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## CRE-23/1/2018 – CRECHE-PART(2) Government of India Ministry of Women and Child Development

Shastri Bhawan, New Delhi  
Dated : 2<sup>nd</sup> November, 2018

### Office Memorandum

Subject : National Minimum Guidelines for setting up and running creches under Maternity Benefit Act, 2017 – Forwarding of

The undersigned is directed to refer to the subject mentioned above & to say that the Ministry of Labour & Employment has notified the Maternity Benefit (Amendment) Act, 2017, mandating that “every establishment having fifty or more employees shall have the facility of creche within such distance as may be prescribed, either separately or along with common facilities;”.

2. In this regard, to enable and facilitate the employer for establishing and managing the creche facility, the Ministry of Women & Child Development has formulated the **National Minimum Guidelines for Setting Up and Running Creches under Maternity Benefit Act 2017** (copy enclosed).

3. It is requested to circulate the said guidelines to each and every employer / institution covered under the Maternity Benefit Act thereby empowering them with the requisite know how to set up model creche facilities with adequate provisions.

A copy of the said guidelines can also be downloaded from the Ministry's **website – [www.wcd.nic.in](http://www.wcd.nic.in)**

(U.S. Mehta)  
Under Secretary

To get regular WhatsApp updates from FTAPCCI, kindly save Mobile Number 9100199948 in WhatsApp Device (Mobile Phone/Tab) and send a WhatsApp Message with “Start & your Name” to this number, as the updates are being sent by WhatsApp through “WhatsApp Broadcast” Group. Members who save the number will only receive the FTAPCCI's updates through WhatsApp (9100199948) number in their phone.



The Ministry of Labour and Employment

## Expert Committee Submits its Report on Determining Methodology for Fixing National Minimum Wage

Posted On: 14 FEB 2019 5:24PM by PIB Delhi

The Ministry of Labour and Employment had constituted an expert committee on 17<sup>th</sup> January 2017, under the Chairmanship Dr. Anoop Satpathy, Fellow, V. V. Giri National Labour Institute (VVGNI) to review and recommend methodology for fixation of National Minimum Wage (NMW). The Expert Committee has submitted its report on “Determining the Methodology for Fixation of the National Minimum Wage” to the Government of India through the Secretary, Ministry of Labour and Employment on 14-02-2019. The Report has now been placed on the Ministry's website, [www.labour.gov.in](http://www.labour.gov.in) for facilitating the process of consultation and dialogue among social partners and stakeholders and seeking necessary approval of methodology from tripartite bodies.

There have been several developments since the norms for the fixation of the minimum wages were recommended by the 15th ILC in 1957 and subsequently strengthened by the judgement of the Supreme Court in the judgement of *Workmen v Reptakos Brett & Co.* case in 1992. Central Government constituted an expert committee as per the recommendations of the Central Advisory Board (CAB) on Minimum Wages. Hence, the Expert Committee had the mandate to examine and review the norms and methodology for fixation of national minimum wage; and determine the base level National minimum wage/wages through an evidence-based approach.

The report using scientific approach has updated the methodological framework of fixation of minimum wages based on the overall guidelines of the ILC 1957 and the Supreme Court Judgment of *Workmen v Reptakos Brett & Co.* in 1992. The report has undertaken a rigorous and meticulous analysis and has generated a large amount of evidence relating to changes in the demographic structure, consumption pattern and nutritional intakes, the composition of food baskets and the relative importance of non-food consumption items to address the realities in the Indian context by using official data made available by the National Sample Survey Office (NSSO).

Using the nutritional requirement norms as recommended by the Indian Council of Medical Research (ICMR) for Indian population, the report has recommended a balanced diet approach which is culturally palatable for fixation of national minimum wage. Accordingly, it has proposed that food items amounting to the level of  $\pm 10$  per cent of 2,400 calories, along with proteins  $\geq 50$  gm and fats  $\geq 30$  gm per day per person to constitute a national level balanced food basket. Further, this report proposes minimum wage should include reasonable expenditure on 'essential non-food items', such as clothing, fuel and light, house rent, education, medical expenses, footwear and transport, which must be equal to the median class and expenditure on any 'other non-food items' be equivalent to the sixth fractile (25-30 per cent) of the household expenditure distribution as per the NSSO-CES 2011/12 survey data.

On the basis of the aforesaid approach, the report has recommended to fix the need based national minimum wage for India at INR 375 per day (or INR 9,750 per month) as of July 2018, irrespective of sectors, skills, occupations and rural-urban locations for a family comprising of 3.6 consumption unit. It has also recommended to introduce an additional house rent allowance (city compensatory allowance), averaging up to INR 55 per day i.e., INR 1,430 per month for urban workers over and above the NMW.

