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LABOUR & E.S.I. DEPARTMENT

NOTIFICATION

The 14th March, 2024

No.2336—LESI-LL1-III-0081/2017/LESI.— In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with Section 4 and clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the State Government do hereby make proposals for fixing / revising the minimum piece-rate of wages as specified in column (6) of Annexure of the Schedule below in respect of items specified against each in column (3) of said Annexure of the schedule, payable to the employees employed in the employments as specified in column (2) for the whole State of Odisha.

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 proposal shall be taken into consideration on or after the expiry of period of two months from the date of publication of this notification in the *Odisha Gazette*.**

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

SCHEDULE
Minimum rate of wages for piece rated employments

Sl. No.	Name of the scheduled Employment	Name & Quantum of work concerning	Existing rate of wages in Rs. w.e.f 30.10.2018	Percentage of hike @ 25% in Rs.	Revised rate of wages in Rs.
1	2	3	4	5	6
1	Saw Mills	1. Truck Loading (Per truck)			
		(a) Log loading girth (30 cm to 105 cm)	796.875	199.22	996.10
		(b) Log loading girth (117cm to 150 cm)	1112.2875	278.07	1390.36
		(c) Log loading girth (153 cm)	1390.175	347.54	1737.72
		(d) Bolly/Fair wood load	639.8375	159.96	799.80
		2.Truck Unloading (Per truck)			
		(a) Round Timber	241.1125	60.28	301.39
		(b) Size on Sawn Timber	314.425	78.61	393.03
		3.Stacking (per piece)			
		(a) Log stacking	8.1	2.03	10.13
		(b) Bolly stacking	6.5	1.63	8.13
2	Timber trading (including falling & sawing)	1. Truck Loading (Per truck)			
		(a) Log loading girth (30 cm to 105 cm)	796.8875	199.22	996.11
		(b) Log loading girth (117cm to 150 cm)	1112.2875	278.07	1390.36
		(c) Log loading girth (150 cm & above)	1386.85	346.71	1733.56
		(d) Bolly/Fair wood load	639.8375	159.96	799.80
		2. Truck Unloading (Per truck)			
		(a) Round Timber	241.1125	60.28	301.39
		(b) Size on Sawn Timber	314.125	78.53	392.66
		3. Stacking (per piece)			
		(a) Log stacking	8.425	2.11	10.53
		(b) Bolly stacking	6.4875	1.62	8.11

3	Timber trading (excluding falling & sawing)	1.Truck Loading (Per truck)			
		(a) Log loading girth (30 cm to 105 cm)	796.8875	199.22	996.11
		(b) Log loading girth (117cm to 150 cm)	1112.2875	278.07	1390.36
		(c) Log loading girth (150 cm & above)	1390.1875	347.55	1737.73
		(d) Bolly/Fair wood load	639.8375	159.96	799.80
		2.Truck Unloading (Per truck)			
		(a) Round Timber	241.0875	60.27	301.36
		(b) Size on Sawn Timber	314.125	78.53	392.66
		3.Stacking (Per piece)			
		(a) Log stacking	8.425	2.11	10.53
		(b) Bolly stacking	6.4875	1.62	8.11
4	Tiles & Brick making	1.Brick making			
		(a) Mixing of clay, moulding and supply of 1000 raw bricks of standard size	775.5875	193.90	969.48
		(b) Loading & firing of 1000 bricks into kin within a distance of 50 metres	204.2375	51.06	255.30
		(c) Unloading of 1000 bricks from the furnace and stacking within a distance of 50 metres.	98.2375	24.56	122.80
		1.Loading of 100 bags of 75 Kgs each	571.6375	142.91	714.55
		2.Unloading of 100 bags of 75 kgs each	571.6375	142.91	714.55
		3.Bagging of 100 bags of 75 kgs each	571.6375	142.91	714.55
		4.Weighting of 100 bags of 75 kgs each	408.4625	102.12	510.58
5	Oil Mills	5.Stalking of 100 bags of 75 kgs each	408.4625	102.12	510.58
		6.Sewing of 100 bags of 75 kgs each	408.4625	102.12	510.58
		7.Wellding of 100 bags of 75 kgs each	612.75	153.19	765.94
		8.Unloading/Loading of 100 full tins of 16 kgs each	326.4125	81.60	408.02
		9.Unloading/Loading of 100 empty tins	40.7125	10.18	50.89
		10.Full cake bags loading/unloading	571.6375	142.91	714.55
		11.Gunny bag loading/unloading of bundles each containing 50kgs	204.2375	51.06	255.30
		12.Husk loading/Unloading per truck	326.4125	81.60	408.02

