



**Report  
On The Working Of  
The Minimum Wages Act, 1948  
For The Year 2007**

**Government of India  
Labour Bureau  
Ministry of Labour and Employment  
Chandigarh/Shimla**

## **PREFACE**

The passing of the Minimum Wages Act, 1948 was a landmark in statutory wage regulations in India. The Act provides for fixation / periodic revision of minimum wages in the scheduled employments where labour is vulnerable to exploitation. The minimum wages system serves a useful purpose in preventing exploitation of workers in terms of payment of unduly low wages and helps in reducing inequalities in the standard of living of different social groups of workers by statutorily prescribing minimum wage rates. This also helps in reducing poverty and improving the position of low paid wage earners in the sweated industries.

The Labour Bureau brings out an annual report on the working of the Minimum Wages Act, 1948 based on the information received through the statutory return prescribed under the Act. The present report pertains to the year 2007. It presents information on employments added, employments in which the Minimum Wages were fixed for the first time, the minimum wages in different scheduled employments prevalent during the year, the range of Minimum Wages, comparative Minimum Wage Rates prevailing in scheduled employments and number of Inspections etc. Information contained in this report is based on the Annual Returns received from the Chief Labour Commissioner (Central) as well as the authorities of the State Governments and Union Territories. The Labour Bureau expresses its gratitude to all the responding source agencies for their co-operation. I would also like to express my appreciation for the efforts put in by Officers and Staff of the Wages Section of Labour Bureau, Chandigarh, whose names appear in Annexure V.

The views expressed in this report are not necessarily those of the Ministry of Labour and Employment, Government of India.

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**Dated: the 19<sup>th</sup> May, 2010**

## C O N T E N T S

SECTION/ ANNEXURE	SUBJECT	PAGE NO.
1	2	3

	Executive Summary	(i) – (ii)
SECTION-I	Introduction	(iii) –( xi)
SECTION-II	Main Provisions of the Act	(xi) –( xiii)
SECTION-III	Statistics collected under the Minimum Wages Act,1948	(xiv) –(xvii)
	Statistical Tables	
TABLE-1	Employments Added Subsequently to the Schedule Appended to the Minimum Wages Act, 1948 during the year 2007.	1
TABLE-2	Employments in which Minimum Wages were fixed for the first time during the year 2007.	2
TABLE-3	Minimum Wages for Unskilled Workers in Scheduled Employments.	3-38
TABLE-4	Range of Minimum Wages as on 31.12.2007.	39
TABLE-5	Comparative Minimum Wage Rates prevailing in Scheduled Employments in Central Sphere/States/Union Territories as on 31.12.2007.	40-61
TABLE-6	Number of establishments covered under the Minimum Wages Act, 1948 and the average daily number of persons employed during the year 2007.	62
TABLE-7	Number of inspections made, irregularities detected, prosecutions launched and claims preferred in the Central Sphere/State and U.Ts for the year 2007.	63

Annexure I	List of original employments included in the Schedule under Minimum Wages Act, 1948	64
Annexure II	Machinery for Enforcement of Minimum Wages Act, 1948 for the year 2007.	65-67
Annexure III	Prescribed Consolidated Return under the Minimum Wages Act, 1948	68-76
Annexure IV	List of reports brought out on the subject till date.	77
Annexure V	Officers / Officials Associated with the Preparation of the Report	78

## EXECUTIVE SUMMARY

- The present report on the working of the Minimum Wages Act, 1948 pertains to the year 2007.
- The report is based on the returns received from twenty one States, two Union Territories and CLC (Central) for the year 2007. The rest of the States/Union Territories either submitted defective returns or did not submit the returns at all.
- Andhra Pradesh, Arunachal Pradesh, Kerala, West Bengal and Puducherry were five State/U.T. Governments which added new employments to the schedule appended to the Act.
- Amongst the States, maximum number of scheduled employments (83) were reported from Orissa and the minimum number (4) were reported from Mizoram.
- In case of Union Territories, maximum number of scheduled employments were reported from Chandigarh (48) and the minimum were reported from Andaman & Nicobar Islands (6).
- There exists no uniformity in the wage structure across the various States/Union Territories as some states pay consolidated wages (Basic + Dearness Allowance) and the others report D.A. as a separate component.
- The Range of wages varies from 0 to Rs. 270.16. It is zero in case of all the States/U.T.s which are paying equal wages to all the unskilled workers in all the scheduled employments whereas it is maximum in case of the State of Kerala i.e. Rs. 270.16.
- Highest minimum wages are being paid in the scheduled employment “Collection of River Sand and it’s loading and unloading” by the State of Kerala which stood

at Rs. 342.16 and the lowest Rs. 30.00 are being paid in scheduled employment “Tea Plantation” in the State of Tripura.

- Total of 293 different types of scheduled employments were reported where the minimum wage rates have been fixed by the States/Union Territories/CLC.
- The response rate in case of the establishments covered under the Act is as low as 0.20 per cent for Uttarakhand and as high as 94.15 per cent for Manipur.
- The highest number of inspections (2,55,832) were reported from the state of Bihar and the lowest number were reported from A & N Islands (246).
- The highest number of irregularities were detected in the State of Kerala (57669) and the lowest (54) in Manipur in the State sphere.
- The highest number of prosecutions were launched by the State of Punjab (2599) and the lowest number of prosecutions launched were reported by West Bengal (44) in the State sphere.
- The highest number of claims preferred by the State of Bihar (21073) and the lowest preferred by Jammu & Kashmir (2).

# **REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948 FOR THE YEAR 2007**

## **I. INTRODUCTION**

**1.1** The purpose of seeking employment is to sell labour to earn wages so as to attain a 'decent' or 'dignified' standard of living. The wage or income that a worker obtains from his /her work is therefore, what enables him /her to achieve a fair standard of living. One seeks a fair wage both to fulfil one's basic needs and to feel reassured that one receives a fair portion of the wealth that one works to generate for society. Society has a duty to ensure a fair wage to every worker, to ward off starvation and poverty, to promote the growth of human resources, and to ensure social justice without which likely threats to law and order may undermine economic progress.

**1.2** The Constitution of India accepts the responsibility of the State to create an economic order in which every citizen finds employment and receives a 'fair wage'. This made it necessary to quantify or lay down clear criteria to identify a fair wage. Therefore, a Central Advisory Council in its first session (November, 1948) appointed a Tripartite Committee on Fair Wages. The Committee consisted of representatives of employers, employees and the Government. Their task was to enquire into and report on the subject of fair wages to labour.

**1.3** **The Committee on Fair Wages** defined three different levels of wages viz;

- (i) Living wage
- (ii) Fair wage
- (iii) Minimum Wage

### **1.3.1 LIVING WAGE**

The living wage, according to the Committee, represented the highest level of the wage which should enable the worker to provide for himself and his family not merely the basic essentials of food, clothing and shelter but a measure of frugal comfort including education for children, protection against ill health, requirements of essential social needs and a measure of insurance against more important misfortunes including old age. But the Committee felt that when such a wage is to be determined, the considerations of national income and the capacity to pay of the industry concerned has to be taken into

account and the Committee was of the opinion that living wage had to be the ultimate goal or the target.

#### **1.4 FAIR WAGE**

**1.4.1** The Fair Wages Committee in this connection observed : “ the objective is not merely to determine wages which are fair in the abstract, but to see that employment at existing levels is not only maintained, but if possible increased. From this point of view, it will be clear that the levels of the wages should enable the industry to maintain production with efficiency. The capacity of industry to pay should, therefore, be assessed by the Wage Boards in the light of this very important consideration.”

**1.4.2** The Fair Wages Committee also recommended that the fair wage should be related with the productivity of labour. In this connection it may be said that in India since the existing level of wages is unable to maintain the workers on subsistence plus standard, it is essential that the workers must be first assured a living wage and only after this minimum has been done, the wages should be related to the productivity. The Committee further recommended that the fair wage should be related with the prevailing rates of the wages, though in view of unduly low wages prevailing even in organized industries in the country, it laid that the wage fixing machinery should, therefore, make due allowance for any depression of wages caused by unequal bargaining.

**1.4.3** With regard to the machinery to be adopted for the fixation of fair wages, the Committee favoured the setting up of Wage Boards. It recommended that there should be a State Board for each State, composed of independent members and representatives of employers and employees in equal numbers. In addition to the State Board, there should be a Regional Board for each of the industry taken up for wage regulation. Finally, there should be a Central Appellate Board to which appeals may be preferred from the decision of the Wage Boards. On the recommendations of the Committee on Fair Wages, a bill was introduced in the Parliament in August 1950, known as Fair Wages Bill. It aimed at fixing fair wages for workers employed in the first instance, in factories and mines. It contained various other useful provisions also. But the bill now stands lapsed.

**1.4.4** The Fair Wages Committee appointed by the Government of India, as stated earlier, drew a distinction between a minimum and a living wage and observed that the



minimum wage is less than the living wage. With regard to the fair wage, the Committee recommended that it should be above the minimum wage and below the living wage.

## **1.5 MINIMUM WAGE**

**1.5.1** The Committee was of the view that a minimum wage must provide for not merely the bare sustenance of life, but for the preservation of the efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities.

**1.5.2** The statutory Minimum Wage is the wage determined according to the procedure prescribed by the relevant provisions of the Minimum Wages Act, 1948.

**1.5.3** The question of establishing statutory wage fixing machinery in India was, therefore, discussed at the third and fourth meetings of the *Standing Labour Committee* held in 1943 and 1944 respectively and at successive sessions of the *Tripartite Labour Conference* in 1943, 1944 and 1945. The last of these approved the enactment of minimum wages legislation in principle. On April 11, 1946, a Minimum Wages Bill was introduced in Parliament but the passage of the Bill was considerably delayed by the constitutional changes in India. It was, however, passed into an Act in March 1948.

**1.5.4** The Act applies to the employments (Annexure I) that are included in Parts I and II of the Schedule Appended to the Act. The authority to include an employment in the schedule and to take steps for getting the minimum rates of wages fixed or revised vests with the Government – Central or State, according to the nature of employment. Once the minimum rates of wages are fixed according to the procedure prescribed by law, it is the obligation of the employer to pay the said wages irrespective of the capacity to pay.

## **1.6 CONCEPT OF THE MINIMUM WAGES AS DEFINED IN THE VARIOUS INTERNATIONAL LABOUR ORGANISATION (ILO) CONFERENCES**

**1.6.1** A brief history of the concept of Minimum Wages as taken up under the various International Labour Organisation Conferences from time to time is traced in the following paragraphs.

## **1.6.2 CONVENTION NO.26**

### **ELEVENTH SESSION (1928)**

**1.6.3** Eleventh Session held on 30<sup>th</sup> May, 1928, was convened at Geneva. Adoption of proposals with regard to Minimum Wage Fixing Machinery was the first item on the agenda of the Session.

## **1.6.4 CONVENTION NO. 99**

### **THIRTY FOURTH SESSION (1951)**

**1.6.5** The Thirty Fourth Session was held on 6<sup>th</sup> June, 1951 and the Convention concerning the Minimum Wage Fixing Machinery in Agriculture was the eighth item on the agenda of the Session. The guidelines for creation / maintenance of adequate machinery whereby Minimum Wages can be fixed for agricultural workers were similar to those stated for Minimum Wage Fixing Machinery in the 11<sup>th</sup> Session of the ILO.

## **1.6.6 CONVENTION NO.131**

### **FIFTY FOURTH SESSION 1970**

**1.6.7** The General Conference of the ILO, met in its 54<sup>th</sup> Session on 3<sup>rd</sup> June, 1970 in Geneva, passed the Convention concerning Minimum Wage Fixing, with special reference to developing countries on 22<sup>nd</sup> June, 1970. It was thought that the earlier conventions with regard to the Minimum Wages had played a valuable part in protecting disadvantaged groups of wage earners and that another convention was needed to complement the earlier ones, which, while of general application, will pay special regard to the needs of developing countries.

## **1.7 MINIMUM WAGE DEFINED IN THE VARIOUS SESSIONS OF INDIAN LABOUR CONFERENCES**

### **1.7.1 FIFTEENTH SESSION, (1957)**

**1.7.2** At the 15<sup>th</sup> Session of the Indian Labour Conference held at New Delhi in July 1957, an important resolution was passed, which laid down that the minimum wage should be need-based and should ensure the minimum human needs of the industrial worker. The following norms were accepted as a guide for all wage- fixing authorities including Minimum Wage Committees, Wage Boards, Adjudicators, etc.:

- (i) In calculating the minimum wage, the standard working class family should be taken to comprise three consumption units for one earner, the earnings of women, children and adolescents being disregarded.

- (ii) Minimum food requirements should be calculated on the basis of a net intake of 2700 calories as recommended by Dr. Akroyd for an average Indian adult of moderate activity.
- (iii) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum, which would give for the average worker's family of four a total of 72 yards.
- (iv) In respect of housing, the norm should be the minimum rent charged by Government in any area for houses provided under the Subsidised Industrial Housing Scheme for low – income groups ; and
- (v) Fuel, lighting and other miscellaneous items of expenditure should constitute 20 per cent of the total minimum wage. The Resolution further laid down that wherever the minimum wage fixed was below the norms recommended above, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the aforesaid norms. The Resolution, thus, tried to give a concreteness to the whole concept of minimum wage.

**In 1991, the Supreme Court in its judgment** expressed the view that children's education, medical requirement, minimum recreation, including festivals, ceremonies, provision for old age and marriage should further constitute 25 per cent and be used as a guide for fixing the minimum wage.

### **1.7.3 THE THIRTIETH SESSION (1992)**

The Indian Labour Conference in its Thirtieth Session in September, 1992 expressed the view that while the tendency to fix minimum wages at unrealistically high levels must be checked, implementation of wages once fixed must be ensured. It felt that the implementation machinery, consisting of labour administration in the States had been far from effective. It was desirable that workers' organizations and non-governmental voluntary organizations etc., played a greater role instead of engaging an army of inspectors for this purpose.

### **1.7.4 REVISION**

The Minimum Wage rates should be revised at an appropriate interval not exceeding five years.

### **1.7.5 PROCEDURE FOR FIXATION/REVISION**

In (Section 5 of) the Minimum Wages Act, 1948, two methods have been provided for fixation/revision of minimum wages. They are the Committee method and Notification method.

(i) **COMMITTEE METHOD**

Under this method, committees and sub-committees are set up by the appropriate Governments to hold enquiries and make recommendations with regard to fixation and revision of minimum wages, as the case may be.

(ii) **NOTIFICATION METHOD**

In this method, Government proposals are published in the Official Gazette for information of the persons likely to be affected thereby and specify a date not less than two months from the date of the notification on which the proposals will be taken into consideration. After considering advice of the Committees/Sub-committees and all the representations received by the specified date in Notification method, the appropriate Government shall, by notification in the Official Gazette, fix/revise the minimum wages in respect of the concerned scheduled employment and it shall come into force on expiry of three months from the date of its issue.

### **1.7.6 VARIABLE DEARNESS ALLOWANCE (VDA)**

It was recommended in the Labour Ministers' Conference held in 1988, to evolve a mechanism to protect wages against inflation by linking it to rise in the Consumer Price Index. The Variable Dearness Allowance came into being in the year 1991. The allowance is revised twice a year, once on 1st April and then on 1st October.

### **1.7.7 ENFORCEMENT MACHINERY**

The enforcement of the provisions of the Minimum Wages Act in the Central Sphere is secured through the officers of Central Industrial Relations Machinery. In so far as State Sphere is concerned, the enforcement is the responsibility of the respective State Government/Union Territory.

### **1.7.8 NATIONAL WAGE POLICY**

Though it is desirable to have a National Wage Policy, it is difficult to conceive a concept of the same. The issue of National Wage Policy has been discussed on many occasions at various forums. Because fixation of wages depends on a number of criteria like local conditions, cost of living and paying capacity which also varies from State to State and from industry to industry, it would be difficult to maintain uniformity in wages. The Indian Labour Conference, held in November, 1985 expressed the following views-

“Till such time a national wage policy does not come into being, it would be desirable to have regional minimum wages in regard to which the Central Government may lay down the guidelines. The Minimum Wages should be revised at regular periodicity and should be linked with rise in the cost of living”

Accordingly, the Government issued guidelines in July, 1987 for setting up of Regional Minimum Wages Advisory Committees. These Committees renamed subsequently as Regional Labour Ministers' Conference, made a number of recommendations which include reduction in disparities in minimum wages in different states of a region, setting up of inter-state Coordination Council, consultation with neighbouring States while fixing/revising minimum wages etc.

### **1.7.9 REGIONAL COMMITTEES TO REDUCE DISPARITIES IN WAGES**

There is disparity in rates of minimum wages in various regions of the country. This is due to the differences in socio-economic and agro-climatic conditions, prices of essential commodities, paying capacity, productivity and local conditions influencing the wage rate. The regional disparity in minimum wages is also attributed to the fact that both the Central and State Governments are the appropriate Government to fix, revise and enforce minimum wages in scheduled employments in their respective jurisdictions under

the Act . To bring uniformity in the minimum wages of scheduled employments, the Union Government has requested the States to form regional Committees. At present there are five Regional Minimum Wages Advisory Committees in the country which are as under:-

<b>NAME OF THE REGION</b>	<b>STATE/UNION TERRITORY</b>
Eastern Region	West Bengal, Orissa, Bihar, Jharkhand and Andaman & Nicobar Islands.
North Eastern Region	Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Sikkim, Nagaland and Tripura.
Southern Region	Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, Puducherry and Lakshadweep.
Northern Region	Punjab, Rajasthan, Himachal Pradesh, Jammu & Kashmir, Haryana, Uttar Pradesh, Uttarakhand, Delhi and Chandigarh.
Western Region	Maharashtra, Gujarat, Goa, Madhya Pradesh, Chhattisgarh, Dadra & Nagar Haveli and Daman & Diu.

## **1.8 CONCEPT OF NATIONAL FLOOR LEVEL MINIMUM WAGE**

In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) in 1991. Keeping in view the recommendation of NCRL and subsequent rise in price indices, the National Floor Level Minimum Wage was fixed at Rs. 35/- per day in 1996. The Central Government raised the National Floor Level Minimum Wage to Rs. 40/- per day in 1998 and further to Rs. 45/- with effect from 01.12.1999, and Rs. 50/- per day with effect from 1.9.2002. Based on the norms suggested by the Working

Group and its acceptance by the Central Advisory Board subsequently in its meeting held on 19.12.2003, national floor level minimum wage was revised upward to Rs. 66/- per day with effect from 1.02.2004. The Central Government has increased the National Floor Level Minimum Wage from Rs. 66/- to Rs. 80/- per day with effect from September, 2007. The National Floor Level Minimum Wage, however, has no statutory backing. The State Governments are persuaded to fix minimum wages such that in none of the scheduled employments,<sup>1</sup> the minimum wage is less than National Floor Level Minimum Wage.

## **II. MAIN PROVISIONS OF THE MINIMUM WAGES ACT, 1948**

Following are the main provisions of the Act

### **2.1 FIXING OF MINIMUM RATES OF WAGES**

**2.1.1** It provides for fixing minimum wages in certain employments where labour is ignorant or less organised and is vulnerable to exploitation. Minimum wages are not to be fixed in respect of any industry in which there are less than 1,000 employees in the whole State. (Under the 1957 amendment to the Act of 1948, this limiting condition has been substantially relaxed.)

**2.1.2** The Act provides for the fixation of

- (a) A minimum time rate
- (b) A minimum piece rate
- (c) A guaranteed time rate
- (d) An overtime rate appropriate to different occupations and different classes of workers.

**2.1.3** The minimum wage fixed or revised by the appropriate Government<sup>2</sup> will include the following

- (a) A basic rate of wages and a special allowance at a rate to be adjusted, at such intervals and in such manner as the appropriate government may direct, to accord

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<sup>1</sup> "Scheduled employment" means an employment specified in the schedule appended to the Minimum Wages Act, or any process or branch of work forming part of such employment.

<sup>2</sup> As per the Act, the appropriate government means (i) In relation to any scheduled employment carried on by or under the authority of the Central Government or a railway administration or in relation to a mine, oilfield or major port or any corporation established by a Central Act, the Central Government and (ii) In relation to any other scheduled employment, the State Government.

