

Gi GROUP INDIA COMPLIANCE NEWSLETTER

JANUARY'24 EDITION



Dear Reader,

We are happy to present the January 2024 edition of our monthly Compliance Newsletter. The newsletter will help you stay updated with the latest regulatory changes, notifications, and amendments.

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

Further, we have also appended the notifications and amendments released in the month of January'24. Some of the important announcements made in this newsletter are, Engagement of Trade Apprentices under the Apprentice Act, 1961 in the State of Haryana, Karnataka Compulsory Gratuity Insurance Rules, 2024, The Manipur Labour Laws (Exemption from Renewal of Registration and License by Establishments) Ordinance, 2023, and more such important news.

Read further to know more!

Best Regards,
Gi Group India

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About Gi Group India

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

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

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

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

MINIMUM WAGES REVISIONS

THE KERALA MINIMUM WAGES NOTIFICATION

The Government of Kerala, Labour and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial Establishment and employment in Computer Software Sector. As per the Notification No. DES/1036/2023-P3(1), the Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of November 2023 ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act. Please refer to the table below for the revised minimum wages and notification appended herewith for more details:

State: Kerala					
Effective Date: 01/11/2023					
Nature of Employment: Shops & Establishment					
Grade	District	Basic General	DA General	Special Allowance	Minimum Wages General
Special	Thiruvananthapuram	9330	4836	200	14366
Grade A	Thiruvananthapuram	9120	4836	200	14156
Grade B	Thiruvananthapuram	8910	4836	200	13946
Grade C	Thiruvananthapuram	8700	4836	200	13736
Grade D	Thiruvananthapuram	8490	4836	200	13526
Grade E	Thiruvananthapuram	8280	4836	200	13316
Special	Ernakulam	9330	4160	200	13690
Grade A	Ernakulam	9120	4160	200	13480
Grade B	Ernakulam	8910	4160	200	13270
Grade C	Ernakulam	8700	4160	200	13060
Grade D	Ernakulam	8490	4160	200	12850
Grade E	Ernakulam	8280	4160	200	12640
Special	Palakkad	9330	4238	200	13768
Grade A	Palakkad	9120	4238	200	13558
Grade B	Palakkad	8910	4238	200	13348
Grade C	Palakkad	8700	4238	200	13138
Grade D	Palakkad	8490	4238	200	12928
Grade E	Palakkad	8280	4238	200	12718
Special	Malappuram	9330	4316	200	13846
Grade A	Malappuram	9120	4316	200	13636
Grade B	Malappuram	8910	4316	200	13426
Grade C	Malappuram	8700	4316	200	13216
Grade D	Malappuram	8490	4316	200	13006
Grade E	Malappuram	8280	4316	200	12796

NOTIFICATIONS/ CIRCULARS/ AMENDMENTS



CIRCULAR ON REMOVAL OF AADHAAR FROM THE LIST OF ACCEPTABLE DOCUMENTS AS A DATE OF BIRTH

The Employees Provident Fund Organisation (EPFO) vide Circular No. WSU/2024/1/UIDAI Matter/4090, has issued a circular on removal of Aadhaar from the list of acceptable documents as a date of birth. Please refer to the circular appended herewith for more details.

SEEDING AND AUTHENTICATION OF AADHAAR OF INSURED PERSON

The Employees State Insurance Corporation (ESIC) vide F. No. I-21013/1/2022-ICT, has issued a circular on seeding and authentication of Aadhaar of Insured Person, ESIC Employees and Pensioners. In order to facilitate ease of seeding and authentication of Aadhaar Numbers of Insured Persons & their family members, following provisions have been developed by the ICT division:

- a) IP Portal
- b) Employer Portal
- c) ESIC Staff
- d) 'AAA' Mobile App

Please refer to the circular appended herewith for more details.

ADHAAR SEEDING OF IPS BENEFICIARIES BY FACE AUTHENTICATION USING 'AAA' MOBILE APP

The Employees State Insurance Corporation (ESIC) vide Circular No. P-14015/3/2022 has launched a Mobile App for Aadhaar seeding. In the said App, Aadhar seeding service is available on ESIC App **AAA+** (Ask an Appointment). The said App can be downloaded from Google Play Store. An IP can log-in to the App with the help of OTP and update their Aadhar details easily on portal. Please refer to the circular as well as user manual enclosed herewith which shows step-wise process for Aadhaar Seeding by using the said App.

KARNATAKA COMPULSORY GRATUITY INSURANCE RULES, 2024

The Government of Karnataka vide No: LD 397 LET 2023 dated 10th January, 2024 has invoked power as conferred in Section 4A(4) of the Payment of Gratuity Act, 1972 and has made Rules in this regard which is being referred as Karnataka Compulsory Gratuity Insurance Rules, 2024. Please refer the copy of the said Rule for more details. Below are some of the salient points of the said Rules:

1. Rule 3(2) - The employer of an establishment which is in existence at the time of commencement of these rules shall obtain valid insurance policy within 60 days from the date of commencement of these rules which is ideally 10th March, 2024.
2. Rule 3(3) - The employer of the establishment who has obtained valid insurance policy shall make all payments by way of premium to the insurance company and renew the same periodically and intimate the same to the Controlling Authority within 15 days from the date of renewal of the policy. The employer shall initiate the process of payment of premium and renewal of policy before the lapse of the policy.

CIRCULAR REGARDING STATE WISE LIST OF NOTIFIED AND NON-NOTIFIED DISTRICTS UNDER ESIC SCHEME

The Employees State Insurance Corporation (ESIC) vide Circular No. N-15015/1/2023-P&D, has issued a circular on State wise list of notified and non-notified districts under ESIC Scheme. Please refer to the circular appended herewith for more details.

CIRCULAR ON REGULATING EPS ENTITLEMENT OF MEMBERS HAVING MULTIPLE ACCOUNT NUMBERS

The Employees Provident Fund Organization (EPFO) vide Circular No. e-597452/4406, has issued circular on regulating EPS entitlement of members having multiple account numbers. Accordingly, whenever as EPF member possesses multiple account numbers for concurrent employment, simultaneously in two or more establishments, the following needs to be followed:

- a) Pension from each establishment has to be worked out at the date of exit on actual basis.
- b) Pension payable from each establishments shall be aggregated provided that aggregate of pensionable salaries at any point of time shall not exceed wage ceiling and as & when it exceeds wage ceiling, the contribution received on such excess salary shall be diverted to the PF account.
- c) The minimum pension criteria will be applied to aggregated pension i.e. only on the total pension amount.

Please refer to the circular appended herewith for more details.

ENGAGEMENT OF TRADE APPRENTICES UNDER THE APPRENTICE ACT, 1961 IN STATE OF HARYANA

The Government of Haryana vide Notification No. 04/2024/1242-95, has announced Engagement of Trade Apprentices under the Apprentice Act, 1961 in Haryana. Please refer to the Notification appended herewith for more details.

NOTIFICATION W.R.T. AMENDMENT ON THE RIGHTS OF PERSONS WITH DISABILITIES (AMENDMENT) RULES, 2023

The Ministry of Social Justice and Empowerment vide Notification No. G.S.R. 07(E), has issued amendment notification on Rights of Persons with Disabilities (Amendment) Rules, 2023 w.e.f. 3rd January 2024. Please refer to the Notification appended herewith for more details.

THE MANIPUR LABOUR LAWS (EXEMPTION FROM RENEWAL OF REGISTRATION AND LICENSE BY ESTABLISHMENTS) ORDINANCE, 2023

The Government of Manipur vide No.2/38/2020-Leg/L, has issued the Manipur Labour Laws (Exemption from Renewal of Registration and License by Establishments) Ordinance, 2023 w.e.f 29th December 2023. Please refer to the Ordinance copy appended herewith for more details.

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Department of Economics & Statistics

No.DES/1036/2023-P3(1)

Thiruvananthapuram ,18/06/2023

Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of April 2023

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

Sno	Centre	Linking Factor *	Index Numbers for		Estimated Indices for	
			Base : 2011-12 =100		Base : 1998-99 =100	
			March 2023	April 2023	March 2023	April 2023
1	Thiruvananthapuram	2.11	194	194	409	409
2	Kollam	2.09	188	189	393	395
3	Punalur	2.10	191	191	401	401
4	Pathanamthitta	2.03	202	204	410	414
5	Alappuzha	2.05	194	195	398	400
6	Kottayam	2.08	198	200	412	416
7	Mundakayam	2.17	191	192	414	417
8	Idukki	1.97	190	192	374	378
9	Ernakulam	2.03	191	192	388	390
10	Chalakkuddy	2.00	208	210	416	420
11	Thrissur	1.87	200	203	374	380
12	Palakkad	2.09	186	188	389	393
13	Malappuram	2.00	191	192	382	384
14	Kozhikode	2.02	199	201	402	406
15	Wayanad	1.93	192	195	371	376
16	Kannur	2.02	199	201	402	406
17	Kasargod	2.05	202	203	414	416

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

The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of April 2023 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act.

Department of Economics & Statistics
Thiruvananthapuram , Dated 18/06/2023

Sd/-
Sreekumar. B
Director (Full Additional Charge)

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GOVERNMENT OF KERALA
Labour and Skills (E) Department
NOTIFICATION

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

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

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

SCHEDULE 1

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

Grade 'A'

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

9120.00

3. Grade 'B'

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

8910.00

Grade 'C'

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

8700.00

5. **Grade 'D'**

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

8490.00

6. **Grade 'E'**

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

8280

Category 'B'

CHITTIES AND KURIES

1. **Special Grade Manager**

9330.00

2. **Grade 'A'**

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

9120.00

Grade 'B'

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

8910.00

4. *Grade 'C'*

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

8700.00

Category 'C'

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

1. *Special Grade
Manager*

9330.00

2. *Grade 'A'*

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

9120.00

Grade 'B'

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

Grade 'C'

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

8700.00

5. Grade 'D'

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

8490.00

Grade 'E'

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

8280.00

Category 'D'

HOTEL, CANTEEN, RESTAURANT

Grades and Categories

Monthly wages
(₹)

(1)

(2)

1. **Special Grade**

Manager

8230.00

2. **Grade 'A'**

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

8040.00

3. **Grade 'B'**

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

7850.00

Grade 'C'

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

7660.00

5. *Grade 'D'*

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

7470.00

Category 'E'

DAILY RATED WORKERS

Grades and Categories

Daily wage

(₹)

(1)

(2)

1. *Grade 'A'*

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

325.00

Grade 'B'

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

315.00

3. Grade 'C'

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

305.00

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

4. *Grade 'D'*

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

5. *Grade 'E'*

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

Category 'F'
PIECE RATES

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

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

SCHEDULE II

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

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

(B) CATERING SERVICES

(1) Monthly rated workers

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

(II) Daily rated workers

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

(C) HOUSE BOAT SERVICE

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

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

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

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

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

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

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

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

III. General Conditions

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

By order of the Governor

 Tom Jose,

Additional Chief Secretary to Government.

Explanatory Note

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

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

The notification is intended to achieve the above object.

കേരള സർക്കാർ
തൊഴിലും നൈപുണ്യവും (ഇ) വകുപ്പ്.
വിജ്ഞാപനം

സ.ഉ.(അച്ചടി) നം.196/2016/തൊഴിൽ

തിരുവനന്തപുരം, 2016 ഡിസംബർ, 21.
1192 ധനു 6

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

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

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

വിഭാഗം എ

1. സ്പെഷ്യൽ ഗ്രേഡ്
മാനേജർ

9330.00

2. ഗ്രേഡ് 'എ'

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

9120.00

3. ഗ്രേഡ് 'ബി'

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

8910.00

- (15) മെക്കാനിക്കൽ റിപ്പയർമാർ
- (16) ബാർ
- (17) കട്ടിംഗ് (ബോർഡ്) റിപ്പയർ
- (18) റിപ്പയർ
- (19) റിപ്പയർ (ബോർഡ്) സ്പ്രിന്റിംഗ് ബ്രോൺ സ്പ്രിന്റിംഗ് ഉൾപ്പെടെ)
- (20) റിപ്പയർ സ്പ്രിന്റിംഗ്

- (21) കമ്മ്യൂണിക്കേഷൻ ടെലിഫോൺ (കടകളിൽ)
- (22) ടെലിഫോൺ മെക്കാനിക്
- (23) ടെലിഫോൺ (പബ്ലിക് ഹൗസുകളിലെയും വെയർ ഹൗസുകളിലെയും ഗോഡൗണുകളിലെയും സ്റ്റോർ റൂമുകളിലെയും ഹിൽപ്രോഡ്യൂസ് ലർച്ചന്റ്സ് ഷോപ്പുകളിലെയും, ഡ്രൈയിംഗ്, സ്റ്റോറിംഗ്, വാഷിംഗ്, ക്ലോറിംഗ്, പാക്കിംഗ്, ലോഡിംഗ് ആന്റ് അൺലോഡിംഗ് ജോലികളിൽ ഏർപ്പെട്ടിരിക്കുന്നവർ)

8910.00

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

4. ഗ്രേഡ് 'സി'

