



Gi GROUP INDIA COMPLIANCE NEWSLETTER

SEPTEMBER'2025 EDITION



Dear Reader,

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

In this edition of our monthly Compliance Newsletter, we bring you the latest Minimum Wages revisions notifications from the states of Chandigarh, Bihar, Uttar Pradesh and Central Sphere.

Further, we have also appended the notifications and amendments released in the month of September'25. Some of the important announcements made in this newsletter are circular regarding Launch of the revamped Electronic Challan-cum-Return (ECR) for wage month September 2025 onwards, all key services and access to Provident Fund details to be available through a single login and many more.

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

Chandigarh Minimum Wages Revision

The Administrator of Union Territory of Chandigarh vide Notification No. ST/(CPI)/2025-26/3376, has issued a Notification regarding revision of minimum rate of wages with effect from 01st April 2025. Please refer to the below table for the revised minimum wages and notification appended herewith for more details:

<u>State: Chandigarh</u>			
<u>Category: Shops & Commercial Establishment</u>			
<u>Effective Date: 01/04/2025</u>			
Class of Employment	Minimum Wages till 31/03/2025	VDA/Increase w.e.f. 01/04/2025	Minimum Wages w.e.f. 01/04/2025
Unskilled	14142	252	14394
Semi-Skilled II	14292	252	14544
Semi-Skilled I	14392	252	14644
Skilled II	14592	252	14844
Skilled I	14817	252	15069
Highly Skilled	15217	252	15469
Class III (Staff)	14417	252	14669
Class II (Staff)	14567	252	14819
Class I (Staff)	14927	252	15179

Bihar Minimum Wages Revision

The Government of Bihar vide S.O 165, has issued revision of minimum wages for various schedules employment with effect from 01st October 2025. Please refer to the below table for the revised minimum wages and notification appended herewith for more details:

<u>State: Bihar</u>			
<u>Effective Date: 01/10/2025</u>			
<u>Nature of Employment: 69 Scheduled Employment including Commercial Establishment</u>			
Category	Minimum Wages till 30/09/2025	VDA w.e.f 01/10/2025	Minimum Wages w.e.f. 01/10/2025
Unskilled	11024	104	11128
Semi-Skilled	11440	104	11544
Skilled	13936	130	14066
Highly Skilled	17004	156	17160

Uttar Pradesh Minimum Wages Revision

The Government of Uttar Pradesh vide No. 386 Enforcement-(MW)/15, has issued revision of minimum wages for various schedules employment with effect from 01st October 2025. Please refer to the below table for the revised minimum wages and notification appended herewith for more details:

State: Uttar Pradesh				
Effective Date: 01/10/2025				
Category: Various including Shops & Commercial Establishment				
Class of Employment	Basic Per Month	VDA Per Month	Total Per Day	Total Per Month
Unskilled	5750	5271	424	11021
Semi-skilled	6325	5798	466	12123
Skilled	7085	6495	522	13580

Central Sphere Minimum Wages Revision

The Ministry of Labour and Employment Vide File No. 1/6(1)/2025-LS-II, has continued the same minimum wages effective from 1st October 2025. Please refer to the below table for the revised minimum wages and notification appended herewith for more details:

Central Sphere Minimum Wages			
Effective Date: 01/10/2025			
Category: Industrial Workers - Construction or Maintenance of Roads or Runaways or in Building Operations Including Laying Down Underground Electric, Wireless, Radio, Television, Telephone, Telegraph and Overseas Communication Cables and Similar Other Underground Cabling Work, Electric Lines, Water Supply Lines and Sewerage Pipe Lines			
Category	Zone A	Zone B	Zone C
Unskilled	20930	17524	14066
Semi-Skilled	23218	19760	16432
Skilled	25506	23218	19760
Clerical	25506	23218	19760
Highly Skilled	27690	25506	23218

NOTIFICATIONS/ CIRCULARS/ AMENDMENTS



Circular regarding Launch of the revamped Electronic Challan-cum-Return (ECR) for wage month September 2025 onwards

The Employees Provident Fund Organization Vide Circular No. Compliance/ECR Revamp/2025/12997, has released Circular regarding Launch of the revamped Electronic Challan-cum-Return (ECR) for wage month September 2025 onwards. Below are the key features of the revamped ECR:

- a) The system provides for segregation of the return submission process from the payment generation process.
- b) The new platform includes system-based validations aimed at preventing the submission of incorrect ECRs.
- c) There is specific provision for the calculation of interest (7Q) and damages (14B) along with the ECR.
- d) The system will auto calculate the due interest amount u/s 7Q and it is mandatory to be paid along with monthly contribution.
- e) Provision for revision of ECR is available subject to certain conditions.
- f) There is no change in the existing format of the ECR.
- g) The system mandates month-wise chronological filing of ECR.

Please refer to the circular appended herewith for more detailed information.

All key services and access to Provident Fund details to be available through a single login

The Press Information Bureau has released news regarding All key services and access to Provident Fund details to be available through a single login. Below are the key reforms:

- a) EPFO enables easy access to PF details with 'Passbook Lite' in member portal
- b) Online access to Annexure K (Transfer Certificate) for PF transfer transparency
- c) Reduction in number of approvals to fast-track settlements

Please refer to the news released by the Press Information Bureau for more detailed information.

Circular on Simplification of Transfers Claims – Transfer Certificate in Annexure K

The Employees Provident Fund Organization Vide Circular No. WSU/TransferClaimPt1/E-1163369/2025-26/33, has released a Circular on Simplification of Transfers Claims - Transfer Certificate in Annexure K now made available in Member Portal. As per the said circular, the transfer certificate in Annexure K has now been made available for download in member portal for convenience. The Annexure K can be accessed by the member through the following pathway:

Member Portal >> Online Services >> Track Claim Status >> Download Annexure K

Please refer to the circular appended herewith for more detailed information.

Notification on grant of exemption to all Shops and Establishments employing up to 10 employees from the applicability of provisions of the Telangana Shops and Establishments Act, 1988

The Government of Telangana Vide G.O.Rt.No.383, hereby exempt all Shops and Establishments employing upto ten (10) employees from the applicability of the provisions of the said Act and corresponding rules made thereunder except the certain provisions as specified in the Notification from the date of publication of this notification in the Telangana Gazette. Please refer to the notification appended herewith for more information.

Apprenticeship (Amendment) Rules, 2025 | Revision of Minimum Stipend Rates & Other Rules

The Ministry of Skill Development and Entrepreneurship vide Notification No. G.S.R. 610(E) has notified amendment under the Apprenticeship Rules, 1992 which shall be referred as the Apprenticeship (Amendment) Rules, 2025. Below are some of the important highlights of the amendment:

1. The minimum rate of stipend payable to apprentices per month shall be as per the qualifications stipulated in the curriculum. The minimum rate of stipend payable to apprentices per month shall be the following:

S. No.	Category	Minimum Stipend Per Month
1	Class 5 th to 9 th	6800
2	Class 10 th	8200
3	Class 12 th	9600
4	National or State Certificate holder	9600
5	Technician (vocational) apprentice or Vocational Certificate holder or Sandwich Course (Students from Diploma Institutions)	9600
6	Technician apprentices or diploma holder in any stream or sandwich course (students from degree institutions)	10900
7	Graduate apprentices or degree apprentices or degree in any stream	12300

2. A new Rule i.e. Rule 7D has been added. As per the said Rule, A person may undergo maximum two apprenticeship training, and the second training shall not be in the same trade. There shall be minimum one year gap between two apprenticeship training provided that the previous training is completed and no gap shall be required in the case of termination of previous apprenticeship training due to failure on the part of the employer as per conditions specified.
3. As per the MSDE Notification No. MSDE-1/3/2024-AT, the said amendment Rules shall be effective from 11/09/2025.

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Contact Information:

Name- Sushil Shah, Legal and Compliance

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

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

**Consumer Price Index Number of
Chandigarh Centre for the half
year ending March, 2025**

No. ST/(CPI)/2025-26/3376

Dated: 03/09/2025

The half yearly Cost of Living Index Numbers of Chandigarh Centre (Base 2001 = 100 and 2016 = 100) for industrial workers, issued by Labour Bureau, Chandigarh for the respective month(s) i.e. from October, 2024 to March, 2025 are 2225, 2225, 2220, 2220, 2220 and 2214 and the average (calculated for six months) cost of living index numbers as on March, 2025 is 2221. The previous average cost of living index numbers was 2185 points for the quarter ending September, 2024, hence, there is increase in average cost of living index number is 36 points. The per point neutralization in minimum rates of wages for monthly rated employees under the Minimum Wages Act is Rs. 7/-, thus minimum rates of wages for each category of employees have been increased by **Rs. 252/- p.m.** on the increase of 36 points. The following are the minimum rates of wages payable for monthly & daily rated employees for the period starting from **01.04.2025 to 30.09.2025**.

S.No.	Category of Employees	Rates of Minimum Wages (in Rupees)			
		Monthly	Daily	Monthly	Daily
		Old Rate 01.10.2024 to 31.03.2025 (in Rs.)	Old Rate 01.10.2024 to 31.03.2025 (in Rs.)	New Rate 01.04.2025 to 30.09.2025 (in Rs.)	New Rate 01.04.2025 to 30.09.2025 (in Rs.)
1.	Un-skilled	14,142.00	544.00	14,394/-	554.00
2.	Semi-Skilled-II	14,292.00	550.00	14,544/-	559.00
3.	Semi-Skilled-I	14,392.00	554.00	14,644/-	563.00
4.	Skilled-II	14,592.00	561.00	14,844/-	571.00
5.	Skilled-I	14,817.00	570.00	15,069/-	580.00
6.	Highly Skilled	15,217.00	585.00	15,469/-	595.00
7.	Class III (Staff)	14,417.00	555.00	14,669/-	564.00
8.	Class-II (Staff)	14,567.00	560.00	14,819/-	570.00
	Class I (Staff)	14,927.00	574.00	15,179/-	584.00



(Hotels, Restaurants, Tea Stall and Halwai)

Sl. No.	Category of Employees	Without Food and Lodging	With food and Lodging	For food and Lodging
		New Rate 01.04.2025 to 30.09.2025 (in Rs.)	New Rate 01.04.2025 to 30.09.2025 (in Rs.)	New Rate 01.04.2025 to 30.09.2025 (in Rs.)
1.	Un-skilled	14,394/-	12,595.00	1799.00
2.	Semi-Skilled-II.	14,544/-	12,726.00	1818.00
3.	Semi-Skilled-I.	14,644/-	12,813.00	1831.00
4.	Skilled-II	14,844/-	12,988.00	1856.00
5.	Skilled-I	15,069/-	13,235.00	1834.00
6.	Highly Skilled	15,469/-	13,535.00	1934.00
7.	Class III (Staff)	14,669/-	12,835.00	1834.00
8.	Class-II (Staff)	14,819/-	12,967.00	1852.00
9.	Class I (Staff)	15,179/-	13,282.00	1897.00

Notes:-

(1) The points for the months from October, 2024 to March, 2025 on the Base Year 2016 = 100 and Base Year 2001=100 have been calculated by the linking factor i.e. 2.79 & 5.26 which comes i.e. 423, 423, 422, 422, 422 and 421 in respect of UT, Chandigarh.

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

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

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

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

(ii) **Semi-Skilled-II:** means an employee who has not passed his intermediate or equivalent examination and have learnt by experience to work on a machine and operate or work on such machine or who has acquired some skill in any technical/professional trades and work on a machine or on the job of that trade or profession or who without having any special training from any Govt. recognized institution or school or board works as a plumber, rein forcer, spinner, stitcher, tailor, embroider, barber, mochi, pump attendant, mixerman, deffedar, mate, tarcol

/ paint sprayer or other sprayer or bazri spreader, quarry operator, jamperman, hammer man, sole cutter, upper-fitter, backer, securer, stiffer, skiver, heel builder, boatman, floor polisher, mistry, whitewasher, carpenter, distemperer, air conditioner operator or its repairer, moulder, compositor, rangaiwala, Roller man, saw man, plainer man cuttermen, soaker, hanger man, drillman, leach houseman, lime yardman, drum man, tan yardman, book binder, wireman, buffer, grusher, waiter, , deliveryman, khatai wala, achaar/muraba maker, weighing man, lineman, bill collector, assistant cook, painteryman, stock boy, canvasser, glassfitter, cyclefitter or repairer, furniture polisher, type repairer, kantiwala, lohar, toka man, planer, light vehicle driver or a chauffeur, conductor or who works as a welder, sheet metal worker, fitter, turner, machine man, grinder man or as machinist grinder radio/TV wireless repairer, blacksmith, motor mechanic, diesel engine operator or other machines operator, diesel mechanic, meter reader etc. or any other person who does any work similar to any of the above.

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

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

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

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

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




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

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




Labour Commissioner,
Union Territory, Chandigarh.



बिहार गजट

असाधारण अंक

बिहार सरकार द्वारा प्रकाशित

2 आश्विन 1947 (श10)

(सं0 पटना 1560) पटना, बुधवार, 24 सितम्बर 2025

श्रम संसाधन विभाग

अधिसूचना

23 सितम्बर 2025

एस0 ओ0 167, दिनांक 24 सितम्बर 2025—न्यूनतम मजदूरी अधिनियम, 1948 (1948 का 11) की धारा-5 के साथ वर्णित उक्त अधिनियम की धारा-3 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए बिहार राज्यपाल अनुबद्ध अनुसूची-1(ब) उल्लेखित अनुसूचित 89 नियोजनों में नियोजित विभिन्न श्रेणियों के कर्मचारियों के लिए निर्धारित/पुनरीक्षित न्यूनतम मजदूरी के दरों पर परिवर्तनशील मंहगाई भत्ता लागू करने की घोषणा करते हैं। अनुसूची -1(ब) में उल्लेखित नियोजनों में नियोजित कर्मचारियों पर परिवर्तित उपभोक्ता मूल्य सूचकांक, उक्त अनुसूची-1(अ) के स्तंभ-01 के प्रदर्शित महीनों के लिए उक्त अधिनियम की धारा-2(क) के प्रयोजन के निमित्त अनुसूची 1(अ) के स्तम्भ-04 में यथा प्रदर्शित रूप में होंगे।

अनुसूची-1 (अ)
(परिवर्तित मूल्य सूचकांक)

माह एवं वर्ष	उपभोक्ता मूल्य सूचकांक (आधार वर्ष-2016-100)	आधार वर्ष परिवर्तन हेतु लिंक फैक्टर	परिवर्तित मूल्य सूचकांक (आधार वर्ष- 1960-100)
1	2	3	4
जनवरी, 25	143.2	4.63 X4.93 X2.88	9,413.76
फरवरी, 25	142.8	4.63 X4.93 X2.88	9,387.47
मार्च, 25	143	4.63 X4.93 X2.88	9,400.61
अप्रैल, 25	143.5	4.63 X4.93 X2.88	9,433.48
मई, 25	144	4.63 X4.93 X2.88	9,466.35
जून, 25	145	4.63 X4.93 X2.88	9,532.09
योग :-56633.76			
वर्ष 2025 के प्रथम वर्ष जनवरी, से जून, 2025 का औसत-56633.76÷6 =9438.96			

नोट:- दिनांक-01.04.2025 से लागू दरों से संबंधित अधिसूचना एवं गजट संख्या का संदर्भ -अधिसूचना संख्या-(1659,1660) दिनांक-28.03.2025; गजट सं०-232, दिनांक-08.04.2025 तथा अधिसूचना संख्या-1665, 1666 दिनांक- 28.03.2025; गजट संख्या-266, दिनांक-09.04.2025।

अनुसूची-1 (ब)
(अधिसूचित गैर-कृषि नियोजनों की सूची)

- (1) कॉ-ऑपरेटिव सेक्टर
- (2) अलुमिनियम उद्योग
- (3) खंडसारी उद्योग
- (4) केमिकल एवं फर्मास्यूटिकल उद्योग
- (5) साबुन निर्माण उद्योग
- (6) सिमेन्ट प्री-स्ट्रेटेडेड प्रोडक्ट्स उद्योग
- (7) एस्वेस्टस सिमेंट उद्योग
- (8) ग्लास शीट निर्माण
- (9) बन्दूक करखाने
- (10) धार्मिक एवं सामाजिक संस्थान
- (11) पेपर उद्योग
- (12) लौण्ड्रीज एंड वासिंग
- (13) होजियरी निर्माण
- (14) सिन्दुर एवं रंग बनाने का उद्योग
- (15) चर्म वस्तु निर्माण
- (16) उड वर्क्स फर्नीचर
- (17) आइस्क्रीम एवं कोल्ड ड्रिंक्स
- (18) पेट्रोल एवं डिजल पम्पस
- (19) फिशरीज
- (20) खादी एवं ग्राम उद्योग
- (21) प्राईवेट फेरीज एंड एल.टी.सी
- (22) जिल्दसाजी उद्योग
- (23) दफ्ती, कार्ड बोर्ड, मील बोर्ड कारगरेक बोर्ड, एक्स्ट्रा बोर्ड या गत्ता पेपर बोर्ड निर्माण
- (24) इलेक्ट्रॉनिक्स उद्योग
- (25) सिमेंट ह्यूम पाईप, बिजली का खंभा एवं रेलवे स्लीपर बनाने का उद्योग
- (26) प्लाईउड उद्योग
- (27) बिजली एवं अन्य प्रकार के बल्ब तथा फ्लोरोन्स ट्यूब निर्माण उद्योग
- (28) ढलाई (फाउन्ट्री) उद्योग
- (29) रबड़ एवं कम्पाउंड उद्योग
- (30) बिस्कुट उद्योग
- (31) कोल ब्रिकेट उद्योग
- (32) सिलाई उद्योग
- (33) हैंडलूम उद्योग
- (34) निजी अस्पताल, नर्सिंग होम्स एवं क्लीनिक्स
- (35) डिस्ट्रीलरीज
- (36) प्लास्टिक उद्योग
- (37) मिनरल ग्राईडिंग उद्योग
- (38) शीशा उद्योग (ग्लास शीट छोडकर)
- (39) डेयरीज एवं पॉल्ट्री फार्म्स
- (40) स्वर्ण एवं रजत आभूषण तथा कलापूर्ण सामग्रियों के निर्माण
- (41) चर्म शोधनालय और चर्म विनिर्माणशालाओं
- (42) चावल मिल, आटा मिल एवं दाल मिल
- (43) तेल मिल

- (44) मुद्रणालय
- (45) किसी दुकान अथवा प्रतिष्ठान
- (46) पब्लिक मोटर ट्रांसपोर्ट
- (47) ऊनी कालीन बनाने वाले या शाल बुनने वाले
- (48) कोल्ड स्टोरेज
- (49) लघु अभियंत्रण उद्योग (स्वचालित दूकान को छोड़कर 50 से कम कामगार नियोजित करने वाले)
- (50) बांध निर्माण एवं सिंचाई कार्य
- (51) सड़को के निर्माण या अनुरक्षण अथवा भवन निर्माण कार्य
- (52) बेकरीज एवं कन्फेक्सीरीज
- (53) पकाई खाद्य वस्तु बेचने वाली दुकानें
- (54) होटल, भोजन गृह एवं रेस्तराओं
- (55) अबरख कार्य (खादान को छोड़कर) कारखाना एवं प्रतिष्ठान
- (56) सिनेमा उद्योग
- (57) किसी भी विश्वविद्यालय शैक्षणिकशोध अथवा सांस्कृतिक संस्थान
- (58) प्राइवेट सिक्यूरिटी एजेन्सी
- (59) रिफ्रेक्ट्रीज, फायर ब्रिक्स एवं सिरामिक्स उद्योग
- (60) पौट्रीज (61) औटोमोबाईल इंजिनियरिंग शौप्स
- (62) हार्ड कोक भट्टे
- (63) कूरियर सेवा
- (64) चूड़ा मिल
- (65) इलेक्ट्रोकास्टिंग एवं मेटल फरनिशिंग उद्योग
- (66) अभियंत्रण उद्योग (50 से अधिक कामगार नियोजित करने वाले)
- (67) लोहा से छड़ पट्टी, एंगल आदि रोलिंग का कार्य
- (68) जूट उद्योग एवं अनुसंगिक कार्य
- (69) सूचना एवं प्रौद्योगिक उद्योग
- (70) विक्रय प्रोत्साहन नियोजन
- (71) घरेलु नियोजन
- (72) पापड़ उद्योग,
- (73) नाविक के नियोजन,
- (74) अगरबत्ती उद्योग,
- (75) सफाई कर्मचारी के नियोजन (शुष्क शौचालय सन्निर्माण (प्रतिषेध) अधिनियम, 1993 के अधीन प्रतिषिद्ध क्रिया-कलापों को छोड़कर)
- (76) सरकारी कार्यालयों में आउटसोर्सिंग के माध्यम से कार्यरत कर्मी
- (77) चीनी उद्योग में आउटसोर्सिंग के माध्यम से कार्यरत कामगार
- (78) पत्थर तोड़ने अथवा पत्थर पीसने का कार्य
- (79) बीड़ी निर्माण
- (80) ईंट निर्माण
- (81) हेयर कटिंग शैलून
- (82) लादने एवं उतारने के कार्य
- (83) वन का संचालन तथा लकड़ी बनाने के कार्य
- (84) असली रेशम, कृत्रिम रेशम तथा स्टैपुल धागों से निर्माण सहित सिल्क उद्योग
- (85) मिट्टी काटने के कार्य
- (86) चाय बगान (87) लाह निर्माण
- (88) पावरलूम इंडस्ट्रीज (बिजली करघा)
- (89) केन्दु पत्ता तोड़ने एवं तैयार करना।

अनुसूची -II
(01.10.2025 से लागू न्यूनतम मजदूरी की दरें)

क्र० सं०	कामागारों की कोटि	दिनांक-01.09.2022+01.10.2022+01.04.2023+01.10.2023+01.04.2024+01.10.2024+01.04.2025 से निर्धारित न्यूनतम मजदूरी की दरें (रुपये में)	परिवर्तनशील महंगाई भत्ता की राशि (दिनांक-01.10.2025 से प्रभावी)	01.10.2025 से लागू न्यूनतम मजदूरी की दरें। (स्तंभ 3+4)
1	2	3	4	5
1	अकुशल	366.00+7.00+15.00+7.00+15.00+2.00+12.00 =424.00	4.00	428.00 प्रतिदिन
2	अर्द्धकुशल	380.00+8.00+15.00+8.00 15.00+2.00+12.00=440.00	4.00	444.00 प्रतिदिन
3	कुशल	463.00+9.00+19.00+9.00+ 19.00+2.00+15=536.00	5.00	541.00 प्रतिदिन
4	अतिकुशल	566.00+11.00+23.00+11.00+23.00+ 2.00+18=654.00	6.00	660.00 प्रतिदिन

