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Gi Group India Compliance Newsletter

April'26 Edition



Dear Reader,

We are delighted to present the April'26 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 Uttar Pradesh, Bihar, Haryana, and Uttarakhand.

Further, we have also appended the notifications and amendments released in the month of April'26. Some of the important announcements made in this newsletter are circular regarding Repeal of Professional Tax in Odisha w.e.f. April 2026, extending medical benefits to families of Insured persons in areas of Kakching district of Manipur 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 Wage Revision

Uttar Pradesh Minimum Wages Revision

The Government of Uttar Pradesh Vide Notification No. 374/36-2-2026-2041256, has revisited the minimum wages of the State which was released earlier vide Notification No. 1477-84 MW/15 dated 25/03/2026. In view of the labour unrest dated 13/04/2026, the Government of Uttar Pradesh has revised the minimum wages w.e.f. 01st April, 2026 under 3 categories as under. Please refer to the table below for the revised minimum wages and notification appended herewith for more details:

<u>State: Uttar Pradesh</u>				
<u>Effective Date: 01/04/2026</u>				
<u>Category: Various including Shops & Commercial Establishment for Gautam Budh Nagar & Ghaziabad</u>				
Class of Employment	Basic Per Month	VDA Per Month	Total Per Day	Total Per Month
Unskilled	12885	805	527	13690
Semi-skilled	14173	886	579	15059
Skilled	15876	992	649	16868

<u>State: Uttar Pradesh</u>				
<u>Effective Date: 01/04/2026</u>				
<u>Category: Various including Shops & Commercial Establishment for Other Districts of Nagar Nigam</u>				
Class of Employment	Basic Per Month	VDA Per Month	Total Per Day	Total Per Month
Unskilled	12241	765	500	13006
Semi-skilled	13464	842	550	14306
Skilled	15082	943	616	16025

<u>State: Uttar Pradesh</u>				
<u>Effective Date: 01/04/2026</u>				
<u>Category: Various including Shops & Commercial Establishment for Other Districts</u>				
Class of Employment	Basic Per Month	VDA Per Month	Total Per Day	Total Per Month
Unskilled	11629	727	475	12356
Semi-skilled	12791	799	523	13590
Skilled	14328	896	586	15224

Bihar Minimum Wages Revision

The Government of Bihar vide Notification No.5/MW/40-16/2021/SL.46, dated 01/04/2026 has issued revision of minimum wages for various scheduled employment with effect from 01st April 2026 and accordingly there is revision in minimum wages. Please refer to the table below for the revised minimum wages and notification appended herewith for more details:

<u>State: Bihar</u>			
<u>Effective Date: 01/04/2026</u>			
<u>Nature of Employment: 69 Scheduled Employment including Commercial Establishment</u>			
Category	Minimum Wages till 31/03/2026	VDA w.e.f 01/04/2026	Minimum Wages w.e.f. 01/04/2026
Unskilled	11128	208	11336
Semi-Skilled	11544	208	11752
Skilled	14066	260	14326
Highly Skilled	17160	312	17472

Haryana Minimum Wages Revision

In a significant policy decision, the Government of Haryana approved a 35% increase in minimum wages across all categories of workers. The decision of steep hike comes after the implementation of the new labour codes. The Government of Haryana vide Notification no. 9557 dated 09/04/2026 has revised minimum wages effective from 01st April'2026. Please refer to the table below for the revised minimum wages and notification appended herewith for more details:

Categories of Workers	Minimum Wages till March 2026	Minimum Wages w.e.f April 2026	Increase
Unskilled	11274.60	15220.71	35%
Semi-Skilled	12430.18	16780.74	35%
Skilled	13,704.31	18500.81	35%
Highly-Skilled	14,389.52	19425.85	35%

Telangana Minimum Wages Revision

The Government of Telangana has issued Press note regarding revision of minimum wages VDA for various scheduled employment w.e.f 01st Apr 2026. Please refer to the table below for the revised minimum wages and Press Note appended herewith for more details:

State: Telangana					
Effective Date: 01/04/2026					
Category: Commercial Establishment					
Class of Employment	Category	Zone	Basic	DA	Minimum Wages
Manager/ Field Officer/ Development Officer/ Security Officer/ Office Incharge/ Computer Programmer	HIGHLY SKILLED	ZONE I	5557	9408	14965
		ZONE II	5138	9408	14546
Accountant/ Asst. Manager/ Sales Executive/ Supervisor/ Purchaser/ Store Keeper/ Agent/ Sales Promotion Employees	SKILLED- A	ZONE I	4722	9408	14130
		ZONE II	4520	9408	13928
Salesman/ Stenographer/ Receptionist/ Auction Bider/ Tradesman/ Type Writer Instructor	SKILLED- B	ZONE I	4520	9408	13928
		ZONE II	4302	9408	13710
Clerk/ Typist/Clerk-cum-Typist/ Godown Incharge/Lineman/ Assistant Salesman/ Asst. Accountant/ Xerox Machine Operator	SEMI SKILLED- A	ZONE I	4102	9408	13510
		ZONE II	3886	9408	13294
Clerk/ Typist/Clerk-cum-Typist/ Godown Incharge/Lineman/ Assistant Salesman/ Asst. Accountant/ Xerox Machine Operator	SEMI SKILLED- B	ZONE I	3886	9408	13294
		ZONE II	3757	9408	13165
Peon/Attender/ Watchman/ Water Boy/ Helper/ Messenger/ Security Guard	UNSKILLED	ZONE I	3700	9408	13108
		ZONE II	3370	9408	12778

Uttarakhand Minimum Wages Revision

The Government of Uttarakhand vide Notification No. 1203/4-01/2024, dated 23/04/2026 has issued revision of minimum wages for various scheduled employment with effect from 01st April 2026 and accordingly there is revision in minimum wages. Please refer to the table below for the revised minimum wages and notification appended herewith for more details:

<u>State: Uttarakhand</u>				
<u>Effective Date: 01/04/2026</u>				
<u>Category: Various including Shops & Commercial Establishment</u>				
Class of Employment	Class of workers	Basic Wages Per Month	VDA Per Month	Minimum Wages Per Month
Unskilled	For Adult Workers in Towns of More Than One Lakh Population	12539	518	13057
Unskilled	For Remaining Parts of the State	12391	518	12909
Semi-skilled	For Adult Workers in Towns of More Than One Lakh Population	13280	518	13798
Semi-skilled	For Remaining Parts of the State	13110	518	13628
Skilled	For Adult Workers in Towns of More Than One Lakh Population	14023	518	14541
Skilled	For Remaining Parts of the State	13838	518	14356
Clerical Category - I	For Adult Workers in Towns of More Than One Lakh Population	15275	518	15793
Clerical Category - I	For Remaining Parts of the State	15035	518	15553
Clerical Category - II	For Adult Workers in Towns of More Than One Lakh Population	14340	518	14858
Clerical Category - II	For Remaining Parts of the State	14139	518	14657

Notifications/ Circulars/ Amendments



Repeal of Professional Tax in Odisha w.e.f. April 2026

The Government of Odisha has officially repealed the levy of Professional Tax in the State. As per the Gazette Notification issued by the Government of Odisha (Notification No. 5969 - I-Legis-22/2026/L), the repeal is effective from 1 April 2026. Accordingly, Professional Tax shall no longer be applicable from the wage month of April 2026 onwards. Please refer to the Notification appended herewith for more details.

Notification regarding extending medical benefits to the families of Insured persons in areas of West Khasi Hills, South West Khasi Hills, Eastern West Khasi Hills and East Jaintia Hills districts of Meghalaya

The Employees State Insurance Corporation Vide Notification F. No. N-17011/1/Meghalaya/2026-P&D, has released Notification regarding extending medical benefits to families of Insured persons in areas of West Khasi Hills, South West Khasi Hills, Eastern West Khasi Hills and East Jaintia Hills districts of Meghalaya. Please refer to the notification appended herewith for more details.

Notification regarding extending medical benefits to families of Insured persons in areas of Kakching district of Manipur

The Employees State Insurance Corporation Vide F. No. N-17011/1/Manipur/2026-P&D, has released Notification regarding extending medical benefits to families of Insured persons in areas of Kakching district of Manipur. Please refer to the notification appended herewith for more details.

Notification regarding the implementation of mandatory Email Verification and validation measures on the Apprenticeship Portal

The Ministry of Skill Development and Entrepreneurship Vide File No. AP-17/02/2024/O/o-DIR(AT), has released Notification regarding the implementation of mandatory Email Verification and validation measures on the Apprenticeship Portal. Please refer to the notification appended herewith for more details.

Notification regarding the enabling of Portal Features relating to Apprenticeship Engagement Cap 18% and Minimum Gap between Apprenticeship Trainings

The Ministry of Skill Development and Entrepreneurship Vide File No. DGT-36/1/2021-AP, has released Notification regarding the enabling of Portal Features relating to Apprenticeship Engagement Cap 18% and Minimum Gap between Apprenticeship Trainings. Please refer to the notification appended herewith for more details.

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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

उत्तर प्रदेश शासन
श्रम अनुभाग-02
संख्या-374/36-2-2026-2041256
लखनऊ; दिनांक: 17-04-2026

अधिसूचना
आदेश

चूँकि अपर श्रम आयुक्त, नोएडा द्वारा निर्गत पत्र संख्या-3522-26/जी.ए.आई.आर. दिनांक 09.04.2026 एवं प्रेस विज्ञप्ति दिनांक 10.04.2026 के माध्यम से गौतमबुद्ध नगर जनपद में, नोएडा और ग्रेटर नोएडा में श्रम अशांति के परिणामस्वरूप कतिपय औद्योगिक इकाइयों के नियोक्ताओं और कर्मकारों के प्रतिनिधियों के मध्य हुई चर्चाओं के परिणाम के संबंध में सूचना प्राप्त हुई है;

और चूँकि, उक्त सूचना में श्रमिकों द्वारा उठाई गई मांगें और नियोक्ताओं द्वारा उसके उत्तर में दी गयी सहमति सम्मिलित है, जिसमें कर्मकारों की प्राथमिक मांग हरियाणा राज्य में न्यूनतम मजदूरी के पैटर्न पर न्यूनतम मजदूरी में वृद्धि की जानी थी;

और चूँकि, गौतमबुद्ध नगर जनपद में, नोएडा और ग्रेटर नोएडा में श्रम अशांति के दृष्टिगत और औद्योगिक सद्भाव सुनिश्चित करने तथा शांति बनाए रखने के लिए, राज्य सरकार ने कार्यालय ज्ञाप संख्या-617/36-3-2026 दिनांक 13.04.2026 द्वारा अवस्थापना एवं औद्योगिक विकास आयुक्त, उत्तर प्रदेश की अध्यक्षता में एक उच्च स्तरीय समिति का गठन किया है; जिसमें अपर मुख्य सचिव, सूक्ष्म, लघु एवं मध्यम उद्यम विभाग; प्रमुख सचिव, श्रम एवं सेवायोजन विभाग एवं श्रमायुक्त, उत्तर प्रदेश को क्रमशः सदस्य और सदस्य सचिव के रूप में नामनिर्दिष्ट किया गया है। समिति में कर्मकारों के पांच प्रतिनिधि और नियोक्ताओं के तीन प्रतिनिधि भी सम्मिलित थे;

और चूँकि, उक्त समिति ने दिनांक 13.04.2026 को गौतमबुद्ध नगर जनपद का दौरा किया और समस्त सुसंगत संबंधित हितधारकों, जिनमें कर्मकार, विभिन्न औद्योगिक प्रतिष्ठानों के अध्यासी/प्रतिनिधि और ठेकेदार सम्मिलित थे, के साथ चर्चा हुई;

चर्चा के दौरान, कर्मकारों के पक्ष की ओर से मुख्य रूप से यह बताया गया कि निर्वाह-व्यय में वृद्धि के कारण उन्हें अपनी शिष्ट आजीविका चलाने में कठिनाई हो रही है। अधिकांश कर्मकार किराए के आवासों में रहते हैं और भवन स्वामियों ने किराया भी बढ़ा दिया है। उपर्युक्त कारणों से मजदूरी में वृद्धि की आवश्यकता है;

दूसरी ओर, नियोक्ताओं के पक्ष की ओर से यह बताया गया कि वैश्विक शुल्क दरों में वृद्धि के कारण उनके कारबार पर प्रतिकूल प्रभाव पड़ा है और वित्तीय भार अत्यधिक बढ़ गया है। इसके अलावा, विशेषकर पश्चिम एशिया में चल रहे वैश्विक घटनाक्रमों के कारण भी उनके कारबार प्रचालनों पर नकारात्मक प्रभाव पड़ा है। वर्तमान श्रम अशांति के कारण कई सड़कें अवरुद्ध रहीं, जिसके परिणामस्वरूप आपूर्ति श्रृंखलाएं बाधित हुई;

और चूँकि, उच्च स्तरीय समिति ने श्रम एवं सेवायोजन विभाग से एक रिपोर्ट मांगी, जिसमें यह परिलक्षित हुआ है कि न्यूनतम मजदूरी अधिनियम, 1948 के अधीन, उत्तर प्रदेश में 74 अनुसूचित रोजगारों में न्यूनतम मजदूरी दरें, अखिल भारतीय उपभोक्ता मूल्य सूचकांक (आधार वर्ष 2001=100) के आधार पर, जुलाई 2012 से दिसंबर 2012 की अवधि के लिए 216 अंकों का औसत सूचकांक लेकर अवधारित की गयी थीं;

तत्पश्चात् जुलाई 2017 से दिसंबर 2017 की अवधि के लिए 301 अंकों के औसत सूचकांक के आधार पर, न्यूनतम मजदूरी का पुनरीक्षण वर्ष 2017 में होना था, जो दिनांक 01 अप्रैल 2019 से प्रभावी होना था। इसके अलावा, जुलाई 2023 से दिसम्बर 2023 की अवधि के लिए 400 अंकों के औसत सूचकांक के आधार पर, पुनरीक्षण दिनांक 01 अप्रैल 2024 से होना था। फिर, दिसम्बर 2025 के लिए 425 अंकों के औसत सूचकांक के आधार पर, पुनरीक्षण दिनांक 01 अप्रैल 2026 से होना है। तथापि, वर्ष 2019 और 2024 में ऐसे पुनरीक्षण क्रियान्वित नहीं किए जा सके।

और चूँकि, भारत सरकार द्वारा मजदूरी संहिता, 2019 अधिसूचित तथा प्रारम्भ कर दी गयी है, और उत्तर प्रदेश मजदूरी संहिता नियमावली, 2026 को अधिसूचित किये जाने की कार्यवाही प्रक्रियाधीन है। उक्त संहिता के उपबंधों के अनुसार, राज्य सरकारों को भौगोलिक परिस्थितियों, जीवन यापन की लागत, कार्य की प्रकृति और अन्य संसुगत कारकों के आधार पर मजदूरी की अन्तरीय दरें अवधारित करने हेतु सशक्त किया गया है;

तदनुसार, उत्तर प्रदेश की भौगोलिक विविधता, उद्योगों की स्थिति, नगरीय अवसंरचना और निर्वाह-व्यय को ध्यान में रखते हुए, श्रम विभाग ने न्यूनतम मजदूरी दरों के निर्धारण के प्रयोजनार्थ राज्य को तीन श्रेणियों में वर्गीकृत करने का प्रस्ताव दिया है। इस वर्गीकरण में जिला गौतमबुद्ध नगर और गाजियाबाद को श्रेणी-प्रथम में सम्मिलित किया गया है; नगर निगम वाले समस्त जिलों (गौतम बुद्ध नगर और गाजियाबाद जिलों को छोड़कर) को श्रेणी-द्वितीय के अधीन प्रस्तावित किया गया है; और शेष समस्त जिलों को श्रेणी-तृतीय के अधीन प्रस्तावित किया गया है। इस प्रस्ताव पर नियोक्ताओं तथा कर्मकारों दोनों ने सहमति व्यक्त की है;

और चूँकि, राज्य सरकार की राय में, सार्वजनिक व्यवस्था बनाए रखने, औद्योगिक उत्पादन को सुचारू रूप से चलाने और रोजगार की निरंतरता सुनिश्चित करने के लिए ऐसी कार्रवाई आवश्यक है;