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

8700.00

5. ഗ്രേഡ് 'ഡി'

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

8490.00

6. ഗ്രേഡ് 'ഇ'

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

} 8280.00

വിഭാഗം ബി
ചിട്ടികളും കുറികളും

1. സ്പെഷ്യൽ ഗ്രേഡ്
മാനേജർ

9330.00

2. ഗ്രേഡ് 'എ'

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

} 9120.00

~~3. ഗ്രേഡ് 'ബി'~~ 3. ഗ്രേഡ് 'ബി'

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

} 8910.00

4. ഗ്രേഡ് 'സി'

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

} 8700.00

വിഭാഗം സി

അടിസ്ഥാനപണികൾ, ലോഡ്ജുകൾ എന്നിവ

9330.00

2. ഹോട്ടൽ

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

9120.00

3. ഗ്രേഡ് ബി

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

8910.00

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

8910.00

4. ഗ്രേഡ്സി

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

8700.00

5. ഗ്രേഡ് 'ഡി'

- | | | |
|---|---|---------|
| (1) നമ്പറിംഗ് മാൻ (ലാൻഡറിംഗ് ആന്റ് ഡ്രൈക്ലിനേഴ്സ്, ബുക്ക് ബൈന്റിംഗ് മോപ്പ്) | } | 8490.00 |
| (2) ഫിറ്റിംഗ് ആന്റ് പാക്കിംഗ് യാർ (പെർഫ്യൂമറി വർക്ക്) | | |
| (3) ഫൈൽപ്പർ (സൈക്കിൾ ഡീവലപ്പ്, സൈക്കിൾ ഫിറ്റിംഗ്, സൈക്കിൾ റിപ്പയറിംഗ് ആന്റ് ഹയറിംഗ് കടകൾ) | | |
| (4) ഗാർഡൻ (ലോഡ്ജുകൾ) | | |
| (5) വാച്ച്മാൻ (ലോഡ്ജുകൾ) | | |
| (6) ക്ലീനർ (ലോഡ്ജുകൾ) | | |
| (7) ഡോബി (ലോഡ്ജുകൾ) | | |
| (8) സ്കാവഞ്ചർ (ലോഡ്ജുകൾ) | | |

6. ഗ്രേഡ് 'ഇ'

- | | | |
|------------------------------|---|---------|
| (1) ക്ലീനർ | } | 8280.00 |
| (2) ഓഫീസ് അറ്റൻഡർ | | |
| (3) സ്റ്റുഡിയോ അറ്റൻഡർ | | |
| (4) മെസഞ്ചർ | | |
| (5) സ്റ്റീമർ വാച്ച്മാൻ | | |
| (6) സ്റ്റീമർ ഗോഡൗൺ വാച്ച്മാൻ | | |
| (7) സ്റ്റുഡിപ്പർ | | |

വിഭാഗം ഡി
ഹോട്ടൽ, കാന്റീൻ, റസ്റ്റോറന്റ്

- | | |
|------------------------------|---------|
| 1. സ്പെഷ്യൽ ഗ്രേഡ്
മാനേജർ | 8230.00 |
|------------------------------|---------|

2. ഗ്രേഡ് 'എ'

- | | | |
|---------------------------------------|---|---------|
| (1) അസിസ്റ്റന്റ് മാനേജർ | } | 8040.00 |
| (2) അക്കൗണ്ടന്റ് | | |
| (3) കാഷ്യർ | | |
| (4) റിസപ്ഷനിസ്റ്റ്/ടെലിഫോൺ ഓപ്പറേറ്റർ | | |
| (5) സ്റ്റുവേർഡ് | | |
| (6) സ്പെഷ്യലൈസ്ഡ് കക്ക്/ഹെഡ് കക്ക് | | |
| (7) ബഡ്ലർ | | |
| (8) സീറ്റ് മേക്കർ | | |
| (9) ടീ മേക്കർ | | |
| (10) ഗ്രെൻഡർ | | |
| (11) കിച്ചൻ സൂപ്പർവൈസർ | | |
| (12) റൂം സൂപ്പർവൈസർ | | |

3. ഗ്രേഡ് 'ബി'

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

7850.00

4. ഗ്രേഡ് 'സി'

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

7660.00

5. ഗ്രേഡ് 'ഡി'

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

7470.00

വിഭാഗം 'ഇ'

ദിവസ നിരക്കിലെ തൊഴിലാളികൾ

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

3. ഗ്രേഡ്സി

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

305.00

4. ഗ്രേഡ് 'ഡി'

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

5. ഗ്രേഡ് 'ഇ'

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

വിഭാഗം എഫ്
പീസ് റേറ്റുകൾ

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

3. ലെതർ ആന്റ് ഗുഡ്സ് ഷോപ്പ്

(1) ചി ത്വീഡ്സ് ചപ്പൽ മേക്കർ	14.00
(2) ചപ്പൽ മേക്കർ (ഓർഡിനറി പാറ്റേൺ)	32.00
(3) സ്പെഷ്യൽ പാറ്റേൺ ചപ്പൽ മേക്കർ (ഡിസൈൻഡ്/ലേഡീസ് ക്ഷേത്രം/ഹൈഫിൻഡ് പാറ്റേൺസ്)	51.00
(4) സ്റ്റിപ്പ് ഓൺ ഷൂസും ഫോഫ് ഷൂസും	188.00

4. സ്യൂട്ട് കേയ്സ് (ലെതർ)

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

5. ഗണ്ണി ബാഗ്സ്

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

6. ഓയിൽ മർച്ചന്റ്സ് ഷോപ്പ്

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

7. കടകളിലും വാണിജ്യസ്ഥാപനങ്ങളിലും സ്ഥിരമായി നിയമിച്ചിട്ടുള്ള കയറ്റിറക്ക് തൊഴിലാളികൾ

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

പട്ടിക - II

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

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

- (3) സൂപ്പർവൈസർ
- (4) മാർക്കറ്റിംഗ് എക്സിക്യൂട്ടീവ്

3. ഗ്രേഡ് 'ബി'

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

8910.00

4. ഗ്രേഡ് 'സി'

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

8700.00

5. ഗ്രേഡ് 'ഡി'

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

8490.00

6. ഗ്രേഡ് 'ഇ'

- (1) സ്വിപ്പർ
- (2) ക്ലീനർ

8280.00

ബി. കേറ്ററിംഗ് സർവ്വീസുകൾ

1. പ്രതിമാസ നിരക്കിലുള്ള തൊഴിലാളികൾ

1. സ്പെഷ്യൽ ഗ്രേഡ്

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

9330.00

2. ഗ്രേഡ് 'എ'

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

9120.00

3. ഗ്രേഡ് 'ബി'

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

}

8910.00

4. ഗ്രേഡ് 'സി'

- (1) ഹെൽപ്പർ

8700.00

5. ഗ്രേഡ് 'ഡി'

- (1) സിപ്പർ
- (2) ക്ലീനർ

}

8490.00

II ദിവസ നിരക്കിലുള്ള തൊഴിലാളികൾ

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

സി. ഹൗസ് ബോട്ട് സർവ്വീസ്

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

1. സ്പെഷ്യൽ ഗ്രേഡ്
മാനേജർ

9330.00

2. ഗ്രേഡ് 'എ'

മാർക്കറ്റിംഗ് എക്സിക്യൂട്ടീവ്

9120.00

3. ഗ്രേഡ് 'ബി'

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

}

8910.00

4. ഗ്രേഡ് 'സി'

(1) ലാസൂർ

(2) കട്

} 8700.00

5. ഗ്രേഡ് 'ഡി'

ഓഫീസ് അസിസ്റ്റന്റ്

8490.00

6. ഗ്രേഡ് 'ഇ'

ഹെൽപ്പർ

8280.00

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

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

(1) പ്രതിമാസ നിരക്കിലുള്ള തൊഴിലാളികൾക്ക്

240 പോയിന്റിനുമേൽ വർദ്ധിക്കുന്ന ഓരോ പോയിന്റിനും 26 രൂപ നിരക്കിൽ

(2) ദിവസ നിരക്കിലുള്ള തൊഴിലാളികൾക്ക്

240 പോയിന്റിനുമേൽ വർദ്ധിക്കുന്ന ഓരോ പോയിന്റിനും 1 രൂപ നിരക്കിൽ

(3) പീസ് റേറ്റിലുള്ള തൊഴിലാളികൾക്ക്

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

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

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

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

സേവനകാലത്തിന്

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

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

III. പൊതു വ്യവസ്ഥകൾ

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

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

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

ഗവർണ്ണറുടെ ഉത്തരവിൻപ്രകാരം,

ടോം ജോസ്,

ഗവൺമെന്റ് അഡീഷണൽ ചീഫ് സെക്രട്ടറി.



Department of Economics & Statistics

No.DES/1036/2023-P3(1)

Thiruvananthapuram ,16/01/2024

Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of November 2023

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

Sno	Centre	Linking Factor *	Index Numbers for		Estimated Indices for	
			Base : 2011-12 =100		Base : 1998-99 =100	
			October 2023	November 2023	October 2023	November 2023
1	Thiruvananthapuram	2.11	198	199	418	420
2	Kollam	2.09	194	194	405	405
3	Punalur	2.10	193	193	405	405
4	Pathanamthitta	2.03	208	207	422	420
5	Alappuzha	2.05	197	196	404	402
6	Kottayam	2.08	205	205	426	426
7	Mundakayam	2.17	197	197	427	427
8	Idukki	1.97	199	199	392	392
9	Ernakulam	2.03	196	196	398	398
10	Chalakkuddy	2.00	214	215	428	430
11	Thrissur	1.87	206	207	385	387
12	Palakkad	2.09	192	193	401	403
13	Malappuram	2.00	195	194	390	388
14	Kozhikode	2.02	203	204	410	412
15	Wayanad	1.93	196	197	378	380
16	Kannur	2.02	205	206	414	416
17	Kasargod	2.05	209	210	428	431

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

The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of November 2023 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act.

Department of Economics & Statistics
Thiruvananthapuram , Dated 16/01/2024

Sd/-
Sreekumar. B
Director

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



कर्मचारी भविष्य निधि संगठन
EMPLOYEES' PROVIDENT FUND ORGANISATION
श्रम एवं रोजगार मंत्रालय, भारत सरकार
MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA
मुख्य कार्यालय/Head Office
भविष्य निधि भवन, 14, भीकानजी कामा प्लेस, नई दिल्ली-110066
Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi-110066
Website: www.epfindia.gov.in, www.epfindia.nic.in

No: WSU/2024/1/UIDAI Matter/4090

Date: 16.01.2024

To

All ACC (Zones)
All RPFC (Regional offices) and
Office in charge of ROs

Sub: Removal of Aadhaar from the list of acceptable documents as a Date of Birth Proof-reg
Ref: SOP on Joint Declaration issued vide circular no- WSU/2022/Rationalisation of work areas/Joint Declaration (E-54018)/3638 dated 22/08/2023

Madam/Sir,

Please refer to subject cited above,

2. In this connection, a letter has been received from UIDAI (copy attached), wherein it has been stated that use of Aadhaar, as a proof of DoB needs to be deleted from the list of acceptable documents.
3. Accordingly, the Aadhaar is being removed from the list of acceptable documents for correction in date of birth as mentioned in Table-B of Annexure -1 of the JD SOP under reference.

(This issues with the approval of CPFC)

Copy to:

1. FA and CAO, CVO, Director PDNASS for information please
2. All ACC(HQs) Head office and All ACCs and RPFCs(Head office) for information please.
3. ISD necessary modifications in application software.

(Sushant Kandwal)
RPFC-I (WSU)

16/1/24

F. No. HQ-13065/1/2022-AUTH-II HQ/8075
Unique Identification Authority of India
(Authentication and Verification Division)

UIDAI Headquarter
Bangla Sahib Road, Behind Kali Mandir
Gole Market, New Delhi – 110 001
Dated 22.12.2023

Circular No. 08 of 2023

Subject: Accepting Aadhaar as a proof of Date of Birth (DoB) — regarding.

It has been observed that AUAs/KUAs are considering and accepting Aadhaar card / e-Aadhaar as one of the acceptable documents for proof of Date of Birth (DoB).

2. In this regard, it is pertinent to mention that, Aadhaar is a unique 12 digit ID issued to a resident after he/she undergoes the enrolment process by submitting his/her demographic and biometric information. Once a resident is assigned an Aadhaar number, it can be used to authenticate the resident through various modes as prescribed under Aadhaar Act, 2016 and Regulations framed there under.

3. At the time of enrolment/update, UIDAI records DoB as claimed by the resident, on the basis of the documents submitted by them, as specified under the list of supporting documents for Aadhaar enrolment, provided on the UIDAI website (https://uidai.gov.in/images/commdoc/26_JAN_2023_Aadhaar_List_of_documents_English.pdf). Further, it is to be noted that Regulations 10(4) and 19A of the Aadhaar (Enrolment and Update) Regulations, 2016, mention that verification of the enrolment and update data shall be performed as provided in Schedule III.

