

LEGAL RECOGNITION OF DOMESTIC WORKERS IN INDIA



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SUGGESTED CITATION:

Youth for Unity and Voluntary Action. (2019).
Legal Recognition of Domestic Workers in India.
City Se. Mumbai: India

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PUBLISHED BY:

Youth for Unity and Voluntary Action (YUVA)
YUVA Centre, Sector 7, Plot 23, Kharghar,
Navi Mumbai – 410210 (India)
December 2019, updated in December 2020.

DESIGNED BY:

Tabish Shakil

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LIST OF ABBREVIATIONS

BPL	Below Poverty Line
CEDAW	Convention on Elimination of All Forms of Discriminations Against Women
CMW	Committee on the Protection of the Rights of All Migrant Workers and Members of their Families
GOI	Government of India
ILO	International Labour Organization
MP	Member of Parliament
NDWU	National Domestic Workers Union
NGO	Non-Government Organisation
NPDW	National Platform for Domestic Workers
PRIA	Participatory Research in Asia
SDG	Sustainable Development Goals
UN	United Nations
WIEGO	Women in Informal Employment: Globalizing and Organizing
YUVA	Youth for Unity and Voluntary Action

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EXECUTIVE SUMMARY

Domestic workers comprise a significant part of the global workforce in informal employment. Around 80 per cent of the domestic workers across the world are women, i.e., 60 million (UN News, 2016). They work for private households and similar establishments without any clear terms of employment. They are also mostly excluded from the scope of labour legislation. In India, despite deliberation and formulation of various draft bills by eminent individuals and movements, the State has paid little attention to draft a National Law or Policy for Domestic Workers.

Drawing on YUVA's work with domestic workers, this report examines the current plight of domestic workers in India. It looks at the existing legal framework for domestic workers (or the lack thereof) in India, the international conventions related to domestic work, the case of the Maharashtra Domestic Workers Welfare Board, followed by a comparative analysis of the major draft bills on domestic workers in the country, as well as cases from around the world highlighting the best practices, and finally, the impact of the new labour codes on domestic workers has been added as a post script to this report.

The report is a collective attempt to develop clarity on the understanding of domestic work as a 'visible' form of labour. It advocates for a strong law demanding rights for one of the largest sectors of employment for women in urban areas. The lack of a special law for domestic workers is a grave lacuna, especially in light of the International Labour Organization (ILO) Convention 189, and Articles 41 and 43A of the Constitution of India which mandate fair, equal and decent work for them. Under the current legislative framework, domestic workers in India only find a passing mention under the definition of a 'wage worker' in the Social Security Code, 2020 which mandates the setting up of state Welfare Boards so that registered workers can avail benefits of schemes notified by the government.

With little efforts on the part of the Government to introduce law or policy on domestic workers at the

national level, some states have taken initiatives wherein the governments of Andhra Pradesh, Bihar, Chhattisgarh, Jharkhand, Karnataka, Kerala, Odisha and Rajasthan have introduced minimum wages for domestic workers. However, these wages differ from state to state and also the definition of 'domestic work' and what tasks constitute it varies greatly across the states. Additionally, states like Kerala, Maharashtra and Tamil Nadu have also constituted welfare boards for domestic workers and by registering with these boards the workers can avail welfare benefits.

The report studies the case of the Maharashtra Domestic Workers' Welfare Board to understand its working, along with the merits and flaws of its parent Act, which has resulted in the Board's current non-functional status. Various stakeholders, including civil society members, the Assistant Labour Commissioner, activists and trade union leaders, and domestic workers have been interviewed to understand multiple perspectives on the Welfare Board. Government officials themselves are aware that without any clear government data on the number of domestic workers in the state, it is difficult to strategise and plan welfare policies well. They find themselves dependent on NGOs and unions to reach domestic workers. Numerous complications like the requirement of renewal of registrations at the end of every year or the requirement of the employer certificate for registration purposes, act as major impediments to the intended purpose of the Act and stop the benefits from reaching the domestic workers. Interviews with the domestic workers in the Tata Nagar area of Navi Mumbai reveal that interviewed domestic workers have no idea about the existence of a Domestic Workers' Welfare Board or the schemes they are eligible for. Activists and trade union leaders point out the need for a rights based framework for the Welfare Board. They observe that the welfare schemes which are being delivered do not address their primary needs. For example, credit facilities are not provided. Likewise, required assistance like pension and provident fund schemes are not enlisted among

the welfare schemes to be delivered. Even in the new Social Security Code 2020, 'unemployment benefits' are not covered under the ambit of social security (even though they are included in the definition of social security under the ILO Convention). This is a major setback for the unorganised sector, especially in the wake of a pandemic and economic crises when most of them are left without jobs and unemployment allowance is required to sail through seasonal periods of less or no work.

Emphasising the need for a special law on domestic workers, the report carries out a detailed analysis of some of the important legislative bills concerning

domestic workers in India. This is done through a rigorous comparative analysis of four provisions, i) The Domestic Workers Welfare and Social Security Act, 2010 by National Commission for Women ii) The Domestic Workers' Welfare Bill, 2016 by Dr. Shashi Tharoor (Member of Parliament) iii) The Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha, iv) The Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Rajya Sabha. It compares and contrasts these four provisions on eight indices developed for this study to arrive at the recommendations through debate and discussion for a sound law for domestic workers.

RECOMMENDATIONS

Based on the comparative analysis of the draft Bills and the need of legal recognition of domestic workers' rights and their empowerment, the following are the policy recommendations made to ensure a comprehensive legislation and its effective implementation:

- Domestic work must include an exhaustive list of work. It should not just be limited to the household but also include non-household work. For example, domestic workers employed in a hotel, office, hostels and similar settings. A simple definition of domestic work cannot cater to the variety of work that domestic workers undertake.
- Domestic work must be recognised as a different category of work, taking the invisibility of domestic work into consideration. The focus should be on limiting the working hours to not more than 8 hours of work and providing them with minimum wages (according to the Minimum Wages Act) as well as making clear state-wise laws that recognise domestic work as scheduled employment.
- The definition of employer should include any person, authority or management that engages domestic workers, whether part-time or full-time, either directly or through any other person or agency, and who is a contracting party to the contract that is to be signed at the outset of the employment between the employer and the employee. This contract process is proof of employment and should be strictly enforced. Registration of domestic workers should also be enforced at the ground level with the onus lying on the employees and the state.
- The role of the private placement agencies who act as third parties between the employer and the employee should be regulated by respective district or state level labour offices. The District Labour Office can act as a placement agency and this body can be further regulated by respective states.
- Composition of a tripartite body at the district, state and national level is specifically needed for domestic workers, which will act as the implementation authority at the local, state and central levels. The district level authorities should be in direct charge of facilitation of access to basic services, legal aid and creation of workers' facilitation centres. Also, learning from states like Maharashtra which has set up the Domestic Workers Welfare Board, at the national level a similar board can be constituted.
- An efficient and functional grievance redressal mechanism is critical to address concerns of domestic workers. Toll free helpline numbers, followed by free legal aid facilities should be ensured for them. Special attention needs to be paid to the maintenance of records of migrant

workers who migrate for work to cities. To prevent trafficking of domestic workers the Domestic Workers Law (yet to be introduced in the Parliament) should be read simultaneously with trafficking laws. No issue can be dealt in isolation, inter-departmental convergence and coherence is a key requirement.

For years, the state has failed domestic workers, despite international as well as constitutional obligations mandating welfare and social security measures as a basic right of all workers, as well as a key indicator of decent work. India cannot afford to ignore the long standing demand of domestic workers and must bring about a law for ensuring their rights.

I. INTRODUCTION AND METHODOLOGY

DOMESTIC WORKERS IN INDIA

The economy in relation to the position and conditions of the workers is discussed time and again. Yet, it is seldom brought to the fore how domestic workers are a vulnerable section of informal workers in South Asia and in many other parts of the world. The fact that they have become an enormous industry in itself is evident by observing how in today's urban space, domestic workers play a very important role. Often, people link it to the fast paced urban life explained in relation to the busy personal schedules in the urban setup, which demands that people seek services to manage their household work. However, domestic workers are much more than those employed by households. Yet they are unaccounted for in terms of their rights and social security concerns at the workplace and beyond.

The absence of any form of strong and exhaustive quantitative data, especially state based data on domestic workers, is a measure of the negligence faced by these workers with reference to their existence in the urban economy specifically. Many scholars have tried to estimate, however indirectly, the number of domestic workers in India. According to the International Labour Organization (ILO), there are at least four million domestic workers in India (Lawyers Collective, 2013). It is also to be noted that this worker group is a gender skewed one, with more than 70 per cent of the workforce being women, thus making it the largest occupation category for women in urban India (GOI Monitor, 2013).

Domestic services demand different working hours according to the needs of the employers and may range from part-time engagement in multiple homes to a full-time engagement in a single household. A large percentage of domestic workers, which

includes both men and women, are migrant workers from different areas. There are a growing number of placement agencies, as these are called, which connect domestic workers to people across the city. The growing number of placement agencies also points to the expanding space for migrant domestic workers. It is also a known fact that the issues faced by domestic workers are many and grave. The situation of domestic workers is fraught with uncertainties, there is often exploitation of their labour, and they experience the loss of dignity and respect.

On 16 June 2011, the International Labour Conference of the ILO adopted the Convention concerning decent work for domestic workers, which is also referred to as the Domestic Workers Convention, 2011 (No. 189). This further brought to notice the urgency to address the issues faced by domestic workers across the globe. It granted rights to domestic workers, including the right to equality in respect of employment and occupation, the right to enjoy fair terms of employment as well as decent working conditions and, if they reside in the household, decent living conditions that respect their privacy, as well as the right to have access to justice. However, at the moment, India has not ratified the Convention and is thus not legally bound to incorporate these provisions into its national legislative framework until it ratifies it. This is a humble attempt to complement the existing discussion on the conditions and rights of domestic workers. The aim is to bring together the concerns through a comparative look at the existing legal framework and innovate further to ensure a constructive change in paid domestic work as well as the lives of the workers.

WOMEN AND WORK

Empowerment of women and marginalised communities should be the prime concern for building a society with equal opportunities and rights for all. While we still grapple with the complexities of an unequal world, it becomes important to focus on interventions through which the vulnerable sections can be supported and assisted in the socio-legal aspect. The National Policy for Women (2016) also emphasised the need for equal representation in economic, social and political spaces, which is essential for women empowerment. The policy also put forth the commitment towards embracing the Convention on Elimination of All Forms of Discriminations Against Women (CEDAW) (Ministry of Women and Child Development, 2016). India is an active member, endorsing its commitment towards ending violence against women in the 2030 Sustainable Development Goals (SDG) Agenda. Thus, in the contemporary scenario, the debates on gender rights and equality have been juxtaposed against the reality of increase in crime against women, such as rape, dowry etc.; feminization of agriculture questioning land ownership; women as migrant workers requiring availability of safe working space; and cybercrime bullying, which have become important concerns. In the midst of all this comes the case of one of the most invisibilised and vulnerable workforces which is also unequally gender skewed to a great extent—that of the domestic workers.

EXISTING LEGAL PROVISIONS FOR DOMESTIC WORKERS IN INDIA

Although there is no specific law for domestic workers in India, they find a passing mention under the definition of a 'wage worker' in the Social Security Code, 2020 which mandates the setting up of state Welfare Boards so that registered workers can avail benefits of schemes notified by the government.

11 states have also notified minimum wages for domestic workers by including domestic work

under their list of scheduled employment under the Minimum Wages Act and 7 of them have fixed the hourly/daily/monthly rates of wages for domestic workers (Annexure 1 has the state minimum wage notifications). Four states have laws and/or welfare boards that are specially focussed on domestic work. Details of existing state provisions have been outlined in Table 1.

MINIMUM WAGES IN STATES FOR DOMESTIC WORKERS

Minimum Wage Details (in INR)		
Per hour	Per day (8 hours)	Per month
1. ANDHRA PRADESH		
Welfare Board for Domestic Workers: NA		
Effective date: 01.04.2020		
Cleaning of vessels/washing the clothes/sweeping and swabbing floor/ baby sitting/care of old or infirm persons/kitchen shopping/taking children to school and back/other household chores - 753	Cleaning of vessels/washing the clothes/sweeping and swabbing floor/ baby sitting/care of old or infirm persons/kitchen shopping/taking children to school and back/other household chores - 7,534	
2. BIHAR		
Welfare Board for Domestic Workers: NA		
Effective date: 24.03.2020		
		Washing the utensils - 870 Washing the clothes/washing the utensils - 870 Washing the clothes/washing the utensils/ house-keeping (A. house of 1000 sq. ft.) - 870 Washing the clothes/washing the utensils/ house-keeping and looking after the children - 6,943 Washing the clothes/washing the utensils/house-keeping and looking after the children and taking children to school and back, other miscellaneous domestic works - 6,943

Minimum Wage Details (in INR)		
Per hour	Per day (8 hours)	Per month
3. KARNATAKA		
Welfare Board for Domestic Workers: NA		
Effective date: 16.09.2016		
	For Zone 1: 1. Washing and cleaning and cutting of vegetables/non-veg items, grinding, cooking and cleaning of kitchen etc - 519.74 2. Washing the clothes/ washing the utensils/house-keeping and cleaning of house and looking after children - 479.74 3. Washing the clothes / House keeping and cleaning and other related works- 469.74	For Zone 1: 1. Washing and cleaning and cutting of vegetables/non-veg items, grinding, cooking and cleaning of kitchen etc - 14,033.20 2. Washing the utensils/house-keeping and cleaning of house and looking after children - 12,473.20 3. Washing the clothes/house-keeping and cleaning and other related work - 12,213.20
4. RAJASTHAN		
Welfare Board for Domestic Workers: NA		
Effective date: 21.08.2020		
		1. Washing utensils - 809 2. Washing clothes - 809 3. Washing clothes/washing utensils - 809 4. Washing clothes, washing utensils, cleaning the house - 809 5. Other household work - 809 6. Washing clothes, washing utensils, cleaning the house, taking care of children, picking and dropping off children to school, and other household chores - 6,474
5. JHARKHAND		
Welfare Board for Domestic Workers: NA		
Effective date: 01.04.2020		
	1. Unskilled - 295.8 2. Semi skilled - 309.89 3. Skilled - 408.5 4. Highly skilled - 472.42	1. Unskilled - 7,690.80 2. Semi skilled - 8,057.14 3. Skilled - 10,621 4. Highly skilled - 12,268.88
6. TAMIL NADU		
Welfare Board for Domestic Workers: Tamil Nadu Domestic Workers Welfare Board (constituted 22 January 2007) under section 6 of the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act 1982		
		Included domestic work in state list of scheduled employment but not fixed any wage rate.

Minimum Wage Details (in INR)		
Per hour	Per day (8 hours)	Per month
7. KERALA Welfare Board for Domestic Workers: Domestic workers are members of the Kerala Artisan and Skilled Workers' Welfare Fund Effective date: 29.12.2016		
1. Washing clothes - 37.50 2. Washing vessels - 37.50 3. Sweeping of house and premises, cleaning of house and premises, wiping the floor - 37.50 4. Purchase of vegetables, grocery, utensils and other equipments for making food - 37.50 5. Helping for cooking - 37.50 6. Engagement on all the works or more cited in Sl. No. 1 to 5 - 37.50 7. Caring of children, taking them to school and bringing back from school - 38.25 8. Caring for the old, sick and differently abled persons - 38.25 9. For engagement in all the works or any of the work cited in Sl. No. 1 to 5 and engagement in works cited in Sl. No. 7 and 8 - 38.25 10. Cooking of food - 39.75 11. Doing other works in the house and premises related to the stay of individual or family - 37.50 12. Domestic work while staying in the house - N/A 13. Vehicle driver - 40.50 14. Gardener - 40.50 15. Home nurse - 40.50 16. Security/watchman, garden worker - N/A	1. Washing clothes - 195 2. Washing vessels - 195 3. Sweeping of house and premises, cleaning of house and premises, wiping the floor - 195 4. Purchase of vegetables, grocery, utensil and other equipments, for making food - 195 5. Helping for cooking - 195 6. Engagement on all the works or more cited in Sl. No. 1 to 5 - 195 7. Caring of children, taking them to school and bringing back from school - 201 8. Caring for the old, sick and differently abled persons - 201 9. For engagement in all the works or any of the work cited in Sl. No. 1 to 5 and engagement in works cited in Sl. No. 7 and 8 - 201 10. Cooking of food - 213 11. Doing other works in the house and premises related to the stay of individual or family - 195 12. Domestic work while staying in the house - 219 13. Vehicle driver - 219 14. Gardener - 219 15. Home nurse - 219 16. Security/watchman, garden worker - 213	1. Washing clothes - 5,070 2. Washing vessels - 5,070 3. Sweeping of house and premises, cleaning of house and premises, wiping the floor - 5,070 4. Purchase of vegetables, grocery, utensil and other equipments for making food - 5,070 5. Helping for cooking - 5,070 6. Engagement on all the works or more cited in Sl. No. 1 to 5 - 5,070 7. Caring of children, taking them to school and bringing back from school - 5,226 8. Caring for the old, sick and differently abled persons - 5,226 9. For engagement in all the works or any of the work cited in Sl. No. 1 to 5 and engagement in works cited in Sl. No. 7 and 8 - 5,226 10. Cooking of food - 5,538 11. Doing other works in the house and premises related to the stay of individual or family - 5,070 12. Domestic work while staying in the house - 5,694 13. Vehicle driver - 5,694 14. Gardener - 5,694 15. Home nurse - 5,694 16. Security/watchman, garden worker - 5,538

Minimum Wage Details (in INR)		
Per hour	Per day (8 hours)	Per month
8. ODISHA		
Welfare Board for Domestic Workers: NA		
Effective date: 01.04.2020		
	Unskilled - 303.40 Semi-skilled- 343.40 Skilled - 393.40 Highly skilled - 453.40	
9. MAHARASHTRA		
Welfare Board for Domestic Workers: Maharashtra Domestic Workers Welfare Board Act 2008		
		Included domestic work in state list of scheduled employment but not fixed any wage rate.
10. MEGHALAYA		
Welfare Board for Domestic Workers: NA		
		Included domestic work in state list of scheduled employment but not fixed any wage rate.
11. ASSAM		
Welfare Board for Domestic Workers: NA		
		Included domestic work in state list of scheduled employment but not fixed any wage rate.

SOCIAL SECURITY FOR DOMESTIC WORKERS

The Rashtriya Swasthya Bima Yojana is a health insurance scheme that offers smart card-based cashless health insurance cover of up to INR 30,000 under any empanelled hospital anywhere in the country to below poverty line (BPL) workers (a unit of five) (The Hindu, 2011). In a welcome move, it was extended by the Cabinet in 2011 to include domestic workers within its ambit as well (Ibid.). However, the cumbersome process around registration has discouraged most of them from applying for this scheme. Further, according to government data, it has only been implemented by the states of Assam, Bihar, Chhattisgarh, Gujrat, Himachal Pradesh, Karnataka, Kerala, Meghalaya, Manipur, Mizoram, Nagaland, Odisha, Tripura and West Bengal for the financial year 2016–2018 (PIB, 2018).

METHODOLOGY

The idea for this analysis is embedded in a comparative understanding of the already available body of work and legal provisions. The aim was to ensure further dialogue that does not discount the multiple efforts that have been made in the past to address the situation and instead grows, taking roots from these works. A twofold methodology is used—the use of case studies and a detailed qualitative analysis to achieve the following objectives:

1. To understand the working along with the merits and flaws of the Domestic Workers' Welfare Board in Maharashtra
2. To carry out a detailed analysis of some of the important legislative bills that affect the lives of domestic workers in India and arrive at recommendations

To achieve the first objective, a detailed research study was carried out in the cities of Mumbai and Navi Mumbai in the state of Maharashtra in 2018. The stakeholders in the welfare board—government officials, domestic workers, activists and trade unions were interviewed. Interactions and dialogues with labour officials in the Kamgar Bhavan at Bandra and Labour Office at Panvel brought the government's perception into the study. Domestic workers interviewed belonged to the Tata Nagar *basti* in CBD Belapur, Navi Mumbai, while activists and trade unions belonged to different areas across the two cities. Through this case study of the Maharashtra Domestic Workers' Welfare Board, the rationale behind setting up the Board, the working of the Board right from 2011 leading to its non-functional status presently has been outlined.

The aim of the second objective was to develop a comparative understanding of the already existing drafts of policy and bills on domestic workers. The first step was to create a combined comparative document through secondary data analysis of the four drafts mentioned. The goal of the analysis was to represent the different and similar features and views of the different drafts. To do this effectively, the drafts were studied intensively and discussed at length. This led to the creation of a Comparative Analysis Table that could provide all the information of the drafts in an organised way for further review. The structure of the table was derived from the common structure used by all the drafts comprising eight sections. These sections were further divided into different sub-sections and each draft's standpoint regarding the same was recorded.

Following the completion of the Comparative Analysis Table, the various sections of the bills were discussed by organising focused group discussions. To achieve this, a two part roundtable was organised (on 12 July and 19 July 2018) and resource persons from different organizations [National Domestic Workers Union (NDWU), National Platform for Domestic Workers (NPDW), Jagori, Women in Informal Employment: Globalizing and Organizing (WIEGO), Participatory Research in Asia (PRIA)] were invited for the same. The roundtable proved to be beneficial as each aspect was discussed and debated on, to reach a common consensus regarding the different concerns. The roundtables were exhaustive and detailed and produced a clearer picture regarding the structure that can be adopted and features to be amended to form a strong legal draft. This report includes the discussions and recommendations that were a result of the roundtable meetings and we believe that it takes us a step closer in the direction of a renewed struggle for domestic worker rights and dignity.

As a postscript, a preliminary overview of the Labour Codes and its coverage of domestic workers has been added.

II.

MAHARASHTRA DOMESTIC WORKERS' WELFARE BOARD: A CASE STUDY OF LEGAL RECOGNITION OF DOMESTIC WORKERS IN MAHARASHTRA

Strong legislative action for the rights of domestic workers is paramount and has been demanded, discussed and debated upon widely in the country, especially over the last two decades. One such attempt was through the passing of the Domestic Workers' Welfare Board Act in Maharashtra in 2008. The case of Maharashtra serves as a good example to understand the working of the Welfare Board and study its effectiveness. It helps with analysing what it is that states can do for domestic workers

through the mechanism of Welfare Boards, as well as seeing what works with Welfare Boards and what should be avoided or improved. This chapter does this by scrutinising the implementation of the Act in Maharashtra, by analysing the perspectives of all stakeholders—government authorities, activists and trade union leaders as well as domestic workers themselves to bring forth the best practices, and also the underlying issues and the gaps in implementation of the Act.

WORKING OF THE ACT¹

The Act was passed in 2008 but the Board was formed only two years later in 2011 as the rules for the implementation of the Act were formed only then. The Domestic Workers' Welfare Board was formed on 12 August 2011 and lasted for a term of 3 years, terminated on 12 August 2014. This Board had an advisory committee as put forth in the Act, which had representation of the state, employers and domestic workers.

The procedure stated is such that the domestic workers have to get registered under the Board by paying a certain registration fee and by showing proper documentation, one of the important documents being the employer certificate. Once the registration is done, they receive an identity card which gives them the identity of a domestic worker. This registration is then supposed to be renewed at the end of each year. Once you are a member of the Board, you are eligible to receive all the welfare schemes.

The second Welfare Board was formed on 27 March 2015. This Welfare Board had a one-member committee as the advisory committee faced a lot of operational issues. Till date, the one-member committee board is in existence. The number of schemes that were delivered during the period of the first Welfare Board has drastically fallen to a mere 3 welfare schemes today.

The one-member committee Board has no finite tenure decided by the state and hence, it has still not been terminated. The Domestic Workers' Welfare Board was formed to provide visibility to the domestic workers by getting them registered under the Board and to also provide them welfare schemes. The currently existing one-member Board is struggling to deliver.

1 | The working of the Board is presented as said in the report received from the Kamgar Bhavan (Labour Office) titled 'Comments from Office of Development Commissioner' at Mumbai.

ISSUES WITH THE ACT

There is a definite shortage of literature on the functioning of the Welfare Board. The Act is said to be 'weak' as it does not say much about the working and implementation of the Board (Moghe, 2013). For example, no clear source of funding is mentioned which impairs the complete working of the Board. This makes it completely dependent on State grants. Also, the Board is welfare-centric and does not say much about labour rights. The Act also gives restricted access to form a committee, that is, the state has more role to play which seems much like an interference.

Apart from welfare, the Act does not do much about regulating the work and working conditions of domestic workers. Literature also recognises the fact that there is discrepancy in the way the Act expects

the Board to function, what actually happens on implementation and most importantly, the low level of awareness among beneficiaries regarding this legislation (John, 2014).

With the idea of pushing for a fully functional Welfare Board across different states in the country and the existing knowledge (in the form of policy and bill drafts), it is important to understand the positive points that can be taken forward and gaps that need to be addressed in the course of beginning a fresh dialogue on this issue. The various interactions pointed towards the fact that the Domestic Workers' Welfare Board had serious issues which needed to be addressed to ensure its effective working and longevity.

FROM THE PERSPECTIVE OF THE ASSISTANT LABOUR COMMISSIONER

Suneeta Mhaikar, the Assistant Labour Commissioner at the Kamgar Bhavan in Mumbai identified the problem saying that the complications start right at the root. There is no clear data that speaks about the number of domestic workers in the state. That is, there is data present about the informal population in Maharashtra but no separate data on the number of domestic workers in the state. Therefore, there is no clear indication of the size of the population that the government is dealing with.

The Labour Department also recognises the role of the non-governmental organizations (NGOs) and trade unions to reach the target population. The registrations are done through the NGOs and union leaders and activists as they have direct access to the population of domestic workers.

As per the procedure, the domestic workers, after registering themselves, have to renew their

registrations at the end of every year. As per Mrs. Mhaikar, the domestic workers were not getting their timely renewals done. Due to this reason, the number of registrations with the board were lessening. From 4,73,571 in 2011 when the board was formed, the number of registrations have fallen to almost 1,00,000 in 2017–2018.

The Board had ample funds to deliver the various schemes comfortably as the state grants were helping a great deal. Activists interviewed have a very different opinion about the funding situation of the Welfare Board. Also, there are currently three welfare schemes running namely, the Sanman Dhan Yojana², Aam Aadmi Bima Yojana³ and the funeral benefits⁴. There is a strong disagreement in this case as well as the activists claim that the Sanman Dhan Yojana is not being delivered and the insurance schemes are also not properly delivered in all the districts.

2 | Sanman Dhan Yojana of INR 10,000 to the registered domestic workers who have completed the age of 55 years on 01.08.2013. Till date, the Board has given the benefit to 1,902 registered domestic workers amounting to INR 1,90,20,000. Source: <https://mahakamgar.maharashtra.gov.in/welfare-scheme-domestic-workers.htm>

3 | The Aam Aadmi Bima Yojana offers insurance coverage to one earning member of the family or the family head. Two Social Security Schemes Aam Aadmi Bima Yojana (AABY) and Janashree Bima Yojana (JBY) were merged as on January 1, 2013 and named 'Aam Aadmi Bima Yojana'

4 | Funeral Assistance of INR 2,000 to the legal heir of registered domestic workers. Till date, the Board has settled 12 claims amounting INR 24,000. Source: <https://mahakamgar.maharashtra.gov.in/welfare-scheme-domestic-workers.htm>

When asked about the reason for such a less number of schemes being delivered or enlisted, the department has proposed around eight more schemes which are stuck in the pipeline and are still to be passed by the government.

The government is also aware of the fact that the employer certificate, which is a very important document for registration purposes, is difficult to acquire as the employers feel it to be a burden to be responsible for an employee. This hurdle delays the registration of many domestic workers.

FROM THE PERSPECTIVE OF ACTIVISTS AND TRADE UNION LEADERS

A different perspective was given by the activists and trade union leaders as they deal with both the government officials and the domestic workers closely.

The Domestic Workers' Welfare Board was too welfare-centric and did not focus much on delivering labour rights. The activists and trade union leaders were of the opinion that a rights-based framework for the Welfare Board would have fared better.

As Dnyanesh Patil of the National Domestic Workers' Movement said—the Sanman Dhan Yojana was a big attraction during the tenure of the first Welfare Board. This was one main reason why the domestic workers were interested in getting registered and being a member of the Board. After 2014, when the government changed, the Sanman Dhan Yojana was not being delivered, even though it does say on paper that it is being offered.

Also, the welfare schemes which are being delivered are not very relevant to the domestic workers' population. Rajendra Bhise, an activist working closely with domestic workers, rightly calls it a patchwork done where welfare schemes offered by other Welfare Boards in the state (Mathadi Welfare Board, Building and Other Construction Workers' Welfare Board, Security Guards Welfare Board) are mixed and matched and delivered to the domestic workers.

Thus, schemes like funeral benefits are not very beneficial to them. Some districts have received maternity benefits for the domestic workers, but that is a very small number. Also, domestic workers have immediate needs as their priority is to get money back home. This credit facility is not provided as one of the welfare schemes. Likewise, required assistance like pension and provident fund schemes are not even enlisted among the welfare schemes to be delivered.

Another issue that was brought up by almost all activists was the fact that there is no separate dedicated staff to look after the working of the Welfare Board. They are government workers who are engaged in other job profiles who are simultaneously handling Welfare Board affairs. This results in a delay in processing forms of registrations and an overall delay in delivering activities. Like Mr. Suresh Patil of the Maharashtra Ghar Kamgar Vikas Sangathan said, the forms were submitted in March 2017 for registration and till December 2017 the identity cards have still not been received.

Due to the absence of separate bureaucracy, the officials do not entertain individual entries. That is, they accept a bulk number of forms for registration, that is, around 40–50 forms together. This highlights the importance of NGOs and trade unions as they are capable of getting 40–50 women together and then submit the forms together at the labour office.

Domestic workers have no understanding of the Welfare Board, or the schemes and are thus, not aware of the fact that they have to get their registration renewed at the end of every year. This lack of awareness was seen more visibly when direct, personal interactions were made with them.

With regard to the structure of the Board, Vandana Chinchulkar from the Maharashtra Mahila Parishad was disappointed with the whole one-member committee running the whole Welfare Board. In this Board, there is absolutely no representation of the domestic workers at the high level, which means that no pressure can be exerted to get the work done.

The one-member committee is also not very approachable as the lone member of the Board has no idea about the status at the ground level. The hierarchy in this case is required as it also makes the grievance redressal more realistic.

All the activists and trade union leaders are aware of the issues regarding acquiring the employer certificate. Hence, they all echoed the fact that the employers should also be registered along with the domestic workers under the Board.

Mr. Uday Bhat, a former member of the Welfare Board from 2011–2014, cited the indifference and disinterest of the government for the failure of the Domestic Workers' Welfare Board. The Act was a weak legislation as it did not really mention in detail the complete implementation process.

The funding source of the Welfare Board was highly unstable. From 2011–2014, the state grants amounted to INR 6 crore. This, when divided among an approximate four lakh domestic workers, is a nominal amount. Thus, increasing government funding for the Board is very important. This statement goes in direct contradiction to what Mrs. Mhaikar from the labour department claimed about the funds being ample.

The non-deliverance of schemes and benefits to the domestic workers are directly resulting in them not being motivated to be registered with the Board. This is decreasing the number of registrations being done. The NGOs, activists and trade union leaders clearly say that it has become difficult to encourage the domestic workers to join the Welfare Board anymore and they cannot be blamed for their disinterest.

FROM THE PERSPECTIVE OF DOMESTIC WORKERS

The domestic workers who were interviewed for the purpose of this research resided in the Tata Nagar slum in Navi Mumbai. Women who were engaged in domestic work were involved in all sorts of household chores, right from cooking, cleaning to taking care of a sick patient and so on. The respondents were all part-time domestic workers.

The domestic workers who were interviewed had no idea about the existence of a Domestic Workers' Welfare Board. Some of them did have identity cards but were not aware of the role of the Board. When YUVA staff would ask them to get the employer certificate signed, they would do so as they knew that some benefits would be derived from it. This point

was mostly where their knowledge of the Welfare Board would end. At times, the women were not even motivated enough to ask for the signatures from the employers and hence, would not participate much towards getting registered.

This is where the encouragement and constant push was required as they would ensure that the domestic workers are getting registered and are eligible to receive the benefits. In some cases, where the employer would not be ready to sign the employer certificate, the YUVA staff would step in and communicate the need of the document.

IN CONCLUSION

The case of the Maharashtra Domestic Workers' Welfare Board stands out as an important case study in realising the ground realities of the workings and implementation of the Act and its impact on domestic workers. After consulting various stakeholders, including the civil society members, the Assistant Labour Commissioner, activists and trade union leaders, as well as the targeted domestic workers, it is seen that the complications start right at the root. Without any clear data on the number of domestic workers in the state, it is difficult to plan welfare schemes. The implementation of the Act relies on NGOs and unions to reach the target population of the domestic workers. Further, the requirement of renewal of registrations at the end of every year is cumbersome and one of the major causes of the reducing number of registrations with the Board. The government is also aware of the fact that the employer certificate, which is a very important document for registration purposes, is very difficult

to obtain and ends up delaying the registration of many domestic workers. As for the activists and trade union leaders, it was felt by them that a rights-based framework for the Welfare Board would have fared better. The welfare schemes which are being delivered currently do not serve their needs. Required assistance like pension and provident fund schemes are not enlisted among the welfare schemes to be delivered. Moreover, greater efforts are required for spreading awareness among domestic workers and educating them on their rights. As has been illustrated by this chapter, the case of the Domestic Workers' Welfare Board Act in Maharashtra is an important study for legislators, government authorities, civil society members, and other stakeholders to understand the needs of the target population and the drawbacks and lacunae of the existing laws in delivering justice to the domestic workers on the ground level and to use this information to make the appropriate changes.

III.

THE NATIONAL BILLS ON DOMESTIC WORKERS: A COMPARATIVE ANALYSIS

In response to the long standing demand for a special law on domestic workers, there have been numerous efforts by various stakeholders to draft bills for ensuring that domestic workers are guaranteed their rights. Since 1959, which saw the Domestic Workers (Conditions of Employment) Bill, there have been many attempts to legislate for this sector, including the Domestic Workers (Conditions of Service) Bill, 2009, a Private Member's Bill introduced in Parliament by Shri Arjun Ram Meghwal, but without success. Other Bills, such as the one developed by the National Commission for Women in 2008, and one by the Domestic Workers Rights Campaign in 2010 were also debated but there is still no Act of the Parliament to protect the rights and welfare of domestic workers.¹

This chapter looks at four of the recent bills that have been drafted for this section of workers, namely the:

- i. Domestic Workers Welfare and Social Security Act, 2010 by National Commission for Women
- ii. The Domestic Workers' Welfare Bill, 2016 tabled by Member of Parliament (MP) Dr. Shashi Tharoor
- iii. The Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha by MP Sankar Prasad Datta
- iv. The Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Rajya Sabha.

It compares and contrasts these bills, which are similar in their concerns for the social security measures, rights and regulation of work for domestic workers, on eight indices developed for this study. Based on this comparative analysis, concerns and recommendations are also highlighted.

THE DRAFT BILLS

I. DOMESTIC WORKERS WELFARE AND SOCIAL SECURITY, ACT 2010 (NATIONAL COMMISSION FOR WOMEN)

This draft focuses on the unregulated and very low wage levels, undefined and obscure working hours, absence of proper systems of social security, physical and mental exploitation by agencies, disruption of family and social life, abuse by employers. It also addresses problems with implementation of laws and directives and brings home the point of the absence of a central legislative step and the urgent need for one. It also endeavours to address the issues related to the placement agencies and

the need to regulate these, which is emphasised as paramount. The draft aims to suggest ways in which state level interventions and structures need to be created for the effective resolution of the struggles of the domestic workers. Focusing on registration mechanisms and tripartite systems of regulation, the draft tries to bring in the domestic worker within the mainstream at a country wide level.