अतएव, अब, श्रम आयुक्त के आदेश संख्या-1477-84 (एम.डब्ल्यू)/15 दिनांक 25.03.2026 (ईंट भट्टों में रोजगार को छोड़कर, जहां मजदूरी प्रति पीस रेट के आधार पर निर्धारित है) का अधिक्रमण करके और उत्तर प्रदेश साधारण खण्ड अधिनियम, 1904 (उत्तर प्रदेश अधिनियम संख्या 1 सन् 1904) की धारा 21 के साथ पठित संयुक्त प्रांत औद्योगिक विवाद अधिनियम, 1947 (उत्तर प्रदेश अधिनियम संख्या 28 सन् 1947) की धारा 3(ख) द्वारा प्रदत्त शक्तियों का प्रयोग करके राज्यपाल यह निदेश देते हैं कि अंतरिम राहत के रूप में, कर्मकारों को नीचे अनुसूची में विनिर्दिष्ट दरों पर न्यूनतम मजदूरी संदत्त की जायेगी (उन रोजगारों में जहां न्यूनतम मजदूरी, मजदूरी अधिनियम,

1948 के अधीन अन्यथा नियत है), और पूर्वोक्त अधिनियम, 1947 की धारा 19 के अधीन राज्यपाल अग्रतर यह निदेश देते हैं कि यह आदेश सरकारी गजट में प्रकाशित की जायेगी।

सारणी

गौतमबुद्धनगर एवं गाजियाबाद जनपद हेतु न्यूनतम मजदूरी दरें (श्रेणी-प्रथम)

श्रेणी	दिनांक 01-04-2026 से प्रभावी मूल मजदूरी (₹)	परिवर्तनीय मंहगाई भत्ता (रूपये में)	कुल योग (रूपये में)
अकुशल	12885	805	13690
अर्द्धकुशल	14173	886	15059
कुशल	15876	992	16868

उत्तर प्रदेश में नगर निगम वाले जनपदों हेतु न्यूनतम मजदूरी दरें (श्रेणी-द्वितीय)

श्रेणी	दिनांक 01-04-2026 से प्रभावी मूल मजदूरी (₹)	परिवर्तनीय मंहगाई भत्ता (रूपये में)	कुल योग (रूपये में)
अकुशल	12241	765	13006
अर्द्धकुशल	13464	842	14306
कुशल	15082	943	16025

उत्तर प्रदेश में प्रथम श्रेणी एवं द्वितीय श्रेणी के जनपदों से भिन्न जनपदों हेतु न्यूनतम मजदूरी दरें (श्रेणी-तृतीय)

श्रेणी	दिनांक 01-04-2026 से प्रभावी मूल मजदूरी (₹)	परिवर्तनीय मंहगाई भत्ता (रूपये में)	कुल योग (रूपये में)
अकुशल	11629	727	12356
अर्द्धकुशल	12791	799	13590
कुशल	14328	896	15224

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(डॉ० एम०के० शन्मुगा सुन्दरम्)
प्रमुख सचिव

संख्या- 374(1)/36-2-2026-2041256, तददिनांक,

1. अवस्थापना एवं औद्योगिक विकास आयुक्त, उत्तर प्रदेश।
2. अपर मुख्य सचिव, सूक्ष्म, लघु एवं मध्यम उद्यम निर्यात प्रोत्साहन विभाग, उत्तर प्रदेश शासन।
3. श्रमायुक्त, उत्तर प्रदेश, कानपुर।
4. समस्त मण्डलायुक्त, उत्तर प्रदेश।

5. समस्त जिलाधिकारी, उत्तर प्रदेश।
6. समस्त अपर/उप/सहायक श्रमायुक्त, उत्तर प्रदेश (द्वारा श्रमायुक्त, उत्तर प्रदेश)।
7. निदेशक, राजकीय मुद्रणालय, ऐशबाग, लखनऊ को उक्त अधिसूचना इस अनुरोध के साथ प्रेषित कि कृपया असाधारण गजट के विधायी परिशिष्ट के भाग-4 खण्ड (ख) में प्रकाशित कराने एवं अधिसूचना की 500 मुद्रित प्रतियाँ श्रम अनुभाग-02, उत्तर प्रदेश सचिवालय तथा 300 प्रतियाँ श्रमायुक्त, उत्तर प्रदेश, कानपुर को शीघ्र उपलब्ध कराने का कष्ट करें।
8. समस्त अनुभाग, श्रम विभाग।
9. गार्ड फाइल।

आज्ञा से

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Nilesh Kumar Singh
Date: 17-04-2026
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(नीलेश कुमार सिंह)
विशेष सचिव

बिहार सरकार
श्रम संसाधन एवं प्रवासी श्रमिक कल्याण विभाग
अधिसूचना

पटना, दिनांक—

एस0 ओ0— दिनांक—

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
जुलाई-2025	146.5	4.63 X4.93 X2.88	9630.70
अगस्त-2025	147.1	4.63 X4.93 X2.88	9670.14
सितम्बर-2025	147.3	4.63 X4.93 X2.88	9683.29
अक्टूबर-2025	147.7	4.63 X4.93 X2.88	9709.59
नवम्बर-2025	148.2	4.63 X4.93 X2.88	9742.45
दिसम्बर-2025	148.2	4.63 X4.93 X2.88	9742.45
योग :-58178.62			
वर्ष 2025 के द्वितीय अर्धांश जुलाई, से दिसम्बर, 2025 का औसत-58178.62÷6=9696.			

नोट:- दिनांक-01.10.2025 से लागू दरों से संबंधित अधिसूचना एवं गजट संख्या का संदर्भ -अधिसूचना संख्या-(58,59) दिनांक-23.09.2025; गजट सं०-1560, दिनांक-24.09.2025।

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अनुसूची -II
(01.04.2026 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+01.10.2025 से निर्धारित न्यूनतम मजदूरी की दरें (रुपये में)	परिवर्तनशील महंगाई भत्ता की राशि (दिनांक-01.04.2026 से प्रभावी)	01.04.2026 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+4.00 =428.00	8.00	436.00 प्रतिदिन
2	अर्द्धकुशल	380.00+8.00+15.00+8.00+15.00+2.00+12.00+4.00 =444.00	8.00	452.00 प्रतिदिन
3	कुशल	463.00+9.00+19.00+9.00+19.00+2.00+15.00+5.00 =541.00	10.00	551.00 प्रतिदिन
4	अतिकुशल	566.00+11.00+23.00+11.00+23.00+2.00+18.00+6.00=660.00	12.00	672.00 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 जुलाई से दिसम्बर, 2025 के औसत के आधार पर 01 अप्रैल, 2026 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 छमाहीं के तीन महीने बाद से लागू होगा।

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

1. 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+01. 10.2025 से निर्धारित न्यूनतम मजदूरी की दरें	परिवर्तनशील महँगाई भत्ता की राशि (दिनांक— 01.04.2026 से प्रभावी)	01.04.2026 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+8.00 =926.00	17.00	943.00
(II)	प्रत्येक 1/4 मील के उपर ढोने के लिए।	182.00+4.00+7.00+ 4.00+7.00+1.00+ 6.00+2.00=213.00	4.00	217.00
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+2.00=230.00	4.00	234.00
III	वोल्डर्स बेली तोड़ने वाला (प्रति 100 घनफीट)	197.00+4.00+8.00+ 4.00+8.00+1.00+ 6.00+2.00=230.00	4.00	234.00
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+4.00=482.00	9.00	491.00
(II)	2" x 2½"	518.00+10.00+21.00+ 10.00+21.00+2.00+ 13.00+5.00=600.00	11.00	611.00
(III)	1½" x 2"	616.00+12.00+25.00+ 12.00+25.00+3.00+ 20.00+6.00=719.00	13.00	732.00
(IV)	1"	1017.00+20.00+41.00 +20.00+41.00+4.00+ 32.00+ 10.00= 1158.00	22.00	1207.00
V	निज तौलाई से ब्लास्ट तोड़ने वाला (प्रति 5 फीट का बक्सा)	67.00+1.00+3.00+1.0 0+3.00+0.28+2.00+ 0.70 = 77.98	1.00	78.98

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VI चिप्स तोड़ने वाला (प्रति घनफीट)				
(I)	हाथ द्वारा बनाई गई 3/4" डाउन छरी।	$33.00+0.66+1.32+1.00+1.32+0.11+1.00+0.3=38.71$	1.00	39.71
(II)	हाथ द्वारा बनाई गई 1" डाउन छरी।	$33.00+0.66+1.32+1.00+1.32+0.11+1.00+0.3=38.71$	1.00	39.71
VII मिट्टी काटने वाला-				
(I)	मुलायम मिट्टी के लिए प्रति 90 घनफीट	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
(II)	कड़ी मिट्टी के लिए प्रति 75 घनफीट	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
(III)	अति कड़ी मिट्टी के लिए प्रति 60 घनफीट	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
नोट:-महिला कामगारों के लिए 15 प्रतिशत कम मिट्टी काटने का निर्णय, परन्तु मजदूरी समान रूप से पायेंगे।				
VIII	वोरर्स या ड्रीलर्स प्रति घनफीट	$49.00+0.98+2.00+1.00+2.00+0.20+2.00+0.49=57.67$	1.00	58.67
IX	माईन्स (एक चौथाई मिल के अन्दर माथे से वोरर्स ढोना) प्रति 25 घनफीट	$239.00+5.00+10.00+5.00+10.00+1.00+8.00+2.00=280.00$	5.00	285.00
X	बैगन लादने वाला (500 घनफीट के ब्रोडज का पूरा बैगन) बैगन की ढुलाई।	$658.00+13.00+26.00+13.00+26.00+3.00+21.00+7.00=767.00$	14.00	781.00
XI स्टोन सेट (पत्थर की ईंट) प्रति 100 पीस के लिए				
(I)	ब्रेकिंग साईज 9" x 6" x 4" प्रति 100 पीसेज	$814.00+16.00+33.00+16.00+33.00+3.00+26.00+8.00=949.00$	18.00	967.00
(II)	स्टोन सेट (पत्थर की ईंट की पालिश करना)। प्रति 100 पीसेज	$449.00+9.00+18.00+9.00+18.00+1.00+14.00+4=522.00$	10.00	532.00
(III)	स्टोन सेट (पत्थर की ईंट की 3 से 4 मील तक की दूरी से कटिंग एवं	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00

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	दुलाई)। 3 प्रति 100 पीसेज			
2. बीड़ी निर्माण				
I	लेबुल लगाना			
(I)	लेबुल लगाना (एकल) प्रति लाख बीड़ी-	449.00+9.00+18.00+ 9.00+18.00+ 2.00+ 14.00 +4.00=523.00	10.00	533.00
(II)	लेबुल लगाना (दोहरा) प्रति लाख बीड़ी-	466.00+9.00+19.00+ 9.00+19.00+2.00+ 15.00+5.00=544.00	10.00	554.00
II	सेकाई कार्य-			
(I)	तंदुर के सिवाय किसी अन्य तरीके से सेकाई कार्य मेंनियोजित कर्मचारी प्रति लाख बीड़ी-	216.00+4.00+9.00+ 4.00+9.00+1.00+7.00 +2.00 =252.00	5.00	257.00
(II)	तंदुर द्वारा सेकाई-प्रति लाख बीड़ी-	220.00+4.00+9.00+ 4.00+9.00+1.00+7.00 +2.00 =256.00	5.00	261.00
(III)	गांठ बंधाई (टोकरी गांठ बंधाई) प्रति लाख बीड़ी-	225.00+5.00+9.00+ 5.00+9.00+1.00+7.00 +2.00 =263.00	5.00	268.00
III	प्रति हजार बीड़ी बनाना।	354.00+7.00+14.00+7 .00+14.00+1.00+11.0 0+4.00=412	8.00	420.00
3. 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+5.00=623.00	12.00	635.00
(ii)	भट्ठा में ईट चढ़ाना अथवा उतारना (प्रति हजार ईट-)	366.00+7.00+15.00+ 7.00+15.00+2.00 +12.00+4.00=428.00	8.00	436.00

plus

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4. हेयर कटिंग सैलून

I	खंड कार्य			
(i)	प्रति बाल कटाई-	$51.00+1.00+2.00+1.00+2.00+0.21+2.00+1.00=60.21$	1.00	61.21
(ii)	प्रति दाढ़ी बनाई-	$17.00+0.34+0.68+0.34+0.68+0.07+1.00+0.17=20.28$	0.36	20.64
(iii)	प्रति बाल काटना एवं दाढ़ी बनाई-	$63.00+1.00+3.00+1.00+3.00+0.26+2.00+1.00=74.26$	1.00	75.26
(iv)	प्रति सर मुंडन-	$38.00+0.76+1.52+0.76+1.52+0.15+1.00+0.38=44.09$	1.00	45.09
(v)	बच्चे-बच्चियों प्रति बाल कटाई-	$30.00+0.60+1.20+0.60+1.20+0.12+1.00+0.30=35.02$	1.00	36.02
(vi)	प्रति सर मालिश	$13.00+0.26+0.52+0.26+0.52+0.05+0.4+0.13=15.15$	0.28	15.43
(vii)	प्रति शैम्पू करना-	$30.00+0.60+1.20+0.60+1.20+0.12+1.00+0.30=35.02$	1.00	36.02
(viii)	प्रति बाल रंगाई-	$148.00+3.00+6.00+3.00+6.00+0.62+5.00+1.00=172.62$	3.00	175.62

5. लादने या उतारने के कार्यों के नियोजन

I	<p>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।</p> <p>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।</p>			
(i)	20 किलो से कम-	$6.00+0.12+0.24+0.12+0.24+0.02+0.2+0.06=7.00$	0.12	7.12
(ii)	20 किलो से 40 किलो तक	$8.00+0.16+0.32+0.16+0.32+0.03+0.25+0.08=9.32$	0.17	9.49
(iii)	41 किलो से 65 किलो तक	$10.00+0.20+0.40+0.20+0.40+0.04+0.31+0.1=11.65$	0.2	11.67
(iv)	66 किलो से 85 किलो तक-	$13.00+0.26+0.52+0.26+0.52+0.05+0.41+0.13=15.15$	0.28	15.43

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(v)	86 किलो से 100 किलो तक	$18.00+0.36+0.72+0.36+0.72+0.07+1.00+0.18=21.41$	0.38	21.79
(vi)	101 किलो से और उससे अधिक(प्रति दो किलो भार के लिए) (101 किलो ग्राम के उपर)	$71.00+0.44+1.00+0.44+1.00+0.09+0.71+0.71=75.71$	2.00	77.71
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-	$5.00+0.10+0.20+0.10+0.20+0.02+0.16+0.05=5.83$	0.10	5.93
(ii)	41 किलो से 65 किलो तक-	$8.00+0.16+0.32+0.16+0.32+0.03+0.25+0.08=9.32$	0.17	9.49
(iii)	66 किलो से 100 किलो तक-	$10.00+0.20+0.40+0.20+0.40+0.04+0.31+0.10=11.65$	0.21	11.86
(iv)	101 किलो और उससे अधिक- प्रति दस किलो ग्राम भार के लिए (101 किलोग्राम से उपर)-	$23.00+0.46+1.00+0.46+1.00+0.09+0.73+0.23=26.97$	0.49	27.46
(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	$5.00+0.10+0.20+0.10+0.20+0.02+0.16+0.05=5.83$	0.10	5.93
III	बांस, लकड़ी का पोल, लकड़ी का कुन्दा, जलावन की लकड़ी और ईख लादना अथवा उतारना			
(i)	प्रति रेलवे वैगन-	$737.00+15.00+29.00+15.00+29.00+3.00+23.00+7.00=858.00$	16.00	874.00
(ii)	प्रति ट्रक-	$350.00+7.00+14.00+7.00+14.00+1.00+11.00+4.00=408.00$	8.00	416.00
(iii)	प्रति टायर वाली गाड़ी-	$101.00+2.00+4.00+2.00+4.00+0.42+3.00+1.00=117.42$	2.00	119.42
(iv)	प्रति बैलगाड़ी	$71.00+1.00+3.00+$	2.00	84.00