4. In this regard, attention is drawn towards Office Memorandum dated 20.12.2018 issued by MeitY through UIDAI, wherein it has been stated that *"An Aadhaar number can be used for establishing identity of an individual subject to authentication and thereby, per se its not a proof of date of birth"* (copy enclosed).

5. This aspect of the Aadhaar Act, 2016 has been reiterated/highlighted/stressed upon by different High Courts in recent judgments. The most recent one is given by the Hon'ble High Court of Bombay, in the case of *State of Maharashtra V/s Unique Identification Authority of India And Ors.* dated 28.07.2023 (copy enclosed).

6. In view of the above, it is required that use of Aadhaar, as a proof of DoB needs to be deleted from the list of acceptable documents.

7. This issues with the approval of the Competent Authority.

Encl.: As above.


(Sanjeev Yadav)
Director

Tel: 011-23478609

Email: dir1.auth-hq@uidai.net.in

To:

All AUAs/KUAs

Copy to,

All UIDAI Regional Offices (ROs)

	<p>कर्मचारी राज्य बीमा निगम (ब्रह्म एवं रोजगार मंत्रालय, भारत सरकार) EMPLOYEES' STATE INSURANCE CORPORATION (Ministry of Labour & Employment, Govt. of India)</p>		<p>मुख्यालय/Headquarters पंचदीप भवन, सी.आई.जी. मार्ग, नई दिल्ली-110002 PANCHDEEP BHAWAN, C.I.G. MARG, NEW DELHI-110002 Website: www.esic.gov.in</p>
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F.No.I-21013/1/2022-ICT

Dated:08/01/2024

To,

The RDs/JDs/DDs(I/Cs)/Medical Superintendents/Deans
All Regional/Sub Regional Office/ESIC Hospitals/Medical Colleges
Employees' State Insurance Corporation

Sir/Madam,

Please refer to this office letter of even No. dated 17-04-2023 and other letters of Benefit Division regarding provision for seeding and authentication of Aadhaar of Insured Persons, ESIC employees and Pensioners. In order to facilitate ease of seeding and authentication of Aadhaar Numbers of Insured Persons & their family members, following provisions have been developed by the ICT division: -

1. IP Portal- Insured Person can seed the Aadhaar of self and their family members by logging into IP Portal. Aadhaar can be seeded through link "Aadhaar Seeding for IP and dependents" by providing OTP received from UIDAI.
2. Employer Portal: - Employers can generate a new Insurance Number by authenticating the Aadhaar number of an employee through OTP or biometrics. Employers can also seed the Aadhaar number of existing Insured Persons and their family members on their behalf.
3. ESIC Staff: - Branch Offices/DCBOs serve as facilities for Insured Persons to seed the Aadhaar numbers of themselves and their family members.
4. "AAA" Mobile app: - Facility has been provided in "AAA" mobile app. wherein IP can seed the Aadhaar Number of self and their family members either through OTP or face authentication. Face authentication will reduce the dependency on OTP based and biometric based Aadhaar authentication.

Additionally, in addition to the options mentioned above, Insured Persons and their family members have the option to visit designated Kiosks set up in ESIC hospitals for the seeding of Aadhaar.

It is also suggested that a dedicated full-fledged team must be formed by all ROs /SROs and a system should be there for daily monitoring of the work done by all the Branch Managers, all such field officials who have been deputed on such Aadhaar Seeding relating duties and of all the members of the dedicated team. The best performers must be appreciated and the worst performers should be pulled up to do the work properly. Similar type of action should also be taken up by the ESIC Hospitals.

All R.Os/SROs are advised to widely publicize and create awareness about the various modes of Aadhaar authentication mentioned above to achieve the target within the stipulated timeframe.

Yours sincerely,

A handwritten signature in blue ink, appearing to be 'Ratnesh Kumar Gautam', with the date '8.01.24' written below it.

(Ratnesh Kumar Gautam)
Insurance Commissioner (ICT)

Copy to:

1. PPS to DG
2. IC (Revenue & Benefit)
3. MC (MS)
4. IC (P&A) & MC (MA)



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



मुख्यालय
Headquarters
पंचदीप भवन सी०आई०जी रोड, नई दिल्ली-110002
PANCHDEEP BHAWAN, C.I.G. MARG, NEW DELHI-110 002
Phone: 011-23804700 Email: dr-gen@esic.nic.in
Website: www.esic.nic.in / www.esic.in

संख्या - पी-14015/3/2022-हित-II-पार्ट(1)

दिनांक -10.01.2024

सेवा में,

क्षेत्रीय निदेशक/उप क्षेत्रीय निदेशक (प्रभारी)
क्षेत्रीय कार्यालय/उप क्षेत्रीय कार्यालय
कर्मचारी राज्य बीमा निगम

अधिष्ठाता (Dean)/चिकित्सा अधीक्षक (MS)
कर्मचारी राज्य बीमा निगम कॉलेज/अस्पताल
कर्मचारी राज्य बीमा निगम

विषय - Forwarding of User manual for Aadhaar seeding for face authentication using AAA+ Mobile App and other developments - reg.

Sir/Madam,

Please refer to this office letters of even No. dated 20/06/2023, 17/07/2023, 20/07/2023 and 04.10.2023 wherein process of Aadhar seeding through OTP Based Authentication & Biometric Authentication were circulated in detail for information and necessary action by all the field offices.

In this regard, it is informed that ICT Branch (HQ) has recently made the following provisions/changes in application in order to speed up Aadhar Seeding:

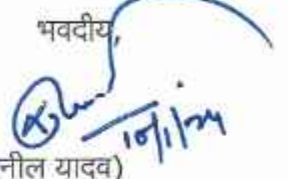
1. AAA+ mobile app has been facilitated with a new feature for Aadhaar seeding and ABHA generation using face-authentication for the IP log-in. Using this facility, IP shall be able to seed Aadhaar for self and family using face-authentication. This facility is available to the user after the latest update which is already live on Google Play Store. The User Manual for the same is attached herewith for information and necessary action.
2. Proof of Concept (POC) of Biometric Authentication Device ATS300 (M/s Access Computertech Pvt. Ltd.) has been successfully conducted by ICT Branch and has been implemented in employer and ESIC Staff portal for Aadhar Seeding. It may also be used in addition to earlier approved devices for biometric authentication and seeding of aadhaar details of IPs and their family members.
3. Further, provision has been deployed in Branch Office login for "Aadhaar Seeding and ABHA Generation" of PDB/DB Beneficiary.

It may be noted that the above feature is in addition to existing OTP Based Authentication & Biometric Authentication and all three processes for Aadhar seeding

shall continue until further orders.

Therefore, all the field offices are requested to give wide publicity of this new feature in their jurisdiction to expedite the Aadhar Seeding of IPs and their family members and achieve the daily target fixed for their respective ROs/SROs.

This issues with the approval of competent authority.

भवदीय,

(सुनील यादव)
उप निदेशक (हित. II)

AAA+ Mobile Application

**Facilitation of Aadhaar Seeding and ABHA No. Generation
(IP and their Dependents)**




Overview

- The Purpose of seeding the Aadhaar, it has been identified as a potent tool to facilitate various services based on biometric authentication of the person/citizen having Aadhaar number from UIDAI data base.
- Currently, Aadhaar seeding facility is available only in Insured Person login.
- The purpose/benefits of seeding the Aadhaar number and display the Aadhaar Status in ESIC Panchdeep Application are mentioned as below-
 - To prevent the fraudulent activities in financial transactions.
 - Aadhaar Status can be used to merge the contribution of duplicate Insured person.
 - Aadhaar Status can be used to perform the e-KYC; post e-KYC system will have the UIDAI verified demographic details of the beneficiaries.
 - Aadhaar Status can be used to authenticate the beneficiaries at the time-of-service delivery.



Ask An Appointment - Home page



Ask An Appointment


Book an Online Appointment for
**Out Patient Services in
ESI Health Centers**

'Dhanwantri' - Your e-Health Portal

ESI's Digital India Initiative



Ask An Appointment - Login

← E-Health Portal 

Choose appropriate sign-in option:

- Insured Person
- ESIC Employee
- ESIC Pensioner
- English
- Hindi
- Regional Languages

Click on "Insured Person"



Ask An Appointment – (Enter IP Number)

← E-Health Portal

AAA

Enter IP Number

111 |

Enter valid IP number

Get OTP

Click on Get OTP



Ask An Appointment – (Enter OTP)

The image shows a mobile application interface for OTP verification. At the top, a status bar indicates 'BH-ESIHS 6118 is the One Time password (OT...' with a dropdown arrow and a '1AA' icon. Below this, a blue box contains the text 'Waiting for OTP ...' and a timer '02:53 m:s'. Underneath is a text input field labeled 'Enter OTP'. To the right of the input field is a 'Resend OTP' link. Below the input field is a blue box labeled 'OTP Generated (1/3)', which is pointed to by a blue callout box labeled 'OTP Count'. At the bottom of the screen is an orange 'Sign In' button.

Note :

- After generating 3 consecutive OTPs, new OTPs can only be generated after an Interval of 3 hours.
- Resend button will be enabled after 3 minutes.



Ask An Appointment – (Enter OTP)

The screenshot shows the 'E-Health Portal' app interface. At the top, there's an orange header with the text 'E-Health Portal' and a small 'AAA' logo. Below the header, the text 'Waiting for OTP ...' is displayed on the left, and '02:47 m:s' is on the right. A blue callout bubble labeled 'Enter OTP' points to the input field containing the number '8972'. Below the input field, there are two links: 'Resend OTP' and 'OTP Generated (1/3)'. At the bottom, there is an orange 'Sign In' button. A blue callout bubble labeled 'Click on Sign In' points to this button.

E-Health Portal

Waiting for OTP ... 02:47 m:s

8972

[Resend OTP](#)

OTP Generated (1/3)

Sign In

Ask An Appointment





Aadhaar Seeding process by IP

Click on "Self/Family Aadhaar Seeding"

GULSHANUBER
IP Number : 1116339823
UHID : DUMM.0000014627

AAA*

ory

Help

Appointments

Self/Family Aadhaar Seeding

E-Health Records

Home Sample Collection

My Health Centers

Change Language

IP Portal

Contact Us

Download UMANG-Chinta Se Mukti App

Log Out



Aadhaar Seeding for IP or their dependents

Self/Family
Aadhaar Seeding

AAA

←

KRISHNA

Relationship : Self

UHID : Not available.

DOB : 08-Sep-2004

Gender : M

Father/Husband Name : Prem Pal

Aadhaar Status : **Seed Aadhaar**

ABHA Number : NA

ABHA Address : NA

PREM PAL

Relationship : Dependant father

UHID : Not available.

DOB : 01-Jan-1978

Gender : M

Aadhaar Status : **Seed Aadhaar**

ABHA Number : NA

ABHA Address : NA

GUDIYA

Relationship : Dependant mother

UHID : Not available.

DOB : 01-Jan-1981

Gender : F

Aadhaar Status : **Seed Aadhaar**

ABHA Number : NA

ABHA Address : NA

Click on "Seed Aadhaar"
for IP or their dependents



Enter Aadhaar No.

The screenshot shows the 'Update Aadhaar' app interface. At the top, there is an orange header bar with a back arrow, the text 'Update Aadhaar', and icons for 'AAA' and a home button. Below the header, the user's details are displayed: Name: ShamsheAlam, DOB: 04-Apr-1995, and Gender: M. The main section is titled 'Enter Aadhaar Number' and contains a text input field with the number '86'. To the right of the input field is an eye icon. Below the input field is a checkbox labeled 'View terms and conditions, I agree to the terms and conditions and willing to share Aadhaar'. Underneath this is the 'Authentication Through' section with two radio buttons: 'OTP' and 'Face'. A note below the radio buttons states: 'For Face Authentication process, AadhaarFaceId App must be installed in the mobile. To Download [Click Here](#)'. At the bottom of the form is an orange 'PROCEED' button. Several blue callout boxes provide instructions: 'Enter Aadhaar No.' points to the input field; 'Auto check is automatically done on receiving the correct Aadhaar No.' points to the input field; 'Click on this icon to view Aadhaar no.' points to the eye icon; 'User can view terms and conditions' points to the checkbox; and 'Note : User can proceed for the authentication process by clicking on "OTP" Or "Face"' points to the radio buttons.

Update Aadhaar

Name: : ShamsheAlam
DOB : 04-Apr-1995
Gender : M

Enter Aadhaar Number

86

☒ [View terms and conditions](#), I agree to the terms and conditions and willing to share Aadhaar

Authentication Through

☐ OTP ☒ Face

For Face Authentication process, AadhaarFaceId App must be installed in the mobile. To Download [Click Here](#)

PROCEED

Enter Aadhaar No.

Auto check is automatically done on receiving the correct Aadhaar No.



Click on this icon to view Aadhaar no.

User can view terms and conditions

Note : User can proceed for the authentication process by clicking on "OTP" Or "Face"




Through OTP Authentication

← **Update Aadhaar**  

Name: : Mohd Taufik
DOB : 12-Feb-1997
Father/Husband Name : Rahamat Ali
Gender : M

Enter Aadhaar Number

..... 