II. THE DOMESTIC WORKERS' WELFARE BILL, 2016 BY MP DR. SHASHI THAROOR

This bill focuses on deliberating further on the concerns of the domestic workers, taking into account the issues also put forth by the 2010 draft by the National Commission for Women. In addition to defining the different terms like domestic work, domestic worker, service provider, etc. like the 2010 draft, the bill attempts to provide a more detailed understanding to the different tasks that comprise domestic work (example: '... includes cooking, cleaning, housekeeping, driving, gardening, childcare, and old-age care') and to separate other home based commercial labour ('... but does not include work related to businesses run from private households').

It focuses on the role of the state in the regulation of domestic work at the district level, discussing solely the formation of district boards. It also attempts to reinvent the understanding of domestic work by creating a specific category for 'minor domestic worker' ('... means a domestic worker who is above the age of sixteen years but below the age of eighteen years and has completed compulsory elementary education'). It also discusses setting up of helplines, worker facilitation centres, etc. for better implementation and monitoring as well as to spread awareness of the provisions, benefits that can be availed by the beneficiaries of the Act.

III. DOMESTIC WORKERS REGULATION OF WORK AND SOCIAL SECURITY BILL, 2016 (BY DR. SOPHIE K.J. AND STUDENT RESEARCHERS FROM NATIONAL LAW UNIVERSITY, DELHI, WITH INPUTS FROM NATIONAL PLATFORM OF DOMESTIC WORKERS)

This draft also forms the template for the Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha by MP Sankar Prasad Datta, as well as the Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Rajya Sabha with minor changes, additions or deletions at some places. A major objective of the bill is to initiate discussions on creation of a detailed central legislation specific to the paid domestic workers to create a nationwide legal structure for their welfare and social security. The bill also emphasises on the need to engage in developing measures to overcome the issue of trafficking, which has been associated with the coming of migrant workers to the city for paid domestic work. The bill does not include paid domestic workers travelling to other countries for work. The definition of domestic worker is taken from the International Labour Organisation (ILO) C-189, 2011

which is a broader definition. The categorisation of workers is done into three separate categories with live-in domestic workers as a separate category. The bill also talks about the nature of the employment agreement. The bill also provides a specific case for migrant workers though specific measures of ensuring the movement of workers is in official records.

Note: The comparative table has four draft bills in total. The Domestic Workers Regulation of Work and Social Security Bill, 2016 forms the template for the Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha as well as the Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Rajya Sabha which have very minor changes, additions or deletions at some places.

COMPARATIVE ANALYSIS

The different draft bills looked at are similar in their concerns for the social security measures, rights and regulation of work for domestic workers. With eight sections that more or less form a common structure for the bills, there are still various nuanced differences when we look at these more closely. The eight main sections dealt within each bill are:

1. Preliminary (dealing with definitions primarily and other standard terms used)
2. Registration (dealing with creation of a registered workforce to account for the benefits and rights of the workers as well as establishing the accountability of employers and service providers)
3. Implementing Authorities under the Act (dealing with creation of institutional machinery by the state at different levels for regulation, monitoring and support)
4. Establishment of Fund (dealing with composition, nature and creation of funds to provide benefits to domestic workers)
5. Regulation of the Working Hours (dealing with issues of working hours, minimum wages, leaves, etc)
6. Grievance Redressal and Dispute Resolution (dealing with addressing grievances, complaints, the bodies that can be created to deal with this at the district level, etc.)
7. Offenses and Penalties (dealing with fines, punishment, etc. associated with non-compliance and directing complaints of a criminal nature to suitable judicial bodies)
8. Miscellaneous

COMPARATIVE ANALYSIS TABLE

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
CHAPTER I: PRELIMINARY			
DEFINING DOMESTIC WORK			
Household and allied work includes but is not limited to activities such as cooking or a part of it, washing clothes or utensils, cleaning or dusting of the house, driving, caring/nursing of the children/sick/old/ mentally challenged or disabled persons.	'Domestic Work' means work performed in or for a private household(s) and includes cooking, cleaning, housekeeping, driving, gardening, childcare, and old-age care, but does not include work related to businesses run from private households.	'Domestic Work' means work performed in or for a household or households.	'Domestic Work' means work performed in or for a household or households.
DEFINING DOMESTIC WORKER			
'Domestic Worker' means, a person who is employed for remuneration whether in cash or kind, in any household 'or similar establishments' through any agency or directly, either on a temporary or contract basis or permanent, part time or full time to do the household or allied work and includes a 'Replacement worker' who is working as a replacement for the main workers for a short and specific period of time as agreed with the main worker.	'Domestic Worker' means a person employed to do domestic work for remuneration, whether in cash or in kind, for one or more employers by staying at the household premises or otherwise and includes casual, temporary, contractual, or migrant workers.	Any person engaged in domestic work within an employment relationship. A domestic worker may work on full-time or part-time basis; may be employed by a single household or by multiple employers; may be residing in the household of the employer (live-in worker) or may be living in his or her own residence (live-out). A domestic worker may be working in a country of which she/he is not a national (ILO Convention 189 definition) provided this includes 'Replacement worker' who is working as a replacement for the main workers for a short and specific period of time as agreed with the main worker and the employer.	Any person engaged in domestic work within an employment relationship. A domestic worker may work on full-time or part-time basis; may be employed by a single household or by multiple employers; may be residing in the household of the employer (live-in worker) or may be living in his or her own residence (live-out). A domestic worker may be working in a country of which she/he is not a national (ILO Convention 189 definition) provided this includes 'Replacement worker' who is working as a replacement for the main workers for a short and specific period of time as agreed with the main worker and the employer.

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
DEFINING TYPES OF DOMESTIC WORKERS			
While the Act mentions different working hours for live-in and full-time live out workers, there is no specifically mentioned distinction between different types of domestic workers besides broad categories of part time and full time workers.	The Bill includes different types of workers in its definition but does not discuss or delineate the different types of workers especially in terms of working hours or nature of work.	<p>The categorisation of workers is clearly done into three separate categories with live-in domestic workers as a separate category:</p> <p>'full time worker' means a person who is employed as a domestic worker in a single household for working hours as specified under section 38(4);</p> <p>'live-in-worker' means a person employed as a domestic worker who lives in the employer's premises; and</p> <p>'part time worker' means a person who is employed as a domestic worker for less than prescribed daily working hours of that of a full time worker, whether employed in single or multiple households.</p>	<p>The categorisation of workers is clearly done into three separate categories with live-in domestic workers as a separate category:</p> <p>'full time worker' means a person who is employed as a domestic worker in a single household for working hours as specified under section 38(4);</p> <p>'live-in-worker' means a person employed as a domestic worker who lives in the employer's premises; and</p> <p>'part time worker' means a person who is employed as a domestic worker for less than prescribed daily working hours of that of a full time worker, whether employed in single or multiple households.</p>
DEFINING 'EMPLOYER'			
'Employer' means any person, authorities, management that engages the domestic worker to do any work in a household whether part time or full time either directly or through any other person or agency and who has an ultimate control over the affairs of the household and includes any other person to whom the affairs of such household is entrusted and in relation to contract labour, the principal employer.	'Employer' means a person living in a private household, who has employed a domestic worker, either directly or otherwise for remuneration for doing domestic work	'Employer' means any person, that engages the domestic worker to do any work in a household whether part time or full time either directly or through service provider and who has an ultimate control over the affairs of the household which includes any other person to whom such affairs of the household are entrusted and in relation to contract labour, the principal employer.	'Employer' means any person, that engages the domestic worker to do any work in a household whether part time or full time either directly or through service provider and who has an ultimate control over the affairs of the household which includes any other person to whom such affairs of the household are entrusted and in relation to contract labour, the principal employer.

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
DEFINING 'PLACEMENT AGENCY'			
'Placement Agency' means any agency/bureau/contractor or person(s) or association or organization whether registered or otherwise which provides/engages in employment of domestic workers or which facilitate the placement of domestic help for prospective employers and includes such agency or person offering such services through any print, electronic or any form of communication.	'Placement Agency' means any agency or bureau or contractor or person(s) or association, whether registered or otherwise, engaged in the placement of domestic workers with prospective employers and includes such agency or person offering such services through any print, electronic or any form of communication.	'Placement Agency' means any agency/bureau/contractor or person(s) registered under this Act which provides/engages in employment of domestic workers or which facilitates the placement of domestic help for prospective employers and includes such agency or person offering services through any print, electronic or any form of communication.	'Placement Agency' means any agency, bureau, contractor or person(s) registered under this Act which provides or engages in employment of domestic workers or which facilitates the placement of domestic help for prospective employers and includes such agency or person offering services through any print, electronic or any form of communication.
DEFINING 'CHILD'			
'Child' means a person who has not completed eighteen years of age.	'Child' means a person who has not completed eighteen years of age. However, this Bill also brings in another term called Minor Domestic Worker which is used to mean a domestic worker who is above the age of sixteen years but below the age of eighteen years and has completed compulsory elementary education.	'Child' means a person who has not completed eighteen years of age.	'Child' means a person who has not completed eighteen years of age.

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
DEFINING 'WAGES'			
'Wages' means all remunerations expressed in terms of money or capable of being so expressed which would, if the terms of contract of employment, express or implied were fulfilled, be payable to a domestic worker in respect of work done but does not include—(i) the value of any house accommodation, supply of light, water, medical attendance, or any other amenity or wages by general special order of the Government; (ii) any contribution paid by the employer to any pension fund or provident fund or under any scheme or social insurance and the interest which may have accrued thereon; (iii) any travelling allowance or the value of any travelling concession; (iv) any sum paid to the domestic worker to defray special expenses entailed on him by the nature of his employment.	'Wages' means all remunerations expressed in terms of money or capable of being so expressed which would be payable to a domestic worker in respect of domestic work done but does not include—(i) the value of any house accommodation, supply of light, water, medical attendance, or any other amenity; (ii) any contribution paid by the employer under any scheme of social insurance and the interest which may have accrued thereon; (iii) any travelling allowance or the value of any travelling concession; (iv) any sum paid to the domestic worker to defray special expenses entailed on him by the nature of his/her employment; and (v) any compensation paid on discharge.	'Wages' means all emoluments which are earned by an employee while on duty or on leave in accordance with the terms and conditions of his employment and which are paid or are payable to him in cash and includes dearness allowance but does not include any bonus, commission, house rent allowance, overtime wages and any other allowance.	'Wages' means all emoluments which are earned by an employee while on duty or on leave in accordance with the terms and conditions of his employment and which are paid or are payable to him in cash and includes dearness allowance but does not include any bonus, commission, house rent allowance, overtime wages and any other allowance.
DEFINING WORKPLACE			
'Workplace' means any household where a domestic worker works. Explanation: household means any residential place where the domestic worker works.	'Workplace' means any household where a domestic worker works.	'Workplace' means any household or a place where a domestic worker works as per the terms of the employment agreement. Thus employment agreement becomes an important addition to this definition.	'Workplace' means any household or a place where a domestic worker works as per the terms of the employment agreement Thus employment agreement becomes an important addition to this definition.

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
CHAPTER II: REGISTRATION (In DWSS Act 2010, this is Chapter III) (In Dr. Tharoor's Private Member's Bill 2016, this is Chapter IV)			
REGISTRATION AND WORKERS			
<p>Registration of Workers to be commenced prior to beginning work or within one month after beginning work.</p> <p>Individual workers without any association to a service provider would be responsible for their registration in all circumstances except when the worker is exclusively employed in a single household.</p>	<p>Registration of Workers to be commenced prior to beginning work or within one month after beginning work.</p> <p>The onus of registration shall be on employers and service providers in all cases.</p>	<p>Registration of Workers to be commenced prior to beginning work.</p> <p>The onus of registration shall be on employers and service providers.</p>	<p>Registration of Workers to be commenced prior to beginning work.</p> <p>The onus of registration shall be on employers and service providers.</p>
REGISTRATION AND EMPLOYERS			
<p>Compulsory Registration of Employers before employing any worker;</p> <p>Registration maybe done prior or within one month of commencement of work;</p> <p>However, the onus of registration of an employed worker only falls on an employer only if the worker is exclusively working for the specific household and is not connected to any service provider.</p>	<p>Compulsory Registration of Employers before employing any worker;</p> <p>Registration maybe done prior or within two months of commencement of work.</p>	<p>Compulsory Registration of Employers before employing any worker;</p> <p>The responsibility of registration of workers in case of absence of any coordinating agency or service provider shall fall on the employer both in case of live-in workers or workers working part time in one or more households.</p>	<p>Compulsory Registration of Employers before employing any worker</p> <p>The responsibility of registration of workers in case of absence of any coordinating agency or service provider shall fall on the employer both in case of live-in workers or workers working part time in one or more households.</p>
REGISTRATION AND SERVICE PROVIDERS			
<p>Compulsory registration of service providers prior to recruiting workers;</p> <p>In case of workers recruited by the service providers, the onus of ensuring registration of workers falls on service providers.</p>	<p>Compulsory registration of service providers prior to recruiting workers followed by providing an identification number for the service provider;</p> <p>Registration maybe done prior or within two months of commencement of work;</p> <p>The renewal of the registration shall be every five years;</p> <p>In case of workers recruited by the service providers, the onus of ensuring registration of workers falls on service providers. Failure to do so shall be addressed in accordance with violation provisions as specified.</p>	<p>Compulsory registration of service providers prior to recruiting workers;</p> <p>In case of workers recruited by the service providers, the onus of ensuring registration of workers falls on service providers. Failure to do so shall be addressed in accordance with violation provisions as specified.</p>	<p>Compulsory registration of service providers prior to recruiting workers;</p> <p>In case of workers recruited by the service providers, the onus of ensuring registration of workers falls on service providers. Failure to do so shall be addressed in accordance with violation provisions as specified.</p>

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
ADDRESSING MIGRANT WORKERS			
The act provides a specific case for migrant workers ensuring the movement of workers is in official records. However it makes the workers themselves or service providers as applicable responsible for registration specifying their place of registration and place of work.	No specific mention of this case.	The bill provides a specific case for migrant workers ensuring the movement of workers is in official records, by making the employers or service providers as applicable responsible for registration of such workers specifying their place of registration and place of work.	The bill makes a specific case for migrant workers, ensuring the movement of workers is in official records, by making the employers or service providers as applicable responsible for registration of such workers specifying their place of registration and place of work.
EMPLOYING A 'CHILD'			
The act prohibits employment of individuals below 18 years of age.	The Bill allows for employment of 'Minor domestic workers' (individuals aged 16 or above but less than 18 years) under the condition that these individuals have completed their elementary education.	The act prohibits employment of individuals below 18 years of age.	The act prohibits employment of individuals below 18 years of age
BENEFICIARY			
Every registered worker is eligible for associated benefits and schemes.	Every registered worker is eligible for associated benefits and schemes.	Every registered worker is eligible for associated benefits and schemes.	Every registered worker is eligible for associated benefits and schemes.
DIGITIZATION AND MAINTAINING OF RECORDS			
Does not talk about the simultaneous digital recording of the data of registration and associated features.	Does not talk about the simultaneous digital recording of the data of registration and associated features.	Emphasises about the simultaneous digital recording of the data of registration and associated features.	Emphasises about the simultaneous digital recording of the data of registration and associated features.
IDENTITY CARDS			
Not discussed	Not discussed	The Bill specifies the issue of an ID card to all the registered workers to ensure meticulous recording keeping.	The Bill specifies the issue of an ID card to all the registered workers to ensure meticulous recording keeping.

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
CHAPTER III: IMPLEMENTING AUTHORITIES UNDER THE ACT (In DWSS Act 2010, this is Chapter II) (In Dr. Tharoor's Private Member's Bill 2016, this is Chapter V)			
CENTRAL LEVEL			
Central Advisory Committee (centrally constituted, Apex Advisory Body, minimum 5 members, excluding the Chairman). It should include organisations, trade association, union or persons representing and espousing the cause of domestic workers, individuals having expertise in issues relating to labour matters, women and child issues, law and related interests.	Only discusses setting up of District Boards.	Central Advisory Committee (centrally constituted, Apex Advisory Body, minimum 8 members, excluding the Chairman). It should include organisations, trade association, union or persons representing and espousing the cause of domestic workers, individuals having expertise in issues relating to labour matters, women and child issues, law and related interests.	Central Advisory Committee (centrally constituted, Apex Advisory Body, minimum 8 members, excluding the Chairman). It should include organisations, trade association, union or persons representing and espousing the cause of domestic workers, individuals having expertise in issues relating to labour matters, women and child issues, law and related interests.
Duties: Review and monitoring implementation of the related new and existing Acts and rules at state level; recommending to the Central Government of any changes in the said Act and rules; advising the State Boards regarding schemes for benefit and welfare and on matters of administration; in consultations with State Boards prescribe Minimum Standards to achieve Decent Conditions of Work; recommending appropriate strategies on elimination of any form of trafficking/forced/bonded labour and child labour.		Duties: Review and monitoring implementation of the related new and existing Acts and rules at state level; advising the State Boards regarding schemes for benefit and welfare and on matters of administration; in consultations with State Boards prescribe Minimum Standards to achieve Decent Conditions of Work; recommending appropriate strategies on elimination of any form of trafficking/forced/bonded labour and child labour.	Same as 2017 Bill in Lok Sabha.

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
STATE LEVEL			
<p>State Advisory Committee (1/3rd State + Employers, Workers, Union Members)</p> <p>(Allowance for non state members to participate in committee activities)</p>	Only discusses setting up of District Boards.	<p>(Name of the State) Domestic Worker Regulation of Work and Social Security Board</p> <p>(As a corporate body corporate with perpetual succession and a common seal, thus can sue or be sued)</p> <p>(A Chairperson, by the Central Government; number of other members, not exceeding fifteen, should include an equal number of members representing the State Government, the employers and the Domestic Workers; at least one-third members of the Board shall be women)</p>	<p>(Name of the State) Domestic Worker Regulation of Work and Social Security Board</p> <p>(As a corporate body corporate with perpetual succession and a common seal, thus can sue or be sued)</p> <p>(A Chairperson, by the Central Government; number of other members, not exceeding fifteen, should include an equal number of members representing the State Government, the employers and the Domestic Workers; at least one-third members of the Board shall be women)</p>
<p>Duties: With the previous approval of the State Government, make regulations consistent with this Act and the rules; Review and monitor the District Board constituted for the State and take appropriate steps to ensure its proper and effective implementation; Allocating funds to the district Board and administer the domestic workers welfare fund; Prescribing the fees to be charged from the employers, service providers/placement agencies and domestic workers; Prescribing fee for registration as beneficiaries under the Fund; Implement such schemes and welfare measures as formulated in consultation with the central Board; Prescribing the form of register to be maintained for registration of domestic workers under the fund; Designating procedure for renewal of registration certificate; Entertaining appeals with respect to any decision by the district Board</p>		<p>Duties: With the previous approval of the State Government, make regulations consistent with this Act and the rules; Review and monitor the District Board constituted for the State and take appropriate steps to ensure its proper and effective implementation; Allocating funds to the district Board and administer the domestic workers welfare fund; Prescribing the fees to be charged from the employers, service providers/placement agencies and domestic workers; Prescribing fee for registration as beneficiaries under the Fund; Prescribing the form of register to be maintained for registration of domestic workers under the fund; Designating procedure for renewal of registration certificate; Entertaining appeals with respect to any decision by the district Board; Ensure decent work conditions; Provide assistance with medical, accidental or such emergencies; Provide for pension of workers above 60 years of age</p>	<p>Duties: Same as 2017 Bill in Lok Sabha.</p>

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
DISTRICT LEVEL			
District Domestic Labour Welfare Boards. Equal representation of Employers and Domestic Workers as well as 1/3rd members from the State. Allowance for non state members to participate in committee activities.	The District Board shall consist of members in numbers as appointed by the appropriate Government. The salary and allowances payable to and other terms and conditions of service of members and staff of the District Board decided by appropriate Government.	District Domestic Workers regulation of work and Social Security Board. Equal representation of Employers and Domestic Workers as well as 1/3rd members from the State. Allowance for non state members to participate in committee activities.	District Domestic Workers regulation of work and Social Security Board. Equal representation of Employers and Domestic Workers as well as 1/3rd members from the State. Allowance for non state members to participate in committee activities.
Duties: Carrying out registration of domestic worker and employers and service providers as per the procedure prescribed and maintain records of registration of domestic workers as beneficiaries under the Act; to grant social security, maternity, wage related, medical, registration, etc. related benefits to beneficiaries and to spread awareness of available provisions; to manage and monitor the Workers' Facilitation Centres; training, imparting skills to domestic workers; implementing any schemes or any welfare measures framed by the central Board in consultation with State Boards; designating any one or more areas as Workers' Facilitation Centres for purposes of facilitating registration of workers in Local Panchayati Raj Institutions (PRI) or urban local bodies/ resident welfare associations/non-profit organisations working among the domestic workers.	Duties: Provide a helpline number for use of domestic workers; providing for registration of complaints orally and in written; facilitating the settlement of disputes through conciliation; disseminating information on available social security schemes for the domestic workers; implementing schemes or any welfare measures formulated by the appropriate bodies and authorities; undertaking such other functions as may be prescribed.	Duties: Carrying out or managing the registration of domestic workers, employers, service providers and placement agency either directly or through the Workers Facilitation Centres; maintaining records and registration of domestic workers; collecting cess in the name and account of the State Board from service providers and employers at the time of registration; granting immediate assistance and rehabilitation to a beneficiary in case of an accident arising in the course of employment; financial assistance for the education of the beneficiary and his/her children; aiding medical expenses for treatment of ailments of a beneficiary or his/her such dependent; providing maternity/paternity benefit to the women/men beneficiaries (restricted to two children); facilitating settlement of disputes through conciliation; renewal of registration certificate and collection of annual contribution; issue of identity card for the beneficiary; disseminating information on available social security schemes for the workers; authorising the Workers Facilitation Centres' work and allowing these to carry out surprise visits to the working place of the domestic workers; training and imparting skills to the domestic workers; Authorise the Workers Facilitation Centre to conduct surveys for beneficiaries; Provide legal aid to beneficiaries; maintaining complaint registers for grievance redressal; Establishing or devising establishment of crèche facilities for children of domestic workers	Duties: Carrying out or managing the registration of domestic workers, employers, service providers and placement agency either directly or through the Workers Facilitation Centres; maintaining records and registration of domestic workers; collecting cess in the name and account of the State Board from service providers and employers at the time of registration; granting immediate assistance and rehabilitation to a beneficiary in case of an accident arising in the course of employment; financial assistance for the education of beneficiary and his/her children; aiding medical expenses for treatment of ailments of a beneficiary or his/her such dependent; providing maternity/paternity benefit to the women/men beneficiaries (restricted to two children); facilitating settlement of disputes through conciliation; renewal of registration certificate and collection of annual contribution; issue of identity card for the beneficiary; disseminating information on available social security schemes for the workers; authorising the Workers Facilitation Centres' work; allowing these to carry out surprise visits to the working place of the domestic workers; training and imparting skills to the domestic workers; authorise the Workers Facilitation Centre to conduct surveys for beneficiaries; provide legal aid to beneficiaries; maintaining complaint registers for grievance redressal; establishing or devising establishment of crèche facilities for children of domestic workers.

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
IMPORTANT FEATURES			
The bill focuses on many important needs like maternity leave, legal aid and other aspects of social security in a broad way. It does not deal with specifics.	<p>The bill does not delve specifically into the different facets of functions but mentions broader categories.</p> <p>The bill mentions the importance of setting up Helpline numbers and complaint registration mechanisms for both verbal and written complaints.</p>	<p>The bill specifies audit and answerability of the State Board and district board to ensure a check on funds dispersal.</p> <p>The bill specifies the specific tasks to ensure better social security and support by specific functions addressing childcare, maternity related issues, accidents and legal aid provisions.</p>	<p>The bill specifies audit and answerability of the State Board and district board to ensure a check on funds dispersal.</p> <p>The bill specifies the specific tasks to ensure better social security and support by specific functions addressing childcare, maternity related issues, accidents and legal aid provisions.</p>
CHAPTER IV: ESTABLISHMENT OF FUND			
TITLE			
To be called Domestic Workers Welfare Fund.	Not given a specific title.	To be called Domestic Workers Social Security Fund.	To be called Domestic Workers Social Security Fund.
FEATURES			
Composition of the Fund: Any grants made to the Fund by the Central Government and State Government + any money received by the beneficiaries + all amounts from the District Boards received as registration and other fees + any income from investment of the amounts in the Fund + all fines collected + all other sums received by the Board from any other sources	Only mentions the duty of the Central Government to provide adequate funds to the State governments for effective implementation of the bill	Composition of the Fund: Employers' registration fees collected by the District Boards + any grants made to the Fund by the Central Government and State Government or any other person or organisation + any amount received by the District Board from the beneficiaries as registration fees/workers contribution + all amount received as registration and other fees + any income from investment from Nationalized Bank of the amounts in the Fund + share from GDP and state revenue + all fines collected + all other sums received by the District Board from any other sources.	Composition of the Fund: 1% of House Tax collected by the local bodies + employers' registration fees collected by the District Boards + any grants made to the Fund by the Central Government and State Government or any other person or organisation + any amount received by the District Board from the beneficiaries as registration fees/workers contribution + all amount received as registration and other fees + any income from investment from Nationalized Bank of the amounts in the Fund + share from GDP and state revenue + all fines collected + all other sums received by the District Board from any other sources.
OTHER IMPORTANT SPECIFICS			
The composition of the fund is very broad and obscure, thus not clarifying the specific sources from which funds will be diverted towards the welfare funds.	(Only mentioned in a single brief point)	<p>Quite specific and detailed in terms of various sources of funds to create the final Social Security Fund.</p> <p>Also clarifies the beneficiaries that can take use of the available funds while leaving room for evaluation of their financial conditions before ceasing their benefits.</p>	<p>Quite specific and detailed in terms of various sources of funds to create the final Social Security Fund even adding a part of the House Tax.</p> <p>Also clarifies the beneficiaries that can take use of the available funds while leaving room for evaluation of their financial conditions before ceasing their benefits.</p>

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
CHAPTER V: REGULATION OF THE WORKING CONDITIONS (In DWSS Act 2010, this is Chapter VI) (In Dr. Tharoor's Private Member's Bill 2016, this is Chapter III)			
ACCOUNTABILITY			
Compulsory assistance and/or verifying of registration both for employers and service providers before employing a worker. Compulsory maintenance of the records, in a standard format as prescribed by the District Board, by the service providers of all domestic workers being contracted by them.	Compulsory assistance and/or verifying of registration both for employers and service providers before employing a worker. Compulsory maintenance of the records, in a standard format as prescribed by the District Board, by the service providers of all domestic workers being contracted by them.	Compulsory assistance and/or verifying of registration both for employers and service providers before employing a worker. Compulsory maintenance of the records, in a standard format as prescribed by the District Board, by the service providers of all domestic workers being contracted by them.	Compulsory assistance and/or verifying of registration both for employers and service providers before employing a worker. Compulsory maintenance of the records, in a standard format as prescribed by the District Board, by the service providers of all domestic workers being contracted by them.
WORKING HOURS			
Specifies working hour limits as not more than nine hours in any day or for more than forty-eight hours in any week. Also, specifies that working hours are to be defined as per the nature of work and taking 8 hrs as maximum, with sufficient periods of rest and food for full time workers; makes distinction between live-in workers and full time live-out workers: not be more than 12 hours for live-in (with 3-4 hrs. of rest in between); and not be more than 8 hours for full time live out workers	Specifies weekly working hours - not more than forty-eight hours a week; does not go into more detail of daily working hours or periods of intervals between working hours.	Specifies weekly working hours - not more than forty-eight hours a week; daily working hours - not more than nine hours in a day; duration of working hours - with intervals for rest too should not be more than 12 hours; overtime not to exceed more than 10 hours a day and 12 hours aggregate in a week. No worker to work continuously for more than five hours.	Specifies weekly working hours - not more than forty-eight hours a week; daily working hours - not more than nine hours in a day; duration of working hours, with intervals for rest too, should not be more than 12 hours; overtime not to exceed more than ten hours a day and 12 hours aggregate in a week; no worker to work continuously for more than five hours.
LEAVES			
Weekly off (one day a week) mentioned.	Fifteen days of paid leave in a year in addition to one holiday per week.	One day off per week; sick leave per month not exceeding 15 days; workers eligible for 15 days of paid leave after 240 days of work.	One day off per week; sick leave per month not exceeding 15 days; workers eligible for 15 days of paid leave after 240 days of work.

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
MINIMUM WAGES			
<p>Minimum wages to be fixed and timely revised by the central government along lines of</p> <ul style="list-style-type: none"> - a minimum rate of wages for time work - a minimum rate of wages for piece work - a minimum rate of remuneration to apply in the case of domestic worker employed on piece work for the purpose of securing to such domestic worker a minimum rate of wages on a time work basis (hereinafter referred to as 'a guaranteed time rate'); - a minimum rate (whether a time rate or a piece rate) to apply in substitution for minimum rate which would otherwise be applicable, in respect of overtime work done by domestic worker (hereinafter referred to as 'overtime rate'); - minimum rates of wages may be fixed by any one or more of the following wage-periods, namely, by the hour, by the day, by the month <p>Overtime wages to be at the rate twice of regular wages</p>	<p>The bill specifies the prerogative of the central government to finalise and revise timely minimum wages and focuses on the fact that:</p> <p>The appropriate Government may fix— minimum rate of wages by the hour or by the day or by the month; minimum rate of wages for urban and rural areas; minimum rate of wages for different kinds of domestic work;</p> <p>Also mentions the need to have different minimum rates of wages for—full-time resident domestic workers; part-time resident domestic workers; full-time non-resident workers; part-time non-resident workers</p>	<p>Minimum wages to be fixed and timely revised by the central government along lines of</p> <ul style="list-style-type: none"> - a minimum rate of wages for time work - a minimum rate of wages for piece work - a minimum rate of remuneration to apply in the case of domestic worker employed on piece work for the purpose of securing to such domestic worker a minimum rate of wages on a time work basis (hereinafter referred to as 'a guaranteed time rate'); - a minimum rate (whether a time rate or a piece rate) to apply in substitution for minimum rate which would otherwise be applicable, in respect of overtime work done by domestic worker (hereinafter referred to as 'overtime rate'); - minimum rates of wages may be fixed by any one or more of the following wage-periods, namely, by the hour, by the day, by the month <p>Overtime wages to be at the rate twice of regular wages</p>	<p>Minimum wages to be fixed and timely revised by the central government along lines of</p> <ul style="list-style-type: none"> - a minimum rate of wages for time work - a minimum rate of wages for piece work - a minimum rate of remuneration to apply in the case of domestic worker employed on piece work for the purpose of securing to such domestic worker a minimum rate of wages on a time work basis (hereinafter referred to as 'a guaranteed time rate'); - a minimum rate (whether a time rate or a piece rate) to apply in substitution for minimum rate which would otherwise be applicable, in respect of overtime work done by domestic worker (hereinafter referred to as 'overtime rate'); - minimum rates of wages may be fixed by any one or more of the following wage-periods, namely, by the hour, by the day, by the month <p>Overtime wages to be at the rate twice of regular wages</p>
BASIC AMENITIES			
Broad mention of the need for employers to provide decent working conditions	Broad mention of the need for employers to provide decent working conditions	The bill discusses specifically that the employer shall provide the domestic worker with basic amenities like safe drinking water, food, first aid and washrooms and in case of live-in domestic workers private and decent accommodations for rest and dressing.	The bill discusses specifically that the employer shall provide the domestic worker with basic amenities like safe drinking water, food, first aid and washrooms and in case of live-in domestic workers private and decent accommodations for rest and dressing.

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
ADDITIONAL FEATURES			
-	<p>Specifies equal pay for equal work and no discrimination based on caste, class, ethnicity, etc.</p> <p>The bill directs the employer to ensure decent living conditions of the domestic workers including provide education and vocational training for minor domestic workers and providing for education of children of resident domestic workers.</p>	<p>Specifies equal pay for equal work and no discrimination based on caste, class, ethnicity etc.</p> <p>Mentions the method to pay the wages as directly to the worker's bank account within the first five days of the month.</p>	<p>Specifies equal pay for equal work and no discrimination based on caste, class, ethnicity, etc.</p>
CHAPTER VI: GRIEVANCE REDRESSAL AND DISPUTE RESOLUTION (IN DWSS ACT 2010, THIS IS CHAPTER VI, POINTS 28, 29, 30) (IN DR. THAROOR'S PRIVATE MEMBER'S BILL 2016, THIS IS CHAPTER V, POINTS 18, 19, 20)			
COMPOSITION			
No details of this topic in the draft; only talks about the penalties and offences to be dealt with	<p>District board to manage disputes and resolve conflicts; shall have power like civil courts (Under Code of Civil Procedure 1908) to examine people under oath, demand the attendance of individuals for hearings etc.</p> <p>May create Dispute Resolution Council for better functioning.</p>	<p>District wise establishment of one or more Grievance Redressal Committee consisting of equal number of members from the employer and the domestic workers;</p> <p>total number of members shall not exceed more than six, number of women should be proportional to total number of members</p>	<p>District wise establishment of one or more Grievance Redressal Committee consisting of equal number of members from the employer and the domestic workers;</p> <p>total number of members shall not exceed more than six, number of women should be proportional to total number of members</p>
CHAIRPERSON			
N/A	N/A	The Chairperson of the Grievance Redressal Committee shall be selected from the employer and from among the workmen alternatively on rotation basis every year.	The Chairperson of the Grievance Redressal Committee shall be selected from the employer and from among the workmen alternatively on rotation basis every year.
NON EXCLUSIVITY OVER DISPUTE RESOLUTION			
N/A	Can refer cases to civil courts for further hearing and settling.	Also provides for other ways to raise problems faced by the workers notwithstanding the Grievance Redressal Committee.	Also provides for other ways to raise problems faced by the workers notwithstanding the Grievance Redressal Committee.

Domestic Workers Welfare and Social Security, Act 2010	The Domestic Workers' Welfare Bill (2016) by MP Dr. Shashi Tharoor	Domestic Workers Regulation of Work and Social Security Bill, 2017 as introduced in Lok Sabha	Domestic Workers Regulation of Work and Social Security Bill, 2017 as tabled in Rajya Sabha
CHAPTER VII: MISCELLANEOUS PROVISIONS AND SCHEDULES			
	<p>This bill provides in its first schedule the needs of domestic workers, where it lists the basic amenities that need to be provided to the workers.</p> <p>This bill provides for the features of employment agreement in the form of a third schedule.</p>	<p>Details the procedure in which on grounds of dysfunctional or wrongly functioning state board, the appropriate government may dissolve the board post providing a chance to the board to clear itself of the charges of misdemeanour</p> <p>Also details the ways and time periods for which the appropriate government shall take over the responsibilities of the state board</p>	<p>Details the procedure in which on grounds of dysfunctional or wrongly functioning state board, the appropriate government may dissolve the board post providing a chance to the board to clear itself of the charges of misdemeanour</p> <p>Also details the ways and time periods for which the appropriate government shall take over the responsibilities of the state board</p>

CONCERNS AND RECOMMENDATIONS

After careful analysis of the various draft bills on domestic workers, numerous concerns regarding the potential implications of the draft laws on the domestic workers at the ground level were brought to the fore through a roundtable discussion that was held in New Delhi at the Indian Social Institute on 12 July and 19 July 2018, on the rights of domestic workers. This was organised by Youth for Unity and Voluntary Action (YUVA) and National Domestic Workers' Union (NDWU). Experts including civil society activists, legal professionals, and platforms for rights of domestic workers, were consulted and a lot of concerns were raised through debate and comparative analysis of the draft laws on many of the aspects such as the definition of domestic

work, employer, role of placement agency, wages, social security, etc. The roundtable discussion succeeded in bringing about a detailed discussion for understanding the nuances on each aspect of the bills, and developing a collective understanding and foresight for creative and imaginative solutions for potential issues that may not have been addressed in the existing drafts. Keeping in mind the persistent need for legal recognition of the domestic workers' rights and their empowerment, the following section highlights some important policy recommendations aimed at ensuring a comprehensive legislation and effective implementation.