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		$1.00+3.00+0.29+2.00$ $+0.71=82.00$		
(v)	ईख लादना एवं उतारना प्रति क्विन्टल-	$13.00+0.26+0.52+$ $0.26+0.52+0.05+0.41$ $+0.13=15.15$	0.28	15.43
IV	टाईल्स, फ्रेजाईल वेयर्स, स्टोन पाईल्डर्स वाली और कोयला को लादना अथवा उतारना-			
(i)	प्रति रेलवे वैगन-	$2015.00+40.00+81.00+$ $40.00+81.00+8.00+$ $64.00+20.00=2349.00$	44.00	2393.00
(ii)	प्रति ट्रक-	$875.00+18.00+35.00+$ $18.00+35.00+4.00+$ $28.00+9.00=1022.00$	18.00	1040.00
(iii)	प्रति टायर वाली गाड़ी-	$253.00+5.00+10.00+$ $5.00+10.00+1.00+$ $8.00+3.00=295.00$	5.00	300.00
(iv)	प्रति बैलगाड़ी	$177.00+4.00+7.00+$ $4.00+7.00+1.00+6.00$ $+2.00=208.00$	4.00	212.00
V	सीमेन्ट या मिट्टी या शीशे से निर्मित ईट, फायर ब्रिक्स को लादना अथवा उतारना			
(i)	प्रति रेलवे वैगन-	$1570.00+31.00+63.00$ $+31.00+63.00+7.00+$ $50.00+16.00=1831.00$	34.00	1865.00
(ii)	प्रति ट्रक-	$737.00+15.00+29.00+$ $15.00+29.00+3.00+$ $23.00+7.00=858.00$	16.00	874.00
(iii)	प्रति टायर वाली गाड़ी-	$213.00+4.00+9.00+$ $4.00+9.00+0.89+7.00$ $+2.00=248.89$	5.00	253.89
(iv)	प्रति बैलगाड़ी	$155.00+3.00+6.00+$ $3.00+6.00+0.65+5.00$ $+2.00=180.65$	3.00	183.65
VI	स्टोन चीप्स एवं चाली को लादना अथवा उतारना-			
(i)	प्रति 100 सी0एफ0टी0 लादना अथवा उतारना	$130.00+3.00+5.00+$ $3.00+5.00+0.54+4.00$ $+1.00=151.54$	3.00	154.54
VII	स्टोन बोल्डर्स एवं ब्लास्ट को लादना एवं उतारना			
(i)	प्रति 100 सी0एफ0टी0 लादना अथवा उतारना	$123.00+2.00+5.00+$ $2.00+5.00+0.51+4.00$ $+1.00=142.51$	3.00	145.51
VIII	आयरनरॉड्स, जी0आई0सीट्स, आयरन पाईप्स, हीयूम पाईप मशीनरीज इक्वीपमेंट्स एवं अन्य हार्ड वेयर्स को लादना अथवा उतारना			
(i)	प्रति रेलवे वैगन-	$1764.00+35.00+71.00$ $+35.00+71.00+7.00+$ $56.00+18.00=2057.00$	38.00	2095.00
(ii)	प्रति टायर वाली	$814.00+16.00+33.00+$ $16.00+33.00+3.00+$	18.00	967.00

	गाड़ी ट्रक-	26.00+8.00=949.00		
(iii)	प्रति टायर वाली गाड़ी-	237.00+5.00+9.00+5.00+9.00+1.00+8.00+2.00=276.00	5.00	281.00
(iv)	प्रति बैलगाड़ी	200.00+4.00+8.00+4.00+8.00+1.00+6.00+2.00=233.00	4.00	237.00
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+7.00=829.00	15.00	844.00
(ii)	प्रति ट्रक (200 सी0 एफ0 टी0-)	443.00+9.00+18.00+9.00+18.00+2.00+14.00+4.00=517.00	10.00	527.00
(iii)	प्रति टायर वाली गाड़ी-	122.00+2.00+5.00+2.00+5.00+1.00+4.00+1.00=142.00	3.00	145.00
(iv)	प्रति बैलगाड़ी	101.00+2.00+4.00+2.00+4.00+0.42+3.00+1.00=117.42	2.00	119.42
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+6.00=649.00	12.00	661.00
(ii)	प्रति ट्रक (200 सी0एफ0 टी0-)	324.00+6.00+13.00+6.00+13.00+1.00+10.00+3.00=376.00	7.00	383.00
(iii)	प्रति टायर वाली गाड़ी-	159.00+3.00+6.00+3.00+6.00+1.00+5.00+2.00=185.00	3.00	188.00
(iv)	प्रति बैलगाड़ी	122.00+2.00+5.00+2.00+5.00+1.00+4.00+1.00=142.00	3.00	145.00
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+0.13=15.15	0.28	15.43

6. 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	8.00+0.16+0.32+0.16+0.32+0.03+0.25+0.08=9.32	0.17	9.49
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	में वृक्ष काटकर गिराना लोजिंग(टोना 4"x5"आदि).. प्रति क्यूविक मीटर			
II	कनवरसन ऑफ ट्राम लाईन ऐट फेंसिंग पोस्ट— प्रति टुकड़ा	11.00+0.22+0.44+0.22+0.44+0.04+0.34+0.11 =12.81	0.23	13.04
III	कटिंग,कनवरसन इन्क्लूडिंग स्ट्रैकिंग ऐट साईट आफ फायरउड (साईज क्यूवीक मीटर)—	109.00+2.00+4.00+2.00+4.00+0.45+3.00+1.00=125.45	2.00	127.45
IV	बाँस काटना एवं एकत्रित करना—			
(i)	लग्गा—प्रति 100	314.00+6.00+13.00+6.00+13.00+1.00+10.00+3.00 =366.00	7.00	373.00
(ii)	टोना—प्रति 100	252.00+5.00+10.00+5.00+ 10.00+1.00+8.00+3.00=294.00	5.00	299.00
(iii)	सरही— प्रति 100	109.00+2.00+4.00+2.00+ 4.00+0.45+3.00+1.00=125.45	2.00	127.45
(iv)	चारकोल मैन्यूफैक्चरिंग— प्रति 35 किलोग्राम का बैग	79.00+2.00+3.00+2.00+3.00+0.33+2.50+1.00=92.83	2.00	94.83
(v)	फीडरग्रास, थैच ग्रास या सेवाल ग्रास— प्रति 35 किलोग्राम बैगका—	79.00+2.00+3.00+2.00+3.00+0.33+2.50+1.00=92.33	2.00	94.83
(vi)	साल सीड एवं बोनहिनिया पत्ता जमा करना— प्रति किलोग्राम—	21.00+0.42+0.84+0.42+0.84+0.09+0.7+0.21 = 24.52	0.45	24.97

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7. 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	$21.00+0.42+0.84+$ $0.42+0.84+0.08+0.7+$ $0.21 = 24.52$	0.45	24.97
	अन्य प्रति मीटर सादे कपड़े-	$17.00+0.34+0.68+$ $0.34+0.68+0.07+1.00$ $+0.17=20.28$	0.36	20.64
II	हैंडलूम वीभर- प्रति मीटर सादे कपड़े के लिए-	$30.00+0.60+1.20+$ $0.60+1.20+0.12+1.00$ $+0.30=35.02$	1.00	36.02
	प्रति मीटर एरीचेक तथा अन्य उत्कृष्ट कपड़े के लिए-	$38.00+0.76+1.52+$ $0.06+1.20+0.15+1.00$ $+0.38= 44.09$	1.00	45.09
	प्रति मीटर तसर, मलवरी, मुंगा कपड़े के लिए-	$41.00+0.82+1.64+$ $0.82+1.64+0.17+1.00$ $+0.41=47.05$	1.00	48.05
III	पिन बाईन्डर-			
(I)	पावरलूम-			
(i)	प्रति किलोग्राम हाथ से तैयार कपड़े	$21.00+0.42+0.84+$ $0.42+0.84+0.08+0.7+$ $0.21 = 24.52$	0.45	24.97
(ii)	प्रति किलोग्राम धोने से तैयार कपड़े	$17.00+0.34+0.68+$ $0.34+0.68+0.07+1.00$ $+0.17=20.28$	0.36	20.64
(II)	हैंडलूम-प्रति किलोग्राम	$33.00+0.66+1.32+$ $0.66+1.32+0.13+1.00$ $+0.33=38.42$	1.00	39.42
IV	बोविन बाईन्डर-			
(i)	पावरलूम-प्रति किलोग्राम हाथ से तैयार कपड़े	$17.00+0.34+0.68+$ $0.34+0.68+0.07+1.00$ $+0.17=20.28$	0.36	20.64
(ii)	हैंडलूम-प्रति किलोग्राम	$33.00+0.66+1.32+$ $0.66+1.32+0.13+1.00$ $+0.33=38.42$	1.00	39.42
V	कटाई-छटाई			
	स्टेपुल (प्रति थान 12 मीटर का सिल्क-	$17.00+0.34+0.68+$ $0.34+0.68+0.07+1.00$ $+0.17=20.28$	0.36	20.64

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8. मिट्टी काटने का कार्य—

I	मुलायम मिट्टी के लिए प्रति 90 घनफीट	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
II	कड़ी मिट्टी के लिए प्रति 75 घनफीट	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
III	अति कड़ी मिट्टी के लिए प्रति 60 घनफीट	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00

नोट:—महिला कामगारों के लिए 15 प्रतिशत कम मिट्टी काटने का निर्णय, परन्तु मजदूरी समान रूप से पायेंगे।

9. चाय बगान का नियोजन

(i)	तोड़ने वाले 1 किलो ग्राम हरी पत्ती तोड़ने के लिए—	$17.00+0.34+0.68+0.34+0.68+0.07+1.00+0.17=20.28$	0.36	20.64
(ii)	कुदाली से खोदने में लगे व्यक्ति—0.133 एकड़ जमीन में 40 नाल तैयार करने के लिए—	$53.00+1.00+2.00+1.00+2.00+0.22+2.00+0.53=61.75$	1.00	62.75
(iii)	मिराई और विसाखन (फोरकिंग में लगे व्यक्ति) प्रति 100 चाय झाड़ी (टी वुश) पर—	$53.00+1.00+2.00+1.00+2.00+0.22+2.00+0.53=61.75$	1.00	62.75

10. लाह निर्माण

I	कारीगर—प्रति 40 किलो सीड लाह मेलटिंग के लिए—	$221.00+4.00+9.00+4.00+9.00+1.00+7.00+2.00=257.00$	5.00	262.00
II	वेलवईया—प्रति 40 किलो सीड लाह मेलटिंग के लिए—	$190.00+4.00+8.00+4.00+8.00+1.00+6.00+2.00=223$	4.00	227
III	फरवईया— प्रति 40 किलो सीड लाह मेलटिंग के लिए—	$115.00+2.00+5.00+2.00+5.00+0.48+4.00+1.00=134.48$	2.00	136.48

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IV	कामीन एवं घोधियाहीन- प्रति 40 किलो सीड लाह की भूसी, मुलम्मा एवं सैड को निकालने एवं धोने लिए -	$57.00+1.00+2.00+1.00+2.00+0.23+2.00+1.00=66.23$	1.00	67.23
V	करहिया, रंगकरहिया, घसंदर एवं मैयनदर-प्रति 40 किलोसीड लाह की धोलाई मसीन से धोने के लिए-	$53.00+1.00+2.00+1.00+2.00+0.22+2.00+0.53=61.75$	1.00	62.75
VI	टेलर (खलिफा)-			
(i)	(1) जब अपना मसीन व्यवहार करे (प्रति भट्टा) -	$31.00+0.62+1.24+1.00+1.24+0.13+1.00+0.31=36.54$	1.00	37.54
(ii)	(2) जब नियोजक का मसीन व्यवहार करे (प्रति भट्टा)-	$17.00+0.34+0.68+0.34+0.68+0.07+1.00+0.17=20.28$	0.36	20.64
(iii)	क्रशर- प्रति 40 किलो स्टीक लाह-	$38.00+0.76+1.52+0.76+1.52+0.15+1.00+0.38=44.09$	1.00	45.09
(iv)	ब्रेकर- प्रति 40 किलो स्टीक लाह-	$33.00+0.66+1.32+0.66+1.32+0.13+1.00+0.33=38.42$	1.00	39.42
11. पावरलूम इन्डस्ट्रीज (बिजली करघा)-				
I	पीक			
(i)	26	$21.00+0.42+0.84+0.42+0.84+0.08+0.7+0.21=24.52$	0.45	24.97
(ii)	28	$21.00+0.42+0.84+0.42+0.84+0.08+0.7+0.21=24.52$	0.45	24.97

(iii)	30	21.00+0.42+0.84+ 0.42+0.84+0.08+0.7+ 0.21 = 24.52	0.45	24.97
(iv)	32	21.00+0.42+0.84+ 0.42+0.84+0.09+0.7+ 0.21 = 24.52	0.45	24.97
(v)	34	21.00+0.42+0.84+ 0.42+0.84+0.09+0.7+ 0.21 = 24.52	0.45	24.97
(vi)	36	21.00+0.42+0.84+ 0.42+0.84+0.09+0.7+ 0.21 = 24.52	0.45	24.97
(vii)	40	21.00+0.42+0.84+ 0.42+0.84+0.09+0.7+ 0.21 = 24.52	0.45	24.97
(viii)	42	30.00+0.60+1.20+ 0.66+1.20+0.12+1.00 +0.30=35.02	1.00	36.02
(ix)	44	30.00+0.60+1.20+ 0.66+1.20+0.12+1.00 +0.30=34.34	1.00	35.34
(x)	46	30.00+0.60+1.20+ 1.00+0.12+0.12+1.00 +0.30=34.34	1.00	35.34
(xi)	48	30.00+0.60+1.20+ 1.00+0.12+0.12+1.00 +0.30=34.34	1.00	35.34
(xii)	50	38.00+0.76+1.52+ 0.76+1.52+0.15+1.00 +0.38= 44.09	1.00	45.09
(xiii)	52	38.00+0.76+1.52+ 0.76+1.52+0.15+1.00 +0.38= 44.09	1.00	45.09

12. 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+13.00=1568.00	29.00	1597.00
बोरा भरना-				
II	प्रति छोटा बोरा-	21.00+0.42+0.84+ 0.42+0.84+0.09+0.7+ 0.21 = 24.52	0.45	24.97
	प्रति बड़ा बोरा-	41.00+0.82+1.64+ 0.82+1.64+0.17+1.00 +0.41=47.05	1.00	48.05

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III	ग्रेड में छोटना और बन्डल बनाना प्रतिबिन्डा (5 किलो का)–	41.00+0.82+1.64+ 0.82+1.64+0.17+1.00 +0.41=47.05	1.00	48.05
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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।

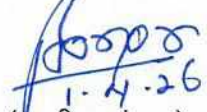
(ख) न्यूनतम मजदूरी की उपर्युक्त प्रस्तावित दरों में सात दिनों की अवधि में विश्राम के दिन के लिए कर्मचारियों को देय पारिश्रमिक शामिल है।

(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।

(संख्या-5/एम0डब्लू0-40-16/2021 श्र0सं0-46)

बिहार राज्यपाल के आदेश से,


1.4.26
(राजीव रंजन)

संयुक्त सचिव।

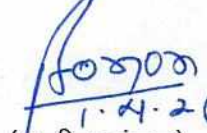
अधिसूचना

पटना, दिनांक- 01.04.26

एस0ओ0 दिनांक- का अँग्रेजी 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 अँग्रेजी भाषा में उसका प्राधिकृत पाठ समझा जाय।

(संख्या-5/एम0डब्लू0-40-16/2021 श्र0सं0-47)

बिहार राज्यपाल के आदेश से,


1.4.26
(राजीव रंजन)

संयुक्त सचिव।





NOTIFICATION

Patna, dated-

S.O. Date 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

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
July-2025	146.5	4.63 X4.93 X2.88	9630.70
August-2025	147.1	4.63 X4.93 X2.88	9670.14
September-2025	147.3	4.63 X4.93 X2.88	9683.29
October-2025	147.7	4.63 X4.93 X2.88	9709.59
November-2025	148.2	4.63 X4.93 X2.88	9742.45
December-2025	148.2	4.63 X4.93 X2.88	9742.45
Total:-58178.62			
First Half Yearly Average of the year July- to December ,2025 58178.62÷6=9696.43			

***Note- Reference of Notification and Gazette for the rates effective from 01.04.2026-Notification No- (58,59) Dated- 23.09.2025; Gazette No.- 1560 Dated- 24.09.2025**

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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+ 01.10.2025 Minimum Wages Fixed (In. Rs.)	Amount of V.D.A. which is effective from the date- 01.04.2026 (In Rs.)	Total rates of wages effective from the date 01.04.2026 Column (3+4)
1	2	3	4	5
1.	Unskilled	366.00+7.00+15.00+7.00+ 15.00+2.00+12.00+4.00 =428.00	8.00	436.00 Perday
2.	Semi skilled	380.00+8.00+15.00+8.00 15.00+2.00+12.00+4.00 =444.00	8.00	452.00 Perday
3.	Skilled	463.00+9.00+19.00+ 9.00+19.00+2.00+15.00+ 5.00=541.00	10.00	551.00 Perday
4.	Highly Skilled	566.00+11.00+23.00+ 11.00+23.00+2.00+18.00+ 6.00 =660.00	12.00	672.00 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 April 2026, based on the average of the AICPI for the period July–December 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

