

# The Odisha Gazette

EXTRAORDINARY

PUBLISHED BY AUTHORITY

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No.2191,CUTTACK,THURSDAY,DECEMBER 18, 2014/MARGASIRA 27, 1936

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## LABOUR & E.S.I. DEPARTMENT

### NOTIFICATION

The 17th December, 2014

No.10276-LL-I-(III)-29/2014/LESI.— Whereas certain proposals to revise the minimum piece-rate of wages in respect of 14(fourteen) scheduled employments were published, as required by clause(b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), in the Extraordinary issue No. 747 of the *Odisha Gazette* dated the 1st May, 2014 under the notification of the Government of Odisha in the Labour & ESI Department No. 3502-LL-I-(III)-74/13/LESI, dated the 30th April, 2014 for information of all persons likely to affected thereby within a period of two months from the date of publication of the said notification in the *Odisha Gazette*;

And, whereas, no objections and suggestions have received during the period so specified in respect of the said proposal by the State Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) and clause (b) of sub-section (2) of Section 3 read with Section 4 and sub-section (2) of Section 5 of the said Act, the State Government do hereby revise the minimum piece-rate of wages, from the amount specified in column (4) of the Schedule hereto annexed in respect of items specified against each in column (3) of the said Schedule, to the amount specified in column (6) thereof, payable to the employees employed in the employment specified in column (2) thereof, for the whole State of Odisha from the date of publication of this notification in the *Odisha Gazette*.

## SCHEDULE

Sl. No.	Name of the Scheduled Employment	Name and Quantum of work concerning the item	Existing rate of wages in Rs.	Percentage of hike @ 109% in Rs.	Revised rate of wages in Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1	Saw Mills	1.Truck Loading			
		(a) Log loading girth (30 cm to 105 cm)	228.83	249.4247	478.25 paisa per truck
		(b) Log loading girth (117cm to 150 cm)	319.396	348.1416	667.54 per truck
		(c) Log loading girth (153 cm)	399.196	435.1236	834.32 per truck
		(d) Bolly/Fair wood load	183.736	200.2722	384.00 per truck
		2.Truck Unloading			
		(a)Round Timber	69.23	75.4607	144.70 per truck
		(b)Size on Sawn Timber	90.286	98.4117	188.70 per truck
		3.Stacking			
		(a)Log stacking	2.324	2.5661	4.86 per piece
(b)Bolly stacking	1.862	2.0295	3.90 per piece		
2	Timber trading (including falling and sawing).	1.Truck Loading			
		(a) Log loading girth (30 cm to 105 cm)	228.83	249.4247	478.25 per truck
		(b) Log loading girth (117cm to 150 cm)	319.396	348.1416	667.54 per truck
		(c) Log loading girth (150 cm & above)	399.196	435.1236	832.32 per truck
		(d) Bolly/Fair wood load	183.736	200.2722	384.00 per truck
		2.Truck Unloading			
		(a)Round Timber	69.23	75.4607	144.70 per truck
		(b)Size on Sawn Timber	90.202	98.3201	188.52 per truck
		3.Stacking			
		(a)Log stacking	2.422	2.639	5.06 per piece
(b)Bolly stacking	1.862	2.0295	3.89 per piece		
3	Timber trading (excluding falling and sawing).	1.Truck Loading			
		(a) Log loading girth (30 cm to 105 cm)	228.83	249.4247	478.25 per truck
		(b) Log loading girth (117cm to 150 cm)	319.396	348.1416	667.54 per truck
		(c) Log loading girth (150 cm & above)	399.196	435.1236	834.32 per truck
		(d) Bolly/Fair wood load	183.736	200.2722	384.00 per truck
		2.Truck Unloading			
		(a)Round Timber	69.23	75.4607	144.69 per truck
		(b)Size on Sawn Timber	90.202	98.3201	188.52 per truck
		3.Stacking			
		(a)Log stacking	2.422	2.639	5.06 per piece
(b)Bolly stacking	1.862	2.0295	3.89 per piece		
4	Tiles and Brick making.	1.Brick making			
		(a)Mixing of clay, moulding and supply of 1000 raw bricks of standard size	222.712	242.7560	465.47
		(b)Loading and firing of 1000 bricks into kin within a distance of 50 metres	58.646	63.9241	122.57
		(c)Unloading of 1000 bricks from the furnace and stacking within a distance of 50 metres.	28.21	30.7489	58.96