☒ [View terms and conditions](#). I agree to the terms and conditions and willing to share Aadhaar

Authentication Through

☒ OTP ☐ Face

For Face Authentication process, AadhaarFaceApp App must be installed on the mobile. To Download [Click Here](#)

PROCEED

Select the OTP
Authentication radio button

Click on "Proceed"



Through OTP Authentication

The screenshot shows the 'Update Aadhaar' app interface. At the top, there is a back arrow, the title 'Update Aadhaar', and icons for 'AAA' and a home button. Below this, user details are listed: Name: Mohd Taufik, DOB: 12-Feb-1997, Father/Husband Name: Rahamat Ali, and Gender: M. A section titled 'Enter Aadhaar Number' has a masked input field with a refresh icon. Below that is a checkbox for 'View terms and conditions' with a link to 'I agree to the terms and conditions and willing to share Aadhaar'. The 'Authentication Through' section has two options: 'OTP' (selected) and 'Face'. A note states: 'For Face Authentication process, AadhaarFaceId App must be installed in the mobile. To Download [Click Here](#)'. A 'PROCEED' button is present. Below the button, a message says 'The OTP has been sent to the mobile No. *****3729'. The 'Enter OTP' section has an input field containing '525174'. At the bottom is a 'VALIDATE' button. Two blue callout boxes point to the input field and the button: 'Enter OTP' points to the input field, and 'Click on "Validate"' points to the button.

← Update Aadhaar AAA

Name: : Mohd Taufik
DOB: : 12-Feb-1997
Father/Husband Name: : Rahamat Ali
Gender: : M

Enter Aadhaar Number

.....

☒ [View terms and conditions](#). I agree to the terms and conditions and willing to share Aadhaar

Authentication Through

☒ OTP ☐ Face

For Face Authentication process, AadhaarFaceId App must be installed in the mobile. To Download [Click Here](#)

PROCEED

The OTP has been sent to the mobile No. *****3729

Enter OTP

525174

VALIDATE

Enter OTP

Click on "Validate"



Aadhaar details Validated successfully

Update Aadhaar

Name : KISHOR
DOB : 08-Sep-2004
Father/Husband Name : Prem Raj
Gender : M

Enter Aadhaar Number

9397

[View terms and conditions](#), I agree to the terms and conditions and willing to share my data

Aadhaar details validated successfully !!!

ABHA Declaration

I am voluntarily sharing my Aadhaar Number / Virtual ID issued by the Unique Identification Authority of India (UIDAI), and my demographic information for the purpose of creating an Ayushman Bharat Health Account Number (ABHA number) and Ayushman Bharat Health Account address (ABHA Address). I authorize NHA to use my Aadhaar number / Virtual ID for performing Aadhaar based authentication with UIDAI as per the provisions of the Aadhaar (Targeted Delivery of Financial and other Subsidies, Benefits and Services) Act, 2016 for the aforesaid purpose. I understand that UIDAI will share my e-KYC details, or response of "Yes" with NHA upon successful authentication.

☒

Proceed

VALIDATE

Aadhaar details validated successfully, acceptance of ABHA declaration is mandatory to Proceed

Click on "Proceed"



Aadhaar Seeded & ABHA Details generated successfully !!

Update Aadhaar

Name: KRISHNA
DOB: 08-Sep-2004
Father/Husband Name: Pravin Pawar
Gender: M

Enter Aadhaar Number

939

☐ View terms and conditions. I agree to the terms and conditions and willing to share Aadhaar

GET OTP

The OTP has been sent to your registered mobile number. Enter the OTP to verify your identity.

Enter OTP: 22267

VALIDATE

Aadhaar Seeded and ABHA Details
Generated Successfully

Aadhaar Seeded and ABHA Details Generated Successfully !!

OK



Aadhaar Seeded & ABHA Details are updated

Self/Family Aadhaar Seeding

← AAA 🏠

KRISHNA

Relationship : Self

UHID : Not available

DOB : 08-Sep-2004

Gender : M

Father/Husband Name : Prem Pal

Aadhaar Status : **Verified**

ABHA Number : 91-5580-5335-1611

ABHA Address : 91560-5351611@abdm

PREM PAL

Relationship : Dependant father

UHID : Not available

DOB : 01-Jan-1978

Gender : M

Aadhaar Status : **Seed Aadhaar**

ABHA Number : NA

ABHA Address : NA

GUDIYA

Relationship : Dependant mother

UHID : Not available

DOB : 01-Jan-1981

Gender : F

Aadhaar Status : **Seed Aadhaar**

ABHA Number : NA

ABHA Address : NA

Details are updated
Successfully

Note : On successful Aadhaar seeding, Aadhaar Status will be reflected as "Verified".



Through Face Authentication

The screenshot shows the 'Update Aadhaar' app interface. At the top, there is an orange header bar with a back arrow, the text 'Update Aadhaar', and icons for 'AAA+' and a home button. Below the header, the user's details are displayed: Name: ShamsheAlam, DOB: 04-Apr-1995, and Gender: M. A section titled 'Enter Aadhaar Number' contains a text input field with '86' and a toggle icon. Below this, there is a checkbox labeled 'View terms and conditions, I agree to the terms and conditions and willing to share Aadhaar'. The 'Authentication Through' section has two radio buttons: 'OTP' and 'Face', with 'Face' being selected. A note below the radio buttons states: 'For Face Authentication process, AadhaarFaceRd App must be installed in the mobile. To Download [Click Here](#)'. At the bottom of the form is an orange 'PROCEED' button.

Select the Face Authentication radio button

User can also download AadhaarFaceRd App by clicking here.


Click on "Proceed"

Note : For Face authentication process, Aadhaar Face Rd App must be installed in the mobile .




For Authentication through "Face" : Guide Face Authentication

Capturing face




Guide Face Authentication

Keep lighting even and proper



Maintain appropriate distance from device camera



☐ I am aware of this. Do not show me again.

Proceed

Cancel

Click on Proceed



Guide Face Authentication: Detecting face



Version 1.0 Last Revised On : 02-01-2024



Image Capture processing



Version 1.0 Last Revised On : 02-01-2024



Aadhaar details Validated successfully

Update Aadhaar

Name: K RISHA K
DOB: 06-Sep-2004
Father/Husband Name: Pratik Raj
Gender: M

Enter Aadhaar Number

939

☒ Yes, I agree to the terms and conditions and willing to share my Aadhaar details.

Aadhaar details validated successfully !!!

ABHA Declaration

I am voluntarily sharing my Aadhaar Number / Virtual ID issued by the Unique Identification Authority of India (UIDAI), and my demographic information for the purpose of creating an Ayushman Bharat Health Account number (ABHA number) and Ayushman Bharat Health Account address (ABHA Address). I authorize NHAI to use my Aadhaar number / Virtual ID for performing Aadhaar-based authentication with UIDAI as per the provisions of the Aadhaar (Targeted Delivery of Financial and other Subsidies, Benefits and Services) Act, 2016 for the aforesaid purpose. I understand that UIDAI will share my e-KYC details, in response of "Yes" with NHAI upon successful authentication.

☒ Proceed

VALIDATE

Aadhaar details validated successfully, acceptance of ABHA declaration is mandatory to Proceed

Click on "Proceed"



Aadhaar Seeded & ABHA Details generated successfully !!

Update Aadhaar

Name: K. S. S. S. S.

DOB: 08-Sep-2004

Father/Husband Name: P. S. S. S.

Gender: M

Enter Aadhaar Number

939

☐ View terms and conditions. I agree to the terms and conditions and willing to share Aadhaar

GET OTP

Enter the OTP

22267

VALIDATE

Aadhaar Seeded and ABHA Details
Generated Successfully

Aadhaar Seeded and ABHA Details Generated Successfully !!!

OK



Aadhaar Seeded & ABHA Details are updated

Self/Family Aadhaar Seeding

AAA

KRISHNA

Relationship : Self

UHID : Not available.

DOB : 08-Sep-2004

Gender : M

Father/Husband Name : Prem Pal

Aadhaar Status : **Verified**

ABHA Number : 91-5680-5335-1611

ABHA Address : 91568053351611@abdm

PREM PAL

Relationship : Dependant father

UHID : Not available.

DOB : 01-Jan-1978

Gender : M

Aadhaar Status : **Seed Aadhaar**

ABHA Number : NA

ABHA Address : NA

GUDIYA

Relationship : Dependant mother

UHID : Not available.

DOB : 01-Jan-1981

Gender : F

Aadhaar Status : **Seed Aadhaar**

ABHA Number : NA

ABHA Address : NA

Details are updated
Successfully

Note : On successful Aadhaar seeding, Aadhaar Status will be reflected as "Verified".



In case, Mismatch between Personal/Demographic Details between UIDAI and ESIC



Mismatch : Personal/Demographic details between UIDAI and ESIC Data

 **ESIC/Aadhaar
Details Mismatch**  

**Alert!! There is mismatch
in Personal/Demographic
details between UIDAI
and ESIC data.**

I am verifying and giving consent for
upadation of ESIC details as per correct and
up to date details received from UIDAI”
Online system will display comparative details
From ESIC and UIDAI in tabular form as

Details in		
	ESIC	UIDAI
Name	Shaik Saddam Hussain	Goutham Beemreddy
DOB	07-08-1996	06-09-1988
Gender	M	M
Father/ Husband Name	ShaikKhajaHussa in	RamReddy

ABHA Declaration

I am voluntarily sharing my Aadhaar
Number / Virtual ID issued by the Unique
Identification Authority of India
("UIDAI"), and my demographic

PROCEED

Mismatch between
Personal/Demographic details
between UIDAI and ESIC Data

Click on Proceed



Mismatch : Insured Person details

← Choose Employer  

Insured Person Details

IP Number : 1116219723

Name : Shaik Saddam Hussain

Employer Code : ☐ 110000000000000004

Note :-
Please select the employer code for demographic details verification.

Please select employer



PROCEED

Select the Employer code for details verification

Click on proceed




Mismatch : Insured Person details

← Choose Employer  

Insured Person Details

IP Number : 1116219723

Name : Shaik Saddam Hussain

Employer Code :  110000000000000004

Not
den

The Reference number
1123121303022 has been
generated successfully and
Pending for Approval.

OK

PROCEED

Reference no. has
been generated

Note : In case of mismatch, generated change request will be reflected in the login of employer (Edit Employee Workflow) . Based on the approval, it will be reflected to the tagged Branch Office for approval.



Mismatch : Dependent details pending for approval

← Dependents Details AAA+ 🏠

CHEREDDY VENKATA SUBBA REDDY

Relationship : Self

UHID : Not available.

DOB : 26-Sep-1997

Gender : M

Father/
Husband
Name : Venkata Reddy

Aadhaar
Status : Change Request
1123121201786 is
already pending for
approval

ABHA Number : NA

ABHA Address : NA

MOPARTHI V S S RAMAKRISHNA

Relationship : Dependant infirm
son

UHID : Not available.

DOB : 14-Apr-1991



Note : In case of mismatch, generated change request will be reflected in the login of employer (Edit Employee Workflow) . Based on the approval it will be reflected to the tagged Branch Office for approval process.



In case, only DOB details is a mismatch between UIDAI and ESIC



Mismatch Condition : DOB details Mismatch

← ESIC/Aadhaar Details Mismatch  

Alert!! There is mismatch in Personal/Demographic details between UIDAI and ESIC data.

I am verifying and giving consent for updation of ESIC details as per correct and up to date details received from UIDAI”
Online system will display comparative details From ESIC and UIDAI in tabular form as

Details in		
	ESIC	UIDAI
Name	Chereddy Venkata Subba Reddy	Chereddy Venkata Subba Reddy
DOB	13-12-1997	1997 Select DOB
Gender	M	M

ABHA Declaration

I am voluntarily sharing my Aadhaar Number / Virtual ID issued by the Unique Identification Authority of India (“UIDAI”), and my demographic information for the purpose of creating

PROCEED

In DOB, only the year is mentioned

Click on select DOB

Note : If during Aadhar number generation, DOB is declared then only Year of birth will reflect from UIDAI.



Add DOB details

← ESIC/Aadhaar Details Mismatch AAA

Alert!! There is mismatch in details

1997
Sat, Dec 13

< December 1997

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

CANCEL OK




("UIDAI"), and my demographic information for the purpose of creating

PROCEED

Select DOB



DOB details

 **ESIC/Aadhaar
Details Mismatch**  

I am verifying and giving consent for updation of ESIC details as per correct and up to date details received from UIDAI”
Online system will display comparative details From ESIC and UIDAI in tabular form as

Details in		
	ESIC	UIDAI
Name	Chereddy Venkata Subba Reddy	Chereddy Venkata Subba Reddy
DOB	13-12-1997	13-12-1997 Select DOB
Gender	M	M

PROCEED

All Personal/Demographic details between UIDAI and ESIC Data are matching

Click on Proceed



DOB Declaration

ESIC/Aadhaar
Details Mismatch

I am verifying and giving consent for updation of ESIC details as per correct and up to date details received from UIDAI. Online system will display comparative details From ESIC and UIDAI in tabular form as

Details in		
	ESIC	UIDAI
Name	Cherreddy Venkata Sukha	Cherreddy Venkata Sukha

☐ IP/Dependents have declared his/her Date and Month of Birth which may be subjected to verification at the time of delivery of services

OK

PROCEED

Acceptance on the declaration is mandatory for proceeding



Aadhaar details Validated successfully

ESIC/Aadhaar AAA

Aadhaar details validated successfully !!!

