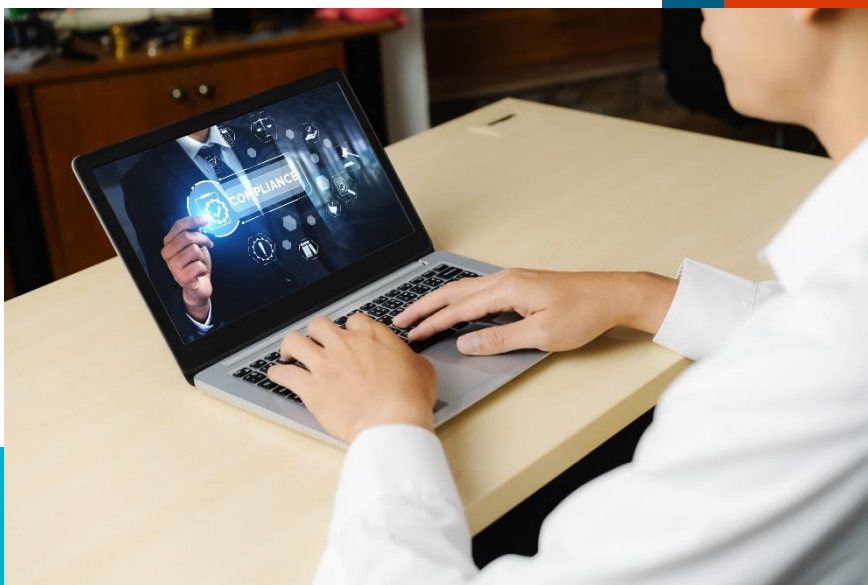




Group
YOUR JOB, OUR WORK

Gi GROUP INDIA COMPLIANCE NEWSLETTER

August'23 EDITION



Dear Reader,

We are pleased to present to you the August 2023 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 Haryana, Dadra & Nagar Haveli, Daman & Diu, and Goa.

Further, we have also appended the notifications and amendments released in the month of August'23. Some of the important announcements made in this newsletter are, The rights of persons with disabilities (amendment) rules, 2023, ESIC circular on review of pending accident reports, ESI circular on updated list of implemented and non-implemented areas, and more such important news.

Read further to know more!

Best Regards,
Gi Group India

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MINIMUM WAGES REVISIONS

THE HARYANA MINIMUM WAGES NOTIFICATION

The Government of Haryana vide Notification No. I.R.-2/2023/22979-23109 has revised Minimum Wages effective from 1st July 2023. Please refer to the table below for the revised minimum wages and notification appended herewith for more details:

State: Haryana			
Effective Date: 01/07/2023			
Category: Shops & Commercial Establishment			
Category	Minimum Wages till 01/01/2023	VDA w.e.f. 01/07/2023	Minimum Wages w.e.f. 01/07/2023
Unskilled	10532.84	128.44	10661.28
Semi-Skilled (A)	11059.44	134.86	11194.30
Semi-Skilled (B)	11612.40	141.6	11754.00
Skilled (A)	12193.03	148.68	12341.71
Skilled (B)	12802.69	156.12	12958.81
Highly-Skilled	13442.82	163.93	13606.75

THE DADRA & NAGAR HAVELI AND DAMAN & DIU MINIMUM WAGES NOTIFICATION

The Government of Haryana vide Notification No. LE/LI/DMH/MWA-3(II)/2023/349 has revised Minimum Wages effective from 1st April 2023. Please refer to the table below for the revised minimum wages and notification appended herewith for more details:

State: Dadra & Nagar Haveli and Daman & Diu				
Effective Date: 01/04/2023				
Category: Various including Shops & Commercial Establishment				
Class of Employment	Basic Per Day	VDA Per Day	Total Per Day	Total Per Month
Un-Skilled	441	0	441	11466
Semi-Skilled	452	0	452	11752
Skilled	462	0	462	12012

THE GOA MINIMUM WAGES NOTIFICATION

The Government of Goa vide notification no. 24/21/2009-LAB-III/(01)/551, revised basic wages for Shops and Establishments and all schedules of Employment with effect from 11th August 2023. Please refer to the table below for the revised minimum wages and notification appended herewith for more details:

State: Goa					
Category: Shops & Commercial Establishment					
Effective Date: 11/08/2023					
Category	Zone	Basic Wages Per Day	VDA Per Day	Minimum Wages Per Day	Minimum Wages Per Month
Unskilled	Zone A	412	105	517	13442
Semi-Skilled	Zone A	473	105	578	15028
Skilled	Zone A	528	105	633	16458
Clerical	Zone A	528	105	633	16458
Unskilled	Zone B	407	105	512	13312
Semi-Skilled	Zone B	468	105	573	14898
Skilled	Zone B	523	105	628	16328
Clerical	Zone B	523	105	628	16328

NOTIFICATIONS/ CIRCULARS/ AMENDMENTS



ESI CIRCULAR ON UPDATED LIST OF IMPLEMENTED AND NON-IMPLEMENTED AREAS

ESIC vide circular No. N-15015/1/2023-P&D and continuation of previous circular dated 06th April 2023, declared notified and non-notified districts under ESI scheme. Below table is the status as on 24/08/2023 as notified by the ESI Corporation. Please refer to the circular appended herewith for complete details of district-wise status:

Particulars	Count
Total number of Districts	778
Fully Notified Districts	535
Partially Notified Districts	108
Total Notified Districts	643
Total Non-Notified Districts	135

ESIC CIRCULAR ON REVIEW OF PENDING ACCIDENT REPORTS

ESIC vide circular No. R/747/2023-Bft.I, directed the branch manager to review and dispose of pending case related to accident, also includes legal actions against defaulting employers in case of non-production of record. Please refer to the circular appended herewith for more details.

CIRCULAR ON STANDARD OPERATING PROCEDURE FOR JOINT DECLARATIONS UNDER EPFO

The Government of India vide notification No. WSU/2022/Rationalization of work areas/Joint Declaration (E-54018), prescribed the standard operating procedure (SOP) for filing joint declarations. Please refer to the circular appended herewith for more details.

THE RIGHTS OF PERSONS WITH DISABILITIES (AMENDMENT) RULES, 2023

The Government of India vide notification no. G.S.R. 598(E), included the accessibility standards for health care under the Rights of Persons with Disabilities Rules, 2017. Please refer to the circular appended herewith for more details.

GUIDELINES FOR IMPLEMENTATION OF NATIONAL APPRENTICESHIP PROMOTION SCHEME-2 (NAPS-2)

The Ministry of Skill Development & Entrepreneurship (MSDE) vide Notification No. MSDE-5/01/2022-AP (E-55199) has released fresh Guidelines for Implementation of National Apprenticeship Promotion Scheme-2 (NAPS-2). With Direct Benefit Transfer (DBT) becoming effective w.e.f. July 2023, the MSDE has formulated some revised guidelines under NAPS-2. As mandated in the Rule 11(3) of the Apprenticeship Rules, 1992, the establishment will pay its share of stipend, to the bank accounts of the apprentices, by the 10th of the following month. Below is the comparative for important aspects under NAPS & NAPS-2.

Features	NAPS	NAPS-2
Stipend Support	Reimbursement of 25% of prescribed stipend (up to a maximum of Rs.1,500 per month, per apprentice) to establishments by Gol.	Partial stipend support by Gol under NAPS-2 will be limited to 25% of stipend paid, up to a maximum of Rs.1,500 per month, per apprentice during the training period through DBT to the apprentice's bank account.
Basic Training Cost	Sharing of basic training cost with BTPs up to a maximum of Rs. 7,500 per apprentice (up to 500 hours @Rs 15 per hour) by Gol.	No reimbursement for BTPs. Basic training embedded in the total course duration of apprenticeship training.
Fund flow mechanism	Establishments pay full stipend to the apprentice as per the contract.	Establishments pay at least 75% of the stipend to apprentices and Gol pays 25% of the stipend, up to a maximum of Rs 1,500 per month per apprentice. Partial stipend support by Gol will be transferred directly in the bank account of apprentice through DBT via PFMS.
Age of Apprentices	As specified in the Apprentices Act, 1961	To avail partial stipend support under NAPS-2, Upper age limit for apprentices will be 35 years at the time of registration on the portal.

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Contact Information:

Name- Sushil Shah, Legal and Compliance

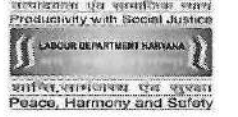
Email- marcom.india@gigroup.com, Website: www.gigroup.co.in

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



श्रम विभाग, हरियाणा

30 बेज बिल्डिंग, सेंटर-17सी, चण्डीगढ़, दूरभाष-0172-2701373
Email-labourcommissionerhry@nic.in and hrylabour@gmail.com



प्रेषक

श्रम आयुक्त, हरियाणा।

सेवा में

1. अतिरिक्त श्रम आयुक्त (एन0सी0आर0), गुरुग्राम।
2. सभी उप श्रम आयुक्त, हरियाणा राज्य।
3. सभी सहायक श्रम आयुक्त, हरियाणा राज्य।
4. सभी श्रम निरीक्षक, हरियाणा राज्य।
5. कल्याण अधिकारी (महिला) फरीदाबाद एवं पानीपत।

क्रमांक: आई0आर0-2/2023/22979-23109 दिनांक:- 28/08/23

विषय:- हरियाणा राज्य में दिनांक 01-07-2023 से न्यूनतम वेतन में उपभोक्ता मूल्य सूचकांक के आधार पर हुई बढ़ोतरी बारे।

उपरोक्त विषय के सन्दर्भ में।

हरियाणा सरकार की अधिसूचना दिनांक 21-10-2015 में वर्णित भिन्न-भिन्न रोजगारों में दिनांक 01-07-2023 से न्यूनतम वेतन पुनः निर्धारित किए गए हैं। यह निर्धारण कामगार उपभोक्ता मूल्य सूचकांक के आंकड़ों में बढ़त/घटत के आधार पर प्रत्येक छः मास अर्थात् वर्ष में दो बार जनवरी व जुलाई माह में हरियाणा कामगार उपभोक्ता मूल्य सूचकांक के आंकड़ों के आधार पर न्यूनतम वेतन में बढ़त/घटत होती है। इस अनुसार दिसम्बर, 2022 के अन्त तक औसत कामगार उपभोक्ता मूल्य सूचकांक अंक 3130.10 थे, जो कि अगले छः मास अर्थात् जून, 2023 तक बढ़कर 3183.0 हो गये हैं। इस आधार पर कुल कामगार उपभोक्ता मूल्य सूचकांक में 52.90 अंकों की बढ़ोतरी हुई है। दिनांक 21.10.2015 को जारी और 01 नवम्बर, 2015 से लागू अधिसूचना के अनुसार यथाअनुपात आधार पर सी0पी0आई0 संख्या में वृद्धि या गिरावट का 100 प्रतिशत न्यूटरलाईजेशन है।

तदानुसार, न्यूनतम वेतन अधिनियम की धारा 5(2) के अनुसार श्रमिकों की विभिन्न श्रेणियों और अधिसूचित रोजगारों में (अधिसूचना दिनांक 21.10.2015) के अनुसार में कार्यरत श्रमिकों के मूल वेतन में 1.69 प्रतिशत की वृद्धि निर्धारित की गई है। इस प्रकार अब दिनांक 01.07.2023 से हरियाणा राज्य में न्यूनतम वेतन दरें अगले पृष्ठ से निम्न अनुसार देय बनती हैं:-

लगातार.....

JL-LC(Heg)

क्रम संख्या	श्रेणी	पद/योग्यता	मूल वेतन (अधिसूचना दिनांक 21.10.2015 के अनुसार) (रु०)	दिनांक 01.01.2023 से लागू न्यूनतम वेतन (रु०) (क)	मंहगाई भत्ता 01.07.2023 से लागू (रु०) (ख)	दिनांक 01.07.2023 से लागू न्यूनतम वेतन (रु०) (क+ख)	दैनिक वेतन (रु०)
1.	अकुशल		7600.00	10532.84	128.44	10661.28	410.05
2.	अर्धकुशल (ए) (बी)		7980.00 8379.00	11059.44 11612.40	134.86 141.60	11194.30 11754.0	430.55 452.08
3.	कुशल (ए) (बी)		8797.95 9237.85	12193.03 12802.69	148.68 156.12	12341.71 12958.81	474.68 498.42
4.	उच्च कुशल		9699.74	13442.82	163.93	13606.75	523.34
5.	लिपिकीय तथा सामान्य स्टाफ	(i) मैट्रिक से कम	7980.00	11059.44	134.86	11194.30	430.55
		(ii) मैट्रिक लेकिन स्नातक नहीं	8379.00	11612.40	141.60	11754.0	452.08
		(iii) स्नातक या ऊपर	8797.95	12193.03	148.68	12341.71	474.68
		(iv) स्टेनो टाईपिस्ट	8379.00	11612.40	141.60	11754.0	452.08
		(v) कनिष्ठ वेतनमान आशुलिपिक	8797.95	12193.03	148.68	12341.71	474.68
		(vi) वरिष्ठ वेतनमान आशुलिपिक	9237.85	12802.69	156.12	12958.81	498.42
		(vii) निजी सहायक	9699.74	13442.82	163.93	13606.75	523.34
		(viii) निजी सचिव	10184.73	14114.97	172.12	14287.09	549.50
6.	डाटा एन्ट्री आपरेटर		8797.95	12193.03	148.68	12341.71	474.68
7.	चालक	हल्का वाहन	9237.85	12802.69	156.12	12958.81	498.42
		भारी वाहन	9699.74	13442.82	163.93	13606.75	523.34
8.	सुरक्षाकर्मी	बिना शस्त्र	7980.00	11059.44	134.86	11194.30	430.55
		शस्त्र सहित	9237.85	12802.69	156.12	12958.81	498.42
9.	सुरक्षा निरीक्षक/ सुरक्षा अधिकारी/ सुरक्षा सुपरवाइजर	माननीय सर्वोच्च न्यायालय द्वारा पारित आदेश दिनांक 29.04.2019, जो कि Civil Appeal No. 2539 of 2010 titled as 'Hindustan Sanitaryware and Industries Limitd and others versus State of Haryana and Civil Appeal No. 4454 of 2019 titled as 'Faridabad Industries Association Versus State of Haryana and another' के निर्णय अनुसार इस श्रेणी के कर्मचारियों को न्यूनतम वेतन निर्धारित करने वाली अधिसूचना से निकाल दिया गया है।					
10.	सफाई कर्मचारी किसी भी नियोजन में	माननीय उच्च न्यायालय द्वारा पारित आदेश अनुसार, जो कि CWP No. 25328 of 2015 titled as 'Gurugram Industrial Association and an3 other Versus State of Haryana के द्वारा इस श्रेणी के कर्मचारियों को अनुसूचित नियोजनों की सूची में होना अनुचित ठहराया है। अतः इस श्रेणी की न्यूनतम आय अधिसूचित नहीं की जा रही है। परन्तु विभिन्न नियोजनों में कार्यरत सफाई कर्मचारी दिनांक 21.10.2015 की अधिसूचना जारी होने से पहले की भांति न्यूनतम वेतन पाने की हकदार रहेंगे।					

नोट:- क्रम संख्या 10 के कर्मचारियों से पूर्व में दिये गये वेतन से कोई वसूली नहीं की जायेगी।

लगातार.....

उपरोक्त के अतिरिक्त दिनांक 01.07.2023 से ईट भट्टा उद्योग में भी विभिन्न श्रेणियों के श्रमिकों के मूल वेतन में 1.69 प्रतिशत की बढ़ौतरी हुई है। अब दिनांक 01.07.2023 से हरियाणा राज्य में ईट भट्टा उद्योग में भी विभिन्न श्रेणियों के श्रमिकों के न्यूनतम वेतन के दरें निम्न प्रकार से देय बनती हैं:-

क्र० सं०	कर्मचारियों का प्रवर्ग	ईट प्रति एक हजार	टाईल प्रति एक हजार
1.	पथेरा	607.42 रुपये	683.35 रुपये
2.	भराई वाला(भट्टों में ईटों की भराई)	(क) 273.30 रुपये प्रति हजार ईट भट्टे में भरना परन्तु खेत से भट्टे तक की दूरी 400 मीटर तक हो। इस दूरी से अधिक अतिरिक्त मजदूरी 24.23 रुपये प्रति हजार प्रत्येक 100 मीटर या इसके भाग पर दी जायेगी। यह दरें केवल गधे/खच्चर की पीठ पर लादकर भरने वालों पर ही लागू होंगी। (ख) एक हजार मीटर दूरी तक 224.69 रुपये टैम्पू या पशु चलित रेहड़ी या किसी अन्य यान्त्रिक चलित वाहन से ईटें भट्टों से भरना। इस दूरी से अधिक अतिरिक्त मजदूरी 24.23 रुपये प्रति हजार प्रत्येक 500 मीटर या इसके भाग पर दी जायेगी।	
3.	कैरीवाला	48.54 रुपये प्रति एक हजार ईट	
4.	निकासी वाला	200.41 रुपये प्रति एक हजार ईट	
5.	चुनाई वाला	12341.71 रुपये प्रति मास	
6.	मिस्त्री/कोलमैन/जलाई वाला	12341.71 रुपये प्रति मास	

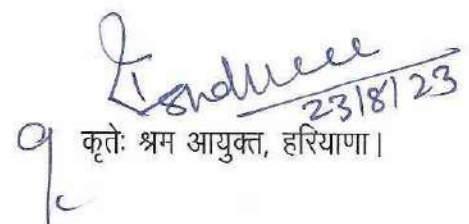
अतः आपको निर्देश दिये जाते हैं कि आप अपने-2 क्षेत्रों के प्रबन्धकों से उक्त निर्धारित दरों को पूर्ण लागू करवायें तथा श्रमिकों को न्यूनतम वेतन दिलाना सुनिश्चित करें।

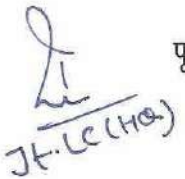
पृष्ठांकन क्रमांक: आई0आर0-2/2023/ 23110-116

दिनांक: 28/08/23

इसकी एक-एक प्रति निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु भेजी जाती है :-

1. निजी सचिव, मुख्यमंत्री को माननीय मुख्यमंत्री महोदय, हरियाणा के सूचनार्थ।
2. निजी सचिव, उप मुख्यमंत्री को माननीय उप मुख्यमंत्री महोदय, हरियाणा के सूचनार्थ।
3. निजी सचिव, श्रम व रोजगार मंत्री को माननीय श्रम व रोजगार मंत्री महोदय हरियाणा के सूचनार्थ।
4. निजी सचिव, सचिव, श्रम तथा रोजगार मन्त्रालय, भारत सरकार श्रम शक्ति भवन, रफी मार्ग, नई दिल्ली को सूचनार्थ।
5. निजी सचिव प्रधान सचिव, श्रम विभाग को प्रधान सचिव (श्रम) हरियाणा सरकार, श्रम विभाग के सूचनार्थ।
6. निजी सचिव श्रम आयुक्त को श्रम आयुक्त, हरियाणा के सूचनार्थ।
7. निदेशक सूचना, लोक सम्पर्क एवं सांस्कृतिक गतिविधियाँ विभाग, हरियाणा को सूचनार्थ।


कृते: श्रम आयुक्त, हरियाणा।


Jt. Secy (Hq.)


कृते: श्रम आयुक्त, हरियाणा।
23/8/2023

पृष्ठांकन क्रमांक: आई0आर0-2/2023/ 23117-520 दिनांक: 28/08/23

इसकी एक-एक प्रति निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु भेजी जाती है :-

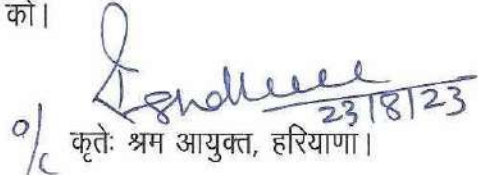
1. हरियाणा राज्य के सभी प्रशासनिक सचिव महोदय को।
2. हरियाणा राज्य में स्थित सार्वजनिक व प्राईवेट विश्वविद्यालयों के उप कुलपतियों व रजिस्ट्रार महोदय को।
3. हरियाणा राज्य के सभी विभागों के विभागाध्यक्ष को।
4. हरियाणा राज्य के सभी बोर्ड, कॉरपोरेशन, निगम व सार्वजनिक उद्घमों के प्रबन्ध निदेशकों, मुख्य प्रशासकों को।
5. अतिरिक्त मुख्य कारखाना निदेशक, औद्योगिक सुरक्षा एवं स्वास्थ्य, हरियाणा।
6. हरियाणा राज्य के सभी संयुक्त निदेशक, उप निदेशकों व सहायक निदेशकों, औद्योगिक सुरक्षा एवं स्वास्थ्य, औद्योगिक स्वास्थ्य।
7. हरियाणा श्रम कल्याण बोर्ड के उप श्रम आयुक्तों, कल्याण अधिकारियों व कल्याण निरीक्षकों को।


कृते: श्रम आयुक्त, हरियाणा।

पृष्ठांकन क्रमांक: आई0आर0-2/2023/ 23521-720 दिनांक: 28/08/23

इसकी एक-एक प्रति निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु भेजी जाती है :-

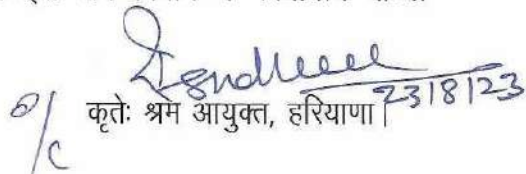
1. हरियाणा राज्य में स्थित औद्योगिक एसोसिएशनों के पदाधिकारियों को।
2. हरियाणा राज्य में स्थित सभी पंजीकृत श्रम संघों के पदाधिकारियों को।


कृते: श्रम आयुक्त, हरियाणा।

पृष्ठांकन क्रमांक: आई0आर0-2/2023/ 23721 दिनांक: 28/08/23

इसकी एक-एक प्रति निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु भेजी जाती है :-

1. आई0टी0 सैल, श्रम विभाग को इस अनुरोध के साथ, कि वे इसे श्रम विभाग के विभागीय पोर्टल hry.labour.gov.in पर अपलोड करें।


कृते: श्रम आयुक्त, हरियाणा।



**UT Administration of Dadra & Nagar Haveli and Daman & Diu
Department of Labour & Employment
Daman**

No. LE/LI/DMN/MWA-3(II)/2023/349

Dated :18-08-2023

NOTIFICATION

In exercise of the powers conferred by clause (a) of Sub-Section (1) of Section 3 read with clause (iii) of Sub-Section (1) of Section 4 and Sub-Section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Administrator of Dadra & Nagar Haveli and Daman & Diu hereby revises the minimum rates of wages payable to the different categories of employees in different Schedule Employments with effect from 01-04-2023, as under: -

- a) The basic rates of wages payable shall be as set out in the column 3 of the Scheduled appended hereto in respect of the class of employees mentioned in column 2 of the Schedule; and
- b) A special allowance, and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the Competent Authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively, as notified from time to time;

SCHEDULE

Sr. No.	Classes of Employees	Basic	Special Allowance	Total
1	2	3	4	5
I	Skilled	462.00	0	462.00
II	Semiskilled	452.00	0	452.00
III	Unskilled	441.00	0	441.00

Note :-

(1) The clarifications for the Skilled, Semi-Skilled and Skilled will be as under:-

- a. Skilled Employee: - One, who is capable of working efficiently, by exercising considerable independent judgment and of discharging his duties responsibly. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.
- b. Semi-skilled employee: - One, who does work generally of a well-defined routine nature, wherein the major requirement is not so much of the judgment, skill and dexterity but of proper discharge of duties as assigned to him for a relatively narrow job and where important decisions are made by other. His work is thus limited to the performance of routine operations of limited scope.
- c. Unskilled employee: - One, who does operations that involve the performance of simple duties which require the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion, familiarity with a variety of articles or goods.

(2) Please refer Annexure for details of employees belonging to particular class (i.e. Skilled, Semi-skilled and Unskilled) of particular Schedule employment.

ANNEXURE

LIST OF SCHEDULES EMPLOYMENTS	
1. Employment in Automobiles Repairing, Workshops and Garages	
Skilled	Manager, Supervisor, Cashier, Foreman, Accountant, Mechanic, Electrician
Semi-Skilled	Garage/Workshop In charge, Assistant Mechanic, Salesman, Fitter, Turner, Tinsmith, Welder, Blacksmith, Painter, Tool Clerk, Colour Man, Clerk, Clerk-typist, Typist, Driver
Un-Skilled	Helper, Cleaner, Watch man, Greaser, Attendant, Sweeper, Coolie, Mazdoor, Peon
2. Employment in Bakeries	
Skilled	Mistry (Draughtsman), Bhartiwala, Truck Driver or Motor Driver, Van, Manager, Clerk cum typist, Cashier, Steno-typist
Semi-Skilled	Gullawala, Totat (Tolat), Cut Piecer (Bread Cutter), Deliverian (Delivery man), Rickshaw Driver
Un-Skilled	Patrawala, Helper, Peon, Office-Boy, Sweeper, Packer, Watchman.