(1)	(2)	(3)	(4)	(5)	(6)
5	Oil Mills	1.Loading of 100 bags of 75 Kgs. each	164.15	178.9235	343.07
		2.Unloading of 100 bags of 75 Kgs. each	164.15	178.9235	343.07
		3.Bagging of 100 bags of 75 Kgs. each	164.15	178.9235	343.07
		4.Weighting of 100 bags of 75 Kgs. each	117.292	127.8482	245.14
		5.Stacking of 100 bags of 75 Kgs. each	117.292	127.8482	245.14
		6.Sewing of 100 bags of 75 Kgs. each	117.292	127.8482	245.14
		7.Wellding of 100 bags of 75 Kgs. each	175.952	191.7876	367.74
		8.Unloading/Loading of 100 full tins of 16 Kgs. each	93.73	102.1657	195.90
		9.Unloading/Loading of 100 empty tins	11.69	12.7421	24.43
		10.Full cake bags loading/unloading	164.15	178.9235	343.07
		11.Gunny bag loading/unloading of bundles each containing 50Kgs.	58.646	63.9241	122.57
		12.Husk loading/Unloading per truck	93.73	102.1657	195.90
6	Salt Pans	1.Manufacture of Salt	949.682	1035.1533	1984.84 pergadisa comprising of 60 bag of 70 Kgs. each
		2.Loading and Unloading	164.15	178.9235	343.07 per 100 of 75 Kgs. each
<p><i>Explanation:</i> - For the purpose of the notification on manufacture of salt.  (I)Preparation of beds including maintenance of ridge.  (II)Cleaning of bitten channels  (III)Salt clearance from salt pans  (IV)Delivery at the platform within a radius of 50 metres.</p> <p><i>NB:-</i>Weighing,Bagging and heaping are not done on piece-rate.</p>					
7	Construction or maintenance of roads or building operations.	1. Earth Work			
		(a) Drilling hole 2.5cm. to 4 cm dia in granite rock.	187.642	204.5297	392.17 per running metre
		(b)Drilling hole 2.5cm to 4 cm dia in rock other than granite	152.376	166.0898	318.47 per running metre
		(c)Cutting in soft disintegrated rock removed by pick axes and crow bars within 50 metres initial lead and 1.5 metre initial lift.	7316.05	7974.4945	15290.54 per 100 cum
		(d)Earthwork in ordinary soil within 50m initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5 cm to 7 cm and laying in layers not exceeding 0.30 in depth.	2147.992	2341.3112	4489.30 per 100 cum
(e)Earthwork in hard soil or gravelly soils within 50m initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5 cm to 7 cm and laying in layers not exceeding 0.30 in depth.	2886.632	3146.4280	6033.06 per 100 cum		

