centre.
59.	Oil Mill
60.	Paper and Cardboard Industry
61.	Petrol and Diesel Oil pumps
62.	Pharmaceutical Industry
63.	Powerloom Industry
64.	Printing Press, DTP centre and off set printing press
65.	Private Road Transport
66.	Private Security Agencies and Private Security Services
67.	Public Health Engineering
68.	Public Motor Transport
69.	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry
70.	Refractory Industry
71.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.
72.	Rice Mill, Flour Mill or Dal Mill, Chuda mill and Masala Mill
73.	Rubber and Rubber Products Industry
74.	Salt Pans
75.	Saw Mills
76.	Shops, Commercial Establishments, saloon, beauty parlour, Spa, massaging centre, Xerox shop, STD booth, tent house, newspaper hawkers and newspaper establishments.
77.	Siali leaf pluckers & Sallleaf pluckers
78.	Soap and Detergent Manufactory
79.	Social Forestry
80.	Spinning Mills
81.	Stone breaking or Stone crushing
82.	Tamarind collection
83.	Tile and Brick Making
84.	Timber Trading (excluding felling and sawing)
85.	Timber Trading (including felling and sawing)
86.	Tobacco(including Bidi making)Manufactory
87.	Trunks, Suit case and Bucket manufactory
88.	Wood works and furniture making industries
89.	Minor Ports

OFFICE OF THE LABOUR COMMISSIONER, PUNJAB
Model Welfare Centre, Labour Bhawan, Phase-10, Mohali.
(Statistical Branch)

No.ST/ 10279

Dated: 11/10/2022

ADJUSTMENT OF MINIMUM WAGE RATES W.E.F. 01.03.2021, 01.09.2021, 01.03.2022 & 01.09.2022 IN THE
STATE OF PUNJAB.

The Minimum rates of wages for Un-skilled workers and for other categories of workers in respect of Scheduled Employments vide notification No.S.O.22/C.A.11/1948/Ss.3 and 5/2015 dated 26.05.2015 have been linked with Consumer Price Index Numbers (Centre Series 2001=100) compiled by Labour Bureau, Govt. of India. In view of the above mentioned circular, minimum rates of wages have been fixed with average C.P.I base index ending August, 2013. The average C.P.I. number for six months ending August, 2013 (Base Index) is 227. Now, A New Series of Consumer Price Index for Industrial Workers (CPI-IW) (Base 2016=100) has been adopted by the Labour Bureau vide letter No. 114/1/2013-CPI dated 3.11.2020.

After linking the New Series of CPI (IW) (Base 2016=100) to the old series of CPI (IW) (Base 2001=100) the average C.P.I number for six months from September 2020 to February 2021 is 341.52. Thus, the minimum rates of wages for Un-skilled workers are Rs. 9399.73 w.e.f 01.03.2021. The average C.P.I number for six months from March, 2021 to August 2021 is 340.39. Thus, the minimum rates of wages for Un-skilled workers w.e.f 01.09.2021 have been decided to be kept same as the minimum wage rates w.e.f 01.03.2021 at Rs. 9399.73. The average C.P.I number for six months from September 2021 to February 2022 is 346.70. Thus, the minimum rates of wages for Un-skilled workers are Rs. 9542.18 w.e.f 01.03.2022. The average C.P.I number for six months from March, 2022 to August 2022 is 359.97. Thus, the minimum rates of wages for Un-skilled workers are Rs. 9907.68 w.e.f 01.09.2022. The details of adjusted minimum rates of wages in these Scheduled Employments are given in following tables:-

