

# The Odisha Gazette

EXTRAORDINARY

PUBLISHED BY AUTHORITY

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No. 1112, CUTTACK, FRIDAY, JULY 24, 2015/SRAVAN 02, 1937

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LABOUR & E.S.I. DEPARTMENT

NOTIFICATION

The 24th July, 2015

**S.R.O. No. 323/2015**— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in 88 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. 636 of the *Odisha Gazette* dated the 30th April, 2015 under the notification of the Government of Odisha in the Labour & Employees State Insurance Department No.3716-LL-I-(AR)1/15/LESI dated the 30th April, 2015 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 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 the Unskilled, Semi Skilled, Skilled, Highly Skilled categories of employees employed in 88 employments as mentioned in the Schedule to this notification in the whole State to Rs. 200.00, Rs.220.00, Rs.240.00 and Rs. 260.00 per day respectively with effect from the date of publication of this notification in the *Odisha Gazette*.

**SCHEDULE**

Sl. No. (1)	Name of the Employment (2)	Categories of Employees (3)	Revised minimum rates of wages per day (4)		
1.	Agriculture				
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			Unskilled	Rs. 200.00
10.	Cement pipe making and allied products industry.			Semi-skilled	Rs. 220.00
11.	Ceramic and Pottery Industry			Skilled	Rs. 240.00
12.	Chemical Industry			Highly skilled	Rs. 260.00
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 Non Government Organisation and 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. 200.00
31.	Glass Industries	Semi-skilled	Rs. 220.00
32.	Gold and Silver Ornaments and articles of artistic design.	Skilled	Rs. 240.00
33.	Graphite Industry including beneficiation	Highly skilled	Rs. 260.00
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		
50.	Manufacture of paints and varnishes		
51.	Manufacture of plastic products including toys		
52.	Manufacture of Radio by assembling with parts		
53.	Manufacture of ropes		
54.	Manufacture of Utensils including Aluminum and Hindalium products.	Unskilled	Rs. 200.00
55.	Metal Industry (except the cottage and village scale units).	Semi-skilled	Rs. 220.00
		Skilled	Rs. 240.00
56.	Major or Minor Engineering Industry including Sponge, Secondary Steel, Rolling Mills, Ferro Alloys, Metal Industries (employment less than 50 persons).	Highly skilled	Rs. 260.00
57.	Motor body building		
58.	Non-teaching staff of all private Educational Institutions including Industrial Training Institute and 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, Desktop Publication 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.		
72.	Rice Mill, Flour Mill or Dal Mill, Chuda Mill and Masala Mill.		
73.	Rubber and Rubber Products Industry		
74.	Salt Pans		
75.	Saw Mills		
76.	Shops, Commercial Establishments, Saloon, Beauty Parlour, Spa, Massaging Centre, Xerox Shop, Subscriber Trunk Dialing Booth, Tent House, Newspaper Hawkers and Newspaper Establishments.	Unskilled	Rs. 200.00
		Semi-skilled	Rs. 220.00
		Skilled	Rs. 240.00
77.	Siali leaf pluckers and Sal leaf pluckers	Highly skilled	Rs. 260.00
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		

**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.6502–LL-I(AR)-1/15/LESI.]

By Order of the Governor

G. SRINIVAS

Principal Secretary to Government