(1)	(2)	(3)	(4)	(5)	(6)
		(f)Earth work in stony earth and gravels mixed with stone and boulders not exceeding 0.014cum. In volume with 50m. initial lift including rough dressing and breaking clods to minimum 5 cm to 7 cm and laying in layers not exceeding 0.30 in depth.	4502.176	4907.3718	9489.95 per 100 cum
		(g)Earthwork in slusy soil in water upto 0.6m depth requiring the aid of pan vessels within 50m initial lead and 1.5m. initial lift.	2954.56	3228.4704	6175.03 per 100 cum
		2.Loading and Unloading			
		(a)Loading into and unloading from trucks and stacking as directed within 50m. lead.	2.044	2.2297	4.27 per quintal
		(b)Loading in trucks, unloading from trucks except sand, granite, chips, metals and wood as directed within 50m. lead.	16.324	17.7931	34.12 per cum
		(c)Loading in trucks, unloading from trucks sand, granite, chips, metals and wood within 50m. lead.	16.324	17.7931	34.12 per cum
		(d)Loading and unloading from trucks bulk materials such as home pipes etc. as directed within 50m. Lead.	19.866	21.6539	41.52 per cum
		(e)Unloading from wagons 1m clear of rails in platform for cement, coal, AC sheet, Tarpheet paints etc. within 15m. lead.	1.666	1.8159	3.48 per quintal
		(f)Unloading from Railway wagons, loading in trucks and unloading and stacking at the godown within 15m. lead.	4.634	5.0510	9.69 per quintal
		3.Conveyance by head loads:			
		(i)Bajri, Gravel, Stone, Sand etc. upto 50m.	5.572	6.0734	11.65 per every cum
		(ii)Bajri, Gravel, Stone, Sand etc. upto 100 m.	9.36	10.2024	19.56 per every cum
		(iii)Bajri, Gravel, Stone, Sand etc. upto 150 m.	16.702	18.2051	34.91 per every cum
		4. Conveyance of heavy materials by sangimullas within 100m.	Add 50% extra over the above rate.		
8	Stone Breaking and Stone Crushing	1.Stone Breaking or Stone Crushing			
		(a)Granite Stone Broken metal 5 cm. size crusher.	211.022 187.628	230.0139 204.5145	441.04 C.B 392.14 H.B per cum
		(b)Granite Stone Broken metal 4 cm. size crusher.	234.486 201.626	255.5897 219.7723	490.08 C.B 421.40 H.B per cum
		(c)Granite Stone Broken metal to 2.5 cm. size.	375.256 339.99	409.0290 370.5891	784.29 C.B 710.58 H.B per cum
		(d)Granite Stone Broken metal to 2 cm. size.	433.72 386.946	472.7540 421.7711	906.47 C.B 808.72 H.B per cum

(1)	(2)	(3)	(4)	(5)	(6)
		(e)Granite Stone Broken metal to 12 mm. size.	468.986 422.03	511.1947 460.0127	980.18 C.B 882.04 H.B per cum
		(f)Granite Stone Broken metal to 6 mm. size.	492.366	536.6789	1029.04 per cum
		(g)Stone other than Granite Broken to 5 cm. size.	93.73	102.1657	195.90 per cum
		(h)Stone other than Granite Broken to 4 cm. size.	105.504	114.9993	220.50 per cum
		(i)Stone other than Granite Broken to 1.5cm size.	128.982	140.5903	269.57 per cum
		(j)Stone other than Granite Broken to 2 cm. size.	150.626	164.1823	314.81 per cum
		(k)Stone boulder 15 cm. and above other than Granite	54.012	58.8730	112.89 per cum
		(l)Stone boulder 15 cm. and above other than Granite	54.012	58.8730	112.89 per cum
		2.Loading and Unloading			
		(a)Loading into and unloading from trucks and stacking as directed within 50 m. lead.	2.044	2.2279	4.27 per quintal
		(b)Loading in trucks, unloading from trucks except sand, granite, chips, metals and wood as directed within 50 m. lead.	16.436	17.9152	34.35 per cum
		(c)Loading in trucks, unloading from trucks sand, granite, chips, metals and wood within 50 m. lead.	16.436	17.9152	34.35 per cum
		(d)Load and unloading from trucks bulk materials such as home pipes etc. as directed within 50 m. Lead.	19.866	21.6539	41.52 per cum
		(e)Unloading from wagons 1m clear of rails in platform for cement, coal, AC sheet, Tarphet paints etc. within 15m. lead.	1.666	1.8094	3.48 per quintal
		(f)Unloading from Railway wagons, loading in trucks and unloading and stacking at the godown within 15 m. lead.	4.634	5.0510	9.69 per quintal
		3.Conveyance by head loads:			
		(i)Bajri, Gravel, Stone, Sand etc. upto 50 m.	5.572	6.0734	11.65 per every cum
		(ii) Bajri, Gravel, Stone, Sand etc. upto 100 m.	9.38	10.2242	19.61 per every cum
		(iii) Bajri, Gravel, Stone, Sand etc. upto 150m	18.284	19.9295	38.21 per every cum
		4. Conveyance of heavy materials by sangimullas within 100m.	Add 50% extra over the above rate.		

