REPORT
ON THE WORKING OF THE
MINIMUM WAGES ACT, 1948
FOR THE YEAR 2014

Government of India
Ministry of Labour and Employment
Labour Bureau
Chandigarh
www.labourbureau.gov.in
Report
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PREFACE

Minimum wage system serves a useful purpose as it prevents exploitation of labour and provides necessary cushion to workers through periodic revision of minimum wages on a statutory basis. The Minimum Wages Act, 1948 empowers the Central and State Governments to fix and revise the minimum rates of wages payable to workers in scheduled employments in sweated and unorganized industries. The wage rates so fixed not only regulate the cost of production to an extent but also have an important bearing on the standard of living and well being of the work force.

Keeping in view the significance of Minimum Wages, particularly for the welfare of Labour, Labour Bureau brings out an Annual Report on the working of the Minimum Wages Act, 1948. The present report pertains to the year 2014. 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 volume is based on the annual reports/returns received from the Chief Labour Commissioner (Central) as well as the concerned authorities of the State Governments and Union Territories. Labour Bureau, therefore, expresses its gratitude to all of them for their co-operation.

I would like to express my appreciation for the efforts put in by the officers and staff of the Wages Section of Labour Bureau, Chandigarh, whose names appear in Annexure-V of this Report for bringing out the publication.

The views expressed in this publication are not necessarily those of the Ministry of Labour and Employment, Government of India. Suggestions for improvement are welcome.

M. MATHISEKARAN
DIRECTOR GENERAL

CHANDIGARH
Dated the 21 Aug, 2016
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EXECUTIVE SUMMARY

- The present report on the working of the Minimum Wages Act, 1948 pertains to the year 2014.
- The report is based on the returns received from all the States/Union Territories and Chief Labour Commissioner (CLC) Central for the year 2014.
- Three State/UTs namely Chhattisgarh, Mizoram and Odisha have added new employments to the scheduled employment.
- Amongst the States, maximum numbers of scheduled employments (102) were reported from Assam and the minimum number (1) was reported from Mizoram.
- In case of Union Territories, maximum numbers of scheduled employments were reported from Daman and Diu (72) and the minimum were reported from Andaman & Nicobar Islands (7).
- 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 is up to Rs. 397.80. 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 Kerala i.e. Rs. 397.80.
- Highest minimum wages are being paid by the State of Kerala which stood at Rs. 547.80 in the scheduled employment River Sand Collection, its loading and Unloading (Southern Region) and the lowest Rs. 55 are being paid in the scheduled employment Agriculture in Puducherry(Yanam Region).
- Total of 429 different types of scheduled employments were reported where the minimum wage rates have been fixed by the States/Union Territories/CLC.
• Among the reporting establishments, the response rate was lowest for the state of Tripura (as low as 38 returns out of 178074 units) and was highest in the state of Nagaland (cent percent out of 100 units).

• The highest numbers of inspections (126856) were reported from the state of Tamil Nadu and the lowest numbers were reported from Dadra and Nagar Haveli (32).

• The highest numbers of irregularities were detected by the C.L.C. (101730) in the central sector and the lowest (19) were observed in Dadra and Nagar Haveli.

• The highest numbers of prosecutions were launched by Haryana (4379) and the lowest numbers of prosecutions launched were reported by Andaman & Nicobar (1).

• The highest numbers of claims were preferred by Bihar (10040) and the lowest were preferred by Maharashtra (5).
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 in return for one’s work. Society and the appropriate Government 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 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 For Fair Wages, Committee 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 For 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 down 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 on 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 the year 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 Part 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 by the various International Labour Organisation Conferences from time to time is traced in the following paragraphs.

1.6.2 CONVENTION # 26

ELEVENTH SESSION (1928)

1.6.3 Eleventh Session held on 30th 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 # 99

THIRTY FOURTH SESSION (1951)

1.6.5 The Thirty Fourth Session was held on 6th 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 11th Session of the ILO.
1.6.6 CONVENTION # 131

FIFTY FOURTH SESSION (1970)

1.6.7 The General Conference of the ILO met in its 54th Session on 3rd June, 1970 in Geneva and passed the Convention concerning Minimum Wage Fixing, with special reference to developing countries on 22nd 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)

At the 15th 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.