3. Employment in Bobbin Industry	
Skilled	<p>(A) Mistry, Electrical Supervisor, Mechanical Supervisor, Manager, Accountant</p> <p>(B)</p> <ol style="list-style-type: none"> 1. Employees doing the work of joining and grinding band saw blades. 2. Employees doing the work of cutting wood on land saw machine according to the required size. 3. Asstt. Mistries and Supervisor who look after the Overall work of the Department and maintain the quality of goods produced under the instruction of the department. 4. Electrical wireman, Turners and Mechanical Fitters working under the instructions of the mechanical supervisor, Motor Drivers, and Truck drivers Clerks, Timekeepers, Storekeeper, Cashier, Telephone Operator, Machine man or Machine Operator, Moulder.
Semi-Skilled	<p>(A)</p> <ol style="list-style-type: none"> 1. Employees engaged in testing of all types of the finished bobbins. 2. Employees engaged in cutting grooves on the cutter machine on all types of bobbins or rings and wood 3. Employees engaged in finishing of all types of bobbins on the finishing machine. 4. Employees engaged in semi finishing of all types of bobbins on turning machines and copying Machines. <p>(B)</p> <ol style="list-style-type: none"> 1. Employees engaged in fitting pressing and punching all types of rings on all types of bobbins. 2. Employees engaged in painting all types of bobbins under the instructions of Mistry. 3. Employees engaged in oiling and greasing. 4. Employees engaged in preparing all types of bobbins. 5. Employees engaged in preparing grooves on rings and shields of all types of bobbins on cutting machine. 6. Employees engaged in centering of all types of bobbins.

	<p>7. Employees engaged in roughing of all types of bobbins on roughing and turning machine.</p> <p>8. Employees engaged in reaming of all types of bobbins.</p> <p>9. Employees engaged in drilling of all types of bobbins on drilling machine set by the Mistry.</p> <p>10. Employees engaged in seasoning of wood.</p> <p>11. Employees engaged in cutting pieces from wooden stripes as per instructions by the Mistry.</p> <p>12. Employees engaged in pulling the wooden log opposite the wood cutter on the hand-saw machine.</p> <p>13. Employees engaged in railing and pressing of all types of bobbins on the railing machine.</p>
Un-Skilled	<p>(1) Sweeper, Watchman, Office-boys, Handcart worker, Water Man.</p> <p>(2) Employees engaged in loading and Unloading goods in trucks</p> <p>(3) Employees engaged in the movement of raw material and finished products in the factory</p> <p>(4) Employees engaged in feeding and removing wood on the hand saw machine.</p>
4. Employment in Bone crushing Industry	
Skilled	Manager, Head Supervisor, Supervisor, Foreman, Engine-cum-Motor-man, Motorman, Engine Driver, Clerk, Cashier, Boiler, Attendant Truck Driver, Machine Operator, Cook (Male/Female)
Semi-skilled	Bone Breaker, Bags Carrier, Bone Feeder Bags, Stitcher, Loader
Un-skilled	Basket Carrier, Bone Metal collector, Mazdoor, Peon
5. Employment in Cement Prestressed products Industry	
Skilled	Pipe Moulder (Spun Pipe), Foreman, Vibrator runners, Wire stretcher, Pre (Teal Engine Driver, Truck or Motor Drivers, Welder Turner, Fitter, Blacksmith, Mason, Mechanic
Semi-skilled	Concrete Mixture maker, Cage maker, Wire cutter, Colour mixture, grinding mill-man, levelling machine man, polishing machine-man, persons employed in arranging stencil wire on mould plate.
Un-skilled	<p>(1) Persons employed in odd jobs like lifting of pipes or poles of cranes from runners to curing tanks.</p> <p>(2) Removal of pipes or poles from tank to the storage place.</p> <p>(3) Loading or unloading the materials on trucks.</p> <p>(4) Grinding sand, cement etc for preparing concrete Mixture</p> <p>(5) Tile washing, Stone or marble treating, peons, Malis and sweepers</p>

	<p>(6) Putting tiles into curing tank and removing them thereafter and stocking them on sites.</p> <p>(7) Persons doing pre-cast work concerning jalis, slabs, benches, flower pots, pillars and such other items,</p> <p>(8) Persons doing miscellaneous coolie works</p>
6. Employment in the Maintenance of Buildings and Employment of Construction or Maintenance or Road of in Building operations.	
Skilled	<p>Skilled A Carpenter with his tools, Blacksmith with his tools, Mason with his tools, Plumber with his tools.</p> <p>Skilled B Assistant Carpenter, Assistant Blacksmith, Assistant Mason, Assistant Plumber, Tapkar with his tools, Glazer with his tools, Tinsmith with his tools, Road Roller Driver, Truck Driver, Foreman, Sarang or Tindal (Tindal) Painter (Decorator) Oil painting etc.. Head Fitter, Mechanic, Mistry, Electrician, Clerk and Munim</p>
Semi-skilled	Foreman, Cleaner, Asphalt Sprayer, Mukadam, Miner or Blaster, Navghani, Colour Washer, White Washer, Tin Tenner, Bar Bender, Oilman, Engine Driver, Pump Operator, Pumpman, Fitter, Swayer, Wireman, Mixture Driver, Glass Fitter, Welder Telephone Attendant, Assistant Electrician
Un-skilled	Mazdoor, Chowkidar, Mali, Sweeper, Below-U-Boy.
7. Employment in any Cotton Ginning or Cotton Pressing Manufactory	
Skilled	Engine Driver, Fitter, Turner, Electrician, Blacksmith, Boiler Attendant, Carpenter, Cobbler, Manager, Supervisor
Semi-skilled	Fireman, Wireman, Valyemanor Half Pressman, Finisher man, Opener man, Accountant, Clerk, Roller Cutter, Number Marker, Press Mukadam Gin Mukadam, Oilman, Coalman, Dubali, Labadi-Ghati, Tolwala, Bardan Stitcher.
Un-skilled	<p>Un-skilled Cotton Fetcher, Cotton Carrier, Cotton Seeds (Kapasias), Cotton Filler.</p> <p>Unskilled Pavawala, Charakhawala, Cotton Cleaner or Pumdawala, Cotton Zudawawala, Chokidar, Peon, Sweeper, Bardan Cutter</p>
8. Employment in any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Home.	
Skilled	Laboratory technician (Educational qualifications Graduate and trained) X-Ray technician (Educational qualification Graduate and trained)

Semi-skilled	Clerk-typist, laboratory technician (unqualified) X-Ray technician (unqualified). Steno-typist, Nurse / Nurse Midwife Physiotherapy technician, Compounder,
Un-skilled	Compounder (untrained) Dresser, Boy, Ayah, Peon..
9. Employment in Drilling Operation and maintenance of Tube wells.	
Skilled	Driller, Errection Foreman, Auto Foreman, Bhisti with his own Bags, Turner, Assistant Fitter, Assistant Errection Foreman. Assistant Auto Foreman. Auto Electrician, Auto Fitter, Electrical Foreman, Mechanic Grade I and II. Electrician Grade 1, Auto Fitter Grade I, Turner Grade II.
Semi-skilled	Air compressor Operator Grade I and II, development Unit Operator, Driver (Truck, Jeep and Tractor) Generator Operator, Solderman, Tool Attendant, Engine Pump Operator, Carpenter, Mason Painter, Plumber Grade I, Auto fitter grade I Electrician Grade-II, Fitter Helper Grade I and II, Oil man Grade I and II, Plumber Grade II.
Un-skilled	Helper Grade I and II, Oil man Grade I and II, Plumber Grade II. Carpenter Grade II, Turner Grade II, Generator Operator Grade III. Mechanic Grade III, Painter Grade II, Store Attendant, Labour Cleaner
10. Employment in Electronics and Allied or Incidental Industries.	
Skilled	Head Wireman, Turner, engineer, Fitter. Designer, Cabinet Fitter, Moulder Machine man Foreman, Driver. Tester, Telephone Operator, Mechanic, Electrician, Winder, Assembler. Carpenter, Supervisor (Quality Control) Accountant, Head Cashier, Head Clerk, Store Keeper.
Semi-skilled	Coil winder, Transformer winder Decorator, Draftsman, Solderman, Control Panel Attendant, Can Fitter, Wireman Panel Board Wireman, Clerical Staff Assistant Die-fitter, Assistant Turner, Assistant Fitter. Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter
Un-skilled	Faras(Jhadoo-wala), Sweeper, Watchman, Helper, Peon, Waterman, Gardener/Mali, Cleaner
11. Employment in Film Industry including employment in Production, Distribution and Exhibition of Films	
Skilled	Manager, Accountant, Stenographer, sound Attendant, Cameraman or Camera Incharge, Setting Master or Setting Supervisor, Studio incharge, Carpenter, Wireman, in Studio, Painter, Lightman, of Light Attendant. Manager, Public Officer or Publicity Manager Manger, Public Officer or Publicity Manager Assistant Manager, Assistant Accountant, Assistant sound Attendant, Assistant cameraman or Camera Incharge, Assistant Setting master or setting supervisor,

	Assistant Studio Incharge, Assistant Carpenter, Assistant Painter, Assistant Wireman in Studio, Assistant Lightman or Light Attendant, Store Keeper, Driver, Clerk-Typist, Head Watchman, Assistant Manager, Head Operator or Chief Operator or First Operator, Head Air conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge. Assistant Manager, Head Operator or chief Operator or First Operator, Head Air Conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge
Semi-skilled	Jhadoo-wala (Sweeper), Gardner, Assistant Watchman, Peon, Helper, Labourer, Assistant Operator or Second Operator or Third Operator, Assistant Air Conditioning Operator Wireman, Booking Clerk, Carpenter or Tin-smith or Upholsterer, Clerk or Accountant clerk or publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant incharge, Assistant Cooling Plan In charge. Assistant Operator or second Operator or Third Operator, Assistant Air Conditioning Operator, Wireman, Booking Clerk, Car-painter or Tin-smith or Upholsterer, Clerk or Accountant Clerk or Publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant Incharge, Assistant Cooling Plan Incharge Painter or Artist, Winder or Rewinder, Cabin Boy or Forth Operator, Store Keeper, Foreman, Tent Master, Door Keeper, Watchman, Liftman. Painter or Artist, Winder or Rewinder, Cabin Boy or Fourth Operator, Store Keeper, Foreman, Tent Master, Door Keeper, Watchman, Liftman.
Un-skilled	Oilman, Sweeper, mali (Gardner), Peon, Cycle Stand Boy Messenger, Announcer or Policewala, Cartman or Poster man or Rickshaw Driver, Hand Bill Boy.
12. Employment in Fisheries Industries	
Skilled	Supervisor, Processing Supervisor, Processing Assistant, Store Boy, Grader, Clerk, Typist, Clerk cum typist
Semi-skilled	Washer, Peelers, Packers.
Un-skilled	Peon, Watchman, Mazdoor, Helper.
13. Employment in Forestry and Timber Operation other than those carried on by a Farmer or on a Farm as incidental to or in conjunction with Farm Operations	
Skilled	Labour engaged in the Measuring of timber and the Numbering of timber.
Semi-skilled	Semi-skilled Labour engaged in the Falling of trees, Fashioning and charcoal manufacture (heatening)
Un-skilled	Labour engaged in the preparation of rabs, cross cutting, fire tracing, the loading and unloading, the preparation of kacha roads, the preparing mounds, the collection of bamboos, the cutting of bamboos, the preparations of boundaries, a digging of pits and the manufacturing of charcoal (Workers except

	Headman), Labour engaged on transport (Vahrukamar) (Wages to be paid at double rate because the job is done with bullocks.) Mali and watchman.
14. Employment in Hosiery Industry	
Skilled	Accountant, Supervisor, Salesman, Knitting Master, Machine Operator, Dyeing Master, Bleaching Master, Printing Master, Chief Boiler Attendant, Chief Wireman, Cutting Master, Mechanic Master, Sticking Master
Semi-skilled	Wrapper, Weaver, Knitter,(Circular Machine) Asstt. Dyeing Master, Asstt. Bleaching Master, Asstt. Printing Master, Asstt. Mechanic, Wireman, Shaper Cutter (Machine) Cutter, Overlock Machine man, Flat Machine man, Ironing man, Pressman
Un-skilled	Peon, Watchman, Sweeper, Helper, Gadikamar, (Gadiman) Taka Packer, Kamar / Tankiman, Neck Cutter, Dhagha Cutter, Labeller, Box Packer,/Packer.
15. Employment in Hospitals and Nursing Home.	
Skilled	Office Superintendent, Senior Accountant, Head Clerk, Cost Store Officer, Senior Cum Sanitary Officer, Epidemiologist Supervisor, Junior Scientific Assistant, Research Assistant, Stenographer, Senior Electrician, Matron, Ward Sister or Ward Incharge (R.N. and R. M.), Assistant Matron (R.N. and R.M.) Dietician (Post Graduate Qualification), Sister Tutor, Public health nurse(P.H.N.Diploma Holder), Laboratory Technicians (Educational Qualification Graduate and Trained) Assistant Store keeper, Senior Technical Assistant, Electrician Mechanic, Chemical Assistant, Bacteriological Assistant, Medical Social Worker, Public Health Nurse, Clerk-typist, Steward, Laboratory Technician, Steno-typist, Store Inspector, Dietician, Treatment, Organizer Nurse/ Nurse Mid Wife / Staff Nurse, Operation Theatre Nurse, Physiotherapy Technician, Pharmacist, Health Visitor, Compounder, Radiogram Operator, Ward Sister or Ward Incharge, Store keeper.
Semi-Skilled	Auxiliary Nurse / Mid Wife, Laboratory Assistant, Tailor, Washerman (Dhobi), Barber, Driver, Obstruction (Trained), Telephone Operator, Dresser, Theatre Assistant, X Ray Assistant.
Un-skilled	Nayak, Cleaner, Ward Boy, Record Keeper, (Daftari), Gardner, Laboratory Assistant, Ayah, Scavenger, Metrani, Kitchen Assistant, Chowkidar, Theatre Attendant, Telephone Attendant, X Ray Peon, Stretcher bearer, Mazdoor, Post Mortem Peon, Messman, Peon, Laboratory Peon, Cook, Liftman.

<p>16. Employment in Industrial Engineering Establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers.</p> <p>17. Employment in Industrial Engineering Establishments (Other than automobiles repairing workshops and garages) employing fifty or more workers engaged in the manufacture of shinning, reconditioning, assemblies or repair or goods or articles or iron, steel and non-ferrous metals or alloys by the use of any machine, or tools, including foundries, forging plants and extrusion plants which will produce for manufacturing, assembling and repairing establishments and workshops.</p>	
Skilled	<p>Manager, Head Supervisor, Supervisor, Foreman, Engine cum Motor- man, Motorman, Engine Driver, Clerk, Cashier, Boiler, Attendant Truck Driver, Machine Operator, Head Wireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder Machine man, Foreman, Driver, Tester, Mechanic, Electrician, Winder, Assembler, Carpenter, Supervisor (Quality Control) Accountant, Head Cashier, Head Clerk, Store Keeper. Accountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>
Semi-skilled	<p>Coil winder, Transformer winder, Decorator, Draftsman, Solder man, Control Penal Attendant, Can Fitter, Wireman Panel Board Wireman, Clerical Staff, Assistant Die-fitter, Assistant Turner, Assistant Fitter, Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter, Asstt. Operator, Sorter, Asstt. Wireman Grade-B, Turner Grade-B, Fitter Grade-B, Kantawala, (One who weighs mixing benches) Mukadam, (Mixing Department) Assistant Machine Operator, Asstt. Fitter, Asstt. Wireman, Helper, Asstt. Sorter, Asst. Grinder, Peeler, Washing Machine man, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machine man, Mixing Machine Operator, Scent Sprayer (One who dips in liquid.), Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>
Un-skilled	<p>Helper, Cleaner, Watch man, Greaser, Attendant, Sweeper, Coolie, Mazdoor, Peon, Mazdoor, (Labourer) Watchman, Oilman, Machine Labourer, Colour Carrier, Packer, Staker, Charnawala, (One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hamal, Miscellaneous Labourer, Packing Wala, Bottle Cleaner, Labeller, Bottle Filler, Telephone Operator, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>

18. Employment in Khandsary Industry.	
Skilled	Foreman, Mechanical Supervisor, Mistry, Mechanic, Chemist, Cane Crusher Driver, Mechanic Driver, Setting men, Welder, Electrician, Carpenter, Blacksmith, Turner, Bhatti repairer, Fitter, Pumpmen
Semi-skilled	Fieldman, Sulpherman, Sulpheration, Sulphero Dayaction Mat, Patti Karegaur and Cutting, Oilman, Assistant, Mechanic, Karegaer, Bag Filler, Pump Attendant, Sentrifuming, Fireman.
Un-skilled	Helper, Mazdoor, Cane Carriers, Removing Bagges, Firewood Grinder, Canefider, Bag Filler.
Office Staff (Skilled)	Manager, Accountant, Purchaser, Cashier, Time Keeper, Clerk, Clerk cum Typist
19. Employment under any Local Authority in any Municipal Corporation / Councils.	
20. Employment under any Local Authority in District Panchayat	
21. Employment under any local Authority in Gram Panchayat	
Skilled	Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mascon, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse, Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crane, Electrical Motor Mechanic Grade I, Mechanical Electrical Meter Grade III, Inspector, Mechanical Cycle, Moulder Assistant, Polisher, Regulator 'A' Class, Sawyer Machines, Supervisor Driving, Kinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant. Matriculate and Non-Matriculate Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record keeper, Tracer, Typist, Secretary, Cashier and Accountant, Octroi inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vasulat Clerk,

	General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector(Market), Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non-Qualified), Road Karkun, Clerk, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class Traffic Regulator, District Teachers Starter, Ticket Examiner, Canteen Assistant.
Semi-skilled	Barber, Basket Maker. Bouquet Maker, Camel Keeper, Camp Master. Cart Driver, Chavivala. Cleaner, Cook, Cook's Mate. Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer. Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman. Fireman (Fire Brigade Department), Head Butler, Head Chavivala. Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat). Label Writer, Lamp Lighter Liftman. Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman Meter Reader, Money tester. Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani. Nawghani Mukadam, Nuisance Jamadar, number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman. Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels. Tum Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Cleaner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuse man, Greaser, Inspector, Meter, Jointer Improver, Jointer male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade II, Car Washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic, "C" class Cook(canteen).
Un-skilled	Ambulance Bearer. Ambulance Labourer. Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhisti, Blegari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory

	Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Hamal, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Motor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post Mortem Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (Man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolleyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatty, Hammerman, Head Hamal, Head Sepoy, Mukadam Freight Wagon, Mukadam Mains Office, Coolie, Poleman, Road Broom Maker, Sepoy Signalman, Watchman, Permanent Way, Sweeper, Scavenger.
22. Employment in any manufacturing Process wherein "Manufacturing Process" as defined under Section 2 (K) of the Factories Act-1948 is carried out and which is not covered under any entry in part-1 and II of the Schedule	
Skilled	Accountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier
Semi-skilled	Asstt. Opeerator, Sorter, Asstt. Wireman Grade-B, Turner Grade-B, Fitter Grade-B, Kantawala. (One who weighs mixing benches) Mukadam. (Mixing Department) Assistant Machine Operator, Asstt. Fitter, Asstt. Wireman, Helper. (one who helps to make Emery stone and prepares powder), Asstt. Sorter, Asst. Grinder, Peeler, Washing Machine man Talvawala, Asstt. Flour Kneader, Kachori- Samosa Maker, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machine man Mixing Machine Operator, Scent Sprayer (One who dips in liquid.)
Un-skilled	Mazdoor, (Labourer) Watchman, Oilman, Machine Labourer, Colour Carrier, Packer, Staker, Charnawala, (One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hamal, Miscellaneous Labourer, Packing Wala, Bottle Cleaner, Labeller, Bottle Filler.
23. Employment in any Oil Mill.	
Skilled	Engineer, Boiler attendant, Engine Driver, Fitter, Blacksmith, Turner, Electrician, Welder, Carpenter, Chemist, Machine Operator, Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent, Head Clerk, Cashier, Karkun, Typist
Semi-skilled	Oilman, Fireman, Canboy (Ketaliwala) Expellorman, Filterman, Mukadam

Un-skilled	Thappiwala, Gunnybag Filter, Gunnybag Sticher, Kadiwala, Mazdoor, Hamal, Machine Cleaner, Cleaner of Factory, Machine Feeder (Orulla), Baharawala, Peon, Employees employed on cleaning, spreading, drying and of slaving oil seeds.
24. Employment in Petrol and Diesel Pumps.	
Skilled	Manager, Head Cashier.
Semi-skilled	Pump Attendant, Accountant, Clerk, Bill Clerk, Cashier, Typist
Un-skilled	Helper, Watchman, Peon
25. Employment in any Pharmaceuticals Industry	
Skilled	Chemist, Stenographer, Manager, Chief Accountant, Machine Maintainer, Sales Supervisor, Sales Representative, Packing Supervisor, Time Keeper, Bazar Clerk, Accountant Clerk, Cashier, Ughrani Clerk, Bill Clerk, Bill Preparer, Typist, Store Keeper, Driver, General Clerk, Machine Supervisor.
Semi-skilled	Bottle Filler (Syrup), Bottle Checker (Syrup), Label Stamper (Syrup), Tablet Compressing Attendant, Coater (Tablet), Polisher (Tablets), Stripe Packing Supervisor, Capsule Filler, Capsule Sealer, Ointment Filler, Mixing Attendant (Injection, Sterilising Attendant (Injection), Checker of Injection Bottles, Mixing Attendant (Syrup), Mixing Attendant (Tablets), Strip Packer, Mixing Attendant (Capsules), Packer (Capsules), Mixing Attendant (Ointment), Bottle Washer (Injection), Bottle Filter (Injection), Raw Material Processor, Vanaspati Grinder, Avleh Preparer Syrup Processor, Oil Tablepreper from Ras, Goods Sorter as per Order, Goods Checker as per order, Packing Memo Clerk, Coupy Pakva and Ras Preparer, Asav Boiler, Extract Drawer, Tablets, Weighter, Weighter Attendant, Bottle Filling Machine Operator
Un-skilled	Bottle Bag Opener, Bottle Drying Attendant, Syrup Attendant, Filtering Attendant, Bottle Capping Attendant, Label Paster, Bottle Sealer Bottle Packer in Cartons and also Dozens and Cases, Bottle Carrier (For Ware Housing, Granule Process Attendant, Granule Drying Attendant, Table Stripe and Bulk Packer, Ointment Tubes Sealing Attendant, Helper, Peon, Cleaner, Weighting Helper, Box Packing Helper, Store Coolie, Hand Loriwala, Paharewala / Watchman, Vanspati Cleaner, Vanspati Siever, Vanspati Mixing Attendant, Manufacturer Process Attendant as per Formula, Asav Filtering Attendant, Pills Manufacturing and cutting Attendant, Pills Separator (Khalchuntnar), Bhashma Manufacturing Attendant, Cleaner, Crusher, Furnace Attendant, Pills Mixture, Ointment Attendant, Bottle Cleaner for filling Liquid.