नोट:-घरेलु नियोजनों में एक घंटा कार्य करने के लिए न्यूनतम मजदूरी की दर प्रतिदिन की अधिसूचित दर में आठ (8) से भाग देकर प्राप्त किया जायेगा। इसी प्रकार मासिक दर की गणना दैनिक दर में 26 से गुणा कर प्राप्त किया जायेगा।

परिवर्तनशील महंगाई भत्ता की दरें अखिल भारतीय उपभोक्ता मूल्य सूचकांक के उस औसत बिन्दु पर आधारित होगा जिस पर उपर्युक्त अनुसूचित नियोजनों में परिवर्तनशील महंगाई भत्ता की दरें निर्धारित/पुनरीक्षित की गई है।

उपर्युक्त सूचकांक में यथास्थिति वृद्धि अथवा ह्रास के अनुसार न्यूनतम मजदूरी की दरों में उपर्युक्त अनुसूची के स्तंभ-4 में अंकित दर से वृद्धि या कमी की जायेगी और उसे परिवर्तनशील महंगाई भत्ता का अंश समझा जायेगा। परन्तु यदि सूचकांक उस बिन्दु से कम हो जाय जिस पर न्यूनतम मजदूरी की दरें निर्धारित/पुनरीक्षित की गई हो तो निर्धारित/पुनरीक्षित न्यूनतम मजदूरी में कोई परिवर्तन नहीं होगा।

उक्त परिवर्तनशील महंगाई भत्ता भुगतान उपर्युक्त दर से जनवरी-जून, 2025 के औसत के आधार पर 01 अक्टूबर, 2025 से देय होगा और इसके बाद प्रत्येक छः महीने के औसत अखिल भारतीय उपभोक्ता मूल्य सूचकांक के आधार पर परिवर्तनशील महंगाई भत्ता की राशि में वृद्धि अथवा कमी संबंधित छमाही के तीन महीने बाद से लागू होगा।

अनुसूची-III
(अधिसूचित-12 नियोजनों के लिए खण्ड-दर)

78. पत्थर तोड़ने अथवा पत्थर पीसने के कार्य

I खदान से निकालना एवं बैल गाड़ी से ढोना—(प्रति 100 घनफीट)				
	खण्ड कार्य	दिनांक—01.09.2022+01.10.2022 +01.04.2023+01.10.2023+01.04. 2024+ 01.10.2024+01.04.2025 से निर्धारित न्यूनतम मजदूरी की दरें	परिवर्तनशील महँगाई भत्ता की राशि (दिनांक—01.10.2025 से प्रभावी)	01.10.2025 से लागू न्यूनतम मजदूरी की दरें।
(I)	1/4 मील के अन्दर और वहाँ तक	794.00+16.00+32.00+16.00+ 32.00+3.00+25.00=918.00	8.00	926.00
(II)	प्रत्येक 1/4 मील के उपर ढोने के लिए।	182.00+4.00+7.00+ 4.00+7.00+1.00+ 6.00=211.00	2.00	213.00
II	माइनिंग— तोड़ने और ट्रौली द्वारा परिवहन । (प्रति 25 घनफीट कटाव)	197.00+4.00+8.00+4.00+8.00 +1.00+6.00=228.00	2.00	230.00
III	वोल्डर्स बेली तोड़ने वाला (प्रति 100 घनफीट)	197.00+4.00+8.00+4.00+8.00 +1.00+ 6.00=228.00	2.00	230.00
IV	बोल्डर्स ब्लास्ट तोड़ने वाला (प्रति 100 घनफीट)			
(I)	2" x 3"	413.00+8.00+17.00+ 8.00+17.00+2.00+ 13.00=478.00	4.00	482.00
(II)	2" x 2½"	518.00+10.00+21.00+10.00+2 1.00+2.00+ 13.00=595.00	5.00	600.00
(III)	1½" x 2"	616.00+12.00+25.00+12.00+2 5.00+3.00+ 20.00=713.00	6.00	719.00
(IV)	1"	1017.00+20.00+41.00+20.00+ 41.00+4.00+32.00= 1175.00	10.00	1185.00
V	निज तौलाई से ब्लास्ट तोड़ने वाला (प्रति 5 फीट का बक्सा)	67.00+1.00+3.00+1.00+3.00+ 0.28+2.00 = 77.28	0.70	77.98
VI	चिप्स तोड़ने वाला (प्रति घनफीट)			
(I)	हाथ द्वारा बनाई गई ¾" डाउन छर्ची।	33.00+0.66+1.32+1.00+1.32+ 0.11+1.00 =38.41	0.3	38.71
(II)	हाथ द्वारा बनाई गई 1" डाउन छर्ची।	33.00+0.66+1.32+1.00+1.32+ 0.11+1.00 =38.41	0.3	38.71
VII	मिट्टी काटने वाला—			
(I)	मुलायम मिट्टी के लिए प्रति 90 घनफीट	366.00+7.00+15.00+ 7.00+ 15.00+2.00+ 12.00=424.00	4.00	428.00
(II)	कड़ी मिट्टी के लिए प्रति 75 घनफीट	366.00+7.00+15.00+ 7.00+ 15.00+2.00+ 12.00=424.00	4.00	428.00

(III)	अति कड़ी मिट्टी के लिए प्रति 60 घनफीट	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
नोट:-महिला कामगारों के लिए 15 प्रतिशत कम मिट्टी काटने का निर्णय, परन्तु मजदूरी समान रूप से पायेंगे।				
VIII	वोरर्स या ड्रीलर्स प्रति घनफीट	$49.00+0.98+2.00+1.00+2.00+0.20+2.00=57.18$	0.49	57.67
IX	माईन्स (एक चौथाई मिल के अन्दर माथे से वोरर्स ढोना) प्रति 25 घनफीट	$239.00+5.00+10.00+5.00+10.00+1.00+8.00=278.00$	2.00	280.00
X	बैगन लादने वाला (500 घनफीट के ब्रोडज का पूरा बैगन) बैगन की ढुलाई।	$658.00+13.00+26.00+13.00+26.00+3.00+21.00=750.00$	7.00	757.00
XI	स्टोन सेट (पत्थर की ईंट) प्रति 100 पीस के लिए			
(I)	ब्रेकिंग साईज 9" x 6" x 4" प्रति 100 पीसेज	$814.00+16.00+33.00+16.00+33.00+3.00+26.00=941.00$	8.00	949.00
(II)	स्टोन सेट (पत्थर की ईंट की पालिश करना)। प्रति 100 पीसेज	$449.00+9.00+18.00+9.00+18.00+1.00+14.00=518.00$	4.00	522.00
(III)	स्टोन सेट (पत्थर की ईंट की 3 से 4 मील तक की दूरी से कटिंग एवं ढुलाई)। 3 प्रति 100 पीसेज	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
79. बीड़ी निर्माण				
I	लेबुल लगाना			
(I)	लेबुल लगाना (एकल) प्रति लाख बीड़ी-	$449.00+9.00+18.00+9.00+2.00+18.00+2.00+16.00=523.00$	4.00	527.00
(II)	लेबुल लगाना (दोहरा) प्रति लाख बीड़ी-	$466.00+9.00+19.00+9.00+19.00+2.00+15.00=539.00$	5.00	544.00
II	सेकाई कार्य-			
(I)	तंदुर के सिवाय किसी अन्य तरीके से सेकाई कार्य मैनियोजित कर्मचारी प्रति लाख बीड़ी-	$216.00+4.00+9.00+4.00+9.00+1.00+7.00=250.00$	2.00	252.00
(II)	तंदुर द्वारा सेकाई-प्रति लाख बीड़ी-	$220.00+4.00+9.00+4.00+9.00+1.00+7.00=254.00$	2.00	256.00
(III)	गांठ बंधाई (टोकरी गांठ बंधाई) प्रति लाख बीड़ी-	$225.00+5.00+9.00+5.00+9.00+1.00+7.00=261.00$	2.00	263.00

80. ईट निर्माण नियोजन				
I	ईट बनाना एवं चढ़ाना अथवा उतारना			
(i)	ब्रिक मोल्डर (मिट्टी काटना, मिट्टी सानना, मिट्टी में पानी पटाना और परिया पर मिट्टी लाना सहित) प्रति हजार ईट—	535.00+11.00+21.00+11.00+21.00+2.00+17.00=618.00	5.00	623.00
(ii)	भट्ठा में ईट चढ़ाना अथवा उतारना (प्रति हजार ईट—)	366.00+7.00+15.00+ 7.00+15.00+2.00 +12.00 =424.00	4.00	428.00
81. हेयर कटिंग सैलून				
I	खंड कार्य			
(i)	प्रति बाल कटाई—	51.00+1.00+2.00+ 1.00+2.00+0.21+2.00=59.21	1.00	60.21
(ii)	प्रति दाढ़ी बनाई—	17.00+0.34+0.68+ 0.34+0.68+0.07+1.00=20.11	0.17	20.28
(iii)	प्रति बाल काटना एवं दाढ़ी बनाई—	63.00+1.00+3.00+ 1.00+3.00+0.26+2.00 =73.26	1.00	74.26
(iv)	प्रति सर मुंडन—	38.00+0.76+1.52+ 1.00+1.20+0.15+1.00= 43.63	0.38	44.01
(v)	बच्चे—बच्चियों प्रति बाल कटाई—	30.00+0.60+1.20+ 1.00+1.20+0.12+1.00= 35.12	0.30	35.42
(vi)	प्रति सर मालिश	13.00+0.26+0.52+ 0.26+0.52+0.05+0.4 = 15.11	0.13	15.24
(vii)	प्रति शैम्पू करना—	30.00+0.60+1.20+ 1.00+1.20+0.12+1.00= 35.12	0.30	35.42
(viii)	प्रति बाल रंगाई—	148.00+3.00+6.00+ 3.00+6.00+0.62+5.00=171.62	1.00	172.62
82. लादने या उतारने के कार्यों के नियोजन				
I	बोरा, गुड़, चक्की, खाद, कपड़े की गांठ, जूट, रूई, टीन या किरासन तेल का ड्राम, सरसों तेल, नारियल तेल और अन्य तेल, डालडा छोवा, पेन्ट्स, तार आदि या कोई अन्य भार (लोड) जो इस सूची में उल्लिखित नहीं है, को लादने अथवा उतारने का कार्य। गोदाम, दूकान या सामान रखने के स्थान (स्टोरेज) से रेलवे वैगन, ट्रक, ठेला, बैलगाड़ी आदि में 200 मीटर की दूरी तक सामान ले जाने अथवा ले आने का कार्य।			
(i)	20 किलो से कम—	6.00+0.12+0.24+0.12+0.24+0.02+0.2=6.94	0.06	7.00
(ii)	20 किलो से 40 किलो तक	8.00+0.16+0.32+0.16+0.32+0.03+0.25 =9.24	0.08	9.32
(iii)	41 किलो से 65 किलो तक	10.00+0.20+0.40+ 0.20+0.40+0.04+0.31=11.55	0.1	11.65
(iv)	66 किलो से 85 किलो तक—	13.00+0.26+0.52+ 0.26+0.52+0.05+0.41=15.02	0.13	15.15

(v)	86 किलो से 100 किलो तक	$18.00+0.36+0.72+ 0.36+ 0.72+0.07+1.00=21.23$	0.18	21.41
(vi)	101 किलो से और उससे अधिक (प्रति दो किलो भार के लिए) (101 किलो ग्राम के उपर)	$71.00+0.44+1.00+ 0.44+ 1.00+0.09+0.71= 75.00$	0.71	75.71
II	बोरा को भरना या फिर से भरना या तौलना या सिलाई करना या टीन ड्राम को वेल्डिंग करना या बोरा, टीन, ड्राम और अन्य किसी भार (लोड) को एक ही जगह ठीक से रखना—			
(i)	40 किलो तक—	$5.00+0.10+0.20+0.10+0.20+ 0.20+0.16 =5.78$	0.05	5.83
(ii)	41 किलो से 65 किलो तक—	$8.00+0.16+0.32+0.16+0.32+ 0.03+0.25= 9.24$	0.08	9.32
(iii)	66 किलो से 100 किलो तक—	$10.00+0.20+0.40+0.20+0.40+ 0.04+0.31=11.55$	0.10	11.65
(iv)	101 किलो और उससे अधिक— प्रति दस किलो ग्राम भार के लिए (101 किलोग्राम से उपर)—	$23.00+0.46+1.00+0.46+ 1.00+ 0.09+0.73= 27.00$	0.23	27.23
(v)	एक बोरा की सिलाई करना या एक टीन या एक ड्राम को वेल्डिंग करना या 10 किलो से अधिक भार के स्केल पर तौलना)—	$5.00+0.10+0.20+0.10+0.20+ 0.20+0.16 = 5.96$	0.05	6.01
III	बांस, लकड़ी का पोल, लकड़ी का कुन्दा, जलावन की लकड़ी और ईख लादना अथवा उतारना			
(i)	प्रति रेलवे वैगन—	$737.00+15.00+29.00+15.00+ 29.00+3.00+23.00=851.00$	7.00	858.00
(ii)	प्रति ट्रक—	$350.00+7.00+14.00+ 7.00+14.00+1.00+ 11.00=404.00$	4.00	408.00
(iii)	प्रति टायर वाली गाड़ी—	$101.00+2.00+4.00+ 2.00++4.00+0.42+ 3.00=116.42$	1.00	117.42
(iv)	प्रति बैलगाड़ी	$71.00+1.00+3.00+ 1.00+ 3.00+0.29+2.00=81.29$	0.71	82.00
(v)	ईख लादना एवं उतारना प्रति क्विन्टल—	$13.00+0.26+0.52+ 0.26+ 0.52+0.05+0.41=15.02$	0.13	15.15
IV	टाईल्स, फ्रेजाईल वेयर्स, स्टोन पाईल्डर्स वाली और कोयला को लादना अथवा उतारना—			
(i)	प्रति रेलवे वैगन—	$2015.00+40.00+81.00+40.00+ 81.00+8.46+ 64.00=2329.46$	20.00	2349.46
(ii)	प्रति ट्रक—	$875.00+18.00+35.00+18.00+ 35.00+3.67+ 28.00 =1013.00$	9.00	1022.00

(iii)	प्रति टायर वाली गाड़ी—	$253.00+5.00+10.00+ 5.00+ 10.00+1.00+ 8.00=292.00$	3.00	295.00
(iv)	प्रति बैलगाड़ी	$177.00+4.00+7.00+ 4.00+7.00+1.00+6.00=206.00$	2.00	208.00
V	सीमेन्ट या मिट्टी या शीशे से निर्मित ईंट, फायर ब्रिक्स को लादना अथवा उतारना			
(i)	प्रति रेलवे वैगन—	$1570.00+31.00+63.00+31.00+ 63.00+7.00+ 50.00=1815.00$	16.00	1831.00
(ii)	प्रति ट्रक—	$737.00+15.00+29.00+15.00+ 29.00+3.00+ 23.00=851.00$	7.00	858.00
(iii)	प्रति टायर वाली गाड़ी—	$213.00+4.00+9.00+ 4.00+ 9.00+0.89+7.00 =246.89$	2.00	248.89
(iv)	प्रति बैलगाड़ी	$155.00+3.00+6.00+ 3.00+6.00+0.65+5.00=178.65$	2.00	180.65
VI	स्टोन चीप्स एवं चाली को लादना अथवा उतारना—			
(i)	प्रति 100 सी०एफ०टी० लादना अथवा उतारना	$130.00+3.00+5.00+ 3.00+ 5.00+0.54+4.00 =150.54$	1.00	151.54
VII	स्टोन बोल्डर्स एवं ब्लास्ट को लादना एवं उतारना			
(i)	प्रति 100 सी०एफ०टी० लादना अथवा उतारना	$123.00+2.00+5.00+ 2.00+ 5.00+0.51+4.00 =141.51$	1.00	142.51
VIII	आयरनरॉड्स, जी०आई०सीट्स, आयरन पाईप्स, हीयूम पाईप मशीनरीज इक्वीपमेंट्स एवं अन्य हार्ड वेयर्स को लादना अथवा उतारना			
(i)	प्रति रेलवे वैगन—	$1764.00+35.00+71.00+35.00+ 71.00+7.00+ 56.00=2039.00$	18.00	2057.00
(ii)	प्रति टायर वाली गाड़ी ट्रक—	$814.00+16.00+33.00+16.00+ 33.00+3.00+ 26.00=941.00$	8.00	949.00
(iii)	प्रति टायर वाली गाड़ी—	$237.00+5.00+9.00+ 5.00+ 9.00+1.00+8.00 =274.00$	2.00	276.00
(iv)	प्रति बैलगाड़ी	$200.00+4.00+8.00+ 4.00+ 8.00+1.00+6.00 =231.00$	2.00	233.00
IX	कोयला को लादना अथवा उतारना			
(i)	प्रति रेलवे वैगन (22 टन की क्षमता वाला)—	$712.00+14.00+28.00+14.00+ 28.00+3.00+ 23.00=822.00$	7.00	829.00
(ii)	प्रति ट्रक (200 सी० एफ० टी०—)	$443.00+9.00+18.00+ 9.00+ 18.00+2.00+ 14.00=513.00$	4.00	517.00
(iii)	प्रति टायर वाली गाड़ी—	$122.00+2.00+5.00+ 2.00+ 5.00+1.00+4.00=141.00$	1.00	142.00
(iv)	प्रति बैलगाड़ी	$101.00+2.00+4.00+ 2.00+ 4.00+0.42+3.00=116.42$	1.00	117.42
X	चूना, बालू, क्ले (clay) एवं मिट्टी को लादना अथवा उतारना			
(i)	प्रति रेलवे वैगन (22 टन की क्षमता वाला)—	$557.00+11.00+22.00+11.00+ 22.00+2.00+ 18.00=643.00$	6.00	649.00
(ii)	प्रति ट्रक (200 सी०एफ० टी०—)	$324.00+6.00+13.00+ 6.00+ 13.00+1.00+ 10.00=373.00$	3.00	376.00

(iii)	प्रति टायर वाली गाड़ी—	$159.00+3.00+6.00+ 3.00+ 6.00+1.00+5.00=183.00$	2.00	185.00
(iv)	प्रति बैलगाड़ी	$122.00+2.00+5.00+ 2.00+ 5.00+1.00+4.00=141.00$	1.00	142.00
XI	सीमेन्ट बोड़ा को लादना अथवा उतारना			
(i)	प्रति सीमेन्ट बोड़ा को लादना एवं उतारना	$13.00+0.26+0.52+ 0.26+ 0.52+0.05+0.40=15.01$	0.13	15.14
83. वन का संचालन तथा लकड़ी बनाने के कार्य				
I	विभिन्न प्रकार के लकड़ी के कुन्दे (लौंग काटने वाला गिराना फालिंग, डिमार्किंग और कौपिस फोरेस्ट में लादने के स्थान में जमा कराना(पोल) सेलेक्स सर्किल में वृक्ष काटकर गिराना लोजिंग(टोना 4"x5"आदि)प्रति क्यूबिक मीटर	$8.00+0.16+0.32+0.16+0.32+ 0.03+0.25= 9.24$	0.08	9.32
II	कनवरसन ऑफ ट्राम लाईन ऐट फेंसिंग पोस्ट— प्रति टुकड़ा	$11.00+0.22+0.44+ 0.22+ 0.44+0.04+0.34 =12.70$	0.11	12.81
III	कटिंग,कनवरसन इन्क्लूडिंग स्ट्रैकिंग ऐट साईट आफ फायरउड (साईज क्यूबिक मीटर)—	$109.00+2.00+4.00+ 2.00+ 4.00+0.45+3.00=124.45$	1.00	125.45
IV	बॉस काटना एवं एकत्रित करना—			
(i)	लग्गा—प्रति 100	$314.00+6.00+13.00+ 6.00+ 13.00+1.00+ 10.00 =363.00$	3.00	366.00
(ii)	टोना—प्रति 100	$252.00+5.00+10.00+ 5.00+ 10.00+1.00 +8.00=291.00$	3.00	294.00
(iii)	सरही— प्रति 100	$109.00+2.00+4.00+ 2.00+ 4.00+0.45 +3.00=124.45$	1.00	125.45
(iv)	चारकोल मैन्यूफैक्चरिंग— प्रति 35 किलोग्राम का बैग	$79.00+2.00+3.00+ 2.00+ 3.00+0.33+2.00=91.33$	1.00	92.33
(v)	फीडरग्रास, थैच ग्रास या सेवाल ग्रास— प्रति 35 किलोग्राम बैगका—	$79.00+2.00+3.00+ 2.00+ 3.00+0.33+2.00=91.33$	1.00	92.33
(vi)	साल सीड एवं बोनहिनिया पत्ता जमा करना— प्रति किलोग्राम—	$21.00+0.42+0.84+ 0.42+ 0.84+0.08+0.7 = 24.30$	0.21	24.51

84. असली रेशम, कृत्रिम रेशम तथा स्टेपुल धागों से निर्माण सहित सिल्क उद्योग				
I	पावरलूम वीभर— के लिए और प्रतिमीटर एरीचेक उत्कृष्ट कपड़े के लिए—तथा	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
	अन्य प्रति मीटर सादे कपड़े—	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28
II	हैंडलूम वीभर— प्रति मीटर सादे कपड़े के लिए—	$30.00+0.60+1.20+1.00+0.12+0.12+1.00=34.04$	0.30	34.34
	प्रति मीटर एरीचेक तथा अन्य उत्कृष्ट कपड़े के लिए—	$38.00+0.76+1.52+1.00+1.20+0.15+1.00=43.63$	0.38	44.01
	प्रति मीटर तसर, मलवरी, मुंगा कपड़े के लिए—	$41.00+0.82+1.64+1.00+1.64+0.17+1.00=46.27$	0.41	47.69
III	पिन बाईन्डर—			
(I)	पावरलूम—			
(i)	प्रति किलोग्राम हाथ से तैयार कपड़े	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(ii)	प्रति किलोग्राम धोने से तैयार कपड़े	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28
(II)	हैंडलूम—प्रति किलोग्राम	$33.00+0.66+1.32+1.00+1.32+0.13+1.00=38.43$	0.33	38.76
IV	बोविन बाईन्डर—			
(i)	पावरलूम—प्रति किलोग्राम हाथ से तैयार कपड़े	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28
(ii)	हैंडलूम—प्रति किलोग्राम	$33.00+0.66+1.32+1.00+1.32+0.13+1.00=38.43$	0.33	38.76
V	कटाई—छटाई			
	स्टेपुल (प्रति थान 12 मीटर का सिल्क—	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28