TABLE No. 1

Sr. No.	Categories	W.E.F. 1.9.2013 Monthly/ Daily/ Per Hour (In Rs.)	W.E.F. 1.9.2020 Monthly/Daily/ Per Hour/ (In Rs.)	W.E.F. 1.3.2021 Monthly/Daily/ Per Hour/ (In Rs.)	W.E.F. 1.9.2021 Monthly/Daily/ Per Hour/ (In Rs.)	W.E.F. 1.3.2022 Monthly/Daily/ Per Hour/ (In Rs.)	W.E.F. 1.9.2022 Monthly/Daily/ Per Hour/ (In Rs.)
1	Un-skilled	6247.75 240.64 30.08	9192.72 353.56 44.19	9399.73 361.52 45.19	9399.73 361.52 45.19	9542.18 367.00 45.87	<u>9907.68</u> 381.06 47.63
2	Semi-skilled	7027.75 270.64 33.88	9972.72 383.56 47.94	10179.73 391.52 48.94	10179.73 391.52 48.94	10322.18 397.00 49.62	<u>10687.68</u> 411.06 51.38
3	Skilled	7924.75 305.14 38.18	10869.72 418.06 52.25	11076.73 426.02 53.25	11076.73 426.02 53.25	11219.18 431.50 53.93	<u>11584.68</u> 445.56 55.69
4	Highly – skilled	8956.75 344.84 43.18	11901.72 457.75 57.21	12108.73 465.72 58.21	12108.73 465.72 58.21	12251.18 471.19 58.89	<u>12616.68</u> 485.25 60.65

TABLE No. II

Minimum Wages of staff Categories from A to D as mentioned in the table below shall be applicable only to Scheduled Employments under the Government of Punjab, the Local Authority and the Boards, Corporations or any Agency (By whatever name it is called) under the control of the Govt. of Punjab in respect of the Staff Employed through outsourcing or employed casually or on daily wages.

Sr. No.	Categories	W.E.F. 1.9.2013 Monthly/Daily/ Per Hour/ (In Rs.)	W.E.F. 1.9.2020 Monthly/Daily/ Per Hour/ (In Rs.)	W.E.F. 1.3.2021 Monthly/ Daily/ Per Hour/ (In Rs.)	W.E.F. 1.9.2021 Monthly/Daily/ Per Hour/ (In Rs.)	W.E.F. 1.3.2022 Monthly/ Daily/ Per Hour/ (In Rs.)	W.E.F. 1.9.2022 Monthly/Daily/ Per Hour/ (In Rs.)
1	Staff Category- A	11417.75 439.54 54.98	14362.72 552.41 69.05	14569.73 560.37 70.04	14569.73 560.37 70.04	14712.18 565.85 70.73	15077.68 579.91 72.48
2	Staff Category- B	9747.75 375.34 46.98	12692.72 488.18 61.02	12899.73 496.14 62.01	12899.73 496.14 62.01	13042.18 501.62 62.70	13407.68 515.68 64.46
3	Staff Category- C	8247.75 317.63 39.78	11192.72 430.48 53.81	11399.73 438.45 54.80	11399.73 438.45 54.80	11542.18 443.93 55.49	11907.68 457.98 57.24
4	Staff Category- D	7047.75 271.44 33.98	9992.72 384.33 48.04	10199.73 392.29 49.03	10199.73 392.29 49.03	10342.18 397.77 49.72	10707.68 411.83 51.47

TABLE No. III

Minimum rates of wages of attached labour in Agriculture (Un-skilled workers)

(Consolidated per annum with meals or food grains equivalent thereof).

(As per the notification dated 15.11.2012)

Sr. No	w.e.f.	Yearly (In Rs.)
1	01.09.2013	46232.30
2	01.09.2020	63905.12
3	01.03.2021	65147.18
4	01.09.2021	65147.18
5	01.03.2022	66001.88
6	01.09.2022	68194.88

TABLE No. IV

Other Agriculture labour Daily (In Rs.)

Sr. No.	w.e.f.	With meals (In Rs.)	Without meals (In Rs.)
1	01.09.2013	225.44	250.64
2	01.09.2020	331.68	368.76
3	01.03.2021	339.17	377.08
5	01.09.2021	339.17	377.08
6	01.03.2022	344.31	382.80
7	01.09.2022	357.50	397.46

TABLE No. V

BRICK KILN (PIECE RATE) PER 1000 BRICKS /TILES (In Rs.)

