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GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

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NOTIFICATION

The 7th October, 2026

No. LAE/133/2026/1758.--- **WHEREAS,** the draft rules, as required under Sections 154, 156 and 158 of the Code on Social Security, 2020 (36 of 2020) read with Section 24 of the General Clause Act, 1897 (10 of 1897) and Rule 88 of the Code on Social Security (Arunachal Pradesh) Rules,2021, were published in the Arunachal Pradesh Official Gazette No.188, Vol. XXVIII, Naharlagun, dated 23rd July, 2026 inviting objections and suggestions from the persons likely to be affected, before expiry of the period of forty five days.

AND WHREAS, no objections and suggestions have been received from any persons likely to be affected before expiry of the said period of forty five days.

NOW, the State Government, in exercise of the powers conferred on it by sub-section (1) of Sections 154, 156 and 158 of the Code on Social Security ,2020 (36 of 2020) read with sub-section. (2) of Sections 154,156, except as respects things done or omitted to be done before such supersession, hereby makes the following rules, name :-

1. (1) These rules may be called the ***Code on Social Security (Arunachal Pradesh) First Amendment Rules, 2026***.

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

2. In the **Code on Social Security (Arunachal Pradesh) Rules, 2021** (*hereinafter referred to as the Principal Rules*) in Rule 2(1)(b) the following shall be substituted:-

"**Rule 2 (1) (b)** – **"Appellate Authority"** means the State Government or the authority specified by the State Government under sub-section (8) of Section 56 for the purposes of Chapter-V of the Code or an officer senior in rank to the Assessing Officer for the purposes of Section 105 of the Code, appointed by the State Government, as the case may be."

3. The principal Rules, after Rule 2(1)(a) the following rules shall be inserted:-

"Rule 2 (1)* (zb)** – ***"Authorised Officer" means the Labour Officer appointed by the Government of Arunachal Pradesh for carrying out the functions, for the purposes of Rule 20 of these Rules and Section 7 (6) (c), (d) and (e) of the Code and any other beneficiary schemes extended or provided by the Arunachal Pradesh BOCW Welfare Board.**"**

*"**Rule 2 (1) (zc)*** – ***"Competent Authority"*** means the Labour Officer notified by the State Government under Section 58 (1) for the purpose of Chapter-V of the Code, or an authority appointed under Section 91 of the Code for the purpose of Chapter-VII of the Code by the State Government, as the case may be**."**

4. In the principal Rules, **Rule 3 (1) (c) (ii) and Rule 3 (1) (c) (iii)** shall be substituted as follows**:-**

"Rule 3 (1) (c) (ii) – The Principal Secretary or Commissioner or Secretary of Labour Department, Government of Arunachal Pradesh shall be the Vice Chairperson**."**

"Rule 3 (1) (c) (ii) – The Labour Commissioner, Government of Arunachal Pradesh shall be the Member Secretary of the Board**."**

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5. In the principal Rules, **Rule 3 (7) (a)** shall be substituted as follows**:-**

"Rule 3 (7) (a) – "If the Government of Arunachal Pradesh or the Arunachal Pradesh Unorganised *Workers Social Security Board is of the opinion that,"*

6. In the principal Rules, rule 3(10) the following shall be inserted read as follows:-

Rule 3 (11) **Minutes of the Meeting :**

*"**Rule 3 (11) (a)*** – The minutes of each meeting showing inter-alia the names of the members present there, shall be forwarded to each member or any committee thereof, as the case may be and to the State Government, as soon as possible and in any case not later than four weeks after the meeting."

*"**Rule 3 (11) (b)*** – The minutes of the meeting shall be confirmed with such modification considered necessary at the next meeting. A copy of the minutes so confirmed shall be forwarded to the Labour Department and the State Government within fifteen days from the date of such confirmation."

*"**Rule 3 (11) (c)*** – Every decision taken at a meeting of the Board shall be assigned a resolution number and recorded in a Minutes' Book and signed by the Chairperson."

*"**Rule 3 (11) (d)*** – The Minutes' Book shall be kept open at the principal office of the Board during office hours on all working days for inspection, free of charge, by any of the respective member*."*

7. In the principal Rules, **Rule 5 (2) (a)** shall be substituted as under**:-**

"Rule 5 (2) (a) – The term of office of the Chairperson and the non-official members shall be of (3) three years from the date of their appointment. However, no person shall be appointed or nominated for more than a total of two terms as Chairperson.

In the case of non-official members under Rule 5 (1) (d), no person shall be appointed or nominated as Member for more than a total of one term only, to ensure equitable representation, on a rotational basis, from amongst the registered building and construction workers spread over in the Districts of the State of Arunachal Pradesh.