85. मिट्टी काटने का कार्य—				
I	मुलायम मिट्टी के लिए प्रति 90 घनफीट	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
II	कड़ी मिट्टी के लिए प्रति 75 घनफीट	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
III	अति कड़ी मिट्टी के लिए प्रति 60 घनफीट	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
नोट:—महिला कामगारों के लिए 15 प्रतिशत कम मिट्टी काटने का निर्णय, परन्तु मजदूरी समान रूप से पायेंगे।				
86. चाय बगान का नियोजन				
(i)	तोड़ने वाले 1 किलो ग्राम हरी पत्ती तोड़ने के लिए—	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28
(ii)	कुदाली से खोदने में लगे व्यक्ति—0.133 एकड़ जमीन में 40 नाल तैयार करने के लिए—	$53.00+1.00+2.00+1.00+2.00+0.22+2.00=61.22$	0.53	61.75
(iii)	मिराई और विसाखन (फोरकिंग में लगे व्यक्ति) प्रति 100 चाय झाड़ी (टी बुश) पर—	$53.00+1.00+2.00+1.00+2.00+0.22+2.00=61.22$	0.53	61.75
87. लाह निर्माण				
I	कारीगर—प्रति 40 किलो सीड लाह मेलटिंग के लिए—	$221.00+4.00+9.00+4.00+9.00+1.00+7.00=255.00$	2.00	257.00
II	वेलवईया—प्रति 40 किलो सीड लाह मेलटिंग के लिए—	$190.00+4.00+8.00+4.00+8.00+1.00+0.48+6.00=220.48$	2.00	222.48
III	फरवईया— प्रति 40 किलो सीड लाह मेलटिंग के लिए—	$115.00+2.00+5.00+2.00+5.00+0.48+4.00=133.48$	1.00	134.48
IV	कामीन एवं घोधियाहीन— प्रति 40 किलो सीड लाह की भूसी, मुलम्मा एवं सैंड को निकालने एवं धोने लिए —	$57.00+1.00+2.00+1.00+2.00+0.23+2.00=65.23$	1.00	66.23

V	करहिया, रंगकरहिया, घसंदर एवं मैयनदर-प्रति 40 किलोसीड लाह की धोलाई मसीन से धोने के लिए-	$53.00+1.00+2.00+1.00+2.00+0.22+2.00=61.22$	0.53	61.75
VI	टेलर (खलिफा)-			
(i)	(1) जब अपना मसीन व्यवहार करे (प्रति भट्ठा) -	$31.00+0.62+1.24+1.00+1.24+0.13+1.00=36.23$	0.31	36.54
(ii)	(2) जब नियोजक का मसीन व्यवहार करे (प्रति भट्ठा)-	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28
(iii)	क्रशर- प्रति 40 किलो स्टीक लाह-	$38.00+0.76+1.52+1.00+1.20+0.15+1.00=43.63$	0.38	44.01
(iv)	ब्रेकर- प्रति 40 किलो स्टीक लाह-	$33.00+0.66+1.32+1.00+1.32+0.13+1.00=38.43$	0.33	38.76
88. पावरलूम इन्डस्ट्रीज (बिजली करघा)-				
I	पीक			
(i)	26	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(ii)	28	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(iii)	30	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(iv)	32	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(v)	34	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(vi)	36	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(vii)	40	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51

(viii)	42	$30.00+0.60+1.20+1.00+0.12+0.12+1.00=34.04$	0.30	34.34
(ix)	44	$30.00+0.60+1.20+1.00+0.12+0.12+1.00=34.04$	0.30	34.34
(x)	46	$30.00+0.60+1.20+1.00+0.12+0.12+1.00=34.04$	0.30	34.34
(xi)	48	$30.00+0.60+1.20+1.00+0.12+0.12+1.00=34.04$	0.30	34.34
(xii)	50	$38.00+0.76+1.52+1.00+1.20+0.15+1.00=43.63$	0.38	44.01
(xiii)	52	$38.00+0.76+1.52+1.00+1.20+0.15+1.00=43.63$	0.38	44.01
89. केन्दु पत्ता तोड़ने एवं तैयार करने के नियोजन—				
I	पत्ता तोड़ना प्रति 50000 पत्ते अथवा 1 रु 55 पैसा प्रति 50 पत्ते—	$1344.00+27.00+54.00+27.00+54.00+6.00+43.00=1555.00$	13.00	1568.00
II	बोरा भरना—			
	प्रति छोटा बोरा—	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
	प्रति बड़ा बोरा—	$41.00+0.82+1.64+1.00+1.64+0.17+1.00=47.27$	0.41	47.68
III	ग्रेड में छोटना और बन्डल बनाना प्रतिबिन्डा (5 किलो का)—	$41.00+0.82+1.64+1.00+1.64+0.17+1.00=47.27$	0.41	47.68

टिप्पणी:—

- (क) न्यूनतम मजदूरी की मासिक दरों का दैनिक मजदूरी की दरों में परिवर्तन 26 से भाग देकर तथा दैनिक मजदूरी की दरों का मासिक मजदूरी की दरों में परिवर्तन 26 से गुणा करके प्राप्त किया जायेगा।
- (ख) न्यूनतम मजदूरी की उपर्युक्त प्रस्तावित दरों में सात दिनों की अवधि में विश्राम के दिन के लिए कर्मचारियों को देय पारिश्रमिक शामिल है।

- (ग) साप्ताहिक विश्राम के दिन अथवा अन्य किसी दिन समयोपरि (Overtime) कार्य के लिए कामगार बिहार न्यूनतम मजदूरी नियमावली, 1951 के नियम-25 में विहित दर से समयोपरि काम का दो गुणा मजदूरी भुगतान पाने का हकदार होगा।
- (घ) पुरुष तथा स्त्री कामगार एक ही काम या उसी प्रकार के काम के लिए समान दर पर मजदूरी पायेंगे।

सं० 5/एम0डब्लू0-40-16/2021-58/श्र0सं0,
बिहार-राज्यपाल के आदेश से,
राजीव रंजन,
संयुक्त सचिव।

23 सितम्बर 2025

एस0 ओ0 168 दिनांक 24 सितम्बर 2025 का अंग्रेजी भाषा में निम्नलिखित अनुवाद बिहार राज्यपाल के प्राधिकार से इसके द्वारा प्रकाशित किया जाता है जो भारतीय संविधान के अनुच्छेद 348 के खंड (3) के अधीन अंग्रेजी भाषा में उसका प्राधिकृत पाठ समझा जाय।

सं० 5/एम0डब्लू0-40-16/2021-59/श्र0सं0,
बिहार-राज्यपाल के आदेश से,
राजीव रंजन,
संयुक्त सचिव।

The 23rd September 2025

S.O. 167, Dated 24th September 2025—In exercise of the powers conferred by section -3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section(1) of Section-5 of the said act, the Governor of Bihar is pleased to introduce the formula for Variable Dearness Allowance in the minimum rates of wages fixed/ revised for the different categories of employees employed in the scheduled employments mentioned in column-02 of schedule 1(B) here to appended for the months shown in column-1 of the said schedule shall be shown in column-04 of the schedule 1(A) for the purpose of clause (d) of section -02 of the said Act.

Schedule-1 (A)

Month & Year	Index No Base Year (2016-100)	Link Factor Change for base year	Changed Index No. for base year (1960-100)
1	2	3	4
January, 2025	143.2	4.63 X4.93 X2.88	9,413.76
February, 2025	142.8	4.63 X4.93 X2.88	9,387.47
March, 2025	143	4.63 X4.93 X2.88	9,400.61
April, 2025	143.5	4.63 X4.93 X2.88	9,433.48
May, 2025	144	4.63 X4.93 X2.88	9,466.35
June, 2025	145	4.63 X4.93 X2.88	9,532.09
Total:-56633.76			
First Half Yearly Average of the year January to June, 2025			
56633.76÷6 = 9438.96			

***Note- Reference of Notification and Gazette for the rates effective from 01.10.2025-Notification No-(1659,1660) Dated-28.03.2025; Gazette No.-232 Dated-08.04.2025 & Notification No- (1665,1666) Dated-28.03.2025; Gazette No.-266 Dated- 09.04.2025**

SCHEDULE-I(B)

List of Schedule Non-Agricultural Employment

- (1) Co-operative Sector
- (2) Aluminum Industry
- (3) Khansari industry
- (4) Chemical and Pharmaceutical Industry
- (5) Soap Making Industry
- (6) Cement Pre - stressed product Industry
- (7) Asbestos Cement Industry
- (8) Glass Sheet Industry
- (9) Gun factories
- (10) Religious & Social Institution
- (11) Paper Industry
- (12) Laundries & washing
- (13) Hoseries Manufactory
- (14) Manufacture of Sindur & Rang
- (15) Manufacture of Leather goods
- (16) Wood works & furniture
- (17) Ice Cream and Cold Drinks
- (18) Petrol and Diesel Pump
- (19) Fisheries
- (20) Khadi and Village Industries
- (21) Private Ferries & LTC
- (22) Book binding Industry
- (23) Manufacturing of Dafti, Card Board, Mill Board, Corrugated Board, Straw Board or Gatta Paper Board.
- (24) Electronics Industry
- (25) Cement Hume pipe, Electric pole and Railway Sleeper manufactures Industry
- (26) Plywood Industries
- (27) Electric and other type of Bulbs and Florence tubes
- (28) Foundry Industries
- (29) Rubber and Rubber Compound Industry
- (30) Biscuit Industry
- (31) Coal Briquette Industry
- (32) Tailoring Industry
- (33) Handloom Industry
- (34) Private Hospitals, Nursing Homes and Clinics
- (35) Distilleries

-
- (36) Plastic Industries
 - (37) Mineral Grinding Industry
 - (38) Glass Industries (excluding glass sheet)
 - (39) Dairies and Poultry Farms
 - (40) Manufacture of Gold, Silver Ornaments & Articles of artistic design.
 - (41) Tanneries Leather Technology
 - (42) Rice Mills, Flour Mills & Dal Mills
 - (43) Oil Mills
 - (44) Printing Press
 - (45) Any Shops or Establishment
 - (46) Public Motor Transport
 - (47) Any Woolen Carpet Making or Shawl weaving establishments
 - (48) Cold Storage
 - (49) Minor Engineering Industry (Excluding automobile engineering shops less than 50 workers.)
 - (50) Dam Construction & Irrigation
 - (51) Construction or Maintenance of Road or in Building Construction
 - (52) Bakeries and Confectioneries
 - (53) Shops selling cooked food stuff
 - (54) Hotels Eating Houses and Restaurants
 - (55) Mica works (Factory & Establishments) (excluding Mines)
 - (56) Cinema industry
 - (57) Any University, Educational, Research or Cultural Institutions.
 - (58) Private Security Agency
 - (59) Refectories Fire Bricks & Ceramic Industry
 - (60) Potteries
 - (61) Automobile Engineering Shops
 - (62) Hard Coke Industry
 - (63) Currier Services
 - (64) Frittered Rice
 - (65) Electro casting and Metal Furnishing
 - (66) Engineering Industries (Employment more than 50 workers)
 - (67) Rolling of Iron Rod, Plates, Angles etc. works
 - (68) Jute Industry & ancillary works
 - (69) Information Technology
 - (70) Sales promotion employees
 - (71) Domestic Workers
 - (72) Papad Industry
 - (73) Sailars employment
 - (74) Agarbati Industry
 - (75) Employment of Sanitation Worker (Excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines Prohibition Act 1993)
 - (76) Workers employed through outsourcing in government offices

- (77) Workers employed through outsourcing in sugar industry.
 (78) Stone Breaking and Stone Crushing Operation
 (79) Bidi Making Manufacturing
 (80) Brick Manufactory
 (81) Hair Cutting Saloon
 (82) Loading and Unloading
 (83) Forestry and Timbering Operation
 (84) Silk Industries including Manufacturing from pure Silk Artificial Silk and other staple Yarn
 (85) Earth Cutting Operation
 (86) Tea Plantation
 (87) Lac Manufactory
 (88) Power Loom Industry
 (89) Plucking and Processing of Kendu Leave :

SCHEDULE -II

Total rates of wages effective from the date 01.10.2025

Sl. No	Categories of Worker	From Dated-01.09.2022 + 01.10.2022+01.04.2023+ 01.10.2023+01.04.2024+ 01.10.2024+01.04.2025 Minimum Wages Fixed (In. Rs.)	Amount of V.D.A. which is effective from the date- 01.10.2025 (In Rs.)	Total rates of wages effective from the date 01.10.2025 Column (3+4)
1	2	3	4	5
1.	Unskilled	366.00+7.00+15.00+7.00+ 15.00+2.00+12.00=424.00	4.00	428.00 Perday
2.	Semi skilled	380.00+8.00+15.00+8.00 15.00+2.00+12.00=440.00	4.00	444.00 Perday
3.	Skilled	463.00+9.00+19.00+ 9.00+ 19.00+2.00+15.00=536.00	5.00	541.00 Perday
4.	Highly Skilled	566.00+11.00+23.00+ 11.00+23.00+2.00+18.00 =654.00	6.00	660.00 Perday

Note: For domestic employments, the minimum wage rate for one hour of work shall be calculated by dividing the notified daily rate by eight (8). Similarly, the monthly rate shall be computed by multiplying the daily rate by twenty-six (26).

The rates of Variable Dearness Allowance (VDA) shall be based on the average point of the All India Consumer Price Index (AICPI) on which the VDA rates for the aforementioned scheduled employments have been determined/revised.

In accordance with any increase or decrease in the said index, the minimum wage rates shall be correspondingly increased or decreased from the rate specified in Column-4 of the above schedule, and such adjustment shall be deemed to constitute the component of Variable Dearness Allowance. However, if the index falls below the point at which the

minimum wage rates were determined/revised, no change shall be made to the determined/revised minimum wage.

The payment of the said Variable Dearness Allowance at the above rate shall be payable with effect from 01 October 2025, based on the average of the AICPI for the period January–June 2025. Thereafter, any increase or decrease in the amount of Variable Dearness Allowance shall be implemented three months after the end of each half-yearly period, based on the average AICPI for the respective six-month period.

SCHEDULE -III

List Of Schedule Piece Rate for 12 Employment

78. Stone Breaking & Stone Crushing Operations				
I	Mining & Carrying by Bullock Cart-			
	Piece Work	From Dated-01.09.2022+ 01.10.2022+01.04.2023+ 01.10.2023 + 01.04+2024+01.10.2024 Minimum Wages Fixed (In. Rs.)	Amount of V.D.A. which is effective from the date- 01.04.2025 (In Rs.)	Total rates of wages effective from the date 01.04.2025 Column (3+4)
(i)	Within up to quarter mile per 100 Cft-	794.00+16.00+32.00+ 16.00+32.00+3.00+25.00 =918.00	8.00	926.00
(ii)	For every above quarter mile of carrying per 100/- Cft	182.00+4.00+7.00+4.00+ 7.00+1.00+6.00=211.00	2.00	213.00
II	Mining chelly breaking and transport by trolley per tub- of 25ft-	197.00+4.00+8.00+4.00+8.00 +1.00+6.00=228.00	2.00	230.00
III	Chelly breaker from boulder per 100/-Cft-	197.00+4.00+8.00+4.00+8.00 +1.00+6.00=228.00	2.00	230.00
IV	Ballast Breaker from boulder- per 100/-Cft-- per 100/- Cft-			
(i)	2"x3"	413.00+8.00+17.00+8.00+ 17.00+2.00+13.00 =478.00	4.00	482.00
(ii)	2"X2-50"	518.00+10.00+21.00+ 10.00+21.00+2.00+13.00 =595.00	5.00	600.00
(iii)	1-50"X2"	616.00+12.00+25.00+ 12.00+25.00+3.00+20.00 =713.00	6.00	719.00
(iv)	1"	1017.00+20.00+41.00+ 20.00+41.00+4.00+32.00 =1175.00	10.00	1185.00
V	Breaking Ballast from telai-Per Box of 5ft-per Box of 5 ft-	67.00+1.00+3.00+1.00+3.00+ 0.28+2.00=77.28	0.70	77.98

VI	Chips Breaker-			
(i)	Hand made chips of 3/4"Dn- per Cft- -	$33.00+0.66+1.32+1.00+1.32+0.11+1.00=38.41$	0.3	38.71
(ii)	Hand made chips of 1" Dn- per Cft- -	$33.00+0.66+1.32+1.00+1.32+0.11+1.00=38.41$	0.3	38.71
VII	<u>Earth Cutting -</u>			
(i)	For soft earth- per 90 Cft-	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
(ii)	For hard earth per 75 Cft-	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
(iii)	For highly hand earth- per 60 Cft-	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
<u>Note:- Decision of 15% less earth cutting for women worker, but will gate equal wage-</u>				
VIII	Borers and Drollers per ft-	$49.00+0.98+2.00+1.00+2.00+0.20+2.00=57.18$	0.49	57.67
IX	Mines (Including boulders carrying Head load within a quarter mile-) per 25 Cft.	$239.00+5.00+10.00+5.00+10.00+1.00+8.00=278.00$	2.00	280.00
X	Wagon Loaders full head of Board gauges wagon (500 cubic ft-) per Wagon load-	$658.00+13.00+26.00+13.00+26.00+3.00+21.00=750.00$	7.00	757.00
XI	Stone Set (Stone Bricks) Per 100 Pcs. per 100 Pcs-			
(i)	Breaking Size (9"x6"x4")	$814.00+16.00+33.00+16.00+33.00+3.00+26.00=941.00$	8.00	949.00
(ii)	Stone Set (Stone Bricks Polishing) Polishing	$449.00+9.00+18.00+9.00+18.00+1.00+14.00=518.00$	4.00	522.00
(iii)	Stone Set (Stone Bricks Cautting & Transporting) for 3 to 4 mile -	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
<u>79. Bidi Making Manufacture :-</u>				
I	Libeling			
(i)	Libeling (Single) per lakh	$449.00+9.00+18.00+9.00+2.00+18.00+2.00+16.00=523.00$	4.00	527.00
(ii)	Libeling (double) per lakh	$466.00+9.00+19.00+9.00+19.00+2.00+15.00=539.00$	5.00	544.00
II	Sekai Work-			
(i)	Employees employed in Sekai by any process Bidi Other than Tandoor. Per Lakh Bidi. other than tandoor- per lakh	$216.00+4.00+9.00+4.00+9.00+1.00+7.00=250.00$	2.00	252.00
(ii)	Sekai by Tandoor per lakh Bidi	$220.00+4.00+9.00+4.00+9.00+1.00+7.00=254.00$	2.00	256.00

(iii)	Packing (Basket packing) per lakh	225.00+5.00+9.00+5.00+9.00 1.00+7.00=261.00	2.00	263.00
80. Brick Manufactory-				
I	Brick Making and Loding Or Unloding.			
(i)	Brick moulders (inclusive of cutting earth, kneading earth, watering earth, carrying earth to parria) per thousand bricks- earth to parria per thousand-	535.00+11.00+21.00+ 11.00+21.00+2.00+17.00= 618.00	5.00	623.00
(ii)	Loading & unloading of Bricks in Bhattha) per 1000 bricks & unsilled Labour per day.	366.00+7.00+15.00+7.00+ 15.00+2.00+12.00 =424.00	4.00	428.00
81. Hair Cutting Saloon -				
I	Piece Work			
(i)	Per Hair Cutting.	51.00+1.00+2.00+1.00+ 2.00+0.21+2.00=59.21	1.00	60.21
(ii)	Per shaving.	17.00+0.34+0.68+0.34+ 0.68+0+.07+1.00=20.11	0.17	20.28
(iii)	Per hair cutting & shaving.	63.00+1.00+3.00+1.00+ 3.00+0.26+2.00=73.26	1.00	74.26
(iv)	Per Sar Mundan	38.00+0.76+1.52+1.00+ 1.20+0.15+1.00= 43.63	0.38	44.01
(v)	Per Hair Cutting of Children.	30.00+0.60+1.20+1.00+ 1.20+0.12+1.00= 35.12	0.30	35.42
(vi)	Per Sar Malish.	13.00+0.26+0.52+0.26+ 0.52+0.05+0.4= 15.11	0.13	15.24
(vii)	Per Shampoo.	30.00+0.60+1.20+1.00+ 1.20+0.12+1.00= 35.12	0.30	35.42
(viii)	Per hair Dying.	148.00+3.00+6.00+3.00+ 6.00+0.62+5.00=171.62	1.00	172.62
82. Loading or Unloading Operation-				
I	Loading or Unloading of Bags, Gur Chakkies, Fertilizer bales of cloths, Jute, Cotton etc- tin or drum of Kerosene oil, Mustered Oil, Coconut Oil and other oil, Dalda Malases, Paints tar etc- or any other load, not specified in this schedule from Godown or Shop or storage place to railways wagon, truck, Bullock cart, etc- or from one place to another place and vice -versa for carrying loads every 200 meters or parts there fo per load of. thereof per load of			
(i)	Less than 20 kg-	6.00+0.12+0.24+0.12+ 0.24+0.02+0.2=6.94	0.06	7.00
(ii)	From 20 to 40 Kg-	8.00+0.16+0.32+0.16+ 0.32+0.03+0.25=9.24	0.08	9.32
(iii)	From 41 Kg- to 65 Kg-	10.00+0.20+0.40+0.20+ 0.40+0.04+0.31=11.55	0.1	11.65
(iv)	From 66 Kg- to 85 Kg-	13.00+0.26+0.52+0.26+ 0.52+0.05+0.41=15.02	0.13	15.15
(v)	From 86 Kg- to 100 Kg-	18.00+0.36+0.72+0.36+ 0.72+0.07+1.00=21.23	0.18	21.41