26. Employment in Plastics Industries	
Skilled	Supervisor, Accountant, Boiler Attendant, Chemist, Cutting and Sealing Operator, Machine Operator
Semi-skilled	Assistant Operator, Moulder, Grinder, Machine man, Turner, Fitter, Finishing Machine man
Un-skilled	Packer, Mazdoor, Labourer, Helper, Sweeper, Cleaner, Watchman, Peon.
27. Employment in Potteries Industry.	
Skilled	Mistry-Mechanic, Mistry-Carpenter, Pattern and Frame Maker, Potters (Makers of jars, Batteries and Butlar, (30 Ltr. And above), Die Makers, Head Moulder (Foundry), Mistry-Turner, Mistry-Blacksmith, Supervisory and Clerical Staff
Semi-skilled	Wireman, Turner, Fitter, Blacksmith, Mason for new Trolley Building and Klin repairs, Sanitary ware Case Moulder(Plaster of Paris), Name Writer, View Decoration, Luster and Colour Decoration, Tunnel Attendants, Potters (8 Lbs. and above but below 30 Lbs., Barni Battery and Iota Makers). Shapers, Planners, Welder, Moulder (Foundry), Engine Driver, Flate Maker, Gold Line Maker (Decorator), Sanitary ware Casters (Big Pieces), By Colour Lining on Cup-Saucer), Designer Stamer, Glazer (Cup-Saucer) 45 by dipping and Spraying), Stoneware Pipe Turner, Finishers (Fire Bricks), Fire man down Dsraft Kiln), Laboratory Attendant Machine man (Plaster Mixing), Compressor Pumpman, Sanitaryware Crockery, Loaders in Turner Kiln and Down Draft Kiln, Fitters Press Main Person. Tile Semi-automatic Press Operator. Tiles Painters (Painting by hand, Brush and Screen Painting and Emboss Painting, Oil Pump Attendant, Glazer (Jar), Checker (Sanitaryware Jar), Finishers (Cup-Saucer, Fire Bricks), Porter (Sanitarware, Tiles, Refractories, Crookery), Packer, (Sanitaryware, Crockery). Pug-mill Attendant Main Person, Caster of Trap, Soap Dish, Ash-tray, Tea-set and small articles, Chakadia (8 lbs. And Below Jar and Batla Maker). Lid Maker, Maker (Chakada), Lid Maker (Screw Press), Vatkas and Daba Maker, Transfer Stickers on Crockery and Glazed tiles, Saggar Makers (On Chakada). Saggar Maker (On Hand Press), Handle Stickers to Cups, Handle Stickers to Jars.
Un-skilled	Pottery Mazdoor (Helpers and Carriers Blunger and Cylinder Loaders. Lata Polisher, Brick Makers on Screw Press and Automatic Press, Stone wares and Porcelin Pipe Makers and Glasers, Crookers Biscuit Loaders and un-loaders. Tiles Glazing Machine Workers, Glazed Tiles Automatic Press Workers, Cup-Saucers and Similar pieces mould makers, Glazed tiles

	loading in crates and wire Packing, Stamping on Glazed Tiles, Bricks and Jar Packers, Handle Casters and Finishers
28. Employment in any Power loom Industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing or similar processes are carried on.	
Skilled	Clerk, Jobber, Fitter, Weaver, Wrapper, Front Sizer, Drawer Wireman. Boiler Attendant
Semi-skilled	Winder, Reacher, Thrower, Finishing Machine man, Thread Sizer, Back Sizer, Folder.
Un-skilled	Mazdoor, Labourer, Helper, Sweeper, Cleaner, Wraft distributor, Oiler, Waterman, Peon, Watchman.
29. Employment in Pre-weaving and Textile Processing Industry in which any the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing, merricising, printing or glazing of yarn, cloth or articles made of cloth or any process incidental or supplemental thereto	
Skilled	Machine Operator, Jobber Colourman, Fitter, Electrician, Stamper, Folder, Wireman, Boiler Attendant, Carpenter, Printer, Kunjawala, Checker, Harish Stander, Machine man, Calendar Machine man, Soucharman, Polomising. Machine man, finishing man, Steam Finishing man, Zero Zora Machine man, Rotary Machine man, Dyeing Range Machine man, Gigger Machine man, Store Keeper, Cashier, Head Jamadar, Fireman.
Semi-skilled	Smitherman, Packer, Belt Operator (Pattachalawanar), Bundler, Assistant Printer, Assistant Stamper, Cutterman, Helper (Assistant of skilled workers), Telephone Operator, Time Keeper, Godown Keeper, Assistant Machine man, Ugharani Karkun, Gate Keeper.
Un-skilled	Mazdoor, Coolies. Sweeper, Cleaner, Watchman, Pumpman, Fire Coolies
30. Employment in any Industry in which any process of printing by Letter press Lithography, photo graver or other similar work or work incidental to such process or Book Binding is carried on.	
Skilled A	Lino-Type Operator, Camera Operator, Tri-colour-Etcher or Multi Chome Etcher, Rotary Pressman, Commercial Artist or Designer, Litho-Artist or Calligrapher, Negative-positive Retouched, Off-set Printer, Stenographer, Tele-printer Operator, Qualified Accountant, Cashier, Lod-low Operator, Mono- Type Key Board Operator, Proof Reader, Multi-Colour Proof Printer, Litho Off-set Transfer Printer, Offset Plate Maker, Litho-Off-set Copy Paster, Re-toucher or Toucher, Photo-graver Etcher, Photo-graver lay-outman, Litho Plate Bed Printer, Punch Maker, Envelop Machine Man, Die Maker, Embossing Machine man, Mechanic, Electrician, Steno-Typist, Binder (Volume and Vedger), Block Maker,

	(integrated), Compositor (Display and Page making), Off-set Plate Maker, Exercise Book Machine man, Head Clerk, Foreman, Supervisor or Section Head Cylinder Pressman (Automatic), Matrix Maker, Book Case Machine man.
Skilled B	Imposer, Mono-type Caster, Type Caster, Stereo-Type or Stereo Caster, Stereo Bencher cum Mounter, Line-Estcher, Half-tone Etcher, Transfer Printer (Blocks), Engraver, Router, Mounter, Cylinder Pressman (Hand fed), die Stamper or Die Plate Printer, Gilder, Inter-Lay-Cutter, Cutter or Giloti man, Carpenter, Driver, Store or godown Keeper, Clerk, Time-Keeper, Typist, Telephone Operator, Addressing Machine man, Cylinder Grainer, Copy Holder, Trade Pressman or plate man, Binder, Sewing Machine man, Folding Machine man, Ruling Machine man, Box Puncher, Scorer or Bender, Hand Box or Envelope Maker, Accountant, Compositor (Correction), Super type caster, Super type caster, Foundry man (Integrated), Platen Pressman (Automatic), Number Setter, Three Knives Trimmer, Assistant Artist, Numbering Machine man, Assistant Machine man,
Semi-skilled	Distributor, Assistant Camera Operator, Assistant Transfer Printer, Assistant Etcher, Letter Press Cylinder Feeder, Counter, Letter Press Plate Feeder, Checker, Number or Paging man, Packer, Assistant Embossing Machine man, Assistant Toucher, Assistant Copy Paster, Off-set feeder, Flat Bed Feeder, Varnisher, Wax Machine man, Cold Powderer, Wireman, Type Cutter, Compositor (Running), Lineroller, Proof Puller or Galley Pressman, Type Dresser, Roller Make or roller Caster, Plate Grainer or Grinder, Ink Ginger, Knife Sharpeners. Wire Sticher, Perforator, Label Puncher, Rulling Feeder, Beening man, Metal Caster or lead Melt. Type or Font Binder, Roller Sticher, Numbering Feeder, Gassing Machine man
Unskilled	Stereo-Baler, rotary-Baler, Cylinder Baler (Photo-graver and, letter Press), Hand Folder, Assistant Carpenter, Stone-Grinder, Baler, Helper. Binding Boy, Cleaner, Sweeper, Peon, Messenger, Watchman. Mazdoor, Type Jet Breaker or Polisher.
31. Employment in Public Motor Transport.	
Skilled	Employees by whatever name called doing skilled work of the nature done by Manager, Assistant Manager, Superintendent, Head Clerk, Accountant, Senior Clerk, Driver, Mechanic, Fitter, Turners, Electricians, Checker Supervisor, Tinsmith, Battery man, Vulcaniser, Carpenter, Blacksmith, Artisan, Traffic Controller, Traffic Inspector, Assistant Traffic Inspector, Traffic Checker, Hostes, Instructor, Starter, Vehicle Examiner, Charge man,

	Body-smith, Assistant Body Smith, Upholsterer, Machinist, Wireman, Welder, Painter.
Semi-skilled	Employee's by whatever name called doing same Skilled work of the nature doing by Asst, Junior skilled workers, Conductor, Machine metes, Fitter metes, Greaser, Oiler, Asst. Artisane, Junior traffic Controller, Hawaldar, Mukadam, Hammer man, Hamal and Employed doing the clerical work.
Un-skilled	Employees by whatever name doing Un-skilled work ,Helper, Washer, Cleaner, Watch man, Mazdoor, sweeper, peons, Khalasi, Tapali, chokidar, Waterman, porter, Gardner, Battery boy, pump operator or other miscellaneous workers
32. Employment in any Pulp & Paper or board Manufactory	
Skilled	Boiler Attendant(Class-I), Electrician, Foreman, Machine Operator, Chemist, Department Incharge Supervisor, Draftsman, Finishing House Mistry, Chargemen Instrument Section, Chargemen carpentry Shop, Workshop Chargeman, Chargeman Civil Construction, Chargemen Transport, Chargeman Mechanical, Chargeman Electrical Section. Boiler Attendant (Class II), Digester Attendant, Carpenter, Fitter, Pressman, Wireman (First Class), Mechanic, Welder, Crane Operator, Driver, Plumber, Nurse, Laboratory Tester, Turner, Blacksmith, Painter, Leather man, Finisher, Beater man, Calendar man, Pulper Machine man, Winder (Litter Rewinder machine man), Sorter, Cutter Machine man, Tinsmith, Driller, Shaper, Planner, Evaporator Operator, Recovery Boiler Operator, Roaster and Smelter Operator, Reaustasing Operator, Lime Reburnering Operator, Clerical, Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent / Head Clerk, Cashier, Clerical B:Clerk, Typist, Clerk-cum-Typist
Semi-skilled	Willow man, Pump Attendant, Steam Controller, Gardener, Cooks, Wireman (Second Class), Head Watchman/ Watch and Ward Jamadar, Pulp and Paper Tester, Fireman, Paper and Board Section Machine Attendant, Finishing Plant Attendant, Pump Attendant, Chemical Treatment and Classification Attendant Electrician / Electrical Assistant, Coal Crushing and Oil Bumer Attendant, Assistant Turner, Assistant Welder, Assistant Driller, Assistant Planner, Assistant Shaper, Compressor Attendant, Armour man, Wood Grinder Attendant, Hoist Operator, Sample man. Board Finisher, Band Saw Cutter Attendant, Roll man
Un-skilled	Heavy Duty Labourer, Cross Cutter, Scaler (Kantawala). Chipping Labourer, Digester Labourer, Washing and Cleaning Labourer, Straining Labourer, Knitter, Screening and Cleaning Labourer, Bleaching and Cleaning Labourer, Hydra pulper and Pulper

	<p>Labourer, Wood Grinding Labourer, Stock Preparation Labourer, Chemical Preparation and Fiber Recovery Labourer, Paper and Board Machine Section, Labourer, Kneader Labourer, Finishing Plant Labourer, Sheet and Package Weight Labourer, Label man, Finishing and Packaging House Labourer, Warehouse and Dispatch Labourer, Recovery Boiler Raiser and Smelter Labourer, recausticizing Labourer, Lime Reburning Labourer, Cartman, Chemical Treatment and Classification Labourer, Turbine Distribution Board, Switchgear or Panel Labourer, Maker, Oilman, Mould Stitching Labourer, Saw Grinding Labourer, Laboratory Labourer, Watchman, Mukadam, Fitter Turners Welders Blacksmith, Carpenter and other Labourer, helping such other skilled Employees. Machine Operator and Machine men, Labourer, Colour Waste Paper or Straw Sorter, Garden Labourer, Band Saw Labourer, Labourer, Peon, Sweeper, Fibre and Dusting Labourer Waste Paper Labourer, Raw Material Labourer, Bamboo Carrier Labourer, Evaporator Labourer, Material Handling Labourer, Water Supply and Treatment Labourer, Coal Labourer, Repair Shop and Maintenance Labourer, Canteen Boy, Office Boy, Guest House Labourer, Store Labourer.</p>
33. Employment in any Residential Hotel, Restaurant or Eating Houses	
Skilled	<p>Samosawala, Faloodawala, Omeletwala, Chef-Tea-Maker, Dhosawala, Tandur Rotiwala, Bhajiwala, Ice-cream Maker, Sweet, Meat or Farsan Maker (Malwala), Wimuman, Head Cook or Cook, Maharaj, Aachari, Ustad, Babarchi, Khanasama, Manager, Accountant, Clerk, Store Keeper (Who keeps the account of the Store), Mistry, Cashier, Supervisor, Receptionist, House Keeper, Head Waiter, Butler, Steward, Head Pantry man, Telephone Operator, Electrician, Carpenter, Tailor, Gardener, who is doing tree work of planting.</p>
Semi-skilled	<p>Assistant Manager, Assistant Malwala, Rotiwala, Chapatiwala, Puriwala, Pantry man who prepares Sandwiches, Toast etc. Tea and Coffee Maker (Ordinary), Assistant Cook, Market man, Pumpman, Gas Filler, Syrup and lassi-wala and Salesman, Vendor (Keeping Account), Orderwala (Shouting Bills or Writing Bills), Kababwala, Bhelpuriwala</p>
Un-skilled	<p>Gate Boy, Game Boy, Bell Boy, Room Boy, Tea Boy, Glass Boy, Dish Boy, Water Boy, Order Boy, Pantry Boy, Kitchen Boy, Office Boy, Message Boy, Soda Fountain Boy, Billiard Boy, Cleaner, Sweeper, Hamal, Jamadar, Coolie, Mazdoor Chhokara, Platewala, Pani-Kachumerwala, Paniwala, Cupwala, Chowkiwala, Room Boy not doing the work of waiter, Dishwala, Moriwala,</p>

	Kholiwala, Vasanwala, Dish Filler, Grain Cleaner Man or Female Miscellaneous Workers e.g. Doing all or some of the jobs of an unskilled nature, Vendors (Fertas) or Babarwalas not working on commission basis and not entrusted with the responsibilities of accounts
34. Employment in any Rice Mill, Flour Mill or Dal Mill.	
Skilled	Engineer, Miller, Supervisor, Turners, Mechanics, Fitters, Engine Driver, Boiler Attendants, Mistries, Carpenters, Carpenters Mistries Blacksmiths, Measons, Electricians, (with Diploma), Roll Grovers, Machine Operators, Painters Mukadams, Plantmen, Tailors.
Semi-skilled	Oilers, Silkmen, Rollerman, Purifiers, Assistant Fitters, Electricians (without Diploma), Pumpman, Binmen, Motor Attendant, Sewers, Watchman / Jamadars (with training in Fire squads), Mochies, Hammermen, purifiers, Jiggars, Rope Spoilers, Washer Machine man.
Un-skilled	Misturers, Packers, Shaftmen, Cleaners, Firemen, Coalmen, Truckmen, Fill Attendants, White Washers (Painter), Watchmen, Jamadars, Hamals, Stackers, Machine Cleaners, Sweepers, Mazdoors.
35. Employment in Roofing Tiles Manufacturing	
Skilled	Mistry, Mechanic.
Semiskilled	Dieman, Fireman, Fitter, Driver, Bhathathi Gothavananar, Electrician, Mukadam
Unskilled	Peon, Watchman, Sweeper, Labeller, Helper, Press Operator, Pag Mill Operator, Blunger Operator, Thelpawala, Finher, Sarvawala (Tiles), Sorter (Kachcha Pakka Tiles), Sarvawala, (Tiles in Bhatti).
36. Employment in Rubber and Rubber Products including Artificial Rubber Products Manufacturing Industry.	
Skilled	Machine Operator, Calendar and Cutting Machine, Press Operator (Vulcanizing), Mixing Machine man, Fitter, Binder, Welder, Carpenter. Clerical A:Supervisor, Accountant, Time Keeper, Store Keeper, Stenographer, Cashier, Clerical B:Clerk, Typist, Clerk cum Typist
Semiskilled	Boiler Attendant, Calendar Helper, Mixing Mill Helper, Turner Helper
Unskilled	Mazdoor, Watchman, Sweeper, Peon
37. Employment in Soap Making Industry	
Skilled	Qualified Chemist, Accountant (Book Keeper), Salesman, Driver
Semi-skilled	Furnace man
Unskilled	All other Workers

38. Employment in Stone Breaking or Stone Crushing Industry	
Skilled	Engine Driver, Fitter, Turner, Molder, Blacksmith, Qualified Wireman, Compressor Driver, Tractor Driver, Clerk, Blasters, Stone Cutter
Semi-skilled	Tapghar (Stone Breaker) Head Lineman (Truck), Mukadam Driver
Un-skilled	Lodders, Falkman, Cleaner, Oilman, Coolies, Pump Attendants, Sweepers, Peons, Office Boy
39. Employment in Sugar Industry.	
Skilled	<p>Skilled</p> <p>Laboratory Bench Chemist, Boiler Attendant, Head Fitter, Draftsman II, Pattern Maker I, Instrument Mechanic (Certificate from I.T.I),</p> <p>Mechanic I, Pan man, Manufacturing Assistant, Assistant Pan man, Evaporator Operator, Laboratory Assistant, Overseer (Unqualified), Electrician, Armature Winder, Fitter, Turner, Welder, Pattern Maker II, Molder, Line Overseer, Wireman, Machinist, Blacksmith, Head Khalashi, SwitchBoard Attendant, Engine Driver I, Tinsmith, Coppersmith, Carpenter, Can Unloader Operator, Permanent Way Inspector, Mechanic II, Steam Loco Driver, Driver, Tractor Driver, Trolley Line Mistry, Diesel Loco Driver, Mason, and Head Clerk, Cane Accountant, Centre Incharge, Cane yard Supervisor, Yard Foreman, Weighment Supervisor, Assistant Cane Head Clerk, Share Accountant, Cashier, Sectional Incharge, Stenographer Grade I and II, Store Keeper Grade-1, Head Time Keeper Grade-II, Security Officer Grade 1, Sugar Godown Keeper Grade II, Assistant Store Keeper Grade III, Assistant Godown Keeper III, Security Inspector Grade III, Sanitary Inspector Grade III, Typist, Time Keeper, Tracer, Daftary, Compounder Nurse, Midwife, Accounts Clerk, Time Office Clerk, Building Labour, Time Keeper, Sales Incharge, Cane Inspector, Assistant Cashier, Supervisor Grade III, Challan incharge, Store Purchaser Grade III, Railway Clerk, Sugar Godown Clerk, Store Clerk, Sales Clerk, Payment Clerk, Record Keeper, Telephone Operator, Job Clerk, Manufacturing Engineering Clerk, Building Clerk, General Clerk, Weigh man Clerk, Sheet Writing Clerk, Tool Room Clerk, Receipt and Dispatch Clerk, Stationery Clerk, Sugar House Clerk, Canteen Clerk, Gate Clerk, Tally Clerk, Token Clerk, Purja Clerk, Checker Fuel Clerk, Manufacture Chemist, Laboratory Incharge, Laboratory Bench Chemist, Head Panman, Pan Incharge, Assistant Engineer (Mechanical), Assistant Engineer (Electrical), Workshop Engineer, Foreman (Mechanical), Draftsman I, Foreman (Electrical), Overseer, Cane Development Officer, Assistant Cane Development Officer, Cane</p>

	Superintendent, Labour Officer, Welfare Officer, Factory Railway Superintendent, Motor / Tractor Foreman, Civil Engineer A-I & A-II, Office Superintendent, Accountant, Loco Foreman, Medical Officer, Personal Secretary, Sales Manager, Assistant Sales Manager, Store Purchase Officer, Assistant Works Manager, Transport Superintendent, Assistant Transport Superintendent
Semi-skilled	Mescartion Attendant, Molasses Recorder, Juice Recorder, P. H. Recorder (Phydrosen Ion Concentration), Male Tailor, Joice Heater Attendant, Clarifier Attendant, Rotary Vacuum filter Attendant, Centrifugal Operator, Laboratory Boy, Bag Printing Machine Operator, Bag Sewing Machine Operator, ION Exchange Water Treatment Operator, Filter Cloth Washing Machine Operator, Electrical Helper, Engine Drive II, Belt man, Khalashi, Fireman, Pumpman, Motor Attendant, Oilman, Hammer man, Painter, Fitter, Helper, Water Attendant, Tipper man, Cane Development Kamar, Loco Foreman, Trolley Line Mukadam, Building Mukadam, Guard, Sweeper, Jamadar, Jamadar, Store Boy.
Un-skilled	Juice Helper Mazdoor, Sulpher Over Mazdoor, Palledar / Hamal, Marker, Sample Boy, Mazdoor, Winder man, Watchman, Sweeper, Points man, Trolleyman, Cleaner, Mali, Guest House Attendant, Cook, Pujasm.
40. Employment in Tanneries and Leather Manufactory.	
Skilled	Mechanics (Sanchawalas), Assistant Mechanics, Ring Makers Mistry (Cutter), Person Employed in Staking, Splitting, Glazing, Shaving, Rolling, Fleshing with Machincor otherwise.
Semi-skilled	Shoes Makers, Dyers, Stitchers, Polishers, Man Incharges of the Drums, Tableman, Persons employed in Sewing, Belt Finishing, Nailing, Hydraulic Press, Harness and Sole Setting Department, Stitching.
Un-skilled	Machine Helpers, TabYard Workers, Line Yard Workers, Cartmen Milkatman, Lace Cutters, Workers Preparing Bolts, Workers doing Repairing Works, Workers is Belting and Buffers, Other Miscellaneous Workers.
41. Employment in any Tobacco Processing Establishment.	
Skilled	Supervisor, Wireman, Fitter, Accountant, Cashier, Clerk, Typist.
Semi-skilled	Press Operator, Mukadam, Marker, Fireman, Oilman, Machine Delivery men.
Un-skilled	Mazdoor, Watchman, Miscellaneous Workers, Peon

42 Employment in any Woolen Carpet Making or Shawl Weaving Establishment.	
Skilled	Manager, Production incharge, carding by Hand with bow and arrow; Dye House Mistry, Designer, Dyer, Spinning by Hand, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Computer Operator, Driver, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries
Un-skilled	Sales man, Supervisor, unskilled labour, Watchman, wool purchaser, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries
43. Employments in any Shop or Commercial Establishment other than that covered under any of the other entries in the schedule of Part I of the said Act.	
Skilled	Manager, Head Munim, Secretary, Head Cashier, Stenographer, Head Clerk, Office Superintendent, Head Salesman, Employee who works efficiently by exercising considerable independent judgement discharges his duties with responsibility and possesses thorough and comprehensive knowledge of trade, craft or industry in which he is employed. Junior Clerk. Bill Clerk. Ugharani Clerk, Delivery Clerk, Typist, Munim. Cashier, Accountants, Salesman. Sales Clerk, Compounder, Driver. Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Packer, Builder, Tollatas, Shop Asstt., Employees who performs duties assigned to him of a relatively narrow job involving routine operations Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Peon, Messenger, Watchman, Mazdoor, Employee who performs duties of simple nature and physical exertion. Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
44. Employment in Non-teaching Staff in Private Non-Grant-in-Aid Educational Institution	
skilled	Gruhpati, Gruhmata, Manager, Secretary, Office Superintendent, Head Clark, Senior Clerk, Head Accountant, Head Munim, Head Cahier, Stenographer, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries, Junior Clerk, Typist, Munim, Cashier, Accountant, Compounder, Electrician, Telephone Operator, Driver, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries.

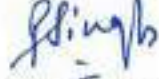
Semi-skilled	Cook, Carpenter, Mason, Blacksmith, Plumber, Fitter, Pumpman, Wireman, Conductor, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries.
Un-skilled	Peon, Watchman, Mazdoor, Safai Kamdar, Watchman Cum Peon, Cleaner, Aaya, Gardner(Mali), Hamal, Helper, Groundman, Office boy, Hostel boy, Cooking Asstt., Employees by whatever name called doing work of the nature done by the persons falling under any of the foregoing entries
45. Employment in Zardosi Work	
Skilled	Karigar, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Fagirat, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Helper, Chela, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
46 Employment in Private Security Guard Services.	
Skilled	Manager, Security Officers, Gunman (Licensee), Security Guard (trained), Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Office Assistant, Clerk, Accountant, Head Watchman. Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Watchman, Office Boy, Peon, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.

Explanation for the purpose of this notification.

1. The minimum rates of monthly wages payable to any class of employees employed in any category on monthly wages shall be computed by multiplying the minimum rate of daily wages fixed for the class of employees to which he belongs, by twenty-six.
2. The minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest.
3. The minimum rates of wages shall consist of basic rates, the cost-of-living allowances and the cash value of concessions, if any.

4. Male and female employees should be given equal wages for equal work.
5. The employees employed by a Contractor or other agencies in the Scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
6. The requisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
7. In case of employees employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the numbers of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belongs.
8. The employees employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
9. The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages and special allowance fixed for the class of employees to which he belongs for the first three months. After three months he shall be paid in full,
10. Computation of cash value: The cash value of the minimum rate of wages to be paid to hotel workers partly in kind per month (that in the form of free residential accommodation, meal, nasta or a tea) as under:
 - a. 1/3 (33.3 percent) of total wages (basis rates of wages plus special allowance) when residential accommodation, two meals, two teas and one nasta is served daily;

- b. 6.60 percent of total wages (basic rates of wages plus special allowance) when one meal is served daily;
- c. 3.3 percent of special total wages (basic rates of wages plus special allowance) when one nasta and one tea is served daily.
11. Any other Employments not included in the Annexure or Schedules (Part I and Part II) under the Minimum Wages Act, 1948 will be paid wages as per the clarifications as regard to Skilled, Semi Skilled and Unskilled mentioned above.
12. If the wages already paid are higher, the same should be continued. The Industrial Establishments / Employers shall invariably ensure that they pay arrears to their Employees / Workers w.e.f. 01-04-2023.
13. In case of any clarification or disputes, the matter may be clarified from the Labour Department.

