

The Orissa Gazette

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 1805, CUTTACK, WEDNESDAY, DECEMBER 16, 2009/ MARGASIRA 25, 1931

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 15th December 2009

S.R.O. No. 510/2009— In exercise of the powers conferred by clause (a) of sub-section (1) of Section 3 read with Section-4 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the State Government do hereby make proposals for fixing the minimum rates of wages payable to the domestic works in respect of the employment as specified in the Schedule below, for the whole State of Orissa.

The Proposals are hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act for information of all persons likely to be affected thereby and notice is hereby given that the said proposals shall be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Orissa Gazette*.

The minimum rates of wages shall consist of the basic rates of wages as set out in column (4) of the Schedule here to annexed and payable in respect of categories of employees as mentioned in column (2) thereof. In addition to the said basic rate of wages, a Special Allowance (referred to as the variable Dearness Allowance) shall be payable commencing from the date of fixation of minimum rates of wages at the rate of Rs. 20.00 (Rupees twenty) only per day for a block period of two years or 50 point rise of All India Consumer Price Index Numbers (Base 2001-100) for Industrial Workers published by the Labour Bureau, Simla, Ministry of Labour whichever is earlier. The same may be notified by the Labour Commissioner, Orissa in the Official Gazette and shall be uniformly applicable to the categories of employees as specified in column (2) of the Schedule.

Any objections or suggestions received by the Commissioner-*cum*-Secretary to Government, Labour & Employment Department in respect of the said Proposals before expiry of the period specified above will be considered by the State Government.

SCHEDULE

NAME OF THE EMPLOYMENT : DOMESTIC WORKERS			
Sl. No.	Category of Employment	Duration of working hours per day	Basic rate of Wage Fixed Per Month Rs.
(1)	(2)	(3)	(4)
1.	Cleaning of Vessels /	½ hour	190.00
	Washing the Clothes /	1 hour	340.00
	Sweeping and Swabbing	1 ½ hour	525.00
	Floor / Baby sitting / Care	8 hour	2340.00
	of Old or infirm persons /		
	Kitchen Shopping / Taking		
	Children to School and		
	back / other house hold		
	chores.		

EXPLANATION

1. The employment of children below 14 years is prohibited.
2. Any Inspector may inspect any domestic premises under any of the Labour Enactments and Rules there under.
3. Where the nature of work is the same, no discrimination on the payment of minimum rates of wages should be made in respect of men and women workers.
4. Where any category of employee is actually in receipt of higher rate of wages than those specified above, he/ she shall continue to be paid such higher wages.
5. Employers are exempted from maintenance of records and Annual Returns under Minimum Wages Act / Rules.

6. 20% of the wages may be deducted if food is provided three times a day. No wages can be deducted on accounts of accommodation water or electric charges from a full time worker.
7. An adult worker who will work for 8 hours per day may avail half an hour of rest.
8. In case of duty hours extend beyond 8 hours, overtime at double the hourly rate is to be paid.
9. In case, a full time worker is required to work on off day, double the daily wage is to be added to monthly wage.

[No. 11225-LL-I(AR) 58/09/LE.]

By order of the Governor

JAGAR SINGH

Commissioner-*cum*-Secretary to Government