The Labour Department shall maintain a roster wherein batches of four different Districts, on a rotational basis, will be represented in the Board during each term of the Board being re-constituted or constituted, as the case may be.**"**

8. In the principal Rules, in **Rule 5 (9)** a new sub-rule(9) with proviso shall be inserted as under:-

Quorum :-

"No business shall be transacted at any meeting of the Board unless at least a minimum of six members are present *of whom one shall be from among those nominated under Rule 5 (1) (c)*."

Provided that, if at any meeting less than sufficient members for quorum are present, the Chairperson may adjourn the meeting to another date informing members present and giving notice to the other members that he propose to dispose off the business at the adjourned meeting whether there is prescribed quorum or not and it shall thereupon be lawful for him to dispose of the business at the adjourned meeting irrespective of the numbers of members attending.

9. In the principal Rules, in Rule 5(12) after clause (b), new clauses(c), (d) and (e) shall be inserted as follows:-

"Rule 5 (12) (c) – The minutes shall be forwarded to each member or any committee thereof, as the case may be and to the State Government, as soon as possible and in any case not later than four weeks after the meeting.**"**

"Rule 5 (12) (d) – The minutes of the meeting shall be confirmed with such modification considered necessary at the next meeting. A copy of the minutes so confirmed shall be forwarded to the Labour Department and the State Government within fifteen days from the date of such confirmation.**"**

"Rule 5 (12) (e) – The minutes-book shall be kept open at the principal office of the Board during office hours on all working days for inspection, free of charge, by any of the respective members.**"**

10. In the principal Rules, ***Rule 9 (5)*** shall be substituted as under:-

"Rule 9 (5) – For direction and administration, the Secretary of the Board shall have the power of administrative approval and expenditure sanction of upto Rupees One Lakh Fifty Thousand only within the limits of the approved budget. Any amount exceeding this limit shall be done with prior approval of the Chairperson, subject to the condition that it is within the provisions of the approved budget for that particular financial year.**"**

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11. In the principal Rules, *in* ***Rule 14*** after sub-rule (3), a new sub-rule (4) shall be inserted as under:-

"Rule 14 (4) – The Finance and Accounts Officer with the approval of the Secretary of the Board shall be responsible for the disposal of the Audit Note**."**

12. In the principal Rules, **Rule 59 (5)** shall be substituted as under :-

*"**Rule 59 (5) –*** A nomination or a fresh nomination or a notice of modification of nomination shall be, signed by the employee or, if illiterate, shall bear his thumb impression in the presence of two competent witnesses, who shall also sign a declaration to that effect in the nomination, fresh nomination or notice of modification of nomination, as the case may be and shall be submitted by the employee electronically or by personal service or by speed post (with registration) to the employer."

13. In the principal Rules, **Rule 79 (2)** shall be substituted as :-

Rule 79 (2)Records :

"(a) – All records and registers kept under the provisions of the Code and the Rules framed thereunder shall be preserved in original for a period of five calendar years from the date of last entry made therein and shall be kept at an office or the nearest convenient building within the precincts of the workplace or at a place within a radius of three kilometres, therefrom**."**

"(b) – Records and registers shall be maintained electronically or otherwise. Entries in the registers shall be made in English or Hindi or the language understood by a majority of persons employed**."**

"(c) – Every employer shall issue wage slips, electronically or otherwise, to the employees on or before payment of wages in Form-V prescribed under the Code on Wages (Arunachal Pradesh) Rules, 2022**."**

"**(d) –** The employer shall display conspicuously a notice at or near the main entrance of the establishment in bold letters in English, Hindi and in a language understood by the majority of the employees specifying the name of the officer with designation authorized by the employer to receive, on his behalf, notices under the Code or the Rules made therein**."**

"**(e) –** Every employer shall produce records and registers, on demand, before the Inspector-cum-Facilitator or any person authorised in that behalf by the State Government**."**

"**(f) –** The employer of every establishment shall maintain the following registers in addition to the register prescribed at Rule 79 (1)(a), namely:-

(i) Register of Wages, Overtime, Fines and Deductions for damages and losses in Form-I prescribed under the Code on Wages (Arunachal Pradesh) Rules, 2022.

(ii) Register of Employees in Form-IV prescribed under the Code on Wages (Arunachal Pradesh) Rules, 2022.

(iii) Register of Attendance-cum-Muster Roll in Form-IX of the Code on Wages (Central) Rules, 2026**."**

Kanki Darang,
Secretary (Labour & Employment),
Government of Arunachal Pradesh,
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