6	Salt Pans	1.Manufacture of Salt (per gadisa comprising of 60 bag of 70 kg each)	3307.2375	826.81	4134.05
		2.Loading and Unloading (per 100 of 75 kg each)	571.6375	142.91	714.55
7	Construction or Maintenance of roads or building operations.	1.(a) Drilling hole 2.5 cm. to 4 cm dia in granite rock	653.45	163.36	816.81
		(b) Drilling hole 2.5cm to 4 cm dia in rock other than granite (per running meter)	530.65	132.66	663.31
		(c) Cutting in soft disintegrated rock removed by pick axes and crow bars within 50 metres initial lead and 1.5 metre initial lift. (per 100 cum)	25477.8625	6369.47	31847.33
		(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. (per 100 cum)	7480.3	1870.08	9350.38
		(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. (per 100 cum)	10052.5875	2513.15	12565.73
		(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. (per 100 cum)	15812.625	3953.16	19765.78

	(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. (per 100 cum)	10289.1375	2572.28	12861.42
	2.Loading & Unloading			
	(a)Loading into and unloading from trucks and stacking as directed within 50m. lead. (per quintal)	7.1125	1.78	8.89
	(b)Loading in trucks, unloading from trucks except sand, granite, chips, metals and wood as directed within 50m. lead. (per cum)	56.85	14.21	71.06
	(c)Loading in trucks, unloading from trucks sand, granite, chips, metals and wood within 50m. lead.(per cum)	56.85	14.21	71.06
	(d)Load and unloading from trucks bulk materials such as home pipes etc. as directed within 50. Lead.(per cum)	69.1875	17.30	86.48
	(e)Unloading from wagons 1m clear of rails in platform for cement, coal, AC sheet, Tarpheet paints etc. within 15m. lead. (per quintal)	5.8	1.45	7.25
	(f)Unloading from Railway wagons, loading in trucks and unloading and stacking at the godown within 15m lead. (per quintal)	16.15	4.04	20.19
	3. Conveyance by head loads:			
	(i)Bajri, Gravel, Stone, Sand etc. upto 50m.(per every cum)	19.4125	4.85	24.27
	(ii)Bajri, Gravel, Stone, Sand etc. upto 100 m.(per every cum)	32.5875	8.15	40.73
	(iii)Bajri, Gravel, Stone, Sand etc.upto 150 m.(per every cum)	58.175	14.54	72.72

		4. Conveyance of heavy materials by sangimullas within 100m.			
8	Stone Breaking or Stone Crushing	1. Stone Breaking or Stone Crushing			
		(a) Granite Stone Broken metal 5cm size crusher.(C.B)	734.8875	183.72	918.61
		(H.B. per cum)	653.4	163.35	816.75
		(b) Granite Stone Broken metal 4cm size crusher. (C.B.)	816.6	204.15	1020.75
		(H.B. per cum)	702.1625	175.54	877.70
		(c) Granite Stone Broken metal to 2.5cm size.(C.B.)	1306.825	326.71	1633.53
		(H.B. per cum)	1184	296.00	1480.00
		(d) Granite Stone Broken metal to 2cm size.(C.B.)	1510.4	377.60	1888.00
		(H.B. per cum)	1347.525	336.88	1684.41
		(e) Granite Stone Broken metal to 12mm size.(C.B.)	1633.225	408.31	2041.53
		(H.B. per cum)	1469.7	367.43	1837.13
		(f) Granite Stone Broken metal to 6 mm size (per cum)	1714.6375	428.66	2143.30
		(g) Stone other than Granite Broken to 5cm size. (per cum)	326.4125	81.60	408.02
		(h) Stone other than Granite Broken to 4cm size (per cum)	367.4125	91.85	459.27
		(i) Stone other than Granite Broken to 1.5cm size.(per cum)	449.175	112.29	561.47
		(j) Stone other than Granite Broken to 2 cm size. (per cum)	524.55	131.14	655.69
		(k) Stone boulder 15cm and above other than Granite (per cum)	188.1	47.03	235.13
		(l) Stone boulder 15cm and above other than Granite (per cum)	188.1	47.03	235.13

