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## LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

The 30<sup>th</sup> April, 2005

S.R.O. No. 238/2005—Whereas certain proposals to revise the minimum piece-rate of wages in respect of 15 (fifteen) employments were published, as required under clause(b) of sub-section(1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), in the extraordinary issue No.118 of the Orissa Gazette dated the 22<sup>nd</sup> January, 2004 bearing S. R. O. No. 34/04 under the notification of the Government of Orissa in the Labour and Employment Department No. 451-LLI-114/03-LE dated the 13<sup>th</sup> January, 2004 for information of all persons likely to be affected thereby within a period of two months from the date of publication of the said notification;

And whereas, all suggestions /objections received before the date so specified in respect of the said proposals have been duly considered by the State Government;

And whereas, the Minimum Wages Advisory Board was consulted on the matter for revision of piece-rated wages of the aforesaid employments;

Now, therefore, in exercise of the powers conferred by clause(a) of sub-section (1) and clause (b) of sub-section (2) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act, and in super-session of all previous notifications issued on the subject, the State Government do hereby revise the minimum piece-rate of wages, from the amount as specified in column (4) in respect of items specified against each in column (3) of the schedule given below, to the amount specified in column (6), payable to the employees employed in the employment specified in column (2) thereof for the whole State of Orissa with effect from the date of publication of this notification in the Orissa Gazette.

**SCHEDULE**

SL NO	Name of the Schedule Employment	Item and Quantum of work Concerning	Existing Rate of Wage in Rs.	Percentage of Hike @25% in Rs.	Proposed rates of Wage
1	2	3	4	5	6
1	<b>Saw Mills</b>	<b>1 Truck Loading</b> a) Log loading girth (30cm to 105cm) b) Log loading girth (117cm to 150cm) c) Log loading girth (153cm) d) Bolly/Firewood load <b>2 Truck Unloading</b> a) Round Timber b) Size on Sawn timber <b>3 Stacking</b> a) Log stacking b) Bolly stacking	 130.76 182.51 228.11 104.99  39.56 51.59  1.33 1.06	 32.69 45.63 57.03 26.25  9.89 12.90  0.33 0.27	 Rs.163.45 per truck Rs.228.14 per truck Rs.285.14 per truck Rs.131.24 per truck  Rs.49.45 per truck Rs.64.49 per truck  Rs.1.66 per piece Rs.1.33 per piece
2	<b>Timber trading (including felling and sawing)</b>	<b>1 Truck Loading</b> a) Log loading girth (30cm to 105cm) b) Log loading girth (117cm to 150cm) c) Log loading girth (150cm & above) d) Bolly/Firewood load <b>2 Truck Unloading</b> a) Round Timber b) Size on Sawn timber <b>3 Stacking</b> a) Log stacking b) Bolly stacking	 130.76 182.51 228.11 104.99  39.56 51.54  1.38 1.06	 32.69 45.63 57.03 26.25  9.89 12.89  0.35 0.27	 Rs.163.45 per truck Rs.228.14 per truck Rs.285.14 per truck Rs.1131.24 per truck  Rs.49.45 per truck Rs.64.43 per truck  Rs.1.73 per piece Rs.1.33 per piece
3	<b>Timber trading (excluding felling and sawing )</b>	<b>1 Truck Loading</b> a) Log loading girth (30cm to 105cm) b) Log loading girth (117cm to 150cm) c) Log loading girth (153cm & above) d) Bolly/Firewood load <b>2 Truck Unloading</b> a) Round Timber b) Size on Sawn timber <b>3 Stacking</b> a) Log stacking b) Bolly stacking	 130.76 182.51 228.11 104.99  39.56 51.54  1.38 1.06	 32.69 45.63 57.03 26.25  9.89 12.89  0.35 0.27	 Rs.163.45 per truck Rs.228.14 per truck Rs.285.14 per truck Rs.131.24 per truck  Rs.49.45 per truck Rs.64.43 per truck  Rs.1.73 per piece Rs.1.33 per piece
4	<b>Tile and Brick Making</b>	<b>1 Brick making</b> a) Mixing of clay,moulding and supply of 1,000 raw bricks of standard size Loading and firing of 1,000 bricks into kiln within a distance of 50 metres b)	 127.26  33.51	 31.82  8.38	 Rs.159.08  Rs.41.89

