

# The Odisha Gazette

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LABOUR & ESI DEPARTMENT

NOTIFICATION

The 6th October, 2012

No.8536—LL-I(AR)-2/12/LESI. —Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in 83 employments were published as required under clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948) in the Extraordinary issue No. 785, dated the 23rd April, 2012 of the *Odisha Gazette* under the notification of the Government of Odisha in the Labour & E.S.I. Department No.3146—LL-I(AR) 2/12/LESI., dated the 20th April, 2012 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 *Odisha Gazette*.

And, whereas, the representations containing objections and suggestions received within the specified period of two months in respect of the said draft have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has also 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 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 83 employments as mentioned in the schedule to this notification in the whole State to ₹ 150.00, ₹ 170.00, ₹ 190.00 and ₹ 205.00 per day respectively. In the case of Agricultural Sector of the Schedule of employment, ₹126.00 and ₹ 150.00 shall be paid as daily wages to the Non-Ploughing and Ploughing Workers respectively. In addition to the said rate of wages, a special allowance called as Variable Dearness Allowance shall be payable @ ₹ 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, Odisha in the official gazette of the State 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, Odisha in the said notification.

It is further directed that this notification shall come into force on date of its publication in the *Odisha Gazette*.

#### SCHEDULE

Sl. No. (1)	Name of the ESI (2)	Categories of Employees (3)	Proposed minimum rates of wages per day (4)
1	Agriculture		
2	Automobile Servicing, repairing garages and workshops.		
3	Ayurvedic and Unani Pharmacy		
4	Bakeries and Confectionaries including Biscuit making		
5	Bamboo Forest Establishment	<b>Non Agriculture Sector</b>	
6	Brass and Bell metal Industry	Unskilled	₹ 150.00
7	Carpet Weaving Industry	Semi-skilled	₹ 170.00
8	Cashew processing establishments	Skilled	₹ 190.00
9	Cement pipe making and allied products industry	Highly skilled	₹ 205.00
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.	<b>Agriculture Sector</b>	
		Non-ploughing	₹ 126.00
		Ploughing	₹ 150.00
17	Construction or maintenance of roads or in building Operations.		
18	Contingent and Casual employees in Government and other establishments.		
19	Cotton Ginning and Pressing Industry		

(1)	(2)	(3)	(4)		
20	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory.				
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.	<b>Non Agriculture Sector</b>			
27	Glass Industries			Unskilled ₹ 150.00	
28	Gold and Silver ornaments and articles of artistic design.			Semi-skilled ₹ 170.00	
29	Graphite Industry including beneficiation			Skilled ₹ 190.00	
30	Handloom and Hosiery			Highly skilled ₹ 205.00	
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.				
39	Local Authority			<b>Agriculture Sector</b>	
40	Manufacture of brush and brooms			Non-ploughing ₹ 126.00	
41	Manufacture of Coke and Burning Coals			Ploughing ₹ 150.00	
42	Manufacture of Cold drinks, Soda and other allied products.				
43	Manufacture of Electrical Bulbs				
44	Manufacture of matches, fire works and explosives.				
45	Manufacture of nails and pins				

(1)	(2)	(3)	(4)
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 (ESI less than 50 persons)		
53	Motor Body Building		
54	Oil Mill	<b>Non Agriculture Sector</b>	
55	Paper and Cardboard Industry	Unskilled	₹ 150.00
56	Petrol and Diesel Oil Pumps	Semi-skilled	₹ 170.00
57	Pharmaceutical Industry	Skilled	₹ 190.00
58	Power Loom Industry	Highly skilled	₹ 205.00
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	<b>Agriculture Sector</b>	
68	Rubber and Rubber Products Industry	Non-ploughing	₹ 126.00
69	Salt Pans	Ploughing	₹ 150.00
70	Saw Mills		
71	Shops and Establishments		
72	Siali Leaf Pluckers		
73	Soap and Detergent Manufactory		
74	Social Forestry		

(1)	(2)	(3)	(4)
75	Spinning Mills		
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 ESI.
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 8 (eight) hours per day excluding half an hour of rest.

By Order of the Governor

C.T.M. SUGUNA

Commissioner-*cum*-Secretary to Government.