ABHA Declaration

I am voluntarily sharing my Aadhaar Number / Virtual ID issued by the Unique Identification Authority of India ("UIDAI"), and my demographic information for the purpose of creating an Ayushman Bharat Health Account number ("ABHA number") and Ayushman Bharat Health Account address ("ABHA Address"). I authorize NHA to use my Aadhaar number / Virtual ID for performing Aadhaar based authentication with UIDAI as per the provisions of the Aadhaar (Targeted Delivery of Financial and other Subsidies, Benefits and Services) Act, 2016 for the aforesaid purpose, I understand that UIDAI will share my e-KYC details, or response of "Yes" with NHA upon successful authentication."

☒

Proceed

PROCEED

Aadhaar details validated successfully, acceptance of ABHA declaration is mandatory to Proceed

Click on "Proceed"



Aadhaar Seeded & ABHA Details generated successfully !!

ESIC/Aadhaar
Details Mismatch

AAA+

I am verifying and giving consent for updation of ESIC details as per correct and up to date details received from UIDAI™ Online system will display comparative details From ESIC and UIDAI in tabular form as

Details in		
	ESIC	UIDAI
Name	Chereddy Venkata Subba	Chereddy Venkata Subba

Aadhaar Seeded and ABHA Details Generated Successfully !!!

OK

PROCEED

Aadhaar Seeded and ABHA Details
Generated Successfully

Thank You



ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ

ಅಧಿಕೃತವಾಗಿ ಪ್ರಕಟಿಸಲಾದುದು
ವಿಶೇಷ ರಾಜ್ಯ ಪತ್ರಿಕೆ

ಭಾಗ - ೪ಎ Part - IVA	ಬೆಂಗಳೂರು, ಬುಧವಾರ, ೧೦, ಜನವರಿ, ೨೦೨೪(ಪುಷ್ಯ, ೨೦ ಶಕವರ್ಷ, ೧೯೪೫) BENGALURU, WEDNESDAY, 10, JANUARY, 2024(PUSHYA, 20, SHAKAVARSHA, 1945)	ನಂ. ೧೮ No. 18
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GOVERNMENT OF KARNATAKA

No: LD 397 LET 2023

Karnataka Government Secretariat,
Vikasa Soudha,
Bangalore, dated: 10/01/2024

NOTIFICATION

In exercise of the powers conferred by sub-section (4) of Section 4A of the Payment of Gratuity Act, 1972 (Central Act No. 39 of 1972), the Government of Karnataka hereby makes the following rules, namely:-

Rules

1. Title and Commencement.- (1) These rules may be called the Karnataka Compulsory Gratuity Insurance Rules, 2024.

(2) They shall come into force from the date of their publication in the Official Gazette.

2. Definitions.- (1) In these rules unless the context otherwise requires,-

- "Act" means the Payment of Gratuity Act, 1972 (Central Act No. 39 of 1972);
- "employer" means an employer other than employer of an establishment belonging to or under the control of Central Government or State Government;
- "form" means a form appended to these rules;
- "nomination" means nomination made under section 6 of the Act; and
- "section" means a section of the Act.

(2) The words and expressions used and not defined in these rules but defined in the Insurance Act, 1938 (Central Act No. 4 of 1938), Life Insurance Corporation

Act, 1956 (Central Act No. 31 of 1956) the General Insurance Business (Nationalization) Act, 1972 (Central Act No. 57 of 1972), the Insurance Regulatory and Development Authority Act, 1999 (Central Act No. 41 of 1999), the Payment of Gratuity Act, 1972 (Central Act No. 39 of 1972) and the Payment of Gratuity (Karnataka) Rules, 1973 shall have the same meanings respectively assigned to them in the said Acts.

3. Obtaining Insurance for Payment of Gratuity.- (1) Every new employer shall subject to fulfillment of sub-section (2) of Section 4A of the Act, within a period of thirty days from the date on which these rules becomes applicable to such establishment shall obtain valid insurance policy in the manner as prescribed under sub-section (4) of Section 4A of the Act for his liability for payment towards the gratuity to all eligible employees under the Act from the Life Insurance Corporation of India or any other insurance company incorporated in accordance with the provisions of the Insurance Act, 1938 (Central Act No. 4 of 1938), the Companies Act, 2013 (Central Act No. 18 of 2013), the Insurance Regulatory and Development Authority of India Act, 1999 (Central Act No. 41 of 1999) or any other law which is applicable to the insurance company in this regard.

(2) The employer of an establishment which is in existence at the time of commencement of these rules shall obtain valid insurance policy within sixty days from the date of commencement of these rules.

(3) The employer of the establishment who has obtained valid insurance policy shall make all payments by way of premium to the insurance company and renew the same periodically and intimate the same to the Controlling Authority within fifteen days from the date of renewal of the policy. The employer shall initiate the process of payment of premium and renewal of policy before the lapse of the policy.

(4) Every employer shall exercise all due diligence for on-time payment of the premium and renewal of the policy.

4. Recovery of the amount of Gratuity.- The Controlling Authority appointed under section 3 of the Act or any other officer notified for the purpose of implementation of these rules by the State Government, is authorised to recover the amount of the Gratuity payable to an employee, as determined by the employer

under sub-section (2) of section 7 of the Act, or in case of a dispute as decided by the Controlling Authority under sub-section (4) of section 7 of the Act, from the Life Insurance Corporation of India or any other insurance company with whom an insurance has been taken under sub rule (1) of the rule 3.

5. Registration of the Establishment.- (1) Every employer shall submit an application in Form-I to get his establishment registered with the Controlling Authority of the area or any other officer notified for this purpose by the State Government within thirty days from the date of obtaining insurance along with the list of its employees insured.

(2) Every employer shall furnish the details of the employees insured, to the Controlling Authority or any other officer notified for this purpose by the State Government in Form-III at the time of registration of the establishment and thereafter whenever there is a change in the employees insured or policies or any other pertinent information.

(3) The Controlling Authority on receipt of an application under sub rule (1) shall immediately take action for registration of the establishment in Form-IV.

6. Continuation of Approved Gratuity Fund.- Every employer of an establishment who had already established an approved gratuity fund in respect of his employees and who desires to continue such arrangement and every employer employing five hundred or more persons who establishes an approved gratuity fund may opt to continue or adopt such arrangement by submitting an application in Form II, provided such existing approved gratuity fund covers the entire liability of all the employees of the establishment under the provisions of the Act.

7. Incorporation of Gratuity Trust.- (1) Every employer of an establishment who had duly established an Approved Gratuity Fund in respect of his employees and who desires to continue such arrangement and every employer employing five hundred or more persons who establishes an Approved Gratuity Fund shall register the Gratuity Trust with five but not equal number of representatives of the employer and employees with the registration authority notified under the provisions of the Indian Trust Act, 1882 (Central Act No.02 of 1882) or any other applicable law and thereupon take steps for compliance of provisions of the Act the

Income Tax Act, 1961 (Central Act No. 43 of 1961) and any other law which is in force.

(2) The gratuity trust shall be managed privately or by the insurance company or jointly by paying the calculated amount to the approved gratuity trust fund periodically by the employer;

Provided that in case of privately managed gratuity trust investment of funds shall be done as per the provisions of the Income Tax Act, 1961 (Central Act No. 43 of 1961) by the Board of trustees and entire administration of the gratuity trust including actual valuation shall be the responsibility of the Board of trustees. In case of group gratuity scheme being marketed by the insurance companies the employer shall obtain group gratuity scheme which has approval under part-C of the fourth schedule of the Income Tax Act, 1961 (Central Act No. 43 of 1961) by the competent authority.

(3) The gratuity trust shall maintain separate gratuity fund. The inflow of contributions to the gratuity fund shall be contributory from the employer and non-contributory for the employees. The out-flow of the gratuity fund shall be only to the eligible employees at the time of their exit from service. The gratuity fund is totally protected fund and money shall not be withdrawn neither by the employer nor by the gratuity trust under any circumstances for any other purpose other than for the payment of gratuity to the eligible employees.

(4) The bye-law of the gratuity trust shall contain detailed procedures including performance for claiming and releasing of the calculated amount of gratuity to each of the eligible employees on their exit from the service.

(5) The gratuity trust shall adhere to the Indian Accounting Standards 15 (Employee Benefits) and any law applicable to the trust.

(6) The Board of trustees of the gratuity trust at the time of exit of an employee shall duly send discharge letter and advise Insurance Company or make arrangement of payment of gratuity as per the scheme.

(7) The employer gratuity trust and the insurance company are jointly and severally responsible for fulfillment of their liabilities under the Act.

(8) The employer shall at all times maintain the gratuity trust and gratuity fund, as an irrevocable system.

8. Compliance with the provisions of the Act.- Every employer of the establishment to whom these rules apply shall take all measures to fulfill his obligations under the provisions of the Act.

By Order and in the name of the
Governor of Karnataka,

(Suma. S)
Under Secretary to Government,
Labour Department.

FORM – 1
APPLICATION FOR REGISTRATION OF AN ESTABLISHMENT
[see rule 5(1)]

1.	Full Name of the establishment.	
2.	Full Postal Address of the establishment including its website, twitter, facebook, e-mail and any other communication details.	
3.	Name of the employer including his/her Phone Number	
4.	Full Postal Address of the employer	
5.	Number of employees insured.	
6.	Details of the Insurance Company. (a) Full Name and Address (b) Registration Number (c) Name of the Gratuity Policy/Policies	
7.	Number of Insurance Policy or Policies	
8.	Date of Commencement of Insurance Policy or Policies	
9.	Terms of Insurance Policy (Copy/Copies of the Master Insurance Policy or Policies to be enclosed)	
10.	Number of employees insured (Details of employees shall be furnished in Form-III)	
11.	If the Employer had duly established an Approved Gratuity Fund (AGF) before or after Notification of these Rules, details of Registration of the Gratuity Trust and Board of Trustees of the Gratuity Fund.	
12.	Date of Registration and Constitution of the Board of Trustees. (copy of the certificate of Registration to be enclosed)	
13.	Names, Postal addresses and Phone Numbers of the Board of Trustees of the Gratuity Trust	
14.	Any other Essential Information	

Place:

Date:

1. Signature of the Authorized Signatory/Employer:
2. Name of the Authorized Signatory/ Employer:
3. Designation and Address of the Authorized signatory
4. Seal Of the Establishment:_____

FORM-II**OPTION TO CONTINUE UNDER THE EXISTING INSURANCE SCHEME****[see rule 6]**

I/we, on behalf of _____ establishment hereby opt to continue the existing insurance scheme in lieu of compulsory insurance notified under section 4A of the Payment of Gratuity Act 1972, by the Government of Karnataka. The details of the existing Insurance Scheme are-

1.	Details of the Insurance Company a. Full Name and Address	
	b. Registration Number	
	c. Name of the Gratuity Scheme Policy/Policies	
2.	Number of Insurance Policy/Policies	
3.	Date of Commencement of Insurance Policy/Policies (copy of the Insurance Policy/Policies to be enclosed)	
4.	Terms and conditions of Insurance Policy/Policies	
5.	Number of employees covered (Details of employees to be furnished in Form-III)	
6.	Details of Registration of the Gratuity Trust	
7.	Date of Constitution of Gratuity Trust	
8.	Names, Addresses of the Board of Trustees of the Gratuity Trust and their Phone Numbers	
9.	Any other Essential Information	

Place:

Date:

1. Signature of the Employer/Authorized signatory
2. Name of the Authorized Signatory
3. Designation and Address of the Employer/Authorized Signatory with Seal
4. Seal of the Establishment:_____

FORM-III
DETAILS OF EMPLOYEES OF THE ESTABLISHMENT COVERED UNDER
COMPULSORY INSURANCE

[see rule 5(2)]

1.	Name of the Employee	
2.	Employee Number	
3.	Gender of the Employee	
4.	Date of Birth and Age of the Employee	
5.	Name of the Father/Husband	
6.	Designation	
7.	Date of Joining	
8.	Wages of the Employee (in Rupees): Basic	Rs.
	Dearness Allowance (DA)	Rs.
9.	Whether the employee is no Time-rated or piece-rated wages	
10.	The details of Wages an Calculation of wages according to the Act.	
11.	Date of Admission to Compulsory Insurance	
12.	Date of retirement	
13.	Age of retirement	
14.	Name(s) of the Nominee (s)	
15.	Any other essential Information	

Place:

Date:

1. Signature of the Employer/Authorized signatory
2. Name of the Authorized Signatory
3. Designation and Address of the Employer/Authorized Signatory with Seal
4. Seal of the Establishment:_____

FORM-IV

**GOVERNMENT OF KARNATAKA DEPARTMENT OF LABOUR
REGISTER OF ESTABLISHMENT UNDER COMPULSORY INSURANCE**

[see rule 5(3)]