1.7.2 **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.

1.7.3. **REVISION**

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

1.7.4 **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.
1.7.5 VARIABLE DEARNESS ALLOWANCE (VDA)

It was recommended in the Labour Ministers’ Conference held in the year 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.

1.7.6 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. Statement showing the strength of Enforcement Machinery available in different States/Union Territories for enforcement of Minimum Wages Act, 1948 during the year 2014 is given in Annexure II.

1.7.7 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.

1.7.8 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:-

<table>
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<th>NAME OF THE REGION</th>
<th>STATE/UNION TERRITORY</th>
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<tr>
<td>Eastern Region</td>
<td>West Bengal, Odisha, Bihar, Jharkhand and Andaman &amp; Nicobar Islands.</td>
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<tr>
<td>North Eastern Region</td>
<td>Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Sikkim, Nagaland and Tripura.</td>
</tr>
<tr>
<td>Southern Region</td>
<td>Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, Telangana, Puducherry and Lakshadweep.</td>
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| 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 Chhättisgarh,
                          | 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 and subsequently it was increased to Rs. 80.00 per day with effect from 1.9.2007. The Central Government has increased the National Floor Level Minimum Wage from Rs. 80/- to Rs. 100/- per day with effect from 1.11.2010. These have further been revised to Rs. 115.00 and Rs 137.00 per day w.e.f. 01.07.2013 and again revised to Rs 160.00 per day w.e.f. 01.07.2015. 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 employment\(^1\), 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\(^2\) will include the following

---

\(^1\) “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.

\(^2\) 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.
(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 as nearly as practicable with the variation in the cost of living index number\(^3\) 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\(^4\) 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;

\(^3\) 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.

\(^4\) 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 2014, three State/UTs namely Chhattisgarh, Mizoram and Odisha 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 2014, the minimum wages were fixed for the first time by the States of Chhattisgarh (2), Meghalaya (1) and Odisha (4).

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 36 States/Union Territories and CLC (Central) on Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2014. 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 Assam which stood at 102 and the lowest number i.e. 1 was reported from Mizoram. In case of Union Territories, the maximum numbers of scheduled employments i.e. 72 were reported from Daman & Diu and the minimum i.e. 7 from Andaman & 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 18 States, 3 U.T and the CLC (Central) have linked wages to periodic revision of D.A. Further, 14 States/Union Territories were 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 31.12.2014 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 Assam (102) followed by Bihar (88), Jharkhand (88), Odisha (88), Karnataka (80), Andhra Pradesh, Kerala, Tamil Nadu and Telangana (73) Daman and Diu (72) and Punjab (71).

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 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 Kerala i.e. Rs. 397.80.

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 Table 5 that as on 31.12.2014 there were in all 429 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 rates of Rs. 55.00 per day were reported from the State of Puducherry (Yanam Region), and Rs. 332.00 were prevalent
in Delhi. Similarly in Public Motor Transport, minimum wage rates of Rs.109.49 were observed in the States of Tripura and Rs.358.04 per day were found in Tamil Nadu. Further in Construction/Maintenance of Building and Roads, minimum wage rates of Rs.115.00 per day were found in Nagaland and Rs.332.00 in Delhi. In case of Dal/Flour/Rice Mills, minimum wage rates of Rs. 77.00 per day were reported from the U.T. of Puducherry and Rs. 332.00 per day was prevalent in Delhi. In the case of Oil Mills, minimum wage rates of Rs. 78.00 per day were reported from the Union Territory of Puducherry and maximum of Rs. 348.31 in the State of Telangana. In Shops and Commercial Establishments, minimum wage rates of Rs. 55.77 per day were reported from the Union Territory of Puducherry (Puducherry and Karaikal Region) and Rs332.00 per day were prevalent in the State of Delhi. The same pattern is observable in the other scheduled employments as well. Table-3 shows that highest minimum wages are being paid by the State of Kerala which stood at Rs. 547.80 in the scheduled employment River Sand Collection, its loading and unloading in the southern Region and lowest in the Union Territory of Puducherry i.e. Rs 55 in scheduled employment Agriculture in Yanam Region.