1. 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+ 01.04+2025+01.10.2025 Minimum Wages Fixed (In. Rs.)	Amount of V.D.A. which is effective from the date- 01.04.2026 (In Rs.)	Total rates of wages effective from the date 01.04.2026 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 +8.00=926.00	17.00	943.00
(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+2.00 =213.00	4.00	217.00
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+2.00 =230.00	4.00	234.00
III	Chelly breaker from boulder per 100/-Cft-	197.00+4.00+8.00+4.00+ 8.00+1.00+6.00+2.00 =230.00	4.00	234.00
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+4.00 =482.00	9.00	491.00
(ii)	2"X2-50"	518.00+10.00+21.00+ 10.00+21.00+2.00+13.00 +5.00=600.00	11.00	611.00
(iii)	1-50"X2"	616.00+12.00+25.00+ 12.00+25.00+3.00+20.00 +6.00=719.00	13.00	732.00
(iv)	1"	1017.00+20.00+41.00+ 20.00+41.00+4.00+32.00 +10.00 =1185.00	22.00	1207.00

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V	Breaking Ballast from telai-Per Box of 5ft-per Box of 5 ft-	$67.00+1.00+3.00+1.00+3.00+0.28+2.00+0.70=77.98$	1.00	78.98
VI Chips Breaker-				
(i)	Hand made chips of 3/4"Dn-per Cft- -	$33.00+0.66+1.32+1.00+1.32+0.11+1.00+0.3=38.71$	1.00	39.71
(ii)	Hand made chips of 1" Dn-per Cft- -	$33.00+0.66+1.32+1.00+1.32+0.11+1.00+0.3=38.71$	1.00	39.71
VII Earth Cutting -				
(i)	For soft earth-per 90 Cft-	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
(ii)	For hard earth per 75 Cft-	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
(iii)	For highly hand earth- per 60 Cft-	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
Note:- Decision of 15% less earth cutting for women worker, but will gate equal wage-				
VIII	Borers and Drollers per ft-	$49.00+0.98+2.00+1.00+2.00+0.20+2.00+0.49=57.67$	1.00	58.67
IX	Mines (Including boulders carrying Head load within a quarter mile-) per 25 Cft.	$239.00+5.00+10.00+5.00+10.00+1.00+8.00+2.00=280.00$	5.00	285.00
X	Wagon Loaders full head of Board gauges wagon(500 cubic ft-) per Wagon load-	$658.00+13.00+26.00+13.00+26.00+3.00+21.00+7.00=757.00$	14.00	771.00
XI Stone Set (Stone Bricks) Per 100 Pcs. per 100 Pcs-				
(i)	Breaking Size (9"x6"x4")	$814.00+16.00+33.00+16.00+33.00+3.00+26.00+8.00=949.00$	18.00	967.00

(ii)	Stone Set (Stone Bricks Polishing)	449.00+9.00+18.00+9.00 +18.00+1.00+14.00+4.00 =522.00	10.00	532.00
(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+4.00 =428.00	8.00	436.00
2. Bidi Making Manufacture :-				
I	Libeling			
(i)	Libeling (Single) per lakh	449.00+9.00+18.00+9.00 +18.00+2.00+14.00+4.00 =523.00	10.00	533.00
(ii)	Libeling (double) per lakh	466.00+9.00+19.00+9.00 +19.00+2.00+15.00+5.00 =544.00	10.00	554.00
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+2.00 =252.00	5.00	257.00
(ii)	Sekai by Tandoor per lakh Bidi	220.00+4.00+9.00+4.00+ 9.00+1.00+7.00+2.00 =256.00	5.00	261.00
(iii)	Packing (Basket packing) per lakh	225.00+5.00+9.00+5.00+ 9.00+1.00+7.00+2.00 =263.00	5.00	268.00
III	Making Per thousands Bidi	354.00+7.00+14.00+7.00+14. 00+1.00+11.00+4.00=412.00	8.00	420.00
3. Brick Manafactory-				
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-	535.00+11.00+21.00+ 11.00+21.00+2.00+17.00 +5.00=623.00	12.00	635.00

	earth to parria per thousand-			
(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+4.00 =428.00	8.00	436.00
4. Hair Cutting Saloon -				
I	Piece Work			
(i)	Per Hair Cutting.	51.00+1.00+2.00+1.00+ 2.00+0.21+2.00+1.00 =60.21	1.00	61.21
(ii)	Per shaving.	17.00+0.34+0.68+0.34+ 0.68+0+.07+1.00+0.17 =20.28	0.36	20.64
(iii)	Per hair cutting & shaving.	63.00+1.00+3.00+1.00+ 3.00+0.26+2.00+1.00 =74.26	1.00	75.26
(iv)	Per Sar Mundan	38.00+0.76+1.52+0.76+ 1.52+0.15+1.00+0.38 = 44.09	1.00	45.09
(v)	Per Hair Cutting of Children.	30.00+0.60+1.20+0.60+ 1.20+0.12+1.00+0.30 = 35.02	1.00	36.02
(vi)	Per Sar Malish.	13.00+0.26+0.52+0.26+ 0.52+0.05+0.41+0.13 = 15.15	0.28	15.43
(vii)	Per Shampoo.	30.00+0.60+1.20+0.60+ 1.20+0.12+1.00+0.30 = 35.02	1.00	36.02
(viii)	Per hair Dying.	148.00+3.00+6.00+3.00+ 6.00+0.62+5.00+1.00 =172.62	3.00	175.62

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5. 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-	$6.00+0.12+0.24+0.12+0.24+0.02+0.2+0.06=7.00$	0.12	7.12
(ii)	From 20 to 40 Kg-	$8.00+0.16+0.32+0.16+0.32+0.03+0.25+0.08=9.32$	0.17	9.49
(iii)	From 41 Kg- to 65 Kg-	$10.00+0.20+0.40+0.20+0.40+0.04+0.31+0.1=11.65$	0.2	11.67
(iv)	From 66 Kg- to 85 Kg-	$13.00+0.26+0.52+0.26+0.52+0.05+0.41+0.13=15.15$	0.28	15.43
(v)	From 86 Kg- to 100 Kg-	$18.00+0.36+0.72+0.36+0.72+0.07+1.00+0.18=21.41$	0.38	21.79
(vi)	From 101 Kg- and above (Rupees for every Two Kg- load over 101 kg.) 101 Kg-) -	$71.00+0.44+1.00+0.44+1.00+0.09+0.71+0.71=75.71$	2.00	77.71

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-	$5.00+0.10+0.20+0.10+0.20+0.02+0.16+0.05=5.83$	0.10	5.93
(ii)	From 41 Kg- to 65 Kg-	$8.00+0.16+0.32+0.16+0.32+0.03+0.25+0.08=9.32$	0.17	9.49
(iii)	From 66 Kg- to 100 Kg-	$10.00+0.20+0.40+0.20+0.40+0.04+0.31+0.10=11.65$	0.21	11.86
(iv)	101 Kg- and above (Rupees for every 10 Kg-load over 101 Kg-)	$23.00+0.46+1.00+0.46+1.00+0.09+0.73+0.23=26.97$	0.49	27.46

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(v)	Sewing of Bags of welding of tins or weighing of load above 10Kg- on scale	$5.00+0.10+0.20+0.10+0.20+0.02+0.16+0.05=5.83$	0.10	5.93
III	Loading or Unloading of Bamboo, wooden poles, Wooden logs, fuel wood and sugar cane.			
(i)	Per Railway wagon	$737.00+15.00+29.00+15.00+29.00+3.00+23.00+7.00=858.00$	16.00	8874.00
(ii)	Per Truck	$350.00+7.00+14.00+7.00+14.00+1.00+11.00+4.00=408.00$	8.00	416.00
(iii)	Per Tyre cart	$101.00+2.00+4.00+2.00+4.00+0.42+3.00+1.00=117.42$	2.00	119.42
(iv)	Per bullock cart	$71.00+1.00+3.00+1.00+3.00+0.29+2.00+0.71=82.00$	2.00	84.00
(v)	Loding or Unloading of Sugarcane per quental	$13.00+0.26+0.52+0.26+0.52+0.05+0.41+0.13=15.15$	0.28	15.43
IV	Loading Or Unloading of tiles, Fragile wares made of cement or clay or glass, Boulders Ballast, chelly and coal-			
(i)	Per railways wagon	$2015.00+40.00+81.00+40.00+81.00+8.00+64.00+20.00=2349.00$	44.00	2393.00
(ii)	Per truck	$875.00+18.00+35.00+18.00+35.00+4.00+28.00+9.00=1022.00$	18.00	1040.00
(iii)	Per tyre cart	$253.00+5.00+10.00+5.00+10.00+1.00+8.00+3.00=295.00$	5.00	300.00
(iv)	Per bullock cart	$177.00+4.00+7.00+4.00+7.00+1.00+6.00+2.00=208.00$	4.00	212.00
V	Loading Or Unloading of Fire bricks, bricks made of cement or clay or glass.			
(i)	Per railways wagon	$1570.00+31.00+63.00+31.00+63.00+7.00+50.00+16.00=1831.00$	34.00	1865.00

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(ii)	Per truck	$737.00+15.00+29.00+15.00+29.00+3.00+23.00+7.00=858.00$	16.00	874.00
(iii)	Per tyre cart	$213.00+4.00+9.00+4.00+9.00+0.89+7.00+2.00=248.89$	5.00	253.89
(iv)	Per bullock cart	$155.00+3.00+6.00+3.00+6.00+0.65+5.00+2.00=180.65$	3.00	183.65
VI	Loading Or Unloading of Stone chips & Challi-			
(i)	Loading or Unloading per 100 cft -	$130.00+3.00+5.00+3.00+5.00+0.54+4.00+1.00=151.54$	3.00	154.54
VII	Loading Or Unloading of Ballast & Bolders -			
(i)	Loading or Unloading per 100 cft -	$123.00+2.00+5.00+2.00+5.00+0.51+4.00+1.00=142.51$	3.00	145.51
VIII	Loading Or Unloading of iron rods, G-I-sheet, Iron Pipes, humepipe, Machineris equipments and other hard wires:-			
(i)	Per railways wagon	$1764.00+35.00+71.00+35.00+71.00+7.00+56.00+18.00=2057.00$	38.00	2095.00
(ii)	Per truck	$814.00+16.00+33.00+16.00+33.00+3.00+26.00+8.00=949.00$	18.00	967.00
(iii)	Per tyre cart	$237.00+5.00+9.00+5.00+9.00+1.00+8.00+2.00=276.00$	5.00	281.00
(iv)	Per bullock cart	$200.00+4.00+8.00+4.00+8.00+1.00+6.00+2.00=233.00$	4.00	237.00
IX	Loading Or Unloading of coal.			
(i)	Per railways wagon 4 wheel (Wagon of 22 tones capacity).	$712.00+14.00+28.00+14.00+28.00+3.00+23.00+7.00=829.00$	15.00	844.00
(ii)	Per truck 200 Cft-	$443.00+9.00+18.00+9.00+18.00+2.00+14.00+4.00=517.00$	10.00	527.00
(iii)	Per tyre cart	$122.00+2.00+5.00+2.00+5.00+1.00+4.00+1.00=142.00$	3.00	145.00

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(iv)	Per bullock cart	$101.00+2.00+4.00+2.00+4.00+0.42+3.00+1.00=117.42$	2.00	119.42
X Loading Or Unloading of lime and clay and earth etc-				
(i)	Per railways wagon (Wagon of 22 tones capacity)	$557.00+11.00+22.00+11.00+22.00+2.00+18.00+6.00=649.00$	12.00	661.00
(ii)	Per truck 200 Cft-	$324.00+6.00+13.00+6.00+13.00+1.00+10.00+3.00=376.00$	7.00	383.00
(iii)	Per tyre cart	$159.00+3.00+6.00+3.00+6.00+1.00+5.00+2.00=185.00$	3.00	188.00
(iv)	Per bullock cart	$122.00+2.00+5.00+2.00+5.00+1.00+4.00+1.00=142.00$	3.00	145.00
XI Loading Or Unloading of cement per bag-				
(i)	Loading Or Unloading of cement per bag	$13.00+0.26+0.52+0.26+0.52+0.05+0.41+0.13=15.15$	0.28	15.43
<u>6. Forestry and Timbering Operation-</u>				
I	Log cutter of various sizes falling demarking and stocking at loading sits at copies forest, pole-(4"x5") Per cubic meter.	$8.00+0.16+0.32+0.16+0.32+0.03+0.25+0.08=9.32$	0.17	9.49
II	Conversion of tram line and fencing post per piece	$11.00+0.22+0.44+0.22+0.44+0.04+0.34+0.11=12.81$	0.23	13.04
III	Cutting conversion including Stacking at site of fire wood (size per cubic meter)	$109.00+2.00+4.00+2.00+4.00+0.45+3.00+1.00=125.45$	2.00	127.45
IV	Cutting and Collecting of bamboo(including siding).			

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(i)	Loggas - Per 100 Pcs.	$314.00+6.00+13.00+6.00$ $+ 13.00+1.00+10.00+3.00$ $=366.00$	7.00	373.00
(ii)	Tonnas - Per 100 Pcs	$252.00+5.00+10.00+5.00$ $+ 10.00+1.00$ $+8.00+3.00=294.00$	5.00	299.00
(iii)	Sorahi - Per 100 Pcs	$109.00+2.00+4.00+2.00+$ $4.00+0.45$ $+3.00+1.00=125.45$	2.00	127.45
(iv)	Charcoal Manufactory per bag(35Kg)	$79.00+2.00+3.00+2.00+$ $3.00+0.33+2.50+1.00$ $=92.83$	2.00	94.83
(v)	Fidder Grass, or thatch grass or sewal grass (per k.g.)	$79.00+2.00+3.00+2.00+$ $3.00+0.33+2.50+1.00$ $=92.83$	2.00	94.83
(vi)	Sal seed & Bonhimia leaves collection (Per kg)	$21.00+0.42+0.84+0.42+$ $0.84+0.09+0.7+0.21$ $= 24.52$	0.45	24.97

7. Silk Industry including Manufacturer from pure silk, artificial silk and other staple yarn-

I	Power loom weaver Per meter for plain cloth	$21.00+0.42+0.84+0.42+$ $0.84+0.09+0.7+0.21$ $= 24.52$	0.45	24.97
	and per meter for Erimchek & other fine cloth	$17.00+0.34+0.68+0.34+$ $0.68+0.07+1.00+0.17$ $=20.28$	0.36	20.64
II	Handloom Weaver Per meter for Plain	$30.00+0.60+1.20+0.60+$ $0.12+1.20+1.00+0.30$ $=35.02$	1.00	36.02
	Per Meter for erimchek	$38.00+0.76+1.52+.76+$ $1.52+0.15+1.00+0.38$ $= 44.09$	1.38	45.09
	Per Meter Tusser mulberry and munga cloth-	$41.00+0.82+1.64+0.82+$ $1.64+0.17+1.00+0.41$ $=47.50$	1.00	48.50

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III	Pin Wider			
(I)	Power loom			
(i)	prepared for cloth Per Kg- Hank	$21.00+0.42+0.84+0.42+0.84+0.09+0.7+0.21=24.52$	0.45	24.97
(ii)	prepared from care cloth	$17.00+0.34+0.68+0.34+0.68+0+0.07+1.00+0.17=20.28$	0.36	20.64
(II)	Handloom per Kg	$33.00+0.66+1.32+0.66+1.32+0.13+1.00+0.33=38.76$	1.00	39.42
IV	Bobbin Winder			
(i)	Power loom Per kg if prepared hand cloth-	$17.00+0.34+0.68+0.34+0.68+0+0.07+1.00+0.17=20.28$	0.36	20.64
(ii)	Handloom per Kg	$33.00+0.66+1.32+0.66+1.32+0.13+1.00+0.33=38.76$	1.00	39.42
V	Cutting & Shaping-			
(i)	Stable per than of 12	$17.00+0.34+0.68+0.34+0.68+0.07+1.00+0.17=20.28$	0.36	20.64
8. Earth Cutting Operation.				
(i)	For every 90 cubic ft- of soft earth-	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
(ii)	For every 75 cubic ft- of hard earth-	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
(iii)	For every 60 cubic ft-of highly hard earth	$366.00+7.00+15.00+7.00+15.00+2.00+12.00+4.00=428.00$	8.00	436.00
Note:- Decision of 15% less earth cutting for women worker, but will gate equal wage-				
9. Tea Plantation.				
I	Plucker per plucking of one Kg- of green Leaves	$17.00+0.34+0.68+0.34+0.68+0.07+1.00+0.17=20.28$	0.36	20.64
II	Person engaged in hocking for preparing 40 nails in a land measuring 0-133 acre-	$53.00+1.00+2.00+1.00+2.00+0.22+2.00+0.53=61.75$	1.00	62.75