Sr.No.		01.09.2013	01.09.2020	01.03.2021	01.09.2021	01.03.2022	01.09.2022
1	Pathera with Jamadari commission Btcks	515.02	757.74	774.84	774.84	786.59	816.71
	Tiles	573.12	843.23	862.25	862.25	875.32	908.85
2	Pathera without Jamadari commission Btcks	484.92	713.46	729.56	729.56	740.61	768.98
	Tiles	545.72	802.91	821.03	821.03	833.47	865.40
3	Bharalwala Donkeys/ Khacher, loader, Rehri jhota, Thela, etc, Animal driven.)	191.36	281.54	287.90	287.90	292.26	303.45
	Tempo. Truck (Mechanical Driven)	166.46	244.91	250.43	250.43	254.23	263.97
	Truck Trolley loading Unloading (Pacca Bricks)	142.06	209.01	213.72	213.72	216.96	225.27
4	Chennai Wala	38.46	56.58	57.86	57.86	58.73	60.98
5	Keri Wala	32.36	47.61	48.68	48.68	49.42	51.31
6	Nikasiwala	122.69	180.51	184.58	184.58	187.38	194.56
7	Mistri	95.39	140.34	143.51	143.51	145.68	151.26

Note: - Increase in Minimum rates of wages payable to different categories of workers be done on the pattern of wages of Un-skilled workers.

Labour Commissioner, Punjab.

राजस्थान सरकार
श्रम विभाग

क्रमांक:एफ.8(1)EODB/आई.आर./श्रम/2020 पार्ट-1/ 28777

जयपुर, दिनांक 27.10.2022

-:: परिपत्र ::-

बिजनेस रिफॉर्म एक्शन प्लान 2022 (BRAP-2022) के तहत Ease of Doing Business (EoDB) के निर्धारित मापदण्डों की पालना को दृष्टिगत रखते हुए, टेका श्रम (विनियमन एवं उन्मूलन) अधिनियम 1970 के अन्तर्गत नियम-18 एवं नियम-23 में मुख्य नियोजक/टेकंदार को जारी किये जाने वाले पंजीयन/लाइसेन्स की ऑनलाईन प्रक्रिया में सरलता के लिए अब श्रम विभाग की विभागीय वेब साईट पर 45 दिन की अवधि समाप्त होने पर Auto Sanction की व्यवस्था लागू की गई है। जिसके अन्तर्गत विभाग की साईट पर ऑनलाईन प्रक्रिया निम्न प्रकार प्रभावी रहेगी :-

1. मुख्य नियोजक/टेकंदार के पंजीयन/लाइसेन्स हेतु निर्धारित आवेदन समस्त पूर्तियों के साथ मय समस्त अपेक्षित दस्तावेजात के विभाग के पोर्टल पर प्राप्त होने पर सम्बन्धित सक्षम अधिकारी द्वारा 7 दिवस में आवेदन की ऑनलाईन जांच पूर्ण की जावेगी। जांच पश्चात आवेदन के नियमानुसार स्वीकृति योग्य पाये जाने पर आवेदन स्वीकृत कर दिया जावेगा।
2. उक्त आवेदन की जांच में कमी पाये जाने पर कमी पूर्ति हेतु उक्त 7 दिवस की अवधि में ही आवेदक को सिस्टम से सूचना प्रेषित कर 7 दिवस की अवधि में कमी पूर्ति आवेदक द्वारा करने हेतु निर्देशित किया जावेगा।
3. आवेदक द्वारा 7 दिवस में कमी पूर्ति नहीं किये जाने पर अगले 3 दिवस में आवश्यक रूप से कमी पूर्ति करने हेतु ऑनलाईन नोटिस प्रेषित किया जावेगा।
4. उक्त नोटिस से 3 दिवस की अवधि में भी आवेदक द्वारा कमी पूर्ति नहीं किये जाने पर उक्त 3 दिवस की अवधि की समाप्ति पर आवेदन को कारण सहित निरस्त कर दिया जावेगा।
5. आवेदक द्वारा ऊपर उल्लेखित 7 दिवस की अवधि अथवा नोटिस के पश्चात 3 दिवस की अवधि में कमी पूर्ति कर दिये जाने पर प्रकरण को नियमानुसार स्वीकृत किया जावेगा तथा तत्काल अधिनियम/राज्य नियम के प्रावधानानुसार यथाविहित फीस/अमानत राशि 7 दिवस की अवधि में जमा कराने हेतु आवेदक को सिस्टम के माध्यम से सूचित किया जावेगा।
6. आवेदक द्वारा निर्धारित फीस/अमानत राशि ऑनलाईन जमा करा दिये जाने पर एक दिवस में आवेदन को अन्तिम रूप से OK कर दिया जावेगा। जिस पर आवेदक द्वारा अपने स्तर पर अपना पंजीयन/लाइसेन्स ऑनलाईन जनरेट किया जा सकेगा।
7. आवेदक द्वारा निर्धारित 7 दिवस की अवधि में फीस/अमानत राशि ऑनलाईन जमा नहीं कराने पर आवेदक को पुनः आगामी 3 दिवस की अवधि में जमा कराने के लिए