(1)	(2)	(3)	(4)	(5)	(6)
9	Construction maintenance of dams and embankments irrigation projects and sinking of wells and tanks.	1.Earth Work			
		(a) Drilling hole 2.5 cm to 4cm dia in granite rock	187.642	204.5297	392.17 per running metre
		(b) Drilling hole 2.5 cm to 4 cm dia in rock other than granite	152.376	166.0898	318.47 per running metre
		(c) Cutting in soft disintegrated rock removed by pick axes and crow bars within 50 metres initial lead and 1.5 metre initial lift.	7316.05	7974.4945	15290.54 per 100 cum
		(d) Earthwork in ordinary soil within 50m initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5cm to 7cm. and laying in layers not exceeding 0.30 in depth	2147.992	2341.3112	4489.30 per 100 cum
		(e) Earthwork in hard soil or gravelly soils within 50m initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5cm and laying in layers not exceeding 0.30 in depth	2886.632	3146.4288	6033.06 per 100 cum
		(f) Earth work in stony earth and gravels mixed with stone and boulders not exceeding 0.014 cum. in volume with 50m initial lift including rough dressing and breaking colds to minimum 5cm to 7cm and laying in layers not exceeding 0.30 in depth.	4502.176	4907.3718	9409.55 per 100 cum
		(g) Earth work in slushy soil in water upto 0.6m. depth requiring the aid of pan vessels within 50m initial lead and 1.5m. initial lift.	2954.56	3220.4704	6175.03 per 100 cum
		2. Loading and Unloading			
		(a) Loading into and unloading from trucks and stacking as directed within 50m. Lead	2.044	2.2279	4.27 per quintal
		(b) Loading in trucks, unloading from trucks except sand, granite, chips, metals and wood as directed within 50m. lead	16.436	17.9152	34.35 per cum
		(c) Loading in trucks, unloading from trucks, sand, granite, chips, metals and wood within 50m. lead.	16.436	17.9152	34.35 per cum
		(d) Load & Unloading from trucks bulk materials such as home pipes etc. as directed within 50m. lead	19.95	21.7455	41.70 per every cum
		(e) Unloading from wagons 1m. clear of rails in platform for cement, coal, Ac Sheet, Tarphet paints etc. within 15m. lead	1.666	1.8094	3.48 per quintal
		(f) Unloading from Railways wagons, loading in trucks and unloading and stacking at the godown within 15m.lead	4.634	5.0510	9.69 per quintal

(1)	(2)	(3)	(4)	(5)	(6)
		(3) Conveyance by head loads:			
		(i) Bajri, Gravel, Stone, Sand etc upto 50m.	5.572	6.0734	11.65 per every cum
		(ii) Bajri, Gravel, Stone, Sand etc. upto 100m.	9.38	10.2242	19.61 per every cum
		(iii) Bajri, Gravel, Stone, Sand etc. upto 150m.	18.284	19.9295	38.21 per every cum
		4. Conveyance of heavy materials by sangimullas within 100m.	Add 50% extra over the above rate.		
10	Rice Mills, Dal Mills and Floor Mills.	1. Steaming of paddy for 100 bags of 75Kgs. each.	164.15	178.9235	343.07
		2. Boiling of paddy for 100 bags of 75Kgs. each.	164.15	178.9235	343.07
		3. Carrying of paddy for 100 bags of 75Kgs. each.	117.292	127.8482	245.14
		4. Loading of 100 bags of 75Kgs. each	164.15	178.9235	343.07
		5. Unloading of 100 bags of 75Kgs. each	164.15	178.9235	343.07
		6. Bagging of 100 bags of 75Kgs. each	140.686	153.3477	294.03
		7. Weighing of 100 bags of 75Kgs. each	117.292	127.8482	245.14
		8. Stacking of 100 bags of 75Kgs. each	117.292	127.8482	245.14
		9. Sewing of 100 bags of 75 Kgs. each	117.292	127.8482	245.14
11	Bamboo Forest Establishment.	1. Bamboo cutting (including piecing bundling and stacking near the place of cutting.	601.496	655.6306	1275.13 per 100 bundles each has 21 pieces 2.3 metres.
		2. Dragging-			
		(i) Within a radius of 100 metres	122.402	133.4181	255.82 per 100 bundles
		(ii) For every additional 50 metres beyond 100 metres.	69.23	75.4607	144.69 per 100 bundles
		3. Stacking at depot side and at all other places except near the place of cutting.	19.11	20.8299	39.94 per 100 bundles
		4. Rebundling	34.622	37.7379	72.36 per 100 bundles
		5. Loading	31.92	34.7928	66.71 per 100 bundles
		6. Unloading (including stacking near the place of unloading)	22.82	24.8738	47.69 per 100 bundles
		<i>Explanation:-</i> For the purpose of computation of minimum wages under this notification twenty-one small pieces of bamboos ranging from 0.5 metres to 1.5 metres in length each constitute half of a bundle.			
12	Printing Press	1.Composing Trade:			For unit of work done
		(a) Distribution and supply of types for ordinary composition of manuscript without correction (Semi Skilled)	24.682	26.9033	51.58