- as nearly as practicable with the variation in the cost of living index number <sup>3</sup> applicable to such workers.
- (b) A basic rate of wages with or without the cost of living allowance , and the cash value of the concessions in respect of suppliers of essential commodities at concession rates, where so authorised: or
  - (c) An all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any.
  - (d) The cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concession rate shall be computed by the competent authority <sup>4</sup> at such intervals and in accordance with such directions as may be specified or given by the appropriate government. The Act lays down that wages should be paid in cash, although it empowers the appropriate Governments for the payment of minimum wages wholly or partly in kind.

## **2.2 PAYMENT OF MINIMUM RATE OF WAGES**

The employer is required to pay to every employee, engaged in a scheduled employment under him, wages at a rate not less than the minimum rate of wages notified for that class of employees without any deduction except as may be authorised.

## **2.3 FIXING HOURS FOR NORMAL WORKING DAY**

In regard to any scheduled employment, minimum rates of wages in respect of which have been fixed under this Act, the appropriate Government may

- (a) fix the number of hours of work which shall constitute a normal working day, inclusive of one or more specified intervals;
- (b) provide for a day of rest in every period of seven days which shall be allowed to all employees or to any specified class of employees and for the payment of remuneration in respect of such days of rest;
- (c) provide for payment for work on a day of rest at a rate not less than the overtime rate

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<sup>3</sup> Cost of living index number in relation to employees in any scheduled employment in respect of which minimum rates of wages have been fixed , means the index number ascertained and declared by the competent authority by notification in the Official Gazette to be the cost of living index number applicable to employee in such employment.

<sup>4</sup> Competent authority means the authority appointed by the appropriate government by notification in its Official Gazette to ascertain from time to time the cost of living index number applicable to the employees employed in the scheduled employment specified in such notification.



## **2.4 WAGES FOR TWO OR MORE CLASSES OF WORK**

If an employee performs two or more classes of work, to each of which a different rate of wage is applicable, the employer is required to pay to such an employee in respect of the time respectively occupied in each such class of work, wages at not less than the minimum rate in force in respect of each such class.

## **2.5 MAINTENANCE OF REGISTERS AND RECORDS**

Every employer is required to maintain registers and records giving particulars of employees, the work performed by them, the wages paid to them, the receipts given by them and any other required particulars.

## **2.6 INSPECTIONS**

The appropriate Government may, by notification in the Official Gazette, appoint inspectors for this purpose under the Act and define the local limits for their functions.

## **2.7 CLAIMS**

The appropriate Government may, by notification in the Official Gazette, appoint Labour Commissioner or Commissioner for Workmen's Compensation or any officer not below the rank of Labour Commissioner or any other officer with experience as a judge of a civil court or as a Stipendiary Magistrate, to hear and decide for any specified area, all claims arising out of the payment of less than the minimum rates of wages as well as payment for days of rest or for work done.

## **2.8 AUTHORISED DEDUCTIONS**

The deductions can be made on account of:

- (a) Fines
- (b) Damage or Loss
- (c) Breach of Contract

### **III. STATISTICS COLLECTED UNDER THE MINIMUM WAGES ACT, 1948**

**3.1** All establishments covered under the Act are required to furnish to the concerned authority (Central or State) an annual return in prescribed form as per the rules framed under the Minimum Wages Act, 1948. The Centre / State Governments in turn send a consolidated return (Annexure III) to the Labour Bureau which compiles an all India report based on the data contained in these returns after scrutiny to ensure accuracy and consistency of data. Where the monthly Minimum Wages have been reported, these have been converted to daily minimum wages by dividing the monthly wages by 26, the fortnightly and weekly minimum wages have been divided by 12 and 6 respectively to arrive at the daily minimum wage.

#### **3.2 ADDITION OF NEW EMPLOYMENTS**

**3.2.1** The State Governments and the Union Territories review the Scheduled Employments under their jurisdiction from time to time and add new employments in respect of which it is of the opinion that minimum rates of wages should be fixed statutorily in addition to the existing ones.

**3.2.2** During the year 2007, five State/U.T. Governments namely Andhra Pradesh, Arunachal Pradesh, Kerala, West Bengal and Puducherry have added new employments to the Schedule appended to the Act (Table 1).

#### **3.3 FIXATION OF MINIMUM WAGES FOR THE FIRST TIME**

Table 2 shows that during the year 2007, the minimum wages were fixed for the first time by the State of Andhra Pradesh in two scheduled employments i.e. Garment and Allied Manufacturing Industry and Any Manufacturing Process carried out in any Factory as defined under Sec. 2(m) or Sec. 85 of the Factories Act other than those notified under Part-I and Part-II of the Schedule of Minimum Wages Act, 1948.

#### **3.4 SCHEDULED EMPLOYMENTS AND PREVAILING MINIMUM WAGE RATES**

The Central Government and the different State Governments have been maintaining a set of scheduled employments for fixing minimum rates of wages under their respective jurisdiction. This set undergoes a change as and when there is an addition of an employment in the schedule appended to the Minimum Wages Act, 1948 by these appropriate Governments.

Table 3 presents the data for 23 States/Union Territories and CLC (Central) on Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2007. The number of scheduled employments varies from State to State and so do the minimum wages. Amongst the States, the largest number of scheduled employments were reported from Orissa which stood at 83 and the lowest number i.e. 4 were reported from Mizoram. In case of Union Territories, the maximum number of scheduled employments i.e. 48 were reported from Chandigarh and the minimum i.e. 6 from Andaman and Nicobar Islands. An analysis of the table also shows that there is no uniformity in the wage structure as some States pay consolidated wages (Basic + Dearness Allowance) and some are reporting D.A. as a separate component. Only 6 states and the CLC (Central) have linked wages to periodic revision of DA. Further, 11 States/Union Territories are paying by and large equal wages to all the unskilled workers in all the scheduled employments.

### **3.5 SCHEDULED EMPLOYMENTS AND RANGE OF MINIMUM WAGE RATES**

**3.5.1** The total number of employments in respect of which the minimum wage rates have been fixed / revised and the range of minimum wage rates in different States / Union Territories as on 31.12.2007 have been presented in Table 4.

**3.5.2** It emerges from the Table that the number of scheduled employments was highest in the State of Orissa (83) followed by Bihar (80) and Andhra Pradesh (67).

**3.5.3** The dispersion of wage rates as measured by the range between the lowest minimum wage rate and the highest minimum wage rate at all States / U.Ts. level is very large, which is reflected by the fact that it is zero in case of the States/Union Territories which are paying equal wages to all the unskilled workers in all the scheduled employments whereas it is the maximum in case of the State of Kerala i.e. Rs. 270.16.

### **3.6 MINIMUM WAGE RATES IN SCHEDULED EMPLOYMENTS IN CENTRAL SPHERE / STATES / UNION TERRITORIES**

**3.6.1** Table 5 depicts a comparative picture of the minimum wage rates per day prevailing in the scheduled employments in Central Sphere / States / Union Territories. The main purpose of classifying this information is:

- (a) to study the inter-State variations in the minimum wage rates in a particular scheduled employment and

(b) to present the number and names of the States / U.Ts. fixing minimum wages for a particular employment at one place.

**3.6.2** It is clear from the Table that as on 31.12.2007 there were in all 293 different types of scheduled employments all over India for which minimum wage rates have been fixed / revised by the Central Government / States / Union Territories submitting returns . However differences in the range of minimum wages were found in the same scheduled employment in States or U.Ts. For instance, in Agriculture, the minimum wage rate of Rs.55.00 per day was reported from the States of Arunachal Pradesh and Puducherry and Rs. 139.00 per day was prevalent in Nicobar Islands. Similarly in Brick Kiln Industry, minimum wage rates of Rs.73.00 and Rs.174.50 per day were observed in Rajasthan and Kerala respectively. Further in Cinema/Theatre, minimum wage rates of Rs.70.00 per day were found in Orissa and and Rs.135.00 per day were found in Haryana. In case of Dal/Flour/Rice Mills, minimum wage rate of Rs. 55.00 per day was reported from the State of Arunachal Pradesh and Rs. 147.16 per day was prevalent in Kerala. In the case of Tea Plantation, minimum wage rates of Rs. 30.00 per day were reported from the State of Tripura and Rs. 98.02 per day were found in Kerala. In the Forestry/Timber Operations and Social Forestry, minimum wage rates of Rs. 49.00 per day were reported from the State of Andhra Pradesh and Rs. 196.16 per day were prevalent in the State of Kerala. The same pattern is observable in the other scheduled employments as well. Highest minimum wages are being paid in the scheduled employment “Collection of River Sand and its loading and unloading” by the State of Kerala which stood at Rs. 342.16 and the lowest Rs. 30.00 are being paid in the scheduled employment “Tea Plantation” in the State of Tripura. Almost in all the scheduled employments the highest wages are being paid in the state of Kerala and lowest in the State of Arunachal Pradesh.

### **3.7 SUBMISSION OF RETURNS**

Details regarding the number of establishments covered under the Minimum Wages Act, 1948 and those submitting returns as well as average daily employment have been presented in Table 6. In the State sphere, the response rate was as low as 0.20 per cent in the State of Uttarakhand and as high as 94.15 per cent in Manipur.

### **3.8 INSPECTIONS**

**3.8.1** The State-wise details of Inspections made, irregularities detected, prosecutions launched and claims preferred have been given in Table 7.

**3.8.2** In the State/U.Ts. , the highest number of inspections (255832) were conducted in Bihar and highest number of irregularities (57669) were detected in Kerala. On the other hand, the lowest number of inspections (246) were conducted in Andaman and Nicobar Islands as well as lowest number of irregularities (54) were observed in Manipur. The highest number of prosecutions (2599) were launched in Punjab whereas the lowest number of prosecutions were launched in West Bengal (44). In the State sphere highest number of claims preferred were in Bihar (21073) and lowest in Jammu and Kashmir (2).

### **3.9 ENFORCEMENT OF THE ACT**

Mere fixation / revision of wages would not be sufficient unless it is ensured that the workers are paid accordingly. Thus provision of adequate staff is a must for successful implementation of the Minimum Wages Act. However, in most of the States and Union Territories, there was no machinery appointed exclusively for the enforcement of the Minimum Wages Act and the inspection staff appointed under other labour Acts was entrusted with the enforcement of the Minimum Wages Act also. The Statement showing the strength of the machinery for enforcement of the Minimum Wages Act, 1948 during the year 2007 has been given in Annexure- II

### **3.10 LIMITATIONS OF THE DATA**

The following States/U.Ts. have not submitted their returns for the year 2007 despite repeated reminders or have submitted defective returns and are, therefore, excluded.

<b>States/Union Territories which did not submit the returns</b>	<b>States/Union Territories which submitted defective returns</b>
1. Jharkhand	1. Assam
2. Nagaland	2. Gujarat
3. Sikkim	3. Karnataka
4. Uttar Pradesh	4. Maharashtra
5. Dadra & Nagar Haveli	5. Tamil Nadu
6. Daman & Diu	6. Lakshadweep

**TABLE- 1****EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE  
APPENDED TO THE MINIMUM WAGES ACT, 1948  
DURING THE YEAR 2007**

<b>S.NO.</b>	<b>STATE / UNION TERRITORY</b>	<b>EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2007</b>
1	Andhra Pradesh	1. Garment and Allied Manufacturing Industry. 2. Any Manufacturing Process carried out in any Factory as defined under Sec. 2(m) or Sec. 85 of the Factories Act other than those notified under Part I and Part II of the Schedule of Minimum Wages Act, 1948.
2.	Arunachal Pradesh	1. Employment in any educational/coaching Institutions. 2. Employment in Hospital, Nursing Home, Dispensaries, Pharmacies, Consultation Clinic etc. 3. Employment in distilleries, brewing unit. 4. Employment in any establishment as Security Guard and Watch and Ward. 5. Employment in any establishment as Safai Karamcharis.
3.	Kerala	1. Employment in Tree Climbing 2. Employment in Sweeping and Cleaning
4.	West Bengal	Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines.
5	Puducherry	1. Employment in Private Educational Institutions 2. Employment in Domestic Works 3. Employment in Pharmaceuticals 4. Employment in Loading and Unloading operations 5. Employment in Food Processing Industries 6. Employment in Tailoring Industries 7. Employment in Taxi and Auto Drivers 8. Employment in Foot Wear Making Industries 9. Employment in Carpentry and Blacksmithy 10. Employment in Gold and Silver Articles Manufactory 11. Employment in Bakeries and Biscuit Manufactory 12. Employment in Distribution of Liquid Petroleum Gas Cylinders.

**TABLE – 2**

**EMPLOYMENTS IN WHICH THE MINIMUM WAGES WERE FIXED FOR  
THE FIRST TIME DURING THE YEAR 2007**

<b>S.NO.</b>	<b>STATE/ UNION TERRITORY</b>	<b>EMPLOYMENTS IN WHICH MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2007</b>	<b>MINIMUM WAGES FIXED PER DAY (In Rs.)</b>
1	2	3	4
1	Andhra Pradesh	1. Garment and Allied Manufacturing Industry. 2. Any Manufacturing Process carried out in any Factory as defined under Sec. 2(m) or Sec. 85 of the Factories Act other than those notified under Part I and Part II of the Schedule of Minimum Wages Act, 1948.	82.95  89.00

TABLE 3

**TABLE 3**  
**MINIMUM WAGES FOR UNSKILLED WORKERS IN SCHEDULED EMPLOYMENTS**  
**AS ON 31.12.2007**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (In Rs)			
		BASIC	D.A.	TOTAL	
<b>1.CHIEF LABOUR COMMISSIONER (CENTRAL)</b>					
1	Agriculture	Area -C	102.00	12.35	114.35
		Area - A	114.00	13.59	127.59
2	Asbestos Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
3	Ashpit cleaning in Railways	Area -C	Wages Not	Reported	
		Area -A			
4	Barytes Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
5	Bauxite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
6	Construction / Maintenance of	Area -C	66.00	6.24	72.24
	Roads and Building operations	Area - A	81.00	7.20	88.20
7	China Clay Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
8	Copper Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
9	Construction and maintenance of	Area -C	66.00	6.24	72.24
	Runways	Area - A	81.00	7.20	88.20
10	Clay Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
11	Chromite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
12	Dolomite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
13	Employment in laying of	Area -C	66.00	6.24	72.24
	electric, wireless, radio, television,	Area - A	81.00	7.20	88.20
	telephone, telegraph and overseas				
	communication cables and similar				
	other underground cabling, electric				
	lines, water supply lines and				
	sewerage pipe lines				
14	Fire Clay Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
15	Felspar Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (In Rs)			
		BASIC	D.A.	TOTAL	
16	Gypsum Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
17	Graphite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
18	Granite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
19	Gravel Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
20	Hematite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
21	Iron Ore Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
22	Kyanite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
23	Laterite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
24	Loading, Unloading in Railway Goods Sheds, Parcel Offices, Godowns, Ware Houses, Docks and Ports	Area -A	89.00	8.16	97.16
		Area - C	66.00	6.24	72.24
25	Lignite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
26	Maintainance of Buildings	Area -C	66.00	6.24	72.24
		Area-A	81.00	7.20	88.20
27	Mica Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
28	Manganese Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
29	Magnesite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
30	Magnetite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
31	Marble and Calcite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
32	Ochre Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20

**TABLE 3**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (In Rs)			
		BASIC	D.A.	TOTAL	
33	Quartz Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
34	Quartzite Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
35	Redoxide Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
36	Rock Phosphate Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
37	Stone Breaking or Crushing		82.44	10.72	93.16
38	Stone Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
39	Steatite (including Mines producing Soap Stone and	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
40	Silica Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
41	Slate Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
42	Sweeping and Cleaning		Wages not reported		
43	Security Services		Wages not reported		
44	Uranium Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
45	White Clay Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20
46	Wolfram Mines	Above Ground	66.00	6.24	72.24
		Below Ground	78.00	7.20	85.20

**AREA "A"**

Ahmedabad	(U.A.)	Greater Bombay	(U.A.)	Chennai	(U.A.)
Bangalore	(U.A.)	Hyderabad	(U.A.)	Nagpur	(U.A.)
Kolkata	(U.A.)	Kanpur	(U.A.)	Delhi	(U.A.)
Lucknow	(U.A.)				

**AREA "B"**

Agra	(U.A.)	Ghaziabad	(U.A.)	Meerut	(U.A.)
Ajmer	(U.A.)	Gorakhpur	(U.A.)	Moradabad	(U.A.)
Aligarh	(U.A.)	Guwahati		Mysore	(U.A.)
Allahabad	(U.A.)	Guntur		Nasik	(U.A.)

**TABLE 3**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	NIMUM WAGES AS ON 31.12.2007 (In Rs)			
		BASIC	D.A.	TOTAL	
	Amaravati (U.A.)	Gwalior	(U.A.)	Pune	(U.A.)
	Aurangabad (U.A.)	Indore	(U.A.)	Patna	(U.A.)
	Bareilly (U.A.)	Hubli-Dharwad		Raipur	
	Bhavnagar/Bhopal	Jabalpur	(U.A.)	Rajkot	
	Bikaner	Jaipur	(U.A.)	Ranchi	(U.A.)
	Bhubaneswar	Jalandhar		Sholapur	(U.A.)
	Amritsar	Jamshedpur	(U.A.)	Srinagar	(U.A.)
	Calicut (U.A.)	Jodhpur		Surat	(U.A.)
	Chandigarh (U.A.)	Kolhapur	(U.A.)	Thiruvananthapuram	(U.A.)
	Cochin (U.A.)	Kalyan		Ulhasnagar	
	Coimbatore (U.A.)	Kota		Vadodara	(U.A.)
	Cuttack (U.A.)	Ludhiana		Varanasi	(U.A.)
	Durgapur	Madurai	(U.A.)	Vijaywada	(U.A.)
	Faridabad Complex			Vishakhapatnam	(U.A.)
				Warangal	