(vi)	From 101 Kg- and above (Rupees for every Two Kg-load over 101 kg.) 101 Kg-)	$71.00+0.44+1.00+0.44+1.00+0.09+0.71=75.00$	0.71	75.71
II	Filling or weighing or welding of this and drums or arranging of Bags , tins , drums and other loads within the same premises			
(i)	Up to 40 Kg-	$5.00+0.10+0.20+0.10+0.20+0.20+0.16=5.78$	0.05	5.83
(ii)	From 41 Kg- to 65 Kg-	$8.00+0.16+0.32+0.16+0.32+0.03+0.25=9.24$	0.08	9.32
(iii)	From 66 Kg- to 100 Kg-	$10.00+0.20+0.40+0.20+0.40+0.04+0.31=11.55$	0.10	11.65
(iv)	101 Kg- and above (Rupees for every 10 Kg-load over 101 Kg-)	$23.00+0.46+1.00+0.46+1.00+0.09+0.73=27.00$	0.23	27.23
(v)	Sewing of Bags of welding of tins or weighing of load above 10Kg- on scale	$5.00+0.10+0.20+0.10+0.20+0.20+0.16=5.96$	0.05	6.01
III	Loading or Unloading of Bamboo, wooden poles, Wooden logs, fuel wood and sugar cane.			
(i)	Per Railway wagon	$737.00+15.00+29.00+15.00+29.00+3.00+23.00=851.00$	7.00	858.00
(ii)	Per Truck	$350.00+7.00+14.00+7.00+14.00+1.00+11.00=404.00$	4.00	408.00
(iii)	Per Tyre cart	$101.00+2.00+4.00+2.00+4.00+0.42+3.00=116.42$	1.00	117.42
(iv)	Per bullock cart	$71.00+1.00+3.00+1.00+3.00+0.29+2.00=81.29$	0.71	82.00
(v)	Loding or Unloading of Sugarcane per quental	$13.00+0.26+0.52+0.26+0.52+0.05+0.41=15.02$	0.13	15.15
IV	Loading Or Unloading of tiles, Fragile wares made of cement or clay or glass, Boulders Ballast, chelly and coal-			
(i)	Per railways wagon	$2015.00+40.00+81.00+40.00+81.00+8.46+64.00=2329.46$	20.00	2349.46
(ii)	Per truck	$875.00+18.00+35.00+18.00+35.00+3.67+28.00=1013.00$	9.00	1022.00
(iii)	Per tyre cart	$253.00+5.00+10.00+5.00+10.00+1.00+8.00=292.00$	3.00	295.00
(iv)	Per bullock cart	$177.00+4.00+7.00+4.00+7.00+1.00+6.00=206.00$	2.00	208.00
V	Loading Or Unloading of Fire bricks, bricks made of cement or clay or glass.			
(i)	Per railways wagon	$1570.00+31.00+63.00+31.00+63.00+7.00+50.00=1815.00$	16.00	1831.00
(ii)	Per truck	$737.00+15.00+29.00+15.00+29.00+3.00+23.00=851.00$	7.00	858.00
(iii)	Per tyre cart	$213.00+4.00+9.00+4.00+9.00+0.89+7.00=246.89$	2.00	248.89

(iv)	Per bullock cart	$155.00+3.00+6.00+3.00+6.00+0.65+5.00=178.65$	2.00	180.65
VI	Loading Or Unloading of Stone chips & Challi-			
(i)	Loading or Unloading per 100 cft -	$130.00+3.00+5.00+3.00+5.00+0.54+4.00=150.54$	1.00	151.54
VII	Loading Or Unloading of Ballast & Bolders -			
(i)	Loading or Unloading per 100 cft -	$123.00+2.00+5.00+2.00+5.00+0.51+4.00=141.51$	1.00	142.51
VIII	Loading Or Unloading of iron rods, G-I-sheet, Iron Pipes, humepipe, Machineries equipments and other hard wires:-			
(i)	Per railways wagon	$1764.00+35.00+71.00+35.00+71.00+7.00+56.00=2039.00$	18.00	2057.00
(ii)	Per truck	$814.00+16.00+33.00+16.00+33.00+3.00+26.00=941.00$	8.00	949.00
(iii)	Per tyre cart	$237.00+5.00+9.00+5.00+9.00+1.00+8.00=274.00$	2.00	276.00
(iv)	Per bullock cart	$200.00+4.00+8.00+4.00+8.00+1.00+6.00=231.00$	2.00	233.00
IX	Loading Or Unloading of coal.			
(i)	Per railways wagon 4 wheel (Wagon of 22 tones capacity).	$712.00+14.00+28.00+14.00+28.00+3.00+23.00=822.00$	7.00	829.00
(ii)	Per truck 200 Cft-	$443.00+9.00+18.00+9.00+18.00+2.00+14.00=513.00$	4.00	517.00
(iii)	Per tyre cart	$122.00+2.00+5.00+2.00+5.00+1.00+4.00=141.00$	1.00	142.00
(iv)	Per bullock cart	$101.00+2.00+4.00+2.00+4.00+0.42+3.00=116.42$	1.00	117.42
X	Loading Or Unloading of lime and clay and earth etc-			
(i)	Per railways wagon (Wagon of 22 tones capacity)	$557.00+11.00+22.00+11.00+22.00+2.00=625.00$	18.00	643.00
(ii)	Per truck 200 Cft-	$324.00+6.00+13.00+6.00+13.00+1.00=363.00$	10.00	373.00
(iii)	Per tyre cart	$159.00+3.00+6.00+3.00+6.00+1.00=178.00$	5.00	183.00
(iv)	Per bullock cart	$122.00+2.00+5.00+2.00+5.00+1.00=137.00$	4.00	141.00
XI	Loading Or Unloading of cement per bag-			
(i)	Loading Or Unloading of cement per bag	$13.00+0.26+0.52+0.26+0.52+0.05+0.40=15.01$	0.13	15.14

83. Forestry and Timbering Operation-				
I	Log cutter of various sizes falling demarking and stocking at loading sits at copies forest, pole-(4"x5") Per cubic meter.	$8.00+0.16+0.32+0.16+0.32+0.03+0.25=9.24$	0.08	9.32
II	Conversion of tram line and fencing post per piece	$11.00+0.22+0.44+0.22+0.44+0.04+0.34=12.70$	0.11	12.81
III	Cutting conversion including Stacking at site of fire wood (size per cubic meter)	$109.00+2.00+4.00+2.00+4.00+0.45+3.00=124.45$	1.00	125.45
IV	Cutting and Collecting of bamboo(including siding).			
(i)	Loggas - Per 100 Pcs.	$314.00+6.00+13.00+6.00+13.00+1.00+10.00=363.00$	3.00	366.00
(ii)	Tonnas - Per 100 Pcs	$252.00+5.00+10.00+5.00+10.00+1.00+8.00=291.00$	3.00	294.00
(iii)	Sorahi - Per 100 Pcs	$109.00+2.00+4.00+2.00+4.00+0.45+3.00=124.45$	1.00	125.45
(iv)	Charcoal Manufactory per bag(35Kg)	$79.00+2.00+3.00+2.00+3.00+0.33+2.00=91.33$	1.00	92.33
(v)	Fidder Grass, or thatch grass or sewal grass (per k.g.)	$79.00+2.00+3.00+2.00+3.00+0.33+2.00=91.33$	1.00	92.33
(vi)	Sal seed & Bonhimia leaves collection (Per kg)	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
84. Silk Industry including Manufacturer from pure silk, artificial silk and other staple yarn-				
I	Power loom weaver Per meter for plain cloth	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
	and per meter for Erimchek & other fine cloth	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28
II	Handloom Weaver Per meter for Plain cloth -	$30.00+0.60+1.20+1.00+0.12+0.12+1.00=34.04$	0.30	34.34
	Per Meter for erimchek	$38.00+0.76+1.52+1.00+1.20+0.15+1.00=43.63$	0.38	44.01
	Per Meter Tusser mulberry and munga cloth-	$41.00+0.82+1.64+1.00+1.64+0.17+1.00=46.27$	0.41	47.69
III	Pin Wider			
(I)	Power loom			
(i)	prepared for cloth Per Kg- Hank	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(ii)	prepared from care cloth	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28
(II)	Handloom per Kg	$33.00+0.66+1.32+1.00+1.32+0.13+1.00=38.43$	0.33	38.76

IV	Bobbin Winder			
(i)	Power loom Per kg if prepared hand cloth-	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28
(ii)	Handloom per Kg	$33.00+0.66+1.32+1.00+1.32+0.13+1.00=38.43$	0.33	38.76
V	Cutting & Shaping-			
(i)	Stable per than of 12 meter- Silk	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28
85. Earth Cutting Operation.				
(i)	For every 90 cubic ft- of soft earth-	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
(ii)	For every 75 cubic ft- of hard earth-	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
(iii)	For every 60 cubic ft- of highly hard earth	$366.00+7.00+15.00+7.00+15.00+2.00+12.00=424.00$	4.00	428.00
Note:- Decision of 15% less earth cutting for women worker, but will gate equal wage-				
86. Tea Plantation.				
I	Plucker per plucking of one Kg- of green Leaves	$17.00+0.34+0.68+0.34+0.68+0.07+1.00=20.11$	0.17	20.28
II	Person engaged in hocking for preparing 40 nails in a land measuring 0-133 acre-	$53.00+1.00+2.00+1.00+2.00+0.22+2.00=61.22$	0.53	61.75
III	Person engaged in weeding and forking per 100 tea bush-	$53.00+1.00+2.00+1.00+2.00+0.22+2.00=61.22$	0.53	61.75
87. Lac Manufactory.				
I	<u>Karigar</u> - for melting 40Kg- of seed lac-	$221.00+4.00+9.00+4.00+9.00+1.00+7.00=255.00$	2.00	257.00
II	<u>Belwaia</u> - for melting 40Kg- of seed lac-	$190.00+4.00+8.00+4.00+8.00+1.00+0.48+6.00=220.48$	2.00	222.48
III	<u>Pherwaia</u> - for melting 40Kg- of seed lac-	$115.00+2.00+5.00+2.00+5.00+0.48+4.00=133.48$	1.00	134.48
IV	<u>Kamin & Ghogiahin</u> - for washing & seperating 40Kg- of seed lac from bhushi, Mullama sand	$57.00+1.00+2.00+1.00+2.00+0.23+2.00=65.23$	1.00	66.23
V	Karahia and RangKharhiya ghasander and Mazandar- for washing of 40 Kg of seed lac through washing Machine—	$53.00+1.00+2.00+1.00+2.00+0.22+2.00=61.22$	0.53	61.75

VI Tailor (Khalifa)				
(i)	when using own machine-(per Bhatta)-	$31.00+0.62+1.24+1.00+1.24+0.13+1.00=36.23$	0.31	36.54
(ii)	when using employer chine- (per Bhatta)-	$17.00+0.34+0.68+0.34+0.68+0+.07+1.00=20.11$	0.17	20.28
(iii)	<u>Crusher</u> - per 40Kg- of Stick lac-	$38.00+0.76+1.52+1.00+1.20+0.15+1.00=43.63$	0.38	44.01
(iv)	<u>Breaker</u> - per 40 Kg- of stick lac-	$33.00+0.66+1.32+1.00+1.32+0.13+1.00=38.43$	0.33	38.76
88. Power loom Industry.				
I	pick			
(i)	26	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(ii)	28	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(iii)	30	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(iv)	32	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(v)	34	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(vi)	36	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(vii)	40	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
(viii)	42	$30.00+0.60+1.20+1.00+0.12+0.12+1.00=34.04$	0.30	34.34
(ix)	44	$30.00+0.60+1.20+1.00+0.12+0.12+1.00=34.04$	0.30	34.34
(x)	46	$30.00+0.60+1.20+1.00+0.12+0.12+1.00=34.04$	0.30	34.34
(xi)	48	$30.00+0.60+1.20+1.00+0.12+0.12+1.00=34.04$	0.30	34.34
(xii)	50	$38.00+0.76+1.52+1.00+1.20+0.15+1.00=43.63$	0.38	44.01
(xiii)	52	$38.00+0.76+1.52+1.00+1.20+0.15+1.00=43.63$	0.38	44.01
89. Plucking and Processing-Kendu leaves.				
I	Plucking of leaves per 50,000 leaves or 1.00 Rs 55 paise per 50 leaves-	$1344.00+27.00+54.00+27.00+54.00+6.00+43.00=1555.00$	13.00	1568.00
II	Packing of Bags Per small bags-	$21.00+0.42+0.84+0.42+0.84+0.08+0.7=24.30$	0.21	24.51
	Per big bags-	$41.00+0.82+1.64+1.00+1.64+0.17+1.00=47.27$	0.41	47.68

III	Grading and bundling per bind of 5 Kg-	$41.00+0.82+1.64+1.00+1.64+0.17$ $+1.00=47.27$	0.41	47.68
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Note:-

- (a) The conversion of monthly minimum wages into daily rates shall be obtained by dividing it by 26 and the conversion of daily wage rates into monthly wage rates shall be obtained by multiplying it by 26.
- (b) The above proposed rates of minimum wages include remuneration to workers for the day of rest in a period of seven days.
- (c) For overtime work on the weekly rest day or on any other day, a worker shall be entitled to be paid twice the wages for overtime work at the rate prescribed in rule 25 of the Bihar Minimum wages Rules, 1951.
- (d) Male and female workers shall be receiving the same rate of wages for the same work or similar type of work.

No-5/ M.W.- 40-16/2021-58/L&R,
By the order of the Governor of Bihar,
RAJEEV RANJAN,
Joint Secretary.

अधीक्षक, सचिवालय मुद्रणालय,
 बिहार, पटना द्वारा प्रकाशित एवं मुद्रित।
 बिहार गजट (असाधारण) 1560-571+100-डी0टी0पी0।
 Website: <https://egazette.bihar.gov.in>

न्यूनतम मजदूरी अधिनियम, 1948 के अन्तर्गत 74 अनुसूचित नियोजनों में देय परिवर्तनीय महंगाई भत्ता

न्यूनतम मजदूरी अधिनियम न्यूनतम मजदूरी अधिनियम, 1948 के अन्तर्गत राजाशा संख्या-194/36 -3-2014-07 (न्यू0वे0)/4 दिनांक: 28-1-2014 द्वारा 59 तथा अधिसूचना संख्या-850/36-03 -2019 -931(न्यू0वे0)/06 दिनांक: 30 सितम्बर 2019 द्वारा 15 अनुसूचित नियोजनों में नियोजित कर्मचारों हेतु मजदूरी की मूल दरों एवं परिवर्तनीय महंगाई भत्ते का निर्धारण किया गया है। मजदूरी की जो दरें मासिक आधार पर निर्धारित की गयी हैं उनकी दैनिक दर, मूल मजदूरी और परिवर्तनीय महंगाई भत्ते के 1/26 से कम तथा प्रति घंटे दर दैनिक दर का 1/6 से कम न होगी।

उक्त के अनुक्रम में निम्नांकित 74 नियोजनों में नियोजित कर्मचारियों के लिये अखिल भारतीय उपभोक्ता मूल्य सूचकांक आधार वर्ष(2001=100) माह जुलाई 2012 से दिसम्बर 2012 के औसत 216 अंको के ऊपर जनवरी 2025 से जून 2025 के औसत अंक 414 पर दिनांक: 1-10-2025 से 31-3-2026 तक की अवधि हेतु परिवर्तनीय महंगाई भत्ता निम्नलिखित दृष्टान्त की भाँति गणना करके देय होगा:-

दृष्टान्त-रूपये 5750/-प्रतिमाह मजदूरी पाने वाले अकुशल श्रेणी के कर्मचारियों को औसत उपभोक्ता मूल्य सूचकांक-414 पर दिनांक: 1-10-2025 से 31-3-2026 तक की अवधि हेतु परिवर्तनीय महंगाई भत्ता निम्नलिखित होगा।

(414-216)

.....X5750= रू0-5271/-प्रतिमाह

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विभिन्न श्रेणी के कर्मचारियों को देय प्रतिमाह मूल मजदूरी, परिवर्तनीय महंगाई भत्ता, की मासिक एवं दैनिक मजदूरी की दरें।

क्रमांक	श्रेणी	प्रतिमाह मूल मजदूरी रुपये में	दिनांक:1.04.2025 से 30.9.2025 तक कुल मजदूरी (रुपये में)	परिवर्तनीय महंगाई भत्ता रू0 में	दिनांक:1.10.2025 से 31.3.2026 तक	
				दिनांक:1.10.2025 से 31.3.2026 तक	कुल मजदूरी (रुपये में)	दैनिक मजदूरी (रुपये में) (1/26)
1	2	3	4	5	6	7
1	अकुशल	5750	10994.21	5271	11021	423.88
2	अर्धकुशल	6325	12093.63	5798	12123	466.26
3	कुशल	7085	13546.78	6495	13580	522.30

2 ईट बट्टा उद्योग नियोजन में नियोजित श्रमिकों की मजदूरी निम्नवत् है:-

क्रमांक	श्रेणी	दिनांक:1.10.2025 से 31.3.2026 तक
1	अकुशल	उपरोक्त तालिका के क्रमांक 1 व 3 के अनुसार न्यूनतम वेतन देय होगा
2	कुशल	
3	पथेरा	मूल मजदूरी रू0-365 परिवर्तनीय महंगाई भत्ता रू0 में रू0-335 कुल मजदूरी(रुपये में) रुपया-700/- प्रति हजार
	भराईवाला	
	(1) 500 मीटर की दूरी तक	रू0-110 रू0-101 रुपया-211/- प्रति हजार
	(2) 500 मीटर से अधिक	रू0-132 रू0-121 रुपया-253/- प्रति हजार
4	निकासी वाला	रू0-110 रू0-101 रुपया-211/- प्रति हजार

- रबर की विनिर्माणशाला और रबर उत्पाद(टायर और ट्यूब सहित) के उद्योग।
- प्लास्टिक उद्योग और प्लास्टिक उत्पाद के उद्योग
- मिथान उद्योग।
- वासित पेयों(एरोटेड ड्रिंक्स) के विनिर्माण।
- फलों के रसों की विनिर्माणशाला।
- परतदार लकड़ी(प्लाईवुड) के उद्योग।
- पेट्रोल और डीजल आयल पम्प।
- डेरी और मिल्क डेरी।
- सिल सिलाये कपड़ों की विनिर्माणशाला।
- बॉथ तटबन्ध के निर्माण और अनुरक्षण, सिंचाई परियोजनाओं कुओं और तालाबों की खुदाई।
- उन समस्त रजिस्ट्रीकृत कारखानों में नियोजन, जिनका उल्लेख पहले नहीं किया गया है।
- प्राइवेट अस्पताल(नर्सिंग होम्स) एवं प्राइवेट क्लीनिकों और प्राइवेट डाक्टरों सामान की दुकानों।
- ढलाई घर।
- धातु उद्योग।
- टिन प्लेट शॉपिंग और टिन प्रिंटिंग।
- ऐसे अभियन्त्रण उद्योग जिसमें 50 से कम व्यक्ति नियोजित हों।
- घर्म शोधनशाला और घर्म विनिर्माणशाला।
- घर्म वस्तु विनिर्माण उद्योग।
- होजरी संकर्म।
- निजी पुस्तकालय।
- काष्ठ संकर्म और फर्नीचर उद्योग।
- प्राइवेट कोचिंग कक्षाओं प्राइवेट विद्यालयों, जिनमें नर्सरी स्कूल और निजी प्राविधिक संस्थाएं भी सम्मिलित हैं।
- तन्थाकू विनिर्माण।
- धर्मशाला।

- 25 वानिकी(फारेस्ट्री) लट्टा बनाने और काष्ठ कार्य जिसके अन्तर्गत किसी अन्य वन उपज का संग्रहण और उसे मण्डी में ले जाना भी है।
 26 दुकानों में।
 27 वाणिज्य अधिष्ठानों में।
 28 चावल मिल, आटा मिल या दाल मिल।
 29 तेल मिल।
 30 लोक मीटर परिवहन।
 31 यंत्रिक परिवहन कर्मशाला।
 32 आटोमोबाइल रिपेयरिंग कर्मशाला।
 33 सड़कों के निर्माण या उन्हें बनाये रखने का निर्माण संक्रियाओं।
 34 पत्थर तोड़ने या पत्थर कटाने।
 35 धिकन के कार्य।
 36 दियासलाई उद्योग।
 37 आइसक्रीम/आईसक्रीम विनिर्माणशाला।
 38 बेकरी और बिस्कुट विनिर्माणशाला।
 39 बर्फ विनिर्माणशाला।
 40 एस्बेस्टस सीमेंट कारखानों और अन्य सीमेंट उत्पाद विनिर्माणशाला।
 41 लाण्डी और धुलाई अधिष्ठान।
 42 जिल्दसाजी।
 43 कोल्ड स्टोरेज।
 44 पाटरी, सिरैमिक्स या रिफैक्ट्रीज।
 45 निजी मुद्रणालय।
 46 सिनेमा उद्योग।
 47 कपड़ा छपाई।
 48 सिलाई उद्योग।
 49 ऐलोपैथिक, आयुर्वेदिक, यूनानी फार्मसी।
 50 क्लब
 51 हथकरघा(सिल्क की साड़ी बुनाई) जरी के कार्य।
 52 कपड़ा धोने या प्रसाधन के साबुन या सिलिकेट या साबुन का चूर्ण या प्रशालक विनिर्माण।
 53 ऊनी कम्बल बनाने के अधिष्ठान
 54 खाण्डसारी।
 55 हथकरघा उद्योग।
 56 शक्ति चालित करघा उद्योग।
 57 छोटा(मिनिअचर) बल्ब एवं कौंच उत्पादों के निर्माण।
 58 कागज, गत्ता और पैपर बोर्ड उद्योग।
 59 ईट भट्टा उद्योग।
 60 ताला उद्योग के नियोजन में।
 61 पीतल के बर्तनों एवं पीतल उत्पाद के विनिर्माण के नियोजन।
 62 किसी निजी सुरक्षा और सेवा प्रदाता अभिकरण में नियोजित सुरक्षा कर्मी(सुरक्षा कर्मियों) जिनमें हथियार सहित/हथियार रहित आदि कर्मी सम्मिलित हों।
 63 बुहारने और सफाई में नियोजन, जिसमें सफाई कर्मचारी नियोजन एवं शुष्क सौधालयों का निर्माण(प्रतिरोध) अधिनियम 1993 के अन्तर्गत के निषिद्ध क्रिया-कलाप सम्मिलित नहीं है।
 64 घरेलू कामगारों का नियोजन।
 65 कम्प्यूटर हार्डवेयर उद्योग एवं सेवाओं में नियोजन।
 66 एलपीजी/सीपीजी वितरण एवं संबंधित सेवाओं में नियोजन।
 67 टैक्सीज, आटोरिक्शा/टैम्पो एवं ट्रेवलिंग अभिकरण में नियोजन।
 68 केबिल आपरेटर एवं संबंधित सेवाओं में नियोजन।
 69 गैर सरकारी संगठन(एनजीओ) एवं संबंधित सेवाओं में नियोजन।
 70 विद्युत संवर्धन(विद्युत संवर्धन(सेवा शर्त) अधिनियम 1976 के अधीन सम्मिलित अथा सम्मिलित किये जाने वाले किसी उद्योगों में) में नियोजन।
 71 हेंयर कंटिंग सैलून एवं व्यूटी पार्लर(पुरुष एवं महिलायें) में नियोजन।
 72 कारपोरेट कार्यालयों में नियोजन।
 73 काल सेंटर/आईटी/इण्डस्ट्रीज/टेलीकॉमिंग सेवाओं आदि में नियोजन।
 74 ऐसे प्रतिष्ठान जो किसी अनुसूचित नियोजन के अधीन आघादित न हो, में नियोजन।