Am

सिस्टम के माध्यम से स्मरण पत्र जारी किया जायेगा। इस अतिरिक्त 3 दिवस की अवधि में भी आवेदक द्वारा फीस/अमानत राशि जमा नहीं कराये जाने पर आवेदन को उक्त अवधि व्यतीत होने के पश्चात निरस्त कर दिया जावेगा।

8. उपरोक्त घरणबद्ध एवं समयबद्ध प्रक्रिया में आवेदन पत्र का निर्धारित समयावधि में निस्तारण नहीं होने पर आवेदन की दिनांक से 30 दिवस पश्चात सिस्टम के माध्यम से आवेदक को आगामी 10 दिवसों में फीस/अमानत राशि जमा कराने के लिए सूचित किया जावेगा। उक्त अवधि में फीस/अमानत राशि जमा नहीं कराने की स्थिति में सिस्टम के माध्यम से अन्तिम नोटिस जारी कर 3 दिवस में फीस/अमानत राशि जमा कराने हेतु सूचित किया जायेगा। इसके उपरान्त भी फीस/अमानत राशि जमा नहीं कराने पर आवेदन निरस्त/स्वतः निरस्त कर दिया जायेगा। यदि फीस/अमानत राशि जमा करवादी जाती है तो आवेदन स्वतः स्वीकृत (Auto Sanction) होकर पंजीयन/अनुज्ञापन आवेदक द्वारा Auto Generate किया जा सकेगा।
9. उपरोक्त प्रक्रिया अनुसार समयबद्ध रूप से कार्यवाही पूर्ण नहीं होने तथा प्रकरण के लम्बित रहने पर 45 दिवस की अवधि पश्चात प्रकरण पोर्टल पर स्वतः स्वीकृत (Auto Sanction) होकर आवेदक द्वारा पंजीयन/लाइसेन्स (Auto Generate) किया जा सकेगा।

(पतजलि भू)

अतिरिक्त श्रम आयुक्त एवं
पदेन संयुक्त शासन सचिव
राजस्थान, जयपुर।

29778-28814

जयपुर, दिनांक 27.10.2022

क्रमांक:एफ.8(1)EODB/आई.आर./श्रम/2020-पार्ट-1/
प्रतिलिपि निम्न को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित है :-