		c)	Unloading of 1,000 bricks from the furnace and stacking within a distance of 50 metres	16.12	4.03	Rs.20.15
5	<b>Oil Mills</b>	1	Loading of 100 bags of 75 kgs each.	93.80	23.45	Rs.117.25
		2	Unloading of 100 bags of 75 kgs each	93.80	23.45	Rs.117.25
		3	Bagging of 100 bags of 75 kgs each	93.80	23.45	Rs.117.25
		4	Weighing of 100 bags of 75 kgs each	67.02	16.76	Rs.83.78
		5	Stacking of 100 bags of 75 kgs each	67.02	16.76	Rs.83.78
		6	Sewing of 100 bags	67.02	16.76	Rs.83.78
		7	Weilding of 100 tins of 10 kgs each	100.54	25.14	Rs.125.68
		8	Unloading/Loading of 100 full tins of 16 kgs each	53.56	13.39	Rs.66.95
		9	Loading / Unloading of 100 empty tins	6.68	1.67	Rs.8.35
		10	Full cake bags Loading / unloading	93.80	23.45	Rs.117.25
		11	Gunny bag loading/Unloading of bundles each containing 50 bags	33.51	8.38	Rs.41.89
		12	Husk loading/Unloading per truck	53.56	13.39	Rs.66.95
6	<b>Salt Pans</b>	1	Manufacture of Salt	542.66	135.67	Rs.678.33 per gadisa comprising of 60 bag of 70 kgs. each
		2	Loading and Unloading	93.80	23.45	Rs.117.25 per 100 bags of 75 kgs. each.
<p>Explanation- For the purpose of this nitification manufacture of salt includes the following operation.-</p> <p>1) Preparation of beds including maintenance of ridge.</p> <p>II) Cleaning of bitten channels.</p> <p>III) Salt clearance from salt pans.</p> <p>IV)Delivery at the platform within a radius of 50 metres.</p> <p>N.B.- Weighing, Bagging and heaping are not done on piece-rate.</p>						
7	<b>Tobacco including Bidi making</b>	1	Rolling of 1000 bidis	36.16	9.04	Rs.45.20 per thousand
		2	Packing and labelling of 1,000 bidis	1.38	0.34	Rs.1.72 per Thousand
8	<b>Construction or maintenance of roads or building operations</b>	<b>1 Earth Work</b>				
		a)	Drilling hole 2.5cm to 4cm dia.in granite rock	107.22	26.81	Rs.134.03 per running metre
		b)	Drilling hole 2.5 to 4cm dia.in rock other than granite	87.07	21.77	Rs.108.84 per running metre
		c)	Cutting in soft disintegrated rock removed by pick-axes and crow bars within 50m.initial lead and 1.5m initial lift.	4180.60	1045.15	Rs.5225.75 per 100 cum.

	d)	Earth work in ordinary soil within 50 m.initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5 cm to 70cm and laying in layers not exceeding 0.30 m. in depth.	1227.42	306.86	Rs.1534.28 per 100 cum.
	e)	Earthwork in hard soil or gravelly soil within 50m.initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5 cm.to 7cm.and laying in layers not exceeding 0.30m. in depth.	1649.50	412.38	Rs.2061.88 per 100 cum
	f)	Earthwork in stony earth and gravels mixed with stone and boulders not exceedig 0.014 cum. in volume with 50 m. initial lift including rough dressing and breaking clods to minimum 5 cm. to 7 cm. And laying in layers not exceeding 0.30 m. in depth.	2572.67	643.17	Rs.3215.84 per 100 cum
	g)	Earthwork in slushy soil in water upto 0.6 m. depth requiring the aid of pan vessels within 50m. Initial lead and 1.5 m. intial lift.	1688.32	422.08	Rs.2110.40 per 100 cum.
	<b>2 Loading and unloading</b>				
	a)	Loading into and unloading from trucks and stacking as directed within 50 m. lead.	1.17	0.29	Rs.1.46 per quintal
	b)	Loading in trucks, unloading from trucks except sand graval, chips, metel and wood as directed within 50m. Lead.	9.33	2.33	Rs.11.66 per cum.
	c)	Loading in trucks, unloading from trucks - sand, granite, chips, metals and wood within 50m.lead.	9.33	2.33	Rs.11.66 per cum.
	d)	Loading or unloading from trucks- bulk materials such as hume pipes etc. as directed within 50m. Lead.	11.35	2.84	Rs.14.19 per every cum.
	e)	Unloading from wagons 1m. Clear of rails on platform for Cement, Coal, A.C. Sheet, Tarpheet paints etc. within 15m. Lead.	0.95	0.24	Rs.1.19 per quintal