Registration Number and Date	Full Name and Address of the Establishment.	Name of the Employer including his/her Phone Number	Number of Employees Insured.	Number of Insurance Policy or Policies and their Details	Main Terms and Conditions of Insurance Policy/ Policies	Renewal Details	Initials of the Authority



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



मुख्यालय / Headquarters
पंचदीप भवन, सी आई जी मार्ग, नई दिल्ली - 110 002
Panchdeep Bhawan, CIG Marg, New Delhi - 110 002
Telephone-011 23232373, E-mail: dir-pnd@esic.nic.in
Website : www.esic.nic.in

No. N-15015/1/2023-P&D

Dated: 17.01.2024

परिपत्र / CIRCULAR

विषय : राज्य-वार अधिसूचित /गैर-अधिसूचित जिलों की अद्यतन सूची (दिनांक 11.01.2024 की स्थिति के अनुसार) / State wise updated list of notified/non-notified districts (As on 11.01.2024)।

मुख्यालय की वेबसाइट लिंक सं. 13965/2023 दिनांक 25.08.2023 पर अपलोड किए गए पूर्व परिपत्र दिनांक 24.08.2023 के अनुक्रम में अधिसूचित जिलों की वर्तमान स्थिति निम्नानुसार है / In continuation to previous Circular of even no. dated 24.08.2023 uploaded on ESIC website www.esic.nic.in link no. 13965/2023 on 25.08.2023, the present status of notified districts of ESI Scheme is as under:-

7. राज्य-वार अधिसूचित जिलों की स्थिति (दिनांक 11.01.2024 तक) / State wise status of notified districts as on 11.01.2024 is as under:-

i	राज्य/केन्द्रशासित प्रदेश जहां संपूर्ण क्षेत्र अधिसूचित है / No. of States/UT's whose entire area is notified	17
ii	राज्य/केन्द्रशासित प्रदेश जहां आंशिक क्षेत्र अधिसूचित है / No. of States/UT's where the Scheme is partially notified	19

दिनांक 11.01.2024 की स्थिति के अनुसार अधिसूचित /गैर-अधिसूचित जिलों की जिलेवार अद्यतन सूची अनुलग्नक-ए पर संलग्न है। / The consolidated status of district wise notification in respect of above is enclosed as Annexure-A.

ख. अधिसूचित जिलों की सूची इस प्रकार है / The Summary of Notified Districts is as under :-

संपूर्ण क्षेत्र में अधिसूचित जिलों की संख्या / Fully Notified Districts	556
आंशिक रूप से क्षेत्र में अधिसूचित जिलों की संख्या / Partially Notified Districts	105
कुल अधिसूचित जिले / Total notified districts	661
गैर अधिसूचित जिले / Total Non-notified districts	117
कुल जिलों की संख्या / Total number of districts	778

संलग्नक - यथोपरि

Signed by Akhilesh Kumar**Date: 18-01-2024 10:21:03**(अखिलेश कुमार)
सहायक निदेशक (योजना व विकास)**Reason: Approved**

I/995384/2024

प्रतिलिपि प्रेषित :-

1. प्रधान निजी सचिव (महानिदेशक/वित्त आयुक्त/मुख्य सतर्कता अधिकारी/बीमा आयुक्त/चिकित्सा आयुक्त) को सूचनार्थ ।
2. सभी क्षेत्रीय निदेशक को आवश्यक कार्यवाही हेतु।
3. उप निदेशक (जन संपर्क शाखा) को मुख्यालय की वेबसाईट पर अपलोड करने हेतु ।

ANNEXURE-A

State-wise list of 661 (Fully-556 & Partially-105) notified districts and 117 non-notified districts under ESI Scheme (As on 11.01.2024)

	States/UTs	Fully Notified Districts	Partially Notified Districts (Prominent Industrial Centers and Districts Hqrs Area)	Non-Notified Districts
1.	Andaman & Nicobar Island	NIL	South Andamans (1)	Nicobar, North & Middle Andaman (2)
2.	Andhra Pradesh	Entire Area of 26 districts are notified.		
3.	Arunachal Pradesh	Papum Pare (1)	NIL	Anjaw, Changlang, Dibang Valley, East Kameng, East Siang, Kamle, Kra Daadi, Kurung Kumey, Lohit, Longding, Lower Dibang Valley, Pakke Kessang, Lower Subansiri, Namsai, Siang, Tawang, Shiyomi, Tirap, Upper Siang, Upper Subansiri, West Kameng, West Siang, Lepa Rada, Lower Siang (24)
4.	Assam	Entire Area of 31 districts are notified.		
5.	Bihar	Begusarai, Bhagalpur, Bhojpur, Buxar, Darbhanga, Gaya, Katihar, Munger, Muzaffarpur, Patna, Rohtas, Samastipur, Saran, Sitamarhi, Vaishali, Nalanda, Arwal, Jamui, Kaimur, Khagaria, Kishanganj, Madhepura, Madhubani, Nawada, Purnia, Sheikhpura and West Champaran (27)	Araria, Aurangabad, Banka, East Champaran, Gopalganj, Jehanabad, Lakhisarai, Saharsa, Sheohar, Siwan, Supaul (11)	NIL
6.	Chandigarh	Entire Area of 01 district is notified.		
7.	Chhattisgarh	Baloda Bazar, Bilaspur, Dhamtari, Durg, Gariaband, janjgir-Champa, Korba, Raigarh, Raipur, Rajanandgaon, Gaurela-Pendra-Marwahi, Khairagarh-Chhuikhadan-Gandai Mohla-Manpur-Chowki, Sarangarh-Bilaigarh, Sakti (15)	Balod, Balrampur, Bastar, Bemetara, Bijapur, Dantewada, Jashpur, Kabirdham, Kanker, Kondagaon, Koriya, Mahasamund, Mungeli, Narayanpur, Sukma, Surajpur, Surguja (17)	Manendragarh-Chirmiri-Bharatpur (1)
8.	Dadra and Nagar Haveli	Entire Area of 03 districts are notified.		

	and Daman and Diu			
9.	Delhi	Entire Area of 11 districts are notified.		
10.	Goa	Entire Area of 02 districts are notified.		
11.	Gujarat	Vadodara, Gandhinagar, Valsad (3)	Ahmedabad, Anand, Bharuch, Bhavnagar, Jamnagar, Junagadh, Kheda, Mehsana, Morbi, Navsari, Panchmahal, Porbandar, Rajkot, Sabarkantha, Surat, Surendranagar, (16)	Amreli, Aravalli, Banaskantha, Botad, Chhota Udaipur, Dahod, Dang, Devbhoomi Dwarka, Gir Somnath, Kutch, Mahisagar, Narmada, Patan, Tapi, (14)
12.	Haryana	Entire Area of 22 districts are notified.		
13.	Himachal Pradesh	Entire Area of 12 districts are notified.		
14.	Jammu and Kashmir	Badgam, Jammu, Kathua, Pulwama, Reasi, Samba, Srinagar, Udhampur (8)	Anantnag, Bandipora, Baramulla, Doda, Ganderbal, Kishtwar, Kulgam, Kupwara, Poonch, Rajouri, Ramban, Shopian (12)	NIL
15.	Jharkhand	Bokaro, Deoghar, Dhanbad, East Singhbhum, Giridih, Koderma, Ramgarh, Ranchi, Seraikela Kharsawan (9)	Chatra, Dumka, Garhwa, Godda, Gumla, Hazaribag, Jamtara, Khunti, Latehar, Lohardaga, Pakur, Palamu, Sahibganj, Simdega, West Singhbhum (15)	NIL
16.	Karnataka	Entire Area of 31 districts are notified.		
17.	Kerala	Entire Area of 14 districts are notified.		
18.	Ladakh	NIL	Kargil, Leh (2)	NIL
19.	Lakshadweep	NIL	Kavaratti Districts (Minicoy, Agatti and Kavaratti) (1)	NIL
20.	Madhya pradesh	Bhind, Bhopal, Burhanpur, Dewas, Dhar, Gwalior, Hoshangabad, Indore, Jabalpur, Katni, Khandwa, Khargone, Mandsaur, Morena, Neemuch, Raisen, Ratlam, Rewa, Sagar, Satna, Shahdol, Ujjain, Sehore, Guna, Shajapur, Chhindwara, Singrauli (27)	Agar Malwa, Alirajpur, Anuppur, Ashok Nagar, Balaghat, Barwani, Betul, Chhatarpur, Damoh, Datia, Harda, Jhabua, Mandla, Narsinghpur, Panna, Rajgarh, Seoni, Sheopur, Shivpuri, Sidhi,	Niwari (1)

			Tikamgarh, Umaria, Vidisha, Dindori (24)	
21.	Maharashtra	Akola, Amravati, Aurangabad, Buldhana, Chandrapur, Dhule, Gondia, Jalgaon, Kolhapur, Nanded, Nagpur, Nashik, Palghar, Pune, Raigad, Sangli, Satara, Solapur, Thane, Wardha, Mumbai City, Mumbai suburban, Ahmednagar, Jalna, Yawatmal, Latur, Osmanabad, Parbhani, Sindhudurga, Beed, Bhandara, Gadchiroli, Ratnagiri, Washim (34)	NIL	Hingoli, Nandurbar (2)
22.	Manipur	Imphal East, Imphal West (2)	NIL	Bishnupur, Senapati, Churachandpur, Tamenglong, Chandel, Thoubal, Kamjong, Pherzawal, Kangpokpi, Tengnaupal, Ukhru, Noney, Jiribam, Kakching (14)
23.	Meghalaya	East Khasi Hills (Shillong), Ri Bhoi (2)	NIL	East Garo Hills, East Jaintia Hills, North Garo Hills, South Garo Hills, South West Garo Hills, South West Khasi Hills, West Jaintia Hills, West Garo Hills, West Khasi Hills, Eastren West Khasi Hills (10)
24.	Mizoram	Aizawl (1)	NIL	Champhai, Kolasib, Lawngtlai, Lunglei, Mamit, Saiha, Serchhip, Hnahthial, Khawzawl, Saitual (10)
25.	Nagaland	NIL	Dimapur, Mokokchung, Kohima, Chumkedima (4)	Kiphire, Longlenq, Mon, Peren, Phek, Tuensang, Wokha, Zunheboto, Noklak, Shamtor, Niuland, Tseminyu(12)
26.	Odisha	Angul, Bhadrak, Balangir, Bargarh (Baragarh), Balasore, Cuttack, Dhenkanal, Ganjam, Jharsuguda, Jajpur, Jagatsinghpur, Khordha, Kendujhar (Keonjhar), Koraput, Mayurbhanj, Puri, Rayagada, Sambalpur, Subarnapur, Sundargarh, Kalahandi,	Nayagarh, Nabarangpur (2)	Boudh (Bauda) (1)

		Debagarh, Gajapati, Malkangiri, Naupada, Kendrapara, Kandhamal (27)		
27.	Puducherry	Entire Area of 04 districts are notified.		
28.	Punjab	Entire Area of 23 districts are notified.		
29.	Rajasthan	Entire Area of 50 districts are notified.		
30.	Sikkim	East Sikkim (Gangtok), South Sikkim (Namchi) and Pakyong (3)	NIL	North Sikkim (Mangan), West Sikkim (Gyalshing) and Soreng (3)
31.	Tamilnadu	Chennai, Virudhunagar, Tiruvarur, Namakkal, Theni, Kanyakumari, Tirupur, Tirunelveli, Cuddalore, Tenkasi, Dharmapuri, Ranipet, Erode, Ariyalur, Madurai, Vellore, Mayiladuthurai, Coimbatore, Thanjavur, Thoothukudi, Nagapattinam, Sivaganga, Ramanathapuram, Perambalur, Tiruchirapally, Krishnagiri, Chengalpattu, Karur, Salem, Dindigul, Tiruvallur, Kanchipuram, Tiruvannamalai, Viluppuram, Tirupattur Kallakurichi and Nilgiris, Pudukottai (38)	NIL	NIL
32.	Telangana	Entire Area of 33 districts are notified.		
33.	Tripura	Entire Area of 08 districts are notified.		
34.	Uttar Pradesh	Agra, Aligarh, Allahabad, Amethi, Amroha, Barabanki, Bareilly, Bijnor, Bulandshahr, Chandauli, Etawah, Farrukhabad, Fatehpur, Firozabad, Gautam Buddha Nagar, Ghaziabad, Ghazipur, Gorakhpur, Hapur, Hardoi, Hathras, Jhansi, Kanpur Dehat, Kanpur Nagar, Lucknow, Mathura, Mau Nath Bhanjan, Meerut, Mirzapur, Moradabad, Muzaffarnagar, Raebareli, Rampur, Saharanpur, Sant Kabir Nagar, Sant Ravidas Nagar, Shahjahanpur, Sitapur, Sonbhadra, Unnao, Varanasi, Lalitpur, Kushinagar, Kaushambi, Badaun, Sultanpur, Deoria, Ballia, Jaunpur, Azamgarh, Baghpat, Chitrakoot, Sambhal and Ayodhya, Etah, Lakhimpur Kheri, Balrampur, Mainpuri and Basti (59)	NIL	Ambedkar Nagar, Auraiya, Kannauj Kasganj, Bahraich, Banda, Maharajganj, Mahoba, Pilibhit, Pratapgarh, Shamli, Shravasti, Gonda, Siddharthnagar, Hamirpur, Jalaun (16)

35.	Uttarakhand	Dehradun, Haridwar, Nainital, Udham Singh Nagar, Pauri Garhwal, Tehri Garhwal (6)	NIL	Almora, Bageshwar, Chamoli, Champawat Pithoragarh, Rudraprayag, Uttarkashi (7)
36.	West Bengal	Entire Area of 23 districts are notified.		
	Total	Fully Notified Districts - 556	Partially Notified Districts - 105	Non-Notified Districts - 117



कर्मचारी भविष्य निधि संगठन
EMPLOYEES' PROVIDENT FUND ORGANISATION

प्रधान मंत्री राशन कार्ड योजना, भारत सरकार
MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA

मुख्य कार्यालय / Head Office

भविष्य निधि भवन, 14, बीकानजी कामा प्लेस, नई दिल्ली-110066
Bhavishya Nidhi Bhawan, 14, Bikaniji Cama Place, New Delhi-110066
Website: www.epfindia.gov.in, www.epfindia.nir.in



No. e-597452/4406

Date: 29.01.2024

To,

All ACC (HQ)/ACC, Zonal Offices,
All RPFC-I/RPFC-II/APFC, In-charge of Field Offices

Subject: Regulating EPS entitlement of members having Multiple Account Numbers – reg.