1. विशिष्ट सहायक माननीय श्रम राज्यमंत्री, राजस्थान जयपुर।
2. निजी सचिव, शासन सचिव, श्रम एवं नियोजन, राजस्थान जयपुर।
3. निजी सचिव आयुक्त, उद्योग विभाग, राजस्थान जयपुर।
4. संयुक्त/उप/सहायक श्रम आयुक्त/श्रम कल्याण अधिकारी, समस्त को प्रेषित कर लेख है कि परिपत्र के बिन्दु संख्या 1 से 9 का गम्भीरता पूर्वक अध्ययन कर उक्त आवेदनों के निस्तारण हेतु निर्धारित घरणबद्ध-समयबद्ध प्रक्रिया की निर्धारित अवधि में कठोरता पूर्वक पालना सुनिश्चित की जावें। यदि प्रकरण किसी भी स्थिति में (Auto Sanction) होकर (Auto Generate) किया जाता है तो सम्बन्धित अधिकारी उत्तरदायी होंगे।
5. उप निदेशक, आईटी शाखा, कार्यालय हाजा को प्रेषित कर लेख है कि विभाग के एलडीएमएस पोर्टल पर परिपत्र के समस्त बिन्दुओं के अनुसार तकनीकी व्यवस्था सुनिश्चित करवाकर पालना रिपोर्ट प्रस्तुत करें।
6. प्रभारी एलडीएमएस कार्यालय हाजा को सूचनार्थ एवं पालनार्थ प्रेषित है।

अतिरिक्त श्रम आयुक्त एवं
पदेन संयुक्त शासन सचिव
राजस्थान, जयपुर।

**GOVERNMENT OF PUDUCHERRY
ABSTRACT**

LABOUR - Puducherry Shops and Establishments Act, 1964 - Permitting Shops and Establishments to be open for 24x7 hours on all days of the year - Orders - Issued.

LABOUR DEPARTMENT

G.O.Ms.No}6/AIL/LAB/G/2022

Puducherry, the 27.10.2022

READ: This Department I.D. Note No.23/AIL/LAB/G/2022 dated 27.09.2022

ORDER:

The following Notification shall be published in the next issue of the Official Gazette.

NOTIFICATION

WHEREAS in order to achieve better services and to promote the "Ease of doing Business" - Business Reform Action Plan 2022, the Government of Puducherry is in the process of rationalising and simplifying the various Labour Acts, so as to create more conducive environment for Shops and Establishments, and also based on the request of the Confederation of Indian Industries, it has become necessary to permit the shops and establishments to remain open for 24 x 7 hours on all days without compromising the provisions of the Puducherry Shops and Establishments Act, 1964 (Puducherry Act 36 of 1964) in the interest of the general public;

NOW THEREFORE, in exercise of the powers conferred under section 6 of the Puducherry Shops and Establishments Act, 1964 the Licutenant Governor of Puducherry, in public interest, hereby exempts all Shops and Establishments employing 10 or more persons, from the provisions of sub-section (1) of section 10 and sub-section (1) of section 16 of the said Act and permits them to be open for 24x7 hours on all days of the year, for a period of three years with effect from the date of publication, unless it is revoked, subject to the following conditions, namely:-

- (1) Every employee shall be given one day holiday in a week on rotation basis, and the details of every employee shall be provided in 'Form IX' added to the Puducherry Shops and Establishments Rules, 1964 and shall be exhibited by the employer in a conspicuous place in the establishments.
- (2) Every employer shall exhibit details of the employees who are on holiday/leave, on daily basis, in a conspicuous place in the establishments.

- (3) The wages including overtime wages of the employees shall be credited to their respective savings bank account.
- (4) An employer shall not require or allow any person employed to work therein for more than eight hours in any day and forty eight hours in any week and the period of work including over time shall not exceed ten and a half hours in any day and fifty seven hours in a week.
- (5) If employees are found working on any holiday or after normal duty hours without proper indent of overtime, penal action will be initiated against the employer/manager as laid down in the Puducherry Shops and Establishments Act, 1964 and the Puducherry Shops and Establishments Rules, 1964.
- (6) Women employees shall not be required to work beyond 8.00 p.m on any day in normal circumstances:
- Provided that the employer after obtaining written consent of the women employees shall allow them to work between 8.00 pm to 6.00 am, subject to providing adequate protection of their dignity, honour and safety.*
- (7) Transport arrangements shall be provided to the women employees who work in shifts. A notice to this effect shall be exhibited at the main entrance of the establishment indicating the availability of transport.
- (8) The employees shall be provided with restroom, wash room, safety lockers and other basic amenities.
- (9) Every employer employing women employees shall constitute Internal Complaints Committee against sexual harassment of women, under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Central Act 14 of 2013) and the said Committee shall be operative.
- (10) The above said terms and conditions shall be treated and implemented in addition to those provisions specified in the Puducherry Shops and Establishments Act, 1964 and the Puducherry Shops and Establishments Rules, 1964.