(मार्कण्डेय शाही)
 श्रम आयुक्त, उत्तर प्रदेश।

कार्यालय, श्रम आयुक्त, उत्तर प्रदेश, जी० टी० रोड, कानपुर।

संख्या 386

प्रपत्रां-(एम०डब्लू०)/15

दिनांक: 29/09/2025

- समस्त क्षेत्रीय अपर/उप श्रम आयुक्त उ०प्र० को इस आशय से प्रेषित कि अधीनस्थ अधिकारियों को अवगत कराये तथा श्रमिकों, सेवायोजकों व उनके प्रतिनिधियों द्वारा मॉगे जाने पर उपलब्ध कराए।
- अनुसूचित, उत्तर प्रदेश शासन, श्रम अनुभाग-3, बापू भवन, लखनऊ।
- सहायक निदेशक, श्रम एवं रोजगार मंत्रालय(वेज सेल)भारत सरकार नई दिल्ली ई-मेल wagecell@nic.in के माध्यम से
- अधिशाली निदेशक उद्योग बन्धु, लखनऊ।
- उप श्रम आयुक्त(आई०आर०), मुख्यालय, कानपुर।
- उप श्रम आयुक्त(कम्प्यूटर), मुख्यालय को समस्त क्षेत्रीय अपर/उप श्रम आयुक्त को ईमेल के माध्यम से प्रेषित कराने तथा विभागीय वेबसाइट www.uplabour.gov.in पर अपलोड कराने हेतु।
- श्री हिमांशु कुमार, पुस्तकालयाध्यक्ष, मुख्यालय को अभिलेखार्थ प्रेषित।
- समस्त प्रमुख दैनिक समाचार पत्रों को जन सामान्य की जानकारी हेतु जनहित में निशुल्क प्रकाशनार्थ।

(मार्कण्डेय शाही)
 श्रम आयुक्त, उत्तर प्रदेश।

Digitally signed by
 MARKANDEYA SAHI
 Date: 26-09-2025
 13:44:34

File No.1/6(1)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 95/09/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 186(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance for the employees employed in **Agriculture** w.e.f. 01.10.2025 on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	181	167	165
Semi-Skilled/Unskilled Supervisory	198	181	168
Skilled/Clerical	215	198	181
Highly Skilled	237	221	198

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2025 to the employees working in Agriculture shall be as under:-

Category of worker	Rates of wages including V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	333+181=514	303+167=470	300+165=465
Semi- Skilled/Unskilled Supervisory	364+198=562	335+181=516	307+168=475
Skilled/Clerical	395+215=610	364+198=562	334+181=515
Highly Skilled	438+237=675	407+221=628	364+198=562

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(Ashutosh A.T Pednekar)
Chief Labour Commissioner(C)

F.No.1/6(2)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 29/09/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 2413(E) dated **28th July, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025;-

Rates of Variable Dearness Allowance for employees employed in employments in **Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines Iron Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate Mines and Magnetite Mines.**

Category of worker	Rates of V.D.A. (in Rs.) per day	
	For work above ground	For work below ground
Unskilled	191	237
Semi-Skilled/Unskilled Supervisory	237	282
Skilled/ Clerical	282	328
Highly Skilled	328	366

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance Payable w.e.f. 01.10.2025 will be as under:-

Category of worker	Rates of wages including V.D.A. (in Rs.) per day	
	For work above ground	For work below ground
Unskilled	350+191=541	437+237=674
Semi-Skilled/ Unskilled Supervisory	437+237=674	523+282=805
Skilled/ Clerical	523+282=805	610+328=938
Highly Skilled	610+328=938	683+366=1049

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(Ashutosh A.T Pednekar)
Chief Labour Commissioner(C)

F.No.1/6(3)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 25/09/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 188(E) dated **19th January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

The rates of Variable Dearness Allowance for employees employed in **CONSTRUCTION OR MAINTENANCE OF ROADS OR RUNWAYS OR IN BUILDING OPERATIONS INCLUDING LAYING DOWN UNDERGROUND ELECTRIC, WIRELESS, RADIO, TELEVISION, TELEPHONE, TELEGRAPH AND OVERSEAS COMMUNICATION CABLES AND SIMILAR OTHER UNDERGROUND CABLING WORK, ELECTRIC LINES, WATER SUPPLY LINES AND SEWERAGE PIPE LINES.**

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	282	237	191
Semi-Skilled/Unskilled Supervisory	314	266	222
Skilled/Clerical	344	314	266
Highly Skilled	372	344	314

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2025 will be as under :-

Category of worker	Rates of wages including V.D.A. per day (in Rupees)		
	A Area	B Area	C Area
Unskilled	523+282=805	437+237=674	350+191=541
Semi-Skilled/Unskilled Supervisory	579+314=893	494+266=760	410+222=632
Skilled/ Clerical	637+344=981	579+314=893	494+266=760
Highly Skilled	693+372=1065	637+344=981	579+314=893

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(Ashutosh A. T. Pednekar)
Chief Labour Commissioner(C)

F.No.1/6(4)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 25/09/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 192(E) dated **19th January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

Rates of VDA for employees employed in loading and unloading in (i) **Goods sheds, Parcel Offices of Railways, (ii) Other Goods-Sheds, Go-downs, Warehouses and other similar employments ; (iii) Docks and Ports; and (iv) Passengers and Goods and Cargo Carried out at Airports (both international and domestic).**

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2025 to the employees shall be as under:-

AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	282
'B'	237
'C'	191

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.10.2025 shall be as under:-

AREA	RATES OF WAGES PLUS V.D. A. PER DAY				
	Basic Wages (Rs.)		V.D.A. (Rs.)		Total (Rs.)
'A'	523	+	282	=	805
'B'	437	+	237	=	674
'C'	350	+	191	=	541

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(Ashutosh A. Pednekar)
Chief Labour Commissioner(C)

File. No.1/6(5)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 25/09/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 190(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN "Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993".

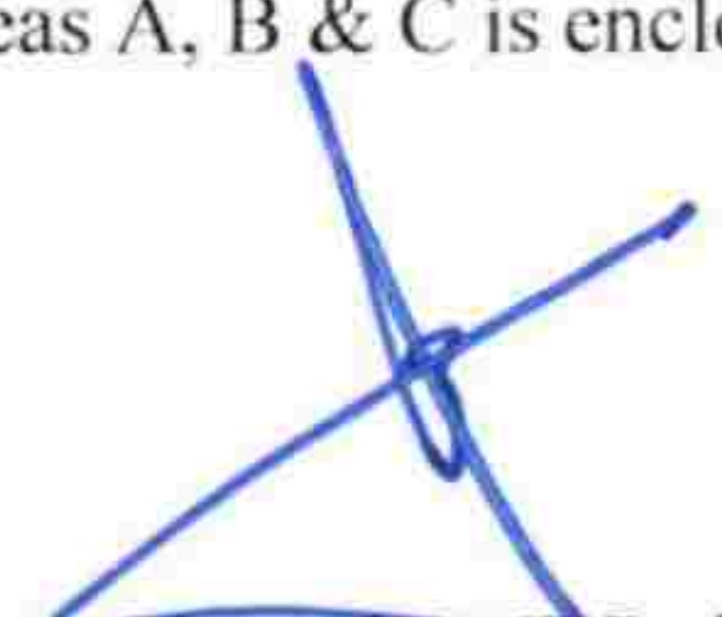
AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	282
B	237
C	191

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2025 shall be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY			
	Basic Wages (Rs.)		V.D.A (Rs.)	Total (Rs.)
A	523	+	282	= 805
B	437	+	237	= 674
C	350	+	191	= 541

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(Ashutosh A.T. Pednekar)
Chief Labour Commissioner(C)

File No.1/(6)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 25/09/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 191(E) dated **19th January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

I. RATES OF VDA. for employees employed in **WATCH & WARD (without arms)** shall be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	344
B	314
C	266

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2025 to employees employed in **WATCH AND WARD (without arms)** shall be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
A	637	+	344 = 981
B	579	+	314 = 893
C	494	+	266 = 760

II. RATES OF VDA for employees employed in **WATCH AND WARD (with arms)** shall be as under:-

AREA	RATES OF VDA PER DAY (in Rs.)
A	372
B	344
C	314

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2025 to employees employed in **WATCH AND WARD (with arms)** shall be as under:-

AREA	RATES OF WAGES PLUS VDA PER DAY		
	Basic Wages (Rs.)	VDA. (Rs.)	Total (Rs.)
A	693	+	372 = 1065
B	637	+	344 = 981
C	579	+	314 = 893

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(Ashutosh A. Pednekar)
Chief Labour Commissioner(C)

File No.1/6(7)2025 LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 25/09/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 189(E) dated **19th January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

Rates of VDA for employees employed in “**STONE MINES**” shall be as under:-

Item of work	Rates of Variable Dearness Allowance as on 01.10.2025
1. Excavation & removal of over burden with 50 meters lead/ 1.5 meters lift. *	
(i) Soft Soil	Rs.194
(ii) Soft Soil with rock	Rs.287
(ii) Rock	Rs.380
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs.155
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs.1152
Above 1.5 inches to 3.0 inches	Rs.985
Above 3.0 inches to 5.0 inches	Rs.581
Above 5.0 inches	Rs.479

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.10.2025 to the employees employed in Stone Mines shall be as under:-


Category	Basic Wages	VDA	Total
1. Excavation & removal of over burden with 50 meters Lead/1.5 Meters lift. *			
(i) Soft Soil	Rs.351	+ Rs.194	= Rs. 545
(ii) Soft Soil with rock	Rs.531	+ Rs.287	= Rs. 818
(iii) Rock	Rs.703	+ Rs.380	= Rs.1083
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs. 283	+ Rs.155	= Rs.438
3. Stone Breaking or Stone Crushing for stone size of category **			

	Basic Wages	VDA	Total
(i) 1.0 inch to 1.5 inches	Rs.2171	+ Rs.1152	= Rs.3323
(ii) Above 1.5 inches to 3.0 inches	Rs.1857	+ Rs.985	= Rs.2842
(iii) Above 3.0 inches to 5.0 inches	Rs.1088	+ Rs.581	= Rs.1669
(iv) Above 5.0 inches	Rs.893	+ Rs.479	= Rs.1372

The workers employed on minimum guaranteed time rate of wages per day shall be entitled to time rate of minimum wages plus special allowance, if any, for unskilled category of above ground workers revised from time to time by the Central Government in respect of scheduled employment in stone mines.

* Per 2.831 cube meters (100 cubic feet)

** Per truck load of 5.662 cubic meters (200 cubic feet)



(Ashutosh A.T Pednekar)
Chief Labour Commissioner(C)



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

प्लेट ए, ग्राउंडफ्लोर, ब्लॉक-II, ईस्ट किडवाई नगर, नई दिल्ली-110023

Plate A, Ground Floor, Block II, East Kidwai Nagar, New Delhi-110023

Website: www.epfindia.gov.in, www.epfindia.nic.in



Circular No. Compliance/ECR Revamp/2025/12997

Date: 26.09.2025

26 SEP 2025

To,

All Additional CPFC (HQ)/ACC Zones
All RPFCs in charge of Regional Offices

Subject: Launch of the revamped Electronic Challan-cum-Return (ECR) for wage month September 2025 onwards.

Beta version of Revamped Electronic Challan-cum-Return (ECR) system has been introduced, which shall be applicable for the wage month September 2025 onwards.

2. The revamped ECR module is designed to streamline the return filing process for employers and establishments through the EPFO's employer portal.
3. Key features of the revamped ECR are as follows: -
 - i. Segregation of Return and Payment: The system provides for the segregation of the return submission process from the payment generation process.
 - ii. System-based validations: The new platform includes system-based validations aimed at preventing the submission of incorrect ECRs.
 - iii. Calculation of Damages and Interest: There is a specific provision for the calculation of damages (14B) and interest (7Q) along with the ECR.
 - iv. Mandatory payment of Interest u/s 7Q : The system will auto calculate the due interest amount u /s 7Q and it is mandatory to pay along with monthly contribution
 - v. Provision for Revision of ECR: The system allows for the revision of the ECR subject to certain conditions.
 - vi. ECR Format: There is no change in the existing format of the ECR.
 - vii. Sequential payment: The system mandates month wise chronological filing of ECR.

4. Return Filing Capabilities:

The Re-engineered ECR allows employers to file returns using three distinct categories:

- i. Regular Return: This is used for submitting returns for active employees for a specific wage month during the post-launch period. Once the return file (in .txt format) is uploaded, the employer must verify the return statement and then either approve or reject the file. Approval leads to the generation of the 'Due Deposit Balance Summary'.
- ii. Supplementary Return: This is utilized if an employer registers an employee *after* the "Regular Return" has been submitted and approved, intended specifically to add new members added after regular return. Multiple "Supplementary Returns" are allowed for the same wage month, provided that the employee was not included in a prior Regular or Supplementary Return. A Supplementary Return requires an approved Regular Return to be available in the system.

- iii. **Revised Return:** This is available when an employer has given incorrect wages or contribution details in a previous Regular or Supplementary Return and wishes to modify them. Return can be revised in respect of only such employees, whose details need modification. After successful approval, the details in the Revised Return will overwrite existing information (Regular/Supplementary/Revised). The submission of Revised Returns is, subject to conditions specified in '5' below: -
5. **Revision Conditions:**
 - i. Downward Revision is permissible only before the employer initiates the payment process for the respective wage month.
 - ii. Upward Revision has no such restriction.
 - iii. A Revised Return requires an approved Regular Return to be present in the system, and no other return can be in process, nor can a payment process have been initialized for that wage month.
 6. **Payment Options:**
 Upon approval of the return, the system generates a 'Due Deposit Balance Summary'. From this page, employers have several payment options:
 - i. **Full Payment:** Allows the employer to prepare a challan for the total account-wise summary of dues.
 - ii. **Part Payment:** Allows the employer to upload a separate contribution file detailing specific amounts.
 - iii. **Pay Admin/Insp Charges:** Allows the employer to directly fill in and prepare a challan for administration and inspection charges.
 - iv. **Pay 7Q/14B charges:** Allows the employer to directly fill in and prepare a challan for interest (7Q) and damages (14B).
 7. **Initial Relaxation of Validations:**
 To ease the transition, initial relaxations are being provided:
 - i. For an initial period of four months, employers will be permitted to file regular returns for a subset of active members.
 - ii. The remaining members may be added later through supplementary returns.
 - iii. However, after this four-month period, the system will enforce the strict condition that the Regular Return for a specific month will only be allowed if returns for all active members of the month four months prior have already been filed.
 8. **Expectations from employers: -**
 - i. For having the latest set of active employees, it is crucial for employers to mark all exits of employees, who have left the employment.
 - ii. **Pension Fund Contribution till 58 years of age: -** The membership under Employees' Pension Scheme, 1995 normally ceases after 58 years of age, unless an option for deferred pension is filed by the employee. However, the present system did not have a check for remittance in Pension Fund even after 58 years of age, in case the employee continued in service and opted for deferred pension. This resulted in erroneous remittance in Pension fund after 58 years of age and hence, grievances of many employees for diversion from Pension fund to Provident fund account after 58 years of age. The revamped ECR aims at ease of living of such employees by restricting the contribution in Pension Fund after 58 years of age, unless specifically flagged by the employer for deferred pension.
 - iii. By virtue of notification dated 22.08.2014, effective from September 1, 2014, an individual who joined the Employees' Provident Fund (EPF) scheme, after September 1, 2014, cannot be a member of the Employees' Pension Scheme, if his/her monthly

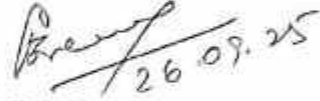
salary exceeds Rs 15,000. However, in respect of such employees, the employers were making remittances under Pension Scheme erroneously. The revamped ECR flags all such accounts to the employer before filing ECR, so as to facilitate correct return filing.

9. It is requested to share the manual and associated processes for filing of re-vamped ECR with the establishments as well as all Employer Associations, Employee Unions etc.

A copy of the User Manual of the revamped ECR can also be downloaded from the following URL:

https://www.cpfindia.gov.in/site_docs/PDFs/MiscPDFs/User-Manual-ReECR_v3.0.pdf.

(This issued with the approval of the CPFC)



(P B Verma)

Additional CPFC (Compliance)

Copy to

1. FA & CAO/CVO
2. ACC HQ, All Divisions, Headquarters/PDUNASS
3. All ACCs/Headquarters/ZTIs
4. Web Admin for Web-upload
5. RajbhashaPrabhag

Ministry of Labour & Employment



All key services and access to Provident Fund details to be available through a single login: Dr. Mansukh Mandaviya announces key EPFO reforms

Easy access to Provident Fund details with 'Passbook Lite' in Member portal

EPFO enables online access to Annexure K (Transfer Certificate) for PF transfer transparency

Reduced number of approvals to fast track settlements, rationalized hierarchy for processing members' claims

Posted On: 18 SEP 2025 4:03PM by PIB Delhi

Union Minister for Labour & Employment and Youth Affairs & Sports, Dr. Mansukh Mandaviya, today highlighted key reforms undertaken by the Employees' Provident Fund Organisation (EPFO) to ensure provision of efficient, transparent and user-friendly services to its members.

EPFO enables easy access to PF details with 'Passbook Lite' in member portal

Currently, members have to login to the passbook portal of EPFO to check their Provident fund contributions and transactions involving advances or withdrawals.

EPFO has introduced a new facility called 'Passbook Lite' within its member portal (<https://unifiedportal-mem.epfindia.gov.in/memberinterface/>). This feature will enable members to easily check their passbook and related summarised view of the contributions, withdrawals and balance in a simple and convenient format through the member portal itself without having to go to the passbook portal.

This initiative is expected to improve user experience by providing all key services, including passbook access through one login. However, for a comprehensive view of passbook details including graphical display, members can continue to access the existing Passbook Portal as well.

This approach ensures greater ease of access for members while simultaneously enhancing the operational efficiency by reducing the load on the existing Passbook Portal and simplifying the architecture through integration of existing APIs within the member portal. The focus of this reform

is on providing all key services through a single login for greater ease of access. The initiative is expected to reduce grievances, improve transparency, and enhance member satisfaction.

Online access to Annexure K (Transfer Certificate) for PF transfer transparency

At present, when employees change jobs, their PF accounts are transferred to the new employer's PF office through Form 13 online. After transfer, a Transfer Certificate (Annexure K) is generated by the previous PF office and sent to the new PF office. Until now, Annexure K was only shared between PF offices and was made available to members only on their request.

A reform has been introduced that now enables members to directly download Annexure K in PDF format from the Member Portal itself. This will bring the following benefits to members:

- Ability to track status of transfer applications online, ensuring full transparency and allowing members to easily verify their PF transfers,
- Confirmation that PF balance and service period are correctly updated in the new account,
- Maintenance of a permanent digital record for future reference, especially important for EPS benefit calculations,
- Promoting ease of living, transparency, and trust in EPFO processes.

Reduction in number of approvals to fast-track settlements

At present, any EPFO services such as PF transfers, settlements, advances, and refunds require approvals from higher-level officers (RPFC/Officer-in-Charge). This multi-layered approval process often led to delays and longer processing times for members' claims.

EPFO has taken the transformative step to reduce and rationalize the approval hierarchy. Powers that earlier rested with RPFC/Officer-in-Charge have now been delegated to Assistant P.F. Commissioners and subordinate levels in a structured, tiered manner.

The scope of this reform will include PF transfers and settlements, advances and past accumulations, refunds, cheque/ECS/NEFT returns, and interest adjustments.

This is expected to yield the following benefits for users:

- Faster claim settlements and reduced processing time,
- Simplified approval layers for smoother service delivery,
- Improved accountability at field office level, and
- Enhanced transparency and member satisfaction through quicker, seamless services.

Rini Choudhury/Anjelina Alexander

(Release ID: 2168059)

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



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

प्लेट ए, ग्राउंडफ्लोर, ब्लॉक-II, ईस्ट किडवाई नगर, नई दिल्ली-110023

Plate A, Ground Floor, Block II, East Kidwai Nagar, New Delhi-110023

Website: www.epfindia.gov.in, www.epfindia.nic.in



No: WSU/TransferClaimPt1/E-1163369/2025-26/33

Date: 18/Sept/2025

To,

All ACC (HQ)s/ACCs (Zones)

All RPFC-I/RPFC-II/APFC OICs

Subject: Simplification of Transfer Claims - Transfer Certificate in Annexure K now made available in Member Portal - Regarding.

As you are aware, the Transfer Certificate in Annexure K is an important document that contains the comprehensive record of a member's Provident Fund account, including:

1. Provident Fund balance with interest,
2. Complete service history for EPS benefit computation and
3. Employment details.

When members change job, they are required to transfer the PF accumulations from the previous PF Account to the latest PF Account to consolidate the PF accumulations and the pension service. For this, they are required to file a Transfer Claim in Form 13 online by logging into their Member Portal.