Apart from proposing the level of a single national minimum wage at an all-India level, the report has also estimated and recommended different national minimum wages for different geographical regions of the country to suit the local realities and as per socio-economic and labour market contexts. For the purpose of estimating national minimum wages at regional levels it has grouped the states into five regions based on a composite index and have recommended region specific national minimum wages as follows:

National minimum wage regions based on composite index and region specific national minimum wages (in )

Region I	Region II	Region III	Region IV	Region V
Assam, Bihar, Jharkhand, Madhya Pradesh, Odisha, Uttar Pradesh, and West Bengal	Andhra Pradesh, Telangana, Chhattisgarh, Rajasthan, Jammu & Kashmir, and Uttarakhand	Gujarat, Karnataka, Kerala, Maharashtra, and Tamil Nadu	Delhi, Goa, Haryana, Himachal Pradesh, and Punjab	Arunachal Pradesh, Manipur, Meghalaya, Nagaland, Sikkim, Mizoram and Tripura
INR 342 per day (INR 8,892 per month)	INR 380 per day (INR 9880 per month)	INR 414 per day (INR 10,764 per month)	INR 447 per day (INR 11,622 per month)	INR 386 per day (INR 10,036 per month)

The committee has also recommended reviewing the consumption basket every five years, subject to the availability of NSSO-CES data, and – within the period of 5 years - revising and updating the basic minimum wage at least in line with the consumer price index (CPI) every six months, to reflect changes in the cost of living. The report will be put before the Central Advisory Board/tripartite bodies for necessary consultations and approval of the methodology.

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RCJ/SKP/IA

## **AGRI & FOOD PROCESSOR'S CONCLAVE – (Finance, Technology & Market)**

**8<sup>th</sup> March, 2019 at FTAPCCI, Red Hills, Hyderabad**

Ministry of Food Processing Industries, Govt. of India has accorded utmost priority to the development of the Food Processing Sector with a number of schemes for infrastructure development, fiscal relief and incentives.

To give more awareness to the stakeholders on the schemes introduced by the Government of India in Food Processing sector, ASSOCHAM in association with FTAPCCI is organizing “AGRI & FOOD PROCESSOR'S CONCLAVE – (Finance, Technology & Market)” on 8<sup>th</sup> March, 2019 at FTAPCCI, Red Hills, Hyderabad with the support of Ministry of Food Processing Industry, Govt. of India.

The objectives of the seminar:

- Creating a platform where food MSMEs, Technology providers, Banks, Govt. officials etc. interacts for providing boost to the growth of food processing sector.
- To understand technology trends, finance and lending, inter-alignment of food trade, faster automated processing and packaging.

Respective Senior Government officials, Renowned speakers from Banks, Mega Food parks are being invited for deliberations.

### **Delegate Fee: -**

Rs. 1500/- per participant (including GST) for Non-members and for FTAPCCI Members Rs.1000/- (including GST). The fee is to be paid by way of Cash or Cheque/DD in favour of FTAPCCI payable at Hyderabad. For NEFT: SBI Bazarghat Branch, Hyd. A/c No.10005356049, Code:05893, IFSC SBIN0005893, GST No.36AAFCT2444K1Z6

For further details please contact:

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### GOVERNMENT OF ANDHRA PRADESH ABSTRACT

Labour Reforms – Ease of Compliance with Labour Laws – Exemption of all Shops and Establishments from renewal of registration under the Andhra Pradesh Shops & Establishments Act, 1988 – Issue of Notification – Orders – Issued.

#### LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.MS.No. 7

Dated: 13-02-2019

Read:

From the COL, Lr.No.LAE03-18021/25/2018-I-LBRCOMR, dt:31.8.2018

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#### ORDER:

In the letter 1st read above, the Commissioner of Labour, Vijayawada has proposed for exemption of all shops & establishments from renewal of registration in relaxation of section 4 and sub section (3) of section 3 of the A.P. Shops and Establishments Act, 1988.

2. Government have examined the matter and decided to exempt all the Shops and Establishment from renewal of Registration.

3. Accordingly, the following notification will be published in the extraordinary Gazette of the Andhra Pradesh State:

#### NOTIFICATION

In exercise of the powers conferred under sub-section (4) of section 73 of the Andhra Pradesh Shops and Establishments Act, 1988 (Andhra Pradesh Act No.20 of 1988), Government hereby exempt all the shops and establishments registered under section 3 of the said Act with effect from the date of publication of this notification.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

J.S.V. PRASAD

SPECIAL CHIEF SECRETARY TO GOVERNMENT

#### An appeal to Members

#### PAYMENT OF ANNUAL SUBSCRIPTION FOR 2019-20

We request all the members to pay the Annual Subscription for 2019-20 by 31st March 2019. A request letter detailing the amount due has already been mailed. FTAPCCI Articles stipulate that payments made after the said due date would entail suspension of services as also restrictions in the rights as a member. The subscription amount can be paid by cheque or draft drawn favouring "FTAPCCI" payable at Hyderabad. Payment can also be made by NEFT/RTGS. However on online payment, members have to intimate to FTAPCCI, for updating the records.

We trust we would have your continued support to help us render better and faster services. If you need any help, please contact "membershelpdesk@ftapcci.com" by email or call us on +91 40 2339 5524 during office hours on any working days.

#### For NEFT / RTGS Payments Please find below the details

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A/c. No.	10005356049
IFSC Code	SBIN005893
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