Ma'am/Sir,

This is to reiterate the guidelines issued vide circular no. Pension/8/MP/Clarification/96 dated 30.11.1998 (copy attached for ready reference).

2. Accordingly, whenever an EPS member possesses multiple account numbers for concurrent employment, simultaneously in two or more establishments, the following shall be followed:

- Pension from each establishment has to be worked out at the date of exit on actual basis.
- Pension payable from all establishments shall be aggregated provided that aggregate of pensionable salaries at any point of time shall not exceed wage ceiling and as & when it exceeds wage ceiling the contribution received on such excess salary shall be diverted to the PF account.
- The minimum pension criteria will be applied to aggregated pension i.e., only on the total pension amount.

3. When a member becomes member of EPS on account of his wages on the date of joining being not more than the wage ceiling of Rs.15,000/-, upon his joining another establishment without exiting from the first establishment at a later date, the RO where the other establishment is covered shall be responsible to ensure that total contribution into EPS shall not exceed contribution payable on wage ceiling of Rs.15,000/-.

4. Further, it shall be ensured that w.e.f. 01.09.2014, if the wages in a single establishment exceeds Rs.15,000/- or aggregate of wages at the time of joining exceeds Rs. 15,000/- in multiple establishments (concurrently & simultaneously), the full 24% PF contribution shall be retained in Provident Fund account only, as in such cases, the member shall not be eligible for membership of EPS, 1995.

5. The above instructions shall be brought to the notice of all such establishments where such incidence of multiple memberships is more by the concerned ROs so that in the first instance itself the employers submit correct ECRs.

6. As in other cases, the pension shall be calculated and PPO shall be issued by the RO from where the member finally exits EPS, 1995. Similarly, if there are two overlapping memberships, the RO where member has joined subsequently shall be responsible to comply with instructions as at Para 3.

[This issues with the approval of competent authority]

Yours faithfully,

(Aprajita Jaggi)

Regional PF Commissioner – I

Copy to:

1. All CBT members for kind information please.
2. PS to CPFC.
3. FA & CAO, CVO, Director, PDNASS and all ZTIs.
4. All ACC (HQ)s and all ACCs in HO.
5. RPFC-I (IS) for uploading on website.
6. Rajbhasha section for providing version in Hindi.

प्रेषक

श्रम आयुक्त, हरियाणा।
चण्डीगढ़।

सेवा में

सभी डी०डी०ओ०, श्रम विभाग,
हरियाणा राज्य।

क्रमांक: स्था०/०४/२०२४/१२५२-९५

दिनांक: १०/०१/२४

विषय:

Engagement of Trade Apprentices under the Apprentices Act-1961, First Round Schedule for engaging Designated Trade apprentices in the Year 2024.

उपरोक्त विषय पर कौशल विकास एवं औद्योगिक प्रशिक्षण विभाग द्वारा जारी मैमों न० TA/NAPS/2016/Stipend/Part-II/54 दिनांक 02.01.2024 के संदर्भ में।

विषय संबंध में आपको सूचित किया जाता है कि उक्त संदर्भित पत्र के माध्यम से कौशल विकास एवं औद्योगिक प्रशिक्षण, हरियाणा, चण्डीगढ़ विभाग द्वारा अप्रैन्टिस नियुक्त करने हेतु प्रथम चरण का जारी Schedule जारी किया गया है।

आपको पत्र की प्रति इस पत्र के साथ संलग्न करते हुये निर्देश दिये जाते हैं कि दर्शाये गये Schedule की सख्ती से पालन करते हुये इस कार्यालय को सूचित करने का कष्ट करें।
संलग्न/उपरोक्त

सहायक श्रम आयुक्त (मुख्यालय)
कृते: श्रम आयुक्त, हरियाणा।



Skill Development and Industrial Training Department, Haryana
Kaushal Bhawan, Plot No. I.P.2, Sector-3, Panchkula
Phone: 0172-2586072, e-mail: sdit.adapp@gmail.com

Issued through E-mail only

To

1. All Head of the Departments, in the State of Haryana.
2. All Divisional Commissioners, in the State of Haryana.
3. All Managing Directors/ Chief Administrator/ Chief Executive officer of all Board/ Corporations/ Nigams/ Agencies/ Councils and other SPSUs in the State of Haryana.
4. All Registrars of Universities, in the State of Haryana.
5. All Deputy Commissioners, in the State of Haryana.

Memo No: TA/NAPS/2016/Stipend/Part-II/54 Dated: 02-1-24

Subject: Engagement of the Trade Apprentices under the Apprentices Act-1961.
First Round Schedule for engaging Designated Trade apprentices in the
Year 2024.

Kindly refer to the subject cited above.

In continuation to this directorate letter no. TA/NAPS/2016/Stipend/Part-II/521 dated 24.08.2023; it is informed that the First Round Schedule for engagement of the trade apprentices in the designated trades in All Govt. Departments and SPSUs in the **Year 2024** have been fixed as below:

Phase-1

- Last date for creation/updation of vacancies on apprentices portal www.apprenticeshipindia.org :- 03.01.2024
- Cut-off date of receiving/considering applications from candidates through online portal:- 11.01.2024
- Selection of candidates, approval and generation of apprenticeship training contract bond on apprenticeship portal by the respective department / SPSUs :-22.01.2024
- Joining of candidates for apprenticeship training. - upto 31.01.2024

Phase-2

- Last date for creation/updation of vacancies on apprentices portal www.apprenticeshipindia.org :- 01.02.2024
- Cut-off date of receiving/considering applications from candidates through online portal :-12.02.2024.
- Selection of candidates, approval and generation of apprenticeship training contract bond on apprenticeship portal by the respective department / SPSUs :- 20.02.2024.
- Joining of candidates for apprenticeship training. - 29.02.2024

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Phase-3

- Last date for creation/updation of vacancies on apprentices portal www.apprenticeshipindia.org :- 01.03.2024.
- Cut-off date of receiving/considering applications from candidates through online portal :- 12.03.2024
- Selection of candidates, approval and generation of apprenticeship training contract bond on apprenticeship portal by the respective department / SPSUs :-20.03.2024
- Joining of candidates for apprenticeship training: - 29.03.2024

Phase-4

- Last date for creation/updation of vacancies on apprentices portal www.apprenticeshipindia.org :- 01.04.2024.
- Cut-off date of receiving/considering applications from candidates through online portal :- 11.04.2024
- Selection of candidates, approval and generation of apprenticeship training contract bond on apprenticeship portal by the respective department / SPSUs :- 22.04.2024
- Joining of candidates for apprenticeship training: - 30.04.2024

It is also advised to engage apprentice of following types:

Directorate of Departments/ SPSUs and their field Offices	Trade apprentices in COPA, Steno English and Steno Hindi
Field offices having Technical work/office work,	Trade apprentices in technical trades strictly as per nature of technical work and Trade apprentices in COPA, Steno English and Steno Hindi

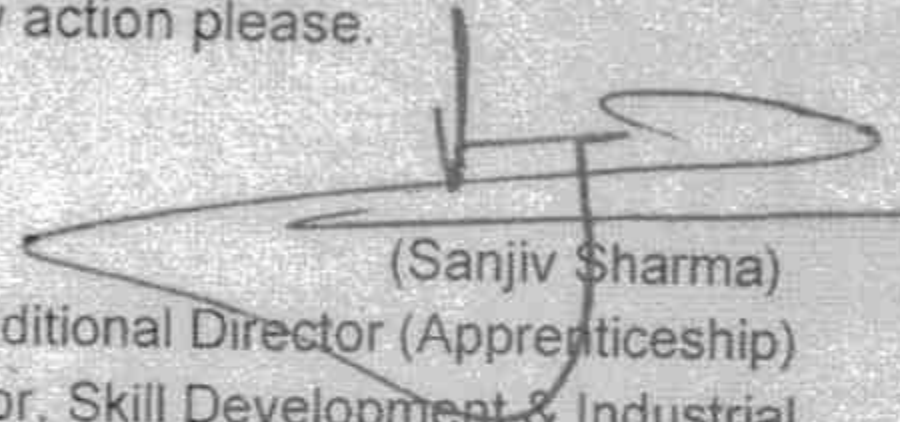
The apprentices already completed apprenticeship training is not eligible for re-engagement in the same trade for Apprenticeship Training. Further, only those qualified / eligible candidates are to be engaged who are either **Domicile of the Haryana** or **passed 10th class from any recognized school of Haryana**.

It is also requested:

- To strictly follow the Instructions as per office letter no. TA/ NAPS/ Information/ 623/ 518 dated: 23.08.2023.
- To strictly follow all the provisions under the Apprentices Act, 1961 and Apprenticeship Rules, 1992 for engaging apprentices and their training.
- The Apprentices in any trade should only be engaged if training facilities required under the Apprentices Act, 1961, in that trade are available in your office/establishment.
- To engage apprentices up to 10% of total staff working in their office/ sub offices including contractual officials, subject to availability of training facilities in respective trade in their offices and keeping in view the social distancing norms.
- To arrange and provide the funds for payment of stipend to the apprentices for Head Quarters and sub-offices.

It is further requested to complete the process of engagement of apprentices as per above schedule above on new portal www.apprenticeshipindia.gov.in. For convenience of all stakeholders, the advertisement in the leading newspapers is being published by this Department for wide publicity of the above schedule. It is, therefore, requested to kindly issue instructions to all Nodal Officers in your department at H.Q as well as in field offices for taking immediate necessary action in this matter.

This is for your kind information and further necessary action please.


(Sanjiv Sharma)
Additional Director (Apprenticeship)
For Director, Skill Development & Industrial
Training Department, Haryana,

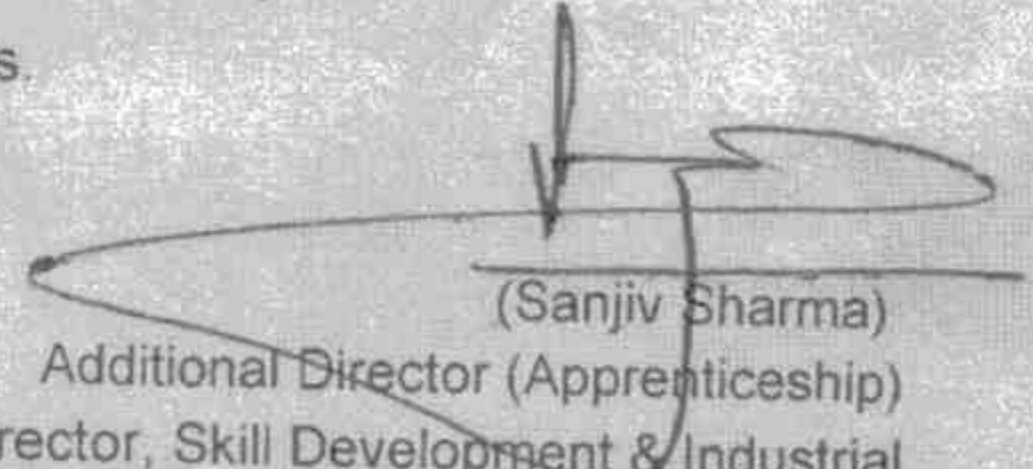
Panchkula

Endst. No. T/NAPS/2016/Stipend/Part-II/ 55

Dated: 02-01-24

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

1. All Deputy Commissioners-Cum-Chairman, District Apprenticeship & AatmaNirbhar Committee (DAAC), in the State of Haryana.
2. All Assistant Apprenticeship Advisors/ Principal of Govt. ITIs at all District HQ. in the State, with the direction to co-ordinate and ensure to organize one meeting under Chairmanship of Deputy Commissioner-Cum-Chairman, DAAC inviting all Head of the Offices/Institutions in the district in every fortnight to review and pursue the registration of Govt. establishments/ SPSUs and the engagement of apprentices.
3. Principal of all Govt. ITIs/Govt. ITI's (W), in the State of Haryana.
4. All Nodal Officers of various Departments/ SPSUs.