Transfer claims also get auto initiated on receipt of first month's contribution in the latest employment subject to certain validations and such claims get processed without the need for filing a separate Form 13 by the member.

On successful processing of Form 13, the Transfer Certificate in Annexure K will be generated by the Transferor (Source) Office where the member's previous establishment/account is serviced and forwarded to the Transferee (Destination) Office where the member's present establishment/account is serviced for crediting the PF accumulations as well as the Pension Service.

With a view to enhance transparency and ensure greater convenience for PF members, the Transfer Certificate in Annexure K has now been made available for download in Member Portal for convenience. The Annexure K can be accessed by the member through the following pathway:

Member Portal → Online Services → Track Claim Status → Download Annexure K

All Field Offices are advised to disseminate this new facility widely within their respective jurisdictions through helpdesks in the offices, social media handles, press notes and other communication tools for the benefit of the members. Also, the members can be guided during the grievance-handling sessions to utilize this facility to resolve their grievances related to pending credit of transfers.

This development is a part of EPFO's ongoing effort to provide member-centric, technology-driven services ensuring efficiency, transparency, and ease of access.

The feedback and suggestions, if any, for further simplification of services may be sent to so.wsu@epfindia.gov.in with the subject "Feedback/Suggestions".

[This has the approval of CPFC]

A handwritten signature in black ink, appearing to read 'G. R. Suchindranath', with a date '18/11/2023' written below it.

G. R. Suchindranath
ACC (WSU)

GOVERNMENT OF TELANGANA
ABSTRACT

Ease of Doing Business (EoDB) – Reforms in Priority Areas - Granting exemption to all shops and establishments employing upto 10 employees from the applicability of provisions of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) – Notification – Orders - Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No.383

Dated:23.09.2025
Read the following:-

1. D.O.No.15/2024/637363/EoDB-2024, Dated 25.3.2025, Spl.Chief Secretary, Industries & Commerce Dept., Govt. of Telangana.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.C2/2566/2015-1, dt.8.8.2025.

In pursuance of the instructions of Government of India with regard to the exercise of deregulation and compliance reduction exercise to the industry and as part of the priority areas identified it is suggested that States may revisit the threshold limit, which is currently 0 in most States, for compliance under the Shops & Establishments Act, as this will encourage MSMEs by reducing the compliance burden on them. As per recent Periodic Labour Force Survey (PLFS) data, 4.4% of non-agricultural establishments in India employ between 10 to 19 people. Raising the applicability threshold to 20 workers would reduce per-worker costs for these enterprises.

2. In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letter second read above, Government after careful examination of the matter hereby exempt all Shops and Establishments employing upto 10 employees from the applicability of provisions of Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) except the provisions as specified in the notification below.

3. Accordingly, the following notification shall be published in an extraordinary issue of the Telangana Gazette, dated **24.9.2025**.

NOTIFICATION

In exercise of the powers conferred by sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby exempt all Shops and Establishments employing upto ten (10) employees from the applicability of the provisions of the said Act and corresponding rules made thereunder except the provisions as specified below with effect from the date of publication of this notification in the Telangana Gazette:-

Sec 3: Registration of establishments.

Sec 4: Renewal of Registration Certificate.

Sec 5: Revocation or Suspension of the Registration Certificate.

Sec 6: Appeal against revocation or suspension of the Registration Certificate.

Sec 9: Daily and weekly hours of work in shops.

Sec 11: Spread over periods of work.

Sec 12: Closing of shops and grant of holidays.

Sec 16: Daily and weekly hours of work.

Sec 17: Interval for rest.

Sec 18: Spread over of periods of work.

Sec 19: Holidays.

Sec 24: Maternity Leave.

...Contd.2.

:: 2 ::

Sec 30: Leave.

Sec 31: Other Holidays.

Sec 37: Wages for Overtime Work.

Sec 38: Time of payment of wages.

Sec 47: Conditions for terminating the services of an employee, payment of service compensation for termination, retirement, resignation, disablement, etc., and payment of subsistence allowance for the period of suspension.

Sec 48: Appointment of authority to hear and decide appeals arising out of termination of services.

Sec 49: Notice and payment of service compensation to employees in the case of transfer of establishment.

Sec 50: Appointment of authority to hear and decide claims relating to wages, etc.,

Sec 51: Claims arising out of deductions from wages or delay in payment of wages etc., and penalty for malicious or vexatious claims.

Sec 52: Single application in respect of claims from unpaid group.

Sec 53: Appeal.

Sec 54: Conditional attachment of property of employer.

Sec 55: Power of authority appointed under section 50.

Sec 56: Power of Government to prescribe costs and court fees for proceedings under this Chapter.

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

M. DANA KISHORE
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner of Printing and Stationery & Stores purchases, Hyderabad (with a request to publish the notification in an extraordinary issue of Telangana Gazette and supply 50 copies).

The Commissioner of Labour, Telangana, Hyderabad.

Copy to:

The P.S. to Hon'ble Minister (LET&F and M&G)

The Law (B) Department

SF/SC

// FORWARDED :: BY ORDER//

SECTION OFFICER

File No.: MSDE-1/3/2024-AT
(Computer No. 69444)
Government of India
Ministry of Skill Development & Entrepreneurship
Shastri Bhawan, New Delhi

Dated: 11th September, 2025

To

- 1) All Regional Central Apprenticeship Advisors (RDSDEs/ BoATS/ BoPT)
- 2) All State Apprenticeship Advisors
- 3) All Joint Apprenticeship Advisors

Subject: Gazette Notification on Apprenticeship (Amendment) Rules, 2025-Regarding

Sir/Madam,

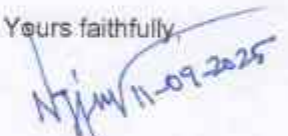
Please find enclosed a copy of the Gazette Notification (No. G.S.R. 610(E), dated 3rd September 2025) issued by this Ministry regarding amendments to the Apprenticeship Rules, 1992. The Rules comes in force effective from the date of publication of the Gazette notification ie. 11-09-2025.

- 2) It is requested to take note of the provisions contained in the notification and ensure necessary action and compliance within your jurisdiction.

This issues with the approval of the competent Authority.

Encl: As stated above

Yours faithfully,


(N. Ramesh Babu)
Director

Copy to:

- 1) PS to Hon'ble MoS, MSDE, New Delhi
- 2) Vice-Chairman, Central Apprenticeship Council
- 3) All members of Central Apprenticeship Council
- 4) Sr. PPS to Secretary, MSDE, New Delhi
- 5) PPS to JS(AT), MSDE, New Delhi
- 6) Director General, DGT, New Delhi
- 7) DDG Hqrs/ DDG (ER)/ DDG(SR), DGT
- 8) All State Principal Secretaries dealing with Skilling
- 9) All Employing Ministries/Departments / Central Public Sector Enterprises (CPSEs) / Central Public Sector Undertakings / State/UT Governments / State Public Sector Undertakings and private Industries including MSMEs
- 10) Industry Associations – CII, FICII, ASSOCHAM, PHD Chamber of Commerce and Industry, NASSCOM and others.
- 11) Economic Advisor, DPE, New Delhi – With a request to circulate the gazette notification to all the CPSEs
- 12) Director, TS-VII Section, Department of Higher Education, New Delhi
- 13) CEO, NSDC, New Delhi
- 14) Exec VP/ GM (dealing with Apprenticeship), New Delhi – Requested to upload this letter on the apprenticeship portal.
- 15) Guard file – 2025



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-11092025-266074
CG-DL-E-11092025-266074

असाधारण
EXTRAORDINARY

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

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 566]
No. 566]

नई दिल्ली, सोमवार, सितम्बर 8, 2025/भाद्र 17, 1947
NEW DELHI, MONDAY, SEPTEMBER 8, 2025/BHADRA 17, 1947

कौशल विकास और उद्यमशीलता मंत्रालय अधिसूचना

नई दिल्ली, 3 सितम्बर, 2025

सा.का.नि. 610(अ).— केंद्रीय सरकार, शिक्षता अधिनियम, 1961 (1961 का 52) की धारा 37 की उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केंद्रीय शिक्षता परिषद से परामर्श करने के उपरान्त शिक्षता नियम, 1992 में इसके आगे संशोधन करने के लिए निम्नलिखित नियम बनाती है, अर्थात्:-

1. (1) इन नियमों का संक्षिप्त नाम शिक्षता (संशोधन) नियम, 2025 है।

(2) ये राजपत्र में उनके प्रकाशन की तारीख को प्रवृत्त होंगे।

2. शिक्षता नियम, 1992 (जिसे इसमें इसके पश्चात् उक्त नियम कहा गया है) में, नियम 2 में, (i) उप-नियम (1क) के पश्चात्, निम्नलिखित उप-नियम अंतःस्थापित किया जाएगा, अर्थात्:- "(1ख) 'डिग्री शिक्षता' से अभिप्राय किसी ऐसे पाठ्यक्रम से है जिसमें शिक्षता पाठ्यक्रम का कोई समेकित घटक है;"

(ii) उप-नियम (6क) के पश्चात्, निम्नलिखित उप-नियम अंतःस्थापित किए जाएंगे, अर्थात्:-

"(6ख) 'संस्था' से अभिप्राय किसी ऐसे महाविद्यालय से है जो विश्वविद्यालय या बोर्ड द्वारा अनुमोदित डिग्री या डिप्लोमा पाठ्यक्रम संचालित करता है;

(6ग) 'क्षेत्रीय केंद्र' से अभिप्राय अधिनियम की शाखा 2 के उप-नियम (म्म) के अधीन निर्दिष्ट नगरों के अतिरिक्त अन्य स्थानों पर स्थित क्षेत्रीय बोर्ड से है;"

(iii) उप-नियम (9) के पश्चात्, निम्नलिखित उप-नियम अंतःस्थापित किए जाएंगे, अर्थात्:-

"(9क) 'शिक्षता कर्मचारी' कोई भी व्यक्ति है जिसे अनुबंध श्रमिक के रूप में नियोजित किया गया है, जैसा कि मजदूरी संहिता, 2019 (2019 की 29) की शाखा 2 के उप-नियम (ग) में परिभाषित किया गया है या प्रवृत्त कोई अन्य विधि;

(9ख) "मानक निःशक्तता वाला व्यक्ति" से अभिप्राय दिव्यांगजन अधिकार अधिनियम, 2016 (2016 की 49) की शाखा 2 के उप-नियम (र) में परिभाषित व्यक्ति से है;"

3. उक्त नियमों में, नियम 3में,—

(i) उप-नियम (2) के स्थान पर, निम्नलिखित उप-नियम प्रतिस्थापित किया जाएगा, अर्थात्:-

"(2) कोई व्यक्ति स्नातक या डिग्री या तकनीशियन या तकनीशियन व्यावसायिक शिक्षु के रूप में नियोजित किए जाने के लिए तभी पात्र होगा जब वह अनुसूची 1क में निर्दिष्ट न्यूनतम शैक्षिक योग्यताओं में से किसी एक को संतुष्ट करता है;"

(ii) उप-नियम (2) में, परंतुक में, उप-नियम (ख) के पश्चात्, निम्नलिखित उप-नियम अंतःस्थापित किया जाएगा, अर्थात्:-

"(खक) कोई भी डिग्री शिक्षु, तकनीकी संस्था या संस्था की अंतिम परीक्षा उत्तीर्ण करने के पश्चात् अधिनियम के अधीन शिक्षु के रूप में नियोजित किए जाने के लिए पात्र नहीं होगा, जहाँ ऐसा छात्र पाठ्यक्रम ग्रहण कर रहा है, जब तक कि शिक्षता सलाहकार या क्षेत्रीय केंद्रीय शिक्षता सलाहकार द्वारा, जैसा भी मामला हो, ऐसा अनुमोदित न किया गया हो;"

4. उक्त नियमों में, नियम 5 में, उप-नियम (2) के पश्चात्, निम्नलिखित उप-नियम अंतःस्थापित किया जाएगा, अर्थात्:-

"(3) प्रत्येक व्यवसाय या विषय क्षेत्र के लिए, मानक निःशक्तता वाले व्यक्ति के लिए ऐसे व्यवसाय या विषय क्षेत्र की उपयुक्तता निर्दिष्ट की जाएगी और व्यवसाय या विषय क्षेत्र में मानक निःशक्तता वाले व्यक्तियों के लिए प्रशिक्षण स्थान दिव्यांगजन अधिकार अधिनियम, 2016 (2016 की 49) के उपबंधों के अधीन आरक्षित किए जाएंगे और यदि मानक निःशक्तता वाले व्यक्तियों से प्रशिक्षण स्थान भरे नहीं जा सकते, तो ऐसे खाली पड़े प्रशिक्षण स्थान अनुसूची II में निर्दिष्ट न्यूनतम शारीरिक स्वस्थता मानकों वाले व्यक्तियों द्वारा भरे जा सकेंगे और उचित सरकार व्यवसायों या विषय क्षेत्रों के लिए मानक निःशक्तताओं के लिए आदेश जारी करेगी।"

5. उक्त नियमों में, नियम 6 में, उप-नियम (2) के स्थान पर, निम्नलिखित उप-नियम प्रतिस्थापित किया जाएगा, अर्थात्:-

"(2) नियोक्ता का दायित्व और व्यापार शिक्षु का दायित्व अनुसूची-V में निर्दिष्ट किया जाएगा, और स्नातक, तकनीशियन, तकनीशियन (व्यावसायिक) शिक्षुओं और डिग्री शिक्षु के संबंध में नियम और शर्तें अनुसूची VI में निर्दिष्ट की जाएंगी।"

6. उक्त नियमों में, नियम 7 में, उप-नियम (4) में, उप-नियम (ख) के स्थान पर, निम्नलिखित उप-नियम प्रतिस्थापित किया जाएगा, अर्थात्:-

"(ख) मध्यवर्ती पाठ्यक्रम और डिग्री शिक्षुताके छात्रों के मामले में, प्रायोगिक प्रशिक्षण की अवधि, जिसे वे शिक्षता पाठ्यक्रम के अंग के रूप में ग्रहण करते हैं, शिक्षता प्रशिक्षण की अवधि होगी।"

7. उक्त नियमों में, नियम 7क में,—

(i) उप-नियम (5) के पश्चात्, निम्नलिखित उप-नियम अंतःस्थापित किया जाएगा, अर्थात्:-

"(5क) मानक निःशक्तता वाले व्यक्तियों के लिए प्रशिक्षण स्थान नियोक्ता द्वारा प्रत्येक वैकल्पिक व्यवसाय में नियम 5 के उप-नियम (3) के उपबंधों के अनुसार आरक्षित किए जाएंगे;"

(ii) उप-नियम (14) के स्थान पर, निम्नलिखित उप-नियम प्रतिस्थापित किया जाएगा, अर्थात्:-

"(14) न्यूनतम तीन वर्ष की डिग्री धारक या 10वीं कक्षा के पश्चात् तीन वर्ष का डिप्लोमा धारक या 12वीं उत्तीर्ण के पश्चात् दो वर्ष का डिप्लोमा धारक या स्कूल शिक्षा के माध्यमिक स्तर पूरी करने के पश्चात् दो वर्ष के अध्ययन वाले व्यावसायिक पाठ्यक्रम में प्रमाणपत्र धारक प्रत्येक शिक्षु जो वैकल्पिक व्यवसाय में शिक्षताप्रशिक्षण ग्रहण कर रहा है, अनुसूची VI में निर्दिष्ट स्नातक, तकनीशियन, तकनीशियन (व्यावसायिक) और डिग्री शिक्षुओं के लिए शिक्षता संविदा की नियमों और शर्तों का पालन करेगा।"

8. उक्त नियमों में, नियम 7ख में, उप-नियम (3) के स्थान पर, निम्नलिखित उप-नियम प्रतिस्थापित किया जाएगा, अर्थात्:-

"(3) एक वित्तीय वर्ष के भीतर, प्रत्येक अधिष्ठान, संविदा कर्मचारियों सहित अधिष्ठान की कुल सशक्त बल का 2.5 प्रतिशत से 15 प्रतिशत के दायरे में शिक्षुओं को नियोजित करेगा, बशर्ते कि न्यूनतम 5 प्रतिशत कुल स्थान नवीन शिक्षुओं और कौशल प्रमाणपत्र धारक शिक्षुओं के लिए आरक्षित किए जाएंगे और यदि नवीन शिक्षु और कौशल प्रमाणपत्र धारक शिक्षु के लिए निर्धारित स्थान प्रशिक्षण के लिए भरे नहीं जा सकते, तो ऐसे खाली पड़े प्रशिक्षण स्थान शिक्षुता सलाहकार* की अनुमति से शिक्षुओं की अन्य श्रेणियों द्वारा भरे जा सकेंगे।"

9. उक्त नियमों में, नियम 7 के पश्चात्, निम्नलिखित नियम अंतःस्थापित किया जाएगा, अर्थात्:-

7घ. प्रशिक्षणों के मध्य न्यूनतम अंतराल.- (1) दो शिक्षुता प्रशिक्षणों के मध्य न्यूनतम एक वर्ष का अंतराल होगा: बशर्ते कि पिछला प्रशिक्षण पूर्ण हो गया हो और ऐसे मामले में कोई अंतराल आवश्यक नहीं होगा जहां पिछला शिक्षुताप्रशिक्षण अधिनियम की शाखा 11 और नियम 6 के उप-नियम (2) के अधीन नियोक्ता के भाग में विफलता के कारण समाप्त किया गया हो।

(2) जहां किसी शिक्षु ने स्वास्थ्य या आर्थिक कठिनाई या स्थानांतरण, परिवहन या वृत्तिका परिवर्तन या भाषा अवरोध के कारण पिछला शिक्षुता संविदा समाप्त किया है, वहीं शिक्षु द्वारा समान नियोक्ता या किसी अन्य नियोक्ता के साथ शिक्षुताका एक अन्य संविदा करने से पहले तीन मास की प्रतीक्षा अवधि लागू होगी और महिलाओं के लिए कोई प्रतीक्षा अवधि नहीं होगी।

(3) कोई व्यक्ति अधिकतम दो शिक्षुता प्रशिक्षण ग्रहण कर सकता है और दूसरा प्रशिक्षण समान व्यवसाय में नहीं होगा।

(4) केन्द्र सरकार द्वारा वहन किया जाने वाला वृत्तिका का व्यय केवल प्रथम-वार प्रशिक्षण तक सीमित रहेगा।

(5) जहां शिक्षुता की संविदा शिक्षु के भाग में संविदा की शर्तों का पालन करने में विफलता के कारण समाप्त किया जाता है, वहां शिक्षु अधिनियम के अधीन किसी अन्य नियोक्ता के साथ शिक्षुता का एक अन्य संविदा करने का हकदार नहीं होगा।"

10. उक्त नियमों में, नियम 11 में, उप-नियम (1) के स्थान पर, निम्नलिखित उप-नियम प्रतिस्थापित किया जाएगा, अर्थात्:-

"(1) शिक्षुओं को देय प्रति मासवृत्तिका की न्यूनतम दर पाठ्यक्रम में निर्धारित योग्यताओं के अनुसार होगी। शिक्षुओं को देय प्रति मासवृत्तिका की न्यूनतम दर निम्नलिखित होगी, अर्थात्:-

सारणी

क्र. सं.	कोटि	निर्धारित न्यूनतम वृत्तिका की रकम
(1)	(2)	(3)
1.	स्कूल उत्तीर्ण (कक्षा 5वीं-- कक्षा 9वीं)	रु. 6,800 प्रति मास
2.	स्कूल उत्तीर्ण (कक्षा 10वीं)	रु. 8,200 प्रति मास
3.	स्कूल उत्तीर्ण (कक्षा 12वीं)	रु. 9,600 प्रति मास
4.	राष्ट्रीय या राज्य प्रमाणपत्र धारक	रु. 9,600 प्रति मास
5.	तकनीशियन (व्यावसायिक) शिक्षु या व्यावसायिक प्रमाणपत्रधारक या मध्यवर्ती पाठ्यक्रम (डिप्लोमा संस्थानों के छात्र)	रु. 9,600 प्रति मास
6.	तकनीशियन शिक्षु या किसी भी शाखा में डिप्लोमा धारक या मध्यवर्ती पाठ्यक्रम (डिग्री संस्थानों के छात्र)	रु. 10,900 प्रति मास
7.	स्नातक शिक्षु या डिग्री शिक्षु या किसी भी शाखा में	रु. 12,300 प्रति मास।"

11. उक्त नियमों में, नियम 14 में,-

(i) उप-नियम (1) के स्थान पर, निम्नलिखित उप-नियम प्रतिस्थापित किया जाएगा, अर्थात्:-

"(1) शिक्षु और नियोक्ता के मध्य अनुसूची III में निर्दिष्ट प्रारूप-1 के अनुसार किया गया शिक्षुता का संविदा पंजीकरण हेतु नियोक्ता द्वारा पोर्टल साइट पर अग्रेषित किया जाएगा और डिग्री शिक्षु और मध्यवर्ती पाठ्यक्रम छात्र के लिए, प्रारूप-1 के अनुसार संविदा संस्थान, शिक्षु और नियोक्ता के मध्य की जाएगी और पंजीकरण हेतु नियोक्ता द्वारा पोर्टल-साइट पर अग्रेषित किया जाएगा।";

(ii) उप-नियम (4) के स्थान पर, निम्नलिखित उप-नियम प्रतिस्थापित किया जाएगा, अर्थात्:-

"(4) प्रत्येक नियोक्ता अपने अधिष्ठान में नियोजित डिग्री, स्नातक, तकनीशियन और तकनीशियन (व्यावसायिक) शिक्षुओं द्वारा किए गए कार्य और ग्रहण किए गए प्रशिक्षण का प्रत्येक तिमाही के लिए रिकॉर्ड रखेगा और प्रत्येक तिमाही के अंत में अनुसूची III में निर्दिष्ट फॉर्म शिक्षुता 3 में एक रिपोर्ट संबंधित उप क्षेत्रीय केंद्रीय शिक्षुता सलाहकार को या जैसा भी मामला हो, भेजेगा।"

12. उक्त नियमों में, अनुसूची-1 में, अनुक्रमांक 3 और उससे संबंधित प्रविष्टियों के पश्चात्, निम्नलिखित अनुक्रमांक और प्रविष्टियाँ अंतःस्थापित की जाएंगी, अर्थात्:-