**NOTE:**

Area: ' C' = will comprise all areas not mentioned in this list

U.A. = Urban Agglomeration

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>2.ANDRHA PRADESH</b>				
1	Agriculture	64.00	-	64.00
2	Aerated water manufacturing units and Soft Drinks	96.00	14.00	110.00
3	Any Manufacturing Process carried out in any Factory as defined under Sec.2(m) or Sec. 85 of the Factories Act other than those notified under Part-I and Part-II of the Schedule of Minimum Wages Act, 1948	78.00	11.00	89.00
4	Automobile Engineering workshops including servicing and repairs	70.00	55.00	125.00
5	Baking process including Biscuits Manufactory	66.00	52.00	118.00
6	Betal Vines	73.00	-	73.00
7	Brick Kiln Industry	112.00	13.00	125.00
8	Canteens and Clubs	102.00	11.00	113.00
9	Cashew and Coconut gardens	58.25	-	58.25
10	Cashew Processing Establishments	70.80	59.20	130.00
11	Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory	55.00	55.00	110.00
12	Chemicals and Pharmaceuticals	69.00	56.00	125.00
13	Cinema Industry	66.00	46.00	112.00
14	Coffee Plantations	47.00	48.00	95.00
15	Colour Printing and Yarn Dyeing	69.00	51.00	120.00
16	Construction of Projects Including Dams and Multipurpose Projects	71.00	57.00	128.00
17	Construction or Maintenance of Roads and Building Operations	70.00	55.00	125.00
18	Cotton Carpet Weaving Establishments	55.00	55.00	110.00
19	Cotton Ginning and pressing Factories	81.00	67.00	148.00
20	Dairy Farming	59.00	-	59.00
21	Distilleries and Breweries	79.00	60.00	139.00
22	Electronic Industry	71.00	58.00	129.00
23	Fisheries and Sea Foods	70.00	55.00	125.00
24	Forestry and Timbering Operations	49.00	-	49.00
25	Glass Industry	73.00	53.00	126.00
26	Garment and Allied Manufacturing Industry	75.84	7.11	82.95
27	Gold covering and Gold Coating Industry	70.00	55.00	125.00
28	Handloom (Silk)Weaving Establishments	66.50	-	66.50
29	Handloom Weaving Establishments		Piece Rated	
30	Handloom Weaving Establishments- Additional Categories	91.00	13.00	104.00
31	Horticulture	88.00	-	88.00
32	Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries	73.00	50.00	123.00
33	Hostels of all colleges and all other educational Institutions	76.00	53.00	129.00
34	Hotels and Restaurants and Eating Houses	70.00	55.00	125.00
35	Jute and Coir Industry	77.00	45.00	122.00
36	Khandsari Factories	70.00	55.00	125.00
37	Lime stone Kilns	93.00	13.00	106.00
38	Marketing Societies, Consumer Co-op. Societies and Co-op. Banks	70.00	55.00	125.00
39	Match and Fire Works	55.00	55.00	110.00
40	Mesta used Twine Mills	66.00	8.76	74.76
41	Metal Foundaries and General Engineering	70.00	52.00	122.00
42	Mica Works	70.00	52.00	122.00
43	Mini and Tiny Cement Factories	53.00	46.00	99.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
44	Motion Picture Industry including Production, Distribution and Publicity	55.00	55.00	110.00
45	Oil Mills	80.00	46.00	126.00
46	Paper and Paper Board including Straw Board including hand made Paper Manufactory	69.00	47.00	116.00
47	Petrol Bunks	70.00	55.00	125.00
48	Poultry farming including Feeding units	75.76	-	75.76
49	Powerloom Industry	33.00	58.00	91.00
50	Printing Press including Litho and offset Printing	69.00	56.00	125.00
51	Private Motor Transport	69.00	56.00	125.00
52	Professionals such as Chartered, Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates	79.00	45.00	124.00
53	Public Motor Transport	101.00	12.00	113.00
54	Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills	77.00	60.00	137.00
55	Salt Pans	97.00	11.00	108.00
56	Seed Processing Units	49.00	54.00	103.00
57	Sericulture	73.42	-	73.42
58	Shops and Commercial Establishments	69.00	56.00	125.00
59	Slate Factories	69.00	56.00	125.00
60	Steel Mills and Steel re-rolling Mills	69.00	51.00	120.00
61	Stone Breaking and Stone Crushing Operations	65.00	56.00	121.00
62	Tanneries and Leather Manufactory	69.00	56.00	125.00
63	Tiles and Potteries	69.00	51.00	120.00
64	Tobacco (excluding Beedi making) Manufactory	58.50	51.80	110.30
65	Toddy Tapping including Selling and Conveyance industry	55.00	55.00	110.00
66	Wood Working Establishments including Furniture (excluding Timbering Operations)	64.60	55.60	120.20
67	Woollen Carpet Making and Shawl Weaving Establishments	52.00	53.00	105.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>3.ARUNACHAL PRADESH</b>				
1	Agriculture	55.00	-	55.00
2	Employment in any bank in respect of which Govt.of Arunachal Pradesh is the appropriate Govt.to fix or revise the minimum wages	55.00	-	55.00
3	Cement Industry	55.00	-	55.00
4	Cinema and Video Hall	Wages Not Reported		
5	Construction or Maintenance of Roads or Building Operation	55.00	-	55.00
6	Employment under any Govt. Authority (Casual Contingency Employee)	55.00	-	55.00
7	Forest Operations	55.00	-	55.00
8	Lac Manufactory	55.00	-	55.00
9	Loading and Un-Loading except under Department of Co-operation	55.00	-	55.00
10	Load carrying i.e.Porter Porting Goods from One Area to Another Area	55.00	-	55.00
11	Local Authority	55.00	-	55.00
12	Mica Works	55.00	-	55.00
13	Motor Mechanical Garage Including Tyre Retreading or Repairing Industry	55.00	-	55.00
14	Oil Mill	55.00	-	55.00
15	Plantation (Cinchona, Rubber, Tea & Coffee)	55.00	-	55.00
16	Printing Press	55.00	-	55.00
17	Printing Process by Lithography,photography or other similar work or book binding	55.00	-	55.00
18	Private co-operative society,welfare or voluntary organisation	55.00	-	55.00
19	Public Motor Transport	55.00	-	55.00
20	Residential Hotel, Restaurants or Eating House	55.00	-	55.00
21	Rice / Flour /Dal Mill	55.00	-	55.00
22	Saw Vaneer and Plywood Mills/Industry	55.00	-	55.00
23	Shops or Commercial Establishments	55.00	-	55.00
24	Stone breaking or Stone crushing	55.00	-	55.00
25	Superior Kerosene/petrol/diesel oil delivery depot	55.00	-	55.00
26	Tanneries and Leather Manufactory	55.00	-	55.00
27	Tobacco manufactory (including Bidi making industries)	55.00	-	55.00
28	Woollen Carpet making or Shawl Weaving establishments	55.00	-	55.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL

4.BIHAR				
1	Agriculture	78.00	-	78.00
2	Aluminium Industry	68.00	13.00	81.00
3	Asbestos Cement factory	68.00	13.00	81.00
4	Automobile Engineering Workshops	68.00	13.00	81.00
5	Bakeries and Confectioneries	68.00	13.00	81.00
6	Biscuit Industry	68.00	13.00	81.00
7	Book Binding Industry	68.00	13.00	81.00
8	Brick Manufactory	68.00	13.00	81.00
9	Casting Industry	68.00	13.00	81.00
10	Cement and Hume Pipe, Electric Pole and Railway Sleeper Manufacturing Industry	68.00	13.00	81.00
11	Cement Prestressed Products	68.00	13.00	81.00
12	Chemical and Pharmaceutical Industry	68.00	13.00	81.00
13	Chura Mill	68.00	13.00	81.00
14	Cinema Industry	68.00	13.00	81.00
15	Coal Brick Industry	68.00	13.00	81.00
16	Cold Storage	68.00	13.00	81.00
17	Construction of Dams or for Irrigation purpose	68.00	13.00	81.00
18	Construction or Maintenance of Roads and Irrigation	68.00	13.00	81.00
19	Co-operative Sectors	68.00	13.00	81.00
20	Courier Service	68.00	13.00	81.00
21	Dafti Card Board, Mill Board, Corrugated Board, Straw Board Manufacturing	68.00	13.00	81.00
22	Dairy and Poultry Farms	68.00	13.00	81.00
23	Distilleries	68.00	13.00	81.00
24	Earth Excavation	68.00	13.00	81.00
25	Electric and Other Types of Bulbs and Florescent Tube Manufacturing Industry	68.00	13.00	81.00
26	Electro Casting and Metal Finishing Industry	68.00	13.00	81.00
27	Electronics Industry	68.00	13.00	81.00
28	Engineering Industry employing more than 50 workers	68.00	13.00	81.00
29	Fire Bricks and Ceramics Industry (Tiles) and Refractories	68.00	13.00	81.00
30	Fisheries	68.00	13.00	81.00
31	Forestry and Timbering Operations	68.00	13.00	81.00
32	Glass Industry	68.00	13.00	81.00
33	Glass Sheet Manufacturing	68.00	13.00	81.00
34	Gun Factory	68.00	13.00	81.00
35	Hair Cutting Saloons	68.00	13.00	81.00
36	Handloom Industry	68.00	13.00	81.00
37	Hard Coke Kilns	68.00	13.00	81.00
38	Hosiery	68.00	13.00	81.00
39	Hotels, Eating Houses and Restaurants	68.00	13.00	81.00
40	Icecream and Cold Drinks	68.00	13.00	81.00
41	Khadi and Village Industry	68.00	13.00	81.00
42	Khandsari Industry	68.00	13.00	81.00
43	Lac Manufactory	68.00	13.00	81.00
44	Laundry and Washing	68.00	13.00	81.00
45	Loading and Un-loading Operations	68.00	13.00	81.00
46	Manufacturing Of Gold and Silver Ornaments	68.00	13.00	81.00
47	Manufacturing of Leather Goods	68.00	13.00	81.00
48	Mica Works	68.00	13.00	81.00
49	Mineral Grinding Industry	68.00	13.00	81.00
50	Oil Mills	68.00	13.00	81.00
51	Paper Industry	68.00	13.00	81.00
52	Petrol and Diesel Pumps	68.00	13.00	81.00
53	Plastic Industry	68.00	13.00	81.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
54	Plucking and Processing of Kendu Leaves	68.00	13.00	81.00
55	Ply wood	68.00	13.00	81.00
56	Potteries Industry	68.00	13.00	81.00
57	Powerloom Industry	68.00	13.00	81.00
58	Printing Press	68.00	13.00	81.00
59	Private Ferries and L.T.C.	68.00	13.00	81.00
60	Private Hospitals, Nursing Homes and Clinics	68.00	13.00	81.00
61	Private Security Agencies	75.38	7.46	82.84
62	Public Motor Transport	68.00	13.00	81.00
63	Religious and Social Institutions	68.00	13.00	81.00
64	Rice , Flour or Dal Mills	68.00	13.00	81.00
65	Rolling of Angle Iron	68.00	13.00	81.00
66	Rubber and Rubber compound Industry in which Manufacture of Tyre and Tube is also undertaken	68.00	13.00	81.00
67	Shops and Commercial Establishments	68.00	13.00	81.00
68	Shops Selling Cooked Food Stuff	68.00	13.00	81.00
69	Silk Industry	68.00	13.00	81.00
70	Sindur and Rang Manufacturing	68.00	13.00	81.00
71	Small Engineering Industry(less than 50 workers)	68.00	13.00	81.00
72	Soap Making Industry	68.00	13.00	81.00
73	Stone Breaking or Stone Crushing	68.00	13.00	81.00
74	Tabacco (Bidi making)	68.00	13.00	81.00
75	Tailoring Industry	68.00	13.00	81.00
76	Tanneries and Leather Manufactory	68.00	13.00	81.00
77	Tea Plantations	68.00	13.00	81.00
78	University, Education Research or Cultural Institutions	68.00	13.00	81.00
79	Wood works and Furniture	68.00	13.00	81.00
80	Woollen Carpet making or Shawl Weaving Establishments	68.00	13.00	81.00



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL

5.CHATTISGARH				
1	Agarbatti	39.00	61.08	100.08
2	Agriculture	39.00	61.08	100.08
3	Beedi (Tobacco)	39.00	61.08	100.08
4	Bricks	39.00	61.08	100.08
5	Cement Pipe Pole	39.00	61.08	100.08
6	Chemical	39.00	61.08	100.08
7	Construction, maintenance of Roads and Buildings	39.00	61.08	100.08
8	Cotton Industry	39.00	61.08	100.08
9	Engineering	39.00	61.08	100.08
10	Food Product	39.00	61.08	100.08
11	Forest Product	39.00	61.08	100.08
12	Fuel Coke	39.00	61.08	100.08
13	Handlooms	39.00	61.08	100.08
14	Irrigation	39.00	61.08	100.08
15	Kambl	39.00	61.08	100.08
16	Kattha	39.00	61.08	100.08
17	Khandsari	39.00	61.08	100.08
18	Lime	39.00	61.08	100.08
19	Local Authority	39.00	61.08	100.08
20	Murra Poha	39.00	61.08	100.08
21	Oil Mill	39.00	61.08	100.08
22	Other employment	39.00	61.08	100.08
23	Plastic Industry	39.00	61.08	100.08
24	Potteries	39.00	61.08	100.08
25	Power Loom	39.00	61.08	100.08
26	Printing Press	39.00	61.08	100.08
27	Public Motor Transport	39.00	61.08	100.08
28	Rice, Dal and Flour Mills	39.00	61.08	100.08
29	Saw Mills	39.00	61.08	100.08
30	Shop and Establishment	39.00	61.08	100.08
31	Slate Pencil	39.00	61.08	100.08
32	Stone Crusher	39.00	61.08	100.08
33	Tiles	39.00	61.08	100.08

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>23.DELHI</b>				
1	Agriculture	135.25	-	135.25
2	Automobile Engineering	135.25	-	135.25
3	Brick Kiln Industry	135.25	-	135.25
4	Cement Working Establishments	135.25	-	135.25
5	Chemicals	135.25	-	135.25
6	Clubs	135.25	-	135.25
7	Confectionery and Diary products, food preservation etc.	135.25	-	135.25
8	Construction or Maintenance of Roads or Building Operations	135.25	-	135.25
9	Dal and Flour Mills	135.25	-	135.25
10	Delhi Transport Corporation	135.25	-	135.25
11	Employment in all registered factories not covered by the employments elsewhere	135.25	-	135.25
12	Foundaries	135.25	-	135.25
13	Hospital and Nursing Homes not carried on by Govt. or Local Authorities	135.25	-	135.25
14	Ice Factories / Cold Storage	135.25	-	135.25
15	Laundry Services and Cleaning and Dyeing Plants i.e Factory/Shops	135.25	-	135.25
16	Local Authorities	135.25	-	135.25
17	Radio including assembling of Radio parts.	135.25	-	135.25
18	Metal Working Establishments	135.25	-	135.25
19	Oil Mills	135.25	-	135.25
20	Plastic, Rubber, PVC including Cable	135.25	-	135.25
21	Pottery Industry	135.25	-	135.25
22	Printing Press	135.25	-	135.25
23	Private unrecognised Teaching Institutions	135.25	-	135.25
24	Public Motor Transport	135.25	-	135.25
25	Ready-made Garments	135.25	-	135.25
26	Shops & Establishments	135.25	-	135.25
27	Stone Breaking and Stone Crushing	135.25	-	135.25
28	Textile including Hosiery, Niwar, Handloom, Lace, Thread balls, Name Label, Dyeing and Printing of Textiles	135.25	-	135.25
29	Wood working Establishments including Saw Mills	135.25	-	135.25

**TABLE 3**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>6.GOA</b>				
1	Agriculture	112.00	-	112.00
2	Any Commercial or Industrial Establishments not classified any where else	103.00	-	103.00
3	Automobile Workshops	103.00	-	103.00
4	Breweries and Distilleries	122.00	-	122.00
5	Bricks and Tiles Manufacturing	103.00	-	103.00
6	Cashew factories and Establishments	90.00	-	90.00
7	Cinema Exhibition Industry	103.00	-	103.00
8	Construction or Maintenance of Roads or Buildings Operations	103.00	-	103.00
9	Cotton Textile, Cotton Spinning, Cotton Pressing, Manufacture of Cotton Fibre thread Yarn Spining and Weaving including Handloom Weaving	93.00	-	93.00
10	Dam Construction and Irrigation	Wages not reported		
11	Fish Peeling and Fish Canning & Other Sea Food etc.	Wages not reported		
12	Hotels, Restaurants or Eating Houses	97.69	-	97.69
13	Local Authorities	Wages not reported		
14	Manufacturing, Assembling of Electronic Goods & Sale etc.	103.00	-	103.00
15	Pharmaceutical Industry	103.00	-	103.00
16	Plastic Industry	Wages not reported		
17	Printing Presses, Lithographic Printing, Photogarphy or Book Binding etc.	103.00	-	103.00
18	Private Hospitals, Nursing Homes, Dispensaries etc.	103.00	-	103.00
19	Processing and Canning of Food stuff including fish and beverages	103.00	-	103.00
20	Public Motor Transport Undertaking / Private Motor Transport	106.00	-	106.00
21	Ready-made Garments	100.00	-	100.00
22	Salt Pan Industry	Wages not reported		
23	Saw Mills	103.00	-	103.00
24	Shops and Commercial Establishments	100.00	-	100.00
25	Stone Breaking and Stone Crushing	103.00	-	103.00
26	Watch and Ward Security Services	103.00	-	103.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>7.HARYANA</b>				
1	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	135.00	-	135.00
2	Agriculture	135.00	-	135.00
3	Any Manufacturing process wherein Manufacturing Process as defined under Section 2(k) of the Factories Act,1948	135.00	-	135.00
4	Any Shop or Commercial Establishment other than covered under any of the entries in the Schedule	135.00	-	135.00
5	Asbestos Cement Factories and other Cement Products	135.00	-	135.00
6	Automobile repair workshop	135.00	-	135.00
7	Ayurvedic & Unani Pharmaceuticals	135.00	-	135.00
8	Brick Kiln Industry	135.00	-	135.00
9	Chemical and Distillery Industry	135.00	-	135.00
10	Cinema Industry	135.00	-	135.00
11	Contractor Establishments of Forest Department	135.00	-	135.00
12	Co-operative Credit and Service Societies and Mini Banks	135.00	-	135.00
13	Cotton Ginning & pressing Industry	135.00	-	135.00
14	Construction and Maintenance of Road and Building Operation	135.00	-	135.00
15	Electronics and allied or incidental Industries	135.00	-	135.00
16	Electroplating using salts or chromium, nickle or any other compound and connected buffing and polishing Industry	135.00	-	135.00
17	Ferrous Metal Rolling and Re-rolling Industry	135.00	-	135.00
18	Food Products, Dairy Products, Grain Mills Products and Bakery Products	135.00	-	135.00
19	Forestry or any other development work related thereto	135.00	-	135.00
20	Foundries with or without attached Machine Shops	135.00	-	135.00
21	Glass, Glass Fibre and Glass Processing Industry	135.00	-	135.00
22	Hospital and Nursing Homes	135.00	-	135.00
23	Local Authorities	135.00	-	135.00
24	Manufacture of Khandsari, Gur and Shakkar	135.00	-	135.00
25	Manufacturing of Soap in any form,other washing Products, Synthetic detergents and Cosmetics	135.00	-	135.00
26	Non-Ferrous Metal Rolling	135.00	-	135.00
27	Oil Mills	135.00	-	135.00
28	Operation of Tubewell	135.00	-	135.00
29	Public Works Department (Irrigation)	135.00	-	135.00
30	Public Works Department (Public Health)	135.00	-	135.00
31	Packing Industry	135.00	-	135.00
32	Paper Cardboard and Typewriter Ribbon Industry	135.00	-	135.00
33	Petrol and Diesel Oil Pumps	135.00	-	135.00
34	Plastic Industries	135.00	-	135.00
35	Potteries, Ceramics and Refractory Industry	135.00	-	135.00
36	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	135.00	-	135.00
37	Private Printing Presses	135.00	-	135.00
38	Public Motor Transport	135.00	-	135.00
39	Rags Cleaning and Sorting	135.00	-	135.00
40	Readymade Garments	135.00	-	135.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
41	Rice Mills, Flour Mills and Dal Mills	135.00	-	135.00
42	Rubber Industry	135.00	-	135.00
43	Saw Mills and Timber Trade Industry	135.00	-	135.00
44	Scientific Industry	135.00	-	135.00
45	Shops and Commercial Establishments	135.00	-	135.00
46	Stone Breaking and Stone Crushing	135.00	-	135.00
47	Tailoring, Stitching and Embroidery Establishments	135.00	-	135.00
48	Tanneries and Leather Manufacturing	135.00	-	135.00
49	Textiles Industry	135.00	-	135.00
50	Woollen Carpet making or Shawl Weaving Establishments run on Powerloom or Handloom	135.00	-	135.00

**TABLE 3**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL

8.HIMACHAL PRADESH				
1	Agriculture	75.00	-	75.00
2	Chemicals and Chemical Products	75.00	-	75.00
3	Construction or Maintenance of Roads or in Building Operations	75.00	-	75.00
4	Engineering Industries	75.00	-	75.00
5	Forestry Industry	75.00	-	75.00
6	Hotels and Restaurants	75.00	-	75.00
7	Establishments with Manufacturing Process as defined in clause (k) of Section 2 of Factories Act., 1948	75.00	-	75.00
8	Private Educational Institutions	75.00	-	75.00
9	Public Motor Transport	75.00	-	75.00
10	Shops and Commercial Establishments	75.00	-	75.00
11	Stone Breaking and Stone Crushing	75.00	-	75.00
12	Tea Plantations	75.00	-	75.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>9.JAMMU &amp; KASHMIR</b>				
1	Auto Body Fabrication	66.00	-	66.00
2	Embroidery including Chain Sticking	66.00	-	66.00
3	Hair Cutting Saloons	66.00	-	66.00
4	Ice Factory and Cold Storage	66.00	-	66.00
5	Light Engineering Works.	66.00	-	66.00
6	Local Authority, Municipalities and Town Area Committees.	66.00	-	66.00
7	Manufacturing & Tailoring of Garments	66.00	-	66.00
8	Manufacturing of Arms & Ammunitions	66.00	-	66.00
9	Manufacturing of Drinks & Breweries	66.00	-	66.00
10	Manufacturing of Food Products	66.00	-	66.00
11	Manufacturing of Medicines & Hospitals Equipments	66.00	-	66.00
12	Manufacturing of Metal Steel Utensils	66.00	-	66.00
13	Manufacturing of Soap & Detergents	66.00	-	66.00
14	Manufacturing of Sports Goods.	66.00	-	66.00
15	Manufacturing of Wood Products	66.00	-	66.00
16	Motor Transport (Public/Private)	66.00	-	66.00
17	Oil Mills(including Kohloos)	66.00	-	66.00
18	Private Brick and Tile Making	66.00	-	66.00
19	Private Transport Industries	66.00	-	66.00
20	Rosin and Terpentine Products	66.00	-	66.00
21	Shops & Establishments	66.00	-	66.00
22	Silicate & Chemical Works	66.00	-	66.00
23	Steel Metal Rolling Mills	66.00	-	66.00
24	Stone Breaking or Stone Crushing	66.00	-	66.00
25	Tanneries,Leather Manufacturing	66.00	-	66.00
26	Wood Carving	66.00	-	66.00
27	Woollen Carpet Making or Shawl Weaving	66.00	-	66.00
28	Workshops	66.00	-	66.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL

10.KERALA				
1	Agricultural Operations	72.00	-	72.00
2	Ayurvedic and Allopathic medicines	40.85	78.02	118.87
3	Beedi & Cigar Industry	66.50	34.62	101.12
4	Block Rubber Factories	85.00	42.16	127.16
5	Brick Manufacturers	85.20	89.30	174.50
6	Cashew Industry	98.10	9.17	107.27
7	Cinema Theatres	97.10	33.67	130.77
8	Coir Manufacturing		Piece Rated	
9	Collection of river sand and it's loading and unloading	N 250.00	28.64	278.64
		S 300.00	42.16	342.16
10	Construction or Maintenance of Roads or Building Operations	112.46	58.16	170.62
11	Drying of coconut for making copra	40.65	96.39	137.04
12	Pharmacists in Medical Shops	86.54	76.34	162.88
13	Fish Peeling and Canning	30.50	73.26	103.76
14	Forests	146.00	50.16	196.16
15	Handling and Care of elephants	77.62	32.08	109.70
16	Handloom Industry	40.00	70.02	110.02
17	Hill Produce Industry	48.00	76.60	124.60
18	Hosiery manufacturing	65.00	64.48	129.48
19	Hostels	68.19	55.92	124.11
20	Ice Factories	72.96	50.27	123.23
21	L.P.G.(Cooking Gas)	38.85	79.00	117.85
22	Light Motor Vehicles	80.00	69.21	149.21
23	Liquor Trading and Vending	90.69	71.31	162.00
24	Manufacturing and sale of Umbrellas		Piece Rated	
25	Match Industry	59.31	47.25	106.56
26	Minor Engineering	58.35	56.34	114.69
27	Minor Ports	75.00	154.05	229.05
28	Oil Mills	57.60	86.78	144.38
29	Oil Palm Plantations	70.40	48.58	118.98
30	Plantations I) Tea	40.28	57.74	98.02
	II) Coffee	39.93	57.74	97.67
	II) Rubber	51.08	57.74	108.82
	III) Cardamon	40.28	57.74	98.02
31	Plywood Industry	15.00	85.62	100.62
32	Powerloom Industry	71.80	50.16	121.96
33	Printing Press	79.20	41.36	120.56
34	Private Hospitals	66.35	110.90	177.25
35	Rice , Flour and Dal Mills	89.00	58.16	147.16
36	Rubber Products	85.00	58.16	143.16
37	Rubber Crape Mills	30.23	85.89	116.12
38	Shops and Establishments	31.58	84.52	116.10
39	Stone Breaking or Stone Crushing	112.46	58.16	170.62
40	Tile Industry	72.00	37.62	109.62
41	Timber Industry	15.00	85.62	100.62
42	Toddy tapping		Piece Rated	

NOTE: Out of 76 Scheduled Employments reported in Kerala, wages have been reported for 42 Scheduled Employments only.

N = Northern Region

S = Southern Region



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>11.MADHYA PRADESH</b>				
1	Agarbati	Piece Rated		
2	Agriculture	69.00	-	69.00
3	Blanket Manufacturing	102.00	-	102.00
4	Bone Mills	102.00	-	102.00
5	Brick Kiln	102.00	-	102.00
6	Catechu Industry / Katha Industry	102.00	-	102.00
7	Cement Poles or Cement Products	102.00	-	102.00
8	Chemicals and Pharmaceuticals	102.00	-	102.00
9	Construction , Maintenance or Irrigation Work	102.00	-	102.00
10	Construction or Maintenance of Roads or Building Operations	102.00	-	102.00
11	Cotton Ginning and Pressing Factory	102.00	-	102.00
12	Engineering Industry	102.00	-	102.00
13	Food Products (including Cakes, Biscuits, Confectionary, Ice-Creams, Ice Candy) Beverages	102.00	-	102.00
14	Forestry and Forest Produce	102.00	-	102.00
15	Fuel Coke	102.00	-	102.00
16	Handloom Industry	102.00	-	102.00
17	Khandsari Industry	102.00	-	102.00
18	Kosa Industry	102.00	-	102.00
19	Lime Stone Kiln	102.00	-	102.00
20	Local Authority	102.00	-	102.00
21	Manufacture of Ramraj Geru	102.00	-	102.00
22	Manufacture of Tiles Including Mangalore Tiles (Excluding Cement Tiles)	102.00	-	102.00
23	Manufacturing Processes as defined under Section 2k of the Factories Act., 1948 has been carried out and which is not covered under any other entry in the Schedule	102.00	-	102.00
24	Murrah Poha Industry	102.00	-	102.00
25	Oil Mills	102.00	-	102.00
26	Plastic Industry	102.00	-	102.00
27	Potteries including Manufacture of Refractory goods, Fire Bricks and Sanitary ware etc. Insulated Tiles ( Except Cement Tiles), Stone Ware Pipes, Furnance, Lining Bricks & other Ceramic Products	102.00	-	102.00
28	Powerlooms (Including Sizing and Processing)	102.00	-	102.00
29	Printing Press	102.00	-	102.00
30	Public Motor Transport	102.00	-	102.00
31	Rice Mills, Flour Mills, Dal Mills	102.00	-	102.00
32	Saw Mills	102.00	-	102.00
33	Shops and Commercial Establishments , Hotels, Restaurants & Cinema	102.00	-	102.00
34	Slate Pencil Manufactory	102.00	-	102.00
35	Stone Breaking and Stone Crushing	102.00	-	102.00
36	Tobacco (Including Beedi Making ) Manufactory	102.00	-	102.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL

12.MANIPUR				
1	Agriculture	81.40	-	81.40
2	Construction or Maintenance of Roads or Building Operations	81.40	-	81.40
3	Dam Construction and Irrigation works	81.40	-	81.40
4	Generation, Transmission, Distribution and Supply of Electricity or any other form of power	81.40	-	81.40
5	Maintenance of Silk Worm Plants in the Sericulture Farms	81.40	-	81.40
6	Manufacture of Dolls and Toys, Brass and Bell Metal	81.40	-	81.40
7	Metal and Alloy Industries	81.40	-	81.40
8	Plantation of Silk Worm Food Plants for Silk Worms (I.e. Mulberry, Oak, Tasar, Caster etc.)	81.40	-	81.40
9	Preparation of Soil, Land Development and other Agricultural Operations	81.40	-	81.40
10	Public Motor Transport	81.40	-	81.40
11	Shops and Establishments	81.40	-	81.40
12	Spinning, Dyeing, Finishing and Bleaching of Silk Pinafibre	81.40	-	81.40
13	Water Supply(Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	81.40	-	81.40
14	Wood / Bamboo, Cane furniture and fixtures	81.40	-	81.40
15	Wool Spinning and Knitting in Handloom or Cotton Spinning in Mills or Handloom.	81.40	-	81.40

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>13.MEGHALAYA</b>				
1	Agriculture	70.00	-	70.00
2	Animal Husbandry	70.00	-	70.00
3	Bakery	70.00	-	70.00
4	Candle and Wax industry	70.00	-	70.00
5	Construction of Roads and Building Operations	70.00	-	70.00
6	Construction, Generation and Distribution of Power, Water Supply, Land Development, Excavation and Reclamation	70.00	-	70.00
7	Engineering Industry ( Motor Workshop etc.)	70.00	-	70.00
8	Forest Operation not covered by agriculture such as Jungle clearance etc.	70.00	-	70.00
9	Fruit Preservation	70.00	-	70.00
10	Furniture Industry	70.00	-	70.00
11	Hotels and Restaurants	70.00	-	70.00
12	Local Authority	70.00	-	70.00
13	Mines and Minerals	70.00	-	70.00
14	Plywood Industry	70.00	-	70.00
15	Printing Press	70.00	-	70.00
16	Public Motor Transport	70.00	-	70.00
17	Sales, Distribution and Handling of Petroleum Products	70.00	-	70.00
18	Saw Mills Industry	70.00	-	70.00
19	Sericulture and Weaving	70.00	-	70.00
20	Shops and Establishments	70.00	-	70.00
21	Soil Conservation ( Workers engaged in plantation, reclamation etc.)	70.00	-	70.00
22	Steel Fabrication and Concrete Products (including Brick Making)	70.00	-	70.00
23	Stone Breaking and Stone Crushing Operations	70.00	-	70.00
24	Tailoring	70.00	-	70.00

**TABLE 3**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL

14.MIZORAM				
1	Agriculture	103.00	-	103.00
2	Construction of Roads and Buildings	103.00	-	103.00
3	Industries	103.00	-	103.00
4	Transport	103.00	-	103.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL

15.ORISSA				
1	Agriculture	70.00	-	70.00
2	Automobile Workshops	70.00	-	70.00
3	Ayurvedic and Unani Pharmacy	70.00	-	70.00
4	Bakeries and Confectionaries including biscuit making	70.00	-	70.00
5	Bamboo Forest Establishments	70.00	-	70.00
6	Brass and Bell Metal Industry	70.00	-	70.00
7	Carpet weaving Industry	70.00	-	70.00
8	Cashew Processing Establishments	70.00	-	70.00
9	Cement pipe making and allied products Industry	70.00	-	70.00
10	Ceramic and Pottery Industry	70.00	-	70.00
11	Chemical Industry	70.00	-	70.00
12	Cinema Industry	70.00	-	70.00
13	Clay Pottery	70.00	-	70.00
14	Coir Industry	70.00	-	70.00
15	Collection of Sal Seeds	70.00	-	70.00
16	Construction, Maintenance of Dams, Embankments, Irrigation projects, Sinking of wells and Tanks etc,	70.00	-	70.00
17	Construction or Maintenance of Roads or Building Operations	70.00	-	70.00
18	Contingent and Casual employees in Govt. and other Establishments.	70.00	-	70.00
19	Cotton ginning and processing Industry	70.00	-	70.00
20	Dispensary of a Medical Practitioner or any Chemical or Pathological Laboratory	70.00	-	70.00
21	Distilleries	70.00	-	70.00
22	Electricity Board	70.00	-	70.00
23	Finishing, Dyeing of yarn and fabrics, Printing, Knitting and embroidery	70.00	-	70.00
24	Fisheries and Sea food Industry	70.00	-	70.00
25	Forest Produce such as genduli, gum, mahua, making of coal and resin	70.00	-	70.00
26	Foundry Industry (with or without attached Machine Shop)	70.00	-	70.00
27	Glass Industry	70.00	-	70.00
28	Gold, Silver ornaments and articles of artistic designs	70.00	-	70.00
29	Graphite Industry (including beneficiation)	70.00	-	70.00
30	Handloom and Hosiery	70.00	-	70.00
31	Hotels, Eating houses and Restaurants	70.00	-	70.00
32	Ice Factories and Cold Storages	70.00	-	70.00
33	Jute and Jute twine Industry	70.00	-	70.00
34	Khadi and Village Industry (including manufacturing of Khandsari and other products)	70.00	-	70.00
35	Laundry including dry washing	70.00	-	70.00
36	Leather Industry	70.00	-	70.00
37	Liquified Petroleum Gas Manufacturing and Distribution	70.00	-	70.00
38	Local Authority	70.00	-	70.00
39	Manufacturing of Brush and Brooms	70.00	-	70.00
40	Manufacturing of Cold Drinks, Soda and other allied Products	70.00	-	70.00
41	Manufacture of Coke and Burning Coal Industry	70.00	-	70.00
42	Manufacturing of Electric Bulbs	70.00	-	70.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
43	Manufacturing of Matches, Fire works and Explosives	70.00	-	70.00
44	Manufacturing of Nails and Pins	70.00	-	70.00
45	Manufacturing of Paints and Varnishes	70.00	-	70.00
46	Manufacturing of Plastic Products including toys	70.00	-	70.00
47	Manufacturing of Radio by Assembling of parts	70.00	-	70.00
48	Manufacturing of Ropes	70.00	-	70.00
49	Manufacturing of Utensils including Aluminium & Hindalium products	70.00	-	70.00
50	Metal Industries (except cottage and village scale unit)	70.00	-	70.00
51	Minor Engineering Industries (Employment less than 50 persons)	70.00	-	70.00
52	Motor Body Building	70.00	-	70.00
53	Oil Mills	70.00	-	70.00
54	Paper and Cardboard Industry	70.00	-	70.00
55	Petrol and Diesel Oil Pumps	70.00	-	70.00
56	Pharmaceutical Industry	70.00	-	70.00
57	Powerloom Industry	70.00	-	70.00
58	Printing Press	70.00	-	70.00
59	Private Motor Transport	70.00	-	70.00
60	Private Security Agencies Services	70.00	-	70.00
61	Public Health Engineering	70.00	-	70.00
62	Public Motor Transport	70.00	-	70.00
63	Readymade Garments Industry	70.00	-	70.00
64	Refractory Industry	70.00	-	70.00
65	Regulated market, Marketing societies, Co-operative societies and Banks	70.00	-	70.00
66	Rice, Flour or Dal Mills	70.00	-	70.00
67	Rubber and Rubber Products Industry	70.00	-	70.00
68	Salt Pan Industry	70.00	-	70.00
69	Saw Mills	70.00	-	70.00
70	Shops and Establishments	70.00	-	70.00
71	Siali Leave Pluckers	70.00	-	70.00
72	Soap and Detergent Manufacturing	70.00	-	70.00
73	Social Forestry	70.00	-	70.00
74	Spinning Mills	70.00	-	70.00
75	Stone Breaking and Crushing	70.00	-	70.00
76	Tamarind collection	70.00	-	70.00
77	Kendu leaf collection	70.00	-	70.00
78	Tiles and Brick making	70.00	-	70.00
79	Timber Trading ( including felling & sawing)	70.00	-	70.00
80	Timber Trading (excluding felling and sawing)	70.00	-	70.00
81	Tobacco (including bidi making) Manufactory	70.00	-	70.00
82	Trunks, Suitcases and Buckets manufacturing	70.00	-	70.00
83	Wood works and Furniture making Industries	70.00	-	70.00

**TABLE 3**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>24.PUDUCHERRY</b>				
1	Shops & Esstt. In Yanam region	77.69	-	77.69
	Shops & Esstt. In Puducherry & Karaikal Regions	55.77	-	55.77
2	Automobile Workshops	118.38	-	118.38
3	General Engineering & Fabrication	111.00	-	111.00
4	Oil Mills	78.00	-	78.00
5	Chemical Industry	91.85	-	91.85
6	Detergent Industries	116.00	-	116.00
7	Plastic Industry	95.35	-	95.35
8	Electronics Industry	89.31	-	89.31
9	Paper & Paper Products Industry	79.69	-	79.69
10	Rice, Flour and Dal Mills	77.00	-	77.00
11	Agriculture in Puducherry & Karaikal Region - Men *	80.00	-	80.00
	Agriculture in Puducherry & Karaikal Region - Women**	70.00		70.00
	Agriculture in Yanam Region*	55.00	-	55.00
	Agriculture in Mahe Region	120.00	-	120.00
12	Hospitals & Nursing Homes	109.50	-	109.50
13	Hotels & Restaurants	107.65	-	107.65
14	Printing Presses	87.06	-	87.06
15	Public Motor Transport	119.38	-	119.38
16	Building Operations	120.00	-	120.00
*	Who work for 6 hours			
**	Who work for 5 hours			

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>16.PUNJAB</b>				
1	Agricultural Implements, Machine tools and General Engineering including Cycle and Electrical goods Industry	98.61	-	98.61
2	Agriculture	102.41	-	102.41
3	Ahatas attached to Wine and Liquor Shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated water	98.61	-	98.61
4	Automobile Repair Shops and Service Stations not attached with any Public Motor Transport Company	98.61	-	98.61
5	Ayurvedic and Unani Pharmacies	98.61	-	98.61
6	Bakeries including Biscuits Making Establishments	98.61	-	98.61
7	Brick Kiln Industry	98.61	-	98.61
8	Cement Pipe Making Industries	98.61	-	98.61
9	Chemical and Distillery Industry	98.61	-	98.61
10	Cinema Industry	98.61	-	98.61
11	Construction or maintenance of Roads or Building Operations	98.61	-	98.61
12	Contractors' Establishments of forest department	98.61	-	98.61
13	Cotton Ginning and Pressing Factories	98.61	-	98.61
14	Dealer in tent, crockery and household goods	98.61	-	98.61
15	Dealers dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing Fixture and fitting of Metals	98.61	-	98.61
16	Dealers in books selling, Stationers and Book Binding	98.61	-	98.61
17	Dealers in Electricals and Electrical Goods including Television, Radio, Gramophone, Public Address Equipments and Watch, Clock and repair shops	98.61	-	98.61
18	Dealers in footwear and travel goods like suitcases, bags etc.,	98.61	-	98.61
19	Dealers in Medicines and Chemicals	98.61	-	98.61
20	Dealers in Photographic and Optical Goods	98.61	-	98.61
21	Electro-plating by using salt of chromium, nickle or any other compound and connected buffing and polishing Industry	98.61	-	98.61
22	Establishments defined under Section 2 (1) (viii) of the Punjab Shops and Commercial Establishments Act, 1958	98.61	-	98.61
23	Forestry and Logging	98.61	-	98.61
24	Foundaries with or without attached Machine Shops	98.61	-	98.61
25	Hair Dressing such as those done by Barbers, Hair Dressing Saloons and Beauty Shops	98.61	-	98.61
26	Hotels, Restaurants, Tea stalls and Halwais	98.61	-	98.61
27	Ice Factories and Cold Storages	98.61	-	98.61
28	Laundry Services and Cleaning and Dyeing Plant	98.61	-	98.61
29	Local Authority	98.61	-	98.61
30	Manufacture of Pulp, Paper and Paper Boards and Straw Boards including News Print	98.61	-	98.61
31	Manufacturing and refining of Sugar (Vaccum Pan Sugar Factories)	98.61	-	98.61
32	Manufacturing Process as defined under Sub Section 2 (k) of the Factories Act, 1948	98.61	-	98.61



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
33	Metal Rolling and Re-rolling Industry (Ferrous and Non-Ferrous), Brass,Copper and Aluminium Utensils making Industries	98.61	-	98.61
34	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais Shops	98.61	-	98.61
35	Motor Body Builders	98.61	-	98.61
36	Oil Mills	98.61	-	98.61
37	Operation of Tubewell Industry	98.61	-	98.61
38	P.W.D.(Irrigation)	98.61	-	98.61
39	P.W.D.(Public Health)	98.61	-	98.61
40	Petroleum Supply Stations Establishments	98.61	-	98.61
41	Potteries, Ceramics and refractory Industry	98.61	-	98.61
42	Private Educational Institutions	98.61	-	98.61
43	Private Hospitals, Clinics, Dispensaries, Nursing Homes and Medical Shops	98.61	-	98.61
44	Private Press	98.61	-	98.61
45	Public Motor Transport Industry	98.61	-	98.61
46	Rice, Flour or Dal Mills	98.61	-	98.61
47	Rubber Industry	98.61	-	98.61
48	Saw Mills and Timber Trade	98.61	-	98.61
49	Scientific Industries	98.61	-	98.61
50	Shops and Commercial Establishments	98.61	-	98.61
51	Soap Making and Sillicate Manufacturing Establishments	98.61	-	98.61
52	Sports goods Industry	98.61	-	98.61
53	Starch Manufacturing	98.61	-	98.61
54	Stone Breaking or Stone Crushing	98.61	-	98.61
55	Surgical and Clinical Instruments making Industries	98.61	-	98.61
56	Tailors and Ready-made Garments Manufacturers	98.61	-	98.61
57	Tanneries and Leather Manufactories	98.61	-	98.61
58	Textile Industry (including employment in Woollen Carpet making or Shawl Weaving establishments)	98.61	-	98.61
59	Utensil Shops	98.61	-	98.61
60	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	98.61	-	98.61