(11) In the case of violation of any statutory provision or any of the above terms and conditions noticed by the Inspector or otherwise, necessary penal action will be initiated against the employer/manager as laid down in the Puducherry Shops and Establishments Act, 1964 and the Puducherry Shops and Establishments Rules, 1964.

//BY ORDER OF LIEUTENANT GOVERNOR//

Muthu Meena
27/10/22
(P.MUTHU MEENA)

UNDER SECRETARY TO GOVERNMENT
(LABOUR)
5/10

To

The Director of Stationery & Printing,
Puducherry -

-With a request to publish the said notification in the official gazette and to supply 20 copies thereof to this Department for reference and record.

Copy to:

1. The Director, Department of Industries and Commerce, Puducherry
2. The District Collector, Puducherry/Karaikal.
3. The Dy. Labour Commissioner, Puducherry.
4. The Regional Administrator, Mahe/Yanam.
5. The Labour Officer (Enforcement), Puducherry
6. The Labour Officer, Karaikal
7. The Assistant Inspectors of Labour, Puducherry/karaikal/Mahe/Yanam
8. The Web Master, Labour Department, Puducherry.
9. G.O.Copy.
10. Spare

OFFICE OF THE DIRECTOR OF FACTORIES, GOVERNMENT OF A.P. VIJAYAWADA

Circular No. LAE05-12021(31)/2/2022-BSEC-DOF

Dt: 25.10.2022

Sub: Factories Act, 1948 – Section 66 (1)(b)- Restrictions on employment of women in Factories – Further clarification to ensure the safety of women employed in factories during nights shifts – Communicated – Regarding.

Ref: (1) Orders of the Hon'ble High Court of Andhra Pradesh in the W.P.No. 21610 of 1999, Dtd. 02.11.2001.

(2) Circular No. B1/2386/2015; Office of the Director of Factories, Dated: 4-4-2015

In the above reference 1st cited, the Hon'ble High Court of Andhra Pradesh has struck down Section 66 (1)(b) of Factories Act, 1948, as unconstitutional.

In view of the Hon'ble High Court orders, the Director of Factories has issued a circular vide reference 2nd cited above wherein it was clarified that women may be employed in factories in the night shifts i.e after 7 p.m. and before 6 a.m subject to condition that the managements of such factories shall provide adequate safe guards in their factories to ensure occupational safety and Health of women employees, provide amenities like Rest rooms, Lunch rooms, crèche rooms and Toilets for women employees besides adequate protection to ensure their dignity, honor, protection from sexual harassment and transportation from the factory to the door step of their residence.

In continuation of the said clarification, it is further clarified that the managements of factories employing women workers in the night shifts shall comply with the following additional conditions to ensure the Occupational Safety and Health of women workers.

- i. Consent of each women worker required or allowed to be engaged in the night shifts shall be taken in writing in advance.
- ii. No women worker shall be employed against the maternity benefit provisions laid down under the Maternity Benefit Act.
- iii. Adequate transportation facilities shall be provided to all women workers to pick up as well as dropping at their residence.
- iv. The workplace including passage towards conveniences or facilities concerning toilets, washrooms, drinking water, and entry and exit of women employees should be well-lit.
- v. The toilet, washroom and drinking facilities should be near the workplace where such women workers are employed.
- vi. Provide safe, secure and healthy working conditions such that no women worker is disadvantaged in connection with her employment; and

- vii. The provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), as applicable to the establishments, shall be complied with.

The above information shall be communicated to all the factories which require women to be employed during the night shifts.


