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LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 231/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **AGRICULTURE** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No. 236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **AGRICULTURE** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification —

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job ;
- (2) The category “Semi-skilled” includes Ploughman, Packer, Helper to skilled trade, Thrasher, Sowingman, Puddler, Transplanter, Harvester, Weedremover, Fertilizer applicator, Uprooter, Harowinman, Cotton plucker, Dilman, Carterman, Tea plucker, Coconut plucker, Jamadar, Munsu, Headmulia and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category “Skilled” includes Tiller Operator, Pumpset Driver, Assistant Thinner, Driver (Light Vehicle), Mechanic, Electrician, Clerk, Store Assistant, Cashier and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment ;
- (4) The category “Highly-skilled” includes Supervisor, Accountant, Heavy Vehicle Driver and any other job of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No. 3976-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 232/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **AUTOMOBILE SERVICING, REPAIRING, GARAGES AND WORKSHOPS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **AUTOMOBILE SERVICING, REPAIRING, GARAGES AND WORKSHOPS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, "Semi-skilled" includes Salesman, Storekeeper, Serviceman, Helper to skilled trade any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Welder (Gr.II), Painter (Gr.II), Mechanic (Gr.II), Turner (Gr.II), Electrician (Gr.II), Blacksmith (Gr.II), Carpenter (Gr.II), Driver (Light Vehicles), Fitter (Gr.II), Cashier, Clerk, Storekeeper, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Welder (Gr.I), Painter (Gr.I), Mechanic (Gr.I), Turner (Gr.I), Foreman (Workshop), Electrician (Gr.I), Blacksmith (Gr.I), Carpenter (Gr.I), Driver (Heavy Vehicle), Supervisor, Accountant, Stenographer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.3982-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April, 2007

S.R.O. No. 233/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **AYURVEDIC AND UNANI PHARMACY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **AYURVEDIC AND UNANI PHARMACY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification—

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi Skilled" includes Helper to skilled trade, Medical Attendant, packer, Grinder and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Clerk, Cashier, Typist, Pharmacist, Laboratory Assistant, Demonstrator, Mistry, Mechanic, Operator, Driver and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Stenographer, Accountant, Physician, Kabiraj Hakim, Supervisor, Manager, Senior Pharmacist, Senior Mechanic, Operator, Chemist and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.3988-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOMENT DEPARTMENT

NOTIFICATION

The 28th April, 2007

S.R.O. No. 234/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **BAKERIES AND CONFECTIONARIES INCLUDING BISCUIT MAKING** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **BAKERIES AND CONFECTIONARIES INCLUDING BISCUIT MAKING** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Helper to Skilled Trade, Assistant to Bhattiman and any other job of semi-skilled nature involving some degrees of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Bhattiman, Mistry, Fireman, Clerk, Cashier, Typist, Driver (Light Vehicle), Office Assistant and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Foreman, Head Mistry, Accountant, Stenographer, Supervisor, Manager, Driver (Heavy Vehicle) and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.3994-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

the 28th April, 2007

S.R.O. No. 235/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **BAMBO FOREST ESTABLISHMENT** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **BAMBO FOREST ESTABLISHMENT** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Moharir, Munsii, Helper to skill trade, Jamadar, Mate and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision of guidance to a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Carpenter, Electrician, Mechanic, Blacksmith, Driver in light vehicle, Clerk, Store Keeper, Junior Assistant, Cashier, Typist, Assistant Supervisor and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Supervisor, Carpenter, Blacksmith, Electrician, Mechanic (Special grade), Stenographer, Accountant, Forest Supervisor, Driver (Heavy Vehicle) and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4000-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 236/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **BRASS AND BELL-METAL INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **BRASS AND BELL-METAL INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the Purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi Skilled" includes Helper to skilled trade, Fireman, Salesman and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance to a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Mistry, Painter, Publisher, Designer (Gr. II Artist), Chipper Driver (Light Vehicle), Clerk, Cashier, Store-keeper, Typist, Moulder and any other job of skilled nature involving skill of competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly skilled" include Craftsman, Head Mechanic, Head Designer, Stenographer, Accountant, Supervisor, Manager and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4006-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 237/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **CARPET WEAVING INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **CARPET WEAVING INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Helper to Skilled Trade, Polisher, Cleaner and any other category of Semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Weaver, Painter, Colourman, Designer Grade-II, Driver (Light Vehicles), Clerk, Cashier, Salesman, Mistry, Typist and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Accountant, Stenographer, Weaving Master, esigner Gr.-I, Driver (Heavy Vehicles), Manager, Supervisor and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4012-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 238/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **CASHEW PROCESSING ESTABLISHMENTS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **CASHEW PROCESSING ESTABLISHMENTS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job ;

- (2) The category “Semi-skilled” includes Roasting man, Filling man, Helper to skilled trade, Packer, Filling man, Stencillers and any other category of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category “Skilled” includes Tinkers (Soldering of tin can), Electrician (Gr. II), Mistry (Gr. II), Mechanic (Gr. II), Driver (Light Vehicle), Clerk, Typist, Cashier, Store-keeper and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment ;
- (4) The category “Highly Skilled” includes Mechanic (Gr. I), Driver (Heavy Vehicle), Accountant, Head Clerk, Electrician (Gr. I), Mistry (Gr. I), Stenographer and any other job of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4018-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 239/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **CEMENT PIPE MAKING AND ALLIED PRODUCTS INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **CEMENT PIPE MAKING AND ALLIED PRODUCTS INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job ;

- (2) The category "Semi-skilled" includes Helper to skilled trade, Assistant to Mistry, Assistant to Jali Maker, Assistant to Jaliman, Assistant to Wire Binder and any other job of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category "Skilled" includes Clerk, Typist, Cashier, Jaliman, Jali Maker, Wire Binder, Moulder, Mistry, Electrician Gr-II. Carpenter Gr.II, Driver (Light Vehicle) and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment ;
- (4) The category "Highly-skilled" includes Driver (Heavy Vehicle), Head Driver, Carpenter (Gr.I), Electrician (Gr.I), Accountant, Stenographer, Manager, Supervisor and any other category of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4024-LL-I (AR)-12/2007-/L.E.]

By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 240/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **CERAMIC AND POTTERY INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **CERAMIC AND POTTERY INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi Skilled" includes Caster, Finisher, Glazer, Sorter, Fireman, Furnace arranger, Mason, Helper to Carpenter, Helper to Electrician, Helper to Fitter, Plaster, Mould Maker, Mistry Grade-II, Drying Chamber, Mistry Grade-II, Machine Mistry, Brick Press Mistry, Operator on Brick Moulder or Brick Maker and any other category of semi-skilled nature involving some degrees of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Electrician, Fitter, Plaster, Modeller, Mate, Mistry Grade-I, Sardar, Carpenter, Drying Chamberman Grade-I, Driver, Clerk, Cashier, Typist, Time-keeper, Store-keeper and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Manager, Supervisor, Accountant, Stenographer, Driver (Heavy Vehicle), and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4030-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 241/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **CHEMICAL INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **CHEMICAL INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi Skilled" includes Time-Keeper, Store keeper, Sticking man, Sticking Helper, Work Sarkar, Helper to skilled trade, Duplicating Operator, Senior Messenger and any other category of semi-skilled nature involving some degrees of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Laboratory Attendant, Fitter, Welder, Electrician, Gas Cutter, Rigger, Blacksmith, Sarang, Laboratory Assistant, Carpenter, Sticher, Purchase Assistant, Sale Assistant, Cashier, Typist, Lower Division Assistant and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative for initiative;
- (4) The category "Highly Skilled" includes highly skilled Rigger, Engine Assistant, Special Grade Operator, Stenographer, Senior Assistant, Senior Personal Assistant, Senior Commercial Assistant, Accountant, Godwon Secretary (Material), Cashier-cum-Recorder, Executive Assistant, Legal Assistant, Manager, Foreman, Purchase Assistant, Senior Administrative Assistant, Chemist and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4036-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 242/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **CINEMA INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **CINEMA INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Gate-keeper, Assistant Painter, Apprentice Operator, Announcer, Rickshaw Puller and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Assistant Electrician, Assistant Operator, Carpenter, Painter, Engine Driver, Vehicle Driver, Cashier, Clerk, Booking Clerk, Typist and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Head Chief Operator, Head A.C. Operator, Accountant, Head Electrician, Manager and any other job or highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4042-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. Singh

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April, 2007

S.R.O. No. 243/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **CLAY POTTERY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **CLAY POTTERY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi Skilled" includes Helper to skilled trade, Sales Assistant, Fireman and any other job of semi-skilled nature involving some degrees of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Pether Caster, Finisher, Designer GR.II, Polisher, Salesman, Clerk, Cart Designer, Cashier, Typist and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Designer-I, Supervisor, Manager, Stenographer and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4048-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 244/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **COIR INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(j)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **COIR INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification –