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>17.RAJASTHAN</b>				
1	Agriculture	73.00	-	73.00
2	Automobile Workshops	73.00	-	73.00
3	Brick Kiln Industry	73.00	-	73.00
4	Cable Operater & Allied service	73.00	-	73.00
5	Cement Prestressed Products	73.00	-	73.00
6	Cinema Industries	73.00	-	73.00
7	Cold Storage	73.00	-	73.00
8	Computer Hardware Industry and Services	73.00	-	73.00
9	Construction or Maintenance of Roads or Building Operations	73.00	-	73.00
10	Cotton Dyeing, Printing and Washing factories	73.00	-	73.00
11	Cotton Ginning and Pressing Factories	73.00	-	73.00
12	Cotton Waste Spinning Factories	73.00	-	73.00
13	Electrical Production, Distribution and supply etc.	73.00	-	73.00
14	Employment in Draught relief works	73.00	-	73.00
15	Engineering Industries	73.00	-	73.00
16	Glass and Chinaware	60.00	36.85	96.85
17	Employment in Gota Kinari and Lappa Establishments	73.00	-	73.00
18	Government Offices contingency and works	73.00	-	73.00
19	Handloom Industries	73.00	-	73.00
20	Hotels and Restaurants	73.00	-	73.00
21	Irrigation Works	73.00	-	73.00
22	Jute Patti Industry	73.00	-	73.00
23	Khadi , Handicrafts & Village Industry	73.00	-	73.00
24	L.P.G. Distribution and Allied Services	73.00	-	73.00
25	Local Authority	73.00	-	73.00
26	Manufacturing of Cold Drinks, Soda & Allied Products	73.00	-	73.00
27	Marketing and Consumer Co-operative Societies	73.00	-	73.00
28	Metal Foundries & General Engineering Industry	73.00	-	73.00
29	Mica Works (Except Mica Mines)	73.00	-	73.00
30	Non- Govt. Organisations	73.00	-	73.00
31	Oil Mills	73.00	-	73.00
32	Papad Udyog		Piece Rated	
33	Pesticides, Chemicals and Pharmaceuticals	73.00	-	73.00
34	Petrol Pumps and Allied Services	73.00	-	73.00
35	Powerloom Factories	73.00	-	73.00
36	Printing Press	73.00	-	73.00
37	Public Health Engineering Department	73.00	-	73.00
38	Public Motor Transport	73.00	-	73.00
39	Public Works Department	73.00	-	73.00
40	Pvt. Educational Institutions	73.00	-	73.00
41	Pvt.Hospital and Nursing Homes	73.00	-	73.00
42	Registered Factories which are not covered under any Scheduled Employment	73.00	-	73.00
43	Rice, Flour or Dal Mills	73.00	-	73.00
44	Rural Development Department sponsored employment generation Scheme( Jawahar Rozgar Yojana)	73.00	-	73.00
45	S.T.D., I.S.D.,P.C.O.and Allied Services	73.00	-	73.00
46	Salt Industry	60.00	36.85	96.85
47	Shops and Commercial Establishments	73.00	-	73.00
48	Small Scale Industries	73.00	-	73.00
49	Soap Stone Factories	73.00	-	73.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
50	Stone Breaking or Stone Crushing	60.00	36.85	96.85
51	Sugar Pan Industry(without mechanical Power)	73.00	-	73.00
52	Sweeper and Sanitation Works (not elsewhere classified)	73.00	-	73.00
53	Tailoring and Garments Industries	73.00	-	73.00
54	Taxis, Autorickshaws and Travelling Agencies	73.00	-	73.00
55	Textiles Industries, etc.	73.00	-	73.00
56	Tiles Manufacturing & Potteries Industry	73.00	-	73.00
57	Tobacco			
	(I) Bidi	-	Piece Rated	-
	(ii) Tobacco	60.00	36.85	96.85
58	Wood Works and Furniture Manufacturing	73.00	-	73.00
59	Wool Cleaning and Pressing factories	73.00	-	73.00
60	Woollen Carpet Weaving and Shawl Weaving Establishments	60.00	36.85	96.85
61	Woollen Spinning and Weaving Factories	73.00	-	73.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>18.TRIPURA</b>				
1	Agriculture	85.00	-	85.00
2	Beedi Industry ( per 1000 bidis)		Piece Rated	
3	Brick Manufacturing		Piece Rated	
4	Construction and Maintenance of Roads and Building Operations	61.00	-	61.00
5	Mechanical Workshops	47.15	-	47.15
6	Petrol Pumps	69.08	-	69.08
7	Public Motor Transport	59.04	-	59.04
8	PrivateTeaching Institutions		Wages Not Reported	
9	Rice Mills	68.85	-	68.85
10	Rubber Plantations	67.00	-	67.00
11	Shops and Establishments	62.27	-	62.27
12	Stone Breaking and Crushing		Piece Rated	
13	Tea Plantations	30.00	-	30.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>19.UTTARAKHAND</b>				
1	Aerated Drinks	92.50	13.38	105.88
2	Agriculture	73.00	-	73.00
3	Allopathic, Unani or Ayurvedic Pharmacy	90.19	13.38	103.57
4	Asbestos, Cement Factory and other Cement Products	90.39	13.38	103.77
5	Automobile Repair Workshops	93.27	13.38	106.65
6	Book Binding	90.39	13.38	103.77
7	Brick Kiln	67.50	13.38	80.88
8	Bakeries and Biscuits	90.39	13.38	103.77
9	Carpet Manufacturing	48.08	63.23	111.31
10	Chicken Work Manufactory	90.39	13.38	103.77
11	Cinema Industry	90.39	13.38	103.77
12	Clubs	90.39	13.38	103.77
13	Cold Storages	90.39	13.38	103.77
14	Construction of Dams, Irrigation, Wells and Pond Digging	92.50	13.38	105.88
15	Construction and Maintenance of Roads or Building Operations	90.39	13.38	103.77
16	Dairy and Dairy Products	92.50	13.38	105.88
17	Employment in Dharamshalas	92.50	13.38	105.88
18	Employments in any other registered Factories not elsewhere classified	92.50	13.38	105.88
19	Engineering Industry employing less than 50 workers	92.50	13.38	105.88
20	Engineering Industry employing (i) 50 to 500 workers.	97.50	38.22	135.72
	(ii) employing more than 500 workers.	102.31	40.11	142.42
21	Forestry	90.77	13.38	104.15
22	Foundaries	92.50	13.38	105.88
23	Fruit Juice	92.50	13.38	105.88
24	Handloom / Powerloom Industry	25.00	68.65	93.65
25	Hosiery Industry	96.93	13.38	110.31
26	Hotels and Restaurants	85.58	13.38	98.96
27	Ice Manufactory	90.39	13.38	103.77
28	Ice Candy / Ice Cream Manufactory	90.39	13.38	103.77
29	Khandsari Manufactory	20.00	52.22	72.22
30	Laundry and Washing	90.39	13.38	103.77
31	Libraries	90.58	13.38	103.96
32	Public Motor Transport	93.27	13.38	106.65
33	Manufacturing of Small/Miniature			
	(i) Bulbs	90.39	13.38	103.77
	(ii) Glass Products	93.27	13.38	106.65
34	Match Manufactory	90.39	13.38	103.77
35	Mechanical Transport Workshops	93.27	13.38	106.65
36	Metal Industry	92.50	13.38	105.88
37	Oil Mills	90.39	13.38	103.77
38	Petrol & Diesel Pumps	92.50	13.38	105.88
39	Plywood Manufacturing	92.50	13.38	105.88
40	Potteries, Ceramic Refractory	90.39	13.38	103.77
41	Private Clinics and Medical Equipment shops	92.50	13.38	105.88
42	Private Coaching Classes and Private Schools	90.39	13.38	103.77
43	Private Printing Press	93.27	13.38	106.65
44	Plastic and Plastic Products	92.50	13.38	105.88
45	Readymade Garments	92.50	13.38	105.88
46	Rice, Flour or Dal Mills	90.39	13.38	103.77
47	Rubber and Rubber Products	92.50	13.38	105.88
48	Shops & Commercial Establishments	90.39	13.38	103.77
49	Stone Breaking or Stone Crushing	90.39	13.38	103.77
50	Sweet Industry	92.50	13.38	105.88

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
51	Tailoring Industry	90.39	13.38	103.77
52	Tea Plantations	58.00	18.71	76.71
53	Textile Printing	90.39	13.38	103.77
54	Tin Plate shaping and tin printing	92.50	13.38	105.88
55	Tobacco Manufactory	38.00	68.65	106.65
56	Washing Soap, Silicate etc.	20.00	52.22	72.22
57	Wood Carving, Wooden Furniture and Saw Mills	37.39	68.65	106.04
58	Woollen Blankets Manufactory	20.00	52.22	72.22

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
<b>20.WEST BENGAL</b>				
1	Agriculture	10.15	64.18	74.33
2	Bakery	10.40	108.46	118.86
3	Beedi Leaf Plucking	62.92	13.08	76.00
4	Beedi Manufacturing (Per 1000 Beedis rolled)	12.40	73.23	85.63
5	Bell Metal & Brass Industry	54.81	57.92	112.73
6	Bone Mills	7.04	64.57	71.61
7	Brick Manufactories	84.62	12.54	97.16
8	Ceramic Industry	8.38	71.46	79.84
9	Chakki Mills	10.04	71.23	81.27
10	Cigarette Manufacturing	Wages Not Reported		
11	Cinchona Plantations	21.62	67.53	89.15
12	Cinema:			
	Distributrition Unit	3.69	87.07	90.76
	Production Unit	3.69	87.07	90.76
	Exhibition Unit	3.69	86.11	89.80
13	Clinical Nursing Homes	Wages Not Reported		
14	Construction or Maintenance of Roads or Building Operations			
	Zone A	39.83	64.58	104.41
	Zone B	38.79	64.58	103.37
15	Dal Mills			
	Urban	66.54	48.84	115.38
	Rural	62.19	24.35	86.54
16	Decoration	11.15	65.34	76.49
17	Establishments (other than shops)	66.12	48.84	114.96
18	Fishery	62.42	13.08	75.50
19	Flour Mills	72.73	39.12	111.85
20	Forestry or Timbering Operations	18.23	59.08	77.31
21	Glass Industry	4.31	111.31	115.62
22	Godowns			
	Zone A	65.27	39.15	104.42
	Zone B	64.23	39.15	103.38
23	Handloom	67.38	12.54	79.92
24	Hosiery			
	Zone A	71.77	48.85	120.62
	Zone B	70.87	48.78	119.65
25	Hotels & Restaurants	Wages Not Reported		
26	Iron Foundry			
	Zone A	80.23	42.89	123.12
	Zone B	74.35	15.80	90.15
27	Lac Manufactories	53.56	24.25	77.81
28	Local Authority	Wages Not Reported		
29	Medicinal Plants Plantations	21.62	67.53	89.15
30	Oil Mills			
	Zone A	75.00	48.38	123.38
	Zone B	64.35	22.07	86.42
31	Paints and Chemicals Factories	75.00	39.15	114.15
32	Paper Board and Straw Board Manufacturing ( Machine Dry Process)	9.42	63.87	73.29
33	Plastic Industry	8.38	71.46	79.84
34	Plywood Industry	68.23	36.19	104.42
35	Power Looms(10 or more)	10.08	71.62	81.70
36	Printing Press	2.50	48.10	50.60
37	Public Motor Transport	13.54	124.51	138.05
38	Refractory Industry	52.81	50.38	103.19
39	Rice Mills	7.50	49.51	57.01
40	Rope Industry	53.12	61.19	114.31
41	Rubber and Rubber Products Mfg.	8.65	71.62	80.27

**TABLE 3**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
42	a) Sericulture Nursery and Cultivation	63.47	13.60	77.07
	b) Silk spinning and/or weaving (Handloom)	66.84	13.08	79.92
43	Sales Promotion in Medicines	105.77	35.54	141.31
44	Salt Manufacturing Industry	50.69	32.08	82.77
45	Saw Mills	9.19	71.62	80.81
46	Security Services	71.50	42.31	113.81
47	Shoe Making Industry	54.73	57.92	112.65
48	Shops	11.50	103.47	114.97
49	Silk Printing	8.38	70.81	79.19
50	Stone Breaking or Stone Crushing	7.69	62.29	69.98
51	Tabacco Godowns	63.88	13.08	76.96
52	Tailoring	8.54	71.62	80.16
53	Tanneries and Leather Manufactory			
	Urban	67.92	48.85	116.77
	Rural	64.08	48.84	112.92
54	Tea Plantations	Wages Not Reported		

Zone-A = Urban

Zone-B = Rural



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL

22.CHANDIGARH				
1	Agricultural Implements, Machine Tools and General Engineering including Cycle Parts & Electrical Goods Industry	133.46	-	133.46
2	Agriculture	133.46	-	133.46
3	Any establishment as defined under Section 2(1)(VIII) of the Punjab Shops and Commercial Establishments Act,1958	133.46	-	133.46
4	Asbestos Cement and Concrete Products	133.46	-	133.46
5	Automobile Repair Shops and Service Stations	133.46	-	133.46
6	Bakeries and Confectioneries Establishments	133.46	-	133.46
7	Book Selling Establishments	133.46	-	133.46
8	Brick Kiln Industry	133.46	-	133.46
9	Chemical and Distillery Industry	133.46	-	133.46
10	Chemist and Drug Shops	133.46	-	133.46
11	Cinema Industry	133.46	-	133.46
12	Construction or Maintenance of Roads or Building Operations	133.46	-	133.46
13	Contractors' Establishment of Forest Department	133.46	-	133.46
14	Crockery Trade Establishments	133.46	-	133.46
15	Dairy and Dairy Products	133.46	-	133.46
16	Electronic Goods Manufacturing and Selling Establishments	133.46	-	133.46
17	Electroplating by using salt of Chromium, Nickle or any other compound and connected buffing and polishing Industry	133.46	-	133.46
18	Employment in any manufacturing Process as defined under Section 2(k) of the Factories Act.,1948	133.46	-	133.46
19	Employment in grass cutting	133.46	-	133.46
20	Employment in Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	133.46	-	133.46
21	Ferrous Metal Rolling and Re-rolling Mills	133.46	-	133.46
22	Foundries with or without attached Machine Shops	133.46	-	133.46
23	Hair Cutting Saloons and Beauty Parlours	133.46	-	133.46
24	Hardware and Building Material Shops	133.46	-	133.46
25	Hotels, Restaurants, Tea Stalls and Halwais	133.46	-	133.46
26	House Hold Goods Establishments	133.46	-	133.46
27	Ice Factories and Cold Storage	133.46	-	133.46
28	Meat Selling Establishments	133.46	-	133.46
29	Oil Mills	133.46	-	133.46
30	Paper Board and Packing Material Manufacturing Establishments	133.46	-	133.46
31	Petrol, Diesel and Kerosene Oil Pumps	133.46	-	133.46
32	Plastic and PVC goods Industry	133.46	-	133.46
33	Private Hospitals including Nursing Homes, Dispensaries etc. or a Medical Practitioner in any Establishment or a Chemical or Pathological Laboratory	133.46	-	133.46
34	Private Press	133.46	-	133.46
35	Public Motor Transport Industry	133.46	-	133.46
36	Rice Mills, Flour Mills and Dal Mills	133.46	-	133.46
37	Rubber Industry	133.46	-	133.46
38	Saw Mills	133.46	-	133.46
39	Shops and Commerical Establishments	133.46	-	133.46

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (IN Rs.)		
		BASIC	D.A.	TOTAL
40	Soap Manufacturing Industry	133.46	-	133.46
41	Soft Drinks and Aerated Water	133.46	-	133.46
42	Stone Breaking or Stone Crushing	133.46	-	133.46
43	Tailoring , Sticking and Embroidery Establishments	133.46	-	133.46
44	Tanneries / Leather Manufacturing	133.46	-	133.46
45	Tent dealers Establishments	133.46	-	133.46
46	Textile Industry	133.46	-	133.46
47	Timber Trade	133.46	-	133.46
48	Vegetable and Fruit Shops	133.46	-	133.46

**TABLE 3**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2007 (Rs)			
		BASIC	DA		TOTAL
<b>21.ANDAMAN AND NICOBAR ISLANDS</b>					
1	Agriculture	A	130.00	-	A 130.00
		N	139.00	-	N 139.00
2	Construction of Building and other Constructions Works	A	130.00	-	A 130.00
		N	139.00	-	N 139.00
3	Loading & Unloading Sector	A	130.00	-	A 130.00
		N	139.00	-	N 139.00
4	Private Educational Institutions	A	130.00	-	A 130.00
		N	139.00	-	N 139.00
5	Shops and Commercial Establishments	A	150.65	-	A 150.65
		N	161.77	-	N 161.77
6	Wood Based Industry	A	130.00	-	A 130.00
		N	139.00	-	N 139.00

A = ANDAMAN

N = NICOBAR

**TABLE 4****RANGE OF MINIMUM WAGES AS ON 31-12-2007**

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NO OF SCHEDULED EMPLOYMENTS IN WHICH MINIMUM WAGES FIXED / REVISED	RANGE OF MINIMUM WAGES PER DAY (RS.)		Range (Max-Min)
			MINIMUM	MAXIMUM	
1	2	3	5	4	
1	C.L.C. (Central)	46	72.24	127.59	55.35
2	Andhra Pradesh	67	49.00	148.00	99.00
3	Arunachal Pradesh	28	55.00	55.00	0.00
4	Bihar	80	78.00	82.84	4.84
5	Chattisgarh	33	100.08	100.08	0.00
6	Goa	26	90.00	122.00	32.00
7	Haryana	50	135.00	135.00	0.00
8	Himachal Pradesh	12	75.00	75.00	0.00
9	Jammu & Kashmir	28	66.00	66.00	0.00
10	Kerala	42	72.00	342.16	270.16
11	Madhya Pradesh	36	69.00	102.00	33.00
12	Manipur	15	81.40	81.40	0.00
13	Meghalaya	24	70.00	70.00	0.00
14	Mizoram	4	103.00	103.00	0.00
15	Orissa	83	70.00	70.00	0.00
16	Punjab	60	98.61	102.41	3.80
17	Rajasthan	61	73.00	96.85	23.85
18	Tripura	13	30.00	85.00	55.00
19	Uttarakhand	58	72.22	135.72	63.50
20	West Bengal	54	50.60	141.31	90.71
21	A & N Islands	6	130.00	161.77	31.77
22	Chandigarh	48	133.46	133.46	0.00
23	Delhi	29	135.25	135.25	0.00
24	Puducherry	16	55.00	120.00	65.00

Note : Rest of the States / U.T.s have not submitted their Annual Return for the year 2007.