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III	Person engaged in weeding and forking per 100 tea bush-	$53.00+1.00+2.00+1.00+2.00+0.22+2.00+0.53=61.75$	1.00	62.75
10. Lac Manufactory.				
I	<u>Karigar</u> - for melting 40Kg- of seed lac-	$221.00+4.00+9.00+4.00+9.00+1.00+7.00+2.00=257.00$	5.00	262.00
II	<u>Belwaia</u> - for melting 40Kg- of seed lac-	$190.00+4.00+8.00+4.00+8.00+1.00+6.00+2.00=223.00$	4.00	227.00
III	<u>Pherwaia</u> - for melting 40Kg- of seed lac-	$115.00+2.00+5.00+2.00+5.00+0.48+4.00+1.00=134.48$	2.00	136.48
IV	<u>Kamin & Ghogiahin</u> - for washing & seperating 40Kg- of seed lac from bhushi, Mullama sand	$57.00+1.00+2.00+1.00+2.00+0.23+2.00+1.00=66.23$	1.00	67.23
V	Karahia and RangKharhiya ghasander and Mazandar - for washing of 40 Kg of seed lac through washing Machine—	$53.00+1.00+2.00+1.00+2.00+0.22+2.00+0.53=61.75$	1.00	62.75
VI	Tailor (Khalifa)			
(i)	when using own machine-(per	$31.00+0.62+1.24+1.00+1.24+0.13+1.00+0.31=36.54$	1.00	37.54

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(ii)	when using employer chine- (per Bhatta)-	$17.00+0.34+0.68+0.34+0.68+0+0.07+1.00+0.17=20.28$	0.17	20.64
(iii)	Crusher - per 40Kg- of Stick lac-	$38.00+0.76+1.52+.76+1.52+0.15+1.00+0.38=44.09$	1.38	45.09
(iv)	Breaker - per 40 Kg-of stick lac-	$33.00+0.66+1.32+0.66+1.32+0.13+1.00+0.33=38.76$	1.00	39.42

11. Power loom Industry.

I	pick			
(i)	26	$21.00+0.42+0.84+0.42+0.84+0.09+0.7+0.21=24.52$	0.45	24.97
(ii)	28	$21.00+0.42+0.84+0.42+0.84+0.09+0.7+0.21=24.52$	0.45	24.97
(iii)	30	$21.00+0.42+0.84+0.42+0.84+0.09+0.7+0.21=24.52$	0.45	24.97
(iv)	32	$21.00+0.42+0.84+0.42+0.84+0.09+0.7+0.21=24.52$	0.45	24.97
(v)	34	$21.00+0.42+0.84+0.42+0.84+0.09+0.7+0.21=24.52$	0.45	24.97
(vi)	36	$21.00+0.42+0.84+0.42+0.84+0.09+0.7+0.21=24.52$	0.45	24.97
(vii)	40	$21.00+0.42+0.84+0.42+0.84+0.09+0.7+0.21=24.52$	0.45	24.97
(viii)	42	$30.00+0.60+1.20+0.60+0.12+1.20+1.00+0.30=35.02$	1.00	36.02
(ix)	44	$30.00+0.60+1.20+0.60+0.12+1.20+1.00+0.30=35.02$	1.00	36.02
(x)	46	$30.00+0.60+1.20+0.60+0.12+1.20+1.00+0.30=35.02$	1.00	36.02
(xi)	48	$30.00+0.60+1.20+0.60+0.12+1.20+1.00+0.30=35.02$	1.00	36.02
(xii)	50	$38.00+0.76+1.52+.76+1.52+0.15+1.00+0.38=44.09$	1.38	45.09
(xiii)	52	$38.00+0.76+1.52+.76+1.52+0.15+1.00+0.38=44.09$	1.38	45.09

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12. Plucking and Processing-Kendu leaves.				
I	Plucking of leaves per 50,000 leaves or 1.00 Rs 55 paise per 50 leaves-	$1344.00+27.00+54.00+27.00$ $+54.00+6.00+43.00+13.00$ $=1568.00$	29.00	1597.00
II	Filling bags			
	Packing of Bags Per small bags-	$21.00+0.42+0.84+0.42+0.84$ $+0.09+0.7+0.21=24.52$	0.45	24.97
	Per big bags-	$41.00+0.82+1.64+0.82+1.64$ $+0.17+1.00+0.41=47.50$	1.00	48.50
III	Grading and bundling per bind of 5 Kg-	$41.00+0.82+1.64+0.82+1.64$ $+0.17+1.00+0.41=47.50$	1.00	48.50

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.

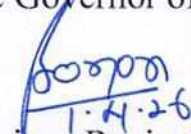
(b) The above proposed rates of minimum wages include remuneration to workers for the day of rest in a period of seven days.

(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 L&R- 46)

By the order of the Governor of Bihar,


(Rajeev Ranjan)

Joint Secretary.





ज्ञापांक-5/एम०डब्लू-40-16/2021 श्र०सं०- ५७ पटना, दिनांक- 01/4/26

प्रतिलिपि :- प्रभारी पदाधिकारी, गजट मुद्रण कोषांग, वित्त विभाग, बिहार, पटना को अधिसूचना की दो प्रतियाँ एवं सी०डी० के साथ सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।

अनुरोध है कि अधिसूचना को राजपत्र के असाधारण अंक में प्रकाशित करने की कृपा की जाय एवं उक्त राजपत्र की 100 (सौ) प्रतियाँ श्रमायुक्त, बिहार का कार्यालय श्रम संसाधन एवं प्रवासी श्रमिक कल्याण विभाग, बिहार, पटना को उपलब्ध कराने की कृपा की जाय।

(राजीव रंजन)

संयुक्त सचिव।

ज्ञापांक-5/एम०डब्लू-40-16/2021 श्र०सं०- ५७ पटना, दिनांक- 01/4/26

प्रतिलिपि- निदेशक, श्रम मंत्रालय(वेज सेल) भारत सरकार, श्रम शक्ति भवन, नई दिल्ली/निदेशक, श्रम व्यूरो, शिमला एवं चंडीगढ़/स्थानिक आयुक्त, बिहार भवन, नई दिल्ली/मुख्य मंत्री सचिवालय, पटना/मुख्य सचिव, बिहार, पटना/बिहार सरकार के सभी अपर मुख्य सचिव/प्रधान सचिव/सचिव/विभागाध्यक्ष/सभी प्रमंडलीय आयुक्त/महानिदेशक, सूचना एवं जन संपर्क विभाग, बिहार, पटना/सभी जिला पदाधिकारी/सभी उप श्रमायुक्त/सहायक श्रमायुक्त, शोध शाखा/सभी सहायक श्रमायुक्त/सभी श्रम अधीक्षक/निदेशक, कृषि श्रमिक, बिहार, पटना/मुख्य निरीक्षी पदाधिकारी, बिहार, पटना/मुख्य कारखाना निरीक्षक, बिहार, पटना/सभी उप मुख्य कारखाना निरीक्षक/सभी कारखाना निरीक्षक/मुख्य वाष्पित्र निरीक्षक बिहार, पटना एवं सभी वाष्पित्र निरीक्षक को सूचनार्थ एवं आवश्यक कार्यार्थ प्रेषित।

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(राजीव रंजन)

संयुक्त सचिव।

ज्ञापांक-5/एम०डब्लू-40-16/2021 श्र०सं०- ५७ पटना, दिनांक- 01/4/26

प्रतिलिपि- माननीय मंत्री, श्रम संसाधन एवं प्रवासी श्रमिक कल्याण विभाग के आप्त सचिव/प्रधान सचिव, श्रम संसाधन एवं प्रवासी श्रमिक कल्याण विभाग सह-अध्यक्ष, बिहार न्यूनतम मजदूरी परामर्शदातृ पर्षद/सभी सदस्य, बिहार न्यूनतम मजदूरी परामर्शदातृ पर्षद/सचिव, बिहार चेम्बर ऑफ कामर्स, खेमचन्द चौधरी मार्ग, पटना-01/सचिव, बिहार इंडस्ट्रीज एसोसिएशन, सिन्हा लाईब्रेरी रोड, पटना/प्राचार्य, बिहार पशु चिकित्सा महाविद्यालय, पटना/उप कुलपति राजेन्द्र कृषि विश्वविद्यालय, पटना/उप कुलपति, बिहार कृषि विश्वविद्यालय, सबौर, भागलपुर/मुख्य अभियंता (ग्रामीण अभियंत्रण संगठन), ग्रामीण विकास विभाग, बिहार, पटना/मनरेगा आयुक्त, बिहार, पटना/मुख्य अभियंता, पथ निर्माण विभाग, बिहार, पटना एवं मंत्रिमंडल (निगरानी) विभाग तकनीकी कोषांग, बिहार, पटना को सूचनार्थ एवं आवश्यक कार्यार्थ प्रेषित।

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2. संबंधित पदाधिकारियों से अनुरोध है कि अपने क्षेत्राधिकार के अन्तर्गत प्रभावित होने वाले सभी कर्मों एवं कार्यालय को अपने-अपने स्तर से अधिसूचना की प्रति उपलब्ध कराने का कष्ट करेंगे।

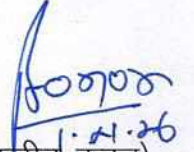
ह0/-

(राजीव रंजन)

संयुक्त सचिव।

ज्ञापांक-5/एम०डब्लू-40-16/2021 श्र०सं०- 47 पटना, दिनांक- 01/4/26

प्रतिलिपि :- आई०टी० मैनेजर, श्रम संसाधन एवं प्रवासी श्रमिक कल्याण विभाग, बिहार, पटना को सूचनार्थ एवं आवश्यक कार्यार्थ प्रेषित।


(राजीव रंजन)
संयुक्त सचिव।



**HARYANA GOVERNMENT
LABOUR DEPARTMENT
Notification**

No:- 9557

91412026

No. 2/25/26-2 Lab. - In exercise of powers conferred by Sub-Section (3) of Section 8 of the Code on Wages, 2019 (No. 29 of 2019), the Governor of Haryana after considering the report submitted by the Committee and Sub-Committee constituted under section 8 of the Code on Wages, 2019 as per notification no. 2/5/2026-2 Lab the 04-02-2026 to advise the Government in respect of fixation or revision of minimum rates of wages for the State of Haryana, hereby fixes/revise the basic minimum rates of wages in respect of all the employments from the with effect from 1st April, 2026 in the State of Haryana, which were previously fixed/revise vide Haryana Government, Labour Department, Notification 3/42/83-3 Lab dated the 21st October, 2015.

Minimum rates of wages with effect from 1st April, 2026 in respect of all the Employments in the State of Haryana.

Sr. No.	Categories of Workers	Basic Minimum Rates of Wages	
		Per month	Per day
1.	Unskilled	15220.71	585.41
2	Semi-Skilled	16780.74	645.41
3	Skilled	18500.81	711.56
4	Highly-Skilled	19425.85	747.14

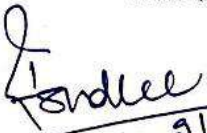
The above minimum wages rates shall be applicable in all establishments defined under section 2 (m), factories defined under section 2 (n) also includes employee as defined under section 2(k), workers defined under section 2(z) and contract labour defined under section 2(g) of the Code on Wages, 2019.

The rate of wages applicable on brick kilns will be notified separately.

Notes:

1. The Minimum rates of wages notified herein above are basic rates of minimum wages which are not permitted to be segregated into components in the form of allowances by the employer. There shall be 100% neutralization of the rise or fall of the consumer price index number on pro rata basis; the adjustment in wages shall be made further as prescribed in Code on Wages Rules, 2026.
2. The minimum rates of wages now being fixed/ revised shall not be affected as a result of the linkage as much as the wages shall not fall below those being fixed/revised now.
3. The wages of apprentices appointed under the Apprentices Act, 1961(52 of 1961), shall be regulated under the said Act.

Attested



Joint Labour Commissioner
Haryana, Chandigarh

①

4. There shall be no difference between the wages for men and women workers.
5. Where any of the above categories of workmen are engaged/ employed through a contractor or service provider, the occupier/ the principal employer shall be personally responsible for ensuring the payment of the minimum rates of wages by the contractor or service provider.
6. No worker or employee employed in any employment in the State of Haryana, he/she shall not be paid less than the minimum wages fixed for similar category having the same skills and experience.
7. While calculating the per day wages, the monthly wages shall be divided by 26 days but for deduction, if any, shall be calculated as monthly wages divided by 30 days or as prescribed by the appropriate Government from time to time.
8. Trainee shall be paid 75% of the wages applicable to the category, but it shall not be less than the Minimum Wages for an unskilled category of worker because an unskilled worker does not require any training. The period of training shall not be more than one year.

Attested


Sandeep
9/4/2026
Joint Labour Commissioner
Haryana Chandigarh

Rajeev Ranjan
Principal Secretary to Government, Haryana,
Labour Department.

②

No. - 9558

Dated:- 09.04.26

A copy is forwarded to the Controller, Printing & Stationery Department, Haryana with the request that this notification may please be published in the Haryana Government Gazette (Extraordinary) and 10 printed copies may also be supplied to this department.


for Labour Commissioner, Haryana

Joint Labour Commissioner
Haryana, Chandigarh

③

PRESS NOTE

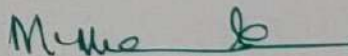
The Commissioner of Labour, Telangana, Hyderabad & the Competent Authority under the Minimum Wages Act, 1948, has declared the average State Industrial Workers Consumer Price Index Numbers for the half year ending December, 2025 as follows:-

Part-I (Industrial Workers) : Increase of 54 points from 1941 to 1995

Part-II (Agricultural Workers): Increase of 12 points from 1492 to 1504

These are applicable for the period from 01.04.2026 to 30.09.2026 in various Scheduled Employments notified under the Minimum Wages Act, 1948, in the State of Telangana for the purpose of calculation of Variable Dearness Allowance.