1. DEFINING DOMESTIC WORK

The discussion began with the definitions of 'domestic work' and 'domestic worker' provided in different drafts. While discussing the definition of domestic work specifically, many questions about defining domestic work in terms of nature of work and location surfaced. According to the draft introduced by MP Shashi Tharoor 'Domestic Work means work performed in or for a private household(s) and includes cooking, cleaning, housekeeping, driving, gardening, childcare, and old-age care, but does not

include work related to businesses run from private households.' While the merits of a clear focused definition that provides a list of activities to specify different forms of work can be made, the listing has to be flexible to accommodate the works in between. Not everything can be listed down as domestic workers perform tasks as varied as cleaning, looking after elderly people or children, guarding the house, driving children to school, gardening or cooking to strolling the pets, feeding them, buying groceries, etc.

Therefore, it may not be possible to include all the tasks performed by domestic workers as it may place limitations on the scope of their work.

The other issue highlighted was that in labour law, the definition of 'industry' under the Industrial Disputes Act does not recognise domestic work. Further, the definitions of 'workman', 'employer' and 'establishment' also did not include domestic workers, excluding them from the scope of numerous labour laws. Under the new Labour Codes, they are again excluded from such definitions once again and only included very ambiguously under the definition of 'wage worker' in the Social Security Code alone. The third issue discussed was in terms of site of employment. The list for defining domestic work must include not just the household sites but also non-households like hotels, offices, hostels and similar settings. Further, the listing of domestic work has to be flexible and a simplistic definition of domestic work is vague and cannot cater

to the larger variety of work that the domestic worker performs. Thus, in this respect it was decided that the 2011 ILO convention definition seemed quite clear and broad in nature and thus suited the purpose of defining domestic work. According to the Domestic Workers Convention, 2011 (No. 189), 'domestic workers' are defined as follows under Article 1:

- a. the term 'domestic work' means work performed in or for a household or households;
- b. the term 'domestic worker' means any person engaged in domestic work within an employment relationship;
- c. a person who performs domestic work only occasionally or sporadically and not on an occupational basis is not a domestic worker (ILO, 2013)

2. DEFINING DOMESTIC WORKERS AND TYPES OF DOMESTIC WORKERS

The current 2017 draft bills in the Lok Sabha and Rajya Sabha categorised domestic workers in three broad categories with live-in domestic workers as a separate category, which was not there in the previous drafts. The 'full time worker' means a person who is employed as a domestic worker in a single household for working hours as specified under section 38(4);

'live-in-worker' means a person employed as a domestic worker who lives in the employer's premises; and 'part time worker' means a person who is employed as a domestic worker for less than prescribed daily working hours of that of a full time worker, whether employed in single or multiple households.

It was agreed upon that abolition of live in domestic work be considered as this form of work is firstly, an absolute violation of privacy for the worker. Secondly, although some live in workers are loyal to their commitment towards working for their employer's family for generations in return for decent facilities, given the nature of social inequalities in India as well as the casteist and feudal social structure of the society, exploitation of live in domestic workers is a very serious and valid concern. Additionally, unionisation of domestic workers becomes a tough task owing to the limited mobility in their workspace which impedes their empowerment and self-reliance.

3. DEFINING EMPLOYER

According to the draft bills, 'Employer' means any person who engages the domestic worker to do any work in a household whether part time or full time, either directly or through a service provider and who has an ultimate control over the affairs of the household, which includes any other person to whom

such affairs of the household are entrusted and in relation to contract labour, the principal employer.

Since one cannot define the internalities of a household, it is ambiguous to define an employer to be a person 'who has an ultimate control over the affairs

of the household'. Therefore, these terms should be replaced by 'contracting party' and in the case of a deceased contracting party, the heir as ascertained by the inheritance law should be bound under the contract.

The participants agreed that the position of the employer needs to be amended and should include any person, authorities, and management that engages the domestic worker to do any work in a

household whether part time or full time, either directly or through any other person or agency and 'who is a contracting party to the contract that is to be signed at the outset of the employment between the employer and the employee. This contract process is key proof of employment and should come into place. The domestic workers must be registered as employees and the state should take ownership of registration.'

4. DEFINING PLACEMENT AGENCY

All the draft bills compared for the purpose of this report defined Placement Agency as 'any agency/ bureau/contractor or person(s) or association or organization whether registered or otherwise which provides/engages in employment of domestic workers or which facilitates the placement of domestic help for prospective employers and includes such agency or person offering such services through any print, electronic or any form of communication'.

After a long discussion on the role of the private placement agencies which act as a third party between the employer and the employee, it was

agreed that it should be regulated by the respective district or state level labour offices. Thus, private placement agencies should not be given a legal sanction as these agencies are often found to be involved in illegal and exploitative practices, sometimes even amounting to trafficking and severe forms of coercion. Instead, the District Labour Office should itself act as a centre for placement agencies and this body can be further regulated by respective states in accordance with existing labour laws and through introduction of specific provisions for paid domestic workers.

5. DEFINING CHILD

All the drafts define 'child' as a person who has not completed eighteen years of age except the draft proposed by MP Shahi Tharoor which has an additional clause stating 'Minor Domestic Worker', which is used to categorise a domestic worker who is 'above the age of sixteen years but below the age of eighteen years and has completed compulsory elementary education'.

During the discussion, there were different opinions regarding the specific case of minor workers as well. While some participants were of the view that it should not at all be considered anything other

than illegal keeping in mind the vulnerability and exploitation faced by the workers, others argued that it was also important to see the reasons for this coerced movement into this form of labour and hence it needed to be addressed at the root. Thus, even though there may be issues of returning workers, a complete prohibition against hiring of minors as domestic workers is a non-negotiable condition and must be included in the legal provisions to be introduced for domestic workers and instead focus should be on providing support to minors to resume their lives, education and personal growth through access to state associated protection and facilities.

6. DEFINING WAGES

According to the draft bill proposed in the Lok Sabha and Rajya Sabha, 'wages' means 'all emoluments which are earned by an employee while on duty or on leave in accordance with the terms and conditions

of his employment and which are paid or are payable to him in cash and includes dearness allowance but does not include any bonus, commission, house rent allowance, overtime wages and any other allowance'.

It was mutually agreed that in order to protect the workers from abuse and overworking conditions, the minimum wages should be set up for domestic work based on the Minimum Wages Act, 1948 and this should be in addition to setting up of fixed number

of working hours, separate and adequate overtime charges as well as leaves on a weekly basis and other forms of leave provisions as awarded to other workers.

7. DEFINING WORKPLACE

According to the drafts, a workplace means 'any household or a place where a domestic worker works as per the terms of the employment agreement'. For a more effective coverage of the legal provisions, it was decided that in addition to defining home as the workplace, the definition shall be extended to include

other spaces where a domestic worker may be put to work. In order to effectively do so, the definition shall include a provision based on the workers contract as well as specifications to ensure that the workers can register all the different forms of workplaces that may employ them as their labour sites.

8. DEFINING REGISTRATION OF WORKERS AND EMPLOYERS

The drafts discussed provided quite detailed understanding and specifics of the registration of workers as well as employers in order to ensure effective implementation of the legal provisions. It was agreed upon that this method of rigorous registration

was key to a more organised way of monitoring the work situation and seemed apt as a strategy to bring the workers into the mainstream access to their rights and legal support as well.

9. REGISTRATION OF SERVICE PROVIDERS

The bills propose compulsory registration of service providers prior to recruiting workers. Since the participants agreed that the District Labour Office should itself act as a centre for placement agencies,

the role of service providers should be the facilitation of services. Therefore, only for this role their registration should be required.

10. ADDRESSING MIGRANT WORKERS

While the bill proposed by MP Shahi Tharoor has no specific mention of migrant workers, the other draft bills provide a specific case for ensuring the movement of workers in official records. However it makes the workers themselves or service providers, as applicable, responsible for registration, specifying

their place of registration and place of work. Therefore, it was recommended that the provisions of The Inter-State Migrant Workmen (Regulation Of Employment And Conditions Of Service) Act, 1979 be included under this clause.

11. QUESTIONS AROUND MAINSTREAMING OF DOMESTIC WORK

One of the pivotal issues discussed in the roundtables was the debate around ways of mainstreaming domestic workers. While there was a unanimous agreement on the need for domestic workers to be brought into the fore of general labour laws, the importance of having a specific act was also discussed. Here, one thing which was pointed out by many participants was that as more than 70 per cent of the domestic workers are women, gendered

problems and associated factors need to be included in order to functionally address specifics and intersectionality. There is an urgent need to also look at specificities within the general. It was also pointed out by participants that we also need to take into consideration specificity of the form of migration that produces this labour force as in regards to paid domestic work, this is a gender skewed arena.

12. EXTENT OF ESTABLISHING RESPONSIBILITIES OF THE STATE

It was discussed that the responsibility and duty of the State towards the protection and upliftment of paid domestic workers should be of prime importance. In this regard different issues deliberated upon involved forming of tripartite bodies at the district, state and central level that focus on the implementation and monitoring of provisions of social security and protection of workers, the establishment of the labour office for registration of workers and employers as well as monitoring the validation of official contracts between the two parties for work

purposes. While specific issues like the production of funds for domestic workers can be left to the State and Central Governments, it is also important that the tripartite bodies should have representation of worker representatives and employer representatives to ensure effective dissemination of both funds and information for awareness and empowerment. It was agreed upon that the State should take responsibility to regulate employer and employee relationships as only then can the state involve workable welfare measures.

13. UNIONISING OF DOMESTIC WORKERS

Everyone unanimously agreed on the need to unionise the domestic workers well to be able to create more empowered individual workers. It was deemed to be of prime importance as the domestic workers would have representations in the tripartite bodies at different governmental levels. It was also agreed that workers

need to have a space and chance for a collective voice. It was suggested that the campaigning strategy needs to be trade union based as it is important to look at two different classes of the employers and employees.

14. SPECIFICITY OF DOMESTIC WORK AS A DISTINCT FORM OF WORK

The invisibility of domestic work needs to be taken into consideration, therefore, policy makers should consider domestic work as a different category of work. Thus, it is important to create spaces and legal provisions towards recognition of paid domestic work as a distinct form of work as well as including it as a form of labour like other forms of work that have been provided for under the labour law. An important

step in this regard should be to create legal provisions in order to apply the labour laws to paid domestic work more effectively. For example, enforcing provisions like limiting daily working hours to not more than 8 hours and establishing as well as regulating minimum wages (according to the Minimum Wages Act, 1948) can be very valuable.

15. GRIEVANCES AND REDRESSAL MECHANISMS

An efficient and functional grievance redressal mechanism to address concerns of domestic workers, toll free helpline numbers followed by free legal aid should be ensured for them. There should also be consistent documentation and maintenance of records of migrant workers in order to address the issue of trafficking and exploitation more effectively. Further, in order to prevent trafficking of domestic workers the law to be introduced for Rights of

Domestic Workers should be read simultaneously with the trafficking laws. With the inherent intersectionality that links different fronts for the struggle of workers in their workplace as well as their native places, no issue can be dealt in isolation, inter-departmental convergence and coherence is a key requirement.

16. IMPORTANCE OF ADDRESSING SEXUAL HARASSMENT AT WORKPLACE

It was agreed upon that a major issue that workers are faced with is that of sexual harassment at their workplace, especially the more vulnerable cases like that of live-in domestic workers. Therefore, there is an imperative need to, firstly, expand the scope of legal provisions provided in the already existing law against sexual harassment for the organised sector (under the Sexual Harassment Women at Workplace Act, (2013) to domestic workers. Although Section 2(e) of the Act includes female domestic workers within its scope (it defines a domestic worker as 'a woman who is employed to do the household work in any household for remuneration whether in cash or kind,

either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer), the procedure for its implementation remains ridden with loopholes and almost impossible to execute for the unorganised workers. Better safeguards and redressal mechanisms are needed to address the problems of this vulnerable section of the population. Secondly, there is also a need to address the specific coercive nature of their work which makes them more prone to not being able to complain about such injustice by creating safe spaces for domestic workers to express their problems outside the workplace.

17. TRIPARTITE STRUCTURE OF GOVERNMENT BODIES FOR IMPLEMENTATION, MONITORING

Composition of a tripartite body at the district, state and national level specifically for the domestic workers, which shall act as the implementation authorities at the local, state and centre is necessary. In this regard, it was also agreed that the district level authorities should be in direct charge of facilitation of access to basic services, legal aid and creation of workers facilitation centres at the ground level. Examples of the setting up of such boards at

district level by states like Maharashtra could act as reference for implementing this country-wide. It is to be the duty of the two bodies at the state and central level to monitor the proper functioning and review the performance of the district boards, thus creating an organised structure for healthy functioning of government institutional support for domestic workers.

18. CONCERNS OF REPRESENTATION

It was also stressed that the domestic workers should be represented adequately in the tripartite system to ensure that the field situation of work and associated issues can be handled well and effectively. The participation of domestic workers in these bodies should be ensured at all levels of decision making in order to make sure that their concerns are voiced through their own representatives. It is through these spaces provided to the workers to express their

problems and difficulties themselves that the policy can be made strong, effective and inclusive in the true sense. This is also important to facilitate dialogues between employer representatives and the workers so that a more transparent form of change can be brought forth through review and analyses of existing policy gaps.

19. IMPORTANCE OF ADDRESSING DEMANDS SPECIFIC TO DOMESTIC WORKERS

After intense discussions, it was mutually agreed upon by the participants at the roundtable that basic demands that are specific to domestic work must be included in legal provisions to be set up through a specific Act targeting issues of domestic workers. Chief among these demands were—first, basic amenities like drinking water, use of washrooms and suitable private space for resting (in case of full time workers for single households). The second

was suitable facilities towards supporting workers in childcare to make sure the children of workers do not suffer hardships and the family life of workers is not disrupted. The third was provision of spaces where the workers could gather bi-weekly or monthly to interact with each other, thus leading to the creation of a network of solidarity and space for sharing common concerns.

20. CONVERGENCE OF ACTS FOR PROTECTION OF LABOUR RIGHTS

Most importantly, it was agreed upon that as expressed in all the drafts discussed, the existing array of labour laws, like the Minimum Wages Act, 1948; welfare provisions of the Employees State Insurance Act, 1948; Equal Remuneration Act, 1976; Industrial Dispute Act, 1947; Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979; Maternity Benefit Act, 1961; Minimum Wage Act, 1948; Payment of Bonus Act,

1965; Payment of Gratuity Act, 1972; Payment of Wages Act, 1936; Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013; Trade Unions Act, 1926; Unorganised Worker Social Security Act, 2008; Workmen's Compensation Act, 1923, etc. should be applicable to domestic workers and must be linked to a central law for domestic workers.

IV.

LEARNING FROM CASE STUDIES ACROSS THE GLOBE

In relation to discussions and efforts towards ensuring rights and dignity for domestic workers, it is helpful to look at the larger dialogues on domestic worker rights which have globally played a role in shaping the endeavours of many countries to address the issues. In the last 20 years, there has been a significant focus on domestic workers rights and empowerment across the world. At the international centre-stage, beginning with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), General Recommendation No.26 on women migrant workers (which also addresses domestic workers), adopted by the CEDAW Committee in 2008; followed by the General Comment on Migrant Domestic Workers adopted by the Committee on the Protection of the Rights of All Migrant Workers and Members of their Families (CMW) in 2010, as well as the ILO Convention No. 189 concerning Decent Work for Domestic Workers (2011), all have been recent and important milestones in this process (D'Cunha and Lewis, 2013).

The ILO Convention (2011) was a culmination of the long ongoing discussions and deliberations headed by the Unions of Workers campaigning for different nation states to adopt a strong convention towards empowerment of domestic workers across the globe. In this reference, it is important to look at the chief demands that were at the forefront of the changes required to assure decent work and rights to domestic workers (ILO, 2010):

- Building of alliances between trade unions and domestic workers' organisations, NGOs, religious groups and other supporters in the country;
- Providing trade union space for meetings and campaigning on domestic workers;
- Writing to, meeting with and lobbying government officials, members of parliament and employers' bodies to gather their informed support for a strong Convention;
- Working with specific national trade unions to make the campaign for domestic workers effective;
- Holding union meetings and conferences to publicise the importance of the ILO Convention at the national scale;
- Creating a wave of public support for a Convention well before the specific country's delegations leave for the ILO Conference in late May 2011;
- Collecting case studies and facts—create stories about domestic workers for newspapers, radio and TV—to make sure that domestic workers have a voice. Collect interviews or organising for them to be interviewed by the media, anonymously if necessary;
- Educating union members who employ domestic workers about ethically acceptable pay and working conditions

The Convention (189) aims to, 'ensure the effective promotion and protection of the human rights of all domestic workers'.¹ It accepts that domestic work is in many aspects 'work like no other' and has special characteristics and, hence, domestic workers face particular vulnerabilities, which requires specific responses to ensure that they can enjoy their rights fully.

Rights of Domestic Workers under the ILO Convention 189:

1. Freedom of association and the effective recognition of the right to collective bargaining (Art.3)
2. To establish and, join organizations, federations and confederations of their own choosing.(Art.3)
3. Abolition of child labour (Art.3)
4. No forms of forced or compulsory labour (Art.3)
5. Equality in respect of employment and occupation (Art.3)
6. Effective protection against all forms of abuse, harassment and violence.(Art.5)
7. Enjoy fair terms of employment as well as decent working conditions and, if they reside in the household, decent living conditions that respect their privacy (Art.6)
8. To be informed of their terms and conditions of employment in an appropriate, verifiable and easily understandable manner and preferably, where possible, through written contracts (Art 7)
9. Freedom to reach agreement with their employer or potential employer on whether to reside in the household (Art 9)
10. Are entitled to keep in their possession their travel and identity documents (Art 9)
11. Equal treatment between domestic workers and workers (Art 10)
12. Weekly rest shall be at least 24 consecutive hours (Art 10)

13. Minimum wage and equal remuneration (Art 11)
14. To be paid directly in cash at regular intervals at least once a month (Art 12)
15. Access to adequate machinery and procedures exist for the investigation of complaints (Art 15)
16. Access to justice (art 16)
17. Access to effective and accessible complaint mechanisms(Art 17)

The points put forth in the form of these recommendations represent, as the unions who demanded these explain, a broader set of efforts that need to be made globally to envisage empowerment and self reliance of domestic workers. The foundation of these specific concerns is building up a network of support, resilience and understanding that works towards raising the domestic workers' concerns through giving space and platforms to their voices itself. Solidarity and mutual consideration amongst domestic workers and their unions, other worker unions, employers as well as the state is what is deemed most important for an effective step forward towards bettering the lives of workers involved in paid domestic labour. Taking a cue from these global dialogues, many countries have already established their systems in accordance with these demands to produce a more conducive and constructive atmosphere for the domestic workers in their region. While the South Asian region has its own specific issues to address, it is helpful to know the different kind of good practices followed in other parts of the world for a greater understanding of the nuances as well as broader themes at play in working towards this goal (Human Rights Watch, n.d).

IMPORTANCE OF QUANTITATIVE DATA

It has been observed that regular and well worked through surveys by government authorities can be a very important first step towards analysing the region specific movements as well as demographic and socio-economic issues that arise as a result. An example of this are the surveys conducted by the New York State Department of Labor and organisations

like Domestic Workers United in the USA towards an informed understanding of the different levels of interventions needed. Another example can be the data produced by the Government of India based on the Employment Survey conducted by the National Sample Survey Organisation in India.

REQUIREMENT OF STRONG LABOUR LAWS AND THEIR FAITHFUL ENFORCEMENT

Through the study of many cases where the recommendations from ILO and other international bodies has led to the formation of strong labour law provisions with regards to paid domestic work, it can be safely said that a detailed and nuanced effort towards recognition of the workers can lead to positive changes in the long run. An example in this regard can be that of Spain which in fact became the first country to introduce new regulations regarding domestic work. With a special Royal Decree in 2011 that followed the recommendation of the ILO convention of 2011, Spain put forth a strong policy to eradicate exploitation of domestic workers in the country. With regulation that recognised and

provided for better social protection, included workers in the minimum wages brackets, provided model employment contract templates and encouraged contractual agreements over job profile, as well as included dissemination of information for awareness and support of employers, Spain took a strong step towards providing the rights of the domestic workers.

Another example is from Vietnam, where the ILO Convention and associated advocacy led to the first ever labour code that officially recognised domestic work as a separate and equally valid and valuable form of work.

ACCOMMODATING MIGRANT WORKERS AND SUPPORTING THEM

It has also been seen that many countries have taken a special note of the relation of migration as a phenomenon to domestic work and have even prepared special provisions to ensure the decent working conditions of migrant domestic workers. A perfect example of this case would be that of Belgium where a great deal of emphasis goes into making sure

that the worker has given informed consent to the work contract terms and has also understood properly what rights this contract will give to them. I-cards are issued to workers migrating internationally to ensure that an organised form of monitoring and support can be provided to the workers.

PROVIDING STATE BASED SPECIFIC PRACTICES FOR DOMESTIC WORK

Another important way of implementing the international recommendations is seen in countries like Ecuador and Uruguay where inspection by labour offices and focus on registration of workers is given prime importance. Similarly in Argentina, the capital

city of Buenos Aires, a specialised domestic service tribunal that focuses on working towards issues of workers, registration practices as well as awareness campaigns, has been set up.

EFFECTIVENESS OF TRIPARTITE BODIES

The importance of having institutional structures that facilitate a more transparent and equal form of policy making has also been the take away of many countries from the deliberations at the international platforms. An example can be of the United Republic of Tanzania, where the practice of the Government consulting with social partners and

stakeholders in order to have an effective review of existing national legal provisions and practices can be made for changes to be brought in that further solidify schemes of protection, social upliftment and empowerment of domestic workers.

FORMING NETWORKS GLOBALLY

Many countries have also involved their neighbouring countries and host countries of migrant workers moving from their own national space to other places for work. An example of this can be the way in which the Philippines has focused on creating different forms of global connections ranging from sharing platforms for dialogue on different effective measures to support workers, to bringing an understanding with areas like Hong Kong where there is an inflow of Filipino migrant workers for protection of their native workers abroad.

While these different countries have utilised different combinations of legal and social actions to ensure safety and security of domestic workers, it then seems logical that India too should look into ways in which the specific issues of the workers of India can be resolved using the recommendations of international bodies of worker rights as well as through learning from the various successful models of implementation already existent in the different countries that have produced a positive change in their national space through adopting good practices.

V. CONCLUSION

IMPACT OF NEW LABOUR CODES ON DOMESTIC WORKERS IN INDIA (POSTSCRIPT)

A total of 44 existing laws have been compiled into four codes (Khan, 2020). The Social Security Code 2020 is an amalgamation of nine existing laws pertaining to various aspects of social security such as The Employees Provident Fund and Miscellaneous Provisions Act, 1952; The Employees State Insurance Act, 1948; The Maternity Benefit Act, 1961; The Building and other Construction Workers Cess Act; The Payment of Gratuity Act, 1972; The Employees Exchange (Compulsory Notification of Vacancies) Act, 1959; The Cine Workers Welfare Fund Act, 1981; The Unorganized Workers' Social Security Act, 2008; Employees Compensation Act, 1923 (Payal, 2020). However, the Code falls short of the promises made to bolster social protections and excludes vulnerable workers, especially domestic workers, in many ways.

In a welcome step, the definition of 'social security' in the code includes all key aspects as per the ILO Convention—'access to health care, income security particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a breadwinner by means of rights conferred on them and schemes framed' (Agarwal, 2020). However, Chapter IX lists all these as themes for Central or State governments to make social security schemes on, barring one, 'unemployment benefits' (Ibid.). This is a major setback for the unorganised sector (especially in the wake of a pandemic and economic crises) as it has been resolutely left out despite being a long-standing demand by them. The Code also does not mention any details about the implementation

and delivery of the said social security schemes for unorganised workers.

Furthermore, social security provisions should be universal for the entire Indian workforce (Khan, 2020). However, under the Code, arbitrary categorisations are made that leave out millions of workers from its ambit of protection. The Periodic Labour Force Survey Report (2018–19) indicated that 70 per cent of regular wage/salaried employees in the non-agricultural sector did not have a written contract, and 52 per cent did not have any social security benefit (Payal, 2020). A major criticism of the previous labour laws from unorganised workers was that due to definitional issues they were not covered under the threshold of accruing benefits which was based on size of the establishment they worked in. The new Code still continues to retain thresholds based on the size of establishment for making certain benefits mandatory. For example, only establishments with 10 or 20 employees can avail pension and medical insurance.¹ All other categories of workers (i.e., unorganised workers), working in establishments with less than 10 employees and self-employed workers are covered by discretionary schemes notified by the government.² This is more or less the same as the previous system where unorganised workers (including domestic workers) were governed under the Unorganized Workers' Act, 2008 under which voluntary schemes were notified for such workers. Thus a large number of workers will continue to be excluded under the Code as well.

1 | Employees' Provident Fund Scheme which now will be applicable to every establishment in which twenty (20) or more employees are employed. Gratuity shall be payable to eligible employees by every shop or establishment in which ten (10) or more employees are employed. Maternity benefits shall be applicable to every shop or establishment in which ten (10) or more employees are employed.

2 | Section 109 of the Social Security Code, 2020.

The workers have not been adequately consulted during the making of the Code (Working People's Charter, 2020). The last session of the Indian Labour Conference, a national-level forum for various stakeholders to hold crucial discussions on labour legislation (supposed to be held annually) was held in 2015. The Code also does not provide for adequate representation of the workers in the Social Security Boards. Only 7 representatives of unorganised workers out of a total of 42 members are to be there in the National Social Security Board for Unorganised Workers and 7 out of 33 members for the state boards. There are also no specific provisions for sectional representation of the unorganised

workforce, like women workers, transgender workers, or members from Scheduled Castes and Scheduled Tribes and other minority communities (Agarwal, 2020).

It is also important that the power of existing state-level labour welfare boards should be paid heed to. Currently, their status post introduction of the Social Security Code remains unclear. If they continue to exist, they should be strengthened and supplied ample resources to widen their reach for implementation of the provisions of the Code as several of them have been successful in various parts of the country in the delivery of social security benefits (Agarwal, 2020).

THE ROAD AHEAD

The report examines the current plight of the domestic workers in India through the lens of a gender perspective as a large percentage of the workforce is female. It attempts to develop clarity on the understanding of domestic work as a 'visible' form of labour. A strong legislation for the rights of the largest as well as the fastest growing sector of employment for women in the urban areas is of paramount importance.

Under the current national legislative framework, there is no specific law for domestic workers in India. However, they find a passing mention under the definition of a 'wage worker' in the Social Security Code, 2020, which mandates the setting up of state Welfare Boards so that registered workers can avail benefits of schemes notified by the government. 11 states have also notified minimum wages for domestic workers by including domestic work under their list of scheduled employment under the Minimum Wages Act and 7 of them have fixed the hourly/daily/monthly rates of wages for domestic workers. 4 states have laws that are specially focussed on Domestic Work. However, these reforms are piecemeal in nature and do not address the larger question.

As the case of the Maharashtra Domestic Workers' Welfare Board has shown, the complications start right at the root. Major changes in the laws and their implementation at the grassroots are required for any effective improvement in the plight of the domestic workers. For years the labour legislations in India have excluded domestic workers from the scope of labour laws because of constraints in the definitions of the 'workman', 'employer' or 'establishment'. Even the placement agencies escaped from the ambit of labour laws, because of such definitional issues. Even with the new code, nothing has really changed from the previous position of the law with respect to any rights being given to them. It has only brought more ambiguity regarding the implementation of the new provision. There is a need to legally recognise domestic workers' rights for their empowerment. The definition of what constitutes domestic work, who can be considered a domestic worker, placement agency, employer, what is a workplace, needs to be expanded greatly, as is highlighted in the draft laws. Special provisions for accommodating migrant workers, unionising domestic workers and ensuring their access to justice must be paid heed to.

Moreover, clear and precise data on the number of domestic workers in the state is needed to strategise and plan welfare policies well. Governments and civil society members need to partner for effective implementation of the laws to reach the target population of the domestic workers. Cumbersome and unnecessary hurdles such as the requirement of renewal of registrations at the end of every year or the requirement of the employer certificate for registration purposes, that stop the intended benefits from reaching the domestic workers need to be dealt with. Moreover, the welfare schemes need to be well thought out instead of just being a shoddy patchwork exercise of other general labour laws and address the needs of the domestic workers population. Required assistance like pension and provident fund schemes are not even enlisted among the welfare schemes to be delivered. Even in the new Social Security Code

2020, 'unemployment benefits' are not covered under the ambit of social security (even though they are included in the definition of social security under the ILO Convention). This is a major setback for the unorganised sector, especially in the wake of a pandemic and economic crises. Another major challenge in implementation is that domestic workers generally have no idea about the existence of a domestic workers' welfare board or the schemes they fall under and greater focus is required for spreading awareness among them and educating them on their rights. With the participation and representation of domestic workers at the decision making level, the Government of India should speed up the process of policy making in formulating a holistic policy and a comprehensive act to ensure the recognition and protection of domestic workers in the country.

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ANNEXURE

ANDHRA PRADESH

Notification

DOMESTIC WORKERS					
Notification issued vide G.O.Ms.No.60 , LET&F (Lab.II) Dept., dt:1-11-2011					
Published in Gazette No.44, dated 18-01-2012					
Wages Linked at 835 CPI points					
CPI points notified as on 01-04-2020 = 1393 points					
VDA to be paid from 01-04-2020 to 30-09-2020 = 1393 - 835 = 558points					
Per point rate of VDA notified in the notification = Rs.5.40					
Minimum Wages and VDA payable from 01-04-2020 to 30-09-2020					
Sl. No.	Category of Employment	During of working hours	Basic Wage	VDA for 558 points	Total Wage
1	2	3	4	4	5
1	Cleaning of Vessels/ Washing the Clothes/ Sweeping and Swabbing Floor/ Baby sitting/ Care of Old or infirm persons/ Kitchen Shopping/ Taking Children to School and back/ Other house hold chores.	1/2 hour	284.00	188.33	472
		1 hour	565.00	188.33	753
		1 1/2 hour	848.00	188.33	1036
		8 hours	4521.00	3013.20	7534

BIHAR

Notification



बिहार गजट

असाधारण अंक

बिहार सरकार द्वारा प्रकाशित

1 आश्विन 1942 (श10)

(सं0 पटना 631) पटना, बुधवार, 23 सितम्बर 2020

श्रम संसाधन विभाग

अधिसूचना

23 सितम्बर 2020

एस0 ओ0 179, दिनांक 23 सितम्बर 2020— न्यूनतम मजदूरी अधिनियम, 1948 (1948 का 11) की धारा-5 के साथ वर्णित उक्त अधिनियम की धारा-3 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए बिहार राज्यपाल अनुबद्ध अनुसूची-1(ब)के स्तंभ-2 में अंकित अनुसूचित नियोजनों में नियोजित विभिन्न श्रेणियों के कर्मचारियों के लिए निर्धारित / पुनरीक्षित न्यूनतम मजदूरी के दरों पर परिवर्तनशील मंहगाई भत्ता लागू करने की घोषणा करते हैं। अनुसूची -1(ब) के स्तंभ -02 में उल्लिखित नियोजनों में नियोजित कर्मचारियों पर परियोज्य उपभोक्ता मूल्य सूचकांक, उक्त अनुसूची-1(अ) के स्तंभ-01 के प्रदर्शित मासों के हेतु उक्त अधिनियम की धारा-2 के खंड (डी) के प्रयोजन के निमित्त अनुसूची 1(अ) के स्तम्भ-04 में यथा प्रदर्शित रूप में होंगे।

अनुसूची-1 (अ)

माह एवं वर्ष	उपभोक्ता मूल्य सूचकांक आधार वर्ष (2001-100)	आधार वर्ष परिवर्तन हेतु लिंक फैक्टर	परिवर्तित मूल्य सूचकांक आधार वर्ष (1960-100)
जनवरी, 2020	330	4.63 X 4.93	7532.54
फरवरी, 2020	328	4.63 X 4.93	7486.89
मार्च, 2020	326	4.63 X 4.93	7441.24
अप्रैल, 2020	329	4.63 X 4.93	7509.72
मई, 2020	330	4.63 X 4.93	7532.54
जून, 2020	332	4.63 X 4.93	7578.19
योग :-45081.12			

वर्ष 2020 के प्रथम अर्द्धांश जनवरी-जून का औसत - $45081.12 \div 6 = 7513.52$

अनुसूची-1 (ब)

1. अनुसूचित नियोजन का नाम- घरेलू कामगार,
अधिसूचना संख्या-1056,1057 दिनांक-24.03.2020
गजट संख्या-222 दिनांक-30.03.2020

अनुसूची-II

क्र० सं०	कामगारों की कोटि (अकुशल श्रेणी)	दिनांक-01.12.2016+ 01.04.2017+01.10.2017+ 01.04.2018+01.10.2018+01.04.2019 +01.10.2019 +01.04.2020 से निर्धारित न्यूनतम मजदूरी की दरें (रुपये में)	परिवर्तनशील महंगाई भत्ता की राशि जो कि दिनांक 01.10.2020 से प्रभावी होगी	01.10.2020 से लागू कुल मजदूरी की दरें। (स्तंभ 3+4)
1	2	3	4	5
1	बरतन धोना (प्रति घंटा)	707.00+14.00+14.00+22.00+8.00+34.00+28.00+28.00 =855.00	15.00	870.00 प्रतिमाह
2	कपड़ा धोना/बरतनधोना (प्रति घंटा)	707.00+14.00+14.00+22.00+8.00+34.00+28.00+28.00 =855.00	15.00	870.00 प्रतिमाह
3	बरतन धोना/कपड़ा धोना एक हजार स्काव्यर फीट में पोछा लगाना (प्रति घंटा)	707.00+14.00+14.00+22.00+8.00+34.00+28.00+28.00=855.00	15.00	870.00 प्रतिमाह
4	कपड़ा धोना/बरतन धोना/ पोछा लगाना एवं बच्चों की देखभाल करना (08 घंटा)	5645.00+113.00+115.00+176.00+60.00+270.00+266.00+225.00=6830.00	113.00	6943.00 प्रतिमाह
5	कपड़ा धोना/बरतन धोना पोछा लगाना/बच्चों की देखभाल करना /बच्चों को स्कूल पहुँचाना एवं वापस लाना तथा अन्य घरेलू विविध कार्य करना (08 घंटा)	5645.00+113.00+115.00+176.00+60.00+270.00+266.00+225.00=6830.00	113.00	6943.00 प्रतिमाह

परिवर्तनशील महंगाई भत्ता की दरें अखिल भारतीय उपभोक्ता मूल्य सूचकांक के उस औसत बिन्दु पर आधारित होगा जिस पर उपर्युक्त अनुसूचित नियोजनों में परिवर्तनशील महंगाई भत्ता की दरें निर्धारित/पुनरीक्षित की गई हैं। उपर्युक्त सूचकांक में यथास्थिति वृद्धि अथवा ह्रास के अनुसार न्यूनतम मजदूरी की दरों में उपर्युक्त अनुसूची के स्तंभ-4 में अंकित दर से वृद्धि या कमी की जायेगी और उसे परिवर्तनशील महंगाई भत्ता का अंश समझा जायेगा। परन्तु यदि सूचकांक उस बिन्दु से कम हो जाय जिस पर न्यूनतम मजदूरी की दरें निर्धारित/पुनरीक्षित की गई हो तो निर्धारित/पुनरीक्षित न्यूनतम मजदूरी में कोई परिवर्तन नहीं होगा। उक्त परिवर्तनशील महंगाई भत्ता भुगतान उपर्युक्त दर से जनवरी-जून, 2020 के औसत के आधार पर अक्टूबर, 2020 से देय होगा और इसके बाद प्रत्येक छः महीने के औसत अखिल भारतीय उपभोक्ता मूल्य सूचकांक के आधार पर परिवर्तनशील महंगाई भत्ता की राशि में वृद्धि अथवा कमी संबंधित छमाही के तीन महीने बाद से लागू होगा।

2. पूर्व में निर्गत अधिसूचना संख्या-5/एम0डब्लू0-401/07 श्र0सं0-2625 एवं 2626, दिनांक- 21.09.2020 को एतद द्वारा रद्द किया जाता है।

(सं० 5/एम0डब्लू0-401/07-2662/श्र0सं0)

बिहार-राज्यपाल के आदेश से,

सूर्यकांत मणि,
उप सचिव।

23 सितम्बर 2020

एस0ओ0 180, दिनांक 23 सितम्बर 2020 का अंग्रेजी भाषा में निम्नलिखित अनुवाद बिहार राज्यपाल के प्राधिकार से इसके द्वारा प्रकाशित किया जाता है जो भारतीय संविधान के अनुच्छेद 348 के खंड (3) के अधीन अंग्रेजी भाषा में उसका प्राधिकृत पाठ समझा जाय।

(सं० 5/एम0डब्लू0-401/07-2663/श्र0सं0)
बिहार-राज्यपाल के आदेश से,
सूर्यकांत मणि,
उप सचिव।

The 23rd September 2020

S.O. 179, Dated 23rd September 2020— In exercise of the powers conferred by section -3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section(1) of Section-5 of the said act, the Governor of Bihar is pleased to introduce the formula for Variable Dearness Allowance in the minimum rates of wages fixed/ revised for the different categories of employees employed in the scheduled employments mentioned in column-02 of schedule 1(B) here to appended for the months shown in column-1 of the said schedule shall be shown in column-04 of the schedule 1(A) for the purpose of clause (d) of section -02 of the said Act.