Source: Annual Return under the Minimum Wages Act, 1948

TABLE 5

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED**  
**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2007**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
1	Agriculture	1 Andhra Pradesh	64.00
		2 A & N Islands	A-130.00
			N-139.00
		3 Arunachal Pradesh	55.00
		4 Bihar	78.00
		5 C.L.C(Central)	114.35
		6 Chandigarh	133.46
		7 Chattisgarh	100.08
		8 Delhi	135.25
		9 Goa	112.00
		10 Haryana	135.00
		11 Himachal Pradesh	75.00
		12 Kerala	72.00
		13 Manipur	81.40
		14 Meghalaya	70.00
		15 Mizoram	103.00
		16 Madhya Pradesh	69.00
		17 Orissa	70.00
		18 Punjab	102.41
		19 Puducherry	55.00
		20 Rajasthan	73.00
		21 Tripura	85.00
		22 Uttarakhand	73.00
23 West Bengal	74.33		
2	Agricultural Implements, etc.	1 Chandigarh	133.46
		2 Haryana	135.00
		3 Punjab	98.61
3	Agarbati	1 Chattisgarh	100.08
4	Aluminium Industry	1 Bihar	81.00
5	Asbestos Mines	1 C.L.C.(Central)	72.24
6	Asbestos Cement Factory	1 Bihar	81.00
		2 Chandigarh	133.46
		3 Haryana	135.00
		4 Uttarakhand	103.77
7	Automobile Engineering	1 Andhra Pradesh	125.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 Chandigarh	133.46
		5 Delhi	135.25
		6 Goa	103.00
		7 Haryana	135.00
		8 Orissa	70.00
		9 Punjab	98.61
		10 Puducherry	118.38
		11 Rajasthan	73.00
		12 Uttarakhand	106.65

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
8	Ahatas attached to Wine and Liquor Shops	1 Punjab	98.61
9	Ayurvedic/Allopathic & Unani	1 Haryana 2 Kerala 3 Orissa 4 Punjab 5 Uttarakhand	135.00 118.87 70.00 98.61 103.57
10	Autorickshaw and Taxi	1 Rajasthan	73.00
11	Auto Body Fabrication	1 Jammu & Kashmir	66.00
12	Bakery / Baking Process including Biscuits / Confectionary	1 Andhra Pradesh 2 Bihar 3 Chandigarh 4 Delhi 5 Haryana 6 Madhya Pradesh 7 Meghalaya 8 Orissa 9 Punjab 10 Uttarakhand 11 West Bengal	118.00 81.00 133.46 135.25 135.00 102.00 70.00 70.00 98.61 103.77 118.86
13	Bamboo Forest Establishments	1 Orissa	70.00
14	Book Selling & Binding	1 Arunachal Pradesh 2 Bihar 3 Chandigarh 4 Goa 5 Punjab 6 Uttarakhand	55.00 81.00 133.46 103.00 98.61 103.77
15	Barytes Mines	1 CLC (Central)	72.24
16	Bauxite Mines	1 CLC (Central)	72.24
17	Beedi Leaf Plucking	1 West Bengal	76.00
18	Betal Vines	1 Andhra Pradesh	73.00
19	Bone Mills	1 Madhya Pradesh 2 West Bengal	102.00 71.61
20	Brushes & Broom Mfg. Industry	1 Orissa	70.00
21	Building Material & Hardware	1 Chandigarh	133.46
22	Banks	1 Arunachal Pradesh	55.00
23	Brick Kiln Industry	1 Andhra Pradesh 2 Bihar 3 Chandigarh 4 Chattisgarh 5 Delhi 6 Haryana	125.00 81.00 133.46 100.08 135.25 135.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
		7 Kerala	174.50
		8 Madhya Pradesh	102.00
		9 Punjab	98.61
		10 Rajasthan	73.00
		11 Uttarakhand	80.88
		12 West Bengal	97.16
24	Brick / Roof Tiles / Tiles	1 Goa	103.00
		2 Jammu & Kashmir	66.00
		3 Kerala	109.62
		5 Orissa	70.00
25	Bell Metal and Brass Industry	1 Orissa	70.00
		2 West Bengal	112.73
26	Block Rubber Factories	1 Kerala	127.16
27	Candle and Wax Industry	1 Meghalaya	70.00
28	Catechu Industry	1 Madhya Pradesh	102.00
29	Ceramic Industry	1 West Bengal	79.84
30	Casting Industry	1 Bihar	81.00
31	Cable Operator & Allied Service	1 Rajasthan	73.00
32	Cashew Processing	1 Andhra Pradesh	130.00
		2 Goa	90.00
		3 Kerala	107.27
		4 Orissa	70.00
33	Casual Employees/Govt. Offices,contingency and works	1 Arunachal Pradesh	55.00
		2 Orissa	70.00
		3 Rajasthan	73.00
34	Card / Straw Board Mfg./ Card Board Products	1 Bihar	81.00
		2 Haryana	135.00
35	Cement Concrete Pipe, Cement Poles or Cement Products	1 Andhra Pradesh	110.00
		2 Bihar	81.00
		3 Chattisgarh	100.08
		4 Madhya Pradesh	102.00
		5 Orissa	70.00
		6 Punjab	98.61
36	Chemicals, Chemical Products and Pharmaceuticals	1 Andhra Pradesh	125.00
		2 Bihar	81.00
		3 Chattisgarh	100.08
		4 Delhi	135.25
		5 Himachal Pradesh	75.00
		6 Madhya Pradesh	102.00
		7 Orissa	70.00
		8 Puducherry	91.85
		9 Rajasthan	73.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
37	Cement Industry	1 Arunachal Pradesh	55.00
		2 Bihar	81.00
		3 Delhi	135.25
		4 Rajasthan	73.00
38	Chemicals & Distilleries	1 Bihar	81.00
		2 Chandigarh	133.46
		3 Haryana	135.00
		4 Orissa	70.00
		5 Punjab	98.61
39	Chemist Shops	1 Chandigarh	133.46
		2 Punjab	98.61
40	China Clay Mines	1 CLC (Central)	72.24
41	Chromite Mines	1 CLC (Central)	72.24
42	Cinema / Theatre	1 Andhra Pradesh	112.00
		2 Bihar	81.00
		3 Chandigarh	133.46
		4 Goa	103.00
		5 Haryana	135.00
		6 Kerala	130.77
		7 Orissa	70.00
		8 Punjab	98.61
		9 Rajasthan	73.00
		10 Uttarakhand	103.77
		11 West Bengal	89.80
43	Cigar Industry	1 Kerala	101.12
44	Clay Mines	1 CLC(Central)	72.24
45	Clay Pottery	1 Orissa	70.00
46	Clubs & Canteens	1 Andhra Pradesh	113.00
		2 Delhi	135.25
		3 Uttarakhand	103.77
47	Coconut & Cashew Garden	1 Andhra Pradesh	58.25
48	Coal Brick Industry	1 Bihar	81.00
49	Colour Printing and Yarn Dyeing	1 Andhra Pradesh	120.00
50	Coir Manufacturing	1 Orissa	70.00
51	Construction/ Maintenance of Building & Roads	1 Andhra Pradesh	125.00
		2 A & N Islands	A-130.00 N-139.00
		3 Arunachal Pradesh	55.00
		4 Bihar	81.00
		5 C.L.C (Central)	72.24
		6 Chandigarh	133.46
		7 Chattisgarh	100.08
		8 Delhi	135.25
		9 Goa	103.00



TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
		10 Haryana	135.00
		11 Himachal Pradesh	75.00
		12 Kerala	170.62
		13 Manipur	81.40
		14 Meghalaya	70.00
		15 Mizoram	103.00
		16 Madhya Pradesh	102.00
		17 Orissa	70.00
		18 Punjab	98.61
		19 Puducherry	120.00
		20 Rajasthan	73.00
		21 Tripura	61.00
		22 Uttarakhand	103.77
		23 West Bengal	Zone - A 104.41
			Zone - B 103.37
52	Construction & Maintenance of Runways	1 C.L.C.(Central)	72.24
53	Contractor's Establishments of Forest Department	1 Chandigarh	133.46
		2 Haryana	135.00
		3 Punjab	98.61
54	Cotton Waste Spinning / Cotton Mills	1 Goa	93.00
		2 Rajasthan	73.00
55	Cotton Carpet Weaving Establishments	1 Andhra Pradesh	110.00
		2 Orissa	70.00
56	Computer & Hardware Industry and Services	1 Rajasthan	73.00
57	Chicken Works	1 Uttarakhand	103.77
58	Chakki Mills	1 West Bengal	81.27
59	Chura Mill	1 Bihar	81.00
60	Coke (Fuel)	1 Chattisgarh	100.08
		2 Madhya Pradesh	102.00
		3 Orissa	70.00
61	Courier Service	1 Bihar	81.00
62	Copper Mines	1 CLC (Central)	72.24
63	Construction of Dams Irrigation Works	1 Andhra Pradesh	128.00
		2 Bihar	81.00
		3 Manipur	81.40
		4 Madhya Pradesh	102.00
		5 Orissa	70.00
		6 Uttarakhand	105.88
64	Cotton Ginning and Pressing	1 Andhra Pradesh	148.00
		2 Chattisgarh	100.08
		3 Haryana	135.00
		4 Madhya Pradesh	102.00
		5 Orissa	70.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
		6 Punjab	98.61
		7 Rajasthan	73.00
65	Co-operative Credit Societies / Marketing Societies	1 Andhra Pradesh	125.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 Haryana	135.00
		5 Orissa	70.00
		6 Rajasthan	73.00
66	Cold Storage	1 Bihar	81.00
		2 Rajasthan	73.00
		3 Uttarakhand	103.77
67	Collection of River Sand and its Loading and Unloading	1 Kerala	North - 278.64 South - 342.16
68	Cotton Dyeing, Printing & Washing	1 Rajasthan	73.00
69	Crockery Trade Establishments	1 Chandigarh	133.46
70	Dairy and Dairy Products	1 Andhra Pradesh	59.00
		2 Bihar	81.00
		3 Chandigarh	133.46
		4 Delhi	135.25
		5 Haryana	135.00
		6 Punjab	98.61
		7 Uttarakhand	105.88
71	Dal / Flour / Rice Mills	1 Andhra Pradesh	137.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 Chandigarh	133.46
		5 Chattisgarh	100.08
		6 Delhi	135.25
		7 Haryana	135.00
		8 Kerala	147.16
		9 Madhya Pradesh	102.00
		10 Orissa	70.00
		11 Punjab	98.61
		12 Puducherry	77.00
		13 Rajasthan	73.00
		14 Tripura	68.85
		15 Uttarakhand	103.77
		16 West Bengal	Dal Urban-115.38 Dal Rural-86.54 Flour-111.85 Rice-57.01
72	Dispensaries	1 Orissa	70.00
73	Distilleries & Breweries	1 Andhra Pradesh	139.00
		2 Goa	122.00
74	Dolomite Mines	1 CLC (Central)	72.24
75	Drying of Coconut for making copra	1 Kerala	137.04

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
76	Delhi Transport Corporation	1 Delhi	135.25
77	Decoration	1 West Bengal	76.49
78	Earth Excavation	1 Bihar	81.00
79	Electronic/Electric Industry	1 Andhra Pradesh	129.00
		2 Bihar	81.00
		3 Chandigarh	133.46
		4 Goa	103.00
		5 Haryana	135.00
		6 Puducherry	89.31
		7 Punjab	98.61
80	Electricity Board	1 Orissa	70.00
81	Electricity Generation and Distribution	1 Manipur	81.40
		2 Meghalaya	70.00
		3 Rajasthan	73.00
82	Electroplating / Buffing / Polishing	1 Chandigarh	133.46
		2 Haryana	135.00
		3 Punjab	98.61
83	Employment in Laying of Under-ground Electric Lines, Water Supply Lines and Sewerage Pipe Lines etc.	1 C.L.C (Central)	72.24
84	Employment in Dharamshalas	1 Uttarakhand	105.88
85	Employment in registered Factories not elsewhere classified	1 Delhi	135.25
		2 Rajasthan	73.00
		3 Uttarakhand	105.88
86	Embroidery including Chain Stitching	1 Jammu & Kashmir	66.00
87	Elephants Handling and Care	1 Kerala	109.70
88	Establishments defined under Section 2(1)(VIII) of Punjab shops and Commercial Establishments Act, 1958	1 Chandigarh	133.46
		2 Punjab	98.61
89	Felspar Mines	1 C.L.C (Central)	72.24
90	Motion Picture Industry including Production, Distribution and Publicity	1 Andhra Pradesh	110.00
91	Fire Clay Mines	1 C.L.C (Central)	72.24
92	Food Processing/Food Products	1 Chattisgarh	100.08
		2 Goa	103.00
		3 Haryana	135.00
		4 Jammu & Kashmir	66.00
93	Fisheries & Sea Food	1 Andhra Pradesh	125.00
		2 Bihar	81.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
		3 Orissa	70.00
		4 West Bengal	75.50
94	Forestry /Timbering Operations & Social Forestry	1 Andhra Pradesh	49.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 Chattisgarh	100.08
		5 Haryana	135.00
		6 Himachal Pradesh	75.00
		7 Kerala	196.16
		8 Madhya Pradesh	102.00
		9 Meghalaya	70.00
		10 Orissa	70.00
		11 Punjab	98.61
		12 Uttarakhand	104.15
		13 West Bengal	77.31
95	Fish Peeling and Fish Canning, etc.	1 Kerala	103.76
96	Foundries	1 Chandigarh	133.46
		2 Delhi	135.25
		3 Haryana	135.00
		4 Orissa	70.00
		5 Punjab	98.61
		6 Rajasthan	73.00
		7 Uttarakhand	105.88
		8 West Bengal	Zone-A-123.12 Zone-B- 90.15
97	Fruit Preservation / Juice Extraction	1 Meghalaya	70.00
		2 Uttarakhand	105.88
98	Finishing and Dyeing of Yarn and Fabric Printing, etc.	1 Orissa	70.00
99	Florescent Tube and Electric Bulb Industry	1 Bihar	81.00
		2 Orissa	70.00
		3 Uttarakhand	103.77
100	General Engineering	1 Andhra Pradesh	122.00
		2 Bihar	81.00
		3 Chattisgarh	100.08
		4 Himachal Pradesh	75.00
		5 Jammu & Kashmir	66.00
		6 Madhya Pradesh	102.00
		7 Puducherry	111.00
		8 Rajasthan	73.00
		9 Uttarakhand	105.88
101	Glass Industry / Chinaware	1 Andhra Pradesh	126.00
		2 Bihar	81.00
		3 Haryana	135.00
		4 Orissa	70.00
		5 Rajasthan	96.85
		6 West Bengal	115.62
		7 Uttarakhand	106.65
102	Grass Cutting	1 Chandigarh	133.46

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
103	Granite Mines	1 C.L.C (Central)	72.24
104	Graphite Mines and Graphite Industries	1 C.L.C (Central) 2 Orissa	72.24 70.00
105	Gold and Silver Ornaments and Gold coating/covering	1 Andhra Pradesh 2 Bihar 3 Orissa	125.00 81.00 70.00
106	Gota Kinari Industry	1 Rajasthan	73.00
107	Gun Factory/Arms & Ammunition	1 Bihar 2 Jammu & Kashmir	81.00 66.00
108	Gypsum Mines	1 C.L.C. (Central)	72.24
109	Gravel Mines	1 C.L.C.(Central)	72.24
110	Godowns	1 West Bengal	Zone-A-104.42 Zone-B-103.38
111	Hair Cutting Saloon	1 Bihar 2 Chandigarh 3 Jammu & Kashmir 4 Punjab	81.00 133.46 66.00 98.61
112	Hard Coke Kilns	1 Bihar	81.00
113	Hematite Mines	1 C.L.C. (Central)	72.24
114	Hosiery	1 Bihar 2 Kerala 3 Orissa 4 Uttarakhand 5 West Bengal	81.00 129.48 70.00 110.31 Zone-A-120.62 Zone-B-119.65
115	Hostels	1 Andhra Pradesh 2 Kerala	129.00 124.11
116	Hospitals and Nursing Homes and Private Clinics	1 Andhra Pradesh 2 Bihar 3 Chandigarh 4 Delhi 5 Goa 6 Haryana 7 Kerala 8 Punjab 9 Puducherry 10 Rajasthan 11 Uttarakhand	123.00 81.00 133.46 135.25 103.00 135.00 177.25 98.61 109.50 73.00 105.88
117	Hotels and Restaurants or Eating Houses	1 Andhra Pradesh 2 Arunachal Pradesh 3 Bihar	125.00 55.00 81.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
		4 Chandigarh	133.46
		5 Goa	97.69
		6 Himachal Pradesh	75.00
		7 Madhya Pradesh	102.00
		8 Meghalaya	70.00
		9 Orissa	70.00
		10 Punjab	98.61
		11 Puducherry	107.65
		12 Rajasthan	73.00
		13 Uttarakhand	98.96
118	Handloom Silk Weaving Establishments	1 Andhra Pradesh	66.50
119	Handloom Weaving	1 Andhra Pradesh	104.00
		2 Bihar	81.00
		3 Chattisgarh	100.08
		4 Kerala	110.02
		5 Madhya Pradesh	102.00
		6 Orissa	70.00
		7 Rajasthan	73.00
		8 Uttarakhand	93.65
		9 West Bengal	79.92
120	Horticulture	1 Andhra Pradesh	88.00
121	Hill Produce Industry	1 Kerala	124.60
122	Ice Factory and Cold Storage	1 Chandigarh	133.46
		2 Delhi	135.25
		3 Jammu & Kashmir	66.00
		4 Kerala	123.23
		5 Orissa	70.00
		6 Punjab	98.61
		7 Uttarakhand	103.77
123	Ice Cream / Ice Candy Ice Products	1 Bihar	81.00
		2 Madhya Pradesh	102.00
		3 Uttarakhand	103.77
124	Irrigation Works	1 Chattisgarh	100.08
		2 Rajasthan	73.00
125	Iron Ore Mine	1 C.L.C (Central)	72.24
126	Industrial Establishments	1 Goa	103.00
		2 Mizoram	103.00
127	Rural Development Department sponsored Employment Generation Scheme (Jawahar Rojgar Yojana)	1 Rajasthan	73.00
128	Jute and Coir Industry	1 Andhra Pradesh	122.00
		2 Orissa	70.00
129	Jute Patti Industry	1 Rajasthan	73.00
130	Kattha	1 Chattisgarh	100.08

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
131	Khadi & Village Industry	1 Bihar	81.00
		2 Orissa	70.00
		3 Rajasthan	73.00
132	Khandsari / Sugar	1 Andhra Pradesh	125.00
		2 Bihar	81.00
		3 Chattisgarh	100.08
		4 Haryana	135.00
		5 Madhya Pradesh	102.00
		6 Orissa	70.00
		7 Punjab	98.61
		8 Uttarakhand	72.22
133	Kosa Industry	1 Madhya Pradesh	102.00
134	Kyanite Mines	1 C.L.C (Central)	72.24
135	Lac Manufacturing	1 Arunachal Pradesh	55.00
		2 Bihar	81.00
		3 West Bengal	77.81
136	Laterite Mines	1 C.L.C (Central)	72.24
137	Laundries / Dry Washing /Dyeing	1 Bihar	81.00
		2 Delhi	135.25
		3 Orissa	70.00
		4 Punjab	98.61
		5 Uttarakhand	103.77
138	LPG Distribution	1 Kerala	117.85
		2 Orissa	70.00
		3 Rajasthan	73.00
139	Leather Goods / Shoe Industry and Foot wear Industry	1 Bihar	81.00
		2 Orissa	70.00
		3 West Bengal	112.65
140	Loading and Unloading	1 Andaman & Nicobar	A. 130.00 N. 139.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 C.L.C (Central)	72.24
141	Lime Stone Kiln	1 Andhra Pradesh	106.00
		2 Chattisgarh	100.08
		3 Madhya Pradesh	102.00
142	Libraries	1 Uttarakhand	103.96
143	Liquor Trading & Vending	1 Kerala	162.00
144	Lignite Mines	1 C.L.C (Central)	72.24
145	Local Authority	1 Arunachal Pradesh	55.00
		2 Chattisgarh	100.08
		3 Delhi	135.25
		4 Haryana	135.00
		5 Jammu & Kashmir	66.00
		6 Meghalaya	70.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
		7 Madhya Pradesh	102.00
		8 Orissa	70.00
		9 Punjab	98.61
		10 Rajasthan	73.00
146	Light Motor Vehicles	1 Kerala	149.21
147	Load Carrying	1 Arunachal Pradesh	55.00
148	Marble and Calcite Mines	1 C.L.C (Central)	72.24
149	Match, Fire Works & Explosives	1 Andhra Pradesh	110.00
		2 Kerala	106.56
		3 Orissa	70.00
		4 Uttarakhand	103.77
150	Manufacture of Dolls and Toys and Brass and Bell Metal	1 Manipur	81.40
151	Manufacture of Ramraj or Geru	1 Madhya Pradesh	102.00
152	Mica Works	1 Andhra Pradesh	122.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 Rajasthan	73.00
153	Mica Mines	1 C.L.C. (Central)	72.24
154	Minor Engineering Industry	1 Bihar	81.00
		2 Kerala	114.69
		3 Orissa	70.00
155	Metal Rolling / Re-rolling (Non-Ferrous)	1 Haryana	135.00
		2 Punjab	98.61
156	Metal Rolling & Re-rolling (Ferrous)	1 Chandigarh	133.46
		2 Haryana	135.00
		3 Punjab	98.61
157	Metal Industry	1 Delhi	135.25
		2 Orissa	70.00
		3 Uttarakhand	105.88
158	Metal and Alloy Industry	1 Manipur	81.40
159	Meat Selling	1 Chandigarh	133.46
160	Mesta Used Twine Mills	1 Andhra Pradesh	74.76
161	Motor Body Builders / Mechanical/Local Transport Workshops	1 Meghalaya	70.00
		2 Orissa	70.00
		3 Punjab	98.61
		4 Tripura	47.15
		5 Uttarakhand	106.65
162	Minor Ports	1 Kerala	229.05



TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
163	Manufacture of Tiles including Mangalore Tiles	1 Madhya Pradesh	102.00
164	Mini & Tiny Cement Factories	1 Andhra Pradesh	99.00
165	Medicines/Medical Equipment Shops	1 Jammu & Kashmir	66.00
	Medicinal Plants Plantation	2 Uttarakhand	105.88
		3 West Bengal	89.15
166	Mines and Minerals	1 Meghalaya	70.00
167	Mineral Grinding Industry	1 Bihar	81.00
168	Manufacture of Radio by Assembling of Parts	1 Delhi	135.25
		2 Orissa	70.00
169	Medicines Sales promotion	1 West Bengal	141.31
170	Manufacture of Electronic Goods and Sales etc.	1 Goa	103.00
171	Magnetite Mines	1 C.L.C (Central)	72.24
172	Magnesite Mines	1 C.L.C (Central)	72.24
173	Manganese Mines	1 C.L.C.(Central)	72.24
174	Murrah Poha Industry	1 Chattisgarh	100.08
		2 Madhya Pradesh	102.00
175	Non-Govt. Organisations	1 Rajasthan	73.00
176	Nails and Pins Manufacturing	1 Orissa	70.00
177	Oil Mills	1 Andhra Pradesh	126.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 Chandigarh	133.46
		5 Chattisgarh	100.08
		6 Delhi	135.25
		7 Haryana	135.00
		8 Jammu & Kashmir	66.00
		9 Kerala	144.38
		10 Madhya Pradesh	102.00
		11 Orissa	70.00
		12 Punjab	98.61
		13 Puducherry	78.00
		14 Rajasthan	73.00
		15 Uttarakhand	103.77
		16 West Bengal	Zone A 123.38
			Zone B 86.42
178	Oil Palm Plantation	1 Kerala	118.98
179	Ochre Mines	1 C.L.C. (Central)	72.24
180	Other Manufacturing Process Covered under Section 2k of the Factories Act, 1948	1 Chandigarh	133.46
		2 Haryana	135.00
		3 Himachal Pradesh	75.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
		4 Madhya Pradesh	102.00
		5 Punjab	98.61
181	Any Manufacturing Process carried out in any Factory defined under Sec. 2(m) or Sec. 85 of the Factories Act other than those notified under Part-I and Part-II of the Schedule of Minimum Wages Act, 1948.	1 Andhra Pradesh	89.00
182	Pharmaceutical Industry	1 Goa	103.00
		2 Orissa	70.00
183	Public Works Department	1 Haryana	135.00
		2 Rajasthan	73.00
184	Public Motor Transport	1 Andhra Pradesh	113.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 Chandigarh	133.46
		5 Chattisgarh	100.08
		6 Delhi	135.25
		7 Goa	106.00
		8 Haryana	135.00
		9 Himachal Pradesh	75.00
		10 Jammu & Kashmir	66.00
		11 Madhya Pradesh	102.00
		12 Manipur	81.40
		13 Meghalaya	70.00
		14 Mizoram	103.00
		15 Orissa	70.00
		16 Punjab	98.61
		17 Puducherry	119.38
		18 Rajasthan	73.00
		19 Tripura	59.04
		20 Uttarakhand	106.65
		21 West Bengal	138.05
185	Preparation of Soil, Land Development and other Agricultural Operations	1 Manipur	81.40
186	Plantation of Silk Worm, Food Plants for Silk Worms	1 Manipur	81.40
187	Pharmacists in medical shops	1 Kerala	162.88
188	Private Transport/ Motor Transport	1 Andhra Pradesh	125.00
		2 Goa	106.00
		3 Jammu & Kashmir	66.00
		4 Orissa	70.00
189	Private Ferries and L.T.C	1 Bihar	81.00
190	Printing Presses/ Lithography, Photography or other Similar Works	1 Andhra Pradesh	125.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 Chandigarh	133.46
		5 Chattisgarh	100.08
		6 Delhi	135.25

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
		7 Goa	103.00
		8 Haryana	135.00
		9 Kerala	120.56
		10 Madhya Pradesh	102.00
		11 Meghalaya	70.00
		12 Orissa	70.00
		13 Punjab	98.61
		14 Puducherry	87.06
		15 Rajasthan	73.00
		16 Uttarakhand	106.65
		17 West Bengal	50.60
191	Power Loom Industry	1 Andhra Pradesh	91.00
		2 Bihar	81.00
		3 Chattisgarh	100.08
		4 Kerala	121.96
		5 Madhya Pradesh	102.00
		6 Orissa	70.00
		7 Rajasthan	73.00
		8 Uttarakhand	93.65
		9 West Bengal	81.70
192	Petrol Bunks/Petrol, Diesel Pumps	1 Andhra Pradesh	125.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 Chandigarh	133.46
		5 Haryana	135.00
		6 Meghalaya	70.00
		7 Orissa	70.00
		8 Punjab	98.61
		9 Rajasthan	73.00
		10 Tripura	69.08
		11 Uttarakhand	105.88
193	Photographic and Optical Goods	1 Punjab	98.61
194	Poultry Farming	1 Andhra Pradesh	75.76
		2 Bihar	81.00
195	Potteries / Ceramics / Fire Bricks	1 Bihar	81.00
		2 Chattisgarh	100.08
		3 Delhi	135.25
		4 Haryana	135.00
		5 Madhya Pradesh	102.00
		6 Orissa	70.00
		7 Punjab	98.61
		8 Uttarakhand	103.77
		9 West Bengal	79.84
196	Plastic Industry	1 Bihar	81.00
		2 Chandigarh	133.46
		3 Chattisgarh	100.08
		4 Delhi	135.25
		5 Haryana	135.00
		6 Madhya Pradesh	102.00
		7 Orissa	70.00
		8 Puducherry	95.35
		9 Uttarakhand	105.88
		10 West Bengal	79.84

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
197	Plucking, Collection and Processing of Kendu Leaves	1 Bihar	81.00
		2 Orissa	70.00
198	Pulp and Paper Industry / Paper Products	1 Andhra Pradesh	116.00
		2 Bihar	81.00
		3 Chandigarh	133.46
		4 Orissa	70.00
		5 Punjab	98.61
		6 Puducherry	79.69
199	P.W.D. (Public Health)	1 Haryana	135.00
		2 Orissa	70.00
		3 Punjab	98.61
		4 Rajasthan	73.00
200	Packing Industry	1 Chandigarh	133.46
		2 Haryana	135.00
201	Plantations (Tea, Coffee, Rubber, Cardamom, Cinchona etc.)	1 Andhra Pradesh	Coffee 95.00
		2 Arunachal Pradesh	55.00
		3 Bihar	Tea - 81.00
		4 Himachal Pradesh	Tea - 75.00
		5 Kerala	Tea - 98.02
			Coffee - 97.67
			Rubber - 108.82
			Caradmom - 98.02
		6 Uttarakhand	Tea - 76.71
	Rubber - 67.00		
	Tea - 30.00		
	8 West Bengal	Cinchona - 89.15	
202	Professional such as Chartered Accountants, Auditors etc.	1 Andhra Pradesh	124.00
203	Plywood Industry	1 Arunachal Pradesh	55.00
		2 Bihar	81.00
		3 Kerala	100.62
		4 Meghalaya	70.00
		5 Uttarakhand	105.88
		6 West Bengal	104.42
204	Paints, Varnishes and Chemicals	1 Orissa	70.00
		2 West Bengal	114.15
205	P.W.D.(Irrigation)	1 Haryana	135.00
		2 Punjab	98.61
206	Paper Board and Straw Board	1 Punjab	98.61
		2 Haryana	135.00
		3 West Bengal	Machine Dry Process 73.29
207	Quartz Mines	1 C.L.C.(Central)	72.24
208	Quartzite Mines	1 C.L.C.(Central)	72.24

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
209	Red Oxide Mines	1 C.L.C.(Central)	72.24
210	Rock Phosphate Mines	1 C.L.C.(Central)	72.24
211	Rope Industry	1 Orissa	70.00
		2 West Bengal	114.31
212	Rosin & Terpentine Products	1 Jammu & Kashmir	66.00
213	Readymade Garments	1 Andhra Pradesh	82.95
		2 Delhi	135.25
		3 Goa	100.00
		4 Haryana	135.00
		5 Orissa	70.00
		6 Punjab	98.61
		7 Uttarakhand	105.88
214	Refracting Units / Fire Bricks and Ceramics Industry	1 Bihar	81.00
		2 Orissa	70.00
		3 West Bengal	103.19
215	Rubber & Rubber Products	1 Bihar	81.00
		2 Chandigarh	133.46
		3 Delhi	135.25
		4 Haryana	135.00
		5 Kerala	143.16
		6 Orissa	70.00
		7 Punjab	98.61
		8 Uttarakhand	105.88
		9 West Bengal	80.27
216	Rubber Crape Mills	1 Kerala	116.12
217	Rags Cleaning & Sorting	1 Haryana	135.00
218	Religious and Social Institutions	1 Bihar	81.00
219	Salt Industry	1 Rajasthan	96.85
		2 West Bengal	82.77
220	Soft Drinks / Aerated Water / Beverages / Juices	1 Andhra Pradesh	110.00
		2 Bihar	81.00
		3 Chandigarh	133.46
		4 Jammu & Kashmir	66.00
		5 Madhya Pradesh	102.00
		6 Orissa	70.00
		7 Rajasthan	73.00
		8 Uttarakhand	105.88
221	Spinning Mills	1 Orissa	70.00
222	Stone Breaking & Crushing	1 Andhra Pradesh	121.00
		2 Arunachal Pradesh	55.00
		3 Bihar	81.00
		4 C.L.C. (Central)	93.16
		5 Chandigarh	133.46
		6 Chattisgarh	100.08

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
		7 Delhi	135.25
		8 Goa	103.00
		9 Haryana	135.00
		10 Himachal Pradesh	75.00
		11 Jammu & Kashmir	66.00
		12 Kerala	170.62
		13 Madhya Pradesh	102.00
		14 Meghalaya	70.00
		15 Orissa	70.00
		16 Punjab	98.61
		17 Rajasthan	96.85
		18 Uttarakhand	103.77
		19 West Bengal	69.98
223	Salt Pans	1 Andhra Pradesh	108.00
		2 Orissa	70.00
224	Stone Mines	1 C.L.C.(Central)	72.24
225	Shops & Commercial Establishments	1 Andhra Pradesh	125.00
		2 Arunachal Pradesh	55.00
		3 A & N Islands	A -150.65 N -161.77
		4 Bihar	81.00
		5 Chandigarh	133.46
		6 Chattisgarh	100.08
		7 Delhi	135.25
		8 Goa	100.00
		9 Haryana	135.00
		10 Himachal Pradesh	75.00
		11 Jammu & Kashmir	66.00
		12 Kerala	116.10
		13 Madhya Pradesh	102.00
		14 Manipur	81.40
		15 Meghalaya	70.00
		16 Orissa	70.00
		17 Punjab	98.61
		18 Puducherry	55.77
		19 Rajasthan	73.00
		20 Tripura	62.27
		21 Uttarakhand	103.77
		22 West Bengal	114.97
226	Commercial Estt.other than shops	1 West Bengal	114.96
227	Shops Selling Cooked Food	1 Bihar	81.00
228	Slate Factories	1 Andhra Pradesh	125.00
229	Slate Pencil Manufactory	1 Chattisgarh	100.08
		2 Madhya Pradesh	102.00
230	Steel Mills/Steel Metal Rolling Mills/ Rolling of Angle Iron	1 Andhra Pradesh	120.00
		2 Bihar	81.00
		3 Jammu & Kashmir	66.00
231	Small Scale Industry	1 Bihar	81.00
		2 Rajasthan	73.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
232	Sericulture	1 Andhra Pradesh	73.42
		2 Manipur	81.40
		3 Meghalaya	70.00
		4 West Bengal	77.07
233	Saw Mills	1 Arunachal Pradesh	55.00
		2 Chandigarh	133.46
		3 Chattisgarh	100.08
		4 Delhi	135.25
		5 Goa	103.00
		6 Haryana	135.00
		7 Madhya Pradesh	102.00
		8 Meghalaya	70.00
		9 Orissa	70.00
		10 Punjab	98.61
		11 Uttarakhand	106.04
		12 West Bengal	80.81
234	Soap Making / Detergent Making	1 Bihar	81.00
		2 Chandigarh	133.46
		3 Haryana	135.00
		4 Jammu & Kashmir	66.00
		5 Orissa	70.00
		6 Punjab	98.61
		7 Puducherry	116.00
		8 Uttarakhand	72.22
235	Soap Stone Factories	1 Rajasthan	73.00
236	Sugar Pan Industry	1 Rajasthan	73.00
237	Scientific Industry	1 Haryana	135.00
		2 Punjab	98.61
238	Sports Goods	1 Jammu & Kashmir	66.00
		2 Punjab	98.61
239	Security Agencies (Private)	1 Bihar	82.84
		2 Goa	103.00
		3 Orissa	70.00
		4 West Bengal	113.81
240	Soil Conservation	1 Meghalaya	70.00
241	Spinning, Weaving, Printing, Dyeing Finishing, Bleaching of Silk Pina Fibre	1 Manipur	81.40
		2 Orissa	70.00
		3 West Bengal	79.92
242	Seed Processing Unit	1 Andhra Pradesh	103.00
243	STD, ISD & PCO	1 Rajasthan	73.00
244	Silk Industry	1 Bihar	81.00
245	Silk Printing	1 West Bengal	79.19
246	Steatite Mines	1 C.L.C (Central)	72.24
247	Silica Mines	1 C.L.C.(Central)	72.24

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
248	Silicate & Chemical Works	1 Jammu & Kashmir	66.00
249	Sindur and Rang Manufacturing	1 Bihar	81.00
250	Sal Seeds Collection	1 Orissa	70.00
251	Siali Leave Plucker	1 Orissa	70.00
252	Sweet Shops	1 Uttarakhand	105.88
253	Sweeping & Sanitation	1 Rajasthan	73.00
254	Slate Mines	1 C.L.C.(Central)	72.24
255	Starch Manufacturing	1 Punjab	98.61
256	Surgical & Clinical Instruments Making	1 Punjab	98.61
257	Steel Fabrication and Concerte Products	1 Meghalaya	70.00
258	Steel Almirah, Trunks, Drums and Vaults, etc.	1 Punjab	98.61
259	Superior Kerosene etc.	1 Arunachal Pradesh 2 Chandigarh	55.00 133.46
260	Tent dealers, Household Goods	1 Chandigarh 2 Punjab	133.46 98.61
261	Tamarind Collection	1 Orissa	70.00
262	Travel Goods Like Suit Cases, Bags and Footwear etc.	1 Punjab	98.61
263	Tanneries & Leather Manufacturing	1 Andhra Pradesh 2 Arunachal Pradesh 3 Bihar 4 Chandigarh 5 Haryana 6 Jammu & Kashmir 7 Punjab 8 West Bengal	125.00 55.00 81.00 133.46 135.00 66.00 98.61 Rural 112.92 Urban 116.77
264	Teaching Institutions (Private)	1 A & N Islands 2 Chandigarh 3 Delhi 4 Haryana 5 Himachal Pradesh 6 Punjab 7 Rajasthan 8 Uttarakhand	A - 130.00 N - 139.00 133.46 135.25 135.00 75.00 98.61 73.00 103.77
265	Tobacco (including Bidi Making)	1 Arunachal Pradesh 2 Bihar	55.00 81.00



TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
		3 Chattisgarh	100.08
		4 Kerala	101.12
		5 Madhya Pradesh	102.00
		6 Orissa	70.00
		7 West Bengal	85.63
266	Toddy Tapping	1 Andhra Pradesh	110.00
267	Tiles and Potteries	1 Andhra Pradesh	120.00
		2 Bihar	81.00
		3 Chattisgarh	100.08
		4 Orissa	70.00
		5 Rajasthan	73.00
268	Tyre Retreading & Repairing Industry	1 Arunachal Pradesh	55.00
269	Textile	1 Chandigarh	133.46
		2 Delhi	135.25
		3 Haryana	135.00
		4 Punjab	98.61
		5 Rajasthan	73.00
270	Textile Printing	1 Uttarakhand	103.77
271	Tubewell Drilling Operations	1 Haryana	135.00
		2 Punjab	98.61
272	Tailoring, Stitching and Embroidery	1 Bihar	81.00
		2 Chandigarh	133.46
		3 Haryana	135.00
		4 Jammu & Kashmir	66.00
		5 Meghalaya	70.00
		6 Punjab	98.61
		7 Rajasthan	73.00
		8 Uttarakhand	103.77
		9 West Bengal	80.16
273	Timber Trading / Industry(including/ excluding felling and sawing)	1 Chandigarh	133.46
		2 Haryana	135.00
		3 Kerala	100.62
		4 Orissa	70.00
274	Trunks/Buckets Manufacturing / Tin Plates Shaping and its Printing etc.	1 Orissa	70.00
		2 Uttarakhand	105.88
275	Tobacco Manufacturing	1 Andhra Pradesh	110.30
		2 Rajasthan	96.85
		3 Uttarakhand	106.65
276	Tobacco Godowns	1 West Bengal	76.96
277	Typewriter Ribbon Industry	1 Haryana	135.00
278	Utensils Shops / Manufacturing	1 Jammu & Kashmir	66.00
		2 Orissa	70.00
		3 Punjab	98.61

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2007
279	University, Education Research or Cultural Institutions	1 Bihar	81.00
280	Uranium Mines	1 C.L.C.(Central)	72.24
281	Vegetable and Fruit Shops	1 Chandigarh	133.46
282	Vegetable Ghee Manufacturing	1 Punjab	98.61
283	Veterinary & Animal Husbandry	1 Meghalaya	70.00
284	Wolfram Mines	1 C.L.C.(Central)	72.24
285	Woollen Spinning, Knitting and Weaving Factories or Cotton Spinning	1 Manipur 2 Rajasthan	81.40 73.00
286	Woollen Carpet Making/ Shawl Weaving Industry	1 Andhra Pradesh 2 Arunachal Pradesh 3 Bihar 4 Haryana 5 Jammu & Kashmir 6 Orissa 7 Punjab 8 Rajasthan 9 Uttarakhand	105.00 55.00 81.00 135.00 66.00 70.00 98.61 96.85 111.31
287	Woollen Blanket/Kamble	1 Chattisgarh 2 Madhya Pradesh 3 Uttarakhand	100.08 102.00 72.22
288	Wool Cleaning and Pressing Factories	1 Rajasthan	73.00
289	Wood Working Establishments/ Wood / Bamboo and Cane Furniture and Fixtures	1 Andhra Pradesh 2 A & N Islands 3 Bihar 4 Delhi 5 Jammu & Kashmir 6 Manipur 7 Meghalaya 8 Orissa 9 Rajasthan 10 Uttarakhand	120.20 A -130.00 N -139.00 81.00 135.25 66.00 81.40 70.00 70.00 73.00 106.04
290	Water Supply (Operation, Maintenance of Water Treatment and Distribution System), Sanitation and Drainage	1 Manipur	81.40
291	Wood Carving	1 Jammu & Kashmir 2 Uttarakhand	66.00 106.04
292	Workshops	1 Jammu & Kashmir	66.00
293	White Clay Mines	1 C.L.C.(Central)	72.24

**TABLE -6**

**NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM  
WAGES ACT,1948 AND THE AVERAGE DAILY NUMBER OF PERSONS  
EMPLOYED DURING THE YEAR 2007**

<b>SL. NO.</b>	<b>CENTRAL GOVERNMENT STATES / UNION TERRITORIES</b>	<b>NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948</b>	<b>NUMBER OF ESTABLISHMENTS WHICH SUBMITTED RETURNS</b>	<b>PERCENT-AGE RESPONSE RATE</b>	<b>AVERAGE DAILY NUMBER OF PERSONS EMPLOYED</b>
1	C.L.C.(Central)	30316	4050	13.36	107188
2	Andhra Pradesh	137410	3867	2.81	413695
3	Arunachal Pradesh	Nil	Nil	Nil	Nil
4	Bihar	69714	3955	5.67	57878
5	Chattisgarh	6127	929	15.16	23691
6	Goa	46604	311	0.67	7368
7	Haryana	71899	907	1.26	227184
8	Himachal Pradesh	NR	567	NR	33334
9	Jammu & Kashmir	4497	774	17.21	38053
10	Kerala	175635	2171	1.24	147436
11	Madhya Pradesh	--Not Reported--			
12	Manipur	2426	2284	94.15	NR
13	Meghalaya	--Not Reported--			
14	Mizoram	68	NR	NR	3246
15	Orissa	137900	3232	2.34	29936
16	Punjab	15205	1376	9.05	76250
17	Rajasthan	266685	1881	0.71	885880
18	Tripura	220537	1282	0.59	661611
19	Uttarakhand	19200	39	0.20	64694
20	West Bengal	NR	291	NR	18874
21	A & N Islands	1970	640	32.49	4010
22	Chandigarh	21639*	308**	1.42	10988
23	Delhi	7793	1858	23.84	82037
24	Puducherry	9708	132	1.36	41980

NOTE : For remaining States, Annual Returns / Reports have not been received.