By Order and in the name of the
Administrator of Dadra & Nagar Haveli
and Daman & Diu

(Priyanshu Singh)
Director-cum-Deputy Secretary (Labour)
DNH & DD

To,

- (1) The Director-cum-Dy. Secretary (Personnel), Secretariat, DNH / DD
- (2) The President, All Industries Association, DNH / DD
- (3) The President, Hoteliers Association, DNH / DD
- (4) The Joint Secretary (Planning & Statistics), Government Press, DNH / DD with a request to publish the said declaration in the Official Gazette.
- (5) The Field Publicity Officer for wide publicity.
- (6) The Dy. Director, Department of Agriculture with a request to circulate the said Declaration to all concerned in DNH & DD
- (7) The SIO, NIC, DNH / DD for uploading on the Official Website

Copy for kind information :-

- (1) The Advisor to Hon'ble Administrator, DNH & DD
- (2) The Finance Secretary, DNH & DD
- (3) The Addl. Commissioner (Labour) / Collector, DNH / Daman / Diu

Panaji, 11th August, 2023 (Sravana 20, 1945)

SERIES I No. 19

OFFICIAL GAZETTE

GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

EXTRAORDINARY

No. 2

GOVERNMENT OF GOA

Department of Labour

Notification

24/21/2009-LAB-III/(01)/551

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (17) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (17) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in any shop and commercial establishment other than are residential hotel, restaurant or eating house**" as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day	
		Zone 'A'	Zone 'B'
(1)	(2)	(3)	(4)
(1)	SKILLED		
(1)	Pharmacist/Chemist	Rs. 528/- per day	Rs. 523/- per day
(2)	Driver		
(3)	Supervisor		
(4)	Shoemaker/Slipper maker		
(5)	Watch Repairer		
(6)	Cutter/Tailor/Sewing		
(7)	Turner		
(8)	Fitter		
(9)	Utensil maker (Brass and Copper)		
(10)	Machinist		
(11)	Electrician		
(12)	Welder		
(13)	Handicraftsman		
(14)	Metal Engraver		
(15)	Optician		
(16)	Glass Polisher (Optician)		
(17)	Sales Representative/Traveling Salesman		
(18)	Wireman		
(19)	Foreman		
(20)	Photographer/Retoucher		
(21)	Block Maker		
(22)	Hair Dresser		
(23)	Mill Operator		
(24)	Carpenter		
(25)	Tinsmith		
(26)	Vulcanizer		
(27)	Mechanic		
(28)	Blacksmith		
(29)	Moulder		
(30)	Painter		
(31)	Weighman		
(32)	Metal Sprayman		
(33)	Glass Cutter		
(34)	Pastryman		
(35)	Compounder (with Diploma)		
(36)	Computer Operator		
(37)	Pump operator (Petrol Pumps)		
	Any other category, by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.		

(1)	(2)	(3)	(4)
(II) SEMI-SKILLED			
(1) Salesman (Counter)		Rs. 473/- per day	Rs. 468/- per day
(2) Assistant Mechanic			
(3) Assistant Fitter			
(4) Assistant Electrician			
(5) Assistant Blacksmith			
(6) Assistant Carpenter			
(7) Assistant Turner			
(8) Assistant Welder			
(9) Assistant Machinist			
(10) Assistant Tinsmith			
(11) Assistant Vulcaniser			
(12) Assistant Sprayman			
(13) Assistant Moulder			
(14) Assistant Trailer			
(15) Assistant Glass Cutter			
(16) Assistant Wireman			
(17) Assistant Pump operator (Petrol Pumps)			
(18) Cushion Maker			
(19) Compounder			
(20) Dhobi/Washerman			
(21) Ironer/Laundryman			
(22) Polisher (Carpenter)			
(23) Baker			
(24) Pressman			
(25) Glazer			
(26) Helper (Hair Dresser)			
(27) Mali Gardener			
(28) Lift Attendant			
(29) Mill Hand			
(30) Frame Maker			
(31) Assistant Painter			
(III) CLERICAL (A)			
(1) Accountant		Rs. 528/- per day	Rs. 523/- per day
(2) Steno-Typist			
(3) Telephone Operator			
(4) Clerk			
(5) Store Clerk			

(1)	(2)	(3)	(4)
(6) Tally Clerk		Rs. 528/- per day	Rs. 523/- per day
(7) Store Clerk			
(8) Typist			
(9) Receptionist			
(10) Godown Keeper			
(III) UNSKILLED			
(1) Chowkidar		Rs. 412/- per day	Rs. 407/- per day
(2) Cleaner			
(3) Labourer			
(4) Loader/Unloader			
(5) Attendant			
(6) Mazdoor			
(7) Sweeper			
(8) Helper			
(9) Peon			
(10) Delivery boy/Messenger			
(11) Packer			
(12) Assistant Salesman			
(13) Watchman			
(14) Office Boy			
(15) Pump Attendant			
(16) Newspaper delivery boy.			
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(I) (a) Zone 'A' shall comprise the areas within the limits of the Corporation of the City of Panaji and Municipal limits of Margao, Vasco, Mapusa, Ponda, Bicholim, Cuncolim, Quepem,

Curchorem, Sanguem, Canacona, Pernem, Valpoi, Sanquelim and the establishments located in the Industrial Estates set up by the Industrial Development Corporation or Economic Development Corporation, Panaji, or any other statutory organization/corporation.

(b) Zone 'B' shall comprise all other places in the State of Goa not covered under Zone 'A'.

(II) (a) Unskilled work is one, which involves simple operation requiring no skill or experience on the job.

(b) Semi skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institution and the performance of which calls for initiative and judgment.

(III) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(IV) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

(V) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/ /category to which he belongs under this Notification.

(VI) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.

(VII) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(VIII) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(02)/552

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (19) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (19) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in any residential hotel, restaurant or eating house**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day		
		Zone 'A'	Zone 'B'	Zone 'C'
(1)	(2)	(3)	(4)	(5)
(I) SKILLED				
(1) Cook or Head Cook		Rs. 528/-	Rs. 525/-	Rs. 523/-
(2) Achari		per day	per day	per day
(3) Maharaj				
(4) Basoya				
(5) Ustad				
(6) Bavarchi				
(7) Khansama				
(8) Manager				
(9) Accountant				
(10) Sweet meat maker of Farsan-maker (Malwalla)				
(11) Clerk				
(12) Telephone Operator				
(13) Electrician				
(14) Tailor				
(15) Carpenter				
(16) Head Pantryman				
(17) Gardener who is doing the work of planting				
(18) Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)				
(19) House Keeper				
(20) Head Waiter				
(21) Butler				
(22) Supervisor				
(23) Steward				

OFFICIAL GAZETTE — GOVT. OF GOA
(EXTRAORDINARY No. 2)

SERIES I No. 19

11TH AUGUST, 2023

(1)	(2)	(3)	(4)	(5)
(24) Cashier		Rs. 528/-	Rs. 525/-	Rs. 523/-
(25) Head Baker		per day	per day	per day
(26) Mistry				
(27) Store Keeper				
(28) Barman				
Employees, by whatever names called, doing the work of nature done by persons falling under the foregoing entries.				
(II) SEMI-SKILLED				
(1) Assistant Manager		Rs. 473/-	Rs. 470/-	Rs. 468/-
(2) Assistant Malwala		per day	per day	per day
(3) Samosa-Wala				
(4) General Workers (relieved or one attend to two or more duties of semi-skilled categories)				
(5) Rotiwala				
(6) Chapatiwala				
(7) Puriwala				
(8) Dosawala				
(9) Tandur-Rotiwala				
(10) Bhajiwala				
(11) Ice-cream wala (Ice-cream proper one who takes out ice-cream and aerated waters)				
(12) Pantryman (one who prepares sandwiches, toasts, faloodas, omlette etc.)				
(13) Mandiwala-cum-coffee/tea make				
(14) Liftman				
(15) Handiwala (Asst. Cook)				
(16) Wireman				
(17) Asst. Cook				
(18) Billard Maker				
(19) Standwala (Tek Maker)				
(20) Market Man				
(21) Boiler Man				
(22) Fountain Barman				
(23) Pumpman				
(24) Gas Filer				
(25) Fountainman (who prepares syrups, ice-cream, fruits salad etc.)				
(26) Falooda Maker				
(27) Syrup Maker				
(28) Lassewala-cum-salesman				
(29) Waiter-cum-tablewala				

OFFICIAL GAZETTE — GOVT. OF GOA
(EXTRAORDINARY No. 2)

SERIES I No. 19

11TH AUGUST, 2023

(1)	(2)	(3)	(4)	(5)
(30) Vendor (who keeps accounts)		Rs. 473/-	Rs. 470/-	Rs. 468/-
(31) Orderwala (shouting bill or writing bills)		per day	per day	per day
(32) Kabab Seelwala				
(33) Bhelpuriwala				
(34) Floor Waiter				
(III) UNSKILLED				
(1) Gaze boy		Rs. 412/-	Rs. 409/-	Rs. 407/-
(2) Game boy		per day	per day	per day
(3) Bell boy				
(4) Page boy				
(5) Room boy				
(6) Tea boy				
(7) Class boy				
(8) Dish boy				
(9) Water boy				
(10) Order boy				
(11) Pantry boy				
(12) Kitchen boy				
(13) Office boy				
(14) Message boy				
(15) Soda Fountain boy				
(16) Sweeper				
(17) Cleaner				
(18) Hamal				
(19) Jamadar				
(20) Coolie				
(21) Mazdoor				
(22) Gadi				
(23) Chokra				
(24) Boy				
(25) Pantewala Panikachem burwala				
(26) Paniwala				
(27) Cupwala				
(28) Dishwala				
(29) Boadiwala				
(30) Horiwala				
(31) Kholiwala (room boy not doing the work of waiter)				
(32) Madani wala (one who fills the dishes)				
(33) Lassiwala				
(34) Orderwala				
(35) Phatak wala				
(36) Vadpi (Service)				

(1)	(2)	(3)	(4)	(5)
(37) Waterman		Rs. 412/-	Rs. 409/-	Rs. 407/-
(38) Laundryman		per day	per day	per day
(39) Chatniwala				
(40) Lemonman				
(41) Billard Boy				
(42) Grain Cleaner (male or female)				
(43) Miscellaneous workers (that is to say, workers doing all or some of the job of unskilled nature.				
(44) Vendor or Bharwala not working on commission basis and not entrusted with responsibility of accounts. Employees, by whatever names called, doing the work of the nature done by persons falling under the foregoing entries.				

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) (a) Zone A:— Comprises the area within the limits of the Corporation of the City of Panaji, and Municipalities, such as Margao, Vasco, Mapusa, Ponda, Cuncolim, Quepem, Curcholem, Sanguem, Canacona, Pernem, Valpoi, Sanquelim and Bicholim.

The rates of wages in respect of Zone A shall apply to workmen employed in any Star hotel irrespective of its Zonal location.

(b) Zone B:— Comprises the area within the limits of the places of Cansaulim, Assolna, Colva, Colvale, Baga, Calangute, Anjuna, Vagator, Morjim, Benaullim, Majorda, Mobor, Chopdem, Mandrem, Arambol and Cavelossim.

(c) Zone C:— Comprises all other places in the State of Goa not covered under Zone 'A' and Zone 'B'.

(2) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational Institute and performance of which calls for initiative and judgment.

(3) The minimum rates of wages are applicable to employees employed by the principal employer, contractors or sub-contractors, etc.

(4) Male, female and transgender workers shall be paid the same rates of wages revised for the same category and for equal work.

(5) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/ category to which they belong under this Notification.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III(03)/553

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (8) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in watch and ward**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government

Notification No. 24/21/2009-LAB-II (8) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in watch and ward**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I) UNSKILLED		
(1) Chowkidar		Rs. 407/- per day
(2) Watchman	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.	
(II) SEMI-SKILLED		
(1) Security Guard (without arms)	Employees with any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.	Rs. 468/- per day
(III) SKILLED		
(1) Security Guard (with arms);		Rs. 523/- per day
(2) Head Guards (fire fighting);		
(3) Supervisory;	Any other category, by whatever name called, which are of skilled nature.	

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanations:—

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.

(3) In case of employees employed on part-time basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(4) An ex-serviceman employed as security guard (with arms or without arms) shall fall in the respective skilled or semi-skilled category, as the case may be, and a security guard who is a non-ex-serviceman, whether called Chowkidar or Watchman, shall fall in the unskilled category unless he is categorized as skilled or semi-skilled by the concerned employer.

(5) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

(6) In case of employees employed on piece rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages as revised for the class/category to which he belongs under this Notification.

(7) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(8) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III(04)/554

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (13) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (13) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely **“Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule”**, as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I)	Unskilled	Rs. 407/- per day
(II)	Semi-skilled	Rs. 468/- per day
(III)	Skilled	Rs. 523/- per day
(IV)	Highly-Skilled	Rs. 565/- per day
(V)	Clerical	Rs. 523/- per day

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Column (3) of the Schedule, annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) (a) *Unskilled*:— Unskilled work is one which involves simple operation requiring no skill and includes workmen such as labourers, helpers, sweepers, hamals/coolies, etc.

(b) *Semi-Skilled*:— Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory.

(c) *Skilled*:— Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.

(d) *Highly Skilled*:— Highly skilled means work which calls for high degree of perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

(2) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.

(4) Male, female and transgender workers have to be paid the same rates of wages as revised for the particular category and for equal work.

(5) In case of employee employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rate revised under this Notification.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III(05)/555

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (14) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause(i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (14) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely “**(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building**”, as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I) UNSKILLED		
(1) Belder		Rs. 407/- per day
(2) Brick moulder		
(3) Chainman		
(4) Chowkidar		
(5) Cleaner		
(6) Gardener		
(7) Driver with handcart		
(8) Hedge cutter		
(9) Mali		
(10) Slinger		
(11) Peon		
(12) Sewer man		
(13) Title Turner		
(14) Bhisti		
(15) Bullock Cart driver		
(16) Coolie		
(17) Hamal		
(18) Khalasi		
(19) Labourer		
(20) Manai		
(21) Mazdoor		
(22) Sweeper		
(23) Watchman		
(24) Water Carrier		
(25) Bajri Spreader		
(26) Beatr Woman		
(27) Bellow Woman		
(28) Buckerman		
(29) Carrier (Stone)		

(1)	(2)	(3)
(30) Cartman		Rs. 407/- per day
(31) Caretaker(Bridge)		
(32) Cleaner		
(33) Concrete (handmixer)		
(34) Draffadar		
(35) Driver (bullock)		
(36) Flag Man		
(37) Gangman		
(38) Kamin		
(39) Gate Man		
(40) Kamp man		
(41) Searcher		
(42) Signal Man		
(43) Striker		
(44) Trolly man		
(45) Valve Controller		
(46) Wodeder man		
(47) Berryman		
(48) Mucchers, Jamdars		
(49) Singers		
Any other category by whatever name called which are of unskilled nature.		
(II) SEMI-SKILLED/UNSKILLED SUPERVISORY		
(1) Brick Layer (Class II)		Rs. 468/- per day
(2) Cook		
(3) Carpenter		
(4) Driller (hole rock)		
(5) Driller		
(6) Excavator		
(7) Fitter (Assistant Semi-skilled)		
(8) Head Surveyor		
(9) Blacksmith		
(10) Mason (brick layer, second class)		
(11) Quarryman		
(12) Quarry operator		
(13) Male (Blacksmith Carpenter)		
(14) Stone breaker		
(15) Stoneman		
(16) Stonecutter (Higher Grade)		
(17) Upholstered (Grade II)		
(18) Sewer Layer (1st Class and Hatcher)		
(19) Bearer		

(1)	(2)	(3)
(20) Bhisti (with mask)		Rs. 468/- per day
(21) Belder		
(22) Artisan Helper		
(23) Brick/Tile Moulder		
(24) Cane Weaver		
(25) Charpoy/Stringer		
(26) Cleaner (Truck Roller Concrete Mixer etc.)		
(27) Colour/White Washer		
(28) Cane Man		
(29) Daftri		
(30) Fireman		
(31) Glazier		
(32) Fitter		
(33) Head Chowkidar		
(34) Bhandhari		
(35) Mate		
(36) Mazdoor		
(37) Pump Attendant		
(38) Sprayman (Bitumen, Tar, etc.)		
(39) Stone Cutter		
(40) Tinsmith		
(41) Farrash		
(42) Mukadam		
(43) Laboratory Boy		
(44) Racjam		
(45) Balshawala		
(46) Bhisti		
(47) Cane Weaver		
(48) Chain Man (Head)		
(49) Driller		
(50) Driller (Hole Rock)		
(51) Fireman		
(52) Gate Keeper		
(53) Grinder		
(54) Garser-cum-Fireman		
(55) Hammerman		
(56) Jamadar		
(57) Oilman		
(58) Storeman		
(59) Boilerman		
Any other category, by whatever name called, which are of semi-skilled nature.		

(1)	(2)	(3)
(III) SKILLED		
(1) Assistant Artist. Painter		Rs. 523/- per day
(2) Armature Winder (Grade II)		
(3) Mistry Grade I		
(4) Oil Painter Class I		
(5) Plumber Licensed, Class I		
(6) Mason(Plaster of Paris Wall)		
(7) Brick Layer Mason(Class I)		
(8) Blacksmith (Class I)		
(9) Carpenter (Class I)		
(10) Concrete Mixer Maker		
(11) Concrete Mixer Operator		
(12) Driver (Road Roller, Concrete Mixer Truck)		
(13) Driver (Motor Vehicle)		
(14) Driver (Truck, Diesel Engine)		
(15) Distemperer		
(16) Electrician		
(17) Headman (Wall sinking)		
(18) Mason(Stone Work)		
(19) Mistri		
(20) Gladier		
(21) Lineman		
(22) Machinist		
(23) Mechanic		
(24) Meter Reader		
(25) Moulder		
(26) Head Cook		
(27) Operator (Cinema Projector Compressor, Crane Dumper, Excavator, Generator, Pump Tractor, vibrator etc.)		
(28) Plaster		
(29) Plumber		
(30) Driver		
(31) Pumpman		
(32) Pump engine driver		
(33) Stone Cutter (Class I)		
(34) Upholsterer		
(35) Stone Chiseller		
(36) Painter (Oil painter Class II, letter writer)		
(37) Fitter		
(38) Tinsmith		
(39) Wood Cutter		

(1)	(2)	(3)
(40) White Washer (Grade I)		Rs. 523/- per day
(41) Trademan		
(42) Turner		
(43) Work Assistant		
(44) Tracer Technical Assistant		
(45) Tracer		
(46) Technical Assistant		
(47) Cabinet maker		
(48) Moulder (Brick tiles)		
(49) Road inspector		
(50) Panmon		
(51) Navgani		
(52) Typrex Vulcaniser		
(IV) HIGHLY SKILLED		
(1) Mason (plaster of Paris ornamental work and ceiling)		Rs. 565/- per day
(2) Painter (Artist First Class)		
(3) Foreman		
(4) Assistant Foreman		
(5) Armature (Winder Grade I)		
(6) Furniture Carpenter		
(7) Fitter		
(8) Head Mistri		
(9) Highly skilled electrician		
(10) Head Plumber		
(11) Head Mechanic		
(12) Mason (Stone work ornamental)		
(13) Tinsmith		
(14) Welder		
(15) Wireman (Grade I)		
(16) Welder-cum-fitter		
(17) Decorator		
(18) Air-conditioner		
Any other category, by whatever name called involving work of highly skilled nature.		
(V) CLERICAL		
(1) Clerk		Rs. 523/- per day
(2) Commuter		
(3) Store Clerk		
(4) Store issue		
(5) Accounts Clerk		

(1)	(2)	(3)
(6) Store Keeper (Grade I, II, etc.)		Rs. 523/- per day
(7) Tally Clerk		
(8) Time Keeper		
(9) Tool Keeper		
(10) Telephone Operator		
(11) Typist		
(12) Computer		
(VI) SUPERVISORY		
(1) Section Officer/Junior Engineers		Rs. 523/- per day
(2) Supervisor		
(3) Overseer		
Any other category, by whatever name called, which are of Clerical nature.		
(VII) SPECIAL		
(1) Bullock-Cart Man with double Bullocks		Rs. 407/- per day
(2) Bullock-Cart Man with single Bullock.		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Column (3) of the Schedule, annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) Where, in any area/establishment in the Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under Notification.

(2)(a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training or as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(4) Male, female and transgender workers shall be paid the same rates of wages revised for the same category and for equal work.

(5) In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(06)/556

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (3) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (3) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in pharmaceutical industry and Units**

engaged in the manufacture, sale and distribution of medicines and pharmaceutical products", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I)	Unskilled	Rs. 407/- per day
(II)	Semi-skilled	Rs. 468/- per day
(III)	Skilled	Rs. 523/- per day
(IV)	Highly skilled/Supervisory	Rs. 565/- per day
(V)	Clerical	Rs. 523/- per day

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Column (3) of the Schedule, annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) (a) Unskilled work is one which involves simple operation requiring no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job or through training as apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(d) Highly skilled means work which calls for degree or perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

(2) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc. working in their employment.

(3) Male, female and transgender workers shall be paid the same rates of wages as revised for the same category and for equal work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(5) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(6) The minimum rates of wages include the wages for weekly day of rest.

(7) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(07)/557

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (11) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (11) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in Cashew Factories and Establishments**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
CATEGORY-I		
I. (1) Grader		Rs. 407/- per day with a workload of 100 kg. per day
(2) Roaster		
(3) Packer		
(4) Soldere		
(5) Dryer (bhattiwala)		
(6) Soaker		
(7) Carpenter		
(8) Stencillor		
(9) Bag Carriers		
(10) General Workers		
(11) Peon		
(12) Watchman		
	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified from Sr. No. (2) to (12) above.	
(13) Supervisory (Grading)		Rs. 523/- per day
	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified at Sr. No. (13) above.	
(14) Clerk (with qualification S.S.C.E. and above)		Rs. 523/- per day
(15) Typist		
(16) Cashier		
(17) Storekeeper		
	Any other employee doing clerical or any other work analogous to the work done by the categories of employees from Serial Nos. (14) to (17) above.	
(18) Driver		
(19) Peeler		
(20) Sheller		Rs. 20.35 per kgs. with the work load of 20 kgs. of unbroken kernels for 8 hours, subject, however that, only 78% of such wages shall be payable if the said work load is not completed within said eight hours.

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Column (3) of the Schedule, annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanations:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or contract or contractor's regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) Male, female and transgender workers shall be paid have to be paid the same rates of wages revised for the category and for equal work.

(4) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for class/category, to which he/she belongs under this Notification.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(08)/558

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (5) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cinema Exhibition Industry**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (5) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in Cinema Exhibition Industry**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
CATEGORY-I		
(1)	Manager	Rs. 565/- per day
(2)	Head Clerk	
(3)	Auditor	
(4)	Head Operator/Chief Operator/First Operator	
(5)	Head Air-Conditioning Operator	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
CATEGORY-II		
(1)	Assistant Manager	Rs. 523/- per day
(2)	Supervisor	
(3)	Stenographer	
(4)	Clerk	
(5)	Telephone Operator	
(6)	Typist	
(7)	Wireman	
(8)	Car/Van Driver	
(9)	Operator	
(10)	Electrician	
(11)	Storekeeper	
(12)	Store Clerk	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
CATEGORY-III		
(1)	Assistant Operator	Rs. 468/-per day
(2)	Assistant Air-Conditioning Operator	

(1)	(2)	(3)
(3) Carpenter		Rs. 468/- per day
(4) Tinsmith		
(5) Painter/Artist		
(6) Winder/Rewinder/Cabin Boy		
(7) Booking Clerk		
(8) Assistant Store-keeper		
CATEGORY-IV		
(1) Door Keeper		Rs. 407/- per day
(2) Caretaker		
(3) Reliever		
(4) Lift-man		
(5) Watchman		
(6) Oilman		
(7) Hamal		
(8) Helper		
(9) Battery Boy		
(10) Posterman		
(11) Sweeper		
(12) Cleaner		
(13) Mali		
(14) Gardener		
(15) Peon		
(16) Office Boy		
(17) Cycle Stand Boy		
(18) Handbill Boy		
(19) Attendant		
(20) Messenger		
(21) Announcer		
(22) Scavenger		
(23) Manai/Labourer		
(24) Polishwala		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which

shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanations:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract or contractors' regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages as revised under this notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) Male, female and transgender workers shall be paid the same rate of wages revised for the same category or for equal work.