"4. डिग्री शिक्षु	"4. यथा विहित अखिल भारतीय तकनीकी शिक्षा परिषद या विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित किया गया है।"
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13. उक्त नियमों में, अनुसूची-III में, प्रारूप-1 के स्थान पर, निम्नलिखित प्रारूप-1 प्रतिस्थापित किया जाएगा, अर्थात्:-

"प्रारूप-1

वयस्क या अवयस्क शिक्षुओं के लिए शिक्षुता प्रशिक्षण की आदर्श संविदा

I. शिक्षु के मूल विवरण

1. शिक्षु का नाम:

शिक्षु का फोटो

2. पिता/ माता/ पति या पत्नी का नाम:

3. विधिक संरक्षक का नाम *(अवयस्क के मामले में):

*अवयस्क शिक्षु वह है जिसने शिक्षु की आयु के 18 वर्ष पूरे नहीं किए हैं

4. लिंग: महिला/ पुरुष/ अन्य

5. जन्म तिथि: दिन/मास/वर्ष

6. उच्चतम शैक्षिक योग्यता:

7. क्या दिव्यांगजन से संबंधित है (हाँ/नहीं)*

8. (क) क्या अनुसूचित जाति/अनुसूचित जनजाति/अन्य पिछड़ा वर्ग/ अल्पसंख्यक से संबंधित है (हाँ/नहीं)*

(ख). कोटि का नाम

9. शिक्षु का आधार नंबर:

10. संविदा पंजीकरण संख्या:

11. पता:

12. मोबाइल नंबर:

13. ईमेल:

II. शिक्षु के शैक्षिक विवरण

14. पाठ्यक्रम/ व्यवसाय/ डिप्लोमा/ डिग्री का नाम:

15. संस्था का नाम और पता:

16. पंजीकरण/ नामांकन संख्या: 17. पूर्णता की स्थिति: *(पूर्ण/अध्ययनरत)*

18. उत्तीर्ण होने/ अपेक्षित पूर्णता का मास और वर्ष: *मास/वर्ष*

III. अधिष्ठान के विवरण

19. अधिष्ठान का पंजीकृत नाम और पता:

20. संपर्क व्यक्ति: 21. संपर्क नंबर: 22. ईमेल:

23. (क) क्या अधिष्ठान किसी सरकारी योजना के अधीन लाभों के लिए चयन कर रहा है *हाँ/नहीं*

(ख) यदि हाँ, योजना का नाम:

IV. संस्था विवरण (केवल मध्यवर्ती पाठ्यक्रम / डिग्री शिक्षुओं के लिए लागू)

24. संस्था संपर्क व्यक्ति:

25. संपर्क नंबर:

26. ईमेल:

27. (क) क्या संस्था किसी सरकारी योजना के अधीन लाभों के लिए चयन कर रहा है: हाँ/नहीं

(ख) यदि हाँ, योजना का नाम:

V. शिक्षुताप्रशिक्षण विवरण

28. व्यवसाय/पाठ्यक्रम का नाम:

29. व्यवसाय/पाठ्यक्रम कोड:

30. शिक्षु क्रमांक:

31. प्रशिक्षण अवधि:

32. प्रशिक्षण प्रारंभ करने की तारीख: 'दिन/मास/वर्ष'

33. प्रशिक्षण समाप्ति की तारीख: 'दिन/मास/वर्ष'

34. के रूप में नामांकित: (शिक्षु की अनुप्रयोज्यकोटि)

35. शिक्षुताप्रशिक्षण स्थान/अधिष्ठान का नाम और पता:

36. बेसिक प्रशिक्षण विवरण (यदि लागू हो):

(क) बेसिक प्रशिक्षण प्रदाता का नाम:

(ख) प्रशिक्षण केंद्र का नाम और पता:

(ग) संपर्क नंबर:

(घ) (i) प्रारंभ करने की तारीख: 'दिन/मास/वर्ष' समाप्ति की तारीख: 'दिन/मास/वर्ष'

(ii) प्रारंभ करने की तारीख: 'दिन/मास/वर्ष' समाप्ति की तारीख: 'दिन/मास/वर्ष'

VI. वृत्तिका विवरण

37.

वर्ष	अधिष्ठान का अंश	सरकारी अंश	कुल मासिक वृत्तिका
प्रथम			
द्वितीय			
तृतीय			

टिप्पण: मासिक वृत्तिका का सरकारी अंश, यदि कोई हो, संबंधित अधिष्ठान द्वारा लागू योजना दिशा-निर्देशों में निर्दिष्ट प्रासंगिक नियमों और शर्तों के पूर्ण होने पर सरकार द्वारा प्रत्यक्ष लाभ अंतरण के माध्यम से शिक्षु के बैंक खाते में भुगतान किया जाएगा और ऐसी नियमों और शर्तों के पूर्ण न होने की स्थिति में, अधिष्ठान पूर्ण मासिक वृत्तिका राशि का भुगतान शिक्षु को करने के लिए उत्तरदायी होगा।

VII. अतिरिक्त सूचना

38. क्या निम्नलिखित लागू हैं:

(क) मध्यवर्ती पाठ्यक्रम/एईडीपी: (हाँ/नहीं)

(ख) दूरस्थ कार्य: (हाँ/नहीं)

(ग) समुद्रपार में अन्तःकार्यप्रशिक्षण: (हाँ/नहीं)

(घ) नियोक्ता/ संस्था की ओर से कार्य करने वाली कोई प्राधिकृत अभिकरण (हाँ/नहीं)। यदि हाँ, अभिकरण का नाम

VIII.घोषणा

39. हम, नियोक्ता, शिक्षु/ संरक्षक और संस्थान, सत्यनिष्ठा पूर्वक घोषित करते हैं कि हमने शिक्षु अधिनियम, 1961 (1961 का 52) और दायित्वों सहित शिक्षुता प्रशिक्षण संविदा के संबंध में शिक्षुता नियम, 1992 को पढ़ लिया है और उनके अधीन किए गए सभी उपबंधों का पालन करने के लिए सहमत हैं। नियोक्ता, शिक्षु/संरक्षक और संस्था में से किसी के भी द्वारा चूक की स्थिति में, हम शिक्षुता नियम, 1992 के उपबंधों के अनुसार दूसरे पक्ष को प्रतिकर करने के लिए सहमत हैं (शिक्षुता प्रशिक्षण संविदा के परिशिष्ट, खंड IX में शिक्षुता नियमों के मुख्य प्रावधान देखे जा सकते हैं)।

नियोक्ता के हस्ताक्षर

शिक्षु के हस्ताक्षर

संस्था के हस्ताक्षर

(केवल मध्यवर्ती पाठ्यक्रम/
डिग्री शिक्षुओं के लिए लागू)

संरक्षक के हस्ताक्षर

अवयस्क शिक्षुओं के मामले में

IX. संविदा अनुमोदन और शिक्षुता सलाहकार विवरण

40. संविदा पंजीकरण की तारीख: *दिन/मास/वर्ष*

41. शिक्षुता सलाहकार का नाम और पता:

42. संविदा निष्पादन की तारीख को शिक्षु की आयु:

43. संपर्क नंबर:

44. ईमेल:

पंजीकरण प्राधिकारी के
हस्ताक्षर और मुहर
(शिक्षुता सलाहकार)

X. शिक्षुताप्रशिक्षण संविदा का अनुलग्नक

शिक्षुता प्रशिक्षण संविदा से संबंधित शिक्षुता नियमों के मुख्य प्रावधान निम्नलिखित होंगे, अर्थात्:—

(1) शिक्षुओं को देय प्रति मासवृत्तिका की न्यूनतम दर पाठ्यक्रम में निर्धारित योग्यताओं के अनुसार होगी और शिक्षुओं को देय प्रति मासवृत्तिका की न्यूनतम दर नियम 11 के उप-नियम(1) के अधीन सारणी में निर्दिष्ट की जाएगी।

(2) वर्तमान में, विभिन्न श्रेणियों के लिए निर्धारित न्यूनतम मासिक वृत्तिका राशि नीचे दी गई सारणी में निर्दिष्ट है, अर्थात्:—

सारणी

क्र. सं.	कोटि	निर्धारित न्यूनतम वृत्तिका की रकम
(1)	(2)	(3)
1.	स्कूल उत्तीर्ण (कक्षा 5वीं-- कक्षा 9वीं)	रु. 6,800 प्रति मास
2.	स्कूल उत्तीर्ण (कक्षा 10वीं)	रु. 8,200 प्रति मास

3.	स्कूल उत्तीर्ण (कक्षा 12वीं)	रु. 9,600 प्रति मास
4.	राष्ट्रीय या राज्य प्रमाणपत्र धारक	रु. 9,600 प्रति मास
5.	तकनीशियन (व्यावसायिक) शिक्षु या व्यावसायिक प्रमाणपत्रधारक या मध्यवर्ती पाठ्यक्रम (डिप्लोमा संस्थानों के छात्र)	रु. 9,600 प्रति मास
6.	तकनीशियन शिक्षु या किसी भी शाखा में डिप्लोमा धारक यामध्यवर्ती पाठ्यक्रम (डिग्री संस्थानों के छात्र)	रु. 10,900 प्रति मास
7.	स्नातक शिक्षु या डिग्री शिक्षु या किसी भी शाखा में	रु. 12,300 प्रति मास।”।

मासिक वृत्तिका का सरकारी अंश, यदि कोई हो, संबंधित अधिष्ठान द्वारा लागू योजना दिशा-निर्देशों में निर्दिष्ट प्रासंगिक नियमों और शर्तों के पूर्ण होने पर सरकार द्वारा प्रत्यक्ष लाभ अंतरण के माध्यम से शिक्षु के बैंक खाते में भुगतान किया जाएगा और ऐसी नियमों और शर्तों के पूर्ण न होने की स्थिति में, अधिष्ठान पूर्ण मासिक वृत्तिका राशि का भुगतान शिक्षु को करने के लिए उत्तरदायी होगा।

(3) शिक्षुता प्रशिक्षण के दूसरे वर्ष के दौरान, निर्धारित न्यूनतम वृत्तिका राशि में दस प्रतिशत की वृद्धि होगी और शिक्षुता प्रशिक्षण के तीसरे वर्ष के दौरान निर्धारित न्यूनतम वृत्तिका राशि में और 15 प्रतिशत की वृद्धि होगी।

(4) शिक्षु, आचरण और अनुशासन और सुरक्षा के सभी मामलों में अधिष्ठान के नियमों और विनियमों का पालन करेगा और अधिष्ठान में नियोक्ता और वरिष्ठों के सभी वैध आदेशों का पालन करेगा।

(5) कारखाना अधिनियम, 1948 (1948 का 63) के अध्याय III, IV और V के प्रावधान, शिक्षुओं के स्वास्थ्य, सुरक्षा और कल्याण के संबंध में लागू होंगे मानो वे उस अधिनियम के अर्थ के भीतर कर्मचारी हों और जब कोई शिक्षु किसी खान में प्रशिक्षण ग्रहण कर रहे हों, वहां खान अधिनियम, 1953 (1952 का 35) के अध्याय V के प्रावधान शिक्षुओं के स्वास्थ्य और सुरक्षा के संबंध में लागू होंगे मानो वे खान में नियोजित हों।

(6) कार्यस्थान में प्रायोगिक प्रशिक्षण ग्रहण करने के दौरान एक शिक्षु के दैनिक और साप्ताहिक कार्य घंटे नियोक्ता द्वारा निर्धारित किए जाएंगे, बशर्ते कि प्रशिक्षण अवधि, यदि निर्धारित है, का अनुपालन किया जाए और शिक्षु ऐसी छुट्टियों और अवकाशों का हकदार होगा जैसा कि उस अधिष्ठान में मनाया जाता है जिसमें वह प्रशिक्षण ग्रहण कर रहा है।

(7) यदि किसी शिक्षु को उसके शिक्षु के रूप में प्रशिक्षण के दौरान और उससे उत्पन्न दुर्घटना के कारण व्यक्तिगत चोट लगती है, तो उसका नियोक्ता प्रतिकर का भुगतान करने के लिए उत्तरदायी होगा जिसे निर्धारित और भुगतान किया जाएगा, जहाँ तक संभव हो, कर्मचारी प्रतिकर अधिनियम, 1923 (1923 का 8) के उपबंधों के अनुसार।

(8) शिक्षु उन नियमों और विनियमों (संगत कोटि के कर्मचारियों पर लागू) के अधीन होगा जिस अधिष्ठान में शिक्षु प्रशिक्षण ग्रहण कर रहा है।

(9) अधिष्ठान में शिक्षुता प्रशिक्षण ग्रहण करने वाला प्रत्येक शिक्षु एक प्रशिक्षु होगा न कि श्रमिक और इस प्रकार श्रम के संबंध में किसी भी विधि के प्रावधान ऐसे शिक्षु पर लागू नहीं होंगे या उससे संबंधित नहीं होंगे।

(10) नियोक्ता अपने अधिष्ठान में अधिनियम और उसके अधीन बनाए गए नियमों के अनुसार शिक्षु को शिक्षुता प्रशिक्षण का एक पाठ्यक्रम प्रदान करने के लिए केंद्रीय या राज्य शिक्षुता सलाहकार की अनुमति से उपयुक्त व्यवस्था करेगा।

(11) नियोक्ता के लिए यह अनिवार्य नहीं होगा कि वह अपने अधिष्ठान में शिक्षुता प्रशिक्षण की अवधि पूरी होने पर शिक्षु को कोई रोजगार प्रदान करे।

(12) किसी विशेष मास के लिए वृत्तिका का भुगतान अगले मास की दसवीं तारीख को या उससे पहले किया जाएगा।

(13) वृत्तिका में से उस अवधि के लिए कोई कटौती नहीं की जाएगी जिसके दौरान कोई शिक्षु आकस्मिक छुट्टी या चिकित्सकीय छुट्टी पर रहता है और शिक्षुता पोर्टल पर वृत्तिका भुगतान माँड्यूल के लिए अधिष्ठान को मास के लिए प्रत्येक उम्मीदवार को देय अनधिकृत छुट्टियों और वृत्तिका राशि को अद्यतन करने की आवश्यकता होगी।

(14) जहाँ शिक्षुता की संविदा किसी नियोक्ता के भाग में उसकी नियमों और शर्तों का पालन करने में विफलता के माध्यम से समाप्त किया जाता है, वहाँ ऐसा नियोक्ता इन नियमों के अधीन शिक्षु को प्रतिकर का भुगतान करने के लिए उत्तरदायी होगा।

(15) प्रत्येक शिक्षु के शिक्षुता प्रशिक्षण में प्रगति का आकलन नियोक्ता द्वारा समय-समय पर किया जाएगा और प्रत्येक शिक्षु जो नियोक्ता की संतुष्टि पर अपना शिक्षुता प्रशिक्षण पूरा करता है, उसे उस नियोक्ता द्वारा दक्षता प्रमाणपत्र प्रदान किया जाएगा जो संबंधित पुरस्कार देने वाली संस्था द्वारा आगे के आकलन या प्रमाणन का आधार होगा।

(16) डिग्री शिक्षुताकी शर्तें निम्नलिखित होंगी, अर्थात्:-

(i) नियोक्ता संविदा के अनुसार और अधिनियम के समग्र उपबंधों के अधीन अनुमोदित कार्यक्रम के अनुसार शिक्षुता प्रशिक्षण प्रदान करेगा;

(ii) अकादमिक संस्था उद्योग भागीदार या नियोक्ता के साथ साझेदारी में किए गए शिक्षुता घटक के प्रबंधन सहित अनुमोदित पाठ्यक्रम पाठ्यक्रम के अनुसार पाठ्यक्रम संचालित करेगा;

(iii) पोर्टल पर शिक्षुता संविदाओं और अन्य संबंधित अनुपालन का मानचित्रण और रिपोर्टिंग शैक्षणिक संस्था या उसकी ओर से कार्य करने वाली कोई प्राधिकृत अभिकरण के साथ निहित होगा;

(iv) नियोक्ता शिक्षुओं को प्रशिक्षण अवधि के मध्य निर्धारित शैक्षणिक सत्रों में भाग लेने की अनुमति देगा, चाहे वह अन्तःकार्य प्रशिक्षण परिसर में हो या शैक्षणिक संस्था परिसर में, जैसा भी मामला हो।

(17) शिक्षुता प्रोत्साहन के लिए किसी अनुप्रयोज्य सरकारी योजना के मामले में, अधिष्ठान या शिक्षु या संरक्षक (अवयस्क शिक्षु के मामले में) यह वारंट और पुष्टि करते हैं कि उन्होंने उनसे संबंधित योजना दिशा-निर्देशों का अध्ययन किया है, समझा है और उनका पालन करने के लिए सहमत हैं, और इन दिशा-निर्देशों को सार्वजनिक डोमेन में उपलब्ध कराया जाएगा और समय-समय पर अद्यतन किया जा सकता है।";

14. उक्त नियमों में, अनुसूची-IV में, पैरा2 के स्थान पर, निम्नलिखित पैरा प्रतिस्थापित किया जाएगा, अर्थात्:-

"2. डिग्री और स्नातक शिक्षुओं के मामले में:

अध्ययन या इंजीनियरिंग या प्रौद्योगिकी के उचित शाखा में डिग्री धारक होना चाहिए या भारत सरकार या अखिल भारतीय परिषद या विश्वविद्यालय अनुदान आयोग द्वारा मान्यता प्राप्त समकक्ष योग्यता।"

15. उक्त नियमों में, अनुसूची-V में, पैरा के अंतर्गत, नियोक्ता के दायित्वों (वयस्क और अवयस्क दोनों व्यापार शिक्षुओं के मामले में) से संबंधित,---

(i) उप-पैरा (2) में, उप-नियम (क) के पश्चात्, निम्नलिखित उप-नियम अंतःस्थापित किया जाएगा, अर्थात्:-

"(ख) नियोक्ता बेसिक प्रशिक्षण के पाठ्यक्रम या प्रायोगिक प्रशिक्षण के पाठ्यक्रम या दोनों को ऑनलाइन या आभासी या इलेक्ट्रॉनिक या मिश्रित मोड के माध्यम से प्रदान करने के लिए उपयुक्त व्यवस्था करेगा, केन्द्रीय शिक्षुतापरिषद के परामर्श से केन्द्र सरकार द्वारा अनुमोदित पाठ्यक्रम के अनुसार निर्दिष्ट व्यवसाय के लिए और वैकल्पिक व्यवसाय के लिए, पाठ्यक्रम राष्ट्रीय परिषद द्वारा अनुमोदित किया जाएगा। नियोक्ता शिक्षुओं को ऐसे प्रशिक्षण में केवल सुबह 8.00 बजे से शाम 6.00 बजे के बीच नियोजित करेगा और इस समय में किसी भी छूट के लिए शिक्षुता सलाहकार द्वारा, मामला-दर-मामला के आधार पर, अनुमोदित किया जाएगा, अधिनियम की शाखा 15 के अधीन प्रदान किए गए कार्य के घंटे, अतिरिक्त समय, छुट्टियाँ और अवकाश;"

(ii) उप-पैरा (5) में, उप-नियम (ख) के पश्चात्, निम्नलिखित उप-नियम अंतःस्थापित किया जाएगा, अर्थात्:-

"(ग) एक अधिष्ठान प्रायोगिक प्रशिक्षण अवधि के दौरान केवल एक वयस्कशिक्षु को देश के भीतर या विदेशों में किसी ग्राहक की अवस्थिति (प्रायोगिक प्रशिक्षण के कार्यस्थान के अतिरिक्त) में तैनात कर सकता है और कोई अवयस्कशिक्षु तैनात नहीं किया जाएगा: बशर्ते कि अधिष्ठान शिक्षु को अतिरिक्त प्रतिकर का भुगतान करेगा ---

(i) देश के भीतर किसी ग्राहक की अवस्थिति के लिए, निर्धारित न्यूनतम वृत्तिका राशि के अतिरिक्त नियम 11 के उप-नियम (1) में निर्दिष्ट अतिरिक्त प्रतिकर का भुगतान करेगा और अतिरिक्त प्रतिकर तैनाती की ऐसी अवधि के लिए न्यूनतम निर्धारित न्यूनतम वृत्तिका राशि, आना-जाना यात्रा लागत, आवास, भोजन, अस्पताल में भर्ती होने की लागत और बीमा होगी।

(ii) विदेशों में किसी ग्राहक की अवस्थिति के लिए, निर्धारित न्यूनतम वृत्तिका राशि के अतिरिक्त नियम 11 के उप-नियम (1) में निर्दिष्ट न्यूनतम निर्धारित न्यूनतम वृत्तिका राशि के क्रम से कम दोगुनी अतिरिक्त प्रतिकर का भुगतान करेगा और

अधिष्ठान वीजा, यात्रा, चिकित्सा परीक्षण, अस्पताल में भर्ती, बीमा, आना-जाना यात्रा लागत, रहने और भोजन की लागत वहन करेगा;

(iii) अधिष्ठान द्वारा किसी भी उल्लंघन का निपटान संबंधित देश के स्थानीय श्रम कार्यालय द्वारा किया जाएगा;

(iv) शिक्षता सलाहकार देश के भीतर या विदेशों में शिक्षु की तैनाती को मामला-दर-मामला के आधार पर अनुमोदित करेगा;

(v) नियोक्ता अकेले ग्राहक की अवस्थिति में प्रशिक्षण की अवधि के लिए शिक्षु को वृत्तिका का भुगतान करेगा और वृत्तिका की कोई लागत केन्द्र सरकार द्वारा वहन नहीं की जाएगी।"

16. उक्त नियमों में, अनुसूची- VI में,—

(i) शीर्षक के स्थान पर, निम्नलिखित शीर्षक प्रतिस्थापित किया जाएगा, अर्थात्:-

"स्नातक, तकनीशियन, तकनीशियन (व्यावसायिक) और डिग्री शिक्षुओं के लिए शिक्षताअनुबंध की नियम और शर्तें";

(ii) पैरा (5) में, उप-पैरा (i) और (ii) में, "क्षेत्रीय केंद्रीय शिक्षता सलाहकार" शब्दों के पश्चात्, क्रमशः "या शिक्षता सलाहकार" शब्द अंतःस्थापित किए जाएंगे।

(iii) पैरा (6) में, उप-पैरा (i) के स्थान पर, निम्नलिखित उप-पैरा प्रतिस्थापित किया जाएगा, अर्थात्:-