Schedule-1 (A)

Month & Year	Index N0 Base Year (2001-100)	Link Factor Change for base year	Changed Index No. for base year (1960-100)
1	2	3	4
January,2020	330	4.63 x 4.93	7532.54
February,2020	328	4.63 x 4.93	7486.89
March,2020	326	4.63 x 4.93	7441.24
April,2020	329	4.63 x 4.93	7509.72
May,2020	330	4.63 x 4.93	7532.54
June,2020	332	4.63 x 4.93	7578.19
Total			45081.12
Average :-45081.12 ÷ 6 = 7513.52			

SCHEDULE -1 (B)

- 1- Name of Employment :- Domestic Workers
Notification No:- 1055,1056 dated :- 24-03-2020
Gazette No. - 222 dated: - 30.03.2020

SCHEDULE -II

Sl. No	Categories of Worker	From Dated-01.12.2016 +01.04.2017 +01.10.2017 +01.04.2018+01-10-2018+ 01-04-2019+01-10-2019 +01-04-2020 Minimum Wage Fixed (In.Rs.)	Amount of V.D.A which is effective from the date- 01-10-2020	Total rates of wages effective from the date 01-10-2020 (Column 3+4)
1	2	3	4	5
1	Washing the utensils (Per hour)	707.00+14.00+14.00+22.00+8.00 +34.00+28.00+28.00=855.00	15.00	870.00 Permonth

2	Washing the clothes/ washing the Utensil (Per hour)	707.00+14.00+14.00+22.00+8.00 +34.00+28.00+28.00=855.00	15.00	870.00 Permonth
3	Washing the clothes/ washing the utensil house keeping (A. House of 1000 Sq. ft.) (Per hour)	707.00+14.00+14.00+22.00+8.00 +34.00+28.00+28.00=855.00	15.00	870.00 Permonth
4	Washing the cloths/washing the utensils House Keeping and looking after the children (Eight hours)	5645.00+113.00+115.00+176.00 +60.00+270.00+266.00+225.00 =6830.00	113.00	6943.00 Permonth
5	Washing the cloths/washing the utensils House Keeping and looking after the children/ and taking to school and back other miscellaneous domestic works. (Eight hours)	5645.00+113.00+115.00+176.00 +60.00+270.00+266.00+225.00 =6830.00	113.00	6943.00 Permonth

These rates of Variable Dearness Allowance will be based on the average of All India Consumer Price Index on which the minimum rates of wages has been fixed/revised in the above scheduled employment. There will be increase or decrease in rates of wages shown in column -4 with rise or fall as the case may be in aforesaid index of the above scheduled employment and will be deemed as Variable Dearness Allowance components. But even if the Index fall below the point on which minimum rates of wages have been fixed / revised , there will not be any reduction in the minimum wages fixed/revised.

The payment of Variable Dearness Allowance on the basis of average index of **January-June, 2020** will be payable at the aforesaid rates from **October, 2020** and thereafter increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumers Price Index number for every six months and will be applicable after the expiry of three months after said period of six months.

2- The previously issued notification no- 5/एम0डब्लू0-401/07 श्र0सं0-2625 एवं 2626, Dated-21.09.2020 are hereby cancelled.

(No-5/ M.W.- 401 /07 -2662/L&R)
By the order of the Governor of Bihar,
Suryakant Mani,
Deputy Secretary.

अधीक्षक, सचिवालय मुद्रणालय,
बिहार, पटना द्वारा प्रकाशित एवं मुद्रित।
बिहार गजट (असाधारण) 631-571+100-डी0टी0पी0।
Website: <http://egazette.bih.nic.in>

JHARKHAND

Notification

झारखण्ड सरकार
श्रम,नियोजन एवं प्रशिक्षण विभाग
अधिसूचना

एस०ओ०.....

दिनांक

न्यूनतम मजदूरी अधिनियम, १९४८ (१९४८ का ११) की धारा-३ द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए झारखण्ड राज्यपाल संलग्न अनुसूची-१ के स्तम्भ-२ में अंकित अनुसूचित नियोजनों में नियोजित विभिन्न श्रेणी के कर्मचारियों के लिए निर्धारित/पुनरीक्षित न्यूनतम मजदूरी की खण्ड दरों पर परिवर्तनशील मंहगाई भत्ता को लागू करने की घोषणा करते हैं। निम्नलिखित अनुसूची के स्तम्भ-२ में उल्लिखित नियोजनों में नियोजित कर्मचारियों पर प्रायोज्य उपभोक्ता मूल्य सूचकांक उक्त अनुसूची के स्तम्भ-३ में प्रदर्शित मासों के लिए उक्त अधिनियम की धारा-२ के खण्ड (डी) के प्रयोजनार्थ अनुसूची-१ के स्तम्भ-४ में प्रदर्शित रूप में होंगे।

अनुसूची - १

क्रमसं०	अनुसूचित नियोजनों का नाम	माह एवं वर्ष	अखिल भारतीय उपभोक्ता मूल्य सूचकांक (आधार वर्ष २००१=१००)
१	२	३	४
१	केन्दु पत्ता तोड़ने एवं तैयार करने के नियोजन	जुलाई २०१९	319
२	लाटने एवं उतारने के कार्यों के नियोजन	अगस्त २०१९	320
३	मिट्टी काटने के कार्यों के नियोजन	सितम्बर २०१९	322
४	ईंट निर्माण के नियोजन	अक्टूबर २०१९	325
५	बीड़ी निर्माण के नियोजन	नवम्बर २०१९	328
६	पावरलूम इण्डस्ट्रीज (बिजली करघा) के नियोजन	दिसम्बर २०१९	330
७	वन का संचालन तथा लकड़ी बनाने के कार्यों का नियोजन	कुल-	1944
८	हैयर कटिंग सैलून के नियोजन	ऊ: माह का औसत	1944
९	असली रेशम, कृत्रिम रेशम तथा स्टेपुल धागों से निर्माण सहित सिल्क उद्योग के नियोजन	पुनरीक्षित/निर्धारित	<u>1944</u> = <u>324</u>
१०	पत्थर तोड़ने तथा पत्थर पीसने के कार्यों का नियोजन	बिन्दु	6
११	घाब बगानों का नियोजन	अर्थात् -	301
१२	घरेलू नौकर के नियोजन	प्रतिशत वृद्धि = $\frac{23 \times 100}{301}$	$\frac{324 - 301}{301} = 23$ बिन्दु की वृद्धि 7.64 % की वृद्धि

23 X 100
301

परिवर्तनशील मंहगाई भत्ता की दरें अखिल भारतीय उपभोक्ता मूल्य सूचकांक के उस औसत बिन्दु पर आधारित होंगी, जिसपर उपर्युक्त अनुसूचित नियोजनों में परिवर्तनशील मंहगाई भत्ता की दरें निर्धारित/पुनरीक्षित की गई हैं। उपर्युक्त सूचकांक में यथा स्थिति वृद्धि अथवा हास के अनुसार न्यूनतम मजदूरी की दरों में उपर्युक्त अनुसूची के स्तम्भ-४ में अंकित दर से वृद्धि या कमी की जाएगी और उसे परिवर्तनशील मंहगाई भत्ता का अंश समझा जाएगा। परन्तु यदि सूचकांक उस बिन्दु से कम हो जाए जिसपर परिवर्तनशील मंहगाई भत्ता की दरें निर्धारित/पुनरीक्षित की गई हैं, तो उक्त अधिनियम के अन्तर्गत निर्धारित परिवर्तनशील मंहगाई भत्तों की दरों में कमी नहीं होगी। परिवर्तनशील मंहगाई भत्ता का भुगतान उपर्युक्त दर से, जो जुलाई - दिसम्बर, 2019 (वर्ष 2019 का द्वितीय अर्द्धांश) के अखिल भारतीय उपभोक्ता मूल्य सूचकांक के औसत पर आधारित है, 01-04-2020 की तिथि से देय होगा।

(संख्या-01/श्रमा0का0(न्यू0मज0)-08/2020 श्र०नि०...12.7.7...राँची, दिनांक 13.11.2020

झारखण्ड राज्यपाल के आदेश से,


सरकार के अवर सचिव।

अधिसूचना

एस०ओ०...../

दिनांक.....

का अंग्रेजी भाषा में निम्नलिखित अनुवाद झारखण्ड राज्यपाल के प्राधिकार से इसके द्वारा प्रकाशित किया जाता है, जो भारतीय संविधान के अनुच्छेद- 346 के खण्ड-3 के अधीन अंग्रेजी भाषा में इसका प्राधिकृत पाठ समझा जाएगा।

(संख्या-01/श्रमा0का0(न्यू0मज0)-08/2020 श्र०नि०...12.7.7...राँची, दिनांक 13.11.2020

झारखण्ड राज्यपाल के आदेश से,


सरकार के अवर सचिव।

NOTIFICATION

S.O...../ dated In exercise of the powers conferred by section-3 of the Minimum Wages Act, 1948 (XI of 1948), the Governor of Jharkhand is pleased to introduce formula of piece-rate variable dearness allowance for the minimum rates of wages fixed/revised for the different categories of employees employed in the employments mentioned in column-2 of the following schedule hereto appended for the months mentioned in column-3 of the said schedule as shown in column-4 of the schedule for the purpose of clause (d) of section-2 of the said Act.

Sl. No.	Scheduled Employment	Month & Year	All India Consumer Price Index (Base Year 2000=100)
1	2	3	4
1	Plucking and Processing of kendo-leaves	July , 2019	319
2	Loading and Unloading Operation	August , 2019	320
3	Earth Cutting Operation	September, 2019	322
4	Brick Manufacturing	October, 2019	325
5	Beedi Manufactory	November, 2019	328
6	Power Loom Industry	December, 2019	330
7	Forestry and Timbering Operation	Total-	1944
8	Hair Cutting Saloon		$\frac{1944}{6} = 324$
9	Silk Industry Manufactory from pure Silk, artificial silk and other staple yarn	Average	301
10	Stone Breaking and Stone Crusher Operation		$324 - 301 = 23$
11	Tea Plantation	Revised Point	7.64%
12	Employment of Domestic Servant		increase
		Growth Point or $\frac{23 \times 100}{301}$ increase	

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

The payment of variable dearness allowance on the basis of average Consumer Price Index of July-December, 2019, which is 2st half of 2019, will be payable from 01.04.2020

(01/श्रमा0का0(न्यू0मज0)-08/2020 L & E-12.9.7.....Ranchi, Dated 13.11.2020)

By the order of the Governor of Jharkhand,



Under Secretary to Government.

ज्ञापक-01/श्रमा0का0(न्यू0मज0)-08/2020 श्र०नि० 12.9.7.....राँची, दिनांक 13.11.2020
प्रतिलिपि:-अधीक्षक राजकीय मुद्रणालय, डोरन्डा, झारखण्ड, राँची को सूचनार्थ एवं राजपत्र के आगामी असाधारण अंक में प्रकाशनार्थ प्रेषित। उनसे अनुरोध है कि वे इस गजट की ५०० प्रतियाँ विभाग को उपलब्ध कराने का कष्ट करें।



सरकार के अवर सचिव।

ज्ञापक-01/श्रमा0का0(न्यू0मज0)-08/2020 श्र०नि० 12.9.7.....राँची, दिनांक 13.11.2020
प्रतिलिपि:-माननीय मंत्री, श्रम, नियोजन एवं प्रशिक्षण विभाग, झारखण्ड, राँची के आस सचिव/प्रधान सचिव के सचिव, श्रम, नियोजन एवं प्रशिक्षण विभाग, झारखण्ड को सूचनार्थ प्रेषित।



सरकार के अवर सचिव

जापांक-01/श्रमा0का0(न्यू0मज0)-08/2020 श्र०नि० 1297 राँची, दिनांक 13.11.2020

प्रतिलिपि:-अवर सचिव, श्रम मंत्रालय, भारत सरकार, नई दिल्ली/उप निदेशक, श्रम मंत्रालय(वेजसेल),भारत सरकार, नई दिल्ली/मुख्य श्रमायुक्त(केन्द्रीय), श्रम शक्ति भवन, नई दिल्ली / क्षेत्रीय श्रमायुक्त (केन्द्रीय), धनबाद/ निदेशक,लेबर व्यूरो,शिमला /चण्डीगढ़ /स्थानिक आयुक्त, झारखण्ड भवन नई दिल्ली/ सरकार के सभी विभाग / सभी विभागाध्यक्ष/ सभी प्रमण्डलीय आयुक्त, झारखण्ड/ सभी उपायुक्त, झारखण्ड/ सभी उपविकास आयुक्त, झारखण्ड/ सचिव, न्यूनतम मजदूरी परामर्शदातृ पर्वद(केन्द्रीय)श्रम शक्ति भवन, नई दिल्ली/ न्यूनतम मजदूरी परामर्शदातृ पर्वद के सभी सदस्यगण/प्रबंध निदेशक, झारखण्ड राज्य गट्य विकास निगम,राँची/ निदेशक,सूचना एवं जन-सम्पर्क विभाग, झारखण्ड, राँची/ सभी विभागीय पदाधिकारियों(तकनीकी सहित)को सूचनार्थ एवं आवश्यक कार्यार्थ हेतु प्रेषित।


सरकार के अवर सचिव।

अनुसूची 1

क्रम सं०	अनुसूचित नियोजनों का नाम	अधिसूचना संख्या एवं तिथि	खण्ड दर पर गणना का आधार	जुलाई- दिसम्बर, 2018	जुलाई, 2019 से दिसम्बर 2019	उपभोक्ता मूल्य सूचकांक में वृद्धि	निर्धारित न्यूनतम मजदूरी दर (24.10.2019)	खण्ड दर पर परिवर्तनशील महंगाई भत्ता				परिवर्तनशील महंगाई भत्ता लागू होने की तिथि
				तक का औसत मूल्य सूचकांक जिसपर महंगाई भत्ता देय है। (24-10-2019)	तक का औसत मूल्य सूचकांक जिसपर न्यूनतम मजदूरी दर निर्धारित की गई है।		दैनिक दरें	मासिक दरें	दैनिक दरें	मासिक दरें		
१	२	३	४	५	६	७	८	९	१०	११	१२	
१	केन्दु पत्ता तोड़ने एवं तैयार करने के नियोजन	अधिसूचना सं०-1882 /1883 दिनांक 24.10.2019	खण्ड दर X% वृद्धि १०० या खण्ड दर =7.64 %	301	324	23					दिनांक 01.04.2020	
	१. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव	
	२. अर्द्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव	
	३. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव	

४. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
५. लिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
६. पत्ता तोड़ना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 998.64 प्रति 50000 पते अथवा 0.97 पैसे प्रति 50 पते	रु० 76.29 प्रति 50000 पते अथवा 0.07 पैसे प्रति 50 पते			तदैव
७. पत्ता सुखाना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
८. बोरा भरना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81 प्रतिदिन अथवा रु० 7145.06 प्रतिमाह अथवा रु 17.66 प्रति छोटा बोरा रु० 31.92 प्रति बड़ा बोरा	रु० 20.99 प्रतिदिन अथवा रु० 545.88 प्रतिमाह अथवा रु० 1.34 प्रति छोटा बोरा रु० 2.43 प्रति बड़ा बोरा			तदैव
९. शेड में छोट्टना और बंडल बनाना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 31.92 प्रति बिण्डा (5 किलोग्राम का)	रु० 2.43 प्रति बिण्डा (5 किलोग्राम का)			तदैव
२ लादने एवं उतारने के नियोजन	अधिसूचना सं०-1882 /1883 दिनांक 24.10.2019									
१. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
२. अर्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव
३. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
४. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव

१. लिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
६. घीरा, गुड़चक्की, खाट, कपड़े की गोठ, जुट, रुई आदि लादने या उतारने टीन या किरासन तेल का ड्रम, सरसौ तेल, नारियल तेल और अन्य तेल, डालडा, छोवा, पेन्टस, तार आदि या कोई (लोड) इस अनुसूची में उल्लेखित नहीं है, गोदाम या दुकान या सामान रखने के स्थान (स्टोरेज जैस) से रेलवे बैगन, ट्रक बैलगाड़ी आदि एक स्थान से दूसरे स्थान पर ले आने प्रत्येक २०० मीटर या उसके खण्ड तक भार (लोड) ले जाने के लिए प्रतिभार (लोड) का	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
(1) २० किलो से कम	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 2.73		रु० 0.20		तदैव

(ii) 20 किलो से 40 किलो तक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 3.91	रु० 0.29			तदैव
(iii) 41 किलो से 64 किलो तक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 5.75	रु० 0.43			तदैव
(iv) 65 किलो से 84 किलो तक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 7.84	रु० 0.59			तदैव
(v) 85 किलो से 100 किलो तक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 9.54	रु० 0.72			तदैव
(vi) 101 किलो और उससे अधिक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 9.41 + 1.29 प्रति दो किलो भार	रु० 0.71 + 0.09 प्रति दो किलो भार			तदैव
7. बोरा को भरना या लौलना या सिलाई करना या टीन ड्रम और अन्य प्रकार के बोरा, टीन ड्रम या भार (लोड) को एक से जगह ठीक से रखना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
(i) बोरा ड्रम, या टीन को भरना या फिर से भरना या ठीक करना और अन्य कोई भार प्रतिभार का (फ) 40 किलो तक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 3.13	रु० 0.23			तदैव
(ख) 41 किलो से 64 किलो तक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 4.31	रु० 0.32			तदैव

(ग) ६६ किलो से १०० किलो तक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 6.53	रु० 0.49				तदैव
(घ) १०१ किलो और उससे अधिक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 8.10 + रु० 7.84 प्रति 10 किलोग्राम के लिए 110 किलोग्राम से उपर	रु० 0.61 + 0.59 प्रति 10 किलोग्राम के लिए 110 किलोग्राम से उपर				तदैव
(ii) एक बोरा का सिलाई करना या ड्राम का बेल्डिंग करना या १० किलो से अधिकभार को स्केल पर तौलना।	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 3.91	रु० 0.29				तदैव
८. बॉस, लकड़ी का पोल, लकड़ी का कुन्दा, जलावन की लकड़ी और ईख लादना और उत्तारना-	तदैव	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
(ii) बॉस और लकड़ी का पोल लादना क) प्रति रैलवे दैगन	तदैव	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 599.36	रु० 45.79			तदैव
ख) प्रति टायर वाली गाड़ी ट्रक	तदैव	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 259.23	रु० 19.80			तदैव
ग) प्रति टायर वाली	तदैव	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 74.85	रु० 5.71			तदैव

	गाड़ी								
	घ)प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 52.84	रु० 4.03	तदैव
	(iii) लकड़ी का कुन्दा और जलावन को लादना क)प्रति रेलवे बैगन	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 546.10	रु० 41.72	तदैव
	ख)प्रति ट्रक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 259.23	रु० 19.80	तदैव
	ग)प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 74.59	रु० 5.69	तदैव
	घ)प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 53.64	रु० 4.09	तदैव
	(iv) बास की लकड़ी का पोल,लकड़ी का कुन्दा और जलावन की लकड़ी उतारना। क)प्रति रेलवे बैगन	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 176.66	रु० 13.49	तदैव
	ख)प्रति ट्रक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 74.85	रु० 5.71	तदैव
	ग)प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 22.24	रु० 1.69	तदैव
	घ)प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 17.66	रु० 1.34	तदैव
	(v) ईख लादना और उतारना प्रति सिप्टल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 9.15	रु० 0.69	तदैव

९. सीमेन्ट या मिट्टी या शीशे से निर्मित ईंट, फायर ब्रिक्स, टाइल्स, फेगा ईल, वेयस, स्टोन पुल्वेस, बेल्लास्ट, चाली और कोयला को लादना और उतारना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
(i) सिमेन्ट या मिट्टी या शीशे से निर्मित फायर ब्रिक्स, टाइल्स फेगाईल्स वयर्स को लादना और उतारना क) प्रति रेलवे वैगन	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 1482.97	रु० 113.29	तदैव		
ख) प्रति ट्रक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 641.63	रु० 49.02	तदैव		
ग) प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 184.91	रु० 14.12	तदैव		
घ) प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 132.16	रु० 10.09	तदैव		
(ii) ईंट लादना क) प्रति रेलवे वैगन	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 1158.16	रु० 88.48	तदैव		
ख) प्रति ट्रक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 642.55	रु० 49.09	तदैव		
ग) प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 184.91	रु० 14.12	तदैव		

घ)प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 115.15	रु० 8.79	तदैव
(III)ईट उतारना क)प्रति रेलवे पैगज	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 760.59	रु० 58.10	तदैव
ख)प्रति ट्रक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 336.69	रु० 25.72	तदैव
ग)प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 115.15	रु० 8.79	तदैव
घ)प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 74.59	रु० 5.69	तदैव
(IV)स्टोन चिप्स को लादना एवं उतारना क)लादना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 98.14 प्रति १००घन फीट	रु० 7.49 प्रति 100 घनफीट	तदैव
ख)उतारना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 61.63 प्रति १००घनफीट	रु० 4.70 प्रति १०० घनफीट	तदैव
(V)स्टोन बोल्टरस को लादना एवं उतारना क)लादना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 93.56 प्रति 100 घनफीट	रु० 7.14 प्रति१००घनफीट	तदैव
ख)उतारना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 61.63 प्रति 100 घनफीट	रु० 4.70 प्रति १००घनफीट	तदैव
(VI)ब्लास्ट को लादना एवं उतारना क)लादना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 102.06 प्रति 100 घनफीट	रु० 7.79 प्रति१००घनफीट	तदैव
ख)उतारना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 61.63 प्रति 100 घनफीट	रु० 4.70 प्रति १०० घनफीट	तदैव
(VII)घाली को लादना एवं	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 98.14 प्रति 100 घनफीट	रु० 7.49 प्रति१००घनफीट	तदैव

उत्तरना क)लादना										
ख)उत्तरना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 61.63 प्रति 100 घनफीट	रु० 4.70 प्रति 1००घनफीट		तदैव	
1०. आयरन रोड्स,आयरन जी०आई०सीट्स,आ यर पाइप्स,ह्यूम पाइप्स,मशीनरीज अक्वीपमेन्ट और अन्य हार्ड वेयरस को लादना या उत्तरना	तदैव	तदैव	तदैव	तदैव	तदैव					
(i) लादना (क)प्रति रेलवे वैगन	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81 रु० 1302.37	रु० 7145.06 रु० 99.50	रु० 20.99 रु० 545.88	तदैव	
ख)प्रति टुक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 503.83	रु० 38.49		तदैव	
ग)प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 176.66	रु० 13.49		तदैव	
घ)प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 144.47	रु० 11.03		तदैव	
(ii) उत्तरना (क)प्रति रेलवे वैगन	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 875.49	रु० 66.88		तदैव	
ख)प्रति टुक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 439.83	रु० 33.60		तदैव	
ग)प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 136.09	रु० 10.39		तदैव	
घ)प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 93.56	रु० 7.14		तदैव	
११. कोयला को	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	

लादना एवं उतारना											
(i) लादना (क)प्रति रेलवे(चार पहिया) वैगन २२ टन की क्षमता वाला	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 522.67	रु० 39.93	तदैव			
ख)प्रति ट्रक(२००घनफीट)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 325.07	रु० 24.83	तदैव			
ग)प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 93.56	रु० 7.14	तदैव			
घ)प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 74.59	रु० 5.69	तदैव			
(ii) उतारना (क)प्रति रेलवे (चार पहिया) वैगन २२ टन की क्षमता वाला	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 352.68	रु० 26.94	तदैव			
ख)प्रति ट्रक(२००घनफीट)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 206.10	रु० 15.74	तदैव			
ग)प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 48.93	रु० 3.73	तदैव			
घ)प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 30.09	रु० 2.29	तदैव			
१२. चूना, बालू बले एवं मिट्टी को लादना एवं उतारना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88		
(i) लादना (क)प्रति रेलवे (चार पहिया)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 410.13	रु० 31.33	तदैव			

वैगन २२ टन की क्षमता वाला										
ख) प्रति टुक (२०० घन फीट)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 238.17	रु० 18.19	तदैव		
ग) प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 119.08	रु० 9.09	तदैव		
घ) प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 93.56	रु० 7.14	तदैव		
(ii) उतारना (क) प्रति रेलवे (चार पहिया) वैगन २२ टन की क्षमता वाला	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 291.03	रु० 22.23	तदैव		
ख) प्रति टुक (२०० घन फीट)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 144.47	रु० 11.03	तदैव		
ग) प्रति टायर वाली गाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 61.63	रु० 4.70	तदैव		
घ) प्रति बैलगाड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 48.93	रु० 3.73	तदैव		
१३. प्रति समेन्ट बोरा लादना एवं उतारना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 4.31	रु० 0.32	तदैव		
३. मिट्टी काटने के कार्यों के नियोजन	अधिसूचना सं०-१८८२ /१८८३ दिनांक २४.१०.२०१९									
१. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
२. अर्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव
३. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
४. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
५. लिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
६. मिट्टी काटने वाला-	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव

	(i) प्रति १०० घनफीट कड़ी मुलायम मिट्टी के लिए										
	(ii) प्रति १०० घनफीट कड़ी मिट्टी के लिए	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
	(iii) प्रति ९० घनफीट अति कड़ी मिट्टी के लिए	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	
४.	ईट निर्माण	अधिसूचना सं०-1882 /1883 दिनांक 24.10.2019									
	१. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
	२. अर्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव
	३. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
	४. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
	५. त्रिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
	६. ब्रिक मोल्डर(मिट्टी काटना मिट्टी सानना मिट्टी में पानी घटाना और	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 395.20 प्रति हजार ईट		रु० 30.19 प्रति हजार ईट		तदैव

	परिया पर मिट्टी लाना सहित)										
	चिमनी में- ज. ब्रिक मील्डर(मिट्टी काटना मिट्टी सानना मिट्टी में पानी पटाना और परियापर मिट्टी लाना सहित)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 348.49 प्रति हजार ईटें	रु० 26.62 प्रति हजार ईटें	रु० 26.62 प्रति हजार ईटें	रु० 26.62 प्रति हजार ईटें	तदैव
	चिमनी में- ट.ब्रिकमील्डर(मिट्टी काटना मिट्टी सानना मिट्टी में पानी पटाना और पगमिल पर मिट्टी लाना सहित)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 348.49 प्रति हजार ईटें	रु० 26.62 प्रति हजार ईटें	रु० 26.62 प्रति हजार ईटें	रु० 26.62 प्रति हजार ईटें	तदैव
५.	बीड़ी निर्माण	अधिसूचना सं०-1882 /1883 दिनांक 24.10.2019									
	१. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
	२. अर्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव
	३. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
	४. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
	५. लिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव

खण्ड-I	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 205.71 प्रति हजार बीड़ी किन्तु यदि श्रमिक इस दर से कमाई किसी भी दिन रु० 98.14 से कम हो तो इस श्रमिक को परिशिष्ट में बताई गई शर्तों के अनुसार उस दिन के लिए कम से कम रु० 98.14 का भुगतान किया जाएगा।	रु० 15.79 प्रति हजार बीड़ी किन्तु यदि श्रमिक इस दर से कमाई किसी भी दिन रु० 7.49 से कम हो तो इस श्रमिक को परिशिष्ट में बताई गई शर्तों के अनुसार उस दिन के लिए कम से कम रु० 7.49 का भुगतान किया जाएगा।	तदैव
1. कोरपोरेशन एरिया								
2. जिला मुख्यालय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 196.29 प्रति हजार बीड़ी किन्तु यदि श्रमिक इस दर से कमाई किसी भी दिन रु० 98.14 से कम हो तो इस श्रमिक को परिशिष्ट में बताई गई शर्तों के अनुसार उस दिन के लिए कम से कम रु० 98.14 का भुगतान किया जाएगा।	रु० 14.99 प्रति हजार बीड़ी किन्तु यदि श्रमिक इस दर से कमाई किसी भी दिन रु० 7.49 से कम हो तो इस श्रमिक को परिशिष्ट में बताई गई शर्तों के अनुसार उस दिन के लिए कम से कम रु० 7.49 का भुगतान किया जाएगा।	तदैव
3. जिला मुख्यालय और मुनिसिपल एरिया	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 190.14 प्रति हजार बीड़ी किन्तु यदि श्रमिक इस दर से कमाई किसी भी दिन रु० 98.14 से कम हो तो इस श्रमिक को परिशिष्ट में बताई गई शर्तों के अनुसार उस दिन के लिए कम से कम रु० 98.14 का भुगतान किया जाएगा।	रु० 14.52 प्रति हजार बीड़ी किन्तु यदि श्रमिक इस दर से कमाई किसी भी दिन रु० 7.49 से कम हो तो इस श्रमिक को परिशिष्ट में बताई गई शर्तों के अनुसार उस दिन के लिए कम से कम रु० 7.49 का भुगतान किया जाएगा।	तदैव
खण्ड-II	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 261.73 प्रति लाख बीड़ी	रु० 19.99 प्रति लाख बीड़ी	तदैव
1. लेबुल लगाना								

	(एकल)										
	२.लेबुल सगाना(दोहरा)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 272.19 प्रति लाख बीड़ी	रु० 20.79 प्रति लाख बीड़ी		तदैव	
	३.क)तंदुर के सिवाय किसी अन्य तरीके सेकई कार्य	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 133.87 प्रति लाख बीड़ी	रु० 10.22 प्रति लाख बीड़ी		तदैव	
	ख)तन्दुर के द्वारा सेकाई	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 132.16 प्रति लाख बीड़ी	रु० 10.09 प्रति लाख बीड़ी		तदैव	
	४.गॉठबंधाई(टोकरी गॉठबंधाई)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 136.09 प्रति लाख बीड़ी	रु० 10.39 प्रति लाख बीड़ी		तदैव	
६.	पावरलूम इंडस्ट्रीज(बिजली करघा)	अधिसूचना सं०-1882 /1883 दिनांक 24.10.2019									
	१. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
	२. अर्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव
	३. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
	४. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
	५. लिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
	पीक						न्यूनतम मजदूरी की दरें				
	पीक-२६	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 14.38	रु० 1.09	तदैव		
	पीक-२८	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 14.38	रु० 1.09	तदैव		
	पीक-३०	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 15.69	रु० 1.19	तदैव		
	पीक-३२	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 16.35	रु० 1.24	तदैव		

	पीक-३४	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 17.00	रु० 1.29	तदैव		
	पीक-३६	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 19.62	रु० 1.49	तदैव		
	पीक-४०	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 20.93	रु० 1.59	तदैव		
	पीक-४२	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 22.24	रु० 1.69	तदैव		
	पीक-४४	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 23.55	रु० 1.79	तदैव		
	पीक-४६	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 23.68	रु० 1.80	तदैव		
	पीक-४८	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 24.86	रु० 1.89	तदैव		
	पीक-५०	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 25.12	रु० 1.91	तदैव		
	पीक-५२	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 29.05	रु० 2.21	तदैव		
७.	वन का संचालन तथा लकड़ी बनाने के कार्य	अधिसूचना सं०-1882 /1883 दिनांक 24.10.2019									
	१. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
	२. अर्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव
	३. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
	४. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
	५. लिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
	६. विभिन्न प्रकार की लकड़ी के पुन्डे(लाग) काटने वाले	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 4.44 प्रति क्यूबिक मीटर।	रु० 0.33 प्रति क्यूबिक मीटर।		तदैव	

मिराना(फालिंग)डिमाकिंग और को पिस्त फोरेस्ट में लाटने के स्थान में जमाकरना(पोल)सेलेक्स सर्फिल में वृक्ष(लान्स)काट कर गिराना लोसिम(टोना 4" X 5")आदि।									
७. कनवरसन ऑफ ट्राम लाईन एटफेसिंग पोस्ट	तदैव	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 6.79 प्रति टुकड़ा।	रु० 0.51 प्रति टुकड़ा।	तदैव
८. कटिंग कनवरसन इनक्लूडिंगस् ओकिंग एंड साइड ओफ फायर(साइड क्यूबिक मीटर)	तदैव	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 79.82 प्रति क्यूबिक मीटर।	रु० 6.09 प्रति क्यूबिक मीटर।	तदैव
९. बॉसकाटनाऔरएक त्रितकरना(साइडिंग सहित) (i)लरगा	तदैव	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 229.53 प्रति 100	रु० 17.53 प्रति१००	तदैव
(ii)टोना	तदैव	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 189.00 प्रति 100	14.43 प्रति१००	तदैव
(iii)सरही	तदैव	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 78.65 प्रति 100	रु० 6.00 प्रति१००	तदैव

10. चारकोल मैन्युफैक्चरिंग	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 57.57 प्रति 35 कि०ग्रा० बैग का	रु० 4.39 प्रति 35 कि०ग्रा० बैग का	तदैव		
11. फीडरगास या चैचगास या सेबई गास	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 57.55 प्रति 35 कि०ग्रा० बैग का	रु० 4.39 प्रति 35 कि०ग्रा० बैग का	तदैव		
12. सात सीड	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 17.00 प्रति 35 कि०ग्रा०	रु० 1.29 प्रति 35 कि०ग्रा०	तदैव		
13. बोनहिनिया पते जमा करना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 17.00 प्रति 35 कि०ग्रा०	रु० 1.29 प्रति 35 कि०ग्रा०	तदैव		
C. हेयर कटिंग सैलून क)खण्डदर के कामगार के लिए	अधिसूचना सं०-1882 /1883 दिनांक 24.10.2019									
1. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 774.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
2. अर्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव
3. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
4. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
5. निपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
वैसे स्थान जिनकी जनसंख्या २५ हजार से अधिक हो										
1.बाल काटना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 24.07 प्रति बाल कटाई	रु० 1.83 प्रति बाल कटाई	तदैव		
2.दाढ़ी बनाना	तदैव	तदैव	तदैव	तदैव	तदैव	रु 19.90 प्रति दाढ़ी बनाई	रु० 1.52 प्रति दाढ़ी बनाई	तदैव		
3.बाल काटना एवं दाढ़ी बनाना	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 28.78 प्रति बाल दाढ़ी बनाई	रु० 2.19 प्रति बाल दाढ़ी बनाई	तदैव		
4.सर मुण्डन	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 19.62 प्रति सर	रु० 1.49 प्रति सर मुण्डन	तदैव		

1. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
2. अर्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव
3. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
4. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
5. लिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
मात्रानुपाती दर (पीस रेट) पर नियोजित कर्मचारी										
1. पावरलूम वीभर	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 10.46 प्रति मीटर सादे कपड़े के लिए। रु० 11.12 प्रति मीटर एरीचेक तथा अन्य उत्कृष्ट कपड़े के लिए	रु० 0.79 प्रति मीटर सादे कपड़े के लिए। रु० 0.84 प्रतिमीटर एरीचेक तथा अन्य उत्कृष्ट कपड़े के लिए			तदैव
2. हैण्डलूम वीभर	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 20.28 प्रतिमीटर सादे कपड़े के लिए। रु० 24.86 प्रतिमीटर एरीचेक तथा अन्य उत्कृष्ट कपड़े के लिए। रु० 30.74 प्रतिमीटर तसर, मलवरी, मुंगा के लिए।	रु० 1.54 प्रतिमीटर सादे कपड़े के लिए रु० 1.89 प्रतिमीटर एरीचेक तथा अन्य उत्कृष्ट कपड़े के लिए। रु० 2.34 प्रतिमीटर तसर, मलवरी, मुंगा के लिए।			तदैव
3. पर्तवाइन्डर						रु० 14.38 प्रति किलो ग्राम हाथ से तैयार कपड़े	रु० 1.09 प्रति किलो ग्राम हाथ से तैयार कपड़े			तदैव
(i) पावरलूम						रु० 11.12 प्रतिकिलो ग्राम धोने से तैयार कपड़े	रु० 0.84 प्रतिकिलो ग्राम धोने से तैयार कपड़े			तदैव
(ii) हैण्डलूम						रु० 26.16 प्रति किलोग्राम	रु० 1.99 प्रति किलोग्राम			तदैव
4. बोविनवाइन्डर	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 11.12 प्रति किलोग्राम हाथ से तैयार कपड़े	रु० 0.84 प्रतिकिलो ग्राम हाथ से तैयार कपड़े			तदैव
(i) पावरलूम										
(ii) हैण्डलूम	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 26.16 प्रति किलोग्राम	रु० 1.99 प्रति किलोग्राम			तदैव

	१. कटाई-छंटाई (I)स्टेपुल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 13.21 प्रति 12 मीटर गानों के लिए		रु० 1.00 प्रति 12 मीटर गानों के लिए		तदैव
१०.	पत्थर तोड़ने तथा पत्थर पीसने के कार्यों के नियोजन	अधिसूचना सं०-1882 /1883 दिनांक 24.10.2019									
	१. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
	२. अर्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव
	३. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
	४. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
	५. लिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
	६. खादान से निकालना एवं बैल गाड़ी से ढोना (i) प्रत्येक १/४ मील के अन्दर और वहां तक	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 571.87 प्रति 100 घनफीट		रु० 43.69 प्रति 1०० घनफीट		तदैव
	(ii) प्रत्येक १/४ मील के ऊपर ढोने के लिए	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 136.09 प्रति 100 घनफीट		रु० 10.39 प्रति १०० घनफीट		तदैव
	७. माइनिंग ट्रौली तोड़ने और परिवहन (ट्रौली द्वारा)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 144.47 प्रति 25फीट कटाव		रु० 11.03 प्रति 25 फीट कटाव		तदैव

८. बोल्टर्स पैली तोड़ने वाला	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 144.47 प्रति 100 फीट कटाव	रु० 11.03 प्रति 25 फीट कटाव	तदैव
९. बोल्टर्स ब्लास्ट तोड़ने वाला (i) 2" X 3"	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 303.86 प्रति 100 घनफीट	रु० 23.21 प्रति 100 घनफीट	तदैव
(ii) 2" X 2.5"	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 374.27 प्रति 100 घनफीट	रु० 28.59 प्रति 100 घनफीट	तदैव
(iii) 1.5" X 2"	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 454.76 प्रति 100 घनफीट	रु० 34.74 प्रति 100 घनफीट	तदैव
(iv) 1"	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 747.90 प्रति 100 घनफीट	रु० 57.13 प्रति 100 घनफीट	तदैव
१०. निज तौलाई से ब्लास्ट तोड़ने वाला	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 48.93 प्रति 5 फीट थक्सा	रु० 3.73 प्रति 5 फीट थक्सा	तदैव
११. चिप्स तोड़ने वाला- (i) हाथ द्वारा बनाई गई 3"/4" डाउन छरी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 23.55 प्रति घनफीट	रु० 1.79 प्रति घन फीट	तदैव
(ii) हाथ द्वारा बनाई गयी 1" डाउन की छरी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 23.55 प्रति घनफीट	रु० 1.79 प्रति घनफीट	तदैव
१२. मिट्टी काटने वाला- (i) मुलायम मिट्टी के लिए	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81 प्रति 110 घनफीट	रु० 20.99 प्रति 110 घनफीट	तदैव
(ii) कड़ी मिट्टी के लिए	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81 प्रति 100 घनफीट	रु० 20.99 प्रति 100 घनफीट	तदैव
(iii) अति कड़ी	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81 प्रति 90	रु० 20.99 प्रति 90 घनफीट	तदैव

	मिट्टी के लिए						घनफीट			
	१३.बोरर्स या ड्रिलर्स	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 35.33 प्रतिफीट	रु० 2.69 प्रतिफीट	तदैव	
	१४.माइनर्स(एक चौथाई मील के अन्दर माथे से बोल्डर ढोना सम्मिलित)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 176.66 प्रति 25 घनफीट	रु० 13.49 प्रति 25 घनफीट	तदैव	
	१५.वैगन लादने वाला(५००घनफीट के ब्रोडगेज का पूरा वैगन)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 484.46 या वैगन 4 पिलर ढुलाई	रु० 37.01 प्रति वैगन की ढुलाई	तदैव	
	१६.स्टोन सेट(पत्थर की ईंट) (i)ब्रेकिंग साईज9" X 6" X 4"	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 590.73 प्रति 100 पीसेज।	रु० 45.13 प्रति१००पीसेज।	तदैव	
	(ii)स्टोन सेज(पत्थर की ईंट की उसे ४ मील तक की दूरी से कटिंग एवं ढुलाई)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 333.70 प्रति 100 पीसेज।	रु० 25.49 प्रति१००पीसेज।	तदैव	
	(iii)स्टोन सेट(पत्थर की ईंट पालिश करना)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 263.56 प्रति 100 पीसेज।	रु० 18.07 प्रति१००पीसेज।	तदैव	
११.	चाय बगानों	अधिसूचना सं०-1882 /1883 दिनांक 24.10.2019								
		तदैव	तदैव	तदैव	तदैव	तदैव			रु०	तदैव
	१. अकुशल						रु० 274.81	रु० 7145.06	रु० 20.99	545.88
	२. अर्धकुशल						रु० 287.90	रु० 7485.40	रु० 21.99	571.88
	३. कुशल						रु० 379.51	रु० 9867.26	रु० 28.99	रु०

										753.85	
	४. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
	५. लिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
६. ऊजरती दर पर काम करने वाले कर्मचारी											
	(i) तोड़ने वाले	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 10.59 एक किलो ग्राम हरी पत्ती तोड़ने के लिए	एक किलो ग्राम हरी पत्ती तोड़ने के लिए रु० 0.80			तदैव
	(ii) कुदाली से खोदने में लगे व्यक्ति	तदैव	तदैव	तदैव	तदैव	तदैव	0.133 एकड़ जमीन में 40 साल तैयार करने के लिए रु० 38.33	0.133 एकड़ जमीन में 40 साल तैयार करने के लिए रु० 2.92			तदैव
	(iii) निराई और विसारवन (फारकिंग) में लगे व्यक्ति	तदैव	तदैव	तदैव	तदैव	तदैव	प्रति 100 चाय झाड़ी (टी बुश) पर रु० 38.33	प्रति 100 चाय झाड़ी (टी बुश) पर रु० 2.92			तदैव
१२.	घरेलु नौकर के नियोजन	अधिसूचना सं०-1882 /1883 दिनांक 24.10.2019									
	१. अकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81	रु० 7145.06	रु० 20.99	रु० 545.88	तदैव
	२. अर्धकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 287.90	रु० 7485.40	रु० 21.99	रु० 571.88	तदैव
	३. कुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव
	४. अतिकुशल	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 438.39	रु० 11398.14	रु० 33.49	रु० 870.81	तदैव
	५. लिपिकीय	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 379.51	रु० 9867.26	रु० 28.99	रु० 753.85	तदैव

६. बर्तन धोना (एक घंटा) प्रतिदिन	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 34.02 प्रतिदिन (एक घंटा) रु० 804.32 प्रतिमाह (एक घंटा)	रु० 2.59 प्रतिदिन (एक घंटा) रु० 61.45 प्रतिमाह (एक घंटा)	तदैव	
७. कपड़ा धोना/बर्तन धोना (एक घंटा) प्रतिदिन	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 34.02 प्रतिदिन (एक घंटा) रु० 804.32 प्रतिमाह (एक घंटा)	रु० 2.59 प्रतिदिन (एक घंटा) रु० 61.45 प्रतिमाह (एक घंटा)	तदैव	
८. कपड़ा धोना/बर्तन धोना /एक हजार स्क्वायरफीट में पौछा लगाना (एक घंटा) प्रतिदिन	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 34.02 प्रतिदिन (एक घंटा) रु० 884.65 प्रतिमाह (एक घंटा)	रु० 2.59 प्रतिदिन (एक घंटा) रु० 67.58 प्रतिमाह (एक घंटा)	तदैव	
९. कपड़ा धोना/बर्तन धोना/पौछा लगाना एवं बर्तनों की देख भाल करना (आठ घंटा)	तदैव	तदैव	तदैव	तदैव	तदैव	रु० 274.81 प्रतिदिन	रु० 7145.06 प्रतिमाह	रु० 20.99 प्रतिदिन रु० 545.88 प्रतिमाह	तदैव

(संख्या-01/अमा0का0(न्यू0मज0)-08/2020 अ०नि० 1297 राँची दिनांक 13.11.2020)

झारखण्ड राज्यपाल के आदेश से,


सरकार के अवर सचिव।

2	Loading and Unloading Operation	Notification No-1882, 1883 Dated 24.10.2019									
	1. Unskilled	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do
	3. Skilled	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do
	5. Clerical	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	6. Loading or Unloading of bags, Gurchakki, Fertilizers, Bales of cloths, jute, cotton etc. Tin or Dram of Kerosin Oil, Coconut Oil, and Other Oils, Dalda Molasses, Paints, Tar etc. or any other load not specified in this schedule from godown or shop or storage place to Railway Wagons, Truck, Bullock Cart etc. or from one place to another and vice-versa for every 200 meters of part there of per load of	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	(a) Less than 20 kg.	do	do	do	do	do	Rs. 2.73		Rs. 0.20		do

(b) From 20 kg to 40 Kg.	do	do	do	do	do	Rs. 3.91		Rs. 0.29		do
(c) From 41 kg to 65 Kg.	do	do	do	do	do	Rs. 5.75		Rs. 0.43		do
(d) From 66 kg to 85 Kg.	do	do	do	do	do	Rs. 7.84		Rs. 0.59		do
(e) From 86 kg to 100 Kg.	do	do	do	do	do	Rs. 9.54		Rs. 0.72		do
(f) 101 kg and above	do	do	do	do	do	Rs. 9.41 + 1.29 every 2 kg load		Rs. 0.71 + 0.09 every 2 kg load		do
7. Filling or Weighting or sewing of begs or welding of Tins and drums or arranging of bag, tins, drums and other load within the same premises.	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
(i) Filling or Refilling or arranging of bags, tins, drums line and any other load (per load)										
(a) Up to 40 K.G.	do	do	do	do	do	Rs. 3.13		Rs. 0.23		do
(b) From 41 Kg. to 65 Kg.	do	do	do	do	do	Rs. 4.31		Rs. 0.32		
(c) From 66 Kg. to 100 Kg.	do	do	do	do	do	Rs. 6.53		Rs. 0.49		
(d) 101 Kg. and above	do	do	do	do	do	Rs. 8.10 + 7.84 every 10 kg load over 110 Kg.		Rs. 0.61 + 0.59 every 10 kg load over 110 Kg.		
(ii) Sewing of bags or welding of Tins, or Drums or Weighting of Load above 10 Kg. on	do	do	do	do	do	Rs. 3.91		Rs. 0.29		do

Scale.										
8. Loading and Unloading of Bamboo, Wooden poles, wooden logs, Fuel wood, Sugarcane.	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
(i) Loading of Bamboo and wooden poles:-										
(a) Per Railway Wagon	do	do	do	do	do	Rs. 599.36		Rs. 45.79		do
(b) Per Truck	do	do	do	do	do	Rs. 259.23		Rs. 19.80		do
(c) Per Tyre Cart	do	do	do	do	do	Rs. 74.85		Rs. 5.71		do
(d) Per Bullock Cart	do	do	do	do	do	Rs. 52.86		Rs. 4.03		do
(ii) Loading of wooden logs and fuel wood:-										
(a) Per Railway Wagon	do	do	do	do	do	Rs. 546.10		Rs. 41.72		do
(b) Per Truck	do	do	do	do	do	Rs. 259.23		Rs. 19.80		do
(c) Per Tyre Cart	do	do	do	do	do	Rs. 74.59		Rs. 5.69		do
(d) Per Bullock Cart	do	do	do	do	do	Rs. 53.64		Rs. 4.09		do
(iii) Unloading of Bamboo, wooden poles, wooden logs and wood :-										
(a) Per Railway Wagon	do	do	do	do	do	Rs. 176.66		Rs. 13.49		do
(b) Per Truck	do	do	do	do	do	Rs. 74.85		Rs. 5.71		do
(c) Per Tyre Cart	do	do	do	do	do	Rs. 22.24		Rs. 1.69		do
(d) Per Bullock Cart	do	do	do	do	do	Rs. 17.66		Rs. 1.34		do
(iv) Loading and unloading of sugarcane	do	do	do	do	do	Rs. 9.15		Rs. 0.69		do
9. Loading and unloading of Bricks, Fire-Bricks, tiles, Fragile wares made of cement clay or Glass, stone, boulders, ballast, chally and coal.	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do

(a) Loading and Unloading of Fire bricks, tiles, fragile ware made of cement or clay or glass.								
(i) Per Railway Wagon	do	do	do	do	do	Rs. 1482.97	Rs. 113.29	do
(ii) Per Truck	do	do	do	do	do	Rs. 641.63	Rs. 49.02	do
(iii) Per Tyre Cart	do	do	do	do	do	Rs. 184.91	Rs. 14.12	do
(iv) Per Bullock Cart	do	do	do	do	do	Rs. 132.16	Rs. 10.09	do
(b) Loading of bricks								
(i) Per Railway Wagon	do	do	do	do	do	Rs. 1158.16	Rs. 88.48	do
(ii) Per Truck	do	do	do	do	do	Rs. 642.55	Rs. 49.09	do
(iii) Per Tyre Cart	do	do	do	do	do	Rs. 184.91	Rs. 14.12	do
(iv) Per Bullock Cart	do	do	do	do	do	Rs. 115.15	Rs. 8.79	do
(c) Unloading of Bricks								
(i) Per Railway Wagon	do	do	do	do	do	Rs. 760.59	Rs. 58.10	do
(ii) Per Truck	do	do	do	do	do	Rs. 336.69	Rs. 25.72	do
(iii) Per Tyre Cart	do	do	do	do	do	Rs. 115.15	Rs. 8.79	do
(iv) Per Bullock Cart	do	do	do	do	do	Rs. 74.59	Rs. 5.69	do
(d) Loading and Unloading of Stone Chips.								
i) Loading	do	do	do	do	do	Rs. 98.14 per 100 cft	Rs. 7.49 per 100 cft	do
ii) Unloading	do	do	do	do	do	Rs. 61.63 per 100 cft	Rs. 4.70 per 100 cft	do
(e) Loading and Unloading of Stone Boulders.								
i) Loading	do	do	do	do	do	Rs. 93.59 per 100 cft	Rs. 7.14 per 100 cft	do
ii) Unloading	do	do	do	do	do	Rs. 61.63 per 100 cft	Rs. 4.70 per 100 cft	do
(f) Loading and Unloading of Ballast.								
i) Loading	do	do	do	do	do	Rs. 102.06 per 100 cft	Rs. 7.79 per 100 cft	do
ii) Unloading	do	do	do	do	do	Rs. 61.63 per 100 cft	Rs. 4.70 per 100 cft	do
(g) Loading and Unloading of Chally								
i) Loading	do	do	do	do	do	Rs. 98.14 per 100 cft	Rs. 7.49 per 100 cft	do
ii) Unloading	do	do	do	do	do	Rs. 61.63 per 100 cft	Rs. 4.70 per 100 cft	do

10. Loading and Unloading of Iron rods, Iron, G.I. Sheets, G.C. Sheets, Iron pipes, Hume Pipes, Machineries equipments and other hardwares.	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
(i) Loading										
(a) Per Railway Wagon	do	do	do	do	do	Rs. 1302.37		Rs. 99.50		do
(b) Per Truck	do	do	do	do	do	Rs. 503.83		Rs. 38.49		do
(c) Per Tyre Cart	do	do	do	do	do	Rs. 176.66		Rs. 13.49		do
(d) Per Bullock Cart	do	do	do	do	do	Rs. 144.47		Rs. 11.03		do
(ii) Unloading										
(a) Per Railway Wagon	do	do	do	do	do	Rs. 875.49		Rs. 66.88		do
(b) Per Truck	do	do	do	do	do	Rs. 439.83		Rs. 33.60		do
(c) Per Tyre Cart	do	do	do	do	do	Rs. 136.09		Rs. 10.39		do
(d) Per Bullock Cart	do	do	do	do	do	Rs. 93.56		Rs. 7.14		do
11. Loading and unloading of Coal	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
(i) Loading										
(a) Per Railway Wagon (4 wheel wagon of 22 tones capacity)	do	do	do	do	do	Rs. 522.67		Rs. 39.93		do
(b) Per Truck (200 cft)	do	do	do	do	do	Rs. 325.07		Rs. 24.83		do
(c) Per Tyre Cart	do	do	do	do	do	Rs. 93.56		Rs. 7.14		do
(d) Per Bullock Cart	do	do	do	do	do	Rs. 74.59		Rs. 5.69		do
(ii) Unloading										
(a) Per Railway Wagon (4 wheel wagon 22 of tones capacity)	do	do	do	do	do	Rs. 352.68		Rs. 26.94		do

	(b) Per Truck (200 cft)	do	do	do	do	do	Rs. 206.10		Rs. 15.74		do
	(c) Per Tyre Cart	do	do	do	do	do	Rs. 48.93		Rs. 3.73		do
	(d) Per Bullock Cart	do	do	do	do	do	Rs. 30.09		Rs. 2.29		do
	12. Loading and Unloading of Lime, Sand clay and earth etc.	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
(i) Loading											
	(a) Per Railway Wagon (4 wheel wagon of 22 tones capacity)	do	do	do	do	do	Rs. 410.13		Rs. 31.33		do
	(b) Per Truck (200 cft)	do	do	do	do	do	Rs. 238.17		Rs. 18.19		do
	(c) Per Tyre Cart	do	do	do	do	do	Rs. 119.08		Rs. 9.09		do
	(d) Per Bullock Cart	do	do	do	do	do	Rs. 93.56		Rs. 7.14		do
(ii) Unloading											
	(a) Per Railway Wagon (4 wheel wagon of 22 tones capacity)	do	do	do	do	do	Rs. 291.03		Rs. 22.23		do
	(b) Per Truck (200 cft)	do	do	do	do	do	Rs. 144.47		Rs. 11.03		do
	(c) Per Tyre Cart	do	do	do	do	do	Rs. 61.63		Rs. 4.70		do
	(d) Per Bullock Cart	do	do	do	do	do	Rs. 48.93		Rs. 3.73		do
	13. Loading and Unloading of Cement Per bags.	do	do	do	do	do	Rs. 4.31		Rs. 0.32		do
3	Earth Cutting Operation Earth excavator-	Notification No-1882, 1883 Dated 24.10.2019									
	1. Unskilled	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do
	3. Skilled	do	do	do	do	do	Rs.	Rs.	Rs. 28.99	Rs.	do

							379.51	9867.26		753.85	
	4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do
	5. Clerical	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	6. Earth Excavator										
	(a) For every 110 cubic feet of soft earth.	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	(b) For every 100 cubic feet of hard earth.	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	(c) For every 90 cubic feet of highly hard earth.	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
4	Brick Manufactory	Notification No-1882, 1883 Dated 24.10.2019									
	1. Unskilled	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do
	3. Skilled	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do
	5. Clerical	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	6. Brick Moulder (inclusive of cutting earth, kneading earth, watering earth and carrying earth to Paria)	do	do	do	do	do	Rs. 395.20 Per 1000 Bricks		Rs. 30.19 Per 1000 Bricks		do
	IN CHIMNEYS :-										
	7. Brick Moulder (inclusive of cutting earth, kneading earth,	do	do	do	do	do	Rs. 348.49 Per 1000 Bricks		Rs. 26.62 Per 1000 Bricks		do

	watering earth, and carrying earth to Paria)										
	8. Brick Moulder (inclusive of cutting earth, kneading earth, watering earth and carrying earth to Pygmil)	do	do	do	do	do	Rs. 348.49 Per 1000 Bricks	Rs. 26.62 Per 1000 Bricks	do		
5	Bidi Making Manufactory	Notification No-1882, 1883 Dated 24.10.2019									
	1. Unskilled	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do
	3. Skilled	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do
	5. Clerical	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	PART-I										
	1. Corporation Areas	do	do	do	do	do	Rs. 206.71 per thousand Bidi. Provided that where employee's earning at this rate is less than Rs. 98.14 per day. He shall be paid at least Rs. 98.14 for that day subject to the conditions specified in the annexure here to.	Rs. 15.79 per thousand Bidi. Provided that where employee's earning at this rate is less than Rs. 7.49 per day. He shall be paid at least Rs. 7.49 for that day subject to the conditions specified in the annexure here to.	do		
	2. District Headquarter	do	do	do	do	do	Rs. 196.29 per thousand Bidis. Provided that where	Rs. 14.99 per thousand Bidis. Provided that	do		

							employee's earning at this rate is less than Rs. 98.14 per day, he shall be paid at least Rs. 98.14 for that day subject to the conditions specified in the annexure hereto.	where employee's earning at this rate is less than Rs. 7.49 per day, he shall be paid at least Rs. 7.49 for that day subject to the conditions specified in the annexure hereto.			
	3. District Headquarter and Municipal Areas	do	do	do	do	do	Rs. 190.14 per thousand Bidis. Provided that where employee's earning at this rate is less than Rs. 98.14 per day, he shall be paid at least Rs. 98.14 for that day subject to the conditions specified in the annexure hereto.	Rs. 14.52 per thousand Bidis. Provided that where employee's earning at this rate is less than Rs. 7.49 per day, he shall be paid at least Rs. 7.49 for that day subject to the conditions specified in the annexure hereto.	do		
	PART-II	do	do	do	do	do	Rs. 261.73 Per Lakh Bidi	Rs. 19.99 Per Lakh Bidi	do		
	1. Labelling (Single)	do	do	do	do	do	Rs. 272.19 Per Lakh Bidi	Rs. 20.79 Per Lakh Bidi	do		
	2. Labelling (Double)	do	do	do	do	do	Rs. 133.87 Per Lakh Bidi	Rs. 10.22 Per Lakh Bidi	do		
	3. (a) Employees employed in sekai by any process other thentandur	do	do	do	do	do	Rs. 132.16 Per Lakh Bidi	Rs. 10.09 Per Lakh Bidi	do		
	(b)Sekai by Tandur	do	do	do	do	do	Rs. 136.09 Per Lakh Bidi	Rs. 10.39 Per Lakh Bidi	do		
	4. Packing (Basket Packing)	do	do	do	do	do					
6	Power Loom Industry	Notification No-1882, 1883 Dated 24.10.2019									
	1. Unskilled	do	do	do	do	do	Rs.	Rs.	Rs. 20.99	Rs.	do

							274.81	7145.06		545.88	
	2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do
	3. Skilled	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do
	5. Clerical	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	Pick						Rate of Minimum Wages				
	Pick-26	do	do	do	do	do	Rs. 14.38		Rs. 1.09		
	Pick-28	do	do	do	do	do	Rs. 14.38		Rs. 1.09		
	Pick-30	do	do	do	do	do	Rs. 15.69		Rs. 1.19		
	Pick-32	do	do	do	do	do	Rs. 16.35		Rs. 1.24		
	Pick-34	do	do	do	do	do	Rs. 17.00		Rs. 1.29		
	Pick-36	do	do	do	do	do	Rs. 19.62		Rs. 1.49		
	Pick-40	do	do	do	do	do	Rs. 20.93		Rs. 1.59		
	Pick-42	do	do	do	do	do	Rs. 22.24		Rs. 1.69		
	Pick-44	do	do	do	do	do	Rs. 23.55		Rs. 1.79		
	Pick-46	do	do	do	do	do	Rs. 23.68		Rs. 1.80		
	Pick-48	do	do	do	do	do	Rs. 24.86		Rs. 1.89		
	Pick-50	do	do	do	do	do	Rs. 25.12		Rs. 1.91		
	Pick-52	do	do	do	do	do	Rs. 29.05		Rs. 2.21		
7	Forestry and Timbering operation	Notification No-1882, 1883 Dated 24.10.2019									
	1. Unskilled	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do
	3. Skilled	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do
	5. Clerical	do	do	do	do	do	Rs.	Rs.	Rs. 28.99	Rs.	do

							379.51	9867.26		753.85	
	6. Log cutter of various sizes falling demarking and stracking at loading site at coppies forest pole (4" X 5")	do	do	do	do	do	Rs. 4.44 Per cubic meter		Rs. 0.33 Per cubic meter		do
	7. Conversion of tram line and fencing post.	do	do	do	do	do	Rs. 6.79 Per piece		Rs. 0.51 Per piece		do
	8. Cutting conversion including stacking at site of firewood (size cubic meter)	do	do	do	do	do	Rs. 79.82 Per cubic meter		Rs. 6.09 Per cubic meter		do
9. Cutting and collection of bamboos (including siding)											
	(a) Laggas	do	do	do	do	do	Rs. 229.53 per 100		Rs. 17.53 per 100		do
	(b) Tonnas	do	do	do	do	do	Rs. 189.00 per 100		Rs. 14.43 per 100		do
	(c) Sarhi	do	do	do	do	do	Rs. 78.65 per 100		Rs. 6.00 per 100		do
	10. Charcoals Manufacturing	do	do	do	do	do	Rs. 57.57 per bag of 35 kg.		Rs. 4.39 per bag of 35 kg.		do
	11. Fodder Grass or thatch grass or sewai grass	do	do	do	do	do	Rs. 57.55 per bag of 35 kg.		Rs. 4.39 per bag of 35 kg.		do
	12. Sal Seed	do	do	do	do	do	Rs. 17.00 per 35 Kg.		Rs. 1.29 per 35 Kg.		do
	13. Bonhimia leaves collection	do	do	do	do	do	Rs. 17.00 per 35 Kg.		Rs. 1.29 per 35 Kg.		do
8.	Hair Cutting Sallons	Notification No-1882, 1883 Dated 24.10.2019									
	1. Unskilled	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do
	3. Skilled	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do

Manufacturing from Pure Silk, Artificial Silk and other Staple Yarns)											
1. Unskilled	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do	
2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do	
3. Skilled	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do	
4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do	
5. Clerical	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do	
Piece rated employees											
1. Power Loom Weaver	do	do	do	do	do	For plain cloth Rs. 10.46 per meter, Rs. 11.12 for high quality check and excellent cloth.		For plain cloth Rs. 0.79 per meter, Rs. 0.84 for high quality check and excellent cloth.		do	
2. Hand Loom Weaver	do	do	do	do	do	Rs. 20.28 per meter for plain cloth Rs. 24.86 Erickeck and other fine cloth. Rs. 30.74 per meter Tasar, Malwari, Munga cloth.		Rs. 1.54 per meter for plain cloth Rs. 1.89 Erickeck and other fine cloth. Rs. 2.34 per meter Tasar, Malwari, Munga cloth.		do	
3. Pin Winder	do	do	do	do	do	Rs. 14.38 per kilogram, if prepared for cloth.		Rs. 1.09 per kilogram, if prepared for cloth.		do	
(i) Power Loom	do	do	do	do	do	Rs. 11.12 per kg. for hand washing cloth.		Rs. 0.84 per kg. for hand washing cloth.		do	
(ii) Hand Loom	do	do	do	do	do	Rs.26.16 per kg.		Rs. 1.99 per kg.		do	
4. Bobbin Winder											
(i) Power Loom	do	do	do	do	do	Rs. 11.12 per kg. if prepared for hand cloth.		Rs. 0.84 per kg. if prepared for hand cloth.		do	

	(ii) Hand Loom	do	do	do	do	do	Rs.26.16 per kg		Rs. 1.99 per kg		do
5. Cutting and Shaping											
	(i) Staple	do	do	do	do	do	Rs. 13.21 per than of 12 meter		Rs. 1.00 per than of 12 meter		do
10	Stone Breaking and crushing operation	Notification No-1882, 1883 Dated 24.10.2019									
	1. Unskilled	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do
	3. Skilled	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do
	5. Clerical	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
6. Mining and Carrying by Bullock Cart.											
	a) Within and up to a quarter mile	do	do	do	do	do	Rs. 571.87 Per 100 cft		Rs. 43.69 Per 100 cft.		do
	b) For every quarter Mile of carrying	do	do	do	do	do	Rs. 136.09 Per 100 cft.		Rs 10.39 Per 100 cft.		do
	7. Mining chelly breaking and transport by Trolly.	do	do	do	do	do	Rs. 144.47 Per 25 feet		Rs. 11.03 Per 25 feet		do
	8. Valley Breaker from Boulder	do	do	do	do	do	Rs. 144.47 Per 100 feet		Rs. 11.03 Per 100 feet		do
9. Ballast Breaker from Boulder											
	a) 2" X 3"	do	do	do	do	do	Rs. 303.86 Per 100 cft.		Rs. 23.21 Per 100 cft.		do
	b) 2" X 2.5"	do	do	do	do	do	Rs. 374.27 Per 100 cft.		Rs. 28.59 Per 100 cft.		do
	c) 1.5" X 2"	do	do	do	do	do	Rs. 454.76 Per 100 cft.		Rs. 34.74 Per 100 cft.		do
	d) 1"	do	do	do	do	do	Rs. 747.90 Per 100 cft.		Rs. 57.13Per 100 cft.		do

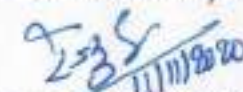
	1. Unskilled	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do
	3. Skilled	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do
	5. Clerical	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	6. Piece rated employees										
	(a) Plucker	do	do	do	do	do	Rs. 10.59 per plucking of one Kg. of green leaves		Rs. 0.80 per plucking of one Kg. of green leaves		do
	(b) Person engaged in hocking	do	do	do	do	do	Rs. 38.33 for preparation 40 nails a land measuring 0.133 acre.		Rs. 2.92 for preparation 40 nails a land measuring 0.133 acre.		do
	(c) Person engaged in weeding and forking.	do	do	do	do	do	Rs. 38.33 per 100 Tea bush		Rs. 2.92 per 100 Tea bush		do
12.	Employment of Domestic Servant	Notification No-1882, 1883 Dated 24.10.2019									
	1. Unskilled	do	do	do	do	do	Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
	2. Semi Skilled	do	do	do	do	do	Rs. 287.90	Rs. 7485.40	Rs. 21.99	Rs. 571.88	do
	3. Skilled	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	4. Highly Skilled	do	do	do	do	do	Rs. 438.93	Rs. 11398.14	Rs. 33.49	Rs. 870.81	do
	5. Clerical	do	do	do	do	do	Rs. 379.51	Rs. 9867.26	Rs. 28.99	Rs. 753.85	do
	6. Pot washing (Daily 1 hour)	do	do	do	do	do	Rs 34.02 Per day (1 hour) Rs. 804.32 Monthly (1 hour)		Rs 2.59 Per day (1 hour) Rs. 61.45 Monthly (1 hour)		do
	7. Cloth	do	do	do	do	do	Rs 34.02 Per day		Rs 2.59 Per day		do

washing/Pot washing (Daily 1 hour)							(1 hour) Rs. 804.32 Monthly (1 hour)		(1 hour) Rs. 61.45 Monthly (1 hour)		
8. Cloth washing/Pot washing/Blooming Work of 1000 Sq.ft. (1 hour) daily	do	do	do	do	do		Rs.34.02 Per day (1 hour) Rs. 884.65 Monthly (1 hour)		Rs. 2.59 Per day (1 hour) Rs. 67.58 Monthly (1 hour)		do
9. Cloth washing/Pot washing/Blooming Work and to look after children (for 8 hours)	do	do	do	do	do		Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do
10. Cloth washing/Pot washing/Blooming Work and to look after children/Taking children to school and back and other miscellaneous domestic work (for 8 hours)	do	do	do	do	do		Rs. 274.81	Rs. 7145.06	Rs. 20.99	Rs. 545.88	do

(No-01/Shrma0 ka0 (Nyun0 maz0)-08/2020 L&T- 1277 Ranchi,

Dated 13.11.2020)

By order of the Governor of Jharkhand,


Under Secretary to Government.

KARNATAKA

Notification

28. Employment in Residential Houses including Domestic Helpers, Child Care Assistants, Home Nurses and Allied Domestic Works.

Notification No. KAE 1 LMW 2015, dated 16.09.2016

Published in Gazette dated 06.10.2016.

Minimum Wages With effect from 16-09-2016.

Cost of Living Allowance to be paid over and above 5780 point

Cost of Living Index: 7616 – 5780 = 1836 points

Minimum wages and VDA from 01-04-2020 to 31-03-2021

SCHEDULE

Sl.No	Class of Employment	Minimum Rates of Wages						
			Zone-1		Zone-2		Zone-3	
			Per Day	Per Month	Per Day	Per Month	Per Day	Per Month
1	2		3	4	5	6	7	8
1	Washing and cleaning and cutting of vegetables/Non Veg Items, Grinding, cooking and Cleaning of Kitchen etc	Basic	435.00	11830.00	445.00	11570.00	415.00	10790.00
		VDA	84.74	2203.20	84.74	2203.20	84.74	2203.20
		Total	519.74	14033.20	529.74	13773.20	499.74	12993.20
2	Washing the clothes/ Washing the Utensils/ House keeping and cleaning of house and looking after Childrens.	Basic	395.00	10270.00	385.00	10010.00	360.00	9360.00
		VDA	84.74	2203.20	84.74	2203.20	84.74	2203.20
		Total	479.74	12473.20	469.74	12213.20	444.74	11563.20
3	Washing the clothes / House keeping and Cleaning amd other related works	Basic	385.00	10010.00	375.00	9750.00	350.00	9100.00
		VDA	84.74	2203.20	84.74	2203.20	84.74	2203.20
		Total	469.74	12213.20	459.74	11953.20	434.74	11303.20

Zone-I: Bruhat Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations Agglomeration Areas in the State.(City Corporations)

Zone-II: Shall Comprise all District Head Quarters Except Zone-I

Zone-III: Shall Comprise other areas, which are not covered in Zone-I & Zone-II

V.D.A : In addition to the basic wages, all Category of Employees in the State shall be paid V.D.A. at the rate of 4 Paise per point over and above 5780 points.

KERALA

Notification

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കേരള സർക്കാർ
Government of Kerala
2017



Regn. No. KERBIL/2012/45073
dated 5-9-2012 with RNI
Reg. No. KL/TV(N)/634/2015-17

കേരള ഗസറ്റ് KERALA GAZETTE

അസാധാരണം
EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്
PUBLISHED BY AUTHORITY

വാല്യം 6 Vol. VI	തിരുവനന്തപുരം, വെള്ളി Thiruvananthapuram, Friday	2017 ഫെബ്രുവരി 17 17th February 2017	നമ്പർ No.	} 293
		1192 കുംഭം 5 5th Kumbham 1192		
		1938 മാഘം 28 28th Magha 1938		

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (ഇ) വകുപ്പ്

വിജ്ഞാപനം

സ. ഉ. (അച്ചടി) നമ്പർ 202/2016/തൊഴിൽ. തിരുവനന്തപുരം, ^{2016 ഡിസംബർ 29}
1192 ധനു 14.