(4) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(5) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at the rate not less than minimum rates of wages revised for the class/category to which he/she belongs under this Notification.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(09)/559

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (4) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment,

namely, “**Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and Sale of Electronic Products**”, was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the “said proposal”), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (4) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely “**Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and sale of Electronic Products**”, as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I)	Unskilled	Rs. 407/- per day
(II)	Semi-skilled	Rs. 468/- per day
(III)	Skilled	Rs. 523/- per day
(IV)	Highly Skilled	Rs. 565/- per day
(V)	Clerical	
	(i) Clerk/Typist	Rs. 523/- per day

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st

day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) Where, in any area/establishment of Scheduled employment the rates of wages revised under this Notification are lower than the rates of wages fixed by agreement/settlement or contract or contractors regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages, revised under this Notification are applicable to employees engaged by the principal employer or contractor or sub-contract or, etc.

(3) Male, female and transgender workers have to be paid the same rates of wages revised for the same category and for equal work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

(5) (a) Unskilled work is done which involves simple operation requiring little or no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(d) Highly skilled means work which calls for degree or perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(10)/560

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (15) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (15) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in Automobile Repairing Workshops and Garages**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
	(I) SUPERVISORY AND HIGHLY SKILLED STAFF	
(1)	Manager	Rs. 565/- per day
(2)	Engineer	
(3)	Foreman	
(4)	Head Clerk	
(5)	Head Mechanic	
(6)	Accountant	
	(II) MECHANIC GRADE	
(1)	Engine Mechanic	Rs. 523/- per day
(2)	Fitters	
(3)	Machinist	
(4)	Painter	

(1)	(2)	(3)
(5) Tinsmith		Rs. 523/- per day
(6) Carpenter		
(7) Electrician		
(8) Welder		
(9) Blacksmith		
(10) Borer		
(11) Auto-Electrician		
(12) Vulcanizer		
(13) Driller		
(III) GENERAL STAFF		
(1) Assistant Accountant		Rs. 523/- per day
(2) Clerk		
(3) Typist		
(4) Cashier		
(5) Telephone Operator		
(6) Store Keeper		
(7) Sales Man		
(8) Time Keeper		
(9) Bill Collector		
(10) Driver		
(11) Booking Clerk		
(12) Store Clerk		
(13) Steno-Typist		
(14) Tally Clerk		
(15) Receptionist		
(16) Supervisor		
(17) Assistant Electrician (Grade-I)		Rs. 468/- per day
(18) Assistant Mechanic (Grade-I)		
(19) Assistant Fitter (Grade-I)		
(20) Assistant Blacksmith (Grade-I)		
(21) Assistant Carpenter (Grade-I)		
(22) Assistant Welder (Grade-I)		
(23) Assistant Turner (Grade-I)		
(24) Assistant Machinist (Grade-I)		
(25) Assistant Cushion Maker (Grade-I)		
(26) Assistant Vulcanizer (Grade-I)		
(27) Assistant Painter (Grade-I)		
(28) Assistant Boring Barman (Grade-I)		

(1)	(2)	(3)
(29)	Assistant Sprayman (Grade-I)	Rs. 468/- per day
(30)	Assistant Batteryman (Grade-I)	
(31)	Assistant Tinsmith (Grade-I)	
(32)	Office Assistant (Grade-I)	
(33)	Assistant Electrician (Grade-II)	Rs. 463/- per day
(34)	Assistant Mechanic (Grade-II)	
(35)	Assistant Fitter (Grade-II)	
(36)	Assistant Blacksmith (Grade-II)	
(37)	Assistant Carpenter (Grade-II)	
(38)	Assistant Welder (Grade-II)	
(39)	Assistant Turner (Grade-II)	
(40)	Assistant Machinist (Grade-II)	
(41)	Assistant Cushion Maker (Grade-II)	
(42)	Assistant Vulcanizer (Grade-II)	
(43)	Assistant Painter (Grade-II)	
(44)	Assistant Boring Barman (Grade-II)	
(45)	Assistant Sprayman (Grade-II)	
(46)	Assistant Batteryman (Grade-II)	
(47)	Assistant Tinsmith (Grade-II)	
(48)	Office Assistant (Grade-II)	
(IV)	UNSKILLED	
(1)	Cleaner	Rs. 407/- per day
(2)	Mazdoor	
(3)	Coolie	
(4)	Sweeper	
(5)	Helper	
(6)	Peon	
(7)	Chowkidar	
(8)	Watchman	
(9)	Pump/Serviceman	
(10)	Vehicle Attendant	
(11)	Petrol Pump Attendant	
(12)	Office Boy	
(13)	Attendant	
(14)	Messenger	

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanations:

(1) Where, in any area/establishment in the Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government/Central Wage Board for Employment in Automobile Repairing Workshops and Garages or by agreement/settlement or contractor's regulations attached to the conditions of contractor, the higher rates would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one, which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(c) Highly skilled means work which calls for high degree of perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

(3) Male, Female and Transgender workers shall be paid same rates of wages revised for the same category and for equal work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

(5) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be the same as an adult. In case, he or she is certified to work as an adolescent only, the rate of wages shall be the same as revised for adults.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(11)/561

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (18) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (18) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I) UNSKILLED		
(1) Peon		Rs. 407/- per day
(2) Chowkidar		
(3) Sweeper		
(4) Porter		
(5) Cleaner		
(6) Helper		
(7) Mazdoor		
(8) Watchman		
(9) Coolie		

Any other category, by whatever name called, which is unskilled nature.

(1)	(2)	(3)
(II) SEMI-SKILLED		
(1) Electrician (Helper)		Rs. 468/- per day
(2) Mechanic (Helper)		
(3) Fitter (Helper)		
(4) Blacksmith (Helper)		
(5) Carpenter (Helper)		
(6) Welder (Helper)		
(7) Turner (Helper)		
(8) Machinist (Helper)		
(9) Cushion Maker (Helper)		
(10) Vulcanizer (Helper)		
(11) Painter (Helper)		
(12) Boring Barman		
(13) Sprayman		
(14) Conductor		
Any other category, by whatever name called, which is of sem-skilled nature.		
(III) SKILLED		
(1) Mechanic		Rs. 523/- per day.
(2) Fitter		
(3) Electrician		
(4) Blacksmith		
(5) Carpenter		
(6) Welder		
(7) Turner		
(8) Boring Barman		
(9) Machinist		
(10) Cushion Maker		
(11) Tinsmith		
(12) Vulcanizer		
(13) Painter		
(14) Spray painter		
(15) Re-trader		
(16) Moulder		
(17) Lineman		
Any other category, by whatever name called, which is of skilled nature.		
(IV) HIGHLY SKILLED		
(A)		
(1) Head Mechanic		Rs. 565/- per day
(2) Garage Supervisor		
(3) Driver (Goods Transport)		

(1)	(2)	(3)
	(B)	
	Driver (light vehicle, passenger transport and bus)	Rs. 560/- per day
(V)	GENERAL STAFF	
	(A)	
(1)	Clerk	Rs. 523/- per day
(2)	Typist	
(3)	Booking Clerk	
(4)	Store Clerk	
(5)	Store Keeper	
(6)	Ledger Keeper	
(7)	Steno Typist	
(8)	Receptionist	
(9)	Checker	
(10)	Cashier	
(11)	Account Clerk	
(12)	Time Keeper	
(13)	Telephone Operator	
(14)	Store Issuer	
(15)	Tally clerk	
	(B)	
(1)	Head Clerk	Rs. 565/- per day
(2)	Auditor/Accountant	
(3)	Head Cashier	

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs.105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanations :

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by

agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum rates of wages are applicable to employees engaged by the principal employers or contractor/s or sub-contractor/s, etc.

(4) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

(5) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(12)/562

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (7) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (7) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely “**Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinic including such establishments where medical treatment is given to patients**”, as shown in the Schedule below:-

SCHEDULE

Sr. No.	Details of categories	Basic rates of minimum wages per day
(1)	(2)	(3)
(I)	HIGHLY SKILLED	
	(A)	
(1)	Secretary	Rs. 570/- per day
(2)	Lab Technician	
(3)	X-Ray Technician	
(4)	Senior Physiotherapist	
(5)	Senior Occupational Therapist	
(6)	Medical and Psychiatrist Social Worker	
	(B)	
(1)	Assistant Manager	Rs. 565/- per day
(2)	Head Clerk	
(3)	Supervisor	
(4)	Accountant (Senior)	
(5)	Steward	
(6)	Head Cook	Rs. 523/- per day
(7)	Slimming Coach	
(8)	Junior Physician	
(9)	Ayurvedic Physician (Diploma)	
(10)	Homoco Physician (Diploma)	
(11)	Office Superintendent	
(12)	Auditor (Senior)	
(13)	Malaria Inspector (Senior)	
(14)	Senior Surveillance Inspector	
(15)	Treatment Organizer	
(16)	B.C.G. Team Leader	
(II)	SKILLED	
	(A)	
(1)	Home Sister	Rs. 523/- per day
(2)	Theatre Sister	
(3)	Nursing Sister	

(1)	(2)	(3)
(4) Public Health Nurse		Rs. 523/- per day
(5) Ward Sister		
(6) Theatre Master		
(7) Medico Social Worker		
(8) Staff Nurse		
(9) Health Visitor		
(10) Dietician		
(11) Senior Technical Asstt.		
(12) Senior Technical Asstt. (Resp.)		
(13) Senior Technical Asstt. (Nuclear)		
(14) Senior Scientifical Asstt. (Endocrine)		
(15) Scientifical Asstt. (Dial)		
(16) Senior Scientifical Asstt. (Endlos)		
(17) Senior Pharmacist		
(18) Siomicroscopic		
(19) Tutor Radiology		
(20) Theatre Supervisor		
(21) Tech. Supervisor (Lab)		
(22) Senior Photographer		
(23) Physiotherapist		
(24) Occupation Therapist		
(25) Chief Hospital Pharmacist		
(26) Selection Grade Pharmacist		
(27) Sanitary Inspector		
(28) Audio Usual Technician		
(29) Telephone Operator		
(30) Field Assistant		
(31) Blacksmith (Class I)		
(32) Malaria Inspector		
(33) Surveillance Inspector		
(B)		
(1) Assistant Home Sister		Rs. 518/- per day
(2) Assistant Theatre Sister		
(3) Assistant Public Health Nurse		
(4) Assistant Nursing Sister		
(5) Assistant Medico Social Worker		
(6) Assistant Chief Hospital Pharmacist		
(7) Technical Asstt. Radiologist		
(8) Technical Asstt. (CSSD)		
(9) Technical (Bio-Chemistry)		
(10) Technical (Dialysis)		

(1)	(2)	(3)
(11) Technical (Contechnence)		Rs. 518/- per day
(12) Technical (B. Bank)		
(13) Technical (Anaesthesia)		
(14) Technical (Allergy-Clinic)		
(15) Technical (Life Saving)		
(16) Statistical Assistant		
(17) Assistant Dietician		
(18) Electrician		
(19) Workshop Supervisor		
(20) Radiographer Senior		
(21) Theatre Technician		
(22) E.C.G. Technician		
(23) Technician		
(24) Pharmacist		
(25) Lab. Technician		
(26) Dental Hygienist		
(27) Dental Mechanic		
(28) C.C.U. Assistant		
(29) Urban Leprosy Assistant		
(30) Telephone Monitor		
(31) Artist		
(32) Cook		
(33) Tailor		
(34) Compounder		
(III) SEMI-SKILLED		
(1) Dresser		Rs. 468/- per day
(2) Lab. Attendant		
(3) C.S.S.D. Attendant		
(4) Dark Room Attendant		
(5) Senior Ward Orderlies		
(6) Animal Attendant		
(7) Auxiliary Nurse/Midwife		
(8) Washerman (Dhobi)		
(9) Barber (Hair Cuter)		
(10) Optician		
(11) Lin Operator		
(12) Blacksmith		
(IV) UNSKILLED		
(1) Sweeper		Rs. 407/- per day
(2) Watchman		

(1)	(2)	(3)
(3) Ward Boy		Rs. 407/- per day
(4) Peon		
(5) Ray Boy		
(6) Laboratory Boy		
(7) Dental Boy		
(8) Ayas		
(9) Mali		
(10) Helper		
(11) Laundry Boy		
(12) Cook Mate		
(13) Kitchen Mate		
(14) Kitchen Servant		
(15) Barber		
(16) Attendant		
(17) Table Maid/Ward Supplier		
(18) Scavenger		
(19) Gate Keeper		
(20) Cleaner		
(21) Woman Labourer		
(22) Record Lifter		
(23) Library Attendant		
(24) Office Attendant		
(25) Dark Room Attendant		
(26) Van Cleaner		
(27) Sampling Helper		
(28) Night Watchman		
(29) Helper (In Physiotherapy Section)		
(30) Stretcher Bearer		
(31) Female Attendant		
(32) Utensil Worker		
(33) Dish-in-action Attendant		
(34) Mess Servant		
(35) Caretaker		
(36) Rice Cleaner (Women)		
(V) CLERICAL		
(1) Clerk/Office Attendant		Rs. 523/- per day
(2) Telephone Attendant		
(3) Typist		
(4) Cashier		
(5) Steno Typist		
(6) Reception		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government/Central Wages Board or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

(2)(a) Unskilled work is one which involves simple operations requiring little or no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(3) The minimum wages revised under this Notification are applicable to employees engaged by the principal employer or contractors of sub-contractor, etc.

(4) Male, Female and Transgender workers have to be paid the same rates of wages as revised for the same category and for equal work.

(5) In case of employee employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages as revised for the class/category to which he belongs under this Notification.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(13)/563

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (9) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any industry in which any process of printing by letterpress, lithography, photogravure or other similar work incidental to such process or book binding is carried on**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (9) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in any industry in which any process of printing by letterpress, lithography, photogravure or other similar work incidental to such process or book binding is carried on**", as shown in the Schedule below:-

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I) UNSKILLED		
(1) Peon		Rs. 407/- per day
(2) Mazdoor		
(3) Cleaner		
(4) Helper		
(5) Delivery Bagman		
(6) Sweeper		
(7) Head Operator		
(8) Carpenter-Helper		
(9) Stone Grinder		

(1)	(2)	(3)
(10) Rotary Baller		Rs. 407/- per day
(11) Store Baller		
(12) Labourer (Manai)		
(13) Cylinder Baller		
Any other categories, by whatever names called, which are of unskilled nature.		
(II) SEMI-SKILLED		
(1) Assistant Camera Operator		Rs. 468/- per day
(2) Assistant Transfer Printer		
(3) Assistant Etcher		
(4) Letter Press Feeder		
(5) Checker		
(6) Distributor		
(7) Packer		
(8) Embossing Machineman		
(9) Assistant Toucher		
(10) Assistant Copy Paster		
(11) Flat Bed Feeder		
(12) Varnisher		
(13) Wax Machineman		
(14) Cold Powderer		
(15) Wireman		
(16) Type-cutter		
(17) Nine-Baller		
(18) Proof Puller		
(19) Tally Pressman		
(20) Type Dresser		
(21) Roller Maker		
(22) Roller Cutter		
(23) Plate Grainer		
(24) Knife Sharpner		
(25) Ink Grinder		
(26) Wire Stitcher		
(27) Perforator		
(28) Lable Puncher		
(29) Rulling Machine Feeder		
(30) Reaming Man		
(31) Metal Caster		
Any other categories, by whatever names called, which are of semi-skilled nature.		
(III) SKILLED WORKERS		
(1) Lino Operator		Rs. 523/- per day
(2) Mono Operator		
(3) Lino Mechanic		

(1)	(2)	(3)
(4) Foreman		Rs. 523/- per day
(5) Head Proof Reader		
(6) Sub Editor		
(7) Reporter		
(8) Offset Foreman		
(9) Camera Operator		
(10) Rotary Foreman		
(11) Flatbed Operator		
(12) Artist		
(13) Ludio Operator		
(14) Proof Reader		
(15) Printer		
(16) Hand Pressman		
(17) Offset Plate Maker		
(18) Copy Paster		
(19) Punch Maker		
(20) Electrician		
(21) Assistant Foreman		
(22) Cylinder Pressman		
(23) Compositor		
(24) Imposer		
(25) Mono Caster		
(26) Binder		
(27) Cutter		
(28) Carpenter		
(29) Box Puncher		
(30) Mounter		
Any other categories, by whatever names called, which are of skilled nature.		
(IV) GENERAL		
(A)		
(1) Head Clerk		Rs. 523/- per day
(2) Accountant		
(3) Supervisor		
(B)		
(1) Clerk		Rs. 518/- per day
(2) Typist		
(3) Cashier		
(4) Telephone Operator		
(5) Time Keeper		
(6) Booking Clerks		
(7) Receptionist		
(8) Accounts Assistant		
(9) Steno Typist		
(10) Store Keeper		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) The wages for the categories specified in the Schedule are linked with the norms of work at Annexure 'A' hereto and revised accordingly. If any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.

(2) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government/Central Wage Board or by agreement, settlement or contract or contractors regulations attached to the conditions of contract, than the higher wages would be payable as minimum wages under this Notification.

(3) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(4) The minimum rates of wages are applicable to employees engaged by the principal employer/s or contractors or sub-contractors, etc.

(5) Male, Female and Transgender employee shall be paid the same rates of wages revised for the same category and for equal work.

(6) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category, to which he belongs under this Notification.

(7) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(8) The minimum rates of wages include the wages for weekly day of rest.

ANNEXURE 'A'
Norms of Work

Sr. No.	Category	Mode of Work	Minimum daily Production
(1)	(2)	(3)	(4)
(1)	Mono-Operator	12 points English 12 points Devanagri	40.000 cms. 25.000 cms.
(2)	Mono-Caster	—do—	42.000 cms. 42.000 cms.
(3)	Page Making	20x26 cent 20x30 cent 16 pages	2 Forms.
(4)	Imposer	20x30 cent 16 pages	5 Forms.
(5)	Line-Operator	12 points English	30.000 cms.
(6)	Hand Composing (with Distribution)	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	3.000 corrected cms. 2.000 corrected cms. 1.600 corrected cms.
(7)	Distributor	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	10.200 cms. 08.000 cms. 06.000 cms.
(8)	Type Casting	12 points Super Cast	12 kg.
(9)	Proof Reader	16 pages 9 cent x 13 cent (Two Languages)	30 kg.
(10)	Printing on Cylinder with make ready	44½ x 57 cent.	06.000 copies
	Platten (Power) with Ready	25½ x 38 cent	06.000 copies
	Printing on Cylinder with out make ready	44½ x 57 cent	7.500 copies
	Platten (Power) without make ready	25½ x 38 cent	8.500 copies
	Printing on Traddle (on foot) with make ready	25½ x 38 cent	8.500 copies
	Printing on Traddle (on Foot) with out make ready	25½ x 38 cent	6.000 copies
(11)	Machine Folding	Double Fold other Large size paper	20.000 papers 15.000 papers
(12)	Hand Folding	Form of the three folds	3.000 papers
(13)	Collating	44½ x 57 cms.	15,000 Forms

(1)	(2)	(3)
(14)	Ruling on handfed machine	34 cms x 43 cms sheets 11,000 papers
(15)	Stitching by hand	6 quires, 3 stitching Sections 1,600 Forms
(16)	Stitching by machine	-do- 8,000 Forms
(17)	Wire Stitching (Power Driver Machine)	6,000 (Two pins)
	Wire Stitching (Foot Operated machine)	10,000 (one pin) 6,000 (one pin)
(18)	Hand Numbering Consecutive	10.000 per day 1,20,000 digits per day.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(14)/564

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (10) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Processing and Canning of Food Stuff including Fish and Beverages**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (10) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed

in various trades in the Scheduled employment, namely “**Employment in Processing and Canning of Food Stuff including Fish and Beverages**”, as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)

CATEGORY-I

(A)

- | | |
|--------------------------------|-------------------|
| (1) Supervisor-in-charge | Rs. 565/- per day |
| (2) Accountant | |
| (3) Head Operator | |
| (4) Head Conditioning Operator | |
| (5) Chemist | |
| (6) Sales Supervisor | |
| (7) Head Operator | |
| (8) Office-in-Charge | |

Any other category, by whatever name called doing the work of the nature done by the persons falling under the fore going entries.

(B)

- | | |
|------------------------------|-------------------|
| (1) Storekeeper | Rs. 523/- per day |
| (2) Clerk | |
| (3) Steno Typist | |
| (4) Supervisor | |
| (5) Driver | |
| (6) Salesman Operator | |
| (7) Grader | |
| (8) Washing Machine Operator | |
| (9) Cashier | |
| (10) Electrician | |
| (11) Carpenter | |
| (12) Refrigerator | |
| (13) Mechanic/Operator | |

Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the fore going entries.

CATEGORY-II

- | | |
|-------------------------------|-------------------|
| (1) Junior Mechanic | Rs. 468/- per day |
| (2) Assistant Store Keeper | |
| (3) Dealing Boy | |
| (4) Mechanic Operator | |
| (5) Processor | |
| (6) Peeling Mechanic Operator | |
| (7) Machine Operator | |

Any other category, by whatever name called, doing the work of the natured one by the persons falling under the fore going entries.

(1)	(2)	(3)
CATEGORY-III		
(1) Grinder		Rs. 407/- per day
(2) Mixer		
(3) Cleaner/Washer Helper		
(4) Peeler		
(5) Labourer		
(6) Bottle Loading Operator		
(7) Gardener		
(8) Ice Loader		
(9) Loader		
Any other category by whatever name called, doing the work of the nature done by the persons falling under the fore going entries.		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs.105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or contractors regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) Male, female and transgender workers shall be paid the same rates of wages revised for the same category or for equal work.

(4) The minimum rates of wages payable to an adolescent shall be the same as revised under this Notification for an adult.

(5) Where part time workers are employed, they shall be paid on pro-rata basis in accordance with the number of hours of work done.

(6) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be not less than the minimum rates of wages revised for the class/category, to which he/she belongs under this Notification.

(7) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(8) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(15)/565

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (2) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (2) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in Breweries and Distilleries**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)

CATEGORY (I)

- | | |
|------------------------------------|-------------------|
| (1) Manager | Rs. 565/- per day |
| (2) Head Clerk | |
| (3) Accountant | |
| (4) Chemist | |
| (5) Section Head | |
| (6) Sales Supervisor | |
| (7) Head Operator | |
| (8) Head Air-conditioning Operator | |

Any other category, by whatever name called, doing work of the nature done by the persons falling under the foregoing entries.

CATEGORY (II)

(A)

- | | |
|-------------------------------|-------------------|
| (1) Machine Operator | Rs. 523/- per day |
| (2) Air-conditioning Operator | |
| (3) Fitter Operator | |
| (4) Mechanic | |
| (5) Refrigeration Mechanic | |
| (6) Cashier | |
| (7) Steno Typist | |
| (8) Accounts Clerk/Driver | |

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

CATEGORY (III)

- | | |
|--------------------------------|-------------------|
| (1) Clerk | Rs. 468/- per day |
| (2) Electrician | |
| (3) Operator | |
| (4) Store Keeper | |
| (5) Sales Supervisory | |
| (6) Car/Van Driver | |
| (7) Laboratory Technician | |
| (8) Loading Hand | |
| (9) Store Clerk | |
| (10) Assistant Operator | |
| (11) Assistant Air Conditioner | |
| (12) Operator | |

(1)	(2)	(3)
(13) Welder	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
CATEGORY (IV)		
(1) Laboratory Assistant		Rs. 407/- per day
(2) Trainee Lab. Chemist		
(3) Trainee Operator		
(4) Trainee Charge Hand		
(5) Gardener		
(6) Bottle Washer		
(7) Peon		
(8) Worker		
(9) Watchman		
(10) Labourer/Sweeper		
(11) Boiler Attendant		
(12) Assistant Fitter		
(13) Assistant Operator		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government by Agreement or settlement or contract or contractors' Regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor.

(3) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(5) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.

(6) Where part-time workers are employed, they shall be paid to pro-rata basis in accordance with the number of hours of work done.