		f) Unloading from Railway wagons, loading in truck and unloading and stacking at the godown within 15 m.lead.	2.65	0.66	Rs.3.31 per quintal
		<b>3 Conveyance by head loads -</b>			
		(i) Bajri, Graval, Stone, Sand etc. up to 50 m.	3.18	0.80	Rs. 3.98 per every cum.
		(ii) Bajri, Graval, Stone, Sand etc. up to 100 m.	5.36	1.34	Rs.6.70 per every cum.
		(iii) Bajri, Graval, Stone, Sand etc. up to 150 m.	9.54	2.39	Rs.11.93 per every cum.
		<b>4 Conveyance of heavy materials by sangimulias within 100m.</b>			
9	<b>Stone Breaking and Stone Crushing</b>	<b>1 Stone Breaking or Stone Crushing -</b>			
		a) Granite Stone broken metal 5 cm. size crusher.	120.58 107.22	30.15 26.80	C.B Rs.150.73, H.B Rs.134.02 per cum.
		b) Granite Stone broken metal 4 cm.size crusher.	133.99 115.22	33.50 28.80	C.B Rs.167.49, H.B Rs.144.02 per cum.
		c) Granite Stone Broken to 2.5 cm. size.	214.43 194.28	53.61 48.57	C.B Rs.268.04, H.B Rs.242.85 per cum.
		d) Granite Stone Broken to 2 cm. size.	247.84 221.11	61.96 55.28	C.B Rs.309.80, H.B Rs.276.39 per cum.
		e) Granite Stone Broken to 12 m.m. size.	267.99 241.16	67.00 60.29	C.B Rs.334.99, H.B Rs.301.45 per cum.
		f) Granite Stone Broken to 6 m.m. size.	281.35	70.34	C.B Rs.351.69 per cum.
		g) Stone other than granite broken to 5 cm. size.	53.56	13.39	Rs.66.95 per cum.
		h) Stone other than granite broken to 4 cm. size.	60.29	15.07	Rs.75.36 per cum.
		i) Stone other than granite broken to 1.5 cm. size.	73.70	18.43	RS.92.13 per cum.
		j) Stone other than granite broken to 2 cm. size.	86.07	21.52	Rs.107.59 per cum.
		k) Stone boulder 15 cm.and above size Granite.	30.86	7.72	Rs.38.58 per cum.
		l) Stone boulder 15 cm. and above other than Granite.	30.86	7.72	Rs.38.58 per cum.
		<b>2 Loading and Unloading -</b>			
		a) Loading into and unloading from trucks and stacking as directed with 50m. Lead.	1.17	0.29	Rs.1.46 per quintal
		b) Loading in trucks and unloading from trucks, except sand gravel, chips, metal and wood as directed within 50 m. lead.	9.39	2.35	Rs.11.74 per cum.

		<p>c) Loading in trucks, unloading from trucks - sand, granite, chips, metals and wood within 50m.lead.</p> <p>d) Loading or unloading from trucks- bulk materials such as hume pipes etc. as directed within 50m. Lead.</p> <p>e) Unloading from wagons stacking 1m. Clear of rails on platform for Cement, Coal, A.C. Sheet, Tarpheet paints etc. within 15m. Lead.</p> <p>f) Unloading from Railway wagons, loading in truck and unloading and stacking at the godown within 15 m.lead.</p> <p><b>3 Conveyance by head loads -</b></p> <p>(i) Bajri, Graval, Stone, Sand etc. up to 50 m.</p> <p>(ii) Bajri, Graval, Stone, Sand etc. up to 100 m.</p> <p>(iii) Bajri, Graval, Stone, Sand etc. up to 150 m.</p> <p><b>4 Conveyance of heavy materials by sangimulias within 100m.</b></p>	<p>9.39</p> <p>11.35</p> <p>0.95</p> <p>2.65</p> <p>3.18</p> <p>5.36</p> <p>10.45</p>	<p>2.35</p> <p>2.84</p> <p>0.24</p> <p>0.66</p> <p>0.80</p> <p>1.34</p> <p>2.61</p>	<p>Rs.11.74 per cum.</p> <p>Rs.14.19 per every cum.</p> <p>Rs.1.19 per quintal</p> <p>Rs.3.31 per quintal</p> <p>Rs.3.98 per every cum.</p> <p>Rs.6.70 per every cum.</p> <p>Rs.13.06 per every cum.</p>
10	<b>Construction of maintenance of dams and embankments, irrigation projects and sinking of wells and tanks.</b>	<p><b>1 Earth Work</b></p> <p>a) Drilling hole 2.5cm to 4cm dia.in granite rock</p> <p>b) Drilling hole 2.5cm to 4cm dia.in rock other than granite</p> <p>c) Cutting in soft disintegrated rock removed by pick-axes and crow bars within 60m.initial lead and 1.5m initial lift.</p> <p>d) Earth work in ordinary soil within 50 m.initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5 cm to 70cm and laying in layers not exceeding 0.30 m. in depth.</p>	<p>107.22</p> <p>87.07</p> <p>4180.60</p> <p>1227.42</p>	<p>26.81</p> <p>21.77</p> <p>1045.15</p> <p>306.86</p>	<p>Rs.134.03 per running metre</p> <p>Rs.108.84 per running metre</p> <p>Rs.5225.75 per 100 cum.</p> <p>Rs.1534.28 per 100 cum.</p>