"(i) एक स्नातक, तकनीशियन, तकनीशियन (व्यावसायिक) शिक्षु और डिग्री शिक्षु उस अधिष्ठान विभाग के सामान्य कार्य घंटों के अनुसार कार्य करेगा जिसमें वह प्रशिक्षण के लिए संलग्न है।";

(iv) पैरा (6) के पश्चात्, निम्नलिखित पैरा अंतःस्थापित किया जाएगा, अर्थात्:-

"(7) संस्था की जिम्मेदारी निम्नलिखित होगी, अर्थात्:-

(i) शिक्षु और नियोक्ता के मध्य एक शिक्षताअनुबंध करना;

(ii) पोर्टल साइट पर संबंधित अनुपालन सुनिश्चित करना;

(iii) अखिल भारतीय तकनीकी शिक्षा परिषद और विश्वविद्यालय अनुदान आयोग के दिशा-निर्देशों के अनुसार या जैसा भी मामला हो, प्रबंधन, अनुवीक्षण और मूल्यांकन;

(iv) संबंधित शिक्षता सलाहकार को अधिष्ठान की किसी भी यात्रा के बारे में सूचित रखना।"

[फा. सं. एमएसडीई-1/3/2024-एटी]

श्रीशैल माल्गे, संयुक्त सचिव

टिप्पण: शिक्षता नियम, 1992, तारीख 15 जुलाई, 1992 की अधिसूचना संख्या सा.का.नि. 356 द्वारा तारीख 1 अगस्त, 1992 भारत के राजपत्र, भाग 2, खंड 3, उप-खंड (i) में प्रकाशित किए गए थे और तारीख 19 अप्रैल, 2024 की अधिसूचना सं. सा.का.नि. 254(अ) द्वारा अंतिम संशोधन किया गया था।

MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP

NOTIFICATION

New Delhi, the 3rd September, 2025

G.S.R. 610(E).—In exercise of the powers conferred by sub-section (1) of section 37 of the Apprentices Act, 1961 (52 of 1961), after consulting the Central Apprenticeship Council, the Central Government hereby makes the following rules further to amend the Apprenticeship Rules, 1992, namely: —

1. (1) These rules may be called the Apprenticeship (Amendment) Rules, 2025.
(2) They shall come into force on the date of their publication in the Official Gazette.
2. In the Apprenticeship Rules, 1992 (hereinafter referred to as the said rules), in rule 2, —
 - (i) after clause (1A), the following clause shall be inserted, namely:—

“(1B) ‘degree apprenticeship’ means a course having apprenticeship as an integrated component of the curriculum.”;
 - (ii) after clause (6A), the following clauses shall be inserted, namely:—

“(6B) ‘Institution’ means a college imparting a degree or diploma course approved by the University or Board;

“(6C) ‘Regional Centre’ means Regional Board at locations other than the cities specified under clause (mm) of section 2 of the Act.”;
 - (iii) after clause (9), the following clauses shall be inserted, namely:—

“(9A) ‘contractual staff’ is any person employed as a contract labour as defined in clause (g) of section 2 of the Code on Wages, 2019 (29 of 2019) or any other law for the time being in force;

“(9B) ‘person with benchmark disability’ means a person as defined in clause (r) of section 2 of the Rights of Persons with Disabilities Act, 2016 (49 of 2016).”;
3. In the said rules, in rule 3,—
 - (i) for sub-rule (2), the following sub-rule shall be substituted, namely:—

“(2) A person shall be eligible for being engaged as a graduate or degree or technician or technician vocational apprentice if he satisfies one of the minimum educational qualifications specified in Schedule IA.”;
 - (ii) in sub-rule (2), in the proviso, after clause (b), the following clause shall be inserted, namely:—

“(ba) no degree apprentice shall be eligible for being engaged as an apprentice under the Act after passing the final examination of the technical institution or institution wherein such student is undergoing the course unless so approved by the Apprenticeship Adviser or Regional Central Apprenticeship Adviser as the case may be.”;
4. In the said rules, in rule 5, after sub-rule (2), the following sub-rule shall be inserted, namely:—

“(3) For every trade or subject field, suitability of such trade or subject field for person with benchmark disability shall be specified and the training places for persons with benchmark disabilities in trade or subject field shall be reserved under the provisions of the Rights of Persons with Disabilities Act, 2016 (49 of 2016) and if the training places cannot be filled from persons with benchmark disabilities, then the training places so lying unfilled may be filled by persons having minimum standards of physical fitness specified in Schedule II and the appropriate Government shall issue orders for benchmark disabilities for trades or subject fields.”.
5. In the said rules, in rule 6, for sub-rule (2), the following sub-rule shall be substituted, namely:—

“(2) The obligation of the employer and that of the trade apprentice shall be as specified in Schedule-V, and the terms and conditions in respect of graduate, technician, technician (vocational) apprentices and degree apprentice shall be as specified in Schedule VI.”.
6. In the said rules, in rule 7, in sub-rule (4), for clause (b), the following clause shall be substituted, namely:—

“(b) In the case of Sandwich Course and Degree Apprenticeship students, the period of practical training, they undergo as part of apprenticeship course of studies shall be the period of apprenticeship training.”.
7. In the said rules, in rule 7A,—
 - (i) after sub-rule (5), the following sub-rule shall be inserted, namely:—

“(5A) The training places for the persons with benchmark disabilities shall be reserved by the employer in every optional trade in accordance with the provisions of sub-rule (3) of rule 5.”;

(ii) for sub-rule (14), the following sub-rule shall be substituted, namely:-

“(14) Every apprentice possessing a degree of minimum three years or a diploma of three years after 10th class or diploma of two years after 12th pass or a certificate in vocational course involving two years of study after completion of secondary stage of school education and undergoing apprenticeship training in optional trade shall follow the terms and conditions of contract of apprenticeship for graduate, Technician, Technician (vocational) and degree apprentices specified in Schedule VI.”.

8. In the said rules, in rule 7B, for sub-rule (3), the following sub-rule shall be substituted namely:-

“(3) Within a financial year, each establishment shall engage apprentices in a band of 2.5 per cent. to 15 per cent. of the total strength of the establishment including contractual staff, subject to a minimum of 5 per cent. of the total to be reserved for fresher apprentices and skill certificate holder apprentices and if the prescribed training places for fresher apprentice and skill certificate holder apprentice cannot be filled, then the training places so lying unfilled may be filled by other categories of apprentices with the approval of the apprenticeship adviser.”.

9. In the said rules, after rule 7C, the following rule shall be inserted, namely:-

“7D. Minimum gap between trainings.— (1) There shall be minimum one year gap between two apprenticeship training: Provided that the previous training is completed and no gap shall be required in the case of termination of previous apprenticeship training due to failure on the part of the employer provided under section 11 of the Act and sub-rule (2) of rule 6.

(2) Where an apprentice has terminated a previous apprenticeship contract due to health or financial hardship or relocation, transportation or career changes or language barrier, the waiting period of three month shall apply before the apprentice shall enter into another contract of apprenticeship with the same employer or any other employer and there shall be no waiting period for women.

(3) A person may undergo maximum two apprenticeship training and the second training shall not be in the same trade.

(4) The cost of stipend borne by the Central Government and shall be restricted to the first-time training only.

(5) Where the contract of apprenticeship is terminated for the failure on the part of the apprentice to carry out the terms of contract, the apprentice shall not be entitled to enter into another contract of Apprenticeship under the Act with any other employer.”.

10. In the said rules, in rule 11, for sub-rule (1), the following sub-rule shall be substituted, namely:-

“(1) The minimum rate of stipend payable to apprentices per month shall be as per the qualifications stipulated in the curriculum. The minimum rate of stipend payable to apprentices per month shall be the following, namely:-

Table

Sl. No.	Category	Prescribed minimum amount of stipend
(1)	(2)	(3)
1.	School pass-outs (class 5 th – class 9 th)	Rs. 6,800 per month
2.	School pass-outs (class 10 th)	Rs. 8,200 per month
3.	School pass-outs (class 12 th)	Rs. 9,600 per month

4.	National or State Certificate holder	Rs. 9,600 per month
5.	Technician (vocational) apprentice or Vocational Certificate holder or Sandwich Course (Students from Diploma Institutions)	Rs. 9,600 per month
6.	Technician apprentices or diploma holder in any stream or sandwich course (students from degree institutions)	Rs. 10,900 per month
7.	Graduate apprentices or degree apprentices or degree in any stream	Rs. 12,300 per month."

11. In the said rules, in rule 14,—

(i) for sub-rule (1), the following sub-rule shall be substituted, namely:—

“(1) A contract of apprenticeship as entered between an apprentice and the employer as per Format-1 specified in Schedule III shall be forwarded on the portal site by the employer for registration and for degree apprentice and sandwich course student, the contract as per Format-I will be entered between Institution, apprentice and employer and shall be forwarded on the portal-site by the employer for registration.”;

(ii) for sub-rule (4), the following sub-rule shall substituted, namely:—

(4) Every employer shall maintain a record of the work done and training undertaken by the degree, graduate, technician and technician (vocational) apprentices engaged in his establishment, for each quarter and at the end of each quarter shall send a report in Form Apprenticeship 3 specified in Schedule III to the concerned Deputy Regional Central Apprenticeship Adviser or as the case may be.”

12. In the said rules, in SCHEDULE-IA, after serial number 3 and the entries relating thereto, the following serial number and entries shall be inserted, namely:-

“4. Degree apprentices	As prescribed by the All India Council for Technical Education or University Grants Commission.”.
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13. In the said rules, in SCHEDULE-III, for the FORMAT-1, the following FORMAT-1 shall be substituted, namely:-

“FORMAT-1

Model Contract of Apprenticeship Training for Major or Minor* Apprentices:

I. APPRENTICE BASIC DETAILS

1.Apprentice Name:

2.Name of Father/ Mother/ Spouse:

3.Name of Legal Guardian (*in case of Minor**):

**Minor apprentice is one who has not completed 18 years of age of the Apprentice*

4.Gender Female/ Male/ Other
DD/MM/YYYY

5. Date of Birth:

6.Highest Education Qualification:

7.Whether belongs to PwD(*Yes/No*)

8.(a).Whether belongs to SC/ST/OBC/ Minority(*Yes/No*)

(b). Name of the Category

9. Apprentice Aadhaar Number:

10. Contract Registration Number:

11. Address:

12.Mobile Number:

13.Email:

Photograph
of the Apprentice

II. APPRENTICE EDUCATION DETAILS

14. Name of the Course/ Trade/ Diploma/ Degree:

15. Name and Address of the Institution:

16. Registration/ Enrolment Number: 17. Status of Completion: (Completed/ Pursuing)

18. Month & Year of Passing/ Expected Completion: MM/YYYY

III. ESTABLISHMENT DETAILS

19. Registered Name and Address of the Establishment:

20. Contact Person:

21. Contact Number:

22. Email:

23. (a) Whether the establishment is opting for the benefits under any Government Scheme Yes/No

(b) If Yes, name of the Scheme:

IV. INSTITUTION DETAILS (Applicable for sandwich course/ degree apprentices only)

24. Institution Contact Person:

25. Contact Number:

26. Email:

27. (a) Whether the Institution is opting for the benefits under any Government Scheme: Yes/No

(b) If yes, name of the Scheme:

V. APPRENTICESHIP TRAINING DETAILS

28. Trade/Course Name:

29. Trade/Course Code:

30. Apprentice No.:

31. Training Duration:

32. Training Start Date: DD/MM/YYYY

33. Training End Date: DD/MM/YYYY

34. Enrolled as: (applicable category of apprentice)

35. Name and Address of Apprenticeship Training Location/ Establishment:

36. Basic Training Details (if applicable):

(a) Name of the Basic Training Provider:

(b) Training Centre Name and Address:

(c) Contact Number:

(d) (i) Start Date: DD/MM/YYYY

End Date: DD/MM/YYYY

(ii) Start Date: DD/MM/YYYY

End Date: DD/MM/YYYY

VI. STIPEND DETAILS

37.

Year	Establishment share	Government share	Total monthly stipend
1 st			
2 nd			
3 rd			

Note: The Government share of monthly stipend, if any, shall be paid by the Government through Direct Benefit Transfer to the apprentice's bank account upon the fulfillment of the relevant terms and conditions by the concerned Establishment specified in the applicable scheme guidelines and in case of non-fulfilment of such terms and conditions, the Establishment is liable to pay the monthly stipend amount in full to the apprentice.

VII. ADDITIONAL INFORMATION

38. Whether the following are applicable:

(a) Sandwich Course/ AEDP: (Yes/ No)

(b) Remote Work: (Yes/ No)

(c) Overseas on-the-job training: (Yes/No)

(d) Any authorised agency working on behalf of the employer/ Institution (Yes/No). If Yes, Name of the agency

VIII. DECLARATION

39. We, the Employer, Apprentice/Guardian and Institution solemnly declare that we have read the Apprentices Act, 1961 (52 of 1961) and the Apprenticeship Rules, 1992 regarding the Contract of Apprenticeship Training including obligations and agree to abide by all the provisions made thereunder. In case of default by any of the Employer, Apprentice/Guardian and Institution, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Apprenticeship Rules may be seen in the Enclosure to the Contract of Apprenticeship Training, Section IX).

Signature of the Employer

Signature of Apprentice

Signature of Institution

(Applicable for Sandwich Course/
Degree Apprentices only)

Signature of Guardian*

*in case of Minor Apprentices

IX. CONTRACT APPROVAL AND APPRENTICESHIP ADVISER DETAILS

40. Contract Registration Date: DD/MM/YYYY

41. Name and Address of the Apprenticeship Adviser:

42. Age of Apprentice on the Date of Execution of Contract:

43. Contact Number:

44. Email:

Signature and Stamp of the
Registering Authority
(Apprenticeship Adviser)

X. ENCLOSURE TO CONTRACT OF APPRENTICESHIP TRAINING

The main provisions of the apprenticeship rules relating to the Contract of Apprenticeship training shall be the following, namely:—

- (1) The minimum rate of stipend payable to apprentices per month shall be as per the qualifications stipulated in the curriculum and the minimum rate of stipend payable to apprentices per month shall be as specified in the Table under sub-rule(1) of rule 11.
- (2) Presently, the prescribed minimum amount of monthly stipend for the various categories as specified in the Table below, namely:—

Table

Sl. No.	Category	Prescribed minimum amount of stipend
(1)	(2)	(3)
1.	School pass-outs (class 5 th – class 9 th)	Rs. 6,800 per month
2.	School pass-outs (class 10 th)	Rs. 8,200 per month

3.	School pass-outs (class 12 th)	Rs. 9,600 per month
4.	National or State Certificate holder	Rs. 9,600 per month
5.	Technician (vocational) apprentice or Vocational Certificate holder or Sandwich Course (Students from Diploma Institutions)	Rs. 9,600 per month
6.	Technician apprentices or diploma holder in any stream or sandwich course (students from degree institutions)	Rs. 10,900 per month
7.	Graduate apprentices or degree apprentices or degree in any stream	Rs. 12,300 per month."

The Government share of monthly stipend, if any, will be paid by the Government through Direct Benefit Transfer to the apprentice's bank account upon the fulfillment of the relevant terms and conditions by the concerned Establishment specified in the applicable scheme guidelines and in case of non-fulfilment of such terms and conditions, the Establishment is liable to pay the monthly stipend amount in full to the apprentice.

- (3) During the second year of apprenticeship training, there shall be an increase of ten per cent. in the prescribed minimum stipend amount and further 15 per cent. increase in the prescribed minimum stipend amount during the third year of apprenticeship training.
- (4) The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry out all lawful orders of the employer and superiors in the establishment.
- (5) The provisions of Chapters III, IV and V of the Factories Act, 1948 (63 of 1948), shall apply in relation to the health, safety and welfare of the apprentices as if they were workers within the meaning of that Act and when any apprentices are undergoing training in a mine, the provisions of Chapter V of the Mines Act, 1953 (35 of 1952) shall apply in relation to the health and safety of the apprentices as if they were employed in the mine.
- (6) The daily and weekly hours of work of an apprentice while undergoing practical training in a workplace shall be determined by the employer subject to the compliance with the training duration, if prescribed and apprentice shall be entitled to such leave and holidays as are observed in the establishment in which he is undergoing training.
- (7) If personal injury is caused to an apprentice, by accident arising out of and in the course of his training as an apprentice, his employer shall be liable to pay compensation which shall be determined and paid, so far as may be, in accordance with the provisions of the Employee's Compensation Act, 1923 (8 of 1923).
- (8) The apprentice shall be governed by the rules and regulations (applicable to employees of the corresponding category) in the establishment in which the apprentice is undergoing training.
- (9) Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labour shall not apply to or in relation to such apprentice.
- (10) The employer shall make suitable arrangements in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions of the Act and the rules made thereunder with the approval of the Central or State Apprenticeship Advisor.
- (11) It shall not be obligatory on the part of the employer to offer any employment to the apprentice on completion of period of his apprenticeship training in his establishment.
- (12) The stipend for a particular month shall be paid on or before the tenth day of the following month.
- (13) No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave and the stipend payment module on the apprenticeship portal shall require the establishment to update the unauthorised leaves and stipend amount payable to each candidate for the month.
- (14) Where the contract of apprenticeship is terminated through failure on the part of any employer in carrying out the terms and conditions thereof, such employer shall be liable to pay the apprentice compensation under these rules.
- (15) The progress in apprenticeship training of every apprentice shall be assessed by the employer from time to time and every apprentice who completes his apprenticeship training to the satisfaction of the employer shall be granted a certificate of proficiency by that employer which shall be the basis for further assessment or certification by the concerned awarding body.
- (16) The conditions for the degree apprenticeship shall be the following, namely:—
 - (i) the employer shall provide the apprenticeship training as per the approved program in accordance with the contract and within the overall provisions of the Act;

- (ii) the academic Institution shall deliver the course as per the approved course curriculum including the management of the apprenticeship component undertaken in partnership with the industry partner or employer;
- (iii) mapping and reporting apprenticeship contracts and other related compliance on the portal shall lie with the academic institution or any authorised agency working on its behalf;
- (iv) the employer shall permit apprentices to attend scheduled academic sessions in between the training period either at the on-the-job training premises or at the academic institution campus as the case may be.
- (17) In case of any applicable Government scheme for apprenticeship promotion, the establishment or apprentice or guardian (in case of minor apprentice) warrant and confirm that they have studied, understood, and agree to comply with the scheme guidelines pertaining to them, and these Guidelines shall be made available in the public domain and may be updated from time to time.”;
14. In the said rules, in SCHEDULE-IV, for paragraph 2, the following paragraph shall be substituted, namely:-
- “2. In the case of Degree and Graduate Apprentices:
- Must hold a degree in appropriate branch of study or engineering or technology or equivalent qualification as recognised by the Government of India or the All India Council or University Grant Commission.”.
15. In the said rules, in SCHEDULE-V, under paragraph I, relating to Obligations of Employer (both in the case of Major and Minor Trade Apprentices),—
- (i) in sub-paragraph (2), after clause (a), the following clause shall be inserted, namely:-
- “(b) the employer shall make suitable arrangements for imparting a course of basic training or course of practical training or both through online or virtual or electronic or blended mode in accordance with the syllabus approved by the Central Government in consultation with Central Apprenticeship Council for designated trade and for the optional trade, the syllabus shall be approved by the National Council. The employer shall engage apprentices in such training only between the hours of 8.00 am and 6.00 pm and any relaxation to this time shall be approved by the Apprenticeship Adviser, on case-to-case basis, the hours of work, overtime, leave and holidays provided under section 15 of the Act.”;
- (ii) in sub-paragraph (5), after clause (b), the following clause shall be inserted, namely:-
- “(c) An establishment may deploy only a major apprentice during the practical training period in a client location (other than the workplace of practical training) within the country or abroad and no minor apprentice shall be deployed: Provided that the establishment shall pay to apprentice additional compensation —
- (i) for a client location within the country, in addition to the prescribed minimum amount of stipend shall pay additional compensation specified in sub-rule (1) of rule 11 and the additional compensation shall be at least the prescribed minimum amount of stipend for such period of deployment, to and fro travel cost, accommodation, food, hospitalisation cost and insurance.
- (ii) for a client location abroad, in addition to the prescribed minimum amount of stipend shall pay an additional compensation of atleast twice the prescribed minimum amount of stipend specified in sub-rule (1) of rule 11 and the establishment shall bear the cost of visa, travel, medical tests, hospitalisation, insurance, cost of travel to and fro, stay and food;
- (iii) any violation by the establishment shall be dealt by the local labour office of the country concerned;
- (iv) the apprenticeship adviser shall approve the deployment of apprentice within the country or abroad on case-to-case basis;
- (v) the employer alone shall pay the stipend to the apprentice for the period of training in a client location and no cost of stipend shall be borne by the Central Government.”.
16. In the said rules, in the SCHEDULE-VI, —
- (i) for the heading, the following heading shall be substituted, namely:-
- “Terms and conditions of the contract of apprenticeship for graduate, technician, technician (vocational) and degree apprentices”;
- (ii) in paragraph (5), in sub-paragraphs (i) and (ii), after the words “Regional Central Apprenticeship Adviser”, the words “or Apprenticeship Adviser” shall respectively be inserted.

- (iii) in paragraph (6), for sub-paragraph (i), the following sub-paragraph shall be substituted, namely:-
- “(i) A Graduate, Technician, Technician (Vocational) Apprentice and Degree Apprentice shall work to the normal hours of work of the department in the establishment to which he is attached for training.”;
- (iv) after paragraph (6), the following paragraph shall be inserted, namely:-
- “(7) The responsibility of the Institution shall be the following, namely:-
- (i) to enter into a contract of apprenticeship between the apprentice and the employer;
 - (ii) to ensure related compliance on the portal site;
 - (iii) management, monitoring and evaluation as per the guidelines of the All India Council of Technical Education and University Grants Commission or as the case may be;
 - (iv) keep the apprenticeship adviser concerned informed about any visit to the establishment.”.

[F.No. MSDE-1/3/2024-AT]

SHREESHAIL MALGE, Jt. Secy.

Note: The Apprenticeship Rules, 1992 were published in the Gazette of India, Part II, section 3, sub-section (i), dated the 1st August, 1992 *vide* notification number G.S.R. 356, dated the 15th July, 1992 and was last amended *vide* notification number G.S.R. 254 (E), dated the 19th April, 2024.