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Helper to skilled trade, Helper to Mechanic, Crusher, Coir-twister, Fibre bundler, Splitter, Cutter of husks, Remover of husks from the pit beater of noted husks, Bundler and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Clerk, Typist, Accounts Clerk, Rope makers, Hat maker, Machine men Gr.II, Mechanic Gr.II, Operator Gr.II, Driver (Light vehicle), Designer Gr.II, Time-keeper, Store-keeper and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Manger, Supervisor, Accountant, Machine man Gr.I, Mechanic Gr.I, Stenographer, Operator Gr.I, Driver (Heavy Vehicle), Designer Gr.II, Mechanical Supervisor and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4054-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 245/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **COLLECTION OF SAL SEEDS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **COLLECTION OF SAL SEEDS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job ;

- (2) The category “Semi-skilled” Mate, Helper to Skilled Trade, weingman nature and any other category of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category “Skilled” includes Clerk, Munsii, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment ;
- (4) The category “Highly-skilled” includes Supervisor, Sal Seed Collection Agent and any other job of highly- skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4060-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April, 2007

S.R.O. No. 246/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **CONSTRUCTION OR MAINTENANCE OF DAMS, EMBAKMENTS, IRRIGATION PROJECT AND SINKING OF WELLS & TANKS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **CONSTRUCTION OR MAINTENANCE OF DAMS, EMBAKMENTS, IRRIGATION PROJECT AND SINKING OF WELLS & TANKS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Helper to (1) Carpenter, (2) Plumber (3)Blacksmith (4) Painter, (5) Blaster, (6) Electrician and hammerman, Sangi Mulia, Pile Driving Mate

- (Guideman), Dellowman, Thatcher or Gharmi, Tils Turner of Tile Layer, Cleaner, Store Packer, Majhi or Boatman, Bhisti, Well Sinker (open well), Rod Binder and Bender Watcher (Store), Pump-Helper, Night Mulia, Mulia, Handing Hot Binder and Tar Doilerman, Electrical Helper, Mate, Mistry and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Carpenter (2nd Class), Blaster (2nd class), 2nd Class Mason, 2nd Class Painter or Polisher, 2nd Class Plumber, Driler, 2nd Class Stone Presser, 2nd Class Cutter, Boring Mistry, Pile Driver, Blacksmith and 2nd Class Fitter, Welder, Cubbler with Toll (2nd Class), Pump Operator, Electrician, Tracer, Wireman, Amin, Store-keeper (Grade-II), Accounts Clerk, Clerk, Typist, Tool-keeper, Time-keeper, Munsi, Store Assistant, Telephone Operator and any other category of skilled nature involving skill or competence acquired through experience in the job through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Masson (1st Class), Carpenter (1st Class), Blacksmith (1st Class), 1st Class Welder, Painter, Polisher (special), Cubbler with Tool Driver, Fitter, Driller, Electrician (A-Grade), Blaster (Licenced), Head Masson, Fitter (1st Class), Stone Dresser (1st Class), Driver for well sinking in bridges, Senior Accountant, Supervisor, Manager, Stenographer and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4066-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 247/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **CONSTRUCTION OR MAINTENANCE OF ROADS OR IN BUILDING OPERATIONS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **CONSTRUCTION OR MAINTENANCE OF ROADS OR IN BUILDING OPERATIONS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, “Semi-skilled” includes Helper to (1) Carpenter, (2) Plumber, (3) Blacksmith, (4) Painter, (5) Blaster, (6) Electrician, Hammerman, Sangimulia, File Driving, Mate (Grudge), Bellowmen. Thatcher or Gharm sile Turner or tile Layer, Cleaner, Stone Packer, Majhi or Boatman, Bhisti, Well sinker (Open well), Road Blinder and Binder, Watchman (Store), Pump Helper, Night Mulia, Mulia, Handling Hot Binder and Tar-Boilman, Electrical Helper Mate, Mistry and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Carpenter Grade II, Blaster Grade II, Mason Grade II, Painter or Polisher Grade II, Plumber Grade II, Driller Grade II, Stone Dresser Grade II, Cutter or Boring Mistry Grade II, Driver, Blacksmith Grade II, Fitter, Welder, Cubbler with tools Grade II, Pump Operator, Electrician Amin, Tracer, Wireman, Storekeeper, Grade II, Accounts Clerk, Clerks, Typists, Telephone Operator, Tool Keeper, Time Keeper, Munsu, Store Assistant and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Mason Grade I, Carpenter Grade I, Blacksmith Grade I, Welder Grade I, Painter, Polisher (Special), Cubbler with Tool, Driver (Heavy Vehicle) Grade I, Fitter, Driller, Electrician (Aegrade), Blaster (Licenced), Head Mason, Fitter Grade I, Stone Dresser Grade I, Driver for Well Sinking in bridges, Senior Accountant, Supervisor, Manager, Stenographer and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;

- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4072-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 248/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **CONTINGENT AND CASUAL EMPLOYEES IN GOVERNMENT AND OTHER ESTABLISHMENTS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **CONTINGENT AND CASUAL EMPLOYEES IN GOVERNMENT AND OTHER ESTABLISHMENTS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi-skilled” includes helper to Skilled Trade, Mate, Munshi, Skilled Mulia, Treasury Sarkar, Daftary opium cutter and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Operator Grade II, Electrician Grade II, Carpenter Grade II, Mason Grade II, Mistry, Tool Keeper, Driver (Light Vehicle), Clerk, Store-keeper, Typist, Assistant Supervisor, Junior Supervisor, Receptionist, Fitter Grade II, Machinist Grade II, Junior Telephone Operator, Tracer Grade II, Pipe Fitter Grade II, Plumber Grade II, Pump Driver, Designer Grade II, Sikhyakarmi, Anganbadi Sikhyakarmi, Nursery School Teacher, Teacher of Lower Primary, Time-Keeper and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment;
- (4) The category “Highly Skilled” includes Driver (Heavy Vehicle) Stenographer, Store Keeper Grade I, Accountant, Manager, Sub-Assistant Engineer, Diploma Holder, Senior Telephone Operator, Teacher of Upper Primary School, Headmaster of U.P. School, Operator Grade I, Electrician Grade I, Carpenter Grade I, Mason Grade I, Fitter Grade I, Machinist Grade I, Pipe Fitter Grade I, Plumber Grade I, Tracer Grade I, Designer Grade I and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;

- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4078-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 249/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **COTTON GINNING AND PROCESSING** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **COTTON GINNING AND PROCESSING** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job ;

- (2) The category "Semi-skilled" includes Cutterman, Helper to skilled Trade, Boiler, Fireman, Number maker, Weighingman, Oilman, Turner, Openerman, Stocking and any other job of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category "Skilled" includes Clerk-cashier, Typist, store-keeper Munshi, Boxman, Press fitter, Valveman, Engine Driver, Assistant Mistry, Carpenter, Blacksmith, Mechanic (Gr. I), Electrician (Gr. II), Gini Driver (Light vehicle) and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment ;
- (4) The category "Highly-skilled" includes Stenographer, Accountant, Head Clerk, Supervisor, Carpenter (Gr.I), Mechanic (Gr.I), Engine Driver (Gr.I), Blacksmith (Gr.I), Head Mistry, Gini Driver (Gr.I), Driver (Heavy vehicle), Press Driver (Gr.I) and any other category of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4084-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 250/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **DISPENSARY OF A MEDICAL PRACTITIONER IN ANY ESTABLISHMENT OF MEDICAL CONSULTANT OR ANY CHEMICAL OR PATHOLOGICAL LABORATORY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **DISPENSARY OF A MEDICAL PRACTITIONER IN ANY ESTABLISHMENT OF MEDICAL CONSULTANT OR ANY CHEMICAL OR PATHOLOGICAL LABORATORY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the Purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category ‘ Semi-skilled” includes Helper to skilled trade, Dhai, House-keeper, Attendant and any other job of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Mechanical (Air-Cond., etc.), Bio-Chemist, Compounder, Nurse, Dresser, Pharmacist, Receptionist, Electrician Gr.II, Midwife, Laboratory Assistant, Clerk, Cashiers, Typist, Driver (Light Vehicle) and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes X-ray Technician, Accountant, Stenographer, Radiographer, Dietician, Electrician Grade I, Administrative Officer, Nursing Superintendent, Manager and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of these tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4090-LL-I (AR)-12/2007/L.E.]
By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 251/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **DISTILLERIES** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **DISTILLERIES** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, “Semi-skilled” includes Helper to Skilled Trade, Assistant Electrician, Assistant Fitter, Assistant Turner, Assistant Welder, Assistant Moulder, Assistant Plant Operator, Assistant Blacksmith, Assistant Copperman, Refrigeration, Assistant Jamadar, Jeestman, Yeast Cultivator, Switchboard Attendant, Wireman, Post Srollman, Fireman, Oilman, Pumpman, Machine Labler, Machineman, Stencil Selector, Stencil Cutter-cum-Maker, Scaler, Ampule Chargeman and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Still man Electrician, Fitter, Copper man, Turner, Moulder, Welder, Blacksmith, Plant Operator, Mason, Carpenter, Assistant Foreman, Boiler Attendant, Engine Driver, Driver, Draftsman, Assistant Chemist, Machine man, Laboratory Assistant, Cashier, Clerk and Typist and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Chemist, Chemical Analyst, Blander, Foreman, Accountant, Stenographer, Manager, Supervisor, Driver (Heavy Vehicle) and any other category of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;

- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4096-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 252/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **ELECTRICITY BOARD** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **ELECTRICITY BOARD** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Helper to Skilled Trade, Treasury Sarkar, Daftary, Guest House Attendant, Treasury Guard, Record Supplier, Cook Jr. and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Lineman, Wireman, Assistant Foreman, Work Sarkar, Assistant Clerk, Time-Keeper, Operator, Typist, Junior Stenographer, Driver (Light Vehicle) Amin, Jr. Cook, Sr. Telephone Operator, Meter Reader, Plumber, Bradma Operator, Xerox Operator, Sr. Plumber and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Chargeman, head Clerk, Senior Stenographer, Section Officer, Foreman, Sr. Amin. Auditor, Supervisor, Accountant, Sub-Assistant Engineer, Diploma holder and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4102-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 253/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **FINISHING DYEING OF YARN AND FABRICS, PRINTING AND KNITTING EMBROIDERY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **FINISHING DYEING OF YARN AND FABRICS, PRINTING AND KNITTING EMBROIDERY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job ;

- (2) The category “Semi-skilled” includes Helper to Skilled Trade Lable Packer, Assistant Salesman and any other job of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category “Skilled” includes Dyeingsman, Finisher, Painter, Designer (Grade-II), Embroideryman, Store-keeper, Spinner, salesman, Cashier, Typist and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment ;
- (4) The category “Highly-skilled” includes Spinning Master, Dyeing Master, Weaving Master, Head Store-keeper, Accountant, Designer, (Grade-II), Supervisor, Manager, Branch Manager, Stenographer and any other category of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4108-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 254/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **FISHERIES AND SEA FOOD INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **FISHERIES AND SEA FOOD INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job.

- (2) The category “Semi-skilled” includes Boatman, Fisherman, Net Mender, Bobbin Winder, Helper to skilled trade and any other category of Semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work.
- (3) The category “Skilled” includes Typist, Clerk, Cashier, Driver (Motor Vehicle, Pumps, Motor Vehicles), Fisherman, Demonstrator, Laboratory Assistant and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment.
- (4) The category “ Highly Skilled” includes Accountant, Manager, Operator, Fisheries Supervisor, Fisheries Extension Officer, Fisheries Officer, Stenographer, Driver (Heavy Vehicle) and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assume full responsibility of the judgment or decisions involved in execution of those tasks.
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4114-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 255/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **FOREST PRODUCE SUCH AS GENDULI GUM, MAHUA MAKING OF COAL AND RESIN** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **FOREST PRODUCE SUCH AS GENDULI GUM, MAHUA MAKING OF COAL AND RESIN** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi-skilled” includes Weighingman, Sorter, Sales Assistant, Munshi, Cleaner, Finisher, Shutter, Drying and processing Man, Plucker and any other job of semi-skilled nature involving some degrees of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Driver (light vehicle), Clerk, Cashier, Typist, Salesman and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Driver (Heavy vehicle) Accountant, Stenographer, Manager, Supervisor and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4120-LL-I (AR)-12/2007/L.E.]
By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 256/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **FOUNDRY INDUSTRY WITH OR WITHOUT ATTACHED MACHINE SHOP** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **FOUNDRY INDUSTRY WITH OR WITHOUT ATTACHED MACHINE SHOP** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Grinder, Hammer man, Oilman, Helper to skilled trade, Helper to Furnace man and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Accounts Assistant, Clerk, Typist, Cashier, Assistant Supervisor, Store Assistant, Chipper Coir maker, Driller, Gr. II, Winder Gr.II, Mechanic Gr.II, Fitter Gr.II, Furnace man, Turner Gr.II, Welder Gr.II, Blacksmith Gr.II, Electrician Gr.II, Driver (Light vehicle), Store keeper, Moulder, Caster or Casting man and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Stenographer, Works Supervisor (Tech.), Head Clark, Turner Gr.I, Driller Gr.I, Mechanic Gr.I, Foreman, Pattern maker, Manager, Supervisor, Fitter Gr.I, Electrician Gr.I, Blacksmith Gr.I, Welder Gr.I, Driver (Heavy Vehicle), Sales Representative, Winder Gr.I, and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4126-LL-I (AR)-12/2007/L.E.]
By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 257/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **GLASS INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(j)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **GLASS INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Helper to skilled trade, Mechanic Grade-III, Electrician, Packer, Operator Grade-III, Boiler Attendant, Tester, Fireman Grade-III and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Mechanic Grade-II, Mistry Grade-II, Electrician Grade-II, Boiler Grade-II, Operator Grade-II, Driver (Light Vehicle), Decorator Grade-II, Laboratory Assistant, Clerk, Cashier, Store-Keeper, Auditor, Typist, Time-keeper, Furnace Operator, Mixture, Designer Grade-II, Fireman Grade-II, Hots Operators and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Driver (Heavy Vehicle), Mechanic Grade-I, Electrician Grade-I, Boiler Grade-I, Operator Grade-I, Fireman Grade-I, Foreman, Decorator Grade-I, Designer Grade-I, Supervisor, Manager, Mistry Grade-I, Accountant, Stenographer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4132-LL-I (AR)-12/2007/L.E.]
By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 258/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **GOLD AND SILVER ORNAMENTS AND ARTICLES OF ARTISTIC DESIGN** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **GOLD AND SILVER ORNAMENTS AND ARTICLES OF ARTISTIC DESIGN** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi Skilled" includes Helper to skilled trade, Helper to Ornaments Welder, Salesman, Brusher and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Mechanic Grade-II, Ornaments Welder Grade-II, Electrician Grade-II, Driver, Designer Grade-II, Grinder, Mixture, Painter, Polisher, Machineman, Gold and any Silver Extractor, Finisher, Clerk, Store Keeper, Typist and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Mechanic Grade-I, Ornaments Welder Grade-I, Electrician Grade-I, Designer Grade-I, Manager, Accountant, Stenographer, Supervisor and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4138-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 259/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **GRAPHITE INDUSTRY INCLUDING BENIFICATION** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **GRAPHITE INDUSTRY INCLUDING BENIFICATION** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operation acquiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Helper to Welder, helper to Mechanic, helper to Operator, Helper to Electrician, Gate Keeper, Mate, Loader Gr.B, Hammer man, Munshi, Unloader Gr.B, Lubricator any other category of semi-skilled nature involving some degree of competence acquired through experience in the job and which is capable of being performed under and the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Fitter Gr.II, Welder Gr.II, Operator Gr.II, Machinist Gr.II, Mason Moulder Gr.II, Driver Gr.II, Blacksmith Gr.II, Turner Gr.II, Electrician Gr.II, Fireman Gr.II, Clerk, Typist, Store-keeper, Cashier, Salesman, Munishi and any other category skilled nature involving skill or competence acquired through experience in the job or through training as a apprentice in a technical or vocation institute and the performance of which calls for initiative and judgments;
- (4) The category "Highly Skilled" includes Fitter Gr.I, Welder Gr.I, Operator Gr.I, Mechanist Gr.I, Mason Gr.I, Moulder Gr.I, Driller Gr.I, Blacksmith Gr.I, Turner Gr.I, Electrician Gr.I, Fireman Gr.I, Manager, Supervisor, Accountant, Stenographer, Foreman, and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4144-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 260/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **HANDLOOM AND HOSIERY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(j)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **HANDLOOM AND HOSIERY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Helper to skilled trade, Celenderingman, Dyers, Cutter, Stitcher, Finisher, Checker and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Body Machine Operator, Mechanic, Clerk, Typist, Store-keeper, Salesman, Cashier, Production Assistant and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Secretary, Weaving Supervisor, Manager, Senior Store-keeper, Stenographer, Accountant and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4150-LL-I (AR)-12/2007/L.E.]
By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 261/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **HOTELS, EATING HOUSES AND RESTAURANTS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **HOTELS, EATING HOUSES AND RESTAURANTS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi Skilled" includes Sales Assistants, Salesman, Supplier (with experience up to 5 years), Helper to Cook, Karigar, Dosa Maker, Weighing Man and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Cook, Karigar, Dosa Maker, Maharaj Salesman (with experience of 5 years or more), Tea Maker, Driver, Order Master, Mistry (Sweet Maker), Storeman, Bill Assistant, Bill Collector, Munim, Godown Keeper, Receptionist, Clerk Typist, Store-keeper, Cashier and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Accountant, Stenographer, Head Cashier, Manager, Supervisor, Driver (Heavy Vehicle) and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4156-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 262/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **ICE FACTORIES AND COLD STORAGES** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **ICE FACTORIES AND COLD STORAGES** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes helper to skilled trade, Mate, Assistant Salesman and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Operator, Mechanic, Mistry, Electrician, Refrigeration Assistant, Clerk, Cashier, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Head Mistry, Head Operator, Head Mechanic, Accountant, Manager, Supervisor, Stenographer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4162-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 263/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **JUTE INDUSTRY AND JUTE TWINE INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **JUTE INDUSTRY AND JUTE TWINE INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Softener feeder, Softner, Receiver, Emalosion Truck, Attendant, Teaser Operator, Breaker, Card Receiver and feeder finisher, Card feeder, Jamadar, Bag Examiner, Damping feeder, Damping receiver, Pinboy, Reeler, Dust shaker, Operator, finisher, Card receiver, 1st Drawing Operator, Finishing Drawing Operator, Silver Feeder, Pressman, Mechanical Helper, Oiler, Listinman, Balt man, Hand Sewer, Twine Cutter, Valve Cutter, Sewing Machine Helper, Beamer or side Beamer, Dyars, Double Loom Helper, Calendar Feeder, Calendar Receiver, Cook, Canteen Salesman, Lapping Machine Feeder, Kapping Machine Receiver any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Picker Sardar, Cembaman, Spinner, Picer, Twister, Copwinder, Speal Winder, Mechanical Fitter, Turner, Electrician, Carpenter, Fitter, Mason, Sacking Weaver, Hesian Weaver, Weaver Spinning, Fitter, Roll Farmer and Carding/Fitter, Carriage Fitter, Drawing Fitter, Winding Fitter, Beaming Fitter, Leader Fitter, Sowing Fitter, Finishing Fitter, Sub-station Attendant, Welder, Driller, Boiler Attendant, Machine man, Machinist, Crane Operator, Vicemen Pipe Fitter, Weighing Machine Operator, Hamming Machine Operator, Driver (light vehicle), Carpenter, Batching Machine Operator, Hamming Machine Operator, Driver (light vehicle), Carpenter, Batching Mistry, Cashier, Store-keeper, Clerk, Typist Clerk, Bill Clerk and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Carding Sardar, Drawing Line Sardar, Batching Sardar, Breaker, Accountant, Finisher Card Sardar, Department Line Sardar, Reeler Sardar, Stenographer, Speal Winding Sardar, Beaming Sardar, Weaving Line Sardar, Sending Section Sardar, Selector Sardar, Supervisor, Head Clerk, Driver (Heavy Vehicle), Jute in charge, Jute Technologist, Manager and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;

- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4168-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 264/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **KENDULEAF COLLECTION** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **KENDULEAF COLLECTION** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Mulia engaged in bush cleaning / bush cutting / copping, Munsi, Bagging Labour and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Seasons Checker or Binding Checker or Circle Checker, Binding Mohrir, Binding Mate and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Head Checker, Manager, Supervisor, Circle Checker-cum-Binding Moharir and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4174-LL-I (AR)-12/2007/L.E.]
By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 265/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **KHADI AND VILLAGE INDUSTRIES INCLUDING MANUFACTURE OF KHANDASARI AND OTHER PRODUCTS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **KHADI AND VILLAGE INDUSTRIES INCLUDING MANUFACTURE OF KHANDASARI AND OTHER PRODUCTS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Helper to skilled trade, Bullock Cart Driver, Assistant to Mistry and any other job of semi-skilled nature involving some degrees of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Clerk, Cashier, Typist, Driver (Light Vehicle), Salesman, Designer Grade-II, Mistry, Mechanic, Electrician, Grinder, Weaver, Tendo Spinner and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Stenographer, Supervisor, Manager, Accountant, Designer Grade-I, Driver (Heavy Vehicle), Spinning Mistry, Spinning Master, Weaving Master and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4180-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 266/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **LAUNDRY INCLUDING DRY WASHING** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **LAUNDRY INCLUDING DRY WASHING** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi Skilled" include Helper to skilled trade, Assistant Salesman, Delivery Assistant, Rickshaw puller and any other job of semi-skilled nature involving some degrees of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Operator, Mechanic (Gr.II), Electrician (Gr.II), Sticking Master, Bill Clerk, Cashier, Typist, Washerman, Mender, Dry Cleaner and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Stenographer, Manager, Accountant, Supervisor, Electrician (Gr.I), Head Mechanic, Head Operator and any other job of highly skilled category involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4186-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 267/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **LEATHER INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **LEATHER INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" includes Mali, Mulia, Peon, Watchman and any other job of unskilled nature;

- (2) The category "Semi-skilled" includes Salesman, Helper, Cobbler Grade-II, Sales Assistant, Polisher, Finisher and any other job of semi-skilled nature.
- (3) The category "Skilled" includes Cobbler Trade I, Electrician, Designer, Clerk, Cashier, Accountant, Driver (Light Vehicle), Mechanic and any other job of skilled nature.
- (4) The category "Highly Skilled" includes Manager, Supervisor, Drive (Heavy Vehicle), Senior Accountant, Administrative Officer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4192-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 268/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **LIQUIFIED PETROLEUM GAS MANUFACTURE AND DISTRIBUTION** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **LIQUIFIED PETROLEUM GAS MANUFACTURE AND DISTRIBUTION** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category “Semi-skilled” includes Helper to Skilled Trade, Weighingman, Labelman, Deliveryman and any other job of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Mechanic Grade II, Gas filler, Bottler, Refrigeration Assistant, Fire Protector, Clerk, Cashier, Typist, Driver (light vehicle) and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment;
- (4) The category “Highly Skilled” includes Supervisor, Mechanic Grade I, Manager, Foreman, Accountant, Stenographer and any other job of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4198-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 269/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **LOCAL AUTHORITY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **LOCAL AUTHORITY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the Purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job.

- (2) The category "Semi-skilled" includes Helper to skilled trade, Chainman, Pumpman, Pump Attendant, Jamadar, Dhai, Dresser, Public Works Mistry, Daffadar, Nursing Orderly, Vaccinator, Pipe Mistry, Works Sarkar, Duftary, Sardar, Market Sarkar, Fees Collector, Market Fees Collector, Mechanic, Malaria Supervisor and any other job of Semi-skilled nature involving same degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work.
- (3) The category "Skilled" includes Tax Sarkar, Amin, Tax Collector, Octroi Moharir, Carpenter Grade II, Moharir, Motor Mechanic Grade II, Pump Driver, Fitter Grade II, Blacksmith Grade II, Driver (Light Vehicle), Clerk, Typist, Birth and Death Registration Clerk, Road Roller Driver, Librarian, Cashier, Store-keeper, Munshi, Time-keeper, Primary School Teacher, Tractor Driver, Electrician Grade II, Mason Grade II, Midwife and any other category of Skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment.
- (4) The category "Highly skilled" includes P.T.I., Light Inspector, Mason Grade I, Blacksmith Grade I, Carpenter Grade I, Truck Driver, Nurse, Motor Mechanic Grade I, Malaria Health Inspector, Fitter Grade I, Accountant, Supervisor, Stenographer, Octroi Superintendent, Head Clerk, Office Superintendent, Electrician Grade I, Medical Technician, Laboratory Assistant, Headmaster of U.P. School and any other category of Highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks.
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4204-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 270/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF BRUSH AND BROOMS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF BRUSH AND BROOMS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job ;