	e)	Earthwork in hard soil or gravelly soil within 50m.initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5 cm.to 7cm.and laying in layers not exceeding 0.30m. in depth.	1649.50	412.38	Rs.2061.88 per 100 cum
	f)	Earthwork in stony earth and gravels mixed with stone and boulders not exceeding 0.014 cum. in volume with 50 m. initial lift including rough dressing and breaking clods to minimum 5 cm. to 7 cm. And laying in layers not exceeding 0.30 m. in depth.	2572.67	643.17	Rs.3215.84 per 100 cum
	g)	Earthwork in slushy soil in water upto 0.6 m. depth requiring the aid of pan vessels within 50m. Initial lead and 1.5 m. intial lift.	1688.32	422.08	Rs.2110.40 per 100 cum.
	<b>2</b>	<b>Loading and unloading</b>			
	a)	Loading into and unloading from trucks and stacking as directed within 50 m. lead.	1.17	0.29	Rs.1.46 per quintal
	b)	Loading in trucks, unloading from trucks except sand gravel, chips, metel and wood as directed within 50m. lead.	9.39	2.35	Rs.11.74 per cum.
	c)	Loading in trucks, unloading from trucks - sand, granite, chips, metals and wood within 50m.lead.	9.39	2.35	Rs.11.74 per cum.
	d)	Loading or unloading from trucks- bulk materials such as hume pipes etc. as directed within 50m. lead.	11.40	2.85	Rs.14.25per every cum.
	e)	Unloading from wagons stacking 1m. Clear of rails on platform for Cement, Coal, A.C. Sheet, Tarphet paints etc. within 15m lead.	0.95	0.24	Rs.1.19 per quintal
	f)	Unloading from Railway wagons, loading in truck and unloading and stacking at the godown within 15 m.lead.	2.65	0.66	Rs.3.31 per quintal
	<b>3</b>	<b>Conveyance by head loads -</b>			
	(l)	Bajri, Graval, Stone, Sand etc. up to 60 m.	3.18	0.80	Rs. 3.98 per every cum.

		(ii) Bajri, Graval, Stone, Sand etc. up to 100 m.	5.36	1.34	Rs.6.70 per every cum.
		(iii) Bajri, Graval, Stone, Sand etc. up to 150 m.	10.45	2.61	Rs.13.06 per every cum.
		<b>4 Conveyance of heavy materials by sangimulias within 100m.</b>			
11	<b>Rice Mills, Dal Mills and Floor Mills</b>	1 Steaming of paddy for 100 bags of 75 kgs each.	93.80	23.45	Rs.117.25
		2 Boiling of paddy for 100 bags of 75kgs. each	93.80	23.45	Rs.117.25
		3 Carrying of dried paddy bags of 75 kgs. each.	67.02	16.76	Rs.83.78
		4 Loading of 100 bags of 75kgs. each	93.80	23.45	Rs.117.25
		5 Unloading of 100 bags of 75 kgs each	93.80	23.45	Rs.117.25
		6 Bagging of 100 bags of 75 kgs each	80.39	20.10	Rs.100.49
		7 Weighing of 100 bags of 75 kgs each	67.02	16.76	Rs.83.78
		8 Stacking of 100 bags of 75 kgs each	67.02	16.76	Rs.83.78
		9 Sewing of 100 bags of 75kgs each.	67.02	16.76	Rs.83.78
12	<b>Bamboo Forest Establishments</b>	1 Bamboo cutting (including piecing, bundling and stacking near the place of cutting).	343.71	85.93	Rs.429.64 per 100 bundles each containing 21 pieces 2.3 metres length
		2 Dragging - (i) Within a radius of 100 meters	69.94	17.49	Rs.87.43 per 100 bundles
		(ii) For every additional 50 meters beyond 100 meters	39.56	9.89	Rs.49.45 per 100 bundles
		3 Stacking at depot side and at all other places except near the place of cutting.	10.92	2.73	Rs.13.65 per 100 bundles
		4 Rebundling	19.78	4.95	Rs.24.73 per 100 bundles
		5 Loading	18.24	4.56	Rs.22.80 per 100 bundles
		6 Unloading (including stacking near the place of unloading).	13.04	3.26	Rs.16.30 per 100 bundles
		<b>Explanation</b> - For the purposes of computation of minimum wages under this notification, twenty-one small pieces of bamboos ranging from 0.5 meter to 1.5 metres in length each constitute half of a bundle.			