എസ്. ആർ. ഒ. നമ്പർ 86/2017.—1948-ലെ മിനിമം വേജസ് ആക്ടിലെ (1948-ലെ 11-ാം കേന്ദ്ര ആക്റ്റ്) 3-ാം വകുപ്പ് (1)-ാം ഉപവകുപ്പ് (ബി) ഖണ്ഡവും 5-ാം വകുപ്പ് (2)-ാം ഉപവകുപ്പും കൂട്ടി വായിച്ച പ്രകാരം സർക്കാരിൽ നിക്ഷിപ്തമായ അധികാരങ്ങൾ വിനിയോഗിച്ചുകൊണ്ടും, 2010 മാർച്ച് 9-ാം തീയതിയിലെ സ. ഉ. (എം. എസ്.) 32/2010/തൊഴിൽ നമ്പരായി പുറപ്പെടുവിച്ചതും 2010 മാർച്ച് 11-ാം തീയതിയിലെ 576-ാം നമ്പർ കേരള അസാധാരണ ഗസറ്റിൽ, എസ്. ആർ. ഒ. നമ്പർ 252/2010 ആയി പ്രസിദ്ധപ്പെടുത്തിയതുമായ വിജ്ഞാപനത്തെ അതിലംഘിച്ചുകൊണ്ടും പ്രസ്തുത ആക്റ്റിന്റെ 5-ാം വകുപ്പ് (1)-ാം ഉപവകുപ്പ് (ബി) ഖണ്ഡം

സർക്കാർ പ്രസ്താവകളുടെ സുപ്രഭാഷിനാൽ തിരുവനന്തപുരംഗവൺമെന്റ് സെന്റ്രൽ പ്രസ്സിൽ അച്ചടിച്ച് പ്രസിദ്ധീകരിച്ചത്, 2017.

ആവശ്യപ്പെടുന്ന പ്രകാരം, 2015 ജൂലൈ 30-ാം തീയതിയിലെ 11885/ഇ1/2014/ തൊഴിൽ നമ്പരായിട്ടുള്ളതും 2015 ആഗസ്റ്റ് 10-ാം തീയതിയിലെ 1862-ാം നമ്പർ കേരള അസാധാരണ ഗസറ്റിൽ പ്രസിദ്ധീകരിച്ച പ്രാഥമിക വിജ്ഞാപനത്തിലെ നിർദ്ദേശങ്ങളിന്മേലുള്ള ആക്ഷേപങ്ങളും നിർദ്ദേശങ്ങളും പരിഗണിച്ചശേഷവും കേരള സംസ്ഥാനത്തെ ഗാർഹിക തൊഴിൽ മേഖലയിൽ ജോലി ചെയ്യുന്ന തൊഴിലാളികൾക്ക് നൽകേണ്ടതായ ഏറ്റവും കുറഞ്ഞ കൂലി നിരക്കുകൾ ഇതോടൊപ്പം ചേർത്തിരിക്കുന്ന പട്ടികയിൽ പറയുന്ന പ്രകാരം കേരള സർക്കാർ, ഇതിനാൽ പുതുക്കി നിശ്ചയിക്കുന്നു. ഈ വിജ്ഞാപനം ഗസറ്റിൽ പ്രസിദ്ധീകരിക്കുന്ന തീയതി മുതൽ പ്രസ്തുത നിരക്കുകൾ പ്രാബല്യത്തിൽ വരുന്നതാണ്.

പട്ടിക

ആകെ വേതനം

ക്രമനമ്പർ	ജോലി	തുകക്കത്തിലുള്ള 8 മണിക്കൂറിൽ കുറഞ്ഞതും 5 മണിക്കൂർ വരെ ഉള്ളതുമായ ജോലിക്ക്		ദിവസ വേതനം 8 മണിക്കൂർ ജോലിക്ക്	പ്രതിമാസ വേതനം
		1 മണിക്കൂർ ജോലിക്ക്	തുകക്കുള്ള ഓരോ മണിക്കൂർ ജോലിക്ക്		
(1)	(2)	(3)	(4)	(5)	(6)
1	തൂണി അലക്കൽ	37.50	22.50	195	5070
2	പാത്രം കഴുകൽ	37.50	22.50	195	5070
3	വീട് തുത്തുവാരുക, അടിച്ച് വൃത്തിയാക്കുക, പരിസരം തുക്കുക, നിലം തുടയ്ക്കുക വീടും പരിസരവും വൃത്തിയാക്കുക	37.50	22.50	195	5070
4	ഭക്ഷണത്തിനുള്ള പല വൃഞ്ജനങ്ങളും പച്ചക്കറികളും പാത്രങ്ങളും ഉപകരണങ്ങളും മറ്റും വാങ്ങി കൊണ്ടുവരിക	37.50	22.50	195	5070
5	ഭക്ഷണം പാകം ചെയ്യുന്ന തിന് സഹായിക്കുക	37.50	22.50	195	5070

(1)	(2)	(3)	(4)	(5)	(6)
6	ക്രമനമ്പർ 1 മുതൽ 5 വരെ യുള്ള എല്ലാമോ ഒന്നിൽ കൂടുതലോ ജോലി ചെയ്യുന്നതിന്	37.50	22.50	195	5070
7	കുട്ടികളെ പരിപാലിക്കുക, വിദ്യാലയത്തിൽ കൊണ്ടു പോകുകയും തിരികെ കൊണ്ടുവരികയും ചെയ്യുക	38.25	23.25	201	5226
8	പ്രായം ചെന്നവരെയും രോഗികളെയും ഭിന്നശേഷിയുള്ളവരെയും പരിപാലിക്കുക	38.25	23.25	201	5226
9	ക്രമനമ്പർ 7 - ലെയും 8-ലെയും ജോലികളും ക്രമനമ്പർ 1 മുതൽ 5 വരെയുള്ള എല്ലാമോ ഏതെങ്കിലുമോ ജോലികൾ ചെയ്യുന്നതിന്	38.25	23.25	201	5226
10	ഭക്ഷണം പാകം ചെയ്യുക	39.75	24.75	213	5538
11	വൃക്കതിയുടെയോ കുടുംബത്തിന്റേയോ താമസവുമായി ബന്ധപ്പെട്ട് വീട്ടിലും പരിസരത്തും മറ്റ് ജോലികൾ ചെയ്യുന്നതിന്	37.50	22.50	195	5070
12	വീട്ടിൽ താമസിച്ച് ഗാർഹിക ജോലി ചെയ്യുന്നതിന്	..	..	219	5694
13	വാഹന ഡ്രൈവർ	40.50	25.50	219	5694
14	ഗാർഡൻ (തോട്ടക്കാരൻ)	40.50	25.50	219	5694
15	ഹോം നേഴ്സ് (വിദ്യാഭ്യാസ യോഗ്യതയോ വിദഗ്ദ്ധ പരിശീലനമോ നേടിയവർ)				
	(1) പകൽ സമയം	40.50	25.50	219	5694
	(2) വീട്ടിൽ താമസിച്ച്	..	..	225	5850
16	സെക്യൂരിറ്റി/വാച്ച്മാൻ, ഗാർഡൻ വർക്കർ (തോട്ടപ്പണിക്കാർ)	..	..	213	5538

II. സൗജന്യ ഭക്ഷണം

മേൽപ്പറഞ്ഞ വേതനത്തിനുപുറമേ കുറഞ്ഞത് ഒരു മണിക്കൂറെങ്കിലും ജോലി ചെയ്യുന്നവർക്ക് ഒരു നേരത്തെ ഭക്ഷണവും ദിവസം നാല് മണിക്കൂറിൽ കൂടുതൽ ജോലി ചെയ്യുന്നവർക്ക് രണ്ട് നേരത്തെ ഭക്ഷണവും ജോലി ചെയ്യുന്ന വീട്ടിൽ താമസിക്കുന്നവർക്ക് മൂന്ന് നേരത്തെ ഭക്ഷണവും സൗജന്യമായി ഗൃഹനാഥ/ഗൃഹനാഥൻ നൽകേണ്ടതാണ്.

III. ക്ഷാമബത്ത

മുകളിൽ സൂചിപ്പിച്ച അടിസ്ഥാനവേതനത്തിനു പുറമേ സംസ്ഥാനത്തെ ഇക്കണോമിക്സ് ആന്റ് സ്റ്റാറ്റിസ്റ്റിക്സ് വകുപ്പ് ഓരോ മാസവും പ്രസിദ്ധീകരിക്കുന്ന 1998-99 = 100 എന്ന പുതിയ ഉപഭോക്തൃ വില സൂചികയുടെ എല്ലാ സെന്ററുകളിലേക്കും ചേർന്നുള്ള സംസ്ഥാന ശരാശരിയിൽ 220 പോയിന്റിനുമേൽ വർദ്ധിക്കുന്ന ഓരോ അഞ്ച് പോയിന്റിനും അപ്രകാരം വർദ്ധനവ് വന്ന മാസത്തിന്റെ 1-ാം തീയതി മുതൽ അടിസ്ഥാനവേതനത്തിന്റെ അഞ്ച് ശതമാനം വീതം ക്ഷാമബത്തയായി നൽകേണ്ടതാണ്.

IV. നാലിൽ കൂടുതൽ പ്രായപൂർത്തിയായവർ തുടർച്ചയായി ഒന്നിച്ച് താമസിക്കുന്ന വീടുകളിലെ ജോലികൾ ഒരു തൊഴിലാളി മാത്രമാണ് ചെയ്യുന്നതെങ്കിൽ അധികമായി താമസിക്കുന്ന ഓരോ ആൾക്കുവേണ്ടിയും നിശ്ചയിക്കപ്പെട്ട വേതനത്തിന്റെ അഞ്ച് ശതമാനം വീതം പരമാവധി 15 ശതമാനം തുക തൊഴിലാളിക്ക് അധികമായി വേതനം നൽകേണ്ടതാണ്.

V. ഒരു ദിവസം ഒരു വീട്ടിൽ ഒരു ഗൃഹനാഥയുടെ/ഗൃഹനാഥന്റെ കീഴിൽ തുടർച്ചയായി 5 മണിക്കൂറിൽ കൂടുതൽ സമയം ജോലി ചെയ്യുന്ന തൊഴിലാളിക്ക് ആ വിഭാഗത്തിന് ഒരു ദിവസത്തെ ജോലിക്ക് പട്ടിക പ്രകാരം (8 മണിക്കൂർ ജോലിക്ക്) നിശ്ചയിച്ച വേതനം നൽകേണ്ടതാണ്.

VI. ഒരു ദിവസം ഒരു മണിക്കൂറിൽ കൂടുതലും 8 മണിക്കൂറിൽ കുറവും ജോലി ചെയ്യുന്നവർക്ക് ഒരു മണിക്കൂറിന് നിശ്ചയിച്ച വേതന നിരക്കിന്റെ ആനുപാതികമായി, പരമാവധി 8 മണിക്കൂർ ജോലിയുടെ വേതനം എന്ന വ്യവസ്ഥയ്ക്ക് വിധേയമായി, ജോലി ചെയ്ത് പൂർത്തിയാക്കിയ സമയത്തിന് മുഴുവനായും വേതനം നൽകേണ്ടതാണ്.

VII. ഒരു വീട്ടിൽ ഒരു ഗൃഹനാഥയുടെ/ഗൃഹനാഥന്റെ കീഴിൽ തന്നെ തുടർച്ചയായി ജോലി ചെയ്യുന്ന തൊഴിലാളികൾക്ക് ആറ് ദിവസം തുടർച്ചയായി ജോലി ചെയ്താൽ ഒരു ഒഴിവ് ദിവസം അനുവദിക്കേണ്ടതാണ്. ഇങ്ങനെ അനുവദിക്കപ്പെട്ട ഒഴിവ് ദിവസം പ്രസ്തുത തൊഴിലാളിയെക്കൊണ്ട് ജോലി ചെയ്യിച്ചാൽ ഓവർടൈം നിരക്കിൽ വേതനം നൽകേണ്ടതാണ്.

VIII. 18 വയസ്സിൽതാഴെ പ്രായമുള്ളവരെ ജോലിക്ക് നിയോഗിക്കുവാൻ പാടുള്ളതല്ല.

IX. സ്ത്രീ തൊഴിലാളികൾക്ക് ജോലി ചെയ്യുന്ന സ്ഥലത്തുള്ള സുരക്ഷിതത്വം ഗൃഹനാഥ/ഗൃഹനാഥൻ ഉറപ്പുവരുത്തേണ്ടതാണ്.

X. ഉയർന്ന വേതനത്തിന് സംരക്ഷണം

പട്ടികയിൽ നിശ്ചയിച്ചതിനേക്കാൾ ഉയർന്ന വേതനം ഏതെങ്കിലും തൊഴിലാളി/തൊഴിലാളികൾക്ക് ലഭിച്ചുവരുന്നുണ്ടെങ്കിൽ അപ്രകാരമുള്ള ഉയർന്ന വേതനം തന്നെ തുടർന്നും ലഭിക്കുന്നതിന് അവർക്ക് അർഹതയുണ്ടായിരിക്കുന്നതാണ്.

ഗവർണ്ണറുടെ ഉത്തരവിൻപ്രകാരം,

ടോം ജോസ്,

ഗവൺമെന്റ് അഡീഷണൽ ചീഫ് സെക്രട്ടറി.

വിശദീകരണക്കുറിപ്പ്

(ഇത് വിജ്ഞാപനത്തിന്റെ ഭാഗമാകുന്നതല്ല. എന്നാൽ, അതിന്റെ പൊതു ഉദ്ദേശ്യം വെളിപ്പെടുത്തുന്നതിന് ഉദ്ദേശിച്ചുകൊണ്ടുള്ളതാകുന്നു.)

കേരള സംസ്ഥാനത്തെ ഗാർഹിക തൊഴിൽ മേഖലയിൽ തൊഴിൽ ചെയ്യുന്ന തൊഴിലാളികൾക്ക് നൽകുന്ന ഏറ്റവും കുറഞ്ഞ വേതന നിരക്ക് 2010 മാർച്ച് 11-ാം തീയതിയിലെ 576-ാം നമ്പർ കേരള അസാധാരണ ഗസറ്റിൽ എസ്. ആർ. ഒ. നമ്പർ 252/2010 ആയി പ്രസിദ്ധീകരിച്ച 2010 മാർച്ച് 9-ാം തീയതിയിലെ സ.ഉ.(കെ.) 32/2010/തൊഴിൽ നമ്പർ വിജ്ഞാപനപ്രകാരം പുതുക്കി നിശ്ചയിച്ചിരുന്നു.

2015 ജൂലൈ 30-ാം തീയതിയിലെ 11885/ഇ1/2014/തൊഴിൽ നമ്പരായി 2015 ആഗസ്റ്റ് 10-ാം തീയതിയിലെ 1862-ാം നമ്പർ കേരള അസാധാരണ ഗസറ്റിൽ പ്രസിദ്ധീകരിച്ച പ്രാഥമിക വിജ്ഞാപനത്തിന്മേലുള്ള ആക്ഷേപങ്ങളും നിർദ്ദേശങ്ങളും പരിഗണിച്ചുകൊണ്ടും പ്രസ്തുത തൊഴിൽ മേഖലയിലെ നിലവിലുള്ള ഏറ്റവും കുറഞ്ഞ വേതന നിരക്കുകൾ പുതുക്കി നിശ്ചയിക്കുവാൻ സർക്കാർ തീരുമാനിച്ചു.

പ്രസ്തുത ലക്ഷ്യം നിറവേറ്റുന്നതിന് ഉദ്ദേശിച്ചുകൊണ്ടുള്ളതാണ് ഈ വിജ്ഞാപനം.

GOVERNMENT OF KERALA
Labour and Skills (E) Department

NOTIFICATION

G. O. (P) No. 202/2016/LBR.

29th December, 2016
Dated, Thiruvananthapuram, 14th Dhanu, 1192.

S. R. O. No. 86/2017.—In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) read with sub-section (2) of section 5 thereof, and in supersession of the Notification issued under G. O. (Ms.) No. 32/2010/LBR dated 9th March, 2010 and published as S. R. O. No. 252/2010 in the Kerala Gazette Extraordinary No. 576 dated 11th March, 2010, the Government of Kerala, after considering the objections and suggestions received on the draft proposals published as Notification No. 11885/E1/2014/LBR dated 30th July, 2015 in the Kerala Gazette Extraordinary No. 1862 dated 10th August, 2015 as required under clause (b) of sub-section (1) of section 5 of the said Act, hereby revise the minimum rates of wages payable to the employees employed in the Domestic Labour Sector in the State of Kerala as specified in the Schedule below and fix the date of publication of this notification in the Gazette as the date from which the revised rates of wages shall come into force.

SCHEDULE

I. TOTAL WAGES

Sl. No.	Work	<i>For Initial Work up to 5 Hrs And Below 8 Hrs.</i>		Daily wages (For 8 Hrs. of work)	Monthly wages
		<i>For 1 Hr. work</i>	<i>For Subse- quent 1 Hr. work</i>		
(1)	(2)	(3)	(4)	(5)	(6)
1	Washing cloth	37.50	22.50	195	5070
2	Washing vessels	37.50	22.50	195	5070

(1)	(2)	(3)	(4)	(5)	(6)
3	Sweeping of House and premises, Cleaning of Houses and premises wiping the floor	37.50	22.50	195	5070
4	Purchase of vegetables, grocery, utensil and other equipments for making food	37.50	22.50	195	5070
5	Helping for cooking	37.50	22.50	195	5070
6	Engagement on all the works or more cited in Sl. No. 1 to 5	37.50	22.50	195	5070
7	Caring of children, Taking them to school and bring back from school	38.25	23.25	201	5226
8	Caring the old, sick and differently abled person	38.25	23.25	201	5226
9	For engagement of all the works or any of the work cited in Sl. No. 1 to 5 and engagement of works cited in Sl. No. 7 and 8	38.25	23.25	201	5226
10	Cooking of food	39.75	24.75	213	5538
11	Doing other works in the house and premises related to the stay of individual or family	37.50	22.50	195	5070
12	Domestic work while staying in the house	..	..	219	5694

(1)	(2)	(3)	(4)	(5)	(6)
13	Vehicle Driver	40.50	25.50	219	5694
14	Gardener	40.50	25.50	219	5694
15	Home Nurse (acquired educational qualification or expert training)				
	(1) Day time	40.50	25.50	219	5694
	(2) Staying in the house	..	..	225	5850
16	Security/Watchman, Garden worker (gardeners)	..	..	213	5538

II. Free Food

In addition to the above wage, the house owner should give food for one time to those who works at least for 1 hour and food for 2 times to those who works exceeding 4 hours and food at free of cost to those who are staying in the house.

III. Dearness Allowance

In addition to the above basic wages, the employees shall be paid 5% of the basic pay as Dearness Allowance per 5 point in excess of 220 points in the Consumer Price Index (1998-99=100) published for each District Headquarters by the Department of Economics and Statistics from the first day of the month on which such enhancement was effected.

IV. If a single employee is doing work in a house where four or more adults are residing continuously, additional wages at the rate of 5% of the fixed wages limited to a maximum of 15% shall be paid to the employee per additional adults.

V. Wages per day as fixed to the category in the schedule (for 8 hours) shall be given to the employee, who works under the house owner in a house continuously exceeding 5 hours in a day.

VI. Employee who works more than 1 hour and below 8 hours in a day shall be paid wages for the completed time of work in proportion to the rate fixed per hour subject to the condition of payment of wages to a maximum of 8 hours of work.

VII. Employees who are continuously working under the house owner, shall be given one holiday after 6 consecutive working days. If the said employee is engaged for work in the sanctioned holiday, wages shall be paid at the rate of overtime.

VIII. Do not engage employees below 18 years of age.

IX. Security for the women employee at the work site should be ensured by the house owner.

X. Protection of Higher Wages

In the case of employees who are at present getting higher wages than the minimum wages fixed as per the table, they shall be continue to enjoy such higher rates.

By order of the Governor,

TOM JOSE,

Additional Chief Secretary to Government.

Explanatory Note

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

The minimum rates of wages payable to the employees employed in Domestic Labour Sectors in the State of Kerala have been fixed as per Notification issued under G. O. (Ms.) No. 32/2010/LBR dated 9th March, 2010 and published as S. R. O. No. 252/2010 in the Kerala Gazette Extraordinary No. 576 dated 11th March, 2010. The Government have now decided to revise the existing minimum rates of wages to the employees employed in the Domestic Labour Sector in the State after considering the objections and suggestions on the draft proposal published as Notification No. 11885/E1/2014/LBR dated 30th July, 2015, in the Kerala Gazette Extraordinary No. 1862 dated 10th August, 2015.

The Notification is intended to achieve the above object.

ODISHA

Notification

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

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No. 4864 / LC, Bhubaneswar, dated 22.07.2020

NOTIFICATION

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


And whereas, the State Advisory Board in its 52nd meeting have advised to adopt a system of revision of Variable Dearness Allowances (VDA) @ Rs. 0.90 per point rise in the Consumer Price Index (CPI) Number for Industrial Workers (base 2001-100) as admissible shall be declared at half yearly, interval i.e. on 1st April & 1st October from the date of notification of revised wages, to be effected from 1st April of 2020.

Accordingly, the Variable Dearness Allowance @ Rs. 0.90 paisa per point rise in All India Consumer Price Index Number (Base 2001-100) needs to be effected from 1st April, 2020 for the points rose during the preceding six months i.e. from October 2019 to 31st March, 2020.

Now therefore, I Dr. N. Thirumala Naik, I.A.S, Labour Commissioner, Odisha in exercise of the powers delegated to me in the aforesaid Notification do hereby notify that the special allowance called as Variable Dearness Allowance @ Rs.5.40 shall be payable per day to the un-skilled, semi-skilled, skilled & highly skilled categories of employees in all 89 scheduled employments (list enclosed) in addition to the minimum rate of wages notified vide Labour & ESI Department Notification as cited above w.e.f. 01.04.2020.

Accordingly, the present rate of minimum notified wages including VDA with effect from 01.04.2020 will be specified as under.

Category	Minimum Wages with VDA w.e.f. from 01.04.2019	V.D.A. per day w.e.f 01.10.2019	Minimum Wages with VDA w.e.f. from 01.10.2019	V.D.A. per day w.e.f 01.04.2020	Minimum Wages with VDA w.e.f. from 01.04.2020
1. Unskilled	Rs. 286.30	Rs. 11.70	Rs. 298.00	Rs.5.40	Rs. 303.40
2. Semi skilled	Rs. 326.30	Rs. 11.70	Rs. 338.00	Rs.5.40	Rs. 343.40
3. Skilled	Rs. 376.30	Rs. 11.70	Rs. 388.00	Rs.5.40	Rs. 393.40
4. Highly Skilled	Rs. 436.30	Rs. 11.70	Rs. 448.00	Rs.5.40	Rs. 453.40


Labour Commissioner, Odisha
P.T.O.


Memo No. 4865 /dtd. 22.07.2020

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


Labour Commissioner, Odisha

Memo No. 4866 /dtd. 22.07.2020

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


Labour Commissioner, Odisha


Memo No. 4867(232) /dtd. 22.07.2020

Copy forwarded to all Secretaries to Government of Odisha / All Heads of Departments / All Collectors of Odisha for information.


Labour Commissioner, Odisha

Memo No. 4868 (196) /dtd. 22.07.2020

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


Labour Commissioner, Odisha

Memo No. 4869 (20) /dtd. 22.07.2020

Copy to all Officers of the State Labour Directorate, Odisha, Bhubaneswar for information.


Labour Commissioner, Odisha

RAJASTHAN

Notification



राजस्थान राजपत्र
विशेषांक

RAJASTHAN GAZETTE
Extraordinary

साधिकार प्रकाशित

Published by Authority

श्रावण 30, शुक्रवार, शाके 1942-अगस्त 21, 2020
Sravana 30, Friday, Saka 1942-August 21, 2020

भाग 1 (ख)
महत्वपूर्ण सरकारी आज्ञायें।
श्रम विभाग
अधिसूचना
जयपुर अगस्त 19, 2020

संख्या एफ.8(5)(6)न्यू.म.अभि./श्रम/आई.आर./2000/पार्ट/15744 :-चूंकि राज्य सरकार द्वारा न्यूनतम मजदूरी अधिनियम, 1948 (केन्द्रीय अधिनियम 11 वर्ष 1948) की धारा 5 की उप-धारा (1) के खण्ड (ख) की अपेक्षानुसार राजस्थान राज्य-पत्र में निम्नांकित अनुसूचित नियोजनों में कर्मचारी के संबंध में न्यूनतम मजदूरी की दरों को पुनरीक्षण करने के प्रस्ताव अधिसूचना क्रमांक एफ 5 (6)न्यू.म./श्रम/2000/पार्ट/7182 दिनांक 6.3.2019 द्वारा राजस्थान राज-पत्र विशेषांक भाग-1 (ख) दिनांक 7.3.2019 में प्रकाशित किये गये थे।

चूंकि उक्त प्रस्तावों के संबंध में प्राप्त अभ्यावेदन पर राज्य सरकार द्वारा विचार-विमर्श कर लिया गया है। अतः अब न्यूनतम मजदूरी अधिनियम, 1948 (केन्द्रीय अधिनियम, 11 वर्ष 1948) की धारा-5 की उप-धारा- (2) सपठित धारा-3 की उप-धारा (1)खण्ड (क) तथा (ख) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए राजस्थान सरकार की पूर्व अधिसूचना दिनांक 7.6.2018 जो राजस्थान राज-पत्र विशेषांक भाग 1 (ख) दिनांक 12.6.2018 में प्रकाशित हुई थी का अधिक्रमण करते हुए राज्य सरकार न्यूनतम वेतन सलाहकार मण्डल से परामर्श करने के पश्चात राजस्थान राज्य में निम्नांकित अनुसूची "भाग-1 एवम भाग-2" में सम्मिलित अनुसूचित नियोजनों में नियोजित कर्मचारी के संबंध में निम्नानुसार मजदूरी की न्यूनतम दरें दिनांक 01.05.2019 से पुनरीक्षित करती है:-

अनुसूची " भाग-1"

क्र.सं.	अनुसूचित नियोजनों के नाम
1	सोप स्टोन फैक्ट्रीज
2	कॉटन जिनिंग तथा प्रेसिंग फैक्ट्रीज
3	ऑटोमोबाईल वर्कशॉप
4	कॉटन-डाईंग, प्रिन्टिंग तथा वाशिंग फैक्ट्रीज
5	स्माल स्केल इण्डस्ट्रीज
6	गोटा किनारी एवं लप्पा संस्थानों में नियोजन
7	वूलन स्पिनिंग एवं वीविंग फैक्ट्रीज
8	पावरलूम फैक्ट्रीज
9	प्रिंटिंग प्रेस
10	सिनेमा इण्डस्ट्रीज

11	तेल मिल (ऑयल मिल)
12	इंजीनियरिंग इण्डस्ट्रीज
13	वूल क्लिनिंग एवं प्रेसिंग फैक्ट्रीज
14	हैण्डलूम उद्योग
15	मैकेनिकल शक्ति के बगैर चलने वाले शुगरपान के नियोजन
16	दुकान एवं वाणिज्यिक संस्थान
17	कॉटन वेस्ट स्पिनिंग फैक्ट्रीज
18	किसी स्थानीय प्राधिकारी के अधीन नियोजन
19	सार्वजनिक मोटर परिवहन में नियोजन
20	अभ्रक कर्मन्त में नियोजन (अभ्रक खानों के अतिरिक्त)
21	किसी घावल मिल, आटा मिल या दाल मिल में नियोजन
22	सड़को के संनिर्माण या अनुरक्षण या निर्माण संक्रियाओं में नियोजन
23	सरकारी कार्यालयों में कंटीजेन्सी एण्ड वर्क्स (आकस्मिक जिसमें निगम तथा मण्डलों में नियुक्त श्रमिक/कामगार भी शामिल हैं)
24	विद्युत उत्पादन, वितरण तथा पूर्ति से संबंधित नियोजन
25	जन स्वास्थ्य अभियांत्रिकी विभाग में नियोजित श्रमिक/कामगार
26	सिंचाई विभाग में नियोजित श्रमिक/कामगार
27	सार्वजनिक निर्माण विभाग में नियोजित श्रमिक/कामगार
28	जट पट्टी उद्योग
29	होटल एवं रेस्टोरेन्ट
30	निजी शैक्षणिक संस्थानों में नियोजन
31	निजी चिकित्सालयों एवं नर्सिंग होम्स (जो सरकार या स्थानीय निकायों द्वारा संचालित न हो) में नियोजन।
32	केबल ऑपरेटिंग एवं संबंधित सेवा में नियोजन
33	सीमेन्ट प्रीस्ट्रेज्ड प्रोडक्ट्स उद्योग में नियोजन
34	कोल्ड ड्रिक्स, सोडा एवं अलाइड प्रोडक्ट्स की मैन्यूफैक्चरिंग में नियोजन
35	कोल्ड स्टोरेज में नियोजन
36	कम्प्यूटर हार्डवेयर उद्योग एवं सेवाओं में नियोजन
37	फैक्ट्री अधिनियम में पंजीकृत सभी कारखाने जो अन्य किसी अनुसूचित नियोजन में सम्मिलित नहीं हो, में नियोजन
38	गैर सरकारी संगठन (एन.जी.ओ.) एचवं संस्थाओं में नियोजन
39	खादी, हैण्डिक्राफ्ट्स एवं विलेज इण्डस्ट्रीज में नियोजन
40	एल.पी.जी. वितरण एवं संबंधित सेवाओं में नियोजन
41	मार्केटिंग एवं कन्जूमर्स को-ऑपरेटिव सोसायटीज में नियोजन
42	मैटल फाउण्ड्री एवं जनरल इंजीनियरिंग उद्योग में नियोजन
43	पैस्टीसाइड सहित कैमिकल्स एवं फार्मास्यूटिकल्स उद्योग में नियोजन

44	पेट्रोल पम्प एवं संबंधित सेवाओं में नियोजन
45	एस.टी.डी., आई.एस.डी., पी.सी.ओ. एवं संबंधित सेवाओं में नियोजन
46	स्वीपर एवं सैनेटरी सेवा जो अन्य नियोजनों में सम्मिलित नहीं है
47	टैलरिंग कार्य तथा गारमेन्ट्स उद्योग में नियोजन
48	टैक्सीज, ऑटो रिक्शा एवं ट्रेवलिंग ऐजेन्सीज में नियोजन
49	टैक्सटাইल्स उद्योग (सभी प्रकार के) में नियोजन
50	टाइल्स निर्माण एवं पोटरीज उद्योग में नियोजन
51	वुड वर्क्स एवं फर्नीचर निर्माण उद्योग में नियोजन

अनुसूची "भाग-II"

क्र.सं.	अनुसूचित नियोजन के नाम
52	(कृषि में नियोजन): किसी भी रूप में कृषि कर्म में नियोजन, जिनके अन्तर्गत धरती को जोतना और बोना, दुग्ध उद्योग, किसी कृषि संबंधी या उद्यान कृषि संबंधी वस्तु का उत्पादन, उसकी खेती, उसे उगाना और काटना, पशुधन पालन, मधुमक्खी या कुक्कुट पालन और किसी कृषि द्वारा या किसी कृषि क्षेत्र पर या कृषक कर्म की अनुषांगिक रूप या उनके साथ-साथ की गई क्रियायें (जिनके अन्तर्गत वन संबंधी या काष्ठीकरण संबंधी क्रियायें, और कृषि उपज मण्डी के लिए तैयार करने और भण्डार में या मण्डी को या मण्डी तक परिवहनार्थ वाहन का परिदान करना आता है/आती है)

पुनरीक्षित न्यूनतम मजदूरी की दरें

अनुसूची भाग I एवं II में वर्णित नियोजनों में नियोजित श्रमिकों/कर्मचारियों का वर्गीकरण	न्यूनतम मजदूरी की दरें (रुपये में)	
	प्रतिमाह	प्रतिदिन
1	2	3
1 अकुशल - बेलदार, चौकीदार, जमादार, हाली, वर्क्स कीपर, फर्श, धोबी, भिस्ती, शिशु गृह परिचारक, स्वीपर, जलधारी, पेट्रोल लोडर, चतुर्थ श्रेणी कर्मचारी, गैंगमैन, खलासी, पशु अवरोधक, साईकिल सवार, निर्वाहक, मुख्य नाविक, पम्प परिचालक, सैनेटरी जमादार, चपरासी, कुंजी पाल, स्प्रेंगमैन, गैज रीडर्स, जरी वर्कर, फीडर, लोडर्स, बैग फिलर, ट्रौली फिलर, जिनिंग वर्क्स, पैकर्स, फीडर्स, बेल लीफ्टर्स, लर्नर, लेबर, ब्लोवर, मर्सराइजिंग हैल्पर, कीर बॉयलर्स एण्ड ब्लीचर्स, डाईंग ऑन एडन वर्क्स, डाईंग वर्क्स, जीगर वर्कर, मैसेन्जर्स, मजदूर, वॉचमैन, डाईंगमैन, वूल क्लीनर्स, बिलोमशीन हैल्पर, होपरमैन, बेल पेकर्स, क्लीनिंग वर्क्स, वूल केरियर, बॉबिन केरियर, ड्रायर्स, ट्रौलीमैन, चरखा चलाने वाला रीलर, पेपर लिफ्टर, पोस्टर बॉय, एक्सपेलर-क्लीनर, कोलमैन, क्रेटमैन, गेटकीपर, कुक केरियर, डिक्लेटरीकेटर, (ग्राउण्डनट केरियर, हस्क केरियर, गनी बेग फलर, गनी बेग स्टीचर) वूल बॉशिंग मैन, स्टीचर, वूल सोरटर्स, बीयरर्स, गेटकीपर, वेजीटेबल कटर, डिलीवरी बॉय, कोटर रोलर, पिऑन,	5850/-	225/-