Sd/- Pamela Satpathy
Spl. Commissioner of Labour


Deputy Commissioner of Labour

TELANGANA - CONSTRUCTION OR MAINTAINCE OF ROADS AND BUILDING OPERASTIONS

Notification issued vide G.O.Ms.No.85, LET&F (Lab.II) Dept., dt: 22-09-2007

Published in Gazette No.568 , dated 01-10-2007

Wages Linked Agrl. CPI points	525	
Agrl. CPI points notified as on	01-04-2026	1995
VDA to be paid from	01-04-2026	to 30-09-2026 1470
Per point rate of VDA notified in the notification	6.4	

SI.N o.	Name of the Category	Basic Wage	VDA	Total Wage	Skill Category
	EMPLOYMENT IN BUILDING OPERATIONS				
1	1st Class Mason, 1st Class Carpenter, 1st Class Painter, Mechanic, Stone Dresser, Piper, Fitter, Plumber, Tile Turner, Mason or Carpanter, Malstry, Stone Cutter, Welder,Electrician (Licenced Maistry or works Maistry), Machinist, Supervisor.	4938	9408	14346	SKILLED
2	2nd Class Mason, 2nd Class Carpenter or Asst. Garpenter, 2nd Class Black Smith, 2nd Class Painter, Fitter for bending Bars for Reinforcement, Tinker, Sawyer, Glassier, Brick Moulder, Pot Tile turner, Brick and Lime Kilnman, Asst. Fitter	4102	9408	13510	SEMI-SKILLED
3	Mazdoor, Gang Mazdoor, Tachar, Mukkadam, Peon Sweeper, Bhistha, Scavenger, Watchman, Security Guard.	3370	9408	12778	UN-SKILLED
4	Clerks, Store-keeper, Muster Glerk, Typist, Steno Accountant, Computer Operator	4302	9408	13710	OTHER
5	Double Bullock CarU Single Bullock Cart	3370	9408	12778	CARTMAN
	EMPLOYMENT IN THE CONSTRUCTION OR IN MAINTENANCE OF ROADS - Same rates in the building industry expect in respect of the following catergories				
1	Driver of Bulldozers and earth moving on machinery/Driver of Lorries and Road Rollers	5138	9408	14546	
2	Tractor Drivers	4520	9408	13928	
3	Drfivers of Furnp Engines and Motor Mills	4102	9408	13510	
4	Pump and Engine Cleaner/Hammer Man/ Fireman	3370	9408	12778	

METAL FOUNDRIES AND GENERAL ENGINEERING				
Notification issued vide G.O.Ms.No.88, LET&F (Lab.II) Dept., dt:28-09-2007				
Published in Gazette No.621, dated 26-10-2007				
Wages Linked Agrl. CPI points		525		
Agrl. CPI points notified as on		01-04-2026		1995
VDA to be paid from		01-04-2026	to	30-09-2026 1470
Per point rate of VDA notified in the		6.2		
Sl. No.	Name of the Category	Basic Wage	VDA for 565 Points	Total Wage
1	2	3	4	5
I	HIGHLY SKILLED			
1	Foreman/Chargehand	6050	9114	15164
II	SKILLED:			
A	Mechanic/ Pattern Maker/ Craneshap Driver/ Plumber	4783	9114	13897
B	Turner/ Mechinist/ Moulder/ Welder/ Blacksmith/ Electrician/ Miller Swaper/ Carpenter/ Fitter	4456	9114	13570
C	Core Maker/ Driller/ Painter/ Winder/ Tiner/ Assembler/ Nickel Plater/ Chipper/ Punch and Press Operator	4265	9114	13379
III	SEMI-SKILLED:			
1	Grinder/ Hammerman/ Oilman/ Wireman/ Helper/ Asst. to skilled categories A,B,C above	3734	9114	12848
IV	UN-SKILLED:			
1	Peon/ Attender/ Watchman/ Chowkidar/ Office Boy/ Cleaner/ Gardener/ Mali	3263	9114	12377
V	OFFICE STAFF:			
1	Manager	5749	9114	14863
2	Store Keeper/ Accountant/ Steno/ Computer Operator	4265	9114	13379
3	Clerk/ Typist/ Cashier/ Time Keeper	4007	9114	13121

TELANGANA - SHOPS AND COMMERCIAL ESTABLISHMENTS

Notification issued vide G.O.Ms.No.116, LET&F (Lab.II) Dept., dt: 07-12-2007

Published in Gazette No.705 , dated 19-12-2007

Wages Linked CPI points.	525							
CPI points notified as on	01-04-2026	1995						
VDA to be paid from	01-04-2026	To	30-09-2026	1470				
Per point rate of VDA notified in the notification	6.4							
Sl. No.	Name of the Category	Basic Wage	Basic Wage	VDA	VDA	Total Wage	Total Wage	SKILL Category
	COMMERCIAL ESTABLISHMENTS	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	
1	Manager/ Field Officer/ Development Officer/ Office Incharge/ Computer Programmer	5557	5138	9408	9408	14965	14546	
2	Accountant/ Asst.Manager/ Sales Executive/ Supervisor Purchaser/ Store Keeper/ Agent/ Sales Promotion Employees	4722	4520	9408	9408	14130	13928	
3	Salesman, Stenographer, Receptionist, Auction Bider, Type Writer Instructor, Electrician, Radio Mechanic, Optical Mechanic, Surfacar, Grinder, Photographer, Photo Artist, Typewriter, Mechanic, T.V.Mechanic, Fitter, Turner, Welder and Plumber, Mason etc.	4520	4302	9408	9408	13928	13710	SKILLED
4	Clerk/ Typist/Clerk-cum-Typist/ Godown Incharge/Lineman/ Assistant Salesman/ Asst.Accountant/ Xerox Machine Operator	4102	3886	9408	9408	13510	13294	SEMI SKILLED - A
5	Weighman/ Kolgari/ Computer Operator	3886	3757	9408	9408	13294	13165	SEMI SKILLED - B
6	Peon/Attender/ Watchman/ Water Boy/ Helper/ Messenger	3700	3370	9408	9408	13108	12778	UN-SKILLED
Zone:I = Means all Municipal Corporations in TS, Selection Grade and Special Grade Municipalities.								
Zone-II = Means rest of the areas in the State.								

Telangana Minimum Wages for SECURITY SERVICES

Notification issued vide G.O.Ms.No.43, LET&F (Lab.II) Dept., dt: 28.05.2010

Published in Gazette No. 251, dated 02-06-2010

Wages Linked CPI points.	590									
CPI points notified as on	01-04-2026	1995								
VDA to be paid from	01-04-2026	To	30-09-2026	1405						
Per point rate of VDA notified in the notification			6.75							
Sl. No.	Name of the Category	Basic	Basic	Basic	VDA	VDA	VDA	Total Wage	Total Wage	Total Wage
	SECURITY SERVICES	Zone-I	Zone-II	Zone-III	Zone-I	Zone-II	Zone-III	Zone-I	Zone-II	Zone-III
	Highly Skilled									
1	Security Supervisor, Security Officer, Field Officer	7500	6500	5000	9484	9484	9484	16984	15984	14484
	Skilled									
2	Security Inspector, Assistant Security officer, Intelligence and Fire Fighting Personnel. Head	7000	6000	4500	9484	9484	9484	16484	15484	13984
	Semi-skilled									
3	Assistant Security Inspector, Security Guards with Arms	6500	5500	4250	9484	9484	9484	15984	14984	13734
	Un-skilled									
4	Security Guards without Arms	5000	4250	4000	9484	9484	9484	14484	13734	13484

शासनादेश संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026 के क्रम में राज्य में,
अनुसूचित नियोजनों में देय परिवर्तनीय महंगाई भत्ता

निम्नलिखित तालिका में उल्लिखित अनुसूचित नियोजनों में नियोजित कर्मचारियों को स्तम्भ-3 में सन्दर्भित शासनादेशानुसार अखिल भारतीय उपभोक्ता मूल्य सूचकांक 2016=100 के अंक 139 के ऊपर वृद्धि होने पर महंगाई भत्ते को रू 57.60 प्रति अंक की दर से समायोजित किये जाने का प्राविधान है। तदनुसार जुलाई, 2025 से दिसंबर 2025 औसत सूचकांक 148 पर दिनांक 01-04-2026 से परिवर्तनीय महंगाई भत्ता निम्नवत होगा:-

$$(148-139) \times 57.60 = 518$$

अनुसूचित नियोजनों की तालिका

क्र० सं०	अनुसूचित नियोजन का नाम	अधिसूचना संख्या एवं दिनांक	अधिसूचना में उल्लिखित सभी श्रेणी के कर्मचारियों को देय परिवर्तनीय महंगाई भत्ता रू०
(1)	(2)	(3)	(4)
1.	वाणिज्य अधिष्ठानों और उत्तराखण्ड में दुकानों के नियोजन।	286/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
2.	सड़कों के निर्माण या उन्हें बनाये रखने या निर्माण संक्रियाओं में नियोजन।	287/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
3.	पत्थर तोड़ने या पत्थर कूटने में नियोजन।	288/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
4.	चिकन के कार्य में नियोजन।	-तदैव-	518.00
5.	दियासलाई उद्योग में नियोजन।	-तदैव-	518.00
6.	आइसकैन्डी/आइस्क्रीम विनिर्माणशालाओं में नियोजन।	-तदैव-	518.00
7.	बेकरी और बिस्कुट विनिर्माणशालाओं में नियोजन।	-तदैव-	518.00
8.	बर्फ विनिर्माणशालाओं में नियोजन।	-तदैव-	518.00
9.	एस्बेस्टस सीमेंट कारखानों और अन्य सीमेन्ट उत्पादों विनिर्माणशालाओं में नियोजन।	-तदैव-	518.00
10.	लाण्डी या धुलाई अधिष्ठानों में नियोजन।	-तदैव-	518.00
11.	जिल्दसाजी में नियोजन।	-तदैव-	518.00
12.	कोल्ड स्टोरेज में नियोजन।	-तदैव-	518.00
13.	पाटरी सिरेमिक्स या रिफरैक्ट्रीज में नियोजन।	-तदैव-	518.00

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14.	रबर की विनिर्माणशाला और रबर उत्पादन (जिसके अन्तर्गत टायर और ट्यूब भी हैं) के उद्योग में नियोजन।	289/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
15.	प्लास्टिक उद्योग और प्लास्टिक उत्पादन के उद्योग में नियोजन।	-तदैव-	518.00
16.	मिष्ठान उद्योग में नियोजन।	-तदैव-	518.00
17.	वासित पेयों (एयररेटेड ड्रिंक्स) के विनिर्माण में नियोजन।	-तदैव-	518.00
18.	फलों के रसों की विनिर्माणशाला में नियोजन।	-तदैव-	518.00
19.	परतदार लकड़ी (प्लाईवुड) के उद्योग में नियोजन।	-तदैव-	518.00
20.	पेट्रोल और डीजल आयल पम्प में नियोजन।	-तदैव-	518.00
21.	डेरी और मिल्क डेरीज में नियोजन।	-तदैव-	518.00
22.	सिले सिलाए कपड़ों की विनिर्माणशाला में नियोजन।	-तदैव-	518.00
23.	बांध तटबन्ध के निर्माण और अनुरक्षण सिंचाई परियोजनाओं, कुओं और तालाबों की खुदाई में नियोजन।	-तदैव-	518.00
24.	प्राइवेट क्लीनिक और चिकित्सा सामान की प्राइवेट दुकानों में नियोजन।	-तदैव-	518.00
25.	फाउण्ड्री उद्योगों में नियोजन।	-तदैव-	518.00
26.	धातु उद्योगों में नियोजन।	-तदैव-	518.00
27.	टिन प्लेट शोपिंग और टिन प्रिंटिंग उद्योग में नियोजन।	-तदैव-	518.00
28.	ऐसे अभियंत्रण उद्योग में नियोजन जिसमें 50 से कम व्यक्ति नियोजित हों।	-तदैव-	518.00
29.	उन समस्त रजिस्ट्रीकृत कारखानों में नियोजन जिनका उल्लेख अन्यत्र नहीं किया गया है।	-तदैव-	518.00
30.	कपडा छपाई में नियोजन।	290/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
31.	कलबों में नियोजन।	291/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
32.	निजी मुद्रणालयों में नियोजन।	292/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00

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33.	लोक मोटर परिवहन में नियोजन।	293/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
34.	उत्तराखण्ड में यान्त्रिक परिवहन कर्मशालाओं में नियोजन।	-तदैव-	518.00
35.	उत्तराखण्ड में ऑटोमोबाइल रिपेयर्स में नियोजन।	-तदैव-	518.00
36.	सिनेमा उद्योग में नियोजन।	294/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
37.	सिलाई उद्योग में नियोजन।	295/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
38.	एलोपैथिक, आर्युर्वेदिक और यूनानी फार्मेशियों में नियोजन।	296/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
39.	छोटे मिनिचेर बल्ब एवं कांच उत्पादों के निर्माण उद्योग (चश्मे की शीशे और कांच की चूडी बनाने के उद्योग को छोड़कर) के नियोजन।	297/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
40.	धर्मशालाओं में नियोजन।	298/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
41.	निजी पुस्तकालयों में नियोजन।	299/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
42.	होटल और रेस्टोरेन्ट उद्योग में नियोजन।	300/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
43.	प्राइवेट कोचिंग कक्षाओं, प्राइवेट विद्यालयों जिनमें नर्सरी स्कूल और प्राइवेट प्राविधिक संस्थाओं में नियोजन।	301/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
44.	चाय बागान में नियोजन।	302/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
45.	हौजरी उद्योग में नियोजन।	303/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
46.	किसी चावल मिल, आटा मिल या दाल मिल (रोलर आटा मिल को छोड़कर) में नियोजन।	304/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
47.	किसी तेल मिल में नियोजन।	-तदैव-	518.00
48.	किसी रोलर आटा मिल में नियोजन।	-तदैव-	518.00
49.	वानिकी (फारेस्ट्री) लट्ठा बनाने और काष्ठ कार्य जिसके अन्तर्गत किसी अन्य वन्य उपज का संग्रहण और उसे मण्डी में ले जाना भी है, में नियोजन।	305/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00

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50.	ईट भट्टा उद्योग में नियोजन।	306/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
51.	काष्ठ कार्य और फर्नीचर में नियोजन।	307/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
52.	तम्बाकू निर्माण में नियोजन।	308/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
53.	कालीन बुनाई में नियोजन।	309/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
54.	कपड़े धोने या प्रसाधन के साबुन, सिलिकेट या साबुन के चूर्ण या प्रक्षालक के निर्माण में नियोजन।	310/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00
55.	ऊनी कम्बल बनाने वाले अधिष्ठान में नियोजन।	-तदैव-	518.00
56.	खाण्डसारी में नियोजन।	-तदैव-	518.00
57.	हथकरघा उद्योग एवं शक्ति चालित करघा उद्योग में नियोजन।	311/(1)/VIII-1/24-228(श्रम)/2001-पार्ट-II, दि० : 15 मार्च 2024 एवं संशोधित अधिसूचना संख्या : 460(1)/VIII-1/2026-228(श्रम) 2001, दिनांक 22 अप्रैल, 2026	518.00

यह अधिसूचना मजदूरी संहिता, 2019 (29 of 2019) की धारा-69 की उपधारा (2) के अंतर्गत निर्गत की जा रही है। एवं उक्त संहिता की धारा-7 की उपधारा (2) के अन्तर्गत अग्रेत्तर आदेश के जारी होने तक प्रभावी रहेगी।

(प्रकाश चन्द्र दुम्का)
श्रम आयुक्त, उत्तराखण्ड,

कार्यालय श्रम आयुक्त, उत्तराखण्ड, श्रम भवन, नैनीताल रोड, हल्द्वानी।

संख्या 1203 /4-01/2024,

दिनांक : 23/4/2024

प्रतिलिपि : निम्नलिखित को इस निर्देश के साथ प्रेषित कि अपने अधीनस्थ अधिकारियों को सूचित कर प्रतिपालन करना सुनिश्चित करें, तथा श्रमिकों एवं सेवायोजकों व उनके प्रतिनिधियों द्वारा मांगे जाने पर उन्हें उपलब्ध करा दें।

- 1- अपर श्रम आयुक्त, देहरादून को सूचनार्थ प्रेषित।
- 2- उप श्रम आयुक्त, देहरादून, 298, हिमगिरी बिहार, अजबपुर खुर्द, देहरादून।
- 3- उप श्रम आयुक्त, हल्द्वानी, श्रम भवन, नैनीताल रोड, हल्द्वानी।
- 4- उप श्रम आयुक्त, हरिद्वार, एस०जी०ओ० परिसर, निकट वाणिज्य कर कार्यालय, रोशनाबाद, हरिद्वार।
- 5- उप श्रम आयुक्त, ऊधमसिंह नगर, विकास भवन परिसर, रूद्रपुर, ऊधमसिंह नगर।

(प्रकाश चन्द्र दुम्का)
श्रम आयुक्त, उत्तराखण्ड,

The Odisha Gazette

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 1496, CUTTACK, TUESDAY, APRIL 21, 2026/BAISAKHA 1, 1948

LAW DEPARTMENT

NOTIFICATION

The 21st April, 2026

No.5969—I-Legis-22/2026/L.— The following ordinance promulgated by the Governor of Odisha on the dated 21st April, 2026 is here by Published for General information.

ODISHA ORDINANCE 02 OF 2026

THE ODISHA STATE TAX ON PROFESSIONS, TRADES, CALLINGS AND EMPLOYMENTS (REPEAL) ORDINANCE, 2026

AN

ORDINANCE

TO REPEAL THE ODISHA STATE TAX ON PROFESSIONS, TRADES, CALLINGS AND EMPLOYMENTS ACT, 2000.

WHEREAS, the Legislature of the State of Odisha is not in session;

AND, WHEREAS, the Governor of Odisha is satisfied that circumstances exist which render it necessary for him to take immediate action to repeal the Odisha State Tax on Professions, Trades, Callings and Employments Act, 2000 in the manner hereinafter appearing;

NOW, THEREFORE, in exercise of the powers conferred by clause(1) of Article 213 of the Constitution of India, the Governor of Odisha is pleased to make and promulgate the following Ordinance in the Seventy-seventh year of the Republic of India as follows:-

Short title and commencement.

1. (1) This Ordinance may be called the Odisha State Tax on Professions, Trades, Callings and Employment (Repeal) Ordinance, 2026.

(2) This Ordinance shall come into force with effect from dated 1st April, 2026.

Repeal and savings.

2. (1) The Odisha State Tax on Professions, Trades, Callings and Employments Act, 2000 is hereby repealed.

Odisha Act
7 of 2000.