13	Printing Press	<b>1 Composing Trade -</b>			For unit of work done
		a) Distribution and supply of types for ordinary composition of manuscript without correction(semi skilled).	14.10	3.53	Rs.17.63
		b) Display and complicated finished job composition, correction, make up and imposition of composed matter (skilled)	14.26	3.57	Rs.17.83
		<b>2 Printing Trade -</b>			
		a) Distribution of ordinary jobs in small and simple type treadle platen/small handfed cylinder machine (Semi skilled)	10.92	2.73	Rs.13.65
		b) Printing of complicated and coloured jobs in the above type of machine(Skilled).	12.73	3.18	Rs.15.91
		c) Printing of straight forward jobs like forms and books in large size handfed flat bed machines, printing of above type of work in small size autofed platen and cylinder machine(Skilled).	12.73	3.18	Rs.15.91
		<b>3 Book Binding Trade -</b>			
		a) Manual operations like a folding, gathering, pasting, stitching, numbering and hand sewing, etc.(semi skilled).	14.10	3.53	Rs.17.63
		b) Operating common binding machines like small size paper cutting machines, Wire stitching machines, etc.(Semi skilled)	14.10	3.53	Rs.17.63
c) Complicated and more skilled manual operations like machines sewing case making, gold blocking, gilt edgings, marbling, etc. and operating large size automatic like folding machines, book sewing machines, knife, trimmers, gathering stitcher and flow like binding machines(Skilled)	14.26	3.57	Rs.17.83		

		<p><b>Explanation</b> - For the purpose of this notification. Each worker's for the semi-skilled work will turn out minimum 3 units of work per day which the employer is obliged to provide him and failing that employer will pay him the minimum wages of Rs.36.00 per day inclusive of weekly off day wages.</p> <p>a) The employee will not refuse to work more if work is provided to him during normal working hours. In case of overtime work, he will be paid at double the rate i.e.Rs.24.00 per unit as per rule 25(1)(b) of the Orissa Minimum Wages Rules, 1954.</p> <p>Each worker for the skilled work will turn out minimum 3.5. Units of work per day for composing trade, book binding trade and 4 units of work per day for the printing trade. The employer will be obliged to provide him such quality of work failing which employer will pay him Rs.42.00 per day.</p> <p>b) The worker will accept and execute more work if offered during the normal working hours. If he works overtime he will be paid at the rate of Rs.24.00 and Rs.21.00 for skilled work for composing and binding trade and printing trade respectively per unit in accordance with the rule quoted above.</p>			
14	<b>Collection of Sal Seeds</b>	1 Undercorticated Sal Seeds	2.28	0.57	Rs.2.85 per kilogram of dry weight
		2 Decoraticated Sal Seeds	2.33	0.58	Rs.2.91 per kilogram of dry weight
		3 Bagging, Weighing and Stitching, Debugging and Stacking.	1.80	0.45	Rs.2.25 per 1 bag of 85 kilograms
		4 Loading	1.33	0.33	Rs.1.66 per bag of 85 kilograms
		5 Unloading	0.80	0.20	Rs.1.00 per bag of 85 kilograms

The piece –rated minimum wages in respect of the scheduled employment “KENDULEAF COLLECTION” revised vide this Deptt. Notification No. 2624 dated.27.02.2001 shall remain unchanged.

[No. LL-I-35/04- 4258 / LE]  
Order of the Governor

D.N. MISHRA  
Commissioner-cum-Secretary to Government