		2.Loading & Unloading			
		(a)Loading into and unloading from trucks and stacking as directed within 50m. lead.(per quintal)	7.1125	1.78	8.89
		(b)Loading in trucks, unloading from trucks except sand, granite, chips, metals and wood as directed within 50m. lead.(per cum)	57.2375	14.31	71.55
		(c)Loading in trucks, unloading from trucks sand, granite, chips, metals and wood within 50m. lead. (per cum)	57.2375	14.31	71.55
		(d)Load and unloading from trucks bulk materials such as home pipes etc. as directed within 50. Lead.(per cum)	69.1875	17.30	86.48
		(e)Unloading from wagons 1m clear of rails in platform for cement, coal, AC sheet, Tarpheet paints etc. within 15m. lead.(per quintal)	5.8	1.45	7.25
		(f)Unloading from Railway wagons, loading in trucks and unloading and stacking at the godown within 15m lead. (per quintal)	16.15	4.04	20.19
		3.Conveyance by head loads:			
		(i) Bajri, Gravel, Stone, Sand etc. upto 50m.per cum	19.4125	4.85	24.27
		(ii) Bajri, Gravel, Stone, Sand etc. upto 100m per cum	32.675	8.17	40.84
		(iii) Bajri, Gravel, Stone, Sand etc. upto 150m (per cum)	63.6625	15.92	79.58
		4. Conveyance of heavy materials by sangimullas within 100m.			

9	Constructi on maintenanc e of dams and embankme nts of irrigation projects and sinking of wells and tanks.	(a) Drilling hole 2.5 cm to 4 cm dia in rock other than granite rock (per running meter)	653.45	163.36	816.81
		(b) Drilling hole 2.5 cm to 4 cm dia in rock other than granite (per meter)	530.65	132.66	663.31
		(c) Cutting in soft disintegrated rock removed by pick axes and crow bars within 50 metres initial lead and 1.5 metre initial lift. (per 100 cum)	25477.8625	6369.47	31847.33
		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 (per 100 cum)	7480.3	1870.08	9350.38
		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 (per 100 cum)	10052.5875	2513.15	12565.73
		(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. (per 100 Cum)	15678.6625	3919.67	19598.33
		(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. (per 100 cum)	10289.1375	2572.28	12861.42

		2. Loading and Unloading			
		(a) Loading into and unloading from trucks and stacking as directed within 50 m. Lead (per quintal)	7.1125	1.78	8.89
		(b) Loading in trucks, unloading from trucks except sand, granite, chips, metals and wood as directed within 50m. Lead (per cum)	57.2375	14.31	71.55
		(c) Loading in trucks, unloading from trucks, sand, granite, chips, metals and wood within 50m. lead. (per cum)	57.2375	14.31	71.55
		(d) Load & Unloading from trucks bulk materials such as home pipes etc. as directed within 50m. Lead (per cum)	69.4875	17.37	86.86
		(e) Unloading from wagons 1m. clear of rails in platform for cement, coal, Ac Sheet, Tarphet paints etc. within 15m. Lead (per quintal)	5.8	1.45	7.25
		(f) Unloading from Railways wagons, loading in trucks and unloading and stacking at the godown within 15m.lead (per quintal)	16.15	4.04	20.19
		(3) Conveyance by head loads:			
		(i) Bajri, Gravel, Stone, Sand etc upto 50m. (per cum)	19.4125	5.82	25.24
		(ii) Bajri, Gravel, Stone, Sand etc. upto 100m. (per cum)	32.675	9.80	42.48
		(iii) Bajri, Gravel, Stone, Sand etc. upto 150m. (per cum)	63.6625	19.10	82.76
		4. Conveyance of heavy materials by sangimullas within 100m.			
10	Rice, Mills, Dal Mills	1. Steaming of paddy for 100 bags of 75kgs each.	571.6375	142.91	714.55

