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LABOUR & ESI DEPARTMENT

NOTIFICATION

The 30th October, 2018

S.R.O No. 431/2018 – Whereas Certain Proposals to revise the minimum rate of wages payable to certain categories of employees employed in 89 scheduled employment 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. 1362 of the Odisha Gazette, dated the 3rd August, 2018 bearing SRO No. 326 under the notification of the Government of Odisha in the Labour and Employees State Insurance Department No.5564 LL-I-(III) 56/18/LESI, dated the 3rd August, 2018 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 Advisory Board appointed under section 7 of the said Act, has been consulted and the representations containing objections and suggestions received within the specified period of two months in respect of the said proposal have been duly considered by the State Government;

Now, therefore, in exercise of the powers conferred by clause(b) of sub-section (1) of section 3 readwith 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 Unskilled, Semiskilled, Skilled, Highly Skilled categories of employees employed in 88 employments as mentioned in the Schedule to this notification in the whole State of Odisha to Rs. 280.00, Rs.320.00, Rs.370.00 and Rs. 430.00 per day respectively, with effect from the date of publication of this notification in the Odisha Gazette. The revised minimum rates of wages shall consist of the rates of wages as set out in Column (4) of the Schedule to this notification and payable to the categories of employees as mentioned in Column (3) thereof. In addition to the said rates of wages, Variable Dearness Allowance (VDA) as admissible shall be declared at half-yearly interval i.e. on 1st April and 1st October of the year, @ Rs. 0.90 paise per point rise in All India Consumer Price Index Number for Industrial Workers(base 2001-100)as may be notified by the Labour Commissioner, Odisha.

SCHEDULE

Sl. No.	Name of the Employment	Categories of Employees	Revised minimum rates of wages per day
(1)	(2)	(3)	(4)
1.	Agriculture	Unskilled Semi-skilled Skilled Highly skilled	Rs. 280.00 Rs. 320.00 Rs. 370.00 Rs. 430.00
2.	Agarbati and Candle making Worker's Establishments		
3.	Automobile servicing, repairing garages and workshops		
4.	Ayurvedic and Unani Pharmacy		
5.	Bakeries and Confectionaries including Biscuit making		
6.	Bamboo Forest Establishment		
7.	Brass and Bell Metal Industry		
8.	Carpet Weaving Industry		
9.	Cashew processing establishments		
10.	Cement pipe making and allied products industry		
11.	Ceramic and Pottery Industry		
12.	Chemical Industry		
13.	Cinema Industry and Film Production		
14.	Clay Pottery		
15.	Coir Industry		
16.	Collection of Sal Seeds		
17.	Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.		
18.	Construction or maintenance of roads or in building operations		
19.	Contingent and Casual Employees in Govt. and other establishments, Courier and Cargo Services		
20.	Cotton Ginning and Pressing Industry		
21.	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory, Private Nursing Homes, Private Medical College Hospitals, Super Specialty Hospitals, clinic, laboratory etc.		

(1)	(2)	(3)	(4)
22.	Distilleries		
23.	Domestic Workers (shall be calculated as per hours of work)		
24.	Electricity transmission, generation and distribution		
25.	Employment in NGO & Voluntary Social Organization		
26.	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators.		
27.	Finishing Dying of yarn and fabrics, painting, knitting and embroidery		
28.	Fisheries and Sea food Industry		
29.	Forest produce such as Genduli gum, Mahua making of coal and resin.		
30.	Foundry Industry with or without attached machine shop	Unskilled	Rs. 280.00
31.	Glass Industries	Semi-skilled	Rs. 320.00
32.	Gold and Silver Ornaments and articles of artistic design	Skilled	Rs. 370.00
33.	Graphite Industry including beneficiation	Highly skilled	Rs. 430 .00
34.	Handloom and Hosiery		
35.	Hotels, Eating Houses and Restaurants		
36.	Ice Factory and Cold Storage		
37.	Jute Industry and Jute Twine Industry		
38.	Kendu Leaf Collection		
39.	Khadi Village Industries including manufacture of Khandasari and other products		
40.	Laundry including dry-washing		
41.	Leather Industry		
42.	Liquefied Petroleum Gas manufacture and distribution		

(1)	(2)	(3)	(4)		
43.	Local Authority				
44.	Manufacture of brush and brooms				
45.	Manufacture of Coke and Burning Coals				
46.	Manufacture of Cold drinks, Soda and other allied products				
47.	Manufacture of Electrical Bulbs and all allied electrical equipments				
48.	Manufacture of matches, fireworks and explosives				
49.	Manufacture of nails and pines			Unskilled	Rs. 280.00
50.	Manufacture of paints and varnishes			Semi-skilled	Rs. 320.00
51.	Manufacture of plastic products including toys			Skilled	Rs. 370.00
52.	Manufacture of Radio by assembling with parts			Highly skilled	Rs. 430 .00
53.	Manufacture of ropes				
54.	Manufacture of Utensils including Aluminum and Hindalium products				
55.	Metal Industry(except the cottage and village scale units)				
56.	Major or Minor Engineering Industry including Sponge, Secondary Steel, Rolling Mills, Ferro Alloys, Metal Industries(employment less than 50 persons)				
57.	Motor body building				
58.	Non-teaching staff of all private Educational Institutions including ITI & Training Institute Coaching Centre.				
59.	Oil Mill				
60.	Paper and Cardboard Industry				
61.	Petrol and Diesel Oil pumps				
62.	Pharmaceutical Industry				
63.	Power loom Industry				
64.	Printing Press, DTP centre and offset printing press				
65.	Private Road Transport				
66.	Private Security Agencies and Private Security Services				

(1)	(2)	(3)	(4)
67.	Public Health Engineering		
68.	Public Motor Transport		
69.	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry		
70.	Refractory Industry		
71.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.	Unskilled	Rs. 280.00
72.	Rice Mill, Flour Mill or Dal Mill, Chuda mill and Masala Mill	Semi-skilled	Rs. 320.00
73.	Rubber and Rubber Products Industry	Skilled	Rs. 370.00
74.	Salt Pans	Highly skilled	Rs. 430 .00
75.	Saw Mills		
76.	Shops, Commercial Establishments, saloon, beauty parlour, Spa, massaging centre, Xerox shop, STD booth, tent house, newspaper hawkers and newspaper establishments.		
77.	Siali leaf pluckers & Sal leaf pluckers		
78.	Soap and Detergent Manufactory		
79.	Social Forestry		
80.	Spinning Mills		
81.	Stone breaking or Stone crushing		
82.	Tamarind collection		
83.	Tile and Brick Making		
84.	Timber Trading (excluding felling and sawing)		
85.	Timber Trading (including felling and sawing)		
86.	Tobacco (including Bidi making) Manufactory		
87.	Trunks, Suitcase and Bucket manufactory		
88.	Wood works and furniture making industries		
**89.	Minor Ports		

**The 89th schedule i.e. Minor Ports will be included from the date of Final Notification w.r.t. SRO No. 330/2018 dated 03.08.18 of Labour and Employees State Insurance Department in the *Odisha Gazette*.

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.

(No. 7312– LL-I-III-56/18/LESI.)

By Order of the Governor

ANU GARG
Principal Secretary to Government