(1)	(2)	(3)	(4)	(5)	(6)
		(b) Display and complicated finished job composition, correction, make up and imposition of composed matter (Skilled).	24.962	27.2085	52.17
		2. Printing trade:			
		(a) Distribution of ordinary jobs in small and simple type of trade platen/small handfed cylinder machine(Semi Skilled)	19.11	20.8299	39.94
		(b) Printing of complicated and coloured jobs in the above type of machine (Skilled)	22.274	24.2786	46.55
		(c) Printing of straight forward job like forms and books in large size handfed flat bed machines, printing of above type of work in small size autofed platen and cylinder machine (Skilled)	22.274	24.2789	46.55
		3. Book Binding Trade:			
		(a) Manual operations like a folding, gathering, pasting, stitching, numbering and hand sewing etc. (Semi Skilled)	24.682	26.9033	51.58
		(b) Operating common binding machines like small size paper cutting machines, Wire stitching machines etc (Semi Skilled)	24.682	26.9033	51.58
		(c) Complicated and more skilled manual operation like machine sewing case making, gold blocking, gift digging, marbling etc. and operating large size guilothnes, semi automatic like folding machine, book sewing machines, knife, trimmers, gathering stitcher and flow like binding machines(Skilled)	24.682	26.9033	51.58
		<p><i>Explanation:-</i> For the purpose of this notification-(a) Each workers for the semi-skilled work will turnout minimum 3 units of work per day which the employer is obliged to provide him and failing that employer will pay him the minimum wage per day inclusive of weekly off day wages. The employee will not refuse to work more if work is provided to him during normal working hours. In case of overtime work, he will be paid at double the rate.</p> <p>(b) Each workers for the skilled work will turn out minimum 3.5 units of work per day for composing trade, book binding trade and 4 units of work per day for the printing trade. The employer will be obliged to provide him such quantity of work failing which the employer will pay him minimum wages per day. The worker will accept and execute more</p>			



(1)	(2)	(3)	(4)	(5)	(6)
		work if offered during the normal working hours. If he works overtime, he will be paid at double the rate.			
13	Collection of Sal Seeds.	1. Undecorated Sal Seeds.	3.99	4.3491	8.34 per kilogram of dryweight
		2. Decorated Sal Seeds.	4.074	4.4406	8.51 per kilogram of dry weight
		3. Bagging, Weighing, and stitching Debagging and Stacking	3.57	3.8913	7.46 per 1 bag of 85 kilograms
		4. Loading	2.324	2.5331	4.86 per 1 bag of 85 kilograms
		5. Unloading	1.4	1.526	2.93 per 1 bag of 85 kilograms
14	Kendu leaf Collection	1. Plucking	0.224	0.2441	0.47 per 20 leaves
		2. Binding	15.4	16.786	32.19 per bundle(5kg bundle) per bag of 60 Kgs..
		3. Bagging	15.4	16.786	32.19 per bag of 60 Kgs..
		4. Mulayam	8.904	9.7053	18.61 per bag of 60 Kgs..

By Order of the Governor

**R.K SHARMA**

Principal Secretary to Government