(2) The repeal of the said Act shall not affect,

- (a) its previous operation or anything duly done or action taken including orders passed, returns submitted, notices issued, assessments made, taxes paid and arrear of tax to be realized; or
- (b) Any right, obligation or liability acquired, accrued or incurred thereunder; or
- (c) any investigation, legal proceeding or remedy in respect of any such right, obligation or liability and any such investigation, legal proceeding or remedy may be instituted, continued or enforced as if the said Act had not been repealed.

Dated the 20th April, 2026

HARI BABU KAMBHAMPATI
GOVERNOR OF ODISHA

PABITRA MOHAN SAMAL
Principal Secretary to Government



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-28042026-272138
CG-DL-E-28042026-272138

असाधारण
EXTRAORDINARY

भाग III—खण्ड 4
PART III—Section 4

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 289]
No. 289]

नई दिल्ली, सोमवार, अप्रैल 27, 2026/वैशाख 7, 1948
NEW DELHI, MONDAY, APRIL 27, 2026/VAISAKHA 7, 1948

कर्मचारी राज्य बीमा निगम

अधिसूचना

नई दिल्ली, 13 अप्रैल, 2026

फा. सं. N-17011/1/मेघालय/2026-यो एवं वि.—सामाजिक सुरक्षा संहिता, 2020 की धारा 32(2) तथा कर्मचारी राज्य बीमा (सामान्य) विनियम, 1950 के विनियम 95-क, जो कि उक्त संहिता की धारा 164(2)(ख) के साथ पठित है, द्वारा प्रदत्त शक्तियों के अनुपालन में, महानिदेशक ने 1 अप्रैल, 2026 को वह तिथि नियत की है, जिस दिनांक से उक्त विनियम 95-क में विनिर्दिष्ट चिकित्सा हितलाभ मेघालय राज्य के वेस्ट खासी हिल्स, साउथ वेस्ट खासी हिल्स, ईस्टर्न वेस्ट खासी हिल्स और पूर्वी जैतिया हिल्स जिलों के समस्त क्षेत्रों में बीमित व्यक्तियों के परिवारों को विस्तारित किया जाएगा।

दीपक जोशी, बीमा आयुक्त (यो एवं वि)

[विज्ञापन-III/4/असा./58/2026-27]

EMPLOYEES' STATE INSURANCE CORPORATION
NOTIFICATION

New Delhi, the 13th April, 2026

F. No. N-17011/1/Meghalaya/2026-P&D.— In pursuance of powers conferred by Section 32(2) of the Code on Social Security, 2020 (36 of 2020) and Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950 read with section 164(2)(b) of the Code on social security, 2020, the Director General has fixed the 1st April, 2026 as the date from, which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of West Khasi Hills, South West Khasi Hills, Eastern West Khasi Hills and East Jaintia Hills districts of Meghalaya.

DEEPAK JOSI, Insurance Commissioner(P&D)

[ADVT.-III/4/Exty./58/2026-27]



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-28042026-272137
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असाधारण
EXTRAORDINARY

भाग III—खण्ड 4
PART III—Section 4

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 290]
No. 290]

नई दिल्ली, सोमवार, अप्रैल 27, 2026/वैशाख 7, 1948
NEW DELHI, MONDAY, APRIL 27, 2026/VAISAKHA 7, 1948

कर्मचारी राज्य बीमा निगम

अधिसूचना

नई दिल्ली, 13 अप्रैल, 2026

फा. सं. N-17011/1/मणिपुर/2026-यो एवं वि.—सामाजिक सुरक्षा संहिता, 2020 की धारा 32(2) तथा कर्मचारी राज्य बीमा (सामान्य) विनियम, 1950 के विनियम 95-क, जो कि उक्त संहिता की धारा 164(2)(ख) के साथ पठित है, द्वारा प्रदत्त शक्तियों के अनुपालन में, महानिदेशक ने 1 अप्रैल, 2026 को वह तिथि नियत की है, जिस दिनांक से उक्त विनियम 95-क में विनिर्दिष्ट चिकित्सा हितलाभ मणिपुर राज्य के काकचिंग जिले के समस्त क्षेत्रों में बीमित व्यक्तियों के परिवारों को विस्तारित किया जाएगा।

दीपक जोशी, बीमा आयुक्त (यो एवं वि)

[विज्ञापन-III/4/असा./59/2026-27]

EMPLOYEES' STATE INSURANCE CORPORATION
NOTIFICATION

New Delhi, the 13th April, 2026

F. No. N-17011/1/Manipur/2026-P&D.— In pursuance of powers conferred by Section 32(2) of the Code on Social Security, 2020 (36 of 2020) and Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950 read with section 164(2)(b) of the Code on social security, 2020, the Director General has fixed the 1st April, 2026 as the date from, which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of Kakching district of Manipur.

DEEPAK JOSI, Insurance Commissioner(P&D)

[ADVT.-III/4/Exty./59/2026-27]

File No.: AP-17/02/2024-O/o DIR (AT)
(E-65440)
Government of India
Ministry of Skill Development and Entrepreneurship
(Apprenticeship Training Division)

3rd Floor, Kaushal Bhawan,
New Delhi -110023
Dated: 22.04.2026

To

1. All Regional Central Apprenticeship Advisers
2. All State Apprenticeship Advisers
3. All Joint Apprenticeship Advisers

Subject: Implementation of Mandatory Email Verification and Validation Measures on the Apprenticeship Portal – reg.

Sir/ Madam,

In order to enhance the security, authenticity and reliability of user accounts on the Apprenticeship Portal, the following measures relating to email verification and validation shall come into force with immediate effect:

1. Mandatory Email Verification

- i. Email verification shall be mandatory for all user roles on the Apprenticeship Portal, including new registrations and existing active users.
- ii. Access to portal services shall be restricted until the user's email ID is successfully verified and activated.

2. Email Validation during Registration

- i. During registration of new users (Candidates, Establishments, Third Party Aggregators (TPAs), and Basic Training Providers (BTPs)), the system shall validate the entered email ID against a predefined list of disposable or temporary email domains.
- ii. Registration shall be denied if the email ID belongs to a disposable or temporary domain, and an appropriate alert message shall be displayed advising the user to provide a valid email ID.
- iii. For valid email IDs, the following verification process shall be followed:
 - An OTP shall be sent to the registered email ID.
 - Upon successful OTP verification, an activation link shall be sent to the email ID.
 - The user must activate the account through the activation link.
- iv. Activation Timeline:
 - The activation link shall remain valid for 7 (seven) days from the date of issuance.
 - If not used within this period, the link shall expire automatically, and the user will be required to re-initiate the process.
- v. Users shall not be permitted to log in until the account activation process is successfully completed.

3. Disposable and Temporary Email Detection

- i. The system shall validate email domains at the stages of registration and login.
- ii. If a disposable or temporary email domain is detected:
 - The registration or login attempt shall be blocked.
 - An appropriate alert message shall be displayed to the user.

4. Re-Verification for Existing Users

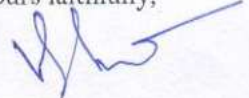
- i. Existing users whose registered email IDs are identified as disposable or temporary domains shall be required to update and re-verify their email IDs before further access is granted.
- ii. In such cases:
 - The user shall be prompted to update the email ID.
 - An OTP shall be sent to the new email ID for verification.
 - The previously registered email ID shall be blocked for further login attempts.

5. Sub-User Email Validation and Control

- i. If a sub-user account is linked to a disposable or invalid email domain, login access shall be blocked and the user shall be advised to contact the administrator for updation of the registered email ID.
- ii. The administrator shall be responsible for updating and activating the sub-user account using a valid email ID.
- iii. In cases where the email ID is identified as bounced:
 - Both the sub-user and the administrator shall receive SMS and portal notifications.
 - Portal communication shall remain restricted until the email ID is corrected and activated.

6. These provisions shall apply prospectively and to all existing active accounts upon next login. Non-compliance with the above provisions may result in restricted or suspended access to portal services.

Yours faithfully,



(V.S. Arvind)
Director (AT)
vs.arvind@nic.in

Copy to:

1. PPS to AS (AT) – For kind information
2. CEO/COO, NSDC
3. GM (AT)/GM (IT), NSDC – for information and to be made this OM available in the public domain on the Apprenticeship Portal (apprenticeshipindia.gov.in).
4. Guard File, 2026

File No.DGT-36/1/2021-AP
(E-38255)
Government of India
Ministry of Skill Development and Entrepreneurship
(Apprenticeship Training Division)

New Delhi, 23-04-2026

To

1. All Regional Central Apprenticeship Advisers
2. State Apprenticeship Advisers
3. Joint Apprenticeship Advisers

Subject: Enabling of Portal Features relating to Apprenticeship Engagement Cap of 18% and Minimum Gap between Apprenticeship Trainings - regarding.

Sir/Madam,

I am directed to invite reference to Rule 7B(4) of the Apprenticeship Rules, 1992, which provides that in any month the number of apprentices engaged in an establishment shall not be less than 2% and shall not exceed 18% of the total strength of the establishment, subject to fulfillment of apprentice-months corresponding to the minimum annual obligation of 2.5%. In this regard, it is informed that the portal functionality has been enabled to allow establishments to engage apprentices up to a maximum of 18% of their total workforce strength.

2. Further, vide Gazette Notification G.S.R. 610(E) dated 03.09.2025, published on 11.09.2025, provisions relating to the minimum gap between trainings have been introduced through Rule 7D of the Apprenticeship Rules, 1992. Accordingly, to facilitate processing of cases involving termination of apprenticeship training in accordance with the said provisions, a guidance document on termination is enclosed herewith. It is also informed that the portal functionality has been updated accordingly.

Yours sincerely,

Enclosure: as stated above



(V.S. Arvind)
Director (AT)

Copy to:

1. PS to Additional Secretary (AT), MSDE- For kind information.
2. CEO, NSDC, New Delhi
3. GM(AT)/ GM(IT), NSDC, New Delhi – For information and request to make this letter be made available on the public domain i.e. <https://www.apprenticeshipindia.gov.in/>.
4. Guard File 2026.

GUIDELINES FOR TERMINATION OF APPRENTICESHIP CONTRACT

GUIDELINES FOR TERMINATION OF APPRENTICESHIP CONTRACT

Guidelines for termination of apprenticeship contract

1. Introduction

1.1. Termination of an apprenticeship contract is a critical administrative process that must be handled with fairness, transparency, and adherence to the provisions of the Apprentices Act and associated rules. It signifies the formal conclusion of the training engagement between the apprentice and the establishment, whether by mutual consent, completion of training, or for specific justified reasons. The objective of these guidelines is to ensure that the process of termination is uniform, well-documented, and compliant, while safeguarding the interests of both the apprentice and the employer while maintaining compliance with the statutory provisions.

1.2. Termination of an apprenticeship contract marks the formal closure of the training engagement between the apprentice and the establishment. As provided under *Section 7 of the Apprentices Act, 1961*, such termination may occur upon completion of the training period or on valid grounds, as determined by the Apprenticeship Adviser, in cases where either party fails to adhere to the terms of the contract.

1.3. Under the Apprentices Act, 1961 (Section 7 (2) to (3)), it is stated that 'before the completion of the apprenticeship training, either the employer or the apprentice may request termination of an apprenticeship contract by applying to the Apprenticeship Adviser and simultaneously sending a copy of the request to the other party. After considering any objections from the other party, the Adviser may approve or deny the termination if satisfied that one or both parties failed to comply with the contract's terms. The process begins once an application is filed with the Apprenticeship Adviser and a copy sent to the other party; the adviser then proceeds to adjudicate the case.

1.4. When an apprenticeship termination request is raised—whether by the apprentice or the establishment—the Apprenticeship Adviser plays a central statutory role under Section 7 of the Apprentices Act, 1961. The Adviser ensures that the termination request is valid, justified, and compliant with all procedural and contractual obligations. In essence, the Apprenticeship Adviser functions as a neutral adjudicator, ensuring terminations are justified, procedurally sound, and protect the rights of both apprentices and employers while upholding the Apprentices Act's training objectives.

1.5. However, the Act does not prescribe a specific number of days' notice that must be given before making such a request nor it specifies the number of days within which the contract termination process to be completed. Further, with the introduction of new apprenticeship rules 7D on 'Minimum gap between trainings', there is need to define the process of termination.

2. Types of termination:

2.1. With reference to sub-section (1) to (3) of Section (7) of the Apprentices Act, 1961, termination of apprenticeship contract can be broadly categorized as below:

A) Termination upon Expiry of Term that falls under sub-section (1), where an apprenticeship contract terminates automatically on the completion of the training period. This can also be termed as "Completion of Apprenticeship Training".

B) Premature termination that falls under fall under sub-section (2) and (3), whereby, an apprenticeship contract is terminated by an advisor basis an application received for the same from the employer or apprentice or institution (in case of degree apprenticeship/ AEDP). This can be further classified as (i) termination request with mutual consent, and (ii) unilateral/ non-mutual termination request which can be either voluntary or involuntary.

(i) Mutual Termination: When both employer and apprentice mutually agree to conclude the contract before its scheduled end date. Common Grounds may include mismatch of expectations, language or adaptability issues, personal or health reasons, etc.

(ii) Unilateral / Non-mutual Termination: Termination of this kind can be classified as (i) voluntary termination and (ii) involuntary termination

(a) Voluntary termination: When the apprentice chooses to discontinue training before the completion of the agreed period for personal, educational, or health-related reasons. Typical grounds may include withdrawal for higher education, relocation, or family constraints, etc.

(b) Involuntary termination: Involuntary termination may be arising due to apprentices' or employer default.

- (i) Due to apprentice's default: The employer may seek to end the contract due to the apprentice's failure to meet obligations or maintain discipline. Typical grounds may include misconduct, prolonged absenteeism, breach of contract terms, or repeated poor performance, etc.
- (ii) Due to employer's Default: When the employer fails to fulfil contractual obligations, such as non-payment of stipend, inadequate training, or unsafe conditions, etc. the apprentice may seek termination of the apprenticeship contract. Typical grounds may include non-payment of stipend, suspension of training, absence of qualified trainer, or closure of establishment, etc.

C) The table below summarizes the types of terminations:

Table 1

Type of Termination	Initiated By	Typical Reason / Circumstance	Adviser's Approval Required
Mutual consent	Employer or Apprentice or Institution	Joint agreement to discontinue	✓
Voluntary	Apprentice or Institution	Personal, educational, or health reasons	✓
Involuntary	Employer	Misconduct, absenteeism, breach	✓
Involuntary Employer's Default	Apprentice or Institution	Failure of employer to meet obligations	✓

3. Effective termination date:

3.1. Effective termination date is the date which will free both the employer and apprentices of the obligations stated under the apprentices Act, 1961 and Rules thereunder.

3.2. The effective termination date for the various termination types is as follows:

Table 2

Termination type	Training end date
Termination upon Expiry of Term	Training end date of the apprenticeship contract.
Premature termination	This will be the date specified in the termination request. However, no backdating of termination date will be entertained as it may interfere with Government schemes like National Apprenticeship Promotion Scheme (NAPS).

3.3. Effective termination date will determine the 'gap between trainings' notified vide gazette notification dated 11-09-2025. Further, this will be the date that will be accounted for all purposes under the Act.

4. Termination request:

4.1. The Act does not prescribe a specific number of days' notice that must be given before making such a request nor the governing factors.

4.2. It is, therefore, to streamline termination, factors like duration of training, nature of work/ sector, work flow disruption, whether the apprentice is in the initial stage of training will be required to be considered for determining the termination request period. Accordingly,

- a) A termination request can be raised only in advance through the portal.
- b) The 'date' of termination can be between T+14 days and T + 28 days. This will be the 'effective termination date' for all records/ purpose. 'T' is the date on which a termination request is raised.
- c) Portal will not accept any request, if 'termination date' is not specified.
- d) **no termination request can be raised, if the remaining training period is less than or equal to 45 days.**

4.3. For the termination request raised, portal will generate a termination registration number.

5. Process time for advisor:

5.1. For processing the termination request, basis the 'ground of termination' (refer Annexure-A) and objection, if any from the other party(s), an Adviser may need time to seek clarification and make visit to establishment, if required etc.

5.2. Accordingly, the Adviser will be given 15–30 days from the date of submission of termination request to process a termination request.

5.3. Inviting reference to Section 7(3) of the Act, the adviser will terminate the contract, if he is satisfied that:

- a) the parties to the contract or any of them have or has failed to carry out the terms and conditions of the contract or
- b) it is desirable in the interest of the parties or
- c) it is desirable any one of them to terminate.