- (2) The category "Semi-skilled" includes Helper to skilled trade, Assistant and any other job of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category "Skilled" includes Clerk, Cashier, Typist, Mistry, Mechanic and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment ;
- (4) The category "Highly-skilled" includes Accountant, Stenographer, Supervisor, Manager, Head Mistry, Head Mechanic and any other job of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4210-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH
Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 271/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF COKE AND BURNING COALS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF COKE AND BURNING COALS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Assistant to Salesman, Helper to skilled Trade and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Clerk, Typist, Cashier, Munshi, Mate, Store-keeper, Salesman, Mechanic Operator Mistry and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Accountant, Supervisor, Manager, Head Mistry, Head Operator and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility for the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4216-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 272/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF COLD DRINKS, SODA AND OTHER ALLIED PRODUCTS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF COLD DRINKS, SODA AND OTHER ALLIED PRODUCTS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the Purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi-skilled” includes Helper to Skilled trade, Washerman, Bottle Cleaner, Packer and any other job of “Semi-skilled” nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes “Unskilled” supervisory work;
- (3) The category “Skilled” includes Mistry, Machanic, Boiler Attendant, Mixer, Electrician (Grade II), Driver (Light Vehicle) Clerk, Cashier, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Head Mistry, Head Machanic, Laboratory Accountant, Driver (Heavy Vehicle), Supervisory, Manager, Electrician (Gr.I), Stenographer and other job of Highly Skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4222-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 273/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF ELECTRICAL BULBS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF ELECTRICAL BULBS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Helper to skilled trade, Packer and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Mistry Grade-II, Mechanic Grade-II, Electrician Grade-II, Driver (Light Vehicle), Operator Grade-II, Clerk, Typist, Store Keeper, Salesman and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Head Mistry, Head Mechanic, Foreman, Supervisor and Electrician Grade-I, Manager, Accountant, Stenographer, Driver (Heavy Vehicle) and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4228-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 274/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF MATCHES FIRE WORKS AND EXPLOSIVES** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF MATCHES FIRE WORKS AND EXPLOSIVES** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi-skilled” includes Helper to Skilled Trade, Dipper, Polisher, Carpenter Grade III, Packer and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employees and includes unskilled supervisory work;
- (3) The category “Skilled” includes Mistry, Carpenter Grade II, Clerk, Cashier, Typist and any other work of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Carpenter Grade I, “Designer”, Stenographer, Supervisor, Manager, Accountant and any other work of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility for the judgment or decisions involved in execution of tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4234-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 275/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF NAILS AND PINS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF NAILS AND PINS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the Purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill experience in the job;
- (2) The category “Semi-skilled” includes Helper to skill trade, Assistant Salesman. Packer and any other job of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Mistry, Mechanic, Welder, Operator, Clerk, Cashier, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Accountant, Head Mistry, Head Mechanic, Accountant, Manager, Supervisor, Stenographer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure, full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4240-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 276/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF PAINTS AND VARNISHES** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF PAINTS AND VARNISHES** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, “Semi-skilled” includes Helper to skilled trade, Assistant Salesman, Packer and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Clerk, Typist, Cashier, Mistry, Operator, Mechanic, Colour Mixer, Colour Designer and any other job of skilled nature involving skill or competence acquired through experience in job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Accountant, Stenographer, Supervisor, Manager, Head Mechanic and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4246-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 277/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF PLASTIC PRODUCTS INCLUDING TOYS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF PLASTIC PRODUCTS INCLUDING TOYS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, “Semi-skilled” includes Helper to Skilled Trade, Packer, Salesman, Sales Assistant and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Designer, Artist, Puncher, Carpenter, Electrician, Clerk, Cashier, Typist, Mechanic, Fitter, Driver (Light Vehicle) and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Manager, Supervisor, Chemist, Laboratory Assistant, Chief Designer, Accountant, Stenographer, Driver (Heavy Vehicle) and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4252-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 278/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF RADIO BY ASSEMBLING WITH PARTS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF RADIO BY ASSEMBLING WITH PARTS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category “Semi Skilled” includes Helper to Skilled Trade Assistant to Merchant and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and include unskilled supervisory work;
- (3) The category “Skilled” includes Mechanic, Operator, Electrician, Carpenter, Welder, Clerk, Cashier, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly skilled” includes Head Machanic, Head operator, Manager, Supervisor, Accountant, Stenographer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4258-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 279/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF ROPES** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF ROPES** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi-skilled” includes Assistant Salesman, Helper to skilled trade, Assistant Mistry and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Clerk, Cashier, Typist, Salesman Mistry, Store Keeper and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Accountant, Head Mistry, Head Store Keeper, Stenographer, Supervisor, Manager and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure, full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4264-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 280/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MANUFACTURE OF UTENSILS INCLUDING ALLUMINIUM AND HINDALIUM PRODUCTS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MANUFACTURE OF UTENSILS INCLUDING ALLUMINIUM AND HINDALIUM PRODUCTS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi-skilled” includes Helper to skilled trade, Packer, Weighingman and any other job of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category “Skilled” includes Mechanic Gr.II, Electrician Gr.II, Mistry, Moulder, Grinder Designer Gr.II, Printer Gr.II, Clerk, Driver (Light Vehicle), Cashier, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice which call for initiative and judgment;
- (4) The category “Highly Skilled” includes Mechanic Gr.I, Designer Gr.I, Driver (Heavy Vehicle), Supervisor, Accountant, Mechanic Gr.I, Electrician Gr.I, Stenographer, Manager and any job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4270-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT
NOTIFICATION

The 28th April 2007

S.R.O. No. 281/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **METAL INDUSTRY (EXCEPT THE COTTAGE AND VILLAGE SCALE UNITS)** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **METAL INDUSTRY (EXCEPT THE COTTAGE AND VILLAGE SCALE UNITS)** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operation requiring little or no skill or experience in the job;
- (2) The category, "Semi-skilled" includes Oilman, Helper to skilled trade, Hammerman, Panching man, Panna, Binder or any other category of semi-

- skilled nature involving some degree of skill or competence acquired through experience in the job and which capable of being performed under the supervisor or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Blacksmith, Fireman, Pressman, Wireman, Pattern maker, Moulder, Carpenter, Assistant Melter, Tinsmith, Electrician Gr.II, Assistant Electrician, Turner (Gr.II), Electro Plaster, Senior Repairer, Chargeman, Furnaceman, Fitter (Gr.II), Operator Gr.II, Assistant Mistry, Rigger, Driver, Salesman, Office Assistant, Clerk, Typist, Junior Assistant, Cashier, Despatcher and Inspector or any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of calls for initiative and judgment.
 - (4) The category "Highly Skilled" includes Electrician (Gr.I), Melter (Gr.I), Turner (Gr.I), Mechanic (Gr.I), Mistry (Gr.I), Fitter (Gr.I), Operator (Gr.I), Mechanist, Wood Inspector, Accountant, Manager, Material Chasser, Rigger (Gr.I), Superintendent, Stenographer, Supervisor or any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks.
 - (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
 - (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
 - (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
 - (8) The minimum rates of wage are applicable to employees employed by Contractors also;
 - (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
 - (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4276-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 282/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MINOR ENGINEERING INDUSTRY (EMPLOYING LESS THAN 50 PERSONS)** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MINOR ENGINEERING INDUSTRY (EMPLOYING LESS THAN 50 PERSONS)** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job ;
- (2) The category "Semi-skilled" includes Lubricator, Helper to skilled Trade., Hammerman and any other category of semi-skilled nature involving some degree

- of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category "Skilled" includes Welder Grade-II, Blacksmith Grade-II, Carpenter Grade-II, Mason Grade-II, Driller Grade-II, Electrician Grade-II, Moulder Grade-II, Turner Grade-II, Printer Grade-II, Fireman Grade-II, Mechanic Grade-II, Rigger Grade-II, Boiler Attendant Grade-II, Clerk, Cashier, Typist, Store-keeper and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment ;
- (4) The category "Highly-skilled" includes Machineman, Chargeman, Rod Binder, Sarang, Manager, Works Supervisor, Senior Store-keeper, Stenographer, Accountant, Welder Grade-I, Fitter Grade-I, Blacksmith Grade-I, Carpenter Grade-I, Mason Grade-I, Driller Grade-I, Electrician Grade-I, Moulder Grade-I, Printer Grade-I, Turner Grade-I, Fireman Grade-I, Mechanic Grade-I, Rigger Grade-I, Boiler Aattendant Grade-I, and any other category of highly- skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4282-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 283/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **MOTOR BODY BUILDING** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **MOTOR BODY BUILDING** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category “Semi Skilled” includes Helper to Mistry, Helper to Carpenter, Helper to Electrician and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Mechanic Grade-II, Mistry Grade-II, Electrician Grade-II, Carpenter Grade-II, Welder Grade-II, Store Keeper, Driver (Light Vehicle), Grinder, Painter, Clerk, Cashier, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Mechanic Grade-I, Mistry Grade-I, Electrician Grade-I, Carpenter Grade-I, Welder Grade-I, Driver (Heavy Vehicle), Supervisor, Manager, Accountant, Stenographer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4288-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 284/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **OIL MILLS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **OIL MILLS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job ;