\* = Information pertaining to factories, shops and commercial establishments

\*\* = Information pertaining to factories registered under the Factories Act, 1948

**NR: Not Reported**

**TABLE -7**

**NUMBER OF INSPECTIONS MADE, IRREGULARITIES DETECTED,  
PROSECUTIONS LAUNCHED AND CLAIMS PREFERRED IN CENTRAL  
SPHERE/STATE AND U.TS FOR THE YEAR 2007**

<b>SL. NO.</b>	<b>CENTRAL GOVERNMENT / STATES / UNION TERRITORIES</b>	<b>NUMBER OF INSPECTIONS MADE DURING THE YEAR</b>	<b>NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR</b>	<b>NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR</b>	<b>NUMBER OF CLAIMS PREFERRED DURING THE YEAR</b>
1	C.L.C.(Central)	14039	146490	2846	2005
2	Andhra Pradesh	50757	943	166	16739
3	Arunachal Pradesh	Nil	Nil	Nil	Nil
4	Bihar	255832	51660	233	21073
5	Chattisgarh	NR	NR	1427	259
6	Goa	NR	NR	202	9
7	Haryana	2382	NR	154	237
8.	Himachal Pradesh	2595	2595	378	347
9	Jammu & Kashmir	2446	1090	300	2
10	Kerala	28997	57669	864	157
11	Madhya Pradesh	14687	NR	702	463
12	Manipur	319	54	Nil	Nil
13	Meghalaya	398	Not Reported		
14	Mizoram	Not Reported			
15	Orissa	25025	20397	810	221
16	Punjab	109077	1236	2599	306
17	Rajasthan	8816	269	223	366
18	Tripura	5640	NR	Nil	Nil
19	Uttarakhand	3344	1202	319	233
20	West Bengal	18514	5242	44	Nil
21	A & N Islands	246	984	NR	Nil
22	Chandigarh	261	150	60	56
23	Delhi	7695	7985	1616	451
24	Puducherry	8481	152	Nil	NR

NOTE : For remaining States, Annual Returns /Reports have not been received.

SOURCE : Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2007.

NR : Not Reported

## ANNEXURE – I

### LIST OF ORIGINAL EMPLOYMENTS INCLUDED IN THE SCHEDULE UNDER THE MINIMUM WAGES ACT, 1948

#### SCHEDULED EMPLOYMENTS

##### Part - I

1. Employment in any woollen carpet making or shawl weaving establishment.
2. Employment in any rice mill, flour mill or dal mill.
3. Employment in any tobacco (including bidi making) manufactory.
4. Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.
5. Employment in any oil mill.
6. Employment under any local authority.
7. Employment on the construction or maintenance of roads or in building operations.
8. Employment in stone breaking or stone crushing.
9. Employment in any lac manufactory.
10. Employment in any mica works.
11. Employment in public motor transport.
12. Employment in tanneries and leather manufactory.
  - (i) Employment in gypsum mines.
  - (ii) Employment in barytes mines.
  - (iii) Employment in bauxite mines.
  - (iv) Employment in manganese mines.
  - (v) Employment in the maintenance of buildings and employment in the construction and maintenance of runways.
  - (vi) Employment in china clay mines.
  - (vii) Employment in kyanite mines.
  - (viii) Employment in copper mines.
  - (ix) Employment in clay mines covered under the mines Act, 1952(35 of 1952).
  - (x) Employment in magnesite mines covered under the mines Act, 1952(35 of 1952)
  - (xi) Employment in white clay mines.
  - (xii) Employment in stone mines.

##### Part - II

13. Employment in agriculture, that is to say, in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing and harvesting of any agricultural or horticultural commodity, the raising of live stock, bees or poultry, and any practice performed by a farmer or on a farm as incidental to or in conjunction with farm operation (including any forestry or timbering operations and the preparation for market and delivery to storage or the market or to carriage for transportation to market of farm produce).

## ANNEXURE II

### STATEMENT SHOWING THE STRENGTH OF THE MACHINERY FOR ENFORCEMENT OF THE MINIMUM WAGES ACT, 1948 IN RESPECT OF CENTRAL SPHERE AND STATES/ UNION TERRITORIES DURING THE YEAR 2007

SL. NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF	NO. OF OFFICERS
1	C.L.C.(Central)	1. Chief Labour Commissioner 2. Deputy Chief Labour Commissioner(Central) 3. Director (Training) 4. Regional Labour Commissioner(Central) 5. Assistant Labour Commissioner(Central) 6. Labour Enforcement Officer(Central)	1 15 1 33 56 162
2	Andhra Pradesh	1.Labour Commissioner 2.Additional Labour Commissioner 3.Joint Labour Commissioner 4.Deputy Commissioner of Labour 5.Assistant Commissioner of Labour 6.Labour Officer 7.Assistant Labour Officer	1 1 3 7 33 44 292
3	Arunachal Pradesh	1. Deputy Labour Commissioner 2. Assistant Labour Commissioner 3. Labour Officer 4. Labour Inspector	1 1 14 2
4	Bihar	1.. Labour Commissioner 2. Joint Labour Commissioner 3. Deputy Labour Commissioner 4. Chief Inspector of Factories 5. Deputy Chief Inspector of Factories 6. Assistant Labour Commissioner 7. Inspector of Factories 8. Labour Superintendent 9. Labour Enforcement Officer	1 3 13 1 2 19 17 62 439
5	Haryana	1. Labour Commissioner 2. Addl. Labour Commissioner 3. Joint Labour Commissioner 4. Deputy Labour Commissioner 5. Labour Officer-cum-conciliation Officer 6. Statistical Officer (Labour) 7. Labour Inspector 8. Welfare Officer	1 1 2 8 27 1 88 1

SL. NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF	NO. OF OFFICERS
6	Himachal Pradesh	1.Labour Commissioner 2. Joint Labour Commissioner 3.Deputy Labour Commissioner 4.Labour Officers 5.Statistical Assistant 6.Labour Inspectors	1 1 1 9 1 23
7	Jammu & Kashmir	Labour Officer	25
8	Kerala	1. Labour Commissioner 2. Additional Labour Commissioner 3. Joint Labour Commissioner 4. Chief Inspector of Plantations 5. Deputy Labour Commissioner 6. Distt. Labour Officer 7. Assistant Labour Officer 8 Inspector of Plantation 9 Inspector of Newspaper Establishments	1 2 4 1 1 11 100 10 1
9	Madhya Pradesh	1. Labour Inspector 2. Labour Sub Inspector	180 10
10	Meghalaya	1.Labour Commissioner 2. Joint Labour Commissioner 3. Labour Inspectors	1 1 10
11	Manipur	1. Labour Inspector 2. Rural Labour Inspector	5 28
12	Orissa	1. Labour Commissioner 2. Joint Labour Commissioner 3. Deputy Labour Commissioner 4. Assistant Labour Commissioner 5. Deputy Labour Officer 6. Assistant Labour Officer 7. Rural Labour Inspector	1 2 4 11 32 48 34
13	Punjab	1. Labour Commissioner 2. Additional Labour Commissioner 3. Deputy Labour Commissioner 4. Assistant Labour Commissioner 5. Deputy Director of Factories 6. Asstt. Director of Factories 7. Labour-cum-Conciliation Officer 8. Statistical Officer (Labour) 9. Labour Inspector	1 1 1 13 12 12 11 1 76
14	Rajasthan	Labour Inspector	94
15	Tripura	1. Labour Commissioner 2. Deputy Labour Commissioner 2. Chief Labour Officer 3. Labour Officer 4. Labour Inspector	1 1 2 5 29
16	Uttrakhand	Labour Enforcement Officer	20

SL.NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF	NO. OF OFFICERS
17	West Bengal	1.Labour Commissioner 2.Additional Labour Commissioner 3.Joint Labour Commissioner 4.Deputy Labour Commissioner 5.Assistant Labour Commissioner 6.Inspectors	1 6 7 24 160 550
18	A & N Islands	1. Assistant Labour Commissioner 2. Labour Inspector	3 2
19	Chandigarh	1. Labour Commissioner 2. Assistant Labour Commissioner 3. Labour Inspector	1 1 3
20	Delhi	1. Labour Commissioner 2. Joint Labour Commissioner 3. Deputy Labour Commissioner 4. Assistant Labour Commissioner 5. Labour Officer 6, Labour Inspector	1 3 5 10 11 40
21	Puducherry	1. Labour Officer 2. Assistant Inspector of Labour	1 9

Note : Annual Reports have not been received from other States / U.T's.

Source: Annual Reports under the Minimum Wages Act, 1948 for the year 2007.



**ANNEXURE - III**

**THE MINIMUM WAGES ACT, 1948**

**FORM 'A'**

**Proforma for the submission of Annual Report on the working of the Minimum Wages Act, 1948 (XI of 1948)**

**Name of the State** \_\_\_\_\_

**Report for the period** \_\_\_\_\_

**I. SCHEDULED EMPLOYMENT**

- 1. The scheduled employments in respect of which minimum rates of wages have been fixed under the Act and the number of establishments and workers employed in each such employment as on the last day of the year.**
- 2. The employments, if any added to the Schedule under Section 27 of the Act and number of persons employed in each such employment.**
- 3. The exemptions and exceptions granted under Section 26 of the Act together with reasons and other details such as duration thereof.**

**II. COMMITTEES ETC.**

- 1. The composition of various Committees, Advisory Committees, etc. appointed under Section 5(1)(a) and 6 and  
Advisory Boards appointed under Section 7 of the Act.**
- 2. Details regarding any enquiry undertaken by the State Government or any Committee appointed under Section  
5 (1)(a).**
- 3. The important recommendation of the Committees, Advisory Committees and Advisory Boards during the period of the report and the action taken thereon. Copies of reports should be forwarded as appendices.**

### III. FIXATION / REVISION OF MINIMUM RATES OF WAGES

1. The procedure adopted under Section 5 of the Act in respect of each scheduled employment in respect of which minimum rates of wages have been fixed for the first time.
2. The minimum rates of wages fixed for the first time during the period of report should be given below:-

Industry or Employment	Area Or Locality	Category Of Employment	Number Of Establishments covered	Number Of Employees	Wage Period	Rates of Wages (Rs.)								
						Men			Women			Children		
						Basic Wage	Cost of Living Allowance	Composite wage	Basic Wage	Cost of Living Allowance	Composite wage	Basic Wage	Cost of Living Allowance	Composite wage
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

**3. Have the minimum rates of wages fixed under the Act been revised ? if yes. Give the following information:**

Industry or Employment	Area Or Locality	Category Of Employment	Number Of Establishments covered	Number Of Employees	Wage Period	Old Rates of Wages (Rs.)								
						Men			Women			Children		
						Basic Wage	Cost of Living Allowance	Composite wage	Basic Wage	Cost of Living Allowance	Composite wage	Basic Wage	Cost of Living Allowance	Composite wage
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

Revised Rates (Rs)								
Men			Women			Children		
Basic Wage	Cost of Living Allowance	Compo site wage	Basic Wage	Cost of Living Allowance	Compo site wage	Basic Wage	Cost of Living Allowance	Compo site wage
16	17	18	19	20	21	22	23	24

4. The extent to which payment of minimum rates of wages has been authorised wholly or partly in kind together with reasons thereof .
5. The designation of the competent authority under Section 2(c) of the Act to compute the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities and the directions issued by the State Government appointed under Section 4(2) of the Act for such computation.

#### IV – PAYMENT OF WAGES AND DEDUCTIONS THEREFROM

The details of total wages paid and deductions made etc., on the basis of the returns received from the employers in Form – III of the Minimum Wages Rules 1950, should be given below:-

Industry or Employment	Number of Establishments covered under the Act	Number of Establishments submitted the returns in Form III	Average daily Number of persons employed			Number of days worked during the year	Number of mandays worked during the year	Total Wages		
			Adults	Children	Total			Paid in cash (Rs.)	Cash value of wages paid in kind (Rs.)	Total
1	2	3	4	5	6	7	8	9	10	11

The number of cases and deductions made on account of								Disbursements from Fines Fund		Balance of Fines Fund at the end of the year
Fines		Damage or loss		Breach of contract		Total		Purpose (Rs.)	Amount (Rs.)	
A	B	A	B	A	B	A	B			
12	13	14	15	16	17	18	19	20	21	

A - Number of cases

B – Amount of Deductions made (Rs.)

## V. ENFORCEMENT

1. The details regarding the inspection machinery including Laws, Regulations Rules, etc., framed by the Central / States Government relating to the working of the inspections, the number of inspections made, the functional procedure followed and the observations of the Inspectors on the working of the Act.
2. Violations of the provisions of the Act and the Rules framed thereunder in respect of such scheduled employment should be given below:-

Industry or employment	Number of offences in respect of which prosecutions were pending from the previous year	Number of prosecutions launched during the year where only one offence was exclusively covered							Number of offences in respect of which prosecutions were pending at the end of the year	Convictions	
		Payment of Wages	Deductions	Hours of overtime work	Display of notice maintenance of registers and submission of return	Others (specify)	Total (Columns 3-7)	Where more than one offence was covered in one prosecution		Total number of cases in which fines were imposed	Total amount of fines (Rs.)
1	2	3	4	5	6	7	8	9	10	11	12

NOTE – While furnishing information under column 9, it is requested that its break-up according to offences may also be given within brackets under columns 3-7).

## VI. CLAIMS

1. The Name(s) and Jurisdiction(s) of the Authority / Authorities appointed under Section 20.
2. The number and nature of claims and complaints made should be given below:-

Number of claims, etc., pending from previous year	Number of claims etc., preferred during the year	Number of claims etc., decided during the year	Number of claims etc., pending at the end of the year	Total amount directed by the Authorities to be paid to the employees as a result of claims made (Rs.)	Total amount of penalties imposed on the employees by the Authorities (Rs.)	The Total amount of compensation awarded by the Authorities to be paid to employees (Rs.)
1	2	3	4	5	6	7

## VII. RULES, NOTIFICATIONS ETC.

1. The Rules framed under Section 30 of the Act and / or any amendment made thereto should be enclosed.
2. Copies of important notifications, etc., should be enclosed.



## VIII. GENERAL

1. A critical review of the minimum rates fixed vis-a vis wage rates in the corresponding / comparable employment in the same locality.
2. An account of the problems and difficulties arising in the implementation of the Act and measures taken to overcome these difficulties.
3. Suggestions for the effective enforcement of the Act and proposals for amending the Act and / or Rules framed thereunder.
4. An evaluation of the effects of minimum wages under the following headings:-
  - (i) Effect on the occupations in the scheduled employment;
  - (ii) Effect on the occupations in the same industry;
  - (iii) Effect on the other occupations in other industries;
  - (iv) Inter – regional effect; and
  - (v) General evaluation.

NOTE – THIS RETURN SHOULD BE SENT TO LABOUR BUREAU BY 31<sup>ST</sup> MAY OF SUCCEEDING YEAR.



## ANNEXURE – IV

### LIST OF PUBLICATIONS BROUGHT OUT BY THE LABOUR BUREAU SO FAR ON THE WORKING OF MINIMUM WAGES ACT, 1948

S.No.	Name of Publication
1	Report on the Working of the Minimum Wages Act, 1948 for the years 1959-1960 (Combined)
2	Report on the Working of the Minimum Wages Act, 1948 for the years 1962-1963 (Combined)
3	Report on the Working of the Minimum Wages Act, 1948 for the years 1964-1965 (Combined)
4	Report on the Working of the Minimum Wages Act, 1948 for the year 1968
5	Report on the Working of the Minimum Wages Act, 1948 for the year 1973
6	Report on the Working of the Minimum Wages Act, 1948 for the year 1974
7	Report on the Working of the Minimum Wages Act, 1948 for the years 1975-1976 (Combined)
8	Report on the Working of the Minimum Wages Act, 1948 for the years 1977-1978 (Combined)
9	Report on the Working of the Minimum Wages Act, 1948 for the year 1979
10	Report on the Working of the Minimum Wages Act, 1948 for the year 1980
11	Report on the Working of the Minimum Wages Act, 1948 for the year 1981
12	Report on the Working of the Minimum Wages Act, 1948 for the year 1982
13	Report on the Working of the Minimum Wages Act, 1948 for the year 1983
14	Report on the Working of the Minimum Wages Act, 1948 for the year 1984
15	Report on the Working of the Minimum Wages Act, 1948 for the years 1985-1986 (Combined)
16	Report on the Working of the Minimum Wages Act, 1948 for the years 1989-1990 (Combined)
17	Report on the Working of the Minimum Wages Act, 1948 for the year 1993
18	Report on the Working of the Minimum Wages Act, 1948 for the year 1994
19	Report on the Working of the Minimum Wages Act, 1948 for the year 1995
20	Report on the Working of the Minimum Wages Act, 1948 for the year 1996
21	Report on the Working of the Minimum Wages Act, 1948 for the year 1998
22	Report on the Working of the Minimum Wages Act, 1948 for the year 1999
23	Report on the Working of the Minimum Wages Act, 1948 for the year 2001
24	Report on the Working of the Minimum Wages Act, 1948 for the year 2002
23	Report on the Working of the Minimum Wages Act, 1948 for the year 2003
24	Report on the Working of the Minimum Wages Act, 1948 for the year 2004
25	Report on the Working of the Minimum Wages Act, 1948 for the year 2005
26	Report on the Working of the Minimum Wages Act, 1948 for the year 2006

**ANNEXURE – V**

**LIST OF OFFICERS/OFFICIALS ASSOCIATED WITH THE PREPARATION  
OF THE REPORT**

**SHRI HARBINDER SINGH  
DEPUTY DIRECTOR GENERAL**

**MISS ARCHANA NARESH  
DEPUTY DIRECTOR**

**SHRI DEVINDER KUMAR GUPTA  
ASSISTANT DIRECTOR**

**SHRI V.I.SHARMA  
ECONOMIC OFFICER**

**SHRI S.P.DHAWAN  
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JR. GESTETNER OPERATOR  
DAFTRI**

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