	and Floor Mills	2. Boiling of paddy for 100 bags of 75kgs each.	571.6375	142.91	714.55
		3. Carrying of paddy for 100 bags of 75kgs each.	408.4625	102.12	510.58
		4. Loading of 100 bags of 75kgs each	571.6375	142.91	714.55
		5. Unloading of 100 bags of 75kgs each	571.6375	142.91	714.55
		6. Bagging of 100bags of 75kgs each	489.925	122.48	612.41
		7. Weighing of 100 bags of 75kgs each	408.4625	102.12	510.58
		8. Stacking of 100 bags of 75kgs each	408.4625	102.12	510.58
		9. Sewing of 100 bags of 75 kgs each	408.4625	102.12	510.58
		11	Bamboo Forest Establishment	1. Bamboo cutting (including piecing bundling and stacking near the place of cutting (per 100 bundles each having 21 pieces of 2.3 meters)	2124.6875
2. Dragging					
(i) Within a radius of 100 metres (per 100 bundles)	426.2625			106.57	532.83
(ii) For every Under 50 metres beyond 100metres (per 100 meters)	241.0875			60.27	301.36
3. Stacking at depot side and at all other places except near the place of cutting (per 100 meters)	66.55			16.64	83.19
4. Re-bundling (per 100 meters)	120.575			30.14	150.72
5. Loading (per 100 meters)	111.15			27.79	138.94
6. Unloading (including staking near the place of unloading) (per 100 meters)	79.4625			19.87	99.33
Explanation:- 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:			
		(a) Distribution and supply of types for ordinary composition of manuscript without correction (Semi Skilled)	85.95	21.49	107.44
		(b) Display and complicated finished job composition, correction, make up and imposition of composed matter.	86.925	21.73	108.66
		2. Printing trade:			
		(a) Distribution of ordinary jobs in small and simple type of trade platen/small handfed cylinder machine (Semi Skilled)	66.55	16.64	83.19
		(b) Printing of complicated and coloured jobs in the above type of machine (Skilled)	77.5625	19.39	96.95
		(c) Printing of straight forward job like forms and books in large size handfed flatbed machines, printing of above type of work in small size auto fed platen and cylinder machine (Skilled)	77.5625	19.39	96.95
		3. Book Binding Trade:			
		(a) Manual operations like a folding, gathering, pasting, stitching, numbering and hand sewing etc. (Semi Skilled)	85.95	21.49	107.44
		(b) Operating common binding machines like small size paper cutting machines, Wire stitching machines etc (Semi Skilled)	85.95	21.49	107.44

		(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)	85.95	21.49	107.44
		<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.			
		(b) Each workers for the unskilled 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 work if offered during the normal working hours. If he works over time, he will be paid at double the rate.			
13	Collection	1. Undecoraticated Sal Seeds. (per kilogram of dry weight)	13.9	3.48	17.38

	of Sal Seeds	2. Decoraticated Sal Seeds. (per kilogram of dry weight)	14.175	3.54	17.72
		3. Bagging, Weighing, and stitching Debagging and Stacking (per 1 bag of 85 kilograms)	12.425	3.11	15.53
		4. Loading (per 1 bag of 85 kilograms)	8.1	2.03	10.13
		5. Unloading(per 1 bag of 85 kilograms)	4.8875	1.22	6.11
14	Kendu leaf Collection	1. Plucking (per 20 leafs)	0.7875	0.20	0.98
		2. Binding (per bundle (5kg bundle) per bag of 60 kgs)	53.6375	13.41	67.05
		3. Bagging (per bag of 60 kg)	53.6375	13.41	67.05
		4. Mulaya (per bag of 60 kg)	31.0125	7.75	38.77
15	Tobacco including beedi (making) manufacturing	1. Rolling of 1000 beedies (per thousand)	175.775	43.94	219.72
		2. Packing & Labeling of 1000 beedies (per thousand)	6.6875	1.67	8.36

By Order of the Governor

R. S. GOPALAN

Commissioner-*cum*- Secretary to Government