(7) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(16)/566

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (6) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Ready-made Garments Manufactory**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (6) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in Readymade Garments Manufactory**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
UNSKILLED		
(1)	Helper	Rs. 407/- per day
(2)	Thread Cutter	
(3)	Sweeper	
(4)	Peon	
(5)	Labourer	
	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skills, are not considered as semi-skilled workers.	
(II) SEMI-SKILLED		
(1)	Button Stitcher	Rs. 468/- per day
(2)	Button Holders	
(3)	Patter Tracers	
(4)	Kaj Operators	
(5)	Ironing	
(6)	Asstt. Tailor	
(7)	Asstt. Stitcher	
	Employees with any other designation falling within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person and include those designated as assistants or juniors.	
(III) SKILLED		
(1)	Master Tailor	Rs. 523/- per day
(2)	Cutter	
(3)	Designer	
(4)	Driver	
(5)	Machine Operator	
(6)	Stitcher	
	Employees with any other designation falling within the ambit of foregoing category and shall include those directly connected with the manufacturing of ready made garments and employed for jobs connected with final finished products.	
(IV) CLERICAL		
(1)	Typist	Rs. 523/- per day
(2)	Telephone Operator	
(3)	Receptionist	
(4)	Accounts Clerk	
(5)	Store Keeper	
	Employees with any other designation falling within the ambit of foregoing Category.	

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract or contractors' regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor, etc.

(3) Male, female and transgender workers shall be paid the same rates of wages revised for the same category or for equal work.

(4) Where, part-time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(5) In case of employees employed on piece rate basis, the minimum rates of wages, payable to them shall be at the rate not less than minimum rates of wages revised for the class/category to which he/she belongs under this notification.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

(8) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(17)/567

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the “said Act”), and in supersession of the Government Notification No. 24/21/2009-LAB-II (12) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, “**Employment in Brick and Tiles Manufacture**”, was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the “said proposal”), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (12) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely “**Employment in Brick and Tiles manufacture**”, as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
CATEGORY I		
(1)	Foreman	Rs. 565/- per day
(2)	Mistri	
(3)	Production Superintendent	
(4)	Technician Grade	
(5)	Production In Charge	
(6)	Chief Operator	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
CATEGORY II		
(1)	Pressman	Rs. 523/- per day
(2)	Mistry	
(3)	Operator	

(1)	(2)	(3)
(4) Machine Operator		Rs. 523/- per day
(5) Supervisor		
(6) Moulder		
(7) Machine Mechanic		
(8) Mechanic		
(9) Tiles Salter		
(10) Colour Mixerer		
(11) Draftman		
(12) Electrician		
(13) Carpenter		
(14) Fitter		
(15) Turner		
(16) Welder		
(17) Crusher Operator		
(18) Technician		
	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the fore going entries.	

CATEGORY III

(1) Assistant Supervisor	Rs. 468/- per day
(2) Assistant Electrician	
(3) Assistant Carpenter	
(4) Assistant Turner	
(5) Assistant Welder	
(6) Assistant Machine Operator	
(7) Assistant Fitter	
(8) Assistant Fireman	
	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

CATEGORY IV

(1) Clay Slakers	Rs. 407/- per day
(2) Helpers	
(3) Labourer	
(4) Sweeper	
(5) Peon	
(6) Gardener	
(7) Hamal	
(8) Worker	
(9) Coolie	

(1)	(2)	(3)
(10) Office Boy Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		Rs. 407/- per day
ADMINISTRATION V		
(1) Manager		Rs. 565/- per day
(2) Head Clerk		
(3) Accountant		
(4) Senior Store Keeper		
(5) Store Superintendent		
(6) Stenographer		
CLERICAL VI		
(1) Clerk		Rs. 523/- per day
(2) Store Keeper		
(3) Store Clerk		
(4) Accounts Clerk		
(5) Cashier		
(6) Typist		
(7) Telephone Operator		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanations:

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

(5) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(18)/568

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in Saw Mills**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
UNSKILLED		
(1)	Helper	Rs. 407/- per day
(2)	Mazdoor Coolie/Labourer	
(3)	Office Boy	
(4)	Peon	
(5)	Cleaner	
(6)	Gardener	
(7)	Chowkidar/Watchman	
(8)	Manai/Hamal	
(9)	Sweeper	
(10)	Weighman	
(11)	Bullock Cart Driver	
(12)	Water Carrier	
(13)	Attendant	
(14)	Messenger	
(15)	Porter	
	Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the fore going entries	
SEMI-SKILLED		
(1)	Assistant Cutter	Rs. 468/- per day
(2)	Assistant Sharpner	
(3)	Assistant Operator	
(4)	Assistant Bensaw Man	
(5)	Assistant Carpenter	
(6)	Assistant Polisher	
(7)	Assistant Mistri	
(8)	Assistant Dharwala	
(9)	Coalman	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
SKILLED		
(1)	Head Mistri	Rs. 523/- per day
(2)	Cutter	
(3)	Supervisory	
(4)	Sharpner/ Dharwala	
(5)	Cutter Machine Operator	
(6)	Polisher	

(1)	(2)	(3)
(7) Artist		Rs. 523/- per day
(8) Driver		
(9) Painter		
(10) Carpenter		
(11) Bensaw Men		
(12) Upholsterer		
Any other category, by what ever name called, doing the workof the nature done by the persons falling under foregoing entries.		
GENERAL STAFF		
(A) Supervisor in charge		Rs. 565/- per day
(B) (1) Accountant		Rs. 523/- per day
(2) Office in Charge		
(C) (1) Accounts Clerk		Rs. 523/- per day
(2) Cashier		
(3) Clerk		
(4) Store Keeper		
Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Column (3) of the Schedule, annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanations:

(I) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one, which involves skill or competence required through experience on the job or through training as an apprentice or in a technical or Vocational Institute and the performance of which calls for initiative and Judgment.

(II) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractors or sub-contractors, etc., working in their employment.

(III) Male, Female and Transgender shall be paid the same rates of wages revised for the category and for equal work.

(IV) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(V) The minimum rates of wages include the wages for weekly day of rest.

(VI) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(VII) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(VIII) The minimum rates of wages payable to an adolescent shall be the same as payable to an adult and as revised under this Notification.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(19)/569

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (16) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Agriculture**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the

Government Notification No. 24/21/2009-LAB-II (16) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in Agriculture**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	Minimum rates of basic wages per day
(1)	(2)	(3)
(1)	Unskilled	Rs. 407/- per day
(2)	Semiskilled/Supervisory	Rs. 468/- per day.
(3)	Skilled/Clerical	Rs. 523/- per day.
(4)	Highly Skilled	Rs. 565/- per day.

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Column (3) of the Schedule, annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanations:

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor, or sub-contractor.

(3) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(5) The existing practice of giving meals, food grains, etc., shall continue in addition to the payment of cash wages as specified in this Notification.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

24/21/2009-LAB-III/(20)/570

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (20) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (20) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I)	Unskilled	Rs. 407/- per day
(II)	Semi Skilled	Rs. 468/- per day
(III)	Skilled	Rs. 523/- per day
(IV)	Highly Skilled	Rs. 565/- per day
(V)	Clerical	Rs. 523/- per day

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Column (3) of the Schedule, annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

Explanation:

(1) (a) Unskilled: Unskilled work is one which involves simple operation requiring no skill and includes labourers, helpers, sweepers, hamals/coolies, etc.

(b) Semi-skilled: Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled: Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.

(d) Highly skilled: Highly skilled means work which calls for high degree or perfection and full competence in the performance of certain task acquired through intensive technical professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involves in the execution of these task.

(2) Where, in any area/establishment of scheduled employment, wages revised by this Notification is lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractors.

(4) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rates revised under this Notification.

(6) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Department of Town & Country Planning

Corrigendum

21/1/TCP/2021-23/Steering Committee/113

In the Government Notification No. 21/1/TCP/2021-23/Steering Committee/106 dated 09-08-2023 of the Department of Town and Country Planning, published in the Official Gazette, Extraordinary No. 2, Series I No. 18, dated 09-08-2023, on page No. 1753, in regulation 11 of the Goa Land Development and Building Construction (Amendment) Regulations, 2023,—

(i) the expression “1000 m² or 10% Coverage whichever is lower” shall be read as “1000 m²”;

(ii) the expression “the figures “10” ” shall be read as “the expression “10 where area of plot exceeds 10,000 m² with maximum built-up area of 1,000 m²” ”.

Vertika Dagur, Chief Town Planner (Land Use) & ex officio Joint Secretary.

Panaji, 11th August, 2023.

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



मुख्यालय / Headquarters
पंचदीप भवन, सी आई जी मार्ग, नई दिल्ली - 110 002
Panchdeep Bhawan, CIG Marg, New Delhi - 110 002
Telephone-011 23252373, E-mail: dir-psd@esic.nic.in
Website : www.esic.nic.in

No. N-15015/1/2023-P&D
24.08.2023

Dated:

परिपत्र / CIRCULAR

विषय : एसिक 2.0/विज़न-2022 के अंतर्गत राज्य-वार अधिसूचित / गैर-अधिसूचित जिलों की अद्यतन सूची (दिनांक 24.08.2023 की स्थिति के अनुसार) / State wise updated list of notified/non-notified districts under ESIC 2.0/Vision-2022 (As on 24.08.2023)।

मुख्यालय की वेबसाइट लिंक सं. 12653/2023 दिनांक 06.04.2023 पर अपलोड किए गए पूर्व परिपत्र दिनांक 06.04.2023 के अनुक्रम में अधिसूचित जिलों की वर्तमान स्थिति निम्नानुसार है / In continuation to previous Circular of even no. dated 06.04.2023 uploaded on ESIC website www.esic.gov.in link no. 12653/2023 on 06.04.2023, the present status of notified districts of ESI Scheme is as under :-

क. राज्य-वार अधिसूचित जिलों की स्थिति (दिनांक 24.08.2023 तक) / State wise status of notified districts as on 24.08.2023 is as under:-

i	राज्य/केन्द्रशासित प्रदेश जहां संपूर्ण क्षेत्र अधिसूचित है / No. of States/UT's whose entire area is notified	16
ii	राज्य/केन्द्रशासित प्रदेश जहां आंशिक क्षेत्र अधिसूचित है / No. of States/UT's where the Scheme is partially notified	20

दिनांक 24.08.2023 की स्थिति के अनुसार अधिसूचित / गैर-अधिसूचित जिलों की जिलेवार अद्यतन सूची अनुलग्नक-ए पर संलग्न है। / The consolidated status of district wise notification in respect of above is enclosed as Annexure-A.

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

संपूर्ण क्षेत्र में अधिसूचित जिलों की संख्या / Fully Notified Districts	535
आंशिक रूप से क्षेत्र में अधिसूचित जिलों की संख्या / Partially Notified Districts	108
कुल अधिसूचित जिले / Total notified districts	643
गैर अधिसूचित जिले / Total Non-notified districts	135
कुल जिलों की संख्या / Total number of districts	778

संलग्नक - यथोपरि

Signed by Akhilesh Kumar
Date: 24-08-2023 17:42:47
Reason: Approved
सहायकनिदेशक (योजना व विकास)

प्रतिलिपि प्रेषित :-

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

State-wise list of 643 (Fully-535 & Partially-108) notified districts and 135 non-notified districts under ESI Scheme (As on 24.08.2023)

	States/UTs	Fully Notified Districts	Partially Notified Districts (Prominent Industrial Centers and Districts Hqrs Area)	Non-Notified Districts
1.	Andaman & Nicobar Island	NIL	South Andamans (1)	Nicobar, North & Middle Andaman (2)
2.	Andhra Pradesh	Entire Area of 26 districts are notified.		
3.	Arunachal Pradesh	Papum Pare (1)	NIL	Anjaw, Changlang, Dibang Valley, East Kameng, East Siang, Kamle, Kra Daadi, Kurung Kumey, Lohit, Longding, Lower Dibang Valley, Pakke Kessang, Lower Subansiri, Namsai, Siang, Tawang, Shiyomi, Tirap, Upper Siang, Upper Subansiri, West Kameng, West Siang, Lepa Rada, Lower Siang (24)
4.	Assam	Entire Area of 31 districts are notified.		
5.	Bihar	Begusarai, Bhagalpur, Bhojpur, Buxar, Darbhanga, Gaya, Katihar, Munger, Muzaffarpur, Patna, Rohtas, Samastipur, Saran, Sitamarhi, Vaishali, Nalanda, Arwal, Jamui, Kaimur, Khagaria, Kishanganj, Madhepura, Madhubani, Nawada, Purnia, Sheikhpura and West Champaran (27)	Araria, Aurangabad, Banka, East Champaran, Gopalganj, Jehanabad, Lakhisarai, Saharsa, Sheohar, Siwan, Supaul (11)	NIL
6.	Chandigarh	Entire Area of 01 district is notified.		

7.	Chhattisgarh	Baloda Bazar, Bilaspur, Dhamtari, Durg, Gariaband, Janjgir-Champa, Korba, Raigarh, Raipur, Rajanandgaon, Gaurela-Pendra-Marwahi, Khairagarh-Chhuikhadan-Gandai Mohla-Manpur-Chowki, Sarangarh-Bilaigarh, Sakti (15)	Balod, Balrampur, Bastar, Bemetara, Bijapur, Dantewada, Jashpur, Kabirdham, Kanker, Kondagaon, Koriya, Mahasamund, Mungeli, Narayanpur, Sukma, Surajpur, Surguja (17)	Manendragarh-Chirmiri-Bharatpur (1)
8.	Dadra and Nagar Haveli and Daman and Diu	Entire Area of 03 districts are notified.		
9.	Delhi	Entire Area of 11 districts are notified.		
10.	Goa	Entire Area of 02 districts are notified.		
11.	Gujarat	Vadodara, Gandhinagar, Valsad (3)	Ahmedabad, Anand, Bharuch, Bhavnagar, Jamnagar, Junagadh, Kheda, Mehsana, Morbi, Navsari, Panchmahal, Porbandar, Rajkot, Sabarkantha, Surat, Surendranagar, (16)	Amreli, Aravalli, Banaskantha, Botad, Chhota Udaipur, Dahod, Dang, Devbhoomi Dwarka, Gir Somnath, Kutch, Mahisagar, Narmada, Patan, Tapi (14)
12.	Haryana	Entire Area of 22 districts are notified.		
13.	Himachal Pradesh	Entire Area of 12 districts are notified.		
14.	Jammu and Kashmir	Badgam, Jammu, Kathua, Pulwama, Reasi, Samba, Srinagar, Udhampur (8)	Anantnag, Bandipora, Baramulla, Doda, Ganderbal, Kishtwar, Kulgam, Kupwara, Poonch, Rajouri, Ramban, Shopian (12)	NIL
15.	Jharkhand	Bokaro, Deoghar, Dhanbad, East Singhbhum, Giridih, Koderma, Ramgarh, Ranchi, Seraikela Kharsawan (9)	Chatra, Dumka, Garhwa, Godda, Gumla, Hazaribag, Jamtara, Khunti, Latehar, Lohardaga, Pakur, Palamu, Sahibganj, Simdega, West Singhbhum (15)	NIL
16.	Karnataka	Entire Area of 31 districts are notified.		
17.	Kerala	Entire Area of 14 districts are notified.		
18.	Ladakh	NIL	Kargil, Leh (2)	NIL
19.	Lakshadweep	NIL	Kavaratti Districts (Minicoy, Agatti and Kavaratti) (1)	NIL

20.	Madhya pradesh	Bhind, Bhopal, Burhanpur, Dewas, Dhar, Gwalior, Hoshangabad, Indore, Jabalpur, Katni, Khandwa, Khargone, Mandsaur, Morena, Neemuch, Raisen, Ratlam, Rewa, Sagar, Satna, Shahdol, Ujjain, Sehore, Guna, Shajapur, Chhindwara, Singrauli (27)	Agar Malwa, Alirajpur, Anuppur, Ashok Nagar, Balaghat, Barwani, Betul, Chhatarpur, Damoh, Datia, Harda, Jhabua, Mandla, Narsinghpur, Panna, Rajgarh, Seoni, Sheopur, Shivpuri, Sidhi, Tikamgarh, Umaria, Vidisha, Dindori (24)	Niwari (1)
21.	Maharashtra	Akola, Amravati, Aurangabad, Buldhana, Chandrapur, Dhule, Gondia, Jalgaon, Kolhapur, Nanded, Nagpur, Nashik, Palghar, Pune, Raigad, Sangli, Satara, Solapur, Thane, Wardha, Mumbai City, Mumbai suburban, Ahmednagar, Jalna, Yawatmal, Latur, Osmanabad, Parbhani, Sindhudurga, Beed, Bhandara, Gadchiroli, Ratnagiri, Washim (34)	NIL	Hingoli, Nandurbar (2)
22.	Manipur	Imphal East, Imphal West (2)	NIL	Bishnupur, Senapati, Churachandpur, Tamenglong, Chandel, Thoubal, Kamjong, Pherzawal, Kangpokpi, Tengnaupal, Ukhrul, Noney, Jiribam, Kakching (14)
23.	Meghalaya	East Khasi Hills (Shillong), Ri Bhoi (2)	NIL	East Garo Hills, East Jaintia Hills, North Garo Hills, South Garo Hills, South West Garo Hills, South West Khasi Hills, West Jaintia Hills, West Garo Hills, West Khasi Hills, Eastren West Khasi Hills (10)
24.	Mizoram	Aizawl (1)	NIL	Champhai, Kolasib, Lawngtlai, Lunglei, Mamit, Saiha, Serchhip, Hnahthial, Khawzawl, Saitual (10)
25.	Nagaland	NIL	Dimapur, Mokokchung, Kohima, Chumkedima (4)	Kiphire, Longleng, Mon, Peren, Phek, Tuensang, Wokha, Zunheboto, Noklak, Shamtor, Niuland, Tseminyu(12)

26.	Odisha	Angul, Bhadrak, Balangir, Bargarh (Baragarh), Balasore, Cuttack, Dhenkanal, Ganjam, Jharsuguda, Jajpur, Jagatsinghpur, Khordha, Kendujhar (Keonjhar), Koraput, Mayurbhanj, Puri, Rayagada, Sambalpur, Subarnapur, Sundargarh, Kalahandi, Debagarh, Gajapati, Malkangiri, Naupada, Kendrapara (26)	Nayagarh, Nabarangpur (2)	Boudh (Bauda) Kandhamal (2)
27.	Puducherry	Entire Area of 04 districts are notified.		
28.	Punjab	Entire Area of 23 districts are notified.		
29.	Rajasthan	Entire Area of 50 districts are notified.		
30.	Sikkim	East Sikkim (Gangtok), South Sikkim (Namchi) and Pakyhong (3)	NIL	North Sikkim(Mangan), West Sikkim(Gyalshing) and Soreng (3)
31.	Tamilnadu	Chennai, Virudhunagar, Tiruvarur, Namakkal, Theni, Kanyakumari, Tirupur, Tirunelveli, Cuddalore, Tenkasi, Dharmapuri, Ranipet, Erode, Ariyalur, Madurai, Vellore, Mayiladuthurai, Coimbatore, Thanjavur, Thoothukudi, Nagapattinam, Sivaganga, Ramanathapuram, Perambalur, Tiruchirapally, Krishnagiri, Chengalpattu, Karur, Salem, Dindigul, Tiruvallur, Kanchipuram, Tiruvannamalai, Viluppuram, Tirupattur and Kallakurichi (36)	Nilgiris, Pudukottai (2)	NIL
32.	Telangana	Entire Area of 33 districts are notified.		
33.	Tripura	Entire Area of 08 districts are notified.		
34.	Uttar Pradesh	Agra, Aligarh, Allahabad, Amethi, Amroha, Barabanki, Bareilly, Bijnor, Bulandshahr, Chandauli, Etawah, Farrukhabad, Fatehpur, Firozabad, Gautam Buddha Nagar, Ghaziabad, Ghazipur, Gorakhpur, Hapur, Hardoi, Hathras, Jhansi, Kanpur Dehat, Kanpur Nagar, Lucknow, Mathura, Mau Nath Bhanjan, Meerut, Mirzapur, Moradabad,	Mainpuri (1)	Ambedkar Nagar Auraiya, Kannauj Azamgarh, Kasganj Bagpat, Kaushambi Bahraich, Kushinagar Ballia, Lakhimpur Kheri, Balrampur, Lalitpur Banda, Maharajganj,

		Muzaffarnagar, Raebareli, Rampur, Saharanpur, Sant Kabir Nagar, Sant Ravidas Nagar, Shahjahanpur, Sitapur, Sonbhadra, Unnao , Varanasi (41)		Basti, Mahoba, Budaun, Pilibhit, Chitrakoot, Pratapgarh, Deoria, Sambhal Etah, Shamli Faizabad, Shravasti, Gonda, Siddharthnagar, Hamirpur, Sultanpur, Jalaun Jaunpur (33)
35.	Uttarakhand	Dehradun, Haridwar, Nainital, Udham Singh Nagar, Pauri Garhwal, Tehri Garhwal (6)	NIL	Almora, Bageshwar Chamoli, Champawat Pithoragarh, Rudraprayag, Uttarkashi (7)
36.	West Bengal	Entire Area of 23 districts are notified.		
	Total	Fully Notified Districts - 535	Partially Notified Districts - 108	Non-Notified Districts - 135



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



मुख्यालय
Headquarters
पंचदीप भवन सी०आई०जी रोड, नई दिल्ली-110002
PANCHDEEP BHAWAN, C.I.G. MARG, NEW DELHI-110 002
Phone: 011-23604700 Email: dir-gen@esic.nic.in
Website: www.esic.nic.in / www.esic.in

No. R/747/2023-Bft.I

Dated: 10.08.2023

To,

All Regional Directors/Director(I/Cs)/Jt. Dir.(I/Cs),
Regional Offices/Sub-Regional Offices,
ESI Corporation

Subject: Regarding Review of old pending Accident Reports.

Sir,

An instance came to the notice of Hqrs. Office where in one accident case, where relevant records were not submitted by the employer, the case was temporarily closed by the concerned Branch Manager without initiating any legal action against the employer and further without intimating to the respective SRO about temporary closure of the case. This resulted in inordinate delay in disposal of the case and caused undue inconvenience to the dependents. It has been viewed seriously by the Competent Authority.

It is, therefore, advised that necessary instructions may be issued to all the Branch Managers under your jurisdiction to review all pending Accident Reports and take necessary action to dispose of such pending cases at the earliest. No case should be temporarily closed by the Branch Manager of the respective Branch office.

In case of non-production of records by the employer, necessary legal action may be taken against the wilful defaulting employers in accordance with the provisions under the ESI Act,1948, ESI (Central) Rules, 1950 & ESI (General) Regulations, 1950, if required, after completing all necessary formalities. It may be noted that prosecution action against the employers may be taken only in exceptional cases and not as a routine matter.

This issues with the approval of Director General (ESIC).

Yours faithfully,

(Sunil Yadav)
Deputy Director(Benefit)



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-10082023-248011
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असाधारण
EXTRAORDINARY

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

प्राधिकार से प्रकाशित
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NEW DELHI, THURSDAY, AUGUST, 10, 2023/SHRAVANA 19, 1945

सामाजिक न्याय और अधिकारिता मंत्रालय

दिव्यांगजन सशक्तिकरण विभाग

अधिसूचना

नई दिल्ली, 9 अगस्त, 2023.

सा.का.नि. 598(अ).—जबकि सामाजिक न्याय और अधिकारिता मंत्रालय, दिव्यांगजन सशक्तिकरण विभाग में भारत सरकार के दिव्यांगजन अधिकार अधिनियम, 2016 (2016 का 49) की धारा 100 की उप-धारा (1) द्वारा यथा अपेक्षित, दिनांक 01 जून, 2023 की अधिसूचना संख्या. सा.का.नि 407 (असा.) के माध्यम से दिव्यांगजन अधिकार नियम, 2017 के नियम 15 के उप-नियम (1) में संशोधन के लिए भारत के राजपत्र, असाधारण, भाग-II, खंड 3, उप-खंड (i) में कतिपय नियमों का एक मसौदा प्रकाशित किया गया था जिसमें आधिकारिक राजपत्र की उक्त अधिसूचना वाली प्रतियां जनता को जिस तारीख से उपलब्ध कराई गई थी, उस तारीख से तीस दिनों की समाप्ति से पहले, इससे प्रभावित होने की संभावना वाले सभी व्यक्तियों से आपत्तियां और सुझाव आमंत्रित किए गए थे।

और जबकि उक्त अधिसूचना की प्रतियां 02 जून, 2023 को जनता के लिए उपलब्ध कराई गई थीं;

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

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

(1) इन नियमों को दिव्यांगजन अधिकार (संशोधन) नियम, 2023 कहा जाएगा।

(2) ये आधिकारिक राजपत्र में उनके प्रकाशन की तारीख से लागू होंगे।

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

“(छ) स्वास्थ्य और परिवार कल्याण मंत्रालय में भारत सरकार द्वारा अधिसूचना फ.सं. टी.21017/20/2021-एनसीडी.1 (एनपीपीसीडी)/भाग, दिनांक 4 मई, 2023 के जरिए यथा संशोधित स्वास्थ्य देखभाल के लिए सुगम्यता मानक और दिशानिर्देश को अधिसूचित किया गया है।”

[सं. 38-17/2022-डीडी-III]

राजीव शर्मा, संयुक्त सचिव

नोट : दिव्यांगजन अधिकार नियम, 2017 को दिनांक 15 जून, 2017 की अधिसूचना संख्या. सा.का.नि. 591(असा.) के माध्यम से भारत के राजपत्र, असाधारण, भाग II, खंड 3, उप-खंड (i) में प्रकाशित किया गया था और दिनांक 21 जुलाई, 2023 की सा.का.नि. 528 (असा.) के जरिए अंतिम बार संशोधित किया गया था।

MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT

[Department of Empowerment of Persons with Disabilities (Divyangjan)]

NOTIFICATION

New Delhi, the 9th August, 2023.