6. Termination of apprenticeship contract

6.1. The Apprentices (Amendment) Act, 2014 streamlined the process of administering of apprenticeship program across the country through centralized digital platform. Accordingly, all apprenticeship activities including contract termination be conducted exclusively through the official Apprenticeship Training Portal <https://www.apprenticeshipindia.gov.in>. The digital record maintained thereon shall be treated as the **official and final record** of contract cessation.

6.2. Citing reference to Section 7(3) of the Act, after considering the contents of the termination application request and the objections if any, the apprenticeship adviser may by order terminate the contract. The termination order will be issued through the portal. Model termination order is at 'Annexure-B'.

6.3. The date of issue of termination order will be the approval date of termination.

6.4. For every request of termination received, the number of days taken to complete the process will be calculated by the portal to grade the performance of the Adviser as below:

- a) within ≤15 days : Good
- b) within 16–30 days: Satisfactory
- c) >30 days: Sub-optimal. This will require escalation / review by Central Apprenticeship Advisor or State Apprenticeship Advisor as the case may be.

6.5. Once the termination order is issued, the administrative process of termination concludes. It is reiterated that the training end date of all terminated contracts will be 'effective termination date' and not the approval date.

Exemption: At the time of issue of this guideline, the portal is not capturing the 'effective termination date'. It is, therefore, till the functionality is implemented on the portal, the effective termination date will be the approval date. A separate order in this regard will be issued subsequently.

6.5. Applicability of approval verses termination types:

Table-3

Termination type (specified in paragraph 2)	Administrative process	Date of approval
(1)	(2)	(3)
Termination upon Expiry of Term	Not applicable. No termination order issued.	Not applicable.
Premature termination	Termination order issued through the portal.	Date of issue of termination order.

7. Termination process:

7.1. **Termination upon 'Expiry of Term':** There will be no role of advisor. This would be an automatic process.

7.1.1. Portal would mark such terminations as "Training period completed" on the training end date provided the apprentice has a minimum of 80% of attendance during the training period.

7.1.2. If the apprentice has less than 80% attendance, on completion of the training end date, the portal will mark this contract as 'Incomplete due to Attendance Shortfall'.

7.1.3. On successful in the trade test / assessment, the status will be made as 'Apprenticeship successfully completed'.

7.1.4. For apprenticeship contracts having extended period of training, the end date will be as per the last extension and for trainings where break is permitted under Rule 3A, the end date shall be as mentioned in the contract. On successful in the trade test / assessment, the status will be made as 'Apprenticeship successfully completed'.

7.2. 'Premature' termination:

7.2.1 Mutual Consent:

- a) When termination is through mutual consent between all the parties (apprentice, employer and Institution (in case of Degree apprenticeship/ AEDP)), the process will be supported by proof to ensure it is legitimate and transparent. This include uploading the following on the portal:
 - (i) Information as per the proforma for termination of apprenticeship contract (Annexure-C)
 - (ii) Date of effective termination
 - (iii) Declaration of mutual consent
 - (iv) Supporting documents (if available)

- b) The termination request can be raised by any one of the parties on the portal from their login.
- c) The portal will then initiate an automated verification process through Electronic Verification Code (EVC)/ One-time password (OTP) verification/ Aadhaar based e-sign/ internal reference number.
- d) On authentication, the portal will allow submission of the request
- e) The portal will then automatically send the termination request to (i) the adviser and (ii) other party(s) of the contract as applicable which can be viewed in their respective login.

- f) The other party(s) will have to initiate an automated verification process through Electronic Verification Code (EVC)/ One-time password (OTP) verification/ Aadhaar based e-sign/ internal reference number from their respective login. The authentication process will thus confirm their mutual consent.

- g) The portal then automatically terminates the apprenticeship contract. The termination status will be marked as '**digitally terminated**' by the portal. However, the portal will be generating a list of such 'digitally terminated' apprenticeship contracts for verification by the concerned advisor. The advisor will verify for any deviation in the process and document uploaded and report for further action. If any deviation by the applicant/ employer is noticed, it will be treated as a violation and action taken as per available provisions.

- h) If any one or all the other parties have not responded within T+6 days, the portal will treat as 'No Objection' from other party(s) and forward it to the adviser to process the termination instead of automatically terminated as stated above. The adviser may, then terminate the contract after due verification and satisfaction of the termination request. The portal will mark this as '**Terminated by adviser**'. The process time for advisor will be governed as stated in section 5 of the guidelines.

7.2.2 Unilateral termination request:

- a) For unilateral termination request raised by an employer or apprentice or institution (in case of degree apprenticeship/ AEDP), the process will be supported by proof to ensure it is legitimate and transparent. This include uploading the following on the portal:
 - (i) Information as per the proforma for termination of apprenticeship contract (Annexure-C)
 - (ii) Date of effective termination
 - (iii) Declaration
 - (iv) Supporting documents (as applicable/ if available)

- b) The termination request can be raised by any one of the parties on the portal from their login.

- c) The portal will then initiate an automated verification process through Electronic Verification Code (EVC)/ One-time password (OTP) verification/ Aadhaar based e-sign/ internal reference number.

- d) On authentication, the portal will allow submission of the request The portal will then automatically send the termination request to (i) the adviser and (ii) other party(s) of the contract as applicable which can be viewed in their respective login.

- e) The other party(s) may either provide a consent (no objection) or raise an objection with support documents if required. For this activity, the portal will initiate an automated verification process through Electronic Verification Code (EVC)/ One-time password (OTP) verification/ Aadhaar based e-sign/ internal reference number and seek authentication. Post to this portal will forward the request to the adviser.

- f) If any one or all the other parties have not responded within T+6 days, the portal will treat as 'No Objection' from other party(s) and forward it to the adviser to process the termination instead of automatically terminated as stated above.
- g) The adviser may, then terminate the contract after due verification and satisfaction of the termination request. The portal will mark this as '**Terminated by adviser**'. The process time for adviser will be governed as stated in section 5 of the guidelines.
- h) Failure to take action by an advisor within T + 30 Days, the portal closes the case as '**Auto Terminated**'. The portal will be populating the list of such 'Auto Terminated' contracts in the portal login of the Central Apprenticeship Advisor or the State Apprenticeship Advisor as the case may be for further action.

7.2.3. Termination initiated beyond the effective date / Backdating of termination date.

- a) Portal will not allow such cases directly from any of the parties.
- b) Any such application will be required to be submitted to the adviser through email or post.
- c) Adviser login will have facility to upload such applications. Portal will generate the termination registration number.
- d) Adviser will assess the merit of such applications and further process and terminate the contract on a back date. The back date cannot be more than 15 days from the date of generation of termination registration number.
- e) Adviser not to process backdating of termination date for contracts enjoying the benefits of Government funding scheme namely National Apprenticeship Promotion Scheme (NAPS). Adviser citing reference to this guideline to record the decision on the portal.

Annexure-A

Supporting documents for each common ground for termination.

Ground for Termination	Typical Supporting Document(s) Required (One or more)	Number of supporting document (s) required
1. Completion of training prior to due date by mutual consent	<ul style="list-style-type: none"> Joint consent letter signed by apprentice and employer duly signed. 	Required
2. Long absence of apprentice/ Absconding	<ul style="list-style-type: none"> Attendance register / biometric records Correspondence or notices sent to apprentice regarding absence Statement from supervisor / HR confirming non-reporting 	Atleast one
3. Misconduct / indiscipline / menace	<ul style="list-style-type: none"> Written explanation / charge sheet issued to apprentice Inquiry report or incident record Witness statements (if any) Copy of show-cause notice and response (if obtained) 	As required
4. Failure on part of apprentice to carry out contract terms	<ul style="list-style-type: none"> Record of repeated warnings or counselling Written explanation from apprentice Written evidence of default (e.g., refusal to attend training, safety violations) Statement from supervisor / HR/ training officer 	As required
5. Apprentice entered into another contract with another employer/ Duplicate contract	<ul style="list-style-type: none"> Copy or screenshot of new apprenticeship contract from portal Written communication from new employer (if available) Apprentice's confirmation / Written explanation/ email acknowledgement 	Atleast one
6. Health / personal reasons/ Medical emergency	<ul style="list-style-type: none"> Medical certificate from registered practitioner Apprentice's written request for termination citing health/personal reasons 	At
7. Language barrier	<ul style="list-style-type: none"> Apprentice's written request citing communication issue Joint note by employer and apprentice indicating difficulty in understanding training language Employer/ supervisor/ HR / training officer report confirming communication issue 	Atleast one.
8. High cost of living	<ul style="list-style-type: none"> Apprentice's written request citing hardship Employer/ HR note (if applicable) confirming issue discussed 	Atleast one
9. Transport difficulty/ Establishment location far from residence	<ul style="list-style-type: none"> Apprentice's written request citing commuting issue Supporting statement from establishment / attendance pattern showing irregularity due to distance 	Atleast one
10. Academic withdrawal (Degree Apprenticeship)	<ul style="list-style-type: none"> College letter confirming withdrawal / semester discontinuation Copy of university communication / withdrawal approval Apprentice's written request 	Atleast one
11. Career change / employment (within same company)	<ul style="list-style-type: none"> Apprentice's written resignation letter citing new opportunity Copy of joining letter (if available) Joint consent letter (preferable) 	Atleast one
12. Career change / employment (in other company)		
13. Relocation challenge	<ul style="list-style-type: none"> Apprentice's written request indicating family relocation / transfer 	Atleast one

Ground for Termination	Typical Supporting Document(s) Required (One or more)	Number of supporting document (s) required
	<ul style="list-style-type: none"> • Any proof of address change or parental transfer letter 	
14. Long hours of work / overtime	<ul style="list-style-type: none"> • Apprentice's complaint or correspondence • Establishment's training schedule / duty roster • Adviser's observation (if inspected) 	At least one
15. Non-payment of stipend	<ul style="list-style-type: none"> • Apprentice's written grievance / record of non-payment • Stipend payment register / bank statement • HR confirmation of delay • Adviser's observation (if inspected) 	As required
16. Late stipend payment	<ul style="list-style-type: none"> • Bank transaction proof showing delayed credit • Written clarification from employer • Adviser's observation (if inspected) 	As required
17. Unsatisfactory training facilities / failure to maintain training conditions	<ul style="list-style-type: none"> • Apprentice's written complaint • Institute inspection report or feedback record (for degree apprentices') • Photographic / evidence note (if available) • Adviser's observation (if inspected) 	As required
18. Leave/ holiday not granted	<ol style="list-style-type: none"> 1. Apprentice's Written Representation 2. Attendance Register / Biometric Record 3. Communication from Establishment (if any) 4. • Adviser's observation 	As required
19. Transfer / closure of establishment	<ul style="list-style-type: none"> • Establishment letter / order of transfer or closure • Copy of notice to apprentices • Institute / Adviser inspection report or feedback record • Adviser's note on redeployment or termination 	As required
20. Higher studies/ education	<ul style="list-style-type: none"> • Apprentice's written resignation letter citing the same reason • Copy of related letter (if available) 	
21. Any other (please specify)	<ul style="list-style-type: none"> • Specific documents depending on stated reason (e.g., family emergency, natural calamity, candidate not interested to join, vacancy qualification mismatch etc.) • Written justification and evidence relevant to cause 	As required

Termination Order

(As per Section 7 of the Apprentices Act, 1961 and Apprenticeship Rules)

Basis the termination request received *vide* (Termination regn number) dated _____ on the apprenticeship portal _____ and further with reference to Section 7 of the Apprentices Act, 1961, the apprenticeship contract, registered under Contract Registration No. CN _____, commenced on _____ as per the portal, with the scheduled end date being _____ is hereby terminated effective from _____.

2) The actual training period completed by the apprentice till the date of termination is _____ years, _____ months, and _____ days.

3) The apprenticeship Adviser on careful examination of the termination application, hereby orders as below (Select the appropriate):

- No compensation is payable by any of the parties.
- Employer to pay a compensation of Rs. _____ to apprentice as per para I (6) of Schedule V of the Apprenticeship Rules, 1992 in accordance with Rule 8 of the Apprenticeship Rules, 1992
- Period of apprenticeship training already undergone by the apprentice to be included in the period of apprenticeship training to be undertaken with the new employer.
- Apprentice to pay a compensation of Rs. _____ to employer as per para II (5) of Schedule V of the Apprenticeship Rules, 1992 in accordance with Rule 8 of the Apprenticeship Rules, 1992
- Any other _____

To

1. Name of Establishment
Establishment Registration No. (as per Portal)
Address

2. Name of Apprentice
Apprenticeship Registration No. (A Code)
Trade

2. Name of Institution
Apprenticeship Registration No. (A Code)
Trade

For Office Use

Signature of the Apprenticeship Adviser:

Approval Date / Portal Reference No.

Note:

All termination actions shall be processed **only through the Apprenticeship Training Portal** (www.apprenticeshipindia.gov.in), and the digital record maintained thereon shall be treated as the **official and final record** of contract cessation.

Annexure-C**Proforma for Termination of Apprenticeship Contract under the Apprentices Act, 1961****(Applicable for Mutual and Non-Mutual/ unilateral Termination Cases)****1. Basic Details**

Particulars	Details
1. Name of Apprentice	
2. Apprentice Code (A Code)	
3. Contract Reg No. (CN ...)	
4. Trade Name	
5. Type of Apprenticeship	<input type="checkbox"/> Trade <input type="checkbox"/> Optional Trade <input type="checkbox"/> Graduate / Technician (Degree)
6. Training Start Date	
7. Training End Date	
8. Name of Establishment	
9. Establishment (E Code)	
10. Name of Institute / College (if applicable)	
11. Proposed Effective Date of Termination	(Refer to section 4.2. (b) of the guideline)

2. Nature of Termination *(Tick whichever is applicable)*

- Mutual Termination - consent between all the parties (apprentice, employer and Institution (in case of Degree apprenticeship/ AEDP))
- Unilateral / Non-Mutual Termination (initiated by either employer or apprentice or Institution (in case of Degree apprenticeship/ AEDP))

3. Reason(s) for Termination

Common Grounds (tick or specify)	Remarks / Supporting Details
<input type="checkbox"/> Completion of training prior to due date by mutual consent	
<input type="checkbox"/> Health / personal reasons / medical emergency	
<input type="checkbox"/> Language barrier	
<input type="checkbox"/> High cost of living	
<input type="checkbox"/> Transport difficulty/ Establishment location far from residence	
<input type="checkbox"/> Career change / employment (within same company)	
<input type="checkbox"/> Career change / employment (in other company)	
<input type="checkbox"/> Relocation challenge	
<input type="checkbox"/> Long absence of apprentice / Absconding	
<input type="checkbox"/> Misconduct / indiscipline/ menace	
<input type="checkbox"/> Failure on the part of the apprentices to carry out the terms of contract	
<input type="checkbox"/> Apprentice entered into another contract with another employer / duplicate contract	
<input type="checkbox"/> Academic withdrawal (for degree apprenticeship)	
<input type="checkbox"/> Long hours of work/ over time	
<input type="checkbox"/> Non-payment of stipend	
<input type="checkbox"/> Late stipend payment	
<input type="checkbox"/> Unsatisfactory training facilities	
<input type="checkbox"/> Leave / holidays not permitted	
<input type="checkbox"/> Transfer / closure of establishment	
<input type="checkbox"/> Higher studies/ education	
<input type="checkbox"/> Any other (please specify) (e.g., family emergency, natural calamity, candidate not interested to join, vacancy qualification mismatch etc.)	

4. Declaration

*Note: Strike-off whichever is not applicable

(A) In case of Mutual Termination*

Initiated by: Employer Apprentice Institute (for degree apprenticeship only)

We, hereby declare that this contract is being terminated with mutual consent.

Party	Name	Signature	Date
Apprentice			
Employer / Authorized Signatory			
Institute / College (if applicable)			

(B) In case of Unilateral/ Non-Mutual Termination*

Initiated by: Employer Apprentice Institute (for degree apprenticeship only)

I hereby request termination of the apprenticeship contract on the grounds mentioned above.

Supporting documents are uploaded (Applicant may refer to Annexure-A of the guideline)

Party	Name	Signature	Date
Apprentice			
Employer / Authorized Signatory			
Institute / College (if applicable)			

5. Checklist of Enclosures (as per guidelines)

- Copy of apprenticeship contract
- Attendance / stipend records
- Consent / correspondence (mutual or otherwise)
- College endorsement (for degree apprenticeships)
- Justification for delay (if termination initiated beyond effective date)¹⁾

¹⁾Portal will not allow such cases. Such application will be submitted to the adviser through email or post. On receipt of such application, adviser will process. Adviser login will have facility to upload such applications and record the decision taken.