<p>छानने वाला, पम्पमैन, शामियाना तानने वाला, कॉटन फीडर श्रमिक, ड्रेसर्स एण्ड शोपरटर्स, केरियर, हमाल, स्पिनर्स, क्लीनर - होटल एण्ड रेस्टोरेन्ट अधिसूचित नियोजन में नियोजक द्वारा निवास सुविधा एवं भोजन सुविधा दिये जाने पर क्रमशः रु0 100-100 घटाकर वेतन देय होगा। (अन्य कोई भी श्रेणी जिनका कोई भी नाम हो, परन्तु जो अकुशल कार्य करते हों)</p>		
<p>2 अर्द्धकुशल - मुंशी, भू मापक,, शिशु गृह प्रभारी, हैंड डीलर, स्टोन ड्रेसेज और कटर्स, हैंल्पर, वायरमैन, मेट, हैंल्पर, वर्कशॉप हैंल्पर, सहायक पेन्टर्स, वे-मैन, ऑयल मैन, वॉल्वमैन, हॉफप्रेस मैन, वर्मकार, अस्सिस्टेन्ट कण्डक्टर, हैंड वॉचमैन, अस्सिस्टेन्ट फिटर, अस्सिस्टेन्ट कारपेन्टर, अस्सिस्टेन्ट टर्नर, अस्सिस्टेन्ट थ्रीजर, ऑयलमैन, अस्सिस्टेन्ट टिकर, टायर फिटर, ड्रेट फिटर, पॉलिश मैन, लेथमैन, टूल कीपर, लाईनर, वाइण्डर, टाईमैन, पैट्रीमैन, ल्यूब्रीकेटिंग अस्सिस्टेन्ट, जूनियर क्लर्क, बैंड चैकर, जीगरमैन, क्लीपमैन, (स्टेन्टर) अस्सिस्टेन्ट स्क्रीन प्रिन्टर, वर्क्स एंगेज्ड ऑन हैण्डिलिंग, मशीन स्ट्रेचर्स, फिल्टर्स, एडन हैंल्पर, हैवी मशीन हैंल्पर, अस्सिस्टेन्ट ऑपरेटर, बिलोमैन, वैमैन, लेपमैन, वाईंगमैन, डीजर, भीमसा, वारपार, फोल्डर, साईजर, पैपरमैन, कच्चा वाईण्डर, डिस्ट्रीब्यूटर, गार्डिंग मैन, टेकर, कोपी होल्डर, पैपर फीडर, इंकमैन, गेट कीपर एण्ड टिकिट कलेक्टर, रिवाइण्डिंग मैन, लिफ्ट ऑपरेटर, विनोअर, मेट (लेबर सुपरवाइजर), कोल्हूमैन, फिटरमैन, फायरमैन, पम्प अटेन्डेन्ट, सहायक फिटर, सहायक टर्नर, सहायक वेल्डर, सहायक मैकेनिक, जाकरी वर्क्स, वॉशरमैन, रिकवरीमैन, पंचरमैन, डिलीवरी मैन, कोबलर, पैट्रोल डिलीवरी मैन, वे मैन कॉज बटन मेकर, चेयर नेस्टर, साईकिल रिपेयर्स, कॉटन फीडर, ब्रेकर साउथर फिनिशर श्रमिक, टैन्टर कम स्टीपर, डाईंग सिम्पलेक्स, लूविंग इन्टील, रिंग एण्ड डब्लिंग साईजर, डाफर, रोलर, एन्टीवाला एण्ड बेल्डिंग, वायरमैन कम हैंल्पर, सैनेट्री जमादार, हलरमैन, मोजर, वेटमैन, सिल्कमैन, हैंड डीलर, स्टोर ट्रन्सेज और कटर्स, स्वीपर (गटर सफाई वाला) तथा (अन्य कोई भी श्रेणी जिनका कोई भी नाम हो, परन्तु जो अर्द्धकुशल कार्य करते हों)</p>	6162/-	237/-
<p>3 कुशल - मैशन, मिस्त्री, स्वागतकर्ता, बडई, तुहार, दर्जी, चर्मकार, मैकेनिक फिटर, लाईनमैन, पेन्टर, प्लम्बर, बर्नर इलेक्ट्रीशियन, वायरमैन, सिनेमा ऑपरेटर, बागवान, मैकेनिकल डीलर्स एण्ड ब्लास्टर्स, हल्के वाहनों के ड्राईवर, भारी वाहनों के ड्राईवर, ट्रैक्टर चालक, भारी ट्रकों के चालक, मिट्टी हटाने वाली मशीनों के ड्राईवर, रोड रोलर ड्राईवर, ट्रक ड्राईवर, मोटर गाडियों के ड्राईवर, इंजन ड्राईवर, दस</p>	6474/-	249/-

<p>अश्वशक्ति तक की मशीनों के इाईवर, अर्थ मूविंग इक्विप्मेन्ट इाईवर, ऑपरेटर्स, क्लर्क, टाईपिस्ट, केशियर, पुस्तकालय लिपिक, समय पालक, स्टोर कीपर, लेखा लिपिक, सभी प्रकार के निरीक्षक (लाईसेन्स, गृहकर, सैनेट्री, खाद्य, ज्वालक आदि), पर्यवेक्षक, फायर ऑफिसर, ओवरसीयर, जलदाय पर्यवेक्षक, मुख्य सैनेट्री एवं परामर्शक, बॉयलर अटेण्डेन्ट, फायरमैन, मशीनमैन, कण्डक्टर्स, इाईवर्स, टर्नर, आर्टिजन्स, कोच बिल्डर्स, वल्केनाईजर्स, इक्ट्रोप्लेटर्स, मैट्रोमैन, बिल्डर्स, डिचमैनपेन्टर्स ऑफ हैलेस्टर्स, ड्रेसर्स एण्ड सोपस्टर्स, पथ निरीक्षक, कम्पाण्डर, ड्राफ्टमैन, माली, शिफ्ट सुपरवाइजर, मशीन फिटर, टर्नर, प्रेसमैन, वाईण्डर, जोबर कम ऑयलमैन, जोबर कम साईजर, विलोरूम जोबर, बिल क्लर्क, बुकिंग क्लर्क, कुक, एयर कण्डीशन मैकेनिक, रफुगर, वटर टेलर, पॉलिशवाला, रेडियो रिपेयर्स, ऑटो मैकेनिक, शीटमेकर, फर्नीचर डिजाईनर्स, मनिहारा, बार्बर, कन्फेक्शनर्स, फोटोग्राफर, आर्टिस्ट ऑटोशियन, छाता बनाने वाला, सूटकेश मेकर, मनीबैग मेकर, नर्स, इन्चार्ज, सिब्यूरिटी मैन, गोदाम कीपर, एलीवेटर ऑपरेटर, वेलप्रेस ऑपरेटर, फुलप्रेस मैन, मुकादम्स, मोल्डर, फैब्रिकेटर, टाईमकीपर, कोल्हू मास्टर, डोल मेकर, टीन स्मिथ, सोल्डरमैन, एयरकण्डीशन ऑपरेटर, एयरकूलिंग ऑपरेटर, असिस्टेन्ट मैनेजर, इलेक्ट्रीकल सुपरवाइजर, कम्पोजिटर, ऑपरेटर-लाईनो/मोनो, डाई प्रिन्टर, कारपेन्टर, पुफ रीडर (चैकर), ब्लॉक प्रिन्टर, ब्लॉक मेकर, डाई स्टेम्पर, डिजाईनर, बाईण्डर, स्टीचर, कास्टर, लाईनोप्लेट प्रिन्टर, टाउचर, कातिभ, संसाज, सेग मशीन इाईवर, प्लेट कटर, डाईंग मास्टर, कन्टेनर मैन, फोरमैन, कार्डिंग मशीन ऑपरेटर, बॉलिंग प्रेस-ऑपरेटर, जोबर, लेथ ऑपरेटर, वाईण्डिंग मशीन ऑपरेटर, वेलेडर, एसेम्बलर, स्क्रिन प्रिन्टिंग पैन्टर्स, बॉयलर अटेण्डेन्ट, फेल्ड मास्टर कूशिंग एण्ड पिग्मेन्ट, कलर मास्टर, मोटर मैकेनिक स्कूटर मैकेनिक, गिलर, ड्राफ्टमैन, वल्कानाईजर, ग्राईण्डर, बोरिंगमैन, प्रेस मिस्त्री, इलीवेटर, कूल प्रेसमैन, बेलप्रेस ऑपरेटर, मिलर या मिल मशीन ऑपरेटर, जनरेटर ऑपरेटर, क्वालिटी कन्ट्रोल मैन, पथ निरीक्षक प्रयोगशाला सहायक, प्रयोगशाला परिचर, जूनियर टेक्नीकल असिस्टेंट तथा (अन्य कोई भी श्रेणी जिनका कोई भी नाम हो, परन्तु जो कुशल कार्य करते हो)</p>		
<p>उच्च कुशल(highly skilled)- स्टेनोग्राफर, एकाउण्टेंट, कम्प्यूटर ऑपरेटर, मैनेजर, सेल्स सुपरवाइजर, सेल्स रिप्रजेन्टेटिव, मेडिकल रिप्रजेन्टेटिव, केमिस्ट, पुस्तकालयाध्यक्ष, कार्यालय अधीक्षक, लैब टेक्निशियन, टेलीफोन ऑपरेटर, ई.सी.जी. टेक्निशियन, रेडियोग्राफर मैन पावर, फार्मसिस्ट, सीनियर टेक्नीकल असिस्टेंट, कुक,मेल/फिमेल,</p>	7774/-	299/-

नर्स तथा (अन्य कोई भी श्रेणी जिनका कोई भी नाम हो, परन्तु उच्च कुशल कार्य करता हो)		
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टिप्पणियाँ-

1. दैनिक मजदूरी पाने वाले किसी कर्मचारी को देय मजदूरी की न्यूनतम दरों की गणना जिस वर्ग का वह कर्मचारी है, उस वर्ग के लिये नियत मासिक मजदूरी की दर में 26 का भाग देकर की गई है।
2. इसमें किसी बात के अन्तर्विष्ट होते हुये भी यदि उपर्युक्त दरों के प्रभाव में आने की तारीख पर उक्त नियोजनों में से किसी कर्मचारी की मजदूरी उपरोक्त दरों से अधिक हो तो उसके द्वारा उक्त दिन को प्राप्त की गई वास्तविक मजदूरी उसके संबंध में नियत की गई मजदूरी की न्यूनतम दर होगी।
3. अनुसूची में निर्दिष्ट न्यूनतम मजदूरी की दरों में निर्वाह भत्ता, बुनियादी मूल्य और सुविधाओं के एवज में रोकड़ मूल्य, यदि कोई हो, सम्मिलित है।
4. उक्त नियोजनों में कार्यरत कर्मचारी के लिये नियत दरों में साप्ताहिक अवकाश का वेतन शामिल है।
5. निर्धारित सामान्य कार्य के घण्टों (8 घण्टे प्रतिदिन) से अधिक किसी कर्मचारी से कार्य करवाने पर अधिसमय (overtime) कार्य का भुगतान सामान्य मजदूरी दर की दुगुनी दर से किया जावेगा।
6. (क) अकुशल (Unskilled) कार्य वह है जिसमें ऐसे साधारण कार्य जिसमें कि कार्य संबंधी कुशलता/अनुभव की, मामूली आवश्यकता है या नहीं है, सम्मिलित है। 2 वर्ष कार्य करने के बाद ऐसे समस्त अकुशल कामगार अर्द्धकुशल श्रेणी के कामगार के समक्ष दरों से मजदूरी पाने के अधिकारी होंगे।
(ख) अर्द्धकुशल (Semi-skilled) कार्य वह है जिसमें कार्य संबंधी अनुभव द्वारा प्राप्त कुशलता या सक्षमता कुछ अंश तक सम्मिलित है और जो चतुर कर्मचारी के पर्यवेक्षण या कार्य दर्शन के अधीन पूरा किया जाने योग्य है और इसमें अकुशल पर्यवेक्षणीय कार्य भी सम्मिलित है। अर्द्धकुशल श्रेणी में सम्मिलित समस्त कामगार 3 वर्ष कार्य करने के बाद कुशल श्रेणी के कामगार के समक्ष दरों से मजदूरी पाने के अधिकारी होंगे।
(ग) कुशल (skilled) कार्य वह है जिसमें कार्य संबंधी अनुभव द्वारा प्राप्त या शिक्षा (अप्रेन्टिस) के रूप में या तकनीकी या व्यावसायिक संस्थान में प्रशिक्षण द्वारा प्राप्त कुशलता या सक्षमता सम्मिलित है और जिसके निष्पादन में उपक्रम एवं विवेक की आवश्यकता है। कुशल कामगार जिसने या तो 5 वर्ष कुशल श्रमिक की तरह उक्त पद का कार्य अनुभव या न्यूनतम शैक्षणिक अर्हताएँ अर्जित कर ली हैं, जो भी पहले हो, वह उच्च कुशल कामगार के समक्ष दरों से मजदूरी पाने का अधिकारी होगा।
(घ) उच्च कुशल (Highly Skilled) कार्य से आशय है, ऐसा कोई भी कार्य, जिसमें सघन तकनीक या व्यवसायिक प्रशिक्षण या लम्बे वर्षों के व्यवहारिक (Practical) कार्य के अनुभव के आधार पर अर्जित कुछ खास कार्यों के सम्पादन में पूर्णता की डिग्री और पूर्ण क्षमता की आवश्यकता होती है, सम्मिलित है।
7. मजदूरी की न्यूनतम दरें ठेकेदारों द्वारा नियुक्त कर्मचारियों पर भी लागू होंगी।
8. 18 (अठारह) वर्ष से कम आयु के व्यक्तियों और अक्षम व्यक्तियों के लिये मजदूरी की न्यूनतम दरें उसी श्रेणी (अकुशल, अर्द्धकुशल, कुशल एवं उच्च कुशल) के वयस्क व्यक्तियों के बराबर देय होगी।
9. श्रम व्यूरो, शिमला से प्राप्त जयपुर व अजमेर केन्द्रों के लिए औद्योगिक श्रमिकों के उपभोक्ता मूल्य सूचकांक (Consumer Price Index) दिनांक 1.9.2017 से 31.12.2018 तक अधिसूचना में सम्मिलित कर लिये गये हैं। इस अवधि में उपभोक्ता मूल्य सूचकांकों की वृद्धि 305 अंक है।

10. पार्ट टाइम (अंशकालीन) श्रमिक यदि 4 घण्टे से कम कार्य करता हो तो उसे निर्धारित न्यूनतम दर का 50 प्रतिशत तथा 4 घण्टे से अधिक कार्य करने पर पूर्ण निर्धारित वेतन मिलेगा।
11. उक्त मजदूरी की दरें दिनांक 01.05.2019 से लागू होंगी।

राज्यपाल की आज्ञा से,
पतंजलि भू,
रजिस्ट्रार ऑफ ट्रेड यूनियन
अतिरिक्त श्रम आयुक्त(आई.आर.)
राजस्थान जयपुर

श्रम विभाग
अधिसूचना

जयपुर अगस्त 19, 2020

संख्या एफ.8(5)(6)न्यू.म.अभि./श्रम/आई.आर./2000/पार्ट/15790 :-चूंकि राज्य सरकार द्वारा न्यूनतम मजदूरी अधिनियम, 1948 (केन्द्रीय अधिनियम 11 वर्ष 1948) की धारा 5 की उप-धारा (1) के खण्ड (ख) की अपेक्षानुसार राजस्थान राज-पत्र में "ग्रामीण विकास विभाग द्वारा की जा रही विभिन्न केन्द्र प्रवर्तित एवं राज्य प्रवर्तित श्रम-रोजगार सृजन करने वाली योजनाओं" (महात्मा गांधी राष्ट्रीय ग्रामीण रोजगार गारण्टी योजना को छोड़कर) में नियोजित कर्मचारियों के संबंध में न्यूनतम मजदूरी की दरों को पुनरीक्षण करने के प्रस्ताव अधिसूचना क्रमांक एफ 5(6)न्यू.म./श्रम/आई.आर./2000/पार्ट/7192 दिनांक 6.3.2019 से राजस्थान राज-पत्र विशेषांक भाग-1 (ख) दिनांक 7.3.2019 में प्रकाशित किये गये थे।

चूंकि उक्त प्रस्तावों के संबंध में प्राप्त अभ्यावेदन पर राज्य सरकार द्वारा विचार-विमर्श कर लिया गया है।

अतः अब न्यूनतम मजदूरी अधिनियम, 1948 (केन्द्रीय अधिनियम, 11 वर्ष 1948) की धारा-5 की उप-धारा-(2) सपठित धारा-3 की उप-धारा (1) खण्ड (क) तथा (ख) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए राजस्थान सरकार की पूर्व अधिसूचना दिनांक 7.6.2018 जो राजस्थान राज-पत्र विशेषांक भाग 1 (ख) दिनांक 12.6.2018 में प्रकाशित हुई थी का अधिक्रमण करते हुए राज्य सरकार न्यूनतम वेतन सलाहकार मण्डल से परामर्श करने के पश्चात राजस्थान राज्य में "ग्रामीण विकास विभाग द्वारा की जा रही विभिन्न केन्द्र प्रवर्तित एवं राज्य प्रवर्तित श्रम-रोजगार सृजन करने वाली योजनाओं" नियोजन में नियोजित कर्मचारियों के संबंध में निम्नानुसार मजदूरी की न्यूनतम दरें दिनांक 01.05.2019 से पुनरीक्षित करती हैं:-

पुनरीक्षित न्यूनतम मजदूरी की दरें

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
1.00	भवन निर्माण		
1.01	नीव में मिट्टी खुदाई 1.5 मीटर उठान तथा 50 मीटर तक फैकना		

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
	(अ) साधारण मिट्टी	2.00 घ. मी.	225.00
	(ब) कठोर/चिकनी मिट्टी में	1.61 घ. मी.	225.00
	(स) गोला पत्थर के साथ मिली हुई 10:90	1.07 घ. मी.	225.00
1.02	अतिरिक्त 1.5 मी. उठाने के लिए	12.50 घ. मी.	225.00
1.03	अतिरिक्त 50 मी. दूरी तक मिट्टी ले जाने के लिए	4.00 घ. मी.	225.00
1.04	नींव में धाड़ला, कंकर या झाड़ारा डालना तथा कुटाई करना	4.00 घ. मी.	225.00
1.05	नींव में खड़ी ईंटें ड्राईगोनल हैरिंग बॉन्ड पैटर्न में गारा मिट्टी में लगाना	5.00 घ. मी.	225.00
1.06	नींव में चूने कांक्रीट 40 मि.मि; नापीय माप की पत्थर की मिट्टी/ईंट की मिट्टी के साथ डालना कुटाई करना	0.38 घ. मी.	225.00
1.07	नींव में सीमेंट कांक्रीट 40 मि.मी. नापीय माप की पत्थर की मिट्टी के साथ डालना तथा कुटाई करना	0.47 घ. मी.	225.00
1.08	नींव में गारा मिट्टी को कांक्रीट 40 मि.मी. नापीय माप की मिट्टी के साथ डालना तथा कुटाई करना	0.71 घ. मी.	225.00
1.09	नींव व कुर्सी में ईंटों की चिनाई गारा मसाले में	1.00 घ. मी.	225.00
1.10	नींव व कुर्सी में ईंटों की चिनाई चूना-मसाले में	1.00 घ. मी.	225.00
1.11	नींव व कुर्सी में ईंटों की चिनाई सीमेंट-मसाले में	1.00 घ. मी.	225.00
1.12	अतिरिक्त ईंट की चिनाई अधिरचना में	3.23 घ. मी.	225.00
1.13	ईंटों की 112 मि.मी. मोटी परदी चिनाई में	5.00 घ. मी.	225.00
1.14	नींव में पत्थर की बेरदा ढोका चिनाई गारा/चूना/सीमेंट मसाले में	0.71 घ. मी.	225.00
1.15	अतिरिक्त अधिरचना चिनाई में, 30	2.86 घ. मी.	225.00

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
	से.मी. से अधिक मोटाई हेतु		
1.16	रहा कतार ढोका चिनाई में अतिरिक्त श्रम	6.25 व.मी.	225.00
1.17	पत्थर के सिरदल घटाना, लगाना	3.00 व.मी.	225.00
1.18	पत्थर के रफ तरासी दहल, दासा तथा कोपिंग मसाल में लगाना	1.59 व.मी.	225.00
1.19	पत्थर के टांड, ताक लगाना	7.69 व.मी.	225.00
1.20	पत्थर के छज्जे लगाना	3.81 व.मी.	225.00
1.21	पत्थर की पट्टियों की छत डालना तथा दर्जे बंद करना सीमेंट मसाले में	10.00 व.मी.	225.00
1.22	पट्टियों की छत पर ईट गारा खडंजा लगाना 100 मिमी मोटाई में डालना	1.18 व.मी.	225.00
1.23	पक्के ईट के टुकड़े या पत्थर के पच्चड़ से सीमेंट मसाला 1:4 में भंवरिया डालना	9.09 व.मी.	225.00
1.24	छत के ऊपर खड़ी ईट का वर्गाकार खडंजा मसाले में लगाना	5.56 व.मी.	225.00
1.25	90 मि.मी. औसत मोटा चूने का दड़ डालना, थप्पी देना, कूटना आदि	2.86 व.मी.	225.00

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
1.26	सीमेंट कांक्रीट दंड स्टील के साथ	2.78 व.मी.	225.00
1.27	आर.सी.सी. कार्य में सीमेंट कांक्रीट डालना	0.4 व.मी.	225.00
1.28	सेंटरिंग, शटरिंग	6.66 व.मी.	225.00
1.29	आर.सी.सी. कार्य के लिए लोहे को काटना तथा स्थान पर लगाना, बांधना आदि	100.00 कि.ग्रा.	225.00
1.30	लोहे की इस्पात चदरों की छत डालना	12.27 व.मी.	225.00
1.31	एस्बेस्टस/पी.वी.सी. की छत डालना	23.00 व.मी.	225.00
1.32	एक्सपो नालीदार चादर की छत डालना	22.50 व.मी.	225.00
1.33	लोहे के गर्डर को काटना, चढ़ाना, लगाना	66.73 व.मी.	225.00
1.34	3 मी. पटाव वाली कड़ियों तथा पहिले से बनी फेरो सीमेंट स्लेब से छत डालना	1.35 व.मी.	225.00
1.35	जेक डाट की छत पूर्ण कार्य	2.13 घ. मी.	225.00
1.36	फर्श के नीचे सूखे पत्थरों का खडजा लगाना	3.33 घ. मी.	225.00
1.37	फर्श में घूना कांक्रीट डालना	0.56 घ. मी.	225.00
1.38	फर्श के नीचे सीमेंट कांक्रीट डालना	0.61 घ. मी.	225.00
1.39	50 मि.मी. मोटी	4.35 व.मी.	225.00

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
	सीमेंट कांक्रीट फर्श का कार्य		
1.40	कोटा स्टोन को मसाले के ऊपर लगाना	5.00 व.मी.	225.00
1.41	मार्बल, चिप्स का फर्श, मय नीचे की कंक्रीट सहित	5.00 व.मी.	225.00
1.42	मार्बल का फर्श लगाना घिसाई सहित	3.13 व.मी.	225.00
1.43	मार्बल/कोटा स्टोन की स्कटिंग लगाना घिसाई सहित	4.00 व.मी.	225.00
1.44	चूना प्लास्टर 25 एम.एम. मोटाई	6.25 व.मी.	225.00
1.45	सीमेंट प्लास्टर 25 एम.एम. मोटाई	7.69 व.मी.	225.00
1.46	सीमेंट प्लास्टर छत पर करने के लिए अतिरिक्त	16.67 व.मी.	225.00
1.47	टीप का कार्य सीमेंट मसाले में	12.50 व.मी.	225.00
1.48	सफेदी/रंग सफेदी का कार्य (नए कार्य पर)	50.00 व.मी.	225.00
1.49	इनामिल पेन्ट का लेप करना (नए कार्य पर)	18.52 व.मी.	225.00
1.50	दरवाजों/खिड़कियों को लगाना (स्टील के)	4.00 व.मी.	225.00
1.51	सीमेन्ट-कंक्रीट की जाली लगाना	3.60 व.मी.	225.00
1.52	जंगल की सफाई,	100.00 व.मी.	225.00

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
	साधारण वनस्पति तथा झाड़ियों सहित		
1.53	जंगल की सफाई, भारी झाड़ियों, 30 सेमी लपेट वाले पौधे भी काटना सहित	80.00 व.मी.	225.00
1.54	एस्बेस्टस सीमेंट के पाईप लगाना	16.67 मी.	225.00
	सड़क कार्य		
1.55	पेड़ों को गिराना, उखाड़ना तथा हटाना, तनों व शाखाओं को काटना तथा चूड़ा लगाना, गड़ड़ा ठीक करना		
	(1) 150 से 300 मि.मी. लपेट वाले	2.00 पेड़	225.00
	(2) 300 से 600 मि.मी. लपेट वाले	1.00 पेड़	225.00
	(3) 600 से 900 मि.मी. लपेट वाले	0.57 पेड़	225.00
	(4) 900 से 1500 मि.मी. लपेट वाले	0.40 पेड़	225.00
	(5) 1500 से 2100 मि.मी. लपेट वाले	0.29 पेड़	225.00
	(6) 2100 से 2700 मि.मी. लपेट वाले	0.20 पेड़	225.00
1.56	मिट्टी का कार्य कटाई में 1.5 मीटर उठान कर 50 मीटर तक निष्पादन, ड्रागवेल लगाना, होदा में		

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
	केम्बर, गेड लगाना, निष्पादित मिट्टी को समतल करना तथा दरेसी करना		
	(1)साधारण मिट्टी	4.00 घ. मी.	225.00
	(2)सख्त-चिकनी मिट्टी में	2.50 घ. मी.	225.00
	(3)कंकर मिट्टी में	1.82 घ. मी.	225.00
	(4)मुलायम चट्टान	1.11 घ. मी.	225.00
1.57	विस्फोट किये हुये चट्टान से पत्थरों को छांटना और चड़े लगाना	0.71 घ. मी.	225.00
1.58	पत्थरों को निम्न नापीय माप में तोड़ना		
	(1) 80 मि.मी. नापीय माप के	3.03 घ. मी.	225.00
	(2) 63 मि.मी. नापीय माप के	2.63 घ. मी.	225.00
	(3) 40 मि.मी. नापीय माप के	1.00 घ. मी.	225.00
	(4) 20 मि.मी. नापीय माप के	0.80 घ. मी.	225.00
	(5) 12 मि.मी. नापीय माप के	0.50 घ. मी.	225.00
	(6) 10 मि.मी. नापीय माप के	0.40 घ. मी.	225.00
1.59	झामा ईंटों को निम्न नापीय माप में तोड़ना		
	(1) 63 मि.मी. नापीय माप में	2.00 घ. मी.	225.00

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
(2) 40 मि.मी. नापीय माप में	1.51 घ. मी.	225.00	
(3) 20 मि.मी. नापीय माप में	0.91 घ. मी.	225.00	
(4) 10 मि.मी. नापीय माप में	0.80 घ. मी.	225.00	
1.60 पत्थर, बजरी, मिट्टी, चूना, सुरखी, मूरम, कंकर, लकड़ी आदि को वाहन पर चढ़ाना	5.00 घ. मी.	225.00	
1.61 पत्थर, बजरी, मिट्टी, चूना, सुरखी, मूरम, कंकर, लकड़ी आदि को वाहन से उतारना	7.14 घ. मी.	225.00	
1.62 सामग्री का केवल चढ़ा लगाना	15.97 घ. मी.	225.00	
1.63 मिट्टी का कार्य, भराई में सड़क के किनारे खदान बनाकर मिट्टी 1.5 मीटर उठान तथा 50 मी. तक ले जाना, डले तोड़ना तथा 2 से.मी. परतों में बिछाना समतल कर केम्बर व ग्रेड बनाना			
(1) साधारण मिट्टी में	3.45 घ. मी.	225.00	
(2) सख्त चिकनी मिट्टी में	2.27 घ. मी.	225.00	
(3) कंकर मिट्टी में	1.69 घ. मी.	225.00	

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
1.64	सड़क निश्चित केम्बर, रोड में रोवल, कंकर, क्वेरी रिबश तथा कोर्स एरीगेट को 15 से.मी. से कम मोटाई में बिछाना व फैलाना	3.33 घ. मी.	225.00
1.65	डब्ल्यू.बी.एम. सतह को केम्बर-रोड में सामग्री को बिछाना, मिट्टी की दीवार बनाना, वाईडिंग मेटेरियल डालना (रोलर से कुटाई के अलावा)	1.72 घ. मी.	225.00
1.66	बेरदवा ढोका 23 से.मी. उंचाई में, खडंजा लगाना, मिट्टी जोड़ों में भरना, खडंजे के होदा में से निकली अतिरिक्त मिट्टी का 50 मीटर तक निस्तारण करना ।	3.33 घ.मी.	225.00
	बिना मसाले के सूखा/सीमेन्ट बजरी	3.13 घ.मी.	225.00
1.67	किनारों पर खड़ी ईंटों का खडंजा, जोड़ों में मिट्टी भरना	4.03 घ. मी.	225.00
1.68	सीमेंट कंक्रीट सड़क के लिए कंक्रीट बिछाना, कंक्रीट मिलाने सहित	0.61 घ. मी.	225.00

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
(कम्पन मशीन चलाने के अतिरिक्त), 1:3:6 सीमेंट कंक्रीट हेतु सामाजिक वानिकी			
1.69	1.50x0.90x1.2 मीटर माप की खड्डा बाड़ बनाना, खुदी हुई मिट्टी से किनारों पर टीला बनाना		
	(1) साधारण मिट्टी में (2.03 घ.मी.)	1.23 खड्डे बाड़	225.00
	(2) सख्त मिट्टी में (1.80 घ.मी.)	1.0 खड्डे बाड़	225.00
	(3) कंकर-मूरम मिट्टी में (1.30 घ.मी.)	0.66 खड्डे बाड़	225.00
1.70	डोला फेंसिंग जिसमें नीचे का आधार 1 मीटर तथा ऊपर का तिरा 30 से.मी. और उंचाई 1.2 मीटर हो		
	(1) साधारण मिट्टी में	5.00 मी.	225.00
	(2) सख्त मिट्टी में	3.33 मी.	225.00
	(3) कंकर-मूरम मिट्टी में	2.50 मी.	225.00
1.71	उपलब्ध पत्थर से सूखी चिनाई कर फेंसिंग दीवार बनाना	1.43 घ.मी.	225.00
1.72	45x45x45 से.मी. माप के गड्डे करना		
	(1) साधारण मिट्टी	22.00 गड्डे	225.00

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
में			
(2) सख्त चिकनी मिट्टी में	20.00 गड़डे	225.00	
(3) कंकर-मूरम मिट्टी में	10.00 गड़डे	225.00	
1.73 पौधा रोपण करना			
(1) सामान्य जमीन में	45.00पौधा	225.00	
(2) पथरीली जमीन में	37.00पौधा	225.00	
1.74 बीज बुवाई बनाये गये रिज पर	227.00पौधा	225.00	
1.75 पौधों को पानी पिलाना	77.00पौधा	225.00	
1.76 पौधों की निडाई-गुडाई	111.00पौधा	225.00	
1.77 थांवला बनाना			
(1) सामान्य जमीन में	77.00नग	225.00	
(2) पथरीली जमीन में	56.00नग	225.00	
1.78 उड़ते हुए रेत टीलों पर 50 मी. दूरी तक से सनिया छीप उखाड़ कर लाना और मलचिंग करना	18.00 मी.	225.00	
सिंचाई			
1.79 मिट्टी का कवर बंध में (सूखी या गीली) 15 से.मी. परत में डालना, ढेलों को तोड़ना, दरेसी करना, शीप फुट			

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
	रोलर से मिट्टी दबाना		
	(1) साधारण मिट्टी में	2.10 घ. मी.	225.00
	(2) कठोर मिट्टी में	1.90 घ. मी.	225.00
1.80	सीमेंट कंक्रीट 1:3:6 गिट्टी पत्थर की 40 मि.मी. नार्मल माप नींव में डालना (कम्पन मशीन के अलावा)	0.61 घ. मी.	225.00
1.81	15 से 30 से.मी. मोटे हथोड़े से तरासे हुए पत्थर से पिचिंग	2.00 घ. मी.	225.00
1.82	फिल्टर टो में परतों में धुली मोटी बजरी डालना चाहे गए प्रोफाइल में	1.52 घ. मी.	225.00
1.83	फिल्टर टो में परतों में धुले हुए बेलास्ट- ग्रेवल को चाहे गए प्रोफाइल में	2.00 घ. मी.	225.00
	स्वच्छता जल मलाधार को सम्पूर्ण लगाना		
1.84	मूत्रदानी लगाने का पूर्ण कार्य मय फिटिंग	2.00नग	225.00
1.85	हाथ धोवन बर्तन का पूर्ण कार्य मय फिटिंग	3.33नग	225.00
1.86	जस्ती लोहे के पाईप मय फिटिंग, झिरी काटने सहित	3.33नग	225.00

क्र.सं.		कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
	(1) 15 मि.मी. व्यास	28.57 मी.	225.00	
	(2) 25 मि.मी. व्यास	22.22 मी.	225.00	
1.87	पाषाण भाण्ड(एस.डब्ल्यू.) पाईप का डालना, जोड़ों में 1:1 का मसाला भरना, टेम्प्लिंग खोदना, कंक्रीट के साथ लगाना, मिट्टी से भरना गड़दे को।	6.67 मी.	225.00	
1.88	चाड़ना कले की चमकीली टाईल लगाना	6.67 व.मी.	225.00	
1.89	आरसीसी का कुएं के लिए कर्व तैयार करना तथा कुएं में बैठाना			
	(1) 0.9 मीटर व्यास के कुएं के लिए	3.57 कर्व	225.00	
	(2) 1.20 मीटर व्यास के कुएं के लिए	2.27 कर्व	225.00	
	(3) 1.50 मीटर व्यास के कुएं के लिए	1.61 कर्व	225.00	
	(4) 1.80 मीटर व्यास के कुएं के लिए	1.14 कर्व	225.00	
1.90	आर.सी.सी. के (रिंग) चक्कर बनाना तथा कुएं में बैठाना			
	(1) 0.9 मीटर व्यास के कुएं के लिए	12.50 रिंग	225.00	

क्र.सं.	कार्य का विवरण	कार्य मात्रा	अकुशल श्रमिक हेतु न्यूनतम मजदूरी की दर (रुपए)
(5 से.मी. मोटी व 38 से.मी. मोटी)			
(2) 1.2 मीटर व्यास के कुएं के लिए (5 से.मी. मोटी व 38 से.मी. उंची)	10.00 रिंग	225.00	
(3) 1.50मीटर व्यास के कुएं के लिए (5 से.मी. मोटी व 38 से.मी. उंची)	6.67 रिंग	225.00	
(4) 1.80 मीटर व्यास के कुएं के लिए (5 से.मी. मोटी व 38 से.मी. उंची)	5.00 रिंग	225.00	

टिप्पणी:-

1. इसमें किसी बात में अन्तर्विष्ट होते हुए भी यदि उपर्युक्त दरों के प्रभाव में आने की तारीख पर उक्त नियोजनों में से किसी कर्मचारी की मजदूरी उपरोक्त दरों से अधिक हो तो उसके द्वारा उक्त दिन को प्राप्त की गई वास्तविक मजदूरी उसके सम्बन्ध में नियत की गई मजदूरी की न्यूनतम दर होगी।
2. अनुसूची में निर्दिष्ट मजदूरी की दरों में निर्वाह भत्ता, बुनियादी मूल्य और सुविधाओं के एवज में रोकड़ मूल्य, यदि कोई हो, सम्मिलित हैं।
3. मजदूरी की न्यूनतम दरें ठेकेदारों द्वारा नियुक्त कर्मचारियों पर भी लागू होगी।
4. श्रम ब्यूरो, शिमला से प्राप्त जयपुर व अजमेर केन्द्रों के लिए औद्योगिक श्रमिकों के उपभोक्ता मूल्य सूचकांक (Consumer Price Index) दिनांक 1.9.2017 से 31.12.2018 तक अधिसूचना में सम्मिलित किये गये हैं। इस अवधि में उपभोक्ता मूल्य सूचकांकों की वृद्धि 305 अंक है।
5. उक्त मजदूरी दरें दिनांक 01.05.2019 से लागू होंगी।

राज्यपाल की आज्ञा से,
पतंजलि भू,
अतिरिक्त श्रम आयुक्त एवं
संयुक्त शासन सचिव
राजस्थान जयपुर

श्रम विभाग

अधिसूचना

जयपुर अगस्त 19, 2020

संख्या एफ.8(5)(6)न्यू.म.अभि./श्रम/आई.आर./2000/पार्ट/15836 :-चूंकि राज्य सरकार न्यूनतम मजदूरी अधिनियम, 1948 (केन्द्रीय अधिनियम 11 वर्ष 1948) की धारा 5 की उप-धारा (1) के खण्ड (ख) की अपेक्षानुसार राजस्थान राज-पत्र में " विक्रय संवर्द्धन कर्मचारी (सेवा शर्तें) अधिनियम, 1976 में यथा सम्मिलित अथवा सम्मिलित किये जाने वाले किसी उद्योग में) कार्य में नियोजन" में नियोजित कर्मचारियों के संबंध में न्यूनतम मजदूरी की दरों को पुनरीक्षण करने के प्रस्ताव अधिसूचना क्रमांक एफ5(6)न्यू.म./श्रम/आई.आर./2000/पार्ट/7202 दिनांक 6.3.2019 से राजस्थान राज-पत्र विशेषांक भाग-1 (ख) दिनांक 7.3.2019 में प्रकाशित किये गये थे।

चूंकि उक्त प्रस्तावों के संबंध में प्राप्त अभ्यावेदन पर राज्य सरकार द्वारा विचार-विमर्श कर लिया गया है।