(Sanjiv Sharma)
Additional Director (Apprenticeship)
For Director, Skill Development & Industrial
Training Department, Haryana, Panchkula.

CC:

PS/Commissioner & Secretary SDIT
PS/DSDIT
Nodal Officer website at H.Q.



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-04012024-251126
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असाधारण
EXTRAORDINARY

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

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 06]

नई दिल्ली, बुधवार, जनवरी 3, 2024/पौष 13, 1945

No. 06]

NEW DELHI, WEDNESDAY, JANUARY 3, 2024/PAUSHA 13, 1945

सामाजिक न्याय और अधिकारिता मंत्रालय

(दिव्यांगजन सशक्तिकरण विभाग)

अधिसूचना

नई दिल्ली, 2 जनवरी, 2024

सा.का.नि. 07(अ).—जबकि भारत के राजपत्र, असाधारण, भाग-II, खंड 3, उप-खंड (i) में प्रकाशित दिनांक 21 सितंबर, 2023 की अधिसूचना संख्या. सा.का.नि 688 (असा.) के माध्यम से सामाजिक न्याय और अधिकारिता मंत्रालय, दिव्यांगजन सशक्तिकरण विभाग में भारत सरकार के दिव्यांगजन अधिकार अधिनियम, 2016 (2016 का 49) की धारा 100 की उप-धारा (1) द्वारा यथा अपेक्षित दिव्यांगजन अधिकार नियम, 2017 के नियम 15 के उप-नियम (1) में संशोधन के लिए कतिपय नियमों का एक मसौदा प्रकाशित किया गया था जिसमें आधिकारिक राजपत्र की उक्त अधिसूचना वाली प्रतियां जनता को जिस तारीख से उपलब्ध कराई गई थी, उस तारीख से तीस दिनों की समाप्ति से पहले, इससे प्रभावित होने की संभावना वाले सभी व्यक्तियों से आपत्तियां और सुझाव आमंत्रित किए गए थे।

और जबकि उक्त अधिसूचना की प्रतियां 28 सितंबर, 2023 को जनता के लिए उपलब्ध कराई गई थीं;

और जबकि उक्त अधिसूचना के संबंध में जनता से प्राप्त आपत्तियों और सुझावों पर केंद्र सरकार द्वारा विचार किया गया था;

अब, इसलिए, दिव्यांगजन अधिकार अधिनियम, 2016 (2016 का 49) की धारा 100 की उप-धाराओं (1) और (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केंद्र सरकार दिव्यांगजन अधिकार नियम, 2017 में संशोधन करने के लिए एतद्वारा आगे और निम्नलिखित नियम बनाती है, अर्थात्:-

- (1) इन नियमों को दिव्यांगजन अधिकार (संशोधन) नियम, 2023 कहा जाए।
- (2) ये आधिकारिक राजपत्र में उनके प्रकाशन की तारीख से लागू होंगे।

2. दिव्यांगजन अधिकार नियम, 2017 में, नियम (15) में, उप-नियम (1) में, खंड (ज) के पश्चात् निम्नलिखित खंड को अंतः स्थापित किया जाएगा, अर्थात्:-

"(झ) पेयजल और स्वच्छता विभाग, भारत सरकार द्वारा दिनांक 2 अगस्त, 2023 के अधिसूचना संख्या सीडीएन-11017/58/2021-समन्वय-डीडीडब्ल्यूएस, के माध्यम से दिव्यांगजनों और सुगम्य चुनौतियों वाले अन्य जनसंख्या समूहों के लिए सुगम्यता और समावेशी पाइप से जल आपूर्ति दिशानिर्देश को अधिसूचना में विनिर्दिष्ट किया गया है।"

"(ज) पेयजल और स्वच्छता विभाग, भारत सरकार द्वारा दिनांक 4 अगस्त, 2023 के अधिसूचना संख्या एस-18012/5/2021-एसबीएम-डीडीडब्ल्यूएस के माध्यम से ग्रामीण क्षेत्रों में सामुदायिक शौचालयों के लिए सुगम्यता मानकों को अधिसूचना में विनिर्दिष्ट किया गया है।"

[सं. 38-06/2023-डीडी-III]

राजीव शर्मा, संयुक्त सचिव

नोट : दिव्यांगजन अधिकार नियम, 2017 को दिनांक 15 जून, 2017 की अधिसूचना संख्या. सा.का.नि. 591(अ) के माध्यम से भारत के राजपत्र, असाधारण, भाग II, खंड 3, उप-खंड (I) में प्रकाशित किया गया था और दिनांक 16 नवंबर, 2023 की सा.का.नि. 849 (अ) के जरिए पिछली बार संशोधित किया गया था।

MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT

(Department of Empowerment of Persons with Disabilities)

NOTIFICATION

New Delhi, the 2nd January, 2024

G.S.R. 07(E).—Whereas a draft of certain rules to amend sub-rule (1) of rule 15 of the Rights of Persons with Disabilities Rules, 2017 were published, as required by sub-section (1) of section 100 of the Rights of Persons with Disabilities Act, 2016 (49 of 2016), *vide* notification of the Government of India the Ministry of Social Justice and Empowerment, Department of Empowerment of Persons with Disabilities number G.S.R. 688 (E), dated the 21st September 2023 published in the Gazette of India, Extraordinary, Part-II, section 3, sub-section (i) inviting objections and suggestions from all persons likely to be affected thereby, before the expiry of thirty days from the date on which the copies of the Official Gazette in which this notification is published are made available to the public;

And whereas, copies of the said notification were made available to the public on the 28th September, 2023;

And whereas, the objections and suggestions received from the public in respect of the said notification have been considered by the Central Government;

Now, therefore, in exercise of the powers conferred by sub-sections (1) and (2) of section 100 of the Rights of Persons with Disabilities Act, 2016 (49 of 2016), the Central Government hereby makes the following rules further to amend the Rights of Persons with Disabilities Rules, 2017, namely:-

(1) These rules may be called the Rights of Persons with Disabilities (Amendment) Rules, 2023.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. In the Rights of Persons with Disabilities Rules, 2017, in rule 15, in sub-rule (1), after clause (h), the following clause shall be inserted, namely:-

"(i) guidelines on accessible and inclusive piped water supply for persons with disabilities and for other population groups with access challenges, as specified in the notification of the Department of Drinking Water and Sanitation, Government of India *vide* notification number CDN-11017/58/2021-Coordination-DDWS, dated the 2nd August, 2023."

"(j) accessibility standards for community toilets in Rural areas, as specified in the notification of the Department of Drinking Water and Sanitation, Government of India *vide* notification number S-18012/5/2021-SBM-DDWS dated the 4th August, 2023."

[No. 38-06/2023-DD-III]

RAJEEV SHARMA, Jt. Secy.

Note : The Rights of Persons with Disabilities Rules, 2017 were published in the Gazette of India, Extraordinary, Part II, section 3, sub-section (i) *vide* notification number G.S.R. 591(E), dated the 15th June, 2017 and was last amended *vide* G.S.R. 849(E), dated the 16th November, 2023.


MANIPUR GAZETTE

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 221

Imphal, Friday, December 29, 2023

(Pausa 8, 1945)

GOVERNMENT OF MANIPUR
SECRETARIAT : LAW & LEGISLATIVE AFFAIRS DEPARTMENT

NOTIFICATION

Imphal, December 29, 2023

No. 2/38/2020-Leg/L: The following Ordinance promulgated by the Governor of Manipur on 22-12-2023 is hereby published in the Manipur Gazette for general information:

**THE MANIPUR LABOUR LAWS (EXEMPTION FROM RENEWAL OF REGISTRATION
AND LICENSE BY ESTABLISHMENTS) ORDINANCE, 2023**

(Manipur Ordinance No. 2 of 2023)

Promulgated by the Governor of Manipur in the Seventy-fourth
Year of the Republic of India.

An
Ordinance

to provide for the exemption of employer of establishment from renewal of registration of his establishment and renewal of his license under labour laws.

WHEREAS the Manipur Legislative Assembly is not in session and the Governor of Manipur is satisfied that circumstances exist which render it necessary for her to take immediate action.

Now, therefore, in exercise of the powers conferred by clause (1) of article 213 of the Constitution of India, the Governor of Manipur is pleased to promulgate the following Ordinance, namely,-

1. (1) This Ordinance may be called the Manipur Labour Laws (Exemption from Renewal of Registration and License by Establishments) Ordinance, 2023.
- (2) It shall extend to the whole of the State of Manipur.
- (3) It shall come into force at once.

Short title,
extent and
commencement

2. In this Ordinance, unless the context otherwise requires,-

Definitions.

- (a) "employer" in relation to a Scheduled Act, which defines such expression, has the same meaning assigned to it in that Act, means the person who gets his establishment registered under and/or obtains license under the said Scheduled Act;

(b) "establishment" has the same meaning assigned to it in a Scheduled Act and includes-

- (i) an industrial establishment as defined in section 2 of the Payment of Wages Act, 1936 (No. 4 of 1936);
- (ii) a factory as defined in section 2 of the Factories Act, 1948 (No. 63 of 1948);
- (iii) a plantation as defined in section 2 of the Plantations Labour Act, 1951 (No. 69 of 1951);
- (iv) a newspaper establishment as defined in section 2 of the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (No. 45 of 1955); and
- (v) an establishment of contractor to whom a Scheduled Act applies;

(c) "Scheduled Act" means an Act specified in the First Schedule to this Ordinance and as in force on the commencement of this Ordinance in the State of Manipur;

(d) "State Government" means the Government of Manipur.

3. On and from the commencement of this Ordinance, a Scheduled Act shall have the effect subject to the provisions of this Ordinance.

Amendment of
certain Labour
Laws

4. On and from the commencement of this Ordinance, it shall not be necessary for an employer, in relation to an establishment to which a Scheduled Act applies, to renew the registration of establishment granted to him under a Scheduled Act or to renew license issued to him under a Scheduled Act:

Exemption
from Renewal
of Registration
and License
required under
certain Labour
Laws

Provided that such employer shall furnish a Self-Certification in the form specified in the Second Schedule to this Ordinance within the month of January of every year or 30 days of the completion of the relevant work, business or operation.

Savings.

5. The commencement of this Act shall not affect-

(a) the previous operation of any provision of any Scheduled Act or the validity, in-validity, effect or consequence of anything, done or suffered under that provisions, before the relevant period.

(b) any right, privilege, obligation, or liability already acquired, accrued or incurred under any Scheduled Act, before the relevant period.

(c) any penalty, forfeiture or punishment incurred or inflicted in respect of any offence committed under any Scheduled Act, before the relevant period.

(d) any investigation, legal proceedings or remedy in respect of any such right, privilege, obligation, liability, penalty, forfeiture or punishment aforesaid.

(e) any such investigation, legal proceedings or remedy in respect of any such right, privilege, obligation, liability, penalty, forfeiture or punishment shall be instituted, continued or disposed of, as the case may be, in accordance with a Scheduled Act.

Explanation: For the purposes of this section, the expression "relevant period" means the period during which this Ordinance come into force.

6. Any employer who fails to furnish the Self-Certification to be furnished under proviso to section 4 to this Ordinance shall, on conviction, be an offence punishable with fine which may extend to rupees ten thousand;

Penalty.

Provided that any offence under this section shall be compoundable under any law for compounding of offence under labour laws as extended in the State of Manipur from time to time.

Raj Bhavan, Imphal
The 22nd December, 2023

Sd/-
(Anusuiya Uikey)
Governor of Manipur

NUNGSHITOMBI ATHOKPAM,
Commissioner (Law) to the Govt. of Manipur.

First Schedule
[See section 2(c)]

1. The Contract Labour (Regulation and Abolition) Act, 1970 (No. 37 of 1970);
2. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (No. 30 of 1979).
3. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996(No. 27 of 1996)

Second Schedule
[See section 4]

Form for Self-Certification to be furnished by the employer to the Registering Officer or Licensing Officer, as the case may be.

A. In relation to registration of establishment-

- (a) Name and address of the registered establishment.
- (b) Name and address of the employer of the registered establishment.
- (c) Number and date of registration of the establishment.
- (d) Nature of work, business and operation carried on by the registered establishment.

B. In relation to License to the employer-

- (a) Name and address of the establishment
- (b) Name and address of the employer of the establishment.
- (c) Number and date of License granted to the Employer of the establishment.
- (d) Nature of work, business and operation carried on by the establishment.

Certified that the information furnished in this Self-Certification are true to the best of my knowledge and information and that there was no case of violation of any of the provisions of the labour laws applied to me in relation to the work, business and operation carried out in my establishment under the certification.

Date.

Signature of Employer.