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## LABOUR & E.S.I. DEPARTMENT

### NOTIFICATION

dated the 20th April , 2012

No.3146-LL-I-(AR)-2/12/LESI.—The following proposals which the State Government propose to make 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 Minimum Wages Act, 1948 (11 of 1948) and in supersession of all previous notifications issued in this regard, for fixing/revising the minimum rates of wages as specified in Column (4) of the Schedule hereto annexed payable to the categories of employees as mentioned in Column (3) thereof, who are employed in the employments as specified in Column (2) of the said Schedule, for the whole State of Odisha, 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 proposal 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 *Odisha Gazette*.

The revised minimum rates of wages shall consist of the basic rates of wages as set out in Column (4) of the said Schedule and payable to the categories of employees as mentioned in Column (3) thereof. In addition to the said rates of wages a special allowance which shall be payable at the rate of Rs. 2.50 (Rupees two and paise fifty) only per day on 50 point rise of all India Consumer Price Index Number (Base 2001-100) for industrial workers published by the Labour Bureau, Shimla, Ministry of Labour or on expiry of block period of two years of coming into force of notification of revised rates of wages, whichever is earlier, as may be notified by the Labour Commissioner, Odisha in the *Odisha Gazette* and the same shall be uniformly applicable to the categories of employees as specified in Column (3) of the said Schedule.

Any representation containing objection or suggestion which may be received by the Commissioner-*cum*-Secretary to Government, Labour & E.S.I. Department, Odisha, Bhubaneswar-751001 from any person in respect of the said proposal before expiry of the period specified above will be considered by the State Government.

**SCHEDULE**

Sl. No.	Name of the Employment	Categories of Employees	Proposed minimum rates of wages per day
(1)	(2)	(3)	(4)
1	Agriculture	Unskilled Semi-skilled Skilled Highly skilled <b>Agriculture Sector</b> Non Ploughing Ploughing	Rs. 125.00 Rs. 145.00 Rs. 165.00 Rs. 180.00  Rs. 125.00 Rs. 150.00
2	Automobile Servicing, repairing garages and workshops		
3	Ayurvedic and Unani Pharmacy		
4	Bakeries and Confectionaries including Biscuit making		
5	Bamboo Forest Establishment		
6	Brass and Bell metal Industry		
7	Carpet Weaving Industry		
8	Cashew processing establishment		
9	Cement pipe making and allied products industry		
10	Ceramic and Pottery Industry		
11	Chemical Industry		
12	Cinema Industry		
13	Clay Pottery		
14	Coil Industry		
15	Collection of Sal Seeds		
16	Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.		
17	Construction or maintenance of roads or in building Operations		
18	Contingent and Casual employees in Government and other establishment		
19	Cotton Ginning and Pressing Industry		
20	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory.		

(1)	(2)	(3)	(4)
21	Distilleries		
22	Electricity Board		
23	Finishing Dyeing of yarn and fabrics, painting, knitting and embroidery		
24	Fisheries and Sea food Industry		
25	Forest produce such as Genduli gum, Mahua making of coal and resin		
26	Foundry Industry with or without attached machine shop		
27	Glass Industries		
28	Gold and Silver ornaments and articles of artistic design		
29	Graphite Industry including beneficiation		
30	Handloom and Hosiery		
31	Hotels, Eating Houses and Restaurants		
32	Ice Factory and Cold Storage		
33	Jute Industry and Jute Twine Industry		
34	Kendu Leaf Collection		
35	Khadi Village Industries including manufacture of Khandasari and other products		
36	Laundry including dry washing		
37	Leather Industry		
38	Liquefied Petroleum Gas manufacture and distribution	Unskilled	Rs. 125.00
39	Local Authority	Semi-skilled	Rs. 145.00
40	Manufacture of brush and brooms	Skilled	Rs. 165.00
41	Manufacture of Coke and Burning Coals	Highly skilled	Rs. 180.00
42	Manufacture of Cold drinks, Soda and Other allied products	<b>Agriculture Sector</b>	
43	Manufacture of Electrical Bulbs	Non Ploughing	Rs. 125.00
44	Manufacture of matches, fire works and explosives	Ploughing	Rs. 150.00
45	Manufacture of nails and pins		
46	Manufacture of paints and varnishes		
47	Manufacture of plastic products including toys		
48	Manufacture of Radio by assembling with parts		
49	Manufacture of ropes		
50	Manufacture of Utensils including Aluminum and Hindalium products		
51	Metal Industry (except the cottage and village scale units)		
52	Minor Engineering Industry (employment less than 50 persons)		

(1)	(2)	(3)	(4)
53	Motor Body Building		
54	Oil Mill		
55	Paper and Cardboard Industry		
56	Petrol and Diesel Oil Pumps		
57	Pharmaceutical Industry		
58	Power Loom Industry		
59	Printing Press		
60	Private Road Transport		
61	Private Security Agency and Private Security Services		
62	Public Health Engineering		
63	Public Motor Transport		
64	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry		
65	Refractory Industry		
66	Regulated markets, Marketing Societies, Co-operative Societies and Banks		
67	Rice Mill, Flour Mill or Dal Mill		
68	Rubber and Rubber Products Industry		
69	Salt Pans	Unskilled	Rs. 125.00
70	Saw Mills	Semi-skilled	Rs. 145.00
71	Shops and Establishments	Skilled	Rs. 165.00
72	Siali Leaf Pluckers	Highly skilled	Rs. 180.00
73	Soap and Detergent Manufactory	<b>Agriculture Sector</b>	
74	Social Forestry	Non Ploughing	Rs. 125.00
75	Spinning Mills	Ploughing	Rs. 150.00
76	Stone breaking or stone Crushing		
77	Tamarind Collection		
78	Tile and Brick Making		
79	Timber Trading (excluding felling and sawing)		
80	Timber Trading (including felling and sawing)		
81	Tobacco (including Bidi making) Manufactory		
82	Trunks, Suitcase and Bucket Manufactory		
83.	Wood works and furniture making industries		

*Explanation:*— for the purpose of this notification:—

1. The minimum rates of wages are all inclusive rates including the basic rates, the cost of living allowances and the cash value of the concessional supply if any of essential commodities.
2. The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest.
3. The minimum rates of wages are applicable to employees employed by contractors also.
4. The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category.
5. There shall not be any discrimination between male and female workers in the matters of payment of minimum wages in any category of employment.
6. (a) “Unskilled” work means work which involves simple operation requiring little or no skill or experience on the job;
- (b) “Semi-skilled” work means work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes un-skilled supervisory work;
- (c) “Skilled” work means work which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment; and
- (d) “Highly Skilled” work means work 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 these tasks.
7. An adult employee shall work for 08 (eight) hours per day excluding half an hour of rest.

By order of the Governor,

C.T.M. SUGUNA

Commissioner-*cum*-Secretary to Government.