

WORKER

Excludes supervisors drawing \geq Rs 18,000/month (earlier Rs 3,000/month)

CONTRACT WORKER

Now includes ISMW and 'out workers' (those working outside the establishment)

WAGES

Basic + DA + Retention Allowance. Excludes Bonus, HRA, allowances, PF/Pension, OT, Gratuity. If exclusions exceed 50% of total remuneration, excess is added back to Wages for benefits computation.

INTER STATE MIGRANT WORKER

Includes resident migrants in work state + migrants brought by contractor; wages $<$ Rs 18,000/month

ESTABLISHMENT

A place of business/trade/manufacture employing 10 or more workers

APPROPRIATE GOVT

For contractors in centrally-governed establishments, compliance is under Central Labor Rules