G.S.R. 598(E).—Whereas a draft of certain rules to amend sub-rule (1) of rule 15 of the Rights of Persons with Disabilities Rules, 2017 were published, as required by sub-section (1) of section 100 of the Rights of Persons with Disabilities Act, 2016 (49 of 2016), *vide* notification of the Government of India the Ministry of Social Justice and Empowerment, Department of Empowerment of Persons with Disabilities number G.S.R. 407(E), dated the 1st June, 2023 in the Gazette of India, Extraordinary, Part-II, section 3, sub-section (i) inviting objections and suggestions from all persons likely to be affected thereby, before the expiry of thirty days from the date on which the copies of the Official Gazette in which this notification is published are made available to the public;

And whereas copies of the said notification were made available to the public on the 2nd June, 2023;

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

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

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

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

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

“(g) Accessibility Standards for HealthCare, notified by the Government of India in the Ministry of Health and Family Welfare, *vide* notification number F.No. T.21017/20/2021-NCD.I (NPPCD)/Part., dated the 4th May, 2023.”

[No. 38-17/2022-DD-III]

RAJEEV SHARMA, Jt. Secy.

Note : The Rights of Persons with Disabilities Rules, 2017 were published in the Gazette of India, Extraordinary, Part II, section 3, sub-section (i) *vide* notification number G.S.R. 591 (E), dated the 15th June, 2017 and was last amended *vide* G.S.R. 528 (E), dated the 21st July, 2023.

MSDE-5/01/2022-AP
(E-55199)
Government of India
Ministry of Skill Development & Entrepreneurship
(Apprenticeship Training Division)

New Delhi, 25-08-2023

To

1. All the State Apprenticeship Advisers
2. All the Regional Directors, RDSDEs
3. Chief Executive Officer, NSDC

Subject: Guidelines for Implementation of National Apprenticeship Promotion Scheme-2 (NAPS-2)- Reg

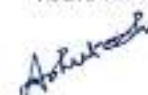
Sir/ Madam,

The Guidelines for National Apprenticeship Promotion Scheme-2 (NAPS-2) is enclosed herewith for implementation with effect from the date of issue of this letter.

2. This guideline supersedes all other guidelines issued under the previous version of the scheme.

This issues with the approval of competent authority.

Yours faithfully,


(Ashutosh Kumar)
Deputy Secretary

Encl: As stated above

Copy for information to:

1. Sr PPS to Secretary (MSDE)
2. PS to JS(AT), MSDE
3. Sr. Economic Adviser, MSDE
4. Sr PPS to DG(T), DGT
5. PS to DDG, DGT
6. All Joint Apprenticeship Advisers (JAAs) / CEOs of all Sector Skill Councils (SSCs)
7. All Third Party Aggregators (TPAs)
8. All Basic Training Providers (BTPs)
9. DGM (IT & Digital), NSDC – with a request to upload this guideline on the portal and also ensure messages are sent through email and SMS to all stake holders.
10. Guard file 2023



सत्यमेव जयते

GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP

**Guidelines for Implementation of National Apprenticeship Promotion Scheme-2
(NAPS-2)**



Skill India
कौशल भारत - कुशल भारत

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Table of Abbreviations

S. No.	Abbreviations	Full Form
1	AA	Apprenticeship Adviser
2	AAA	Assistant Apprenticeship Adviser
3	AI	Artificial Intelligence
4	APB	Aadhaar Payment Bridge
5	API	Application Programming Interface
6	CAA	Central Apprenticeship Adviser
7	CAC	Central Apprenticeship Council
8	CEO	Chief Executive Officer
9	DBT	Direct Benefit Transfer
10	DSC	District Skill Committee
11	DT	Designated Trade
12	e-KYC	Electronic Know Your Customer
13	EPFO	Employees' Provident Fund Organization
14	GoI	Government of India
15	GST	Goods and Services Tax
16	IoT	Internet of Things
17	IRC	Implementation Review Committee
18	ITI	Industrial Training Institute
19	JAA	Joint Apprenticeship Adviser
20	JSS	Jan Shikshan Sansthan
21	MSDE	Ministry of Skill Development and Entrepreneurship
22	MSME	Micro, Small and Medium Enterprises
23	NAPS	National Apprenticeship Promotion Scheme
24	NATS	National Apprenticeship Training Scheme
25	NCS	National Career Service
26	NCVET	National Council for Vocational Education and Training
27	NPCI	National Payments Corporation of India
28	NSC	National Steering Committee
29	NSDC	National Skill Development Corporation
30	NSQF	National Skills Qualifications Framework
31	OJT	On-the-job Training
32	OM	Office Memorandum
33	OT	Optional Trade
34	OTP	One Time Password
35	PAN	Permanent Account Number

36	PFMS	Public Financial Management System
37	PMKK	Pradhan Mantri Kaushal Kendra
38	PMU	Project Management Unit
39	RBI	Reserve Bank of India
40	RDSDE	Regional Directorate of Skill Development & Entrepreneurship
41	SAA	State Apprenticeship Adviser
42	SIRC	State Implementation Review Committee
43	SMRC	Scheme Monitoring and Review Committee
44	SPSU	State Public Sector Undertaking
45	SSC	Sector Skill Council
46	SSDEC	State Skill Development & Entrepreneurship Committee
47	SSDM	State Skill Development Mission
48	TAN	Tax Deduction and Collection Account Number
49	TPA	Third Party Aggregator
50	TVET	Technical and Vocational Education & Training
51	UT	Union Territory
52	UTIRC	Union Territory Implementation Review Committee

Government of India
Ministry of Skill Development and Entrepreneurship

**GUIDELINES FOR THE IMPLEMENTATION OF
NATIONAL APPRENTICESHIP PROMOTION SCHEME - 2
(NAPS - 2)**

1. Introduction to NAPS-2

1.1 Background

1.1.1 The National Policy on Skill Development and Entrepreneurship, 2015 focuses on apprenticeship as one of the key components for creating skilled workforce in India. Apprenticeship training can play a major role for on-the-job training (OJT), where youth can acquire skills by training on the industry shop floor, and earn stipend at the same time, for financial support. Globally, apprenticeship is considered as the best model for skill acquisition and earning while learning.

1.1.2 In the Indian context, the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 were enacted with the objective to meet the demand of skilled workforce, to promote industrial economy, and to provide experiential learning opportunities to the youth. The Ministry of Skill Development and Entrepreneurship (MSDE) launched the National Apprenticeship Promotion Scheme (NAPS) on 19th August 2016 to provide financial incentives to the establishments engaging apprentice under the Apprentices Act, 1961.

1.2 Objectives of the scheme

1.2.1 National Apprenticeship Promotion Scheme-2 (NAPS-2) aims to promote apprenticeship training in the country, by providing partial stipend support to the apprentices engaged under the Apprentice Act, 1961, undertaking capacity building of the apprenticeship ecosystem, and providing advocacy assistance to the stakeholders.

1.2.2 It builds upon the efforts of the Government of India towards improving ease of doing business by simplifying processes of apprenticeship engagement and further accelerating the momentum created by the previous version of the scheme, i.e., NAPS. The comparison of NAPS-2 with NAPS is at *Annexure-I*.

1.2.3 The objectives of NAPS-2 are as follows:

- a) To develop skilled workforce for the economy by promotion of on-the-job experiential training.
- b) To encourage establishments to enrol apprentices by sharing partial stipend support to the apprentices.
- c) To provide up-skilling opportunities for candidates who have undergone short-term skill training offered by various Central and State Government initiatives.
- d) To encourage enrolment of apprentices in small establishments especially Micro, Small and Medium Enterprises (MSMEs), and those located in the underserved areas such as aspirational districts and North-East Region.

1.3 **Budget allocation**

1.3.1 NAPS-2 is a Central Sector Scheme (100% funded by the Central Government) and is one of the sub-components under the umbrella scheme of 'Skill India Programme'. The other sub-components are Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 4.0 and Jan Shikshan Sansthan (JSS).

1.3.2 Under NAPS-2, a budget of Rs 1,942 crore has been allocated for four (4) years from FY 2022-23 to FY 2025-26.

1.4 **Target for the period of FY2022-23 to FY2025-26**

The target is to enrol 46 lakh apprentices over a period of four (4) years from FY 2022-23 to FY 2025-26.

2. Key features

2.1. Apprenticeship Training

Apprenticeship training means a course of training in any industry or establishment undergone in pursuance of a contract of apprenticeship on prescribed terms and conditions, which may be different for different categories of apprentices. Under the scheme, training will be imparted in Designated Trades and Optional Trades.

2.2. Designated Trades (DT)

2.2.1. Designated Trade means any trade or occupation or any subject field in engineering or non-engineering or technology or any vocational course which the Central Government, after consultation with the Central Apprenticeship Council (CAC), may, notify in the Gazette.

2.2.2. Duration of apprenticeship training in DT for Industrial Training Institutes' (ITIs) pass-out candidates will ordinarily be one (1) year.

2.2.3. Duration of apprenticeship training in DT for fresher / non-ITI pass-out candidates will ordinarily be two (2) years.

2.3. Optional Trades (OT)

2.3.1. Optional Trade means any trade or occupation or any subject field in engineering or non-engineering or technology or any vocational course as may be determined by the employer¹.

2.3.2. Duration of apprenticeship training for OT will be six (6) months, nine (9) months, and twelve (12) months.

2.3.3. In certain cases, the duration can exceed one (1) year, subject to the approval from MSDE.

¹ Employer refers to any industry/ business/ organization unit for the scope of implementation of this scheme.

- 2.3.4. Compliance with National Skills Qualifications Framework (NSQF) under NAPS-2 will not be mandatory. However, partial stipend support by the Government to the apprentices will be restricted to NSQF aligned courses.

3. Eligibility to avail benefits

- 3.1. Minimum age for an apprentice is 14 years, and 18 years for designated trades related to hazardous industries, as per Section 3(a) of the Apprentices Act, 1961.
- 3.2. Apprenticeship training is primarily a transition from academia to workplace, and therefore, to avail partial stipend support by the Government, at the time of registration the upper age limit should be 35 years.

4. Basic training

- 4.1. In case of DT, notified through the Gazette, the duration of basic training will be as per the approved course.
- 4.2. In case of OT, basic training will be embedded in the course duration of apprenticeship. It will be of minimum two (2) weeks duration before the OJT and will focus on orientation/ induction into the establishment.
- 4.3. Induction will include an overview of basic hygiene, occupational health and safety, protocols for handling of hazardous material, etc.
- 4.4. No reimbursement of basic training cost will be provided under NAPS-2, both for DT and OT.

5. Stipend

- 5.1. Stipend to the apprentices will be paid by the employer as per the minimum rates prescribed under the Rule 11 of the Apprenticeship Rules, 1992. The existing minimum prescribed rates of stipend are provided at *Annexure-II*.
- 5.2. If the employer decides to participate in NAPS-2, partial stipend support by the GoI will be determined as per *para 6* of these guidelines.

- 5.3. The revision, if any, in the prescribed stipend rates (*Annexure-II*) would be implemented with the approval of CAC and will be applicable from the date of issue of the Gazette notification.

6. Funding support under NAPS-2

- 6.1. Partial stipend support by Gol under NAPS-2 will be limited to 25% of stipend paid, up to a maximum of Rs.1,500 per month, per apprentice during the training period.
- 6.2. The stipend support by Gol will be paid through Direct Benefit Transfer (DBT) to the bank account of apprentices.
- 6.3. No stipend support will be available under NAPS-2 to the Central and State Government Departments and Central and State Public Sector Undertakings/Enterprises, including Public Sector Banks.
- 6.4. Large private organisations will be encouraged to join a “Give It Up Campaign” and forego the stipend support by Gol under the scheme.

7. Processing of stipend support through DBT

- 7.1. Under NAPS-2, establishment will pay its share of the stipend (minimum 75%) to the apprentices as per the apprenticeship contract. On confirmation of payment of establishments’ share of stipend, Government’s share of stipend will be transferred directly to the bank account of apprentice through DBT. The entire process of DBT will be hosted on the apprenticeship portal (<https://www.apprenticeshipindia.gov.in/>).
- 7.2. The process flow for the implementation of NAPS-2 and DBT is illustrated at *Annexure-III* and the detailed guidelines on processing of stipend under NAPS-2 are provided at *Annexure-IV*.

8. Fund flow mechanism

- 8.1. The funds under NAPS-2 will be allocated as grants-in-aid by MSDE to National Skill Development Corporation (NSDC) through Public Financial Management

System (PFMS). Upon confirmation of the payment of establishment's share of stipend, NSDC will transfer the partial stipend support by Gol, through DBT to the bank accounts of the apprentices.

8.2. As mandated in the Rule 11(3) of the Apprenticeship Rules, 1992, the establishment will pay its share of stipend, to the bank accounts of the apprentices, by the tenth (10th) of the following month. Post payment of the stipend by the establishment, DBT will be initiated within 72 working hours.

8.3. The DBT payments will be streamlined by digital credentialing of apprentices and establishments (e-KYC, linkage with PFMS, Aadhaar-seeded bank accounts of apprentices etc.)

8.4. **Committed liabilities under NAPS**

8.4.1. **MSDE will notify the sunset date for NAPS to settle the existing liabilities.**

With the launch of NAPS-2, the pending liabilities under the previous version of the scheme, i.e., NAPS will be processed through the respective apprenticeship advisers (RDSDEs/States/UTs/SSCs). A time period of six (6) months will be given to the establishments to submit the pending claims as follows:

a) For claims till 31st March 2022: MSDE will allocate funds to RDSDEs/States/UTs/NSDC to settle any pending claims till FY 2021-22. Reimbursement of such claims will be processed as per the NAPS guidelines dated 1st October 2019.

b) **For claims from 1st April 2022 till launch of NAPS-2: During FY 2023-24, MSDE will allocated funds to NSDC to settle any pending claims for the period from 1st April 2022 till launch of NAPS-2. These claims will be processed by NSDC as per the OM No. MSDE-39/14/2022-AP dated 16.11.2022.**

9. Roles and responsibilities of implementing, monitoring, and promotion agencies

9.1. **Ministry of Skill Development and Entrepreneurship (MSDE):** MSDE is responsible for the overall regulation, management, and monitoring of NAPS-2.

- 9.2. **National Council for Vocational Education and Training (NCVET):** NCVET is the overarching regulator establishing regulations and standards to ensure quality in the Technical and Vocational Education & Training (TVET) space.
- 9.3. **Regional Directorate of Skill Development & Entrepreneurship (RDSDEs):** As per the Apprentices, Act 1961, RDSDEs are appointed as Apprenticeship Advisers (AAs) in respect of Designated Trades for all establishments under the Central Government jurisdiction. They are responsible for the promotion, implementation, monitoring, and supervision of NAPS-2, including approval of contracts, examination, and certification of the apprentices, for their respective jurisdictions. They are also responsible for robust coordination with the State Government(s)/Union Territory (UT) Administration for enhancing stakeholder capacity building and awareness creation through campaigns, melas, workshops, seminars, etc. Further, RDSDEs in coordination with the concerned ITIs will reach out to other educational institutions, including schools, colleges, polytechnics, etc. in their jurisdiction to make apprenticeship training reach a larger segment of the youth.
- 9.4. **State Government/Union Territories (UT) Administration:** As per the Apprentices Act, 1961, the respective State Government and UT Administration are the appropriate authorities for the implementation of apprenticeship training for both Designated and Optional Trades, in respect of all establishments under their respective jurisdictions, for which they shall appoint State Apprenticeship Advisers (SAAs). The Government may also appoint Deputy and Assistant Apprenticeship Advisers to assist the State Apprenticeship Adviser in the performance of his functions as per the Section (27) of the Apprentices Act, 1961. To create a vibrant and robust apprenticeship ecosystem, States/UTs will ensure that apprenticeship engagement is regularly reviewed and monitored in the respective District Skill Committees (DSCs) and State Skill Development and Entrepreneurship Committees (SSDECs), with a focus on apprenticeship engagement by State departments and State Public Sector Undertakings (SPSUs).
- 9.5. **State Apprenticeship Advisers (SAAs):** As per the Apprentices Act, 1961, the SAAs are appointed as Apprenticeship Advisers (AAs) in respect of Designated and Optional Trades for all establishments under the State Government jurisdiction. They are responsible for the promotion, implementation, monitoring,

and supervision of NAPS-2, including approval of contracts, examination, and certification of the apprentices, for their respective jurisdictions. They are also responsible for stakeholder capacity building and awareness creation through campaigns, melas, workshops, seminars, etc., in coordination with the concerned RDSDEs. **SAAAs may appoint the Mission Directors (MDs) of the respective State Skill Development Missions (SSDMs) as AAs for Optional Trades.** At the district level, SAAAs may appoint Assistant Apprenticeship Advisers (AAAs) under the Act for effective implementation of the apprenticeship training.

- 9.6. **National Skill Development Corporation (NSDC):** NSDC is responsible for implementing, monitoring and supervision of apprenticeship in Optional Trades, through Sector Skill Councils (SSCs), for establishments under the Central Government jurisdiction. NSDC will manage the apprenticeship portal and release partial stipend support by the Gol to apprentices, for both Designated and Optional Trades via DBT. NSDC is also responsible for stakeholder capacity building and engagement; awareness creation through campaigns, melas, workshops, seminars, etc.; and advocacy and promotional activities.
- 9.7. **Sector Skill Councils (SSCs):** The SSCs, under the aegis of NSDC, are implementing apprenticeship training in respect of Optional Trades for all establishments under the Central Government jurisdiction. Under the Apprentices Act, 1961, Chief Executive Officers (CEOs) of SSCs have been appointed as Joint Apprenticeship Advisers (JAAs) via office order No. MSDE-6(1)/2018-AP dated 18th May 2018. They are responsible for the promotion, implementation, monitoring, and supervision of NAPS-2, including approval of contracts, examination, and certification of the apprentices, for their respective jurisdictions. They are also responsible for stakeholder capacity building and awareness creation through campaigns, melas, workshops, seminars, etc. SSCs will ensure establishments falling under their sector / concerned line ministries to actively engage apprentices.
- 9.8. **Industrial Training Institutes (ITIs):** Private and Government ITIs will create awareness about apprenticeship and will act as facilitators between their students and establishments for undertaking apprenticeship training. They will undertake apprenticeship promotional activities including organizing melas, workshops, seminars, etc in their respective ITIs. ITIs will also track their

students during apprenticeship and subsequent job placements for a minimum period of one (1) year. They will seek feedback from the employers on the quality and comprehensiveness of training imparted by the ITIs to improve the employability of their students. The nodal Government ITI principal, being the Member Secretary of the District Skill Committees (DSCs), chaired by the District Magistrate, will ensure that apprenticeship is part of the District Skill Development Plan (DSDP) created by the DSC.

- 9.9. **Third Party Aggregators (TPAs):** Empanelled TPAs by MSDE are the key partners towards bridging the demand of establishments for apprentices and the candidates aspiring to undertake apprenticeship training, with a special focus on MSMEs. They play key role in mobilising and counselling aspiring apprentices, meeting prescribed curriculum requirements, processing claims on behalf of establishments, facilitating assessments and issuing certifications. TPAs will proactively participate in the overall promotion of the scheme. They will also facilitate and track placements of the apprentices for at least one (1) year after apprenticeship training. TPAs will submit a monthly performance report to NSDC/MSDE as per the TPA guidelines for effective progress tracking and monitoring.

10. Administrative cost

- 10.1. The administrative cost under NAPS-2 will be allocated to Project Management Unit (PMU) at Central level, RDSDEs, State Governments/UT Administration, NSDC, and SSCs for the effective implementation of the scheme.
- 10.2. The indicative activities which can be undertaken under the 'administrative cost' for the effective implementation of NAPS-2 is at Table-1.

Table 1: Item-wise breakup of indicative activities

Activity Head	Key activities
PMU at Central level	
<ul style="list-style-type: none"> Project Management at Central level 	A PMU will be set up at MSDE to monitor the progress of NAPS-2. This will be part of the 'unified PMU' being set up for the Skill India program. The

Activity Head	Key activities
	PMU will report to the Central Apprenticeship Adviser (CAA). It will ensure overall implementation and monitoring of the scheme along with submission of periodic reports. The roles and responsibilities of the PMU at Central level is at <i>Annexure-V</i> .
RDSDE	
<ul style="list-style-type: none"> Capacity building, promotion, and advocacy 	Capacity building of officials of RDSDEs, officials of State(s)/ UT(s), and establishments under their jurisdiction. Conducting and participating in workshops, seminars, media campaigns, mobilization, melas, etc.
<ul style="list-style-type: none"> Project implementation and monitoring at RDSDE level for Designated Trades 	Contract approval, ensuring assessment and certifications, ensuring apprenticeship training is in line with the contract, etc.
<ul style="list-style-type: none"> Project Management at Regional level 	A PMU will be set up at regional level to provide support and assistance to RDSDE for effective implementation and monitoring of NAPS-2. The roles and responsibilities of the PMU at RDSDE level is at <i>Annexure-VI</i> .
State Government/ UT Administration	
<ul style="list-style-type: none"> Capacity building, promotion, and advocacy 	Capacity building of officials of States/UTs, and establishments under their jurisdiction. Conducting and participating in workshops, seminars, media campaigns, mobilization, melas, etc.
<ul style="list-style-type: none"> Project implementation and monitoring at State/UT level for Designated and Optional Trades 	Contract approval, ensuring assessment and certifications, ensuring apprenticeship training is in line with the contract, etc.
NSDC	
<ul style="list-style-type: none"> Execution and release of partial stipend support 	The key activities related to execution of NAPS-2 and release of partial stipend support through DBT on behalf of Gol to the apprentices for both Designated and Optional Trades.
<ul style="list-style-type: none"> Apprenticeship Portal 	Portal development, management, and maintenance.

Activity Head	Key activities
<ul style="list-style-type: none"> Capacity building, promotion, and advocacy 	<p>The key activities under capacity building, promotion, and advocacy to be updated as capacity building of officials of States/UTs, and establishments. Conducting and participating in workshops, seminars, media campaigns, mobilization, melas, etc.</p>
<ul style="list-style-type: none"> Project implementation and monitoring at SSC level for Optional Trades SSC 	<p>Verification of contracts approved by JAAs on sample basis, target setting for SSCs, monitoring, assessment, and certification.</p>

11. Apprenticeship portal

11.1. Implementation of NAPS-2 in terms of candidate and establishment registration, creation of apprenticeship courses, posting of apprenticeship opportunities, contract generation and management, payment of stipend to apprentices through DBT and other activities related to the lifecycle of apprenticeship training will be online and through the apprenticeship portal (<https://www.apprenticeshipindia.gov.in/>). In addition, the Act, Rules, Scheme Guidelines and Office Memorandums (OMs) released by MSDE would be uploaded on the portal, as and when required. Some of the relevant documents are listed below:

- The Apprentices Act, 1961
- The Apprenticeship Rules, 1992
- NAPS guidelines and other Gazette Notifications issued from time-to-time
- Office Memorandums (OMs) released by MSDE from time-to-time

11.2. The portal provides access to establishments, candidates, apprentices, State Governments/ UT Administrations, SSDMs, RDSDEs, SAAs, AAAs, NSDC, SSCs, TPAs and other stakeholders. Further, it is planned that details of all apprentices will be available on 'Skill India Digital' portal in due course of time.

11.3. Detailed user guides/ tutorials and support services for apprentices and establishments on easy use of the apprenticeship portal will be available in the

form of user manuals, instructional videos and chat-based/automated query resolution system on the apprenticeship portal.