- (2) The category “Semi-skilled” includes Packer, Tin-Teaster, Tin-Sealer, Pressman, Oilman, Assistant Fitter, Fireman, Machine Attendant, Fitterman, Greaser and any other job of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category “Skilled” includes Laboratory Assistant, Fitter, Mechanic, Operator, Welder, Turner, Engine Driver, Moulder. Electrician, Mistry, Boiler Attendant, Clerk, Cashier, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment ;
- (4) The category “Highly-skilled” includes Chemistry, Head Electrician, Head Mechanic, Engineer, head Operator, head Mistry, Manager, Supervisor, Accountant, Stenographer and any other job of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4294-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 285/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **PAPER AND CARD BOARD INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **PAPER AND CARD BOARD INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi Skilled" includes Pulp Assistant, Salesman, Punchingman, Cleaner, Fireman, Helper to skilled trade, Packer, Lableman, Squizman, Cutter, Roller, Folder and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Turner Grade-II, Chargeman, Driver (Light Vehicle), Office Assistant, Clerk, Typist, Time-keeper, Operator, Store-keeper, Carpenter, Grade-II, Electrician Grade-II, Mechanic Grade-II and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Driver (Heavy Vehicle), Manager, Foreman, Supervisor, Turnor Grade-I, Mechanic Grade-I, Carpenter, Grade-I, Electrician Grade-I, Head Mistry, Stenographer, Accountant and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4300-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 286/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **PETROL AND DIESEL OIL PUMPS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **PETROL AND DIESEL OIL PUMPS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Helper to Skilled Trade, Pump Attendant, Pumpman, Sales Assistant, Servicing man and any other job of semi-skilled nature involving some degrees of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Mechanic, Fitter Grade II, Servicing Mechanic, Driver (Light Vehicle), Clerk, Cashier Salesman, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Fitter Grade I, Stenographer, Head Mechanic, Head Mistry, Foreman, Driver (Heavy Vehicle), Manager, Supervisor, Accountant and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4306-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 287/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **PHARMACEUTICAL INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **PHARMACEUTICAL INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Helper to skilled trade, Bottle Cleaner, Bottle Filling Weighingman, Lavelman, Packer, Time-keeper and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Grinder, Boiler, Attendant, Demonstrator, Mixer, Pharmacist Gr.II, Electrician Gr.II, Mechanic Gr.II, Clerk, Cashier, Operator, Salesman, Compounder, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Electrician Grade-I, Mechanic Grade-I (Heavy Vehicle), Accountant, Pharmacist Grade-I, Stenographer, Supervisor, Manager and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4312-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 288/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **POWERLOOM INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **POWERLOOM INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi Skilled" includes Helper to skilled trade, Fireman, Oilman, Mixingman Folder Checker, Drawer, Reacher, Rickshaw Puller and any other category of semi-skilled nature involving some degrees of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Fitter (Grade-II), Weaver, Winder, Front Sizer, Back Sizer, Carpenter, Jobber, Electrician Grade II, Clerk, Assistant, Typist and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Fitter Grade-I, Maintenance Jobber, Plain Jobber, Muxy Jobber, Preparatory Jobber, Boiler Attendant, Electrician (Grade I) Manager Secretary, Stenographer, Accountant, Weaving Master and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4318-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 289/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **PRINTING PRESS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **PRINTING PRESS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job ;
- (2) The category "Semi-skilled" includes Feeder, Barman, Binder, Foundry Assistant, Proof Puller, Galley Pressman, Packingman, Distributor, Type Supplier, Machine

- Flyman, Compositor doing distribution and supply of types and ordinary composition of manuscript without correction and any other category of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category “Skilled” includes Proof Reader, Type Caster, Senior Binder, Machineman, Machine Operator, Artist, Artist Retoucher, Machine Electrician, Carpenter, Camera Operator, Driver, Lino Operator, Mono Operator, Compositor doing disply and complicated finished job composition, Correction, Make up and imposition of composed matter, Clerk, Cashier, Typist, Store-keeper and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment;
 - (4) The category “Highly-skilled” includes Colour Printer, Mechanical Compositor, Mechanic (Special Grade), Special Binding Mechine Operator, Manager, Section Holder, Foreman, Head Compositor, Accountant, Stenographer and any other category of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
 - (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
 - (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
 - (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
 - (8) The minimum rates of wage are applicable to employees employed by Contractors also;
 - (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
 - (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4324-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 290/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **PRIVATE ROAD TRANSPORT** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **PRIVATE ROAD TRANSPORT** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Record keeper, Battery Cleaner, Tyreman, Work Sarkar, Treasury Sarkar, Jamadar, Literate Peon, Phone Attendant, Daftary and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being

- performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Assistant Station Master, Junior Clerk, Typist, Diarist, Despatcher, Junior Statistical Assistant, Grade II Assistant and Grade II Stenographer, Plumbing Mistry, Estimator, Building Oversier, Junior Auditor, Enforcement Assistant, Conductor, Driver (Light vehicle), Time-keeper, Grade II and Grade II Store-keeper, Pump Driver, Plumber, Moulder, Vulcaniser, Driller, Sharpener, Grinder, Carpenter, Operato0r, Mistry, Fitter, Turner, Electrician, Welder, Traffic Inspector, Checker, U.D. Clerk, Accountant, Junior Cashier, Mechanical Mechanist, Master Electrician, Master Carpenter, Assistant Foreman, Master Welder, Master Typeman, Master Blacksmith and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
 - (4) The category "Highly Skilled" includes Station Master, Head Clerk, Section Officer, Senior Typist, Head Typist, Field Officer, Pharmacist, Statistical Assistant, Head Assistant, Officer Superintendent, Senior Station Master, Foreman, Stenographer, Grade-I, Station Superintendent, Senior Auditor, Stock Verifier, Senior Accountant, Driver (Heavy Vehicle), Store Keeper, Grade-I, Mechanic Grade-I and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
 - (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
 - (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
 - (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
 - (8) The minimum rates of wage are applicable to employees employed by Contractors also;
 - (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
 - (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4330-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 291/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **PRIVATE SECURITY AGENCIES AND PRIVATE SECURITY SERVICES** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **PRIVATE SECURITY AGENCIES AND PRIVATE SECURITY SERVICES** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi-skilled” is one which involves some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational initiative institute and the performance of which calls for initiative and judgment, and;
- (4) The category “Highly Skilled” is one which calls for a high degree of performance and full competence in the performance of certain tasks, acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility for the judgment or decisions involved in the execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4336-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 292/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **PUBLIC HEALTH ENGINEERING** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **PUBLIC HEALTH ENGINEERING** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, "Semi-skilled" includes Helper to (1) Carpenter, (2) Plumber, (3) Blacksmith, (4) Painter, (5) Blaster, (6) Electrician and Hammerman, Pile Driving Mate (Guideman), Bellowman, Cleaner, Stone Packer, Bhasiti, Well sinker (Open well), Road Blinder and Binder, Pump Helper, Night Mulia, Mulia, Handling Hot Binder and Tar Bollerman, Electrical Helper and any other category of semi-skilled nature involving some degree of skill or competence

- acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Carpenter Grade II, Blaster Grade II, Mason Grade II, Painter or Polisher Grade II, Plumber Grade II, Driller Grade II, Stone Dresser Grade II, Cutter or Boring Mistry Grade II, Blacksmith Grade II, Fitter Grade II, Cubbler with tool Grade II, Pile Driver, Welder Grade II, Pump Operator, Electrician Grade II, Tracer, Wireman, Clerks, Typists, Storekeeper, Munsii, Store Assistant, Telephone Operator, Tool Keeper, Time Keeper, Draftsman Grade II and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
 - (4) The category "Highly Skilled" includes Mason Grade I, Carpenter Grade I, Blacksmith Grade I, Welder Grade I, Welder / Painter / Polisher (Special) / Cubbler with Tool Grade I, Driver / Fitter / Driller / Electrician Grade I, Blaster, Head Mason, Fitter Grade I, Stone Dresser Grade I, Driver, Well Sinking Mechanic, Stenographer, Accountant, Supervisor, Manager, Sub-Assistant Engineer / Diploma Holder, Draftsman Grade I and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
 - (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
 - (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
 - (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
 - (8) The minimum rates of wage are applicable to employees employed by Contractors also;
 - (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
 - (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4342-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 293/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **PUBLIC MOTOR TRANSPORT** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **PUBLIC MOTOR TRANSPORT** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi-skilled” includes Record-keepers, Battery Cleaner, Tyreman, Work Sarker, Treasury Sarkar, Jamadar, Literate Peon, Phone Attendant, Daftary and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being

- performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Jr. Clerk, Typist, Diarist, Despatcher, Junior Statistical Assistant, Gr. II and Gr. III Stenographer, Plumbing Ministry, Estimator, Building Overseer, Junior Auditor, enforcement Assistant, Conductor, Driver (Light Vehicle), Time Keeper Gr. II and Gr. III, Store-keeper, Mechanic, Pump Driver, Plumber, Moulder, Vulcanizer, Driller, Sharpener, Grinder, Carpenter, Operator Mistry, Fitter, Turner, Electrician, Welder, Traffic Inspector, Checker, U.D. Clerk, Accountant, Junior Cashier, Mechanic, Machinist, Master Electrician, Assistant Foreman, Master Carpenter, Master Welder, Master Tyreman, Master Blacksmith and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment;
 - (4) The category "Highly Skilled" includes Station Master, Head Clerk, Section Officer, Senior Typist, Head Typist, Field Officer, Pharmacist, Statistical Assistant, Head Assistant, Office Superintendent, Sr. Station Master, Foreman, Stenographer Gr. I, Station Superintendent, Senior Auditor, Stock Verifier, Senior Accountant, Driver (Heavy Vehicle), Store-keeper Gr. I, Mechanic Gr. I and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
 - (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
 - (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
 - (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
 - (8) The minimum rates of wage are applicable to employees employed by Contractors also;
 - (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
 - (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4348-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 294/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **READYMADE GARMENTS INDUSTRIES INCLUDING MECHANIZED TRADE OF READYMADE GARMENT INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **READYMADE GARMENTS INDUSTRIES INCLUDING MECHANIZED TRADE OF READYMADE GARMENT INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification –

- (1) The category “Unskilled” includes Peon, Choukidar, Mali, Trainees and any other job of unskilled nature;
- (2) The category “Semi-skilled” includes Tailor, Operator Grade ‘C’ with a minimum outturn of 2 shirts or one pant or 5 blouses or two sets of salwars or two sets of Punjabis a day, Salesman and any other job of semi-skilled nature;
- (3) The category “Skilled” includes Operator, Tailor grade ‘D’ with a minimum outturn of 4 shirts or 3 pants, 8 blouses or 3 sets of salwars or 3 sets of Punjabis a day, Mechanic, Office Assistant, Clerk, Cashier, Accountant, Electrician, Steno. Typist, Driver of Light Vehicles and any other job of skilled nature;
- (4) The category “Highly Skilled” includes Cutting Master, Cutting Mistry, Safari Sticher. Coat Makers (one safari a day or one coat in 1.5 days), Operator, Tailor Grade ‘A’ with a minimum outturn of 5 shirts or 1 pant or 4 sets of salwar, or 4 sets of Punjabis, Manager, Supervisor, Production Manager, Quality Checkers or Controller, Administrative Officer, Sample Sticher and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4354-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 295/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **REFRACTORY INDUSTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **REFRACTORY INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, "Semi-skilled" includes Helper to skilled trade, Mate, Moulder (Gr.B), Loader (Gr.B), Shelter-cum-Loader (Gr.B), Panna, Hammer Man, L.Naik,

- Unloader (Gr.B), Recorder, Semi-Clerk, Dhai, Dresser and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Moulder (Gr.A), Electrician, Grinder, Mason, Blacksmith, Pressman, Press Operator, Machine Operator, Welder, Machinist, Polisher, Fireman, Pipe Fitter, Fitter, Carpenter, Shelter-cum-Loader (Gr.A), Unloader (Gr.A), Painter, Sorter, Auto Electrician, Tester, Balance Car Operator, Nurse, Compounder, Midwife, Holder, Assistant Store-keeper, Store-keeper, Clerk, Typist, Time-keeper and any other Category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
 - (4) The category "Highly Skilled" includes Burner, Excavator, Operator, Forklift Operator, Mistri, Loco-Driver, Pattern Maker, Air condition Attendant, Battery Charger, Accountant, Manager, Supervi and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
 - (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
 - (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
 - (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
 - (8) The minimum rates of wage are applicable to employees employed by Contractors also;
 - (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
 - (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4360-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 296/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **REGULATED MARKETS MARKETING SOCIETIES, CO-OPERATIVE SOCIETIES AND BANKS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **REGULATED MARKETS MARKETING SOCIETIES, CO-OPERATIVE SOCIETIES AND BANKS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, “Semi-skilled” includes Helper to skilled Trade, Assistant Salesman, Daftary Bank/Treasury Sarkar and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Clerk, Cashier, Typist, Driver (Light Vehicle), Assistant Secretary, Troller Salesman, Store Keeper and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Manager, Accountant, Stenographer, Driver (Heavy Vehicle), Branch Manager, Head Store keeper, Society Secretary, Supervisor, Court Legal Assistant, Inspectors and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4366-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 297/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **RICE MILL, FLOUR MILL OR DAL MILL** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **RICE MILL, FLOUR MILL OR DAL MILL** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, “Semi-skilled” includes Foreman, Assistant Fitter, Assistant Mechanic, Assistant Operator, Boiler Mistry, Waighing Man, Switch Board Attendant, Packer and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Engine Driver, Electrician, Fitter, Mechanic, Boiler Attendant, Clerk, Cashier, Typist, Junior Supervisor, Operator and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Head Electrician, Head Mechanic, Head Operator, Manager, Accountant, Stenographer, Supervisor, Procurement Inspector and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4372-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 298/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **RUBBER AND RUBBER PRODUCTS INDUSTRY** 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. 82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **RUBBER AND RUBBER PRODUCTS INDUSTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" includes Mali, Mulia, Watchman and any other job of unskilled nature;
- (2) The category "Semi-skilled" includes Helper of Mistri, Salesman, Spirit Cleaner and Finisher, Packer and any other job of Semi-skilled nature;
- (3) The category "Skilled" includes Mechanic, Machineman, Mistri, Moulder, Operator, Electrician, Clerk, Cashier, Accountant, Steno, Typist, Office Assistant, Grinder, Driver, (Light Vehicle) and any other job of skilled nature;
- (4) The category "Highly Skilled" includes Manager, Supervisor, Chemist, Chemical Analyst, Foreman, Administrative Officer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4378-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 299/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **SALT PANS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **SALT PANS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job ;

- (2) The category “Semi-skilled” includes Field Attendant, Sales Attendant, Salesman, Junior Pump Driver, Clerk, Cashier, Typist, Junior Fitter, Assistant Mechanic and any other job of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category “Skilled” includes Senior Pump Driver, Mechanic, Fitter, Salt Artisan, Process Assistant, Driver (Light Vehicle) and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment ;
- (4) The category “Highly-skilled” includes Head Mechanic, Head Fitter, Driver (Heavy Vehicle), Agent, Supervisor, Accountant, Manager, Stenographer and any other category of highly- skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4384-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 300/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **SAW MILLS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **SAW MILLS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Mate Helper to skilled trade, Cleaner and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Mistry, Cutter, Trolley man, Trolley Cutter, Band Saw Cutter, Engine Driver, Driver (Light Vehicle), Saw Sharpener, Planner Mechanic, Grinder, Saw Decorator, Clerk, Cashier, Typist and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Accountant, Stenographer, Foreman, Head Mistry, Driver (Heavy Vehicle), Manager, Supervisor and any other category of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4390-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 301/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **SHOPS AND ESTABLISHMENTS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **SHOPS AND ESTABLISHMENTS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Godown-Keeper, Polisher, Supplier / Cycle Fitter, Hair Dresser, Jamadar, Sales Assistant, Salesman (with experience up to five years), Helper to Photo Assistant, Artist Grade II, Moulder Grade II, Welder Grade II, Electrician Grade II, Carpenter Grade II, Blacksmith Grade II,

- Stitcher (Tailoring shop), Head boanar, Cameraman, Washingman, Wireman, Washerman and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Pharmacist, Salesman (with experience of five years), Radio Machanic, Photographer, Photo Artist Grade I, Mechanic Grade I, Mistry Grade I, Fitter Grade I, Turner Grade I, Carpenter Grade I, Electrical Machanic Grade I, Moulder Grade I, Electrician Grade I, Welder Grade I, Reflectioneryman (Optical shop), Chemist (shop and Candle work), Radiographer, X-Ray Photographer, Analyst, Compounder, Upholester, Driver, Blacksmith Grade I, Watch Mechanic, Store Assistant, Godown Assistant, Bill Collector, Munsif Clerk, Typist, Keeper Cashier and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Stenographer, Accountant, Supervisor, Head Cashier, Manager, Sales Promotion Employees and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4396-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 302/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **SIALI LEAF PLUCKERS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **SIALI LEAF PLUCKERS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, “Semi-skilled” includes Weighman, Sticher, Salesman, Munshi, Finisher, Drying and Processing Man, Plucker and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Driver (Light vehicle), Clerk, Cashier, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Driver (Heavy vehicle), Accountant, Stenographer, Manager, Supervisor and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4402-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 303/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **SOAP AND DETERGENT MANUFACTORY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **SOAP AND DETERGENT MANUFACTORY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Helper to skilled trade, Mixing Man, Patcher, Packer, Lable, Paster and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Technician Grade-II, Laboratory Assistant Grade II, Mechanic Grade II, Grinder, Designer, Salesman, Store-keeper, Clerk, Cashier, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Technician Grade-I, Laboratory Assistant Grade-I, Mechanic Grade-I, Accountant, Chemist, Stenographer, Supervisor, Manager and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4408-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 304/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **SOCIAL FORESTRY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **SOCIAL FORESTRY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi-skilled" includes Helper to skilled trade, plant siter, gardner, breeder and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Clerk, Cashier, Typist, Village Forest Worker, Driver (Light Vehicle), Forest Extension Officer and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment;
- (4) The category "Highly Skilled" includes Accountant, Stenographer, Supervisor, Manager, Banger, Driver (Heavy Vehicle) and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4414-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 305/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **SPINNING MILLS** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **SPINNING MILLS** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, "Semi-skilled" includes Draw frame (Simple), 2 Siders, 3 Siders, Roller Cover, Tapeman Oiler, Doubling Reeler, Electrician without 'B' Class Licence, Motor Winder, Winder, Machine Cleaner, Cutterman, Oilman, Wrapping Bey Pressman, Number Maker, Assistant Mistry and any other job of semi-skilled

- nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Scutcher Tentor, Electrician Grade-II, Card Tentor, Dray tentor Spl. Tentor, Comber Tentor, SL/RL Tentor, Slyman, Checker, Doubling Tentors, 4 Siders and 5 Siders, Fittings (Carding, Dry Spl. Comber, Rfr.) & Post Spinning, Electrician (B Class) (Licenced), Stripper Grider, Flant Grinder, Cot Grinder, General Operator, Driver (Light Vehicle), Carpenter, Melder, Tunner, Tinsmith, Cashier, Clerk, Typist, Security, Havildar, Maxman, Calveman, Engine Driver, Cin Operator, Press Driver, Knotter, Running Fitter, Fitter and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
 - (4) The category "Highly Skilled" includes Technical Supervisory Staff, Electrician, Gr. I Accountant, Stenographer, Foreman, 6 Siders and above, Head Clerk, Driver (Heavy vehicle), Supervisor, Head Mistry, Head Fitter, Jobber and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
 - (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
 - (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
 - (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
 - (8) The minimum rates of wage are applicable to employees employed by Contractors also;
 - (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
 - (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4420-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 306/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **STONE BREAKING OR STONE CRUSHING** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **STONE BREAKING OR STONE CRUSHING** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category "Semi-skilled" includes Helper to Carpenter, Plumber, Blacksmith, Painter, Blaster, Electrician, Hammerman, Sangimulia, Pilo Driving, Mate (Grudge), Bellowman, Thatcher or Gharmi, Tile Turner or Tile Layer, Cleaner, Stone Packer, Majhi or Boatman Bhisti, Well Sinker (Open Well), Rod Binder

- and Bender, Watchman (Store), Pump Helper, Amin, Night mulia, Handling Hot Binder and Tar-Boilman, Electrical Helper, Mate, Mistry and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Carpenter 2nd Class, Blaster 2nd Class, 2nd Class Mason, 2nd Class Painter or Polisher, 2nd Class Plumber, Driller 2nd Class, Stone Dresser 2nd Class, Cutter or Boring Mistry, Pile Driver, Blacksmith 2nd Class, Fitter, Welder, Cobbler with Tools 2nd Class, Pump Operator, Electrician, Tracer, Wireman, Store Keeper Grade II, Accounts Clerk, Clerk, Typist, Telephone Operator, Tool Keeper, Time Keeper, Munsu, Store Assistant and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
 - (4) The category "Highly Skilled" includes Mason 1st Class, Carpenter 1st Class, Blacksmith 1st Class, 1st Class Welder, Painter, Polisher (Special Cobbler with Tool), Driver (Heavy vehicle), 1st Class Fitter, Driller, Electrician (A Grade), Blaster (Licensed), Head Mason, Fitter 1st Class, Stone Dresser 1st Class, Driver for well Sinking in Bridges, Senior Accountant, Supervisor, Manager, Stenographer and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
 - (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
 - (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
 - (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
 - (8) The minimum rates of wage are applicable to employees employed by Contractors also;
 - (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
 - (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4426-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 307/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **TAMARIND COLLECTION** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **TAMARIND COLLECTION** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category "Semi-skilled" includes Weighingman, Sales Assistant, Cleaner, Finisher, Helper to skilled trade, drier and processingman, Munshi, Plucker and any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category "Skilled" includes Driver (light vehicle), Clerk, Cashier, Typist, Salesman and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice which call for initiative and judgment;
- (4) The category "Highly Skilled" includes Driver (heavy vehicle), Accountant, Stenographer, Manager, Supervisor and any job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4432-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 308/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **TILE AND BRICK MAKING** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **TILE AND BRICK MAKING** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category “Semi Skilled” includes Helper to skilled trade, Dye Operator, Tile Receiver, Setter, Stacker, Fireman, Brick Moulder, Loader, Brick Unloader, Grinder,

- Clay Mixture, Rectifier and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Clerk, Typist, Office Assistant, Store-keeper, Cashier and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
 - (4) The category "Highly Skilled" includes Supervisor, Accountant, Manager, Stenographer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
 - (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
 - (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
 - (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
 - (8) The minimum rates of wage are applicable to employees employed by Contractors also;
 - (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
 - (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4438-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 309/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **TIMBER TRADING (EXCLUDING FELLING AND SAWING)** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **TIMBER TRADING (EXCLUDING FELLING AND SAWING)** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job ;
- (2) The category “Semi-skilled” Mate, Helper to Skilled Trade, Cleaner, and any other category of semi-skilled nature involving some degree of skilled or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work ;
- (3) The category “Skilled” includes Mistry, Trolleyman, Salesman. Driver, Dragger, Clerk, Typist, Cashier, and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which call for initiative and judgment ;
- (4) The category “Highly-skilled” includes Stenographer, Accountant, Head Mistry, Truck Driver, Manager, Supervisor, and any other category of highly-skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks ;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an- hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4444-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 310/2007— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **TIMBER TRADING (INCLUDING FELLING AND SAWING)** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **TIMBER TRADING (INCLUDING FELLING AND SAWING)** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, “Semi-skilled” includes Mate, Helper to skilled trade, Cleaner and any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Mistry, Trolley man, Salesman, Driver, Dragger, Clerk, Typist, Cashier and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Head Stenographer, Accountant, Head Mistry, Truck Driver, Manager, Supervisor and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4450-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 311/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **TOBACCO (INCLUDING BIDI MAKING) MANUFACTORY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **TOBACCO (INCLUDING BIDI MAKING) MANUFACTORY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;
- (2) The category, “Semi-skilled” includes Helper to skilled trade, Bidi Maker, Supplier and other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Driver (Light Vehicle), Salesman, Clerk, Cashier, Munsif and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Manager, Accountant, Driver (Heavy Vehicle), Stenographer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4456-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 312/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **TRUNKS, SUITCASE AND BUCKET MANUFACTORY** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **TRUNKS, SUITCASE AND BUCKET MANUFACTORY** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation- For the purpose of this notification -

- (1) The category "Unskilled" is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category, "Semi-skilled" includes Helper to skilled trade, Assistant Salesman any other job of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work;
- (3) The category "Skilled" includes Mechanic, Mistry, Designer, Store-keeper, Painter, Fireman, Hammerman, Moulder, Electrician, Welder, Salesman, Clerk, Cashier, Typist and any other job of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category "Highly Skilled" includes Head Mistry, Head Mechanic, Foreman, Head Store-keeper, Accountant, Supervisor, Manager, Stenographer and any other job of highly skilled nature involving high degree of performance and full competence in the performance of certain task acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4462-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 28th April 2007

S.R.O. No. 313/2007—Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in some of the employments including the **WOOD WORKS AND FURNITURES MAKING INDUSTRIES** 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.82 dated the 10th January, 2007 of the *Orissa Gazette* issued under the notification of the Government of Orissa in the Labour and Employment Department No.236/LL-I(i)-11/06/2006 dated the 8th January, 2007 bearing S.R.O. No.02/2007 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And whereas, all representations containing objections and suggestions received within the specified period of two months in respect of the said proposals have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard revising the minimum rates of wages for Unskilled, Semi-skilled, Skilled and Highly-skilled categories of employees, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in **WOOD WORKS AND FURNITURES MAKING INDUSTRIES** in the whole State of Orissa to Rs.70/-, Rs.80/-, Rs.90/- & Rs.100/- per day respectively. In addition to the said rate of wages a special allowance called as Variable Dearness Allowance shall be payable @Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the Official Gazette and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

Government further direct that, this notification shall come into force with effect from 1st day of May, 2007.

Explanation – For the purposes of this notification-

- (1) The category “Unskilled” is one which involves simple operations requiring little or no skill or experience in the job;

- (2) The category “Semi Skilled” includes Polishinghan or Polisher, Cleaner, Helper to skilled trade, Mate or any other category of semi-skilled nature involving some degree of skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (3) The category “Skilled” includes Carpenter (Grade II), Mistry (Grade II), Mechineman (Grade II), Electrician (Grade II), Driver (Light Vehicle), Clerk, Store-keeper, Cashier, Typist, Store Assistant, Amin and any other category of skilled nature involving skill or competence acquired through experience in the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (4) The category “Highly Skilled” includes Carpenter (Grade I), Mistry (Grade-I), Machineman (Grade-I), Electrician (Grade-I), Driver (Heavy Vehicle), Supervisor, Accountant, Stenographer and any other category of highly skilled nature involving high degree of performance and full competence in the performance of certain tasks acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility of the judgment or decisions involved in execution of those tasks;
- (5) The minimum rates of wages are all inclusive rates including the basic rates, the cost of Living allowance and the cash value of the concessional supply, if any of essential commodities;
- (6) The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
- (7) An adult employee shall work for 8 (eight) hours per day excluding half-an-hour of rest;
- (8) The minimum rates of wage are applicable to employees employed by Contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category ;
- (10) There shall not be any discrimination between Male and Female workers in matters of payment of minimum wages in any category of employment.

[No.4468-LL-I (AR)-12/2007/L.E.]

By order of the Governor

P. SINGH

Joint Secretary to Government