अतः अब न्यूनतम मजदूरी अधिनियम, 1948 (केन्द्रीय अधिनियम, 11 वर्ष 1948) की धारा-5 की उप-धारा-(2) संपादित धारा-3 की उप-धारा (1) खण्ड (क) तथा (ख) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए राजस्थान सरकार की पूर्व अधिसूचना दिनांक 7.6.2018 जो राजस्थान राज-पत्र विशेषांक भाग 1 (ख) दिनांक 12.6.2018 में प्रकाशित हुई थी का अधिक्रमण करते हुए राज्य सरकार न्यूनतम वेतन सलाहकार मण्डल से परामर्श करने के पश्चात राजस्थान राज्य में " विक्रय संवर्द्धन कर्मचारी (सेवा शर्तें) अधिनियम, 1976 में यथा सम्मिलित अथवा सम्मिलित किये जाने वाले किसी उद्योग में) कार्य में नियोजन" में नियोजित कर्मचारियों के संबंध में निम्नानुसार मजदूरी की न्यूनतम दरें दिनांक 01.05.2019 से पुनरीक्षित करती है:-

क्र.सं.	अनुसूचित नियोजन का नाम	कर्मचारियों के वर्ग	न्यूनतम मजदूरी की प्रस्तावित दर (रूपये में)
1	विक्रय संवर्द्धन (विक्रय संवर्द्धन कर्मचारी (सेवा शर्तें) अधिनियम, 1976 में यथा सम्मिलित अथवा सम्मिलित किये जाने वाले किसी उद्योग में) कार्य में नियोजन	उच्च कुशल:- विक्रय संवर्द्धन कर्मचारी (एम.आर.)	299/- रुपये प्रतिदिन या 7774/- रुपये प्रतिमाह

टिप्पणियाँ-

1. दैनिक मजदूरी पाने वाले किसी कर्मचारी को देय मजदूरी की न्यूनतम दरों की गणना जिस वर्ग का वह कर्मचारी है, उस वर्ग के लिये नियत मासिक मजदूरी की दर में 26 का भाग देकर की गई है।
2. इसमें किसी बात के अन्तर्विष्ट होते हुये भी यदि उपर्युक्त दरों के प्रभाव में आने की तारीख पर उक्त नियोजनों में से किसी कर्मचारी की मजदूरी उपरोक्त दरों से अधिक हो तो उसके द्वारा उक्त दिन को प्राप्त की गई वास्तविक मजदूरी उसके संबंध में नियत की गई मजदूरी की न्यूनतम दर होगी।
3. अनुसूची में निर्दिष्ट न्यूनतम मजदूरी की दरों में निर्वाह भत्ता, बुनियादी मूल्य और सुविधाओं के एवज में रोकड़ मूल्य, यदि कोई हो, सम्मिलित है।

4. उक्त नियोजनों में कार्यरत कर्मचारी के लिये नियत दरों में साप्ताहिक अवकाश का वेतन शामिल है।
5. निर्धारित सामान्य कार्य के घण्टों (8 घण्टे प्रतिदिन) से अधिक किसी कर्मचारी से कार्य करवाने पर अधिसमय (overtime) कार्य का भुगतान सामान्य मजदूरी दर की दुगुनी दर से किया जावेगा।
6. (क) उच्च कुशल (Highly Skilled) कार्य से आशय है, ऐसा कोई भी कार्य, जिसमें सपन तकनीक या व्यवसायिक प्रशिक्षण या लम्बे वर्षों के व्यवहारिक (Practical) कार्य के अनुभव के आधार पर अर्जित कुछ खास कार्यों के सम्पादन में पूर्णता की डिग्री और पूर्ण क्षमता की आवश्यकता होती है, सम्मिलित हैं।
7. मजदूरी की न्यूनतम दरें ठेकेदारी द्वारा नियुक्त कर्मचारियों पर भी लागू होंगी।
8. श्रम ब्यूरो, शिमला से प्राप्त जयपुर व अजमेर केन्द्रों के लिए औद्योगिक श्रमिकों के उपभोक्ता मूल्य सूचकांक (Consumer Price Index) दिनांक 1.9.2017 से 31.12.2018 तक अधिसूचना में सम्मिलित कर लिये गये हैं। इस अवधि में उपभोक्ता मूल्य सूचकांकों की वृद्धि 305 अंक है।
9. उक्त मजदूरी की दरें दिनांक 01.05.2019 से लागू होंगी।

राज्यपाल की आज्ञा से,
पतंजलि भू,
रजिस्ट्रार ऑफ ट्रेड यूनियन
अतिरिक्त श्रम आयुक्त(आई.आर.)
राजस्थान जयपुर

श्रम विभाग
अधिसूचना

जयपुर अगस्त 19, 2020

संख्या एफ.8(5)(6)न्यू.म.अभि./श्रम/आई.आर./2000/पार्ट/15882 :-चूंकि राज्य सरकार न्यूनतम मजदूरी अधिनियम, 1948 (केन्द्रीय अधिनियम 11 वर्ष 1948) की धारा 5 की उप-धारा (1) के खण्ड (ख) की अपेक्षानुसार राजस्थान राज-पत्र "ईट भट्टों के उद्योग में नियोजन" में नियोजित कर्मचारियों के संबंध में न्यूनतम मजदूरी की दरों को पुनरीक्षण करने के प्रस्ताव अधिसूचना क्रमांक एफ 5(6)न्यू.म./श्रम/आई.आर./2000/पार्ट/7210 दिनांक 6.3.2019 से राजस्थान राज-पत्र विशेषांक भाग-1 (ख) दिनांक 7.3.2019 में प्रकाशित किये गये थे।

चूंकि उक्त प्रस्तावों के संबंध में प्राप्त अभ्यावेदन पर राज्य सरकार द्वारा विचार-विमर्श कर लिया गया है।

अतः अब न्यूनतम मजदूरी अधिनियम, 1948 (केन्द्रीय अधिनियम, 11 वर्ष 1948) की धारा-5 की उप-धारा-(2) संपठित धारा-3 की उप-धारा (1) खण्ड (क) तथा (ख) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए राजस्थान सरकार की पूर्व अधिसूचना दिनांक 7.6.2018 जो राजस्थान राज-पत्र विशेषांक भाग 1 (ख) दिनांक 12.6.2018 में प्रकाशित हुई थी का अधिक्रमण करते हुए राज्य सरकार न्यूनतम वेतन सलाहकार मण्डल से परामर्श करने के पश्चात राजस्थान राज्य में "ईट भट्टों के उद्योग में नियोजन" में नियोजित कर्मचारियों के संबंध में निम्नानुसार मजदूरी की न्यूनतम दरें दिनांक 01.05.2019 से पुनरीक्षित करती है:-

ईट भट्टों के उद्योग में पीस रेट न्यूनतम मजदूरी की दरें

क्र.सं.	श्रमिकों/कर्मचारियों के वर्ग	कार्य की मात्रा	पीस रेट न्यूनतम मजदूरी (रुपये में)
1	पथेर (कच्ची ईट की थपाई)	1000 ईट प्रति व्यक्ति	249/-
2	भराई वाला	1000 ईट प्रति व्यक्ति	121/-
3	निक्कासी वाला	1000 ईट प्रति व्यक्ति	139/-
4	पक्की ईट की लोडिंग	1000 ईट प्रति व्यक्ति	82/-
5	गद्दी बंद कराई	प्रति गद्दी प्रति व्यक्ति	93/-
6	जलाई वाला	-	249/- प्रति दिन
7	जलाई मिश्री	-	7774/- प्रति माह
8	सफाई प्रति गेड	-	225/- प्रति दिन
9	बैलवार सफाई	-	225/- प्रति दिन
10	पाणतिया	-	237/- प्रति दिन
11	जमादार	-	249/- प्रति दिन

टिप्पणियाँ:-

1. दैनिक मजदूरी पाने वाले किसी कर्मचारी को देय मजदूरी की न्यूनतम दरों की गणना जिस वर्ग का वह कर्मचारी है, उस वर्ग के लिये नियत मासिक मजदूरी की दर में 26 का भाग देकर की गई है।
2. अनुसूची में निर्दिष्ट न्यूनतम मजदूरी की दरों में निर्वाह भत्ता, बुनियादी मूल्य और सुविधाओं के एवज में रोकड़ मूल्य, यदि कोई हो, सम्मिलित है।
3. उक्त नियोजनों में कार्यरत कर्मचारी के लिये नियत दरों में साप्ताहिक अवकाश का वेतन शामिल है।
4. निर्धारित सामान्य कार्य के घण्टों (8 घण्टे प्रतिदिन) से अधिक कर्मचारी से कार्य करवाने पर अधिसमय (overtime) कार्य का भुगतान सामान्य मजदूरी दर की दुगुनी दर से किया जावेगा।
5. (क) अकुशल (Unskilled) कार्य वह है जिसमें ऐसे साधारण कार्य जिसमें कि कार्य संबंधी कुशलता/अनुभव की, मामूली आवश्यकता है या नहीं है, सम्मिलित है।
(ख) अर्धकुशल (Semi-skilled) कार्य वह है जिसमें कार्य संबंधी अनुभव द्वारा प्राप्त कुशलता या सक्षमता कुछ अंश तक सम्मिलित है और जो चतुर कर्मचारी के पर्यवेक्षण या कार्य दर्शन के अधीन पूरा किया जाने योग्य है और इसमें अकुशल पर्यवेक्षणीय कार्य भी सम्मिलित है।
(ग) कुशल (skilled) कार्य वह है जिसमें कार्य संबंधी अनुभव द्वारा प्राप्त या शिक्षा (अप्रेन्टिस) के रूप में या तकनीकी या व्यावसायिक संस्थान में प्रशिक्षण द्वारा प्राप्त कुशलता या सक्षमता सम्मिलित है और जिसके निष्पादन में उपक्रम एवं विवेक की आवश्यकता है।
6. मजदूरी की न्यूनतम दरें ठेकेदारों द्वारा नियुक्त कर्मचारियों पर भी लागू होंगी।

7. 18 (अठारह) वर्ष से कम आयु के व्यक्तियों और अक्षम व्यक्तियों के लिये मजदूरी की न्यूनतम दरें उसी श्रेणी (अकुशल, अर्द्धकुशल, कुशल एवं उच्च कुशल) के वयस्क व्यक्तियों के बराबर देय होगी।
8. श्रम ब्यूरो, शिमला से प्राप्त जयपुर व अजमेर केन्द्रों के लिए औद्योगिक श्रमिकों के उपभोक्ता मूल्य सूचकांक (Consumer Price Index) दिनांक 1.9.2017 से 31.12.2018 तक अधिसूचना में सम्मिलित कर लिये गये हैं। इस अवधि में उपभोक्ता मूल्य सूचकांकों की वृद्धि 305 अंक है।
9. उक्त मजदूरी की दरें दिनांक 01.05.2019 से लागू होगी।

राज्यपाल की आज्ञा से,
पतंजलि भू,
अतिरिक्त श्रम आयुक्त एवं
संयुक्त शासन सचिव
राजस्थान जयपुर

श्रम विभाग
अधिसूचना

जयपुर अगस्त 19, 2020

संख्या एक.8(5)(6)न्यू.म.अभि./श्रम/आई.आर./2000/पार्ट/15928 :-चूंकि राज्य सरकार द्वारा न्यूनतम मजदूरी अधिनियम, 1948 (केन्द्रीय अधिनियम 11 वर्ष 1948) की धारा 5 की उप-धारा (1) के खण्ड (ख) की अपेक्षानुसार राजस्थान राज-पत्र में "घरों में नियोजित श्रमिक (Domestic worker)" में नियोजित कर्मचारियों के संबंध में न्यूनतम मजदूरी की दरों को पुनरीक्षण करने के प्रस्ताव अधिसूचना क्रमांक एक.5(6) न्यू.म./श्रम/आई.आर./2000/पार्ट/7220 दिनांक 6.3.2019 द्वारा राजस्थान राज-पत्र विशेषांक भाग-1 (ख) दिनांक 7.3.2019 में प्रकाशित किये गये थे।

चूंकि उक्त प्रस्तावों के संबंध में प्राप्त अभ्यावेदन पर राज्य सरकार द्वारा विचार-विमर्श कर लिया गया है।

अतः अब न्यूनतम मजदूरी अधिनियम, 1948 (केन्द्रीय अधिनियम, 11 वर्ष 1948) की धारा-5 की उप-धारा-(2) सपठित धारा-3 की उप-धारा (1) खण्ड (क) तथा (ख) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए राजस्थान सरकार की पूर्व अधिसूचना दिनांक 7.6.2018 जो राजस्थान राज-पत्र विशेषांक भाग 1 (ख) दिनांक 12.6.2018 में प्रकाशित हुई थी का अधिक्रमण करते हुए राज्य सरकार न्यूनतम वेतन सलाहकार मण्डल से परामर्श करने के पश्चात राजस्थान राज्य में "घरों में नियोजित श्रमिक (Domestic worker)" में नियोजित कर्मचारियों के संबंध में निम्नानुसार मजदूरी की न्यूनतम दरें दिनांक 01.05.2019 से पुनरीक्षित करती है:-

पुनरीक्षित न्यूनतम मजदूरी की दरें

क्र.सं.	नियोजन की प्रकृति	श्रमिकों के कार्य के घण्टे/अवधि (जिस घर में अधिकतम 4 सदस्य रह रहे हों)	प्रतिमाह देय न्यूनतम मजदूरी की दर
1	बर्तन धोने का कार्य	60 मिनिट (अधिकतम प्रतिदिन)	809.00
2	कपड़े धाले का कार्य	60 मिनिट (अधिकतम प्रतिदिन)	809.00

3	कपड़े धोना-बर्तन धोना	60 मिनट (अधिकतम प्रतिदिन)	809.00
4	कपड़े धोना, बर्तन धोना, घर की साफ सफाई	60 मिनट (अधिकतम प्रतिदिन)	809.00
5	अन्य घरेलू कार्य	60 मिनट (अधिकतम प्रतिदिन)	809.00
6	कपड़े धोना, बर्तन धोना, घर की साफ-सफाई, बच्चों की देखभाल, बच्चों को स्कूल छोड़ना व लेकर आना इत्यादि घरेलू कार्य	एक दिन का कार्य	6474.00

टिप्पणियाँ-

1. यदि अनुसूची के क्रम संख्या 1 से 5 में उल्लेखित कार्य की अवधि 60 मिनट से अधिक हैं तो देय मजदूरी की गणना उसकी अनुपात में बढ़ जाएगी।
2. एक दिन के कार्य से तात्पर्य अधिकतम 8 घण्टे तक कार्य होगा। अधिसमय (ओवरटाईम) कार्य का भुगतान सामान्य मजदूरी की दर की दुगुनी दर से किया जावेगा।
3. यदि परिवार के सदस्यों की संख्या 4 से ज्यादा हैं तो अनुसूची में दी गई दर की 10 प्रतिशत अतिरिक्त मजदूरी देय होगी परन्तु कार्य की अवधि वही रहेगी।
4. उक्त उल्लेखित दरें न्यूनतम हैं, यदि पहले से दी जा रही मजदूरी अनुसूची में दी गई मजदूरी की दरों से ज्यादा हैं तो पहले से ही दी जा रही दरें ही प्रचलित रहेगी।
5. यदि कोई श्रमिक पूर्ण माह के स्थान पर कुछ दिवस ही कार्य करता हैं तो दैनिक मजदूरी की गणना मासिक मजदूरी की दर में 26 का भाग देकर की जावेगी।
6. श्रम ब्यूरो, शिमला से प्राप्त जयपुर व अजमेर केन्द्रों के लिए औद्योगिक श्रमिकों के उपभोक्ता मूल्य सूचकांक (Consumer Price Index) दिनांक 1.9.2017 से 31.12.2018 तक अधिसूचना में सम्मिलित किये गये हैं। इस अवधि में उपभोक्ता मूल्य सूचकांकों की वृद्धि 305 अंक है।
7. उक्त मजदूरी की दरें दिनांक 01.05.2019 से लागू होगी।

राज्यपाल की आज्ञा से,
पतंजलि भू
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राजस्थान जयपुर

राज्य केन्द्रीय मुद्रणालय, जयपुर।

TAMIL NADU

Notification

Dated:17.03.2020

**STATEMENT SHOWING DETAILS OF DEARNESS ALLOWANCE PAYABLE WITH EFFECT FROM 01/04/2020
BASED ON THE AVERAGE CONSUMER PRICE INDEX OF CHENNAI CITY FOR THE CALENDAR YEAR 2019
IN RESPECT OF VARIOUS SCHEDULED EMPLOYMENTS NOTIFIED UNDER THE MINIMUM WAGES ACT 1948.**

AVERAGE POINTS FOR CHENNAI CITY FOR THE CALENDAR YEAR 2019:

BASE YEAR 2001=100 : 284 Points

BASE YEAR 1982=100 : 1,403 Points

BASE YEAR 1960=100 : 7,085 Points

Sl. No	Name of the scheduled employment	Labour & Employment Department G O No & Date	G O Effective from (Date)	Base Index	Rate of dearness allowance	Amount of dearness allowance payable
01	EMPLOYMENT IN AERATED WATER MANUFACTORY	(2D) No.1, dated 02/01/2019	23/01/2019	161 / 2010 (2001=100)	₹ 31.00 per point per month	₹ 3,813.00 p/m
02	EMPLOYMENT IN AGARBATHY MANUFACTORY	(2D) No.49, dated 15/05/2018	06/06/2018	161 / 2010 (2001=100)	₹28.55 per point per month	₹ 3,512.00 p/m
03	EMPLOYMENT IN APPALAM MANUFACTORY	(2D) No.69, dated 13/11/2017	03/01/2018	161 / 2010 (2001=100)	₹ 36.00 per point per month	₹ 4,428.00 p/m
04	EMPLOYMENT IN AUTOMOBILE WORKSHOP	(2D) No.37, dated 19/08/ 2019	10/07/2019	161 / 2010 (2001=100)	₹ 45.40 per point per month	₹ 5,584.00 p/m
05	EMPLOYMENT IN AUTO RICKSHAW & TAXIS	(2D) No.115, dated 12/12/2018	09/01/2019	161 / 2010 (2001=100)	₹ 57.60 per point per month	₹ 7,085.00 p/m
06	EMPLOYMENT IN BAKERIES AND BISCUITS MANUFACTORY	(2D) No.81, dated 07/12/2017	14/02/2018	161/2010 (2001=100)	₹ 1.10 per point per day	₹ 135.30 p/d
07	EMPLOYMENT IN BLEACHING OR DYEING OR BOTH	(2D) No. 4, dated 17/01/2018	28/02/2018	161 / 2010 (2001=100)	₹32.00 per point per month	₹ 3,936.00 p/m
08	EMPLOYMENT IN BRICKS AND TILES MANUFACTORY	(2D) No.70, dated 13/ 11/2017	03/01/2018	161 / 2010 (2001=100)	₹1.05 per point per day	₹ 129.15 p/d

Sl. No	Name of the scheduled employment	Labour & Employment Department G O No & Date	G O Effective from (Date)	Base Index	Rate of dearness allowance	Amount of dearness allowance payable
09	EMPLOYMENT IN CARPENTRY & BLACKSMITHY	(2D) No. 54, dated 26/ 09/ 2014	26/11/2014	161 / 2010 (2001=100)	₹47.25 per point per month	₹ 5,812.00 p/m
10	EMPLOYMENT IN CHEMICAL FERTILIZER INDUSTRY	(2D) No.17, dated 16/03/2017	21/03/2017	161 / 2010 (2001=100)	₹ 35.00 per point per month	₹ 4,305.00 p/m
11	EMPLOYMENT IN CHEMICAL INDUSTRY	(2D) No.87, dated 21/11/2019	11/12/2019	161 / 2010 (2001=100)	₹50.00 per point per month	₹ 6,150.00 p/m
12	EMPLOYMENT IN CINEMA INDUSTRY	(2D) No.95, dated 08/11/2018	12/12/2018	161 / 2010 (2001=100)	₹ 49.70 per point per month	₹ 6,113.00 p/m
13	EMPLOYMENT IN COACHING ACADEMICS	(2D) No.81, dated 26/08/2018	18/07/2018	161 / 2010 (2001=100)	₹ 32.65 per point per month	₹ 4,016.00 p/m
14	EMPLOYMENT IN COCONUT PEELING	(2D) No.68, dated 13/ 11/2017	03/01/2018	161 / 2010 (2001=100)	₹ 1.15 per point per day	₹ 141.45 p/d
15	EMPLOYMENT IN COFFEE CURING WORKS	(2D) No.66, dated 13/11/2017	03/01/ 2018	161 / 2010 (2001=100)	₹ 1.05 per point per day	₹ 129.15 p/d
16	EMPLOYMENT IN COIR MANUFACTORY	(2D) No.02, dated 21/01/2015	04/03/2015	475 / 2000 (1982=100)	₹6.00 per point per month	₹ 5,568.00 p/m
17	EMPLOYMENT IN CONSTRUCTION, MAINTENANCE OF ROADS OR IN BUILDING OPERATIONS	(2D) No.100, dated 19/11/2018	26/12/2018	161 / 2010 (2001=100)	₹ 2.17 per point per day	₹ 266.90 p/d
18	EMPLOYMENT IN CONSTRUCTION OF PANDALS,	(2D) No.14, dated 16/03/2017	21/03/2017	161 / 2010 (2001=100)	₹ 1 per point per day	₹ 123.00 p/d
19	EMPLOYMENT IN COOKING FOOD	(2D) No.46, dated 27/06/2019	24/07/2019	161 / 2010 (2001=100)	₹ 49.15 per point per month	₹ 6,045.00 p/m
20	EMPLOYMENT IN COTTON GINNING, PRESSING AND COTTON WASTE	(2D) No. 71, dated 13/ 11/ 2017	03/ 01/2018	161 / 2010 (2001=100)	₹ 36.00 per point per month	₹ 4,428.00 p/m

Sl. No	Name of the scheduled employment	Labour & Employment Department G O No & Date	G O Effective from (Date)	Base Index	Rate of dearness allowance	Amount of dearness allowance payable
21	EMPLOYMENT IN DISTILLERY INDUSTRY	(2D) No.20, dated 15/02/2018	07/03/2018	161 / 2010 (2001=100)	₹ 48.65 per point per month	₹ 5,984.00 p/m
22	EMPLOYMENT IN DISTRIBUTION OF LIQUID PETROLEUM GAS CYLINDERS	(2D) No.2, dated 03/01/2019	23/01/2019	161 / 2010 (2001=100)	₹ 31.90 per point per month	₹ 3,924.00 p/m
23	EMPLOYMENT IN DOMESTIC WORK	(2D) No.72, dated 18/07/2018	18/07/2018	248 / 2015 (2001=100)	₹ 26.00 per point per month	₹ 936.00 p/m
24	EMPLOYMENT IN ELECTRONICS INDUSTRY	(2D) No.09, dated 15/ 02/2016	09/03/2016	161 / 2010 (2001=100)	₹ 35.00 per point per month	₹ 4,305.00 p/m
25	EMPLOYMENT IN FOOD PROCESSING INDUSTRY	(2D) No.33, dated 06/06/2019	26/06/2019	161 / 2010 (2001=100)	₹ 36.00 per point per month	₹ 4,428.00 p/m
26	EMPLOYMENT IN FORESTRY	(2D) No.105, dated 26/11/2018	26/12/2018	161 / 2010 (2001=100)	₹ 1.55 per point per day	₹ 190.65 p/d
27	EMPLOYMENT IN GENERAL ENGINEERING AND FABRICATION INDUSTRY	(2D) No. 67, dated 13/11/2017	03/ 01/2018	161 / 2010 (2001=100)	₹ 42.35 per point per month	₹ 5,209.00 p/m
28	EMPLOYMENT IN GOLD AND SILVER ARTICLES MANUFACTORY	(2D) No.111, dated 30/11/2018	09/01/2019	161 / 2010 (2001=100)	₹ 1.90 per point per day	₹ 233.70 p/d
29	EMPLOYMENT IN GRANITE INDUSTRY	(2D) No.79, dated 09/08/2018	28/09/2018	161 / 2010 (2001=100)	₹ 50.30 per point per month	₹ 6,187.00 p/m
30	EMPLOYMENT IN GUNNY INDUSTRY	(2D) No. 37, dated 08/07/2014	13/08/2014	161 / 2010 (2001=100)	₹ 1.57 per point per day	₹ 205.40 p/d
31	EMPLOYMENT IN HAND EMBROIDERY AND JARI	(2D) No.48, dated 17/07/2019	07/08/2019	161 / 2010 (2001=100)	₹ 1.84 per point per day	₹ 226.30 p/d
32	EMPLOYMENT IN HANDLOOM SILK WEAVING INDUSTRY	(2D) No. 47, dated 27/06/2019	07/08/2019	161 / 2010 (2001=100)	30 paise per point per day	₹ 36.90 p/d

Sl. No	Name of the scheduled employment	Labour & Employment Department G O No & Date	G O Effective from (Date)	Base Index	Rate of dearness allowance	Amount of dearness allowance payable
33	EMPLOYMENT IN HOSIERY MANUFACTORY	(2D) No 05, Dated 27/01/2016	17/02/2016	475 /2000 1982=100	₹ 3.80 per point per month	₹ 3,526.00 p/m
34	EMPLOYMENT IN HOSPITALS AND NURSING HOMES	(2D) No. 24, dated 02/03/2018	02/03/2018	161 / 2010 (2001=100)	₹ 53.90 per point per month	₹ 6,630.00 p/m
35	EMPLOYMENT IN HOTELS AND RESTAURANTS	(2D) No. 35, dated 08/07/2014	13/08/2014	161 / 2010 (2001=100)	₹ 46.26 per point per month	₹ 5,690.00 pm
36	EMPLOYMENT IN KNITTING INDUSTRY	(2D) No. 06 dated 27/01/2016	17/02/2016	475 /2000 1982=100	₹ 3.80 per point per month	₹ 3,526.00 p/m
37	EMPLOYMENT IN LAUNDRIES AND WASHING CLOTHES (INCLUDING WOOLLEN)	(2D) No.50 dated 15/05/2018	06/06/2018	161 / 2010 (2001=100)	₹ 2.05 per point per day	₹ 252.15 p/d
38	EMPLOYMENT IN LOADING & UNLOADING OPERATIONS IN MARKETS, SHANDIES (Fairs and Market Places and other like places)	(2D) No.45, dated 27/06/2019	24/07/2019	161 / 2010 (2001=100)	₹ 1.20 per point per day	₹ 147.60 p/d
39	EMPLOYMENT IN LOCAL AUTHORITY	(2D) No.62 dated 11/10/2017	22/11/2017	161 / 2010 (2001=100)	₹ 37.25 per point per month	₹ 4,582.00 p/m
40	EMPLOYMENT IN MAT WEAVING AND BASKET MAKING	(2D) No.35 dated 17/06/2019	03/07/2019	161 / 2010 (2001=100)	₹ 1.18 per point per day	₹ 145.15 p/d
41	EMPLOYMENT IN (a) FIRE WORKS MANUFACTORY (b) MATCH MANUFACTORY	(2D) No. 47, dated 05/10/2012	21/11/2012	475 / 2000 (1982=100)	₹ 3.80 per point per month	₹ 3,526.00 p/m
		(2D) No. 20, dated 21/03/2013	24/04/2013	475/ 2000 (1982=100)	16 paise per point per day	₹ 148.50 p/d
42	EMPLOYMENT IN MEDICAL AND SALES REPRESENTATIVE	(2D) No.11 dated 15/02/2016	09/03/2016	161 / 2010 (2001=100)	₹ 43.55 per point per month	₹ 5,357.00 p/m
43	EMPLOYMENT IN MEDICINE MANUFACTURING INDUSTRY	(2D) No.38 dated 05/10/2016	23/11/2016	161/2010 (2001=100)	₹ 43.85 per point per month	₹ 5,394.00 p/m

Sl. No	Name of the scheduled employment	Labour & Employment Department G O No & Date	G O Effective from (Date)	Base Index	Rate of dearness allowance	Amount of dearness allowance payable
44	EMPLOYMENT IN MOTION PICTURE INDUSTRY (Including Production, Distribution and Publicity)	(2D) No.43, dated 20/06/2019	10/07/2019	161 / 2010 (2001=100)	₹ 42.25 per point per month	₹ 5,197.00 p/m
45	EMPLOYMENT IN MUSHROOM GROWING AND ALLIED WORKS	(2D) No.13, dated 17/02/2016	09/03/2016	161 / 2010 (2001=100)	₹ 30.90 per point per month	₹ 3,801.00 p/m
46	EMPLOYMENT IN NEERA TAPPING	(2D) No.40, dated 19/08/2019	10/07/ 2019	161 / 2010 (2001=100)	₹ 2.45 per point per day	₹ 301.35 p/d
47	EMPLOYMENT IN ANY OIL MILL	(2D) No.42, dated 20/06/2019	10/07/2019	161 / 2010 (2001=100)	₹ 35.80 per point per month	₹ 4,403.00 p/m
48	EMPLOYMENT IN PAPER AND INCIDENTAL PROCESSES CONNECTED WITH:-					
	(a) HAND MADE PAPER INDUSTRY	(2D) No. 41, dated 30/07/2014	17/09/2014	161 / 2010 (2001=100)	₹27.98 per point per month	₹ 3,442.00 p/m
	(b) MACHINE MADE PAPER INDUSTRY	(2D) No. 30, dated 01/07/2014	13/08/2014	161 / 2010 (2001=100)	₹ 29.25 per point per month	₹ 3,598.00 p/m
49	EMPLOYMENT IN POLYTHENE MANUFACTORY AND PROCESSING FOAM ITEMS AND PLASTIC MANUFACTORY	(2D) No.15, dated 16/03/2017	21/03/2017	161 / 2010 (2001=100)	₹ 36.35 per point per month	₹ 4,471.00 p/m
50	EMPLOYMENT IN POWER LOOM INDUSTRY	(2D) No.114, dated 12/12/2018	09/01/2019	161 / 2010 (2001=100)	₹ 1.65 per point per day	₹ 202.95 p/d
51	EMPLOYMENT IN PRINTING PRESSES	(2D) No.16, dated 16/03/2017	21/03/2017	161 / 2010 (2001=100)	₹ 28.00 per point per month	₹ 3,444.00 p/m
52	EMPLOYMENT IN PUBLIC MOTOR TRANSPORT	(2D) No.120, dated 31/12/2018	23/01/2019	161 / 2010 (2001=100)	₹ 52.95 per point per month	₹ 6,513.00 p/m
53	EMPLOYMENT IN RICE MILLS, FLOUR MILLS AND DHALL MILLS	(2D) No. 19, dated 15/02/2018	07/03/2018	161 / 2010 (2001=100)	₹ 1.30 per point per day	₹ 159.90 p/d

Sl. No	Name of the scheduled employment	Labour & Employment Department G O No & Date	G O Effective from (Date)	Base Index	Rate of dearness allowance	Amount of dearness allowance payable
54	EMPLOYMENT IN SAGO INDUSTRY	(2D) No.107, dated 26/11/2018	26/12/2018	161 / 2010 (2001=100)	₹ 39.65 per point per month	₹ 4,877.00 p/m
55	EMPLOYMENT IN SALT PANS	(2D) No.116, dated 12/12/2018	09/01/2019	161 / 2010 (2001=100)	₹ 1.40 per point per day	₹ 172.20 p/d
56	EMPLOYMENT IN SEA FOOD PROCESSING INDUSTRY	(2D) No.66, dated 02/07/2018	01/08/2018	161 / 2010 (2001=100)	₹ 30.80 per point per month	₹ 3,788.00 p/m
57	EMPLOYMENT IN SECURITY GUARDS	(2D) No. 39, dated 19/06/2019	10/07/2019	161 / 2010 (2001=100)	₹ 45.20 per point per month	₹ 5,560.00 p/m
58	EMPLOYMENT IN SERICULTURE	(2D) No.108, dated 26/11/2018	02/01/2019	161 / 2010 (2001=100)	₹ 1.52 per point per day	₹ 186.95 p/d
59	EMPLOYMENT IN SHOPS AND COMMERCIAL ESTABLISHMENTS	(2D) No.14, dated 05/03/19	05/03/2019	161/2010 (2001=100)	₹ 32.40 per point per month	₹ 3,985.00 p/m
60	EMPLOYMENT IN SILK TWISTING INDUSTRY	(2D) No.106, dated 26/11/2018	26/12/2018	161 / 2010 (2001=100)	₹ 1.50 per point per day	₹ 184.50 p/d
61	EMPLOYMENT IN SOAP MANUFACTORY	(2D) No.110, dated 30/11/2018	09/01/2019	161 / 2010 (2001=100)	₹ 52.90 per point per month	₹ 6,507.00 p/m
62	EMPLOYMENT IN SYNTHETIC GEM CUTTING INDUSTRY	(2D) No.113, dated 12/12/2018	09/01/2019	161 / 2010 (2001=100)	₹ 1.05 per point per day	₹ 129.15 p/d
63	EMPLOYMENT IN TAILORING INDUSRTY	(2D) No. 59, dated 10/10/2014	03/12/2014	161 / 2010 (2001=100)	₹ 31. 05 per point per month	₹ 3,819.00 p/m
64	APPRENTICES IN THE EMPLOYMENT IN TEXTILE MILLS	(2D) No.43, dated 19/04/2018	16/05/2018	161 / 2010 (2001=100)	₹ 1.60 per point per day	₹ 196.80 p/d
65	EMPLOYMENT IN TIMBER INDUSTRY	(2D) No.118, dated 27/12/2018	23/01/2019	161 / 2010 (2001=100)	₹ 1.95 per point per day	₹ 239.85 p/d

SL No	Name of the scheduled employment	Labour & Employment Department G O No & Date	G O Effective from (Date)	Base Index	Rate of dearness allowance	Amount of dearness allowance payable
66	EMPLOYMENT IN TIN CONTAINER MANUFACTORY	(2D) No. 104, Dated 26/11/2018	26/12/2018	161 / 2010 (2001=100)	₹ 37.40 per point per month	₹ 4,600.00 p/m
67	EMPLOYMENT IN TOBACCO MANUFACTORY:-					
	(a) (BEEDI ROLLING) MANUFACTORY IN THE EMPLOYMENT IN ANY TOBACCO (INCLUDING BEEDI MAKING MANUFACTORY)	(2D) No. 36, dated 02/06/2017	23/08/2017 (effective from 15/08/2015)	3384/2008 (1960=100)	3 paise per point per 1000 beedies	₹ 111.05 per 1000 beedies
	(b) TOBACCO MANUFACTORY (INCUDING BEEDI MAKING OTHER THAN BEEDI ROLLING)	(2D) No. 54, dated 07/12/2016	11/01/2017	475 / 2000 (1982=100)	₹ 6.55 per point per month	₹ 6,078.00 p/m
	(c) SCENTED AND CHEWING TOBACCO	(2D) No. 09, dated 21/02/2013	20/03/2013	475 / 2000 (1982=100)	18 paise per point per day	₹ 148.50 p/d
	(d) SNUFF INDUSTRY	(2D) No. 38, dated 19/06/2019	10/07/2019	161 / 2010 (2001=100)	₹ 1.13 per point per day	₹ 139.00 p/d
68	EMPLOYMENT IN VESSEL (UTENSILS) MANUFACTORY	(2D) No. 75, dated 24/11/2017	03/01/2018	161 / 2010 (2001=100)	₹ 1.05 per point per day	₹ 129.15 p/d
69	EMPLOYMENT IN WOOLEN CARPET AND SHAWL WEAVING INDUSTRY	(D) No. 344, dated 10/04/1992	20/05/1992	808 / 1988 (1960=100)	2 paise per point per day	₹ 125.55 p/d

Note: D.A. shall be revised as and when the Government notified the revision of minimum wages.

FOR COMMISSIONER OF LABOUR

18-3-20

Points for calculating dearness allowance for different base periods (For guidance only)

Calendar year	2019				
	2001=100		1982=100	1960=100	
Base year in respect of a particular scheduled industry					
Average point for calendar year 2019	284		1403	7085	
Base year for VDA regarding different scheduled industries	161/2010	248/2015	475/2000	3384/2008	808/1988
Increase in points for calculating VDA for different Scheduled Industries	123	36	928	3701	6277