- 11.4. NSDC will be responsible for managing apprenticeship portal and ensuring payment of stipend support through DBT to the apprentices upon receipt of approval through portal from Apprenticeship Advisers.
- 11.5. The apprenticeship portal (<https://www.apprenticeshipindia.gov.in/>) will have provision for interactive dashboard and reports for real time data availability, viz. age, gender, caste, State/ UT, district, sector, course (job role), training duration, etc. for all stakeholders. Also, provisions for accessing payment/ stipend details will be made available on the portal. A dashboard for claim status / DBT payment will be facilitated at the establishment/ apprentice levels in their login accounts on the portal. Dashboard interactive features will allow stakeholders to explore the data at a deeper-level and enable them to make data-driven decisions.
- 11.6. Further, to implement the scheme effectively, portal enhancements will be deployed to bring greater checks/ validations at the candidate-level (Aadhaar integration, e-KYC, bank account validation, OTP based login, etc.) and at the establishment-level (Permanent Account Number (PAN)/ Tax Collection Account Number (TAN)/ Goods and Services Tax (GST) integration, Employees' Provident Fund Organisation -EPFO). Integration with National Career Services (NCS) portal of Ministry of Labour and Employment (MoLE) and integration with Udyam portal of Ministry of MSME will be explored for enhanced data portability and tracking.
- 11.7. NSDC will also be responsible for bringing out periodic "Business Intelligence reports" highlighting any discrepancies and quickly develop IT/portal features and controls to rule out any inconsistency.

12. Anticipated outcome of the scheme

- 12.1. MSDE aims to train 46 lakh apprentices from FY2022-23 to FY2025-26. The scheme envisages greater promotion of apprenticeship in India and assisting stakeholders through various measures for accelerating the performance of

apprenticeship. The likely outcomes include last mile coverage, inclusivity of the scheme, and proper mapping for each State/UT in terms of supply and demand. Outcomes indicated below will be used to determine the impact of the scheme. Tracking outcome through Key Performance Indicators (KPIs) is critical to determine the impact of the scheme.

12.2. The following KPIs will be used to measure the outcome of the scheme:

Table 2: KPIs to determine the outcome of NAPS-2

S. No.	KPI (Year-on-Year basis)
1.	% Increase in number of candidates registered and enrolled for apprenticeship training
2.	% Increase in apprentices completing the training
3.	% Increase in engagement of women apprentices
4.	% Increase in engagement of apprentices from marginalized sections of society (SC/ST/OBC)
5.	% of eligible establishments/apprentices availing DBT
6.	% Increase in the number of establishments registered and engaging apprentices
7.	% Increase in participation of establishments from MSME sector
8.	Number of apprenticeship promotion activities including workshops and melas organized

12.3. It is further envisaged to conduct periodic case studies and independent evaluations to measure the impact of the scheme.

13. Monitoring framework

13.1. Monitoring will be essential for the success of the scheme. The scheme will be monitored at three (3) levels:

- a) At Central level, a National Steering Committee (NSC) and a Scheme Monitoring and Review Committee (SMRC) will monitor the progress of the scheme.
- b) At Regional level, an Implementation Review Committee (IRC) will monitor the progress of the scheme.

- c) At State/ UT level, a State/UT-level Implementation Review Committee (SIRC/UTIRC) will monitor the progress of the scheme.

13.2. Separate OMs will be issued specifying the constitution, scope and role and responsibilities of the above committees.

13.3. Existing facilities available under RDSDEs, States/UTs and NSDC will be utilized for monitoring. The State Government/UT Administration through its SAAs and AAAs will be the backbone for monitoring both Designated and Optional Trades in every district. RDSDEs, throughout the country, will be monitoring the establishments under their jurisdiction for both Designated and Optional Trades. NSDC, through its network of SSCs, will monitor the scheme for all Optional Trade related activities.

13.4. Verification of establishments and apprentices: Apprenticeship portal will be the fulcrum for the scheme monitoring. The apprenticeship portal will capture all essential credentials of the candidates and establishments. These credentials will be verified against public databases such as PAN, TAN, GSTIN, EPFO, etc. through Application Programming Interface (API) integrations, to the extent possible. For all the details that cannot be verified through API integrations, AAs will mandatorily verify eligibility criteria for the establishments and candidates before the contracts are issued under NAPS-2.

13.5. Physical verification: In addition, RDSDEs, States AAs/AAAs and SSCs would be responsible to monitor the on-ground progress of the apprentices periodically through sample checks of apprentices and employers every quarter. The apprenticeship portal will facilitate such monitoring and capture the results thereof.

13.6. To enhance and track the conversion of apprentices to employment, apprentices, on successful completion of their training, will be provided with a provision of quick registration on the National Career Service (NCS) portal of Ministry of Labour and Employment.

14. Grievance redressal

14.1. Grievance redressal is an essential component of NAPS-2. The scheme will have a grievance redressal mechanism in place to address the concerns and complaints of all stakeholders. The key features of the grievance redressal system are listed below:

14.1.1. Apprenticeship portal: All stakeholders including apprentices, establishments, TPAs, AAs, etc., will be able to submit their queries or grievances via the query redressal tool linked to the apprenticeship portal. The tool allows for easy registration of the queries, real time tracking, and updates on the resolution status.

14.1.2. Dedicated call centre: The call centre will address grievances received through the NAPS-2 helpline. The helpline executives would be responsible for addressing the grievances promptly and providing a resolution within a stipulated time frame.

14.1.3. Grievance escalation: In case the grievance is not resolved within the stipulated time frame, it would be escalated to the higher authorities as per the escalation matrix. Authorities will be designated at the State (SAAs) and Central levels (RDSDEs, JAAs, CAA) to address grievances.

15. Convergence with other Government schemes and innovative models

15.1. Convergence will be sought with other apprenticeship/ OJT promotion schemes of the Government.

15.2. Candidates from skill development programmes such as Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDUGKY), National Urban Livelihoods Mission (NULM), Pradhan Mantri Kaushal Vikas Yojana (PMKVY), etc. will be encouraged to take up apprenticeship training to enhance their skills and employability.

15.3. In order to boost apprenticeship engagement in the ever-growing infrastructure sector, NAPS-2 will be linked to flagship Government infrastructure programs via platforms such as Gati Shakti.

- 15.4. Innovative models to preserve and upgrade existing apprenticeship systems in the informal economy, with a focus on craftsman, artisans, traditional skills, etc., will be taken up under NAPS-2. Such innovative models are essential towards advancing apprenticeship training, addressing skills gaps, encouraging employer participation, and scaling up successful models.

16. Communication, advocacy, and capacity building plan

- 16.1. The objective of the communication, advocacy, and capacity building plan is to promote NAPS-2 effectively, create awareness, highlight benefits, increase candidate enrolment, drive industry participation, and strengthen the overall apprenticeship training ecosystem.

16.2. **Key components:**

- 16.2.1. Based on the target audience, a communication kit and key messages will be developed in suitable formats for print, electronic, and social media.
- 16.2.2. Workshops, seminars, webinars, etc. will be organized with the stakeholders including candidates, establishments, industry associations/chambers of commerce, industry clusters with a special focus on participation from MSMEs, academic institutions, AAs, Skill India training partners, TPAs, Pradhan Mantri Kaushal Kendras (PMKKs), ITIs, JSSs, etc.
- 16.2.3. Training and capacity building sessions focussed on the apprenticeship portal, guidelines, and policy will be conducted from time-to-time to strengthen the ecosystem.
- 16.2.4. Ensuring media coverage of the promotional and awareness campaigns, sharing success stories, testimonials, best practices and leveraging influencers, brand ambassadors for enhanced outreach and visibility.
- 16.2.5. Skill champions at national and global level will be roped in as role models for apprentices to inspire and mobilize youth.

17. Sunset date and scheme evaluation

- 17.1. Sunset date of NAPS-2 is 31st March 2026.
- 17.2. MSDE will issue a separate notification with regards to sunset date of the previous version of the scheme, that is, NAPS.
- 17.3. Periodic performance reviews and independent/third-party mid-term and end-term evaluations of NAPS-2 will be conducted to assess the impact created.

18. Act of misuse

Any establishment found misusing the benefits under the scheme or not conducting training as per the Apprentices Act, 1961 and Apprenticeship Rules, 1992 will face action as per extant laws. Any establishment and TPA found misusing the scheme will be blacklisted and will not be allowed to participate further.

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Annexure-I

NAPS-2 Comparison with NAPS

A comparison of NAPS-2 with previous version of the scheme (NAPS) is as follows:

S. No.	Feature	NAPS	NAPS-2
1	Name	National Apprenticeship Promotion Scheme (NAPS).	National Apprenticeship Promotion Scheme-2 (NAPS-2).
2	Stipend Support	Reimbursement of 25% of prescribed stipend (up to a maximum of Rs.1,500 per month, per apprentice) to establishments by Gol.	Partial stipend support by Gol under NAPS-2 will be limited to 25% of stipend paid, up to a maximum of Rs.1,500 per month, per apprentice during the training period through DBT to the apprentices' bank account.
3	Funding Support to Government departments and Public Sector Undertakings (including public sector banks).	Available.	Not Available.
4	Basic Training Cost	Sharing of basic training cost with BTPs up to a maximum of Rs. 7,500 per apprentice (up to 500 hours @Rs 15 per hour) by Gol.	No reimbursement for BTPs. Basic training embedded in the total course duration of apprenticeship training.
5	Fund flow mechanism	Establishments pay full stipend to the apprentice as per the contract.	Establishments pay at least 75% of the stipend to apprentices and Gol pays 25% of the stipend, up to a maximum of Rs 1,500 per month per

S. No.	Feature	NAPS	NAPS-2
		<p>For establishments under the jurisdiction of RDSDEs and States, reimbursement of stipend from Gol is through a manual process.</p> <p>For establishments under the jurisdiction of JAAs, reimbursement of stipend from Gol is through the apprenticeship portal.</p>	<p>apprentice.</p> <p>Partial stipend support by Gol will be transferred directly in the bank account of apprentice through DBT via PFMS.</p>
6	Age of Apprentices	As specified in the Apprentices Act, 1961	<p>To avail partial stipend support under NAPS-2, upper age limit for apprentices will be 35 years at the time of registration on the portal.</p> <p>For establishments that do not want the partial stipend support under NAPS-2, the upper age limit will be as specified by the Apprentices Act, 1961.</p>

Annexure-II

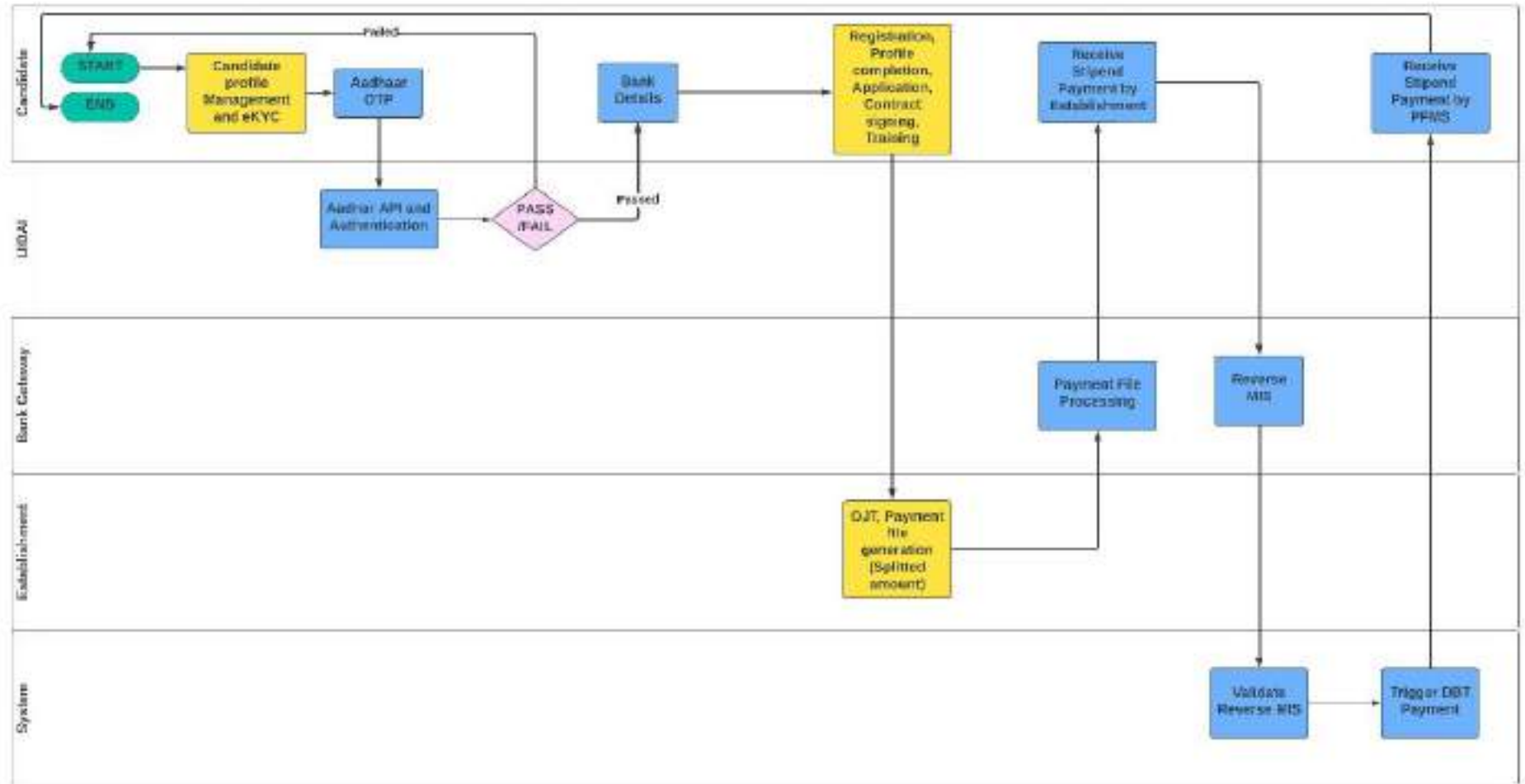
Minimum Rate of Stipend Payable to Apprentices per Month

The minimum rate of stipend payable to apprentices per month as per Rule 11 of the Apprenticeship Rules, 1992 and Amendments (up to 2019) is as follows:

S. No.	Category	Minimum Stipend rate (In Rs. Per month)
i.	School pass-outs (Class 5 th – Class 9 th)	5,000
ii.	School pass-outs (class 10 th)	6,000
iii.	School pass-outs (class 12 th)	7,000
iv.	National or State Certificate holder	7,000
v.	Technician (vocational) apprentice or Vocational Certificate holder or Sandwich Course (Students from Diploma Institutions)	7,000
vi.	Technician apprentices or Diploma holder in any stream or Sandwich Course (Students from Degree Institutions)	8,000
vii.	Graduate apprentices or Degree apprentices or Degree in any stream	9,000

Annexure-III

Process Flow for the Implementation of NAPS-2



Annexure-IV

**DIRECT BENEFIT TRANSFER GUIDELINES UNDER
NATIONAL APPRENTICESHIP PROMOTION SCHEME-2 (NAPS-2)**

1. Background

- a. On 21st April 2022, Hon'ble Union Minister of Education and Skill Development & Entrepreneurship announced that "The Government of India will directly transfer its contribution of Rs 1,500 under National Apprenticeship Promotion Scheme (NAPS) in the bank account of apprentices. The establishment will transfer the remaining stipend share directly to the apprentices".
- b. Accordingly, the National Apprenticeship Promotion Scheme (NAPS) will be a Direct Beneficiary Transfer (DBT) scheme with the Government of India (GoI) support going directly to the apprentices instead of reimbursement to the establishment as earlier. Thus, the Government will directly pay the apprentices 25% of the stipend payable up to Rs 1,500 per apprentice per month.
- c. DBT offers comprehensive advantages such as identifying the leakages in financial disbursement under NAPS, formalizing the offline modes of stipend payment system, moving away from long delays from claiming reimbursements and most critically promotion of apprenticeship among youth thereby creating increased demand amongst candidate groups to choose Apprenticeship as a skilling vehicle.
- d. As mandated in the Rule 11(3) of the Apprenticeship Rules 1992, the establishment shall pay the stipend to the apprentices by the tenth (10th) of the following month and the stipend shall be paid in bank account of the Apprentices. Subsequent to the payment of stipend by establishment to the apprentices, the DBT will be initiated within 72 working hours.

2. Operationalisation of DBT:

- a. DBT has been initiated in pilot mode under the current version of the NAPS.
- b. This will be scaled up every month to cover more apprentices till the new version of NAPS, i.e., NAPS-2 is launched.

- c. Once NAPS-2 is launched, establishments will have an option to choose for every apprenticeship contract whether they would like to avail the financial benefit under NAPS-2 or not.
 - i. Contracts where the establishment chooses to take the financial benefit will be DBT contracts (also referred to as NAPS-2 contracts).
 - ii. Contracts where the establishment chooses not to take the financial benefit will be non-DBT contracts (also referred to as non-NAPS-2 contracts).

3. Apprenticeship contract creation:

- a. Establishments will be able to issue a contract only to those candidates who have updated their Aadhaar numbers and completed e-KYC on the apprenticeship portal.
- b. New contracts:
 - i. At the time of contract creation, an establishment will have to choose whether it would like to avail financial benefit under NAPS-2 or not.
 - ii. If establishment chooses to take the benefit, the contract would be considered as a DBT contract (NAPS-2 contract). At this stage, once the establishment enters the stipend amount in the contract, the portal will show the establishment share and Gol share. This split will be incorporated in the contract.
 - iii. If establishment chooses not to take the benefit, the contract would be considered as a non-DBT contract (non-NAPS-2 contract). Such a contract will reflect that the entire stipend amount will be paid by the establishment.
- c. Existing contracts:
 - i. Establishments can exercise the following options:
 - a) Contracts which are currently created as NAPS contracts can be updated either to DBT Contracts or Non-DBT Contracts.
 - b) Contracts which are currently created as non-NAPS contracts can only be updated to non-DBT contract.

4. Aadhaar number and e-KYC for candidates:

- a. Aadhaar number update and e-KYC completion have been made mandatory for all candidates.

- b. For all candidates currently undergoing apprenticeship training, this activity needs to be completed immediately.
- c. For candidates already registered on the portal without a contract, this activity will be completed latest by 31st December 2022 or before issuing a contract, whichever is earlier.
- d. With immediate effect, new candidate registration on the apprenticeship portal will only be completed once a candidate has entered his/her Aadhaar number and completed the e-KYC.
- e. Mobile OTP based authentication will be mandatory for all candidates.

5. Role of candidates in DBT:

- a. Before signing/ accepting an apprenticeship contract under NAPS-2, the candidate will have to give their consent that they are entering into a contract with a DBT component and enter their bank account details on the portal. The candidates should give consent for entering into the contract with the DBT component and entering their Aadhaar linked Bank Account details on the portal.
- b. The bank account details of the candidate will be verified by the portal and will give consent to receive DBT to the declared account. The bank account of the candidate can only be in a Scheduled Bank under RBI (excluding Scheduled Regional Rural Banks and Scheduled Foreign Banks). The list of all such Banks will be available on the apprenticeship portal.
- c. NAPS-2 will use Aadhaar Payment Bridge (APB) through NPCI for DBT to the apprentices Aadhaar linked bank accounts.
- d. It is encouraged that the establishments also pay their share of the stipend to the apprentices in the same bank account as entered by the candidate on the portal.

6. Stipend Payment:

Illustration:

- a. If contract stipend is Rs. 5,000 and establishment declares that total stipend to be paid is Rs. 5,000, then establishment share will be Rs. 3,750 and Gol share will be Rs. 1,250.
- b. If contract stipend is Rs. 10,000 and establishment, after adjusting for attendance/unauthorized leaves, decides that the total stipend to be paid is Rs. 6,000 due to 60% attendance, then establishment share will be Rs. 4,500 and Gol share will be Rs. 1,500.
- c. If the stipend payable is above Rs. 6,000 per month, the Gol share will be capped at Rs 1,500 per apprentice per month.

6.1 Stipend payment for DBT contracts

- a. The stipend payment module on the apprenticeship portal will require the establishment to update the stipend amount payable to each candidate for the month.
- b. The portal will then split the stipend amount payable into stipend payable by establishment and stipend payable by Gol via DBT.
- c. The establishment will pay the stipend payable by them to the apprentice via the payment solution on the portal (currently available as the virtual account method).
- d. On receipt of payment confirmation from apprentice's bank for the establishment's share of stipend, stipend payable by Gol, i.e., DBT, will be automatically triggered. Stipend payment to candidate by Gol via DBT will be made only on the basis of payment made by establishment.
- e. Stipend payment confirmation of Gol share, i.e., DBT will also be available against each candidate on the portal.

- f. Updates on DBT payment will also be communicated to the candidate via SMS.
- g. In case the DBT payment fails, the status along with the reason will also be available on the apprenticeship portal against the apprentice concerned.
- h. Failed payments will be re-initiated automatically after the reason for failure is addressed.

6.2 Stipend payment for non-DBT contracts

- a. The stipend payment module on the apprenticeship portal will require the establishment to update the unauthorized absence(s) and stipend amount payable to each candidate for the month.
- b. The stipend payment module on the apprenticeship portal will require the establishment to update the stipend amount payable to each candidate for the month.
- c. Cash payment of stipend is not permitted.

7. Grievance Redressal:

- a. All DBT-related grievances will be addressed via a query resolution tool that will be linked to the apprenticeship portal. Appropriate automated escalation shall be triggered in case grievance is not addressed in the suggested timelines.

8. Role of Apprenticeship Adviser:

- a. The Apprenticeship Advisers will conduct physical verification of at least 10% establishments under their jurisdiction every quarter to ensure apprenticeship is being conducted as per the contract.
- b. The Apprenticeship Advisers will also have the access on the portal to view the stipend payment lifecycle for establishments and candidates under their jurisdiction.
- c. Whenever so required, the Apprenticeship Adviser will conduct physical verification to address grievances/queries of establishments and candidates under their jurisdiction.

- d. Any other instructions from Central/ State level for effective implementation of the scheme.

9. Act of Misuse:

Any establishment found misusing the benefits under the scheme or not conducting training as per the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 will face action as per extant laws. Any establishment found misusing the scheme should be blacklisted and will not be allowed to participate further in the scheme.

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Annexure-V

PMU at Central Level: Roles and Responsibilities

The Roles and responsibilities of PMU at Central level is as follows:

S. No.	Expected Deliverable	Types of activities	Frequency
1	Portal management (Key expert)	Support in end-to-end management of apprenticeship portal, resolving technical glitch and maintaining dashboards	Daily
		Analysing apprenticeship datasets and drawing policy level inferences	Monthly
2	Monitoring and evaluation	Support MSDE in regular follow up with various stakeholders, conducting periodical reviews on various parameters of the scheme	Monthly
		Regular follow up with State Skill Development Missions (SSDMs), Regional Directorates of Skill Development and Entrepreneurships (RDSDEs)	Weekly
		Handling issues related to Sector Skill Councils (SSCs), Third Party Aggregators (TPAs).	Weekly
		Visiting the allocated States/UTs and tracking the progress in the implementation of the scheme	Monthly
3	Capacity building, awareness (Publicity campaign information, education, and communication-	Assist and coordinate organization of meetings, workshops, conferences, training, and related activities relevant to the implementation of the project (online/offline)	As and when required

S. No.	Expected Deliverable	Types of activities	Frequency
	IEC).	Designing of outreach/ communication campaigns for various stakeholders	As and when required
		Conducting event namely melas, workshops or any other major initiative of MSDE	Monthly
4	Policy initiatives and coordination (Key expert)	Preparation of concept notes, briefing papers, case studies, success stories, etc. Compilation of lessons-learned, international best practices and innovative models of apprenticeship training	Regular activity
		Develop high quality documents pertaining to any changes in the policy, guidelines, scheme, etc.	Quarterly
5	Grievance Redressal	Assist in resolving all types of grievances, portal related processes, addressing issues related to examination and direct benefit transfer	Daily
		Timely closure of grievances within stipulated timeframe and submit status report	Weekly

Annexure-VI

PMU at Regional Level: Roles and Responsibilities

The roles and responsibilities of PMU at Regional level is as follows:

Nature of Duties	Major functions
Support and Assistance to RDSDEs	<ul style="list-style-type: none">• Support RDSDE officials in stakeholder capacity building and engagement; awareness creation through campaigns, melas, workshops, seminars, etc.; advocacy and promotional activities, data compilation and report submissions.• Undertake awareness drives in the respective educational institutions, including schools, colleges, ITIs, polytechnics, etc. to make apprenticeship training reach a larger segment of the youth.• Mobilize and onboard candidates and establishments on the apprenticeship portal, provide them portal assistance and support throughout the apprenticeship training lifecycle.• Assist in providing placement support to the candidates upon completion of their apprenticeship training.• Support RDSDE officials in the monitoring, periodic reviews and evaluations of the scheme from time-to-time.• Assist in conducting periodic meetings with State Government Officials dealing with State Apprenticeship Monitoring Cell on various Central/ State level apprenticeship promotion projects and initiatives

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