Director of Factories

To
The Joint Chief Inspector of Factories, Visakhapatnam
The Deputy Chief Inspectors of Factories in the State
The Inspectors of Factories in the State

Copy submitted to:

1. The Special Chief Secretary, Labour, Factories, Boilers & IMS Department, Government of Andhra Pradesh for favor of kind information.
2. Director of Industries, Government of AP for favor of kind information



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-14102022-239664
CG-DL-E-14102022-239664

असाधारण
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 4670]

नई दिल्ली, शुक्रवार, अक्टूबर 14, 2022/आश्विन 22, 1944

No. 4670]

NEW DELHI, FRIDAY, OCTOBER 14, 2022/ASVINA 22, 1944

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 13 अक्टूबर, 2022

का.आ. 4880(अ).—केन्द्रीय सरकार, कर्मचारी राज्य बीमा अधिनियम, 1948 (1948 का 34) की धारा 1 की उप-धारा (3) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, 1 नवम्बर, 2022 को, उस तारीख के रूप में नियत करती है, जिस पर उक्त अधिनियम के उपबंध, अर्थात्:—

- (i) अध्याय 4 की धारा 38 से धारा 43 और धारा 45क से धारा 45ज तक;
- (ii) अध्याय 5 की धारा 46 से धारा 73 तक; और
- (iii) अध्याय 6 की धारा 74, धारा 75, धारा 76 की उप-धारा (2) से उप-धारा (4) तक, धारा 80, धारा 82 और धारा 83,

तमिलनाडु राज्य के चेंगलपट्टु और करूर जिलों के संपूर्ण क्षेत्रों में, उक्त जिलों के पहले से अधिसूचित क्षेत्रों के अतिरिक्त प्रवृत्त होंगे।

[फा.सं. एस-38013/09/2022—एसएस- I]

आलोक चंद्रा, वरिष्ठ श्रम और रोजगार सलाहकार

MINISTRY OF LABOUR AND EMPLOYMENT**NOTIFICATION**

New Delhi, the 13th October, 2022

S.O. 4880(E).—In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 1st day of November, 2022, as the date on which the provisions of the said Act, namely:—

- (i) sections 38 to 43 and sections 45A to 45H of Chapter IV;
- (ii) sections 46 to 73 of Chapter V; and
- (iii) sections 74, 75, sub-sections (2) to (4) of section 76, 80, 82 and 83 of Chapter VI,

shall come into force in all the areas of Chengalpattu and Karur districts, in addition to the already notified areas of the said districts, in the State of Tamil Nadu.

[F. No. S-38013/09/2022-SS-I]

ALOK CHANDRA, Senior Labour and Employment Adviser

GOVERNMENT OF TELANGANA

ABSTRACT

Labour, Employment, Training & Factories Department – Ease of Doing Business – Business Reform Action Plan 2022 – Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) – Allowing women to work in night shifts – Exemption from section 23 of the Act in Telangana State – Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No. 476

Dated: 13-10-2022.

Read the following:-

1. D.O.Lr.No.15/2022/1555798/EoDB-2022, Industries & Commerce Department, Govt. of Telangana, dt: 21.06.2022.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.C2/2566/2015, dt: 12.10.2022.

In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letter 2nd read above, Government after careful examination of the matter hereby decided to exempt all Establishments in Telangana State from the provisions of Section 23 of the Telangana Shops and Establishments Act, 1988, subject to certain conditions.

2. Accordingly, the following notification shall be published in an extraordinary issue of Telangana Gazette dated: 17.10.2022:

NOTIFICATION

In exercise of the powers conferred by sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby exempt all Establishments in Telangana State from the provisions of Section 23 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) from the date of publication of this notification, to allow women employees to work in night shifts between 8.30 pm – 6.00 am under Ease of Doing Business, subject to the following conditions:

1. Consent of women employees shall be obtained in writing to work in night shifts;
2. The establishment shall provide transport facilities from the residence of the woman employee to the workplace and back, free of cost and with adequate security. Such transport facility shall have GPS for tracking and monitoring;
3. Employment of women employee shall be on rotation basis;
4. The safety and security measures shall include provision of shelter, rest rooms, lunch rooms, night crèches and ladies toilets, adequate protection of their privacy, dignity, honour and safety, protection from sexual harassment, employment of at least five (5) women employees together.
5. The said relaxation shall not apply to a woman employee during the period of sixteen (16) weeks before and after her childbirth, of which at least eight (8) weeks shall be before the expected childbirth, and for such additional period, if any, as specified in the medical certificate stating that it is necessary for the health of the woman employee or her child.
6. Adequate number of security guards shall be posted during night shift;

Contd.....2

7. Transport & Safety:

- a) The establishment shall obtain Bio-data of each driver and conduct pre-employment screening of the antecedents of all drivers employed.
 - b) The Schedule of route of pick-up and drop shall be decided by the supervisory officer of the company only. In case of exigencies, change of drivers/ routes/shifts shall be allowed only with the prior knowledge of supervisory officers/employees;
 - c) The personal details, particularly mobile phone numbers, email ID and address of the women employees shall not be disclosed to unauthorised persons;
 - d) Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last;
 - e) The company shall provide security guards at work place and night shift vehicles when women employees are being picked up first or dropped last;
 - f) The designated supervisors of the company or service provider shall randomly check the vehicles on various routes as far as possible;
 - g) The establishment shall have a control room/travel desk for monitoring movement of vehicles;
 - h) The Company shall maintain the records and furnish returns as prescribed by the State Government within time.
8. If any establishment fails to comply with the above conditions, it may lead to cancellation of the Registration Certificate and /or withdrawal of the above exemption in respect of such establishment.
9. The exemption granted under this order may be revoked at any time without any prior notice.

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

I.RANI KUMUDINI,
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To
The Commissioner of Printing and Stationery & Stores purchases,
Hyderabad (with a request to publish the notification
in an extraordinary issue of Telangana Gazette and supply 50 copies)
The Commissioner of Labour, Telangana, Hyderabad
Copy to:
The P.S. to Minister (Labour & Employment)
SF/SC

// FORWARDED :: BY ORDER //

SECTION OFFICER



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
PUBLISHED BY AUTHORITY

सं. 4669]
No. 4669]

नई दिल्ली, शुक्रवार, अक्टूबर 14, 2022/आश्विन 22, 1944
NEW DELHI, FRIDAY, OCTOBER 14, 2022/ASVINA 22, 1944

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 13 अक्टूबर, 2022

का.आ. 4879(अ).—केन्द्रीय सरकार, कर्मचारी राज्य बीमा अधिनियम, 1948 (1948 का 34) की धारा 1 की उप-धारा (3) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, 1 नवम्बर, 2022 को, उस तारीख के रूप में नियत करती है, जिस पर उक्त अधिनियम के उपबंध, अर्थात्:—

- (i) अध्याय 4 की धारा 38 से धारा 43 और धारा 45क से धारा 45ज तक;
- (ii) अध्याय 5 की धारा 46 से धारा 73 तक; और
- (iii) अध्याय 6 की धारा 74, धारा 75, धारा 76 की उप-धारा (2) से उप-धारा (4) तक, धारा 80, धारा 82 और धारा 83,

तमिलनाडु राज्य के सेलम जिले के संपूर्ण क्षेत्रों में, उक्त जिले के क्षेत्रों में पहले से अधिसूचित के अतिरिक्त प्रवृत्त होंगे।

[फा.सं. एस-38013/08/2022-एसएस- I]

आलोक चंद्रा, वरिष्ठ श्रम और रोजगार सलाहकार

MINISTRY OF LABOUR AND EMPLOYMENT**NOTIFICATION**

New Delhi, the 13th October, 2022

S.O. 4879(E).—In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 1st day of November, 2022, as the date on which the provisions of the said Act, namely:-

- (i) sections 38 to 43 and sections 45A to 45H of Chapter IV;
- (ii) sections 46 to 73 of Chapter V; and
- (iii) sections 74, 75, sub-sections (2) to (4) of section 76, 80, 82 and 83 of Chapter VI,

shall come force in all the areas of Salem district, in addition to the already notified areas of the said district, in the State of Tamil Nadu.

[F. No. S-38013/08/2022-SS-I]

ALOK CHANDRA, Senior Labour and Employment Adviser