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 0.02 per cent in the State of Tripura and as high as 100.00 per cent in Meghalaya and Sikkim.

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. Data in this regard was not submitted by the States/Union Territories of Arunachal Pradesh, Chhattisgarh, Himachal Pradesh, Meghalaya, Manipur, Mizoram, Nagaland, Sikkim, Tripura, D & N Haveli, Daman and Diu, Lakshadweep and Puducherry.

3.8.2 In the States/U.Ts., the highest numbers of inspections (126856) were reported from the state of Tamil Nadu followed by (118618) by the State of Bihar and the highest numbers of irregularities were detected by the C.L.C. (101730) in the central sector followed by (73412) by the Kerala. On the other hand, 32 inspections were made and 19 irregularities were detected by D & N Haveli whereas no irregularities were observed in Meghalaya, Manipur, Nagaland, Sikkim, Tripura, D & N Haveli, Daman & Diu and Puducherry. In the State sphere, the highest numbers of prosecutions were launched by Haryana (4379) in the
State sphere whereas no prosecutions were launched in Meghalaya, Manipur, Nagaland, Sikkim, Tripura, D & N Haveli, Daman & Diu and Puducherry. The highest numbers of claims were preferred by Bihar (10040) followed by Andhra Pradesh (5747) whereas no claims were preferred by Meghalaya, Manipur, Nagaland, Sikkim, Tripura, A & N Islands, D & N Haveli, Daman & Diu and Puducherry.

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 2014 has been given in Annexure- II.
## TABLE- 1

**EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2014**

<table>
<thead>
<tr>
<th>SR.NO.</th>
<th>STATE / UNION TERRITORY</th>
<th>EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Chhattisgarh</td>
<td>1. Suraksha Guard</td>
</tr>
<tr>
<td>2</td>
<td>Mizoram</td>
<td>1. Casual/Muster Roll employees</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2. Shop and Establishments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3. Public Motor Transport</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4. Building &amp; Other Construction Workers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5. Registered Factories not elsewhere classified</td>
</tr>
<tr>
<td>3</td>
<td>Odisha</td>
<td>1. Agarbati and Candle making Work's Establishments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2. Employment in Non Government Organization and Voluntary Social Organization</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3. Employment in laying of underground Cables Electric lines, Water supply lines and under Cable Operators</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4. Non-teaching staff of all private Educational Institutions including Industrial Training Institute and Training Institute Coaching Centre</td>
</tr>
</tbody>
</table>

**SOURCE:** Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2014.
### TABLE – 2

EMPLOYMENTS IN WHICH THE MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2014

<table>
<thead>
<tr>
<th>SR.NO.</th>
<th>STATE/ UNION TERRITORY</th>
<th>EMPLOYMENTS IN WHICH MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2014</th>
<th>MINIMUM WAGES FIXED PER DAY (In Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Chhattisgarh</td>
<td>Employment in Cement Factories</td>
<td>213.69</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employment in Security Gaurd</td>
<td>222.69</td>
</tr>
<tr>
<td>2</td>
<td>Meghalaya</td>
<td>Employment in Domestic Workers</td>
<td>160.00</td>
</tr>
<tr>
<td>3</td>
<td>Odisha</td>
<td>Employment in Agarabati and Candle making Work's Establishments</td>
<td>150.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employment in Non Government Organisation and Voluntary Social Organisation</td>
<td>150.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employment in laying of underground Cables Electric lines, Water supply lines and under Cable Operators</td>
<td>150.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Non-teaching staff of all private Educational Institutions including Industrial Training Institute and Training Institute Coaching Centre</td>
<td>150.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>S.NO.</th>
<th>NAME OF THE SCHEDULED EMPLOYMENT</th>
<th>AREA/ ZONE</th>
<th>BASIC</th>
<th>D.A.</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Agriculture</td>
<td>Area - A</td>
<td>114.00</td>
<td>103.00</td>
<td>217.00</td>
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<tr>
<td></td>
<td></td>
<td>Area - B</td>
<td>104.00</td>
<td>93.00</td>
<td>197.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Area - C</td>
<td>102.00</td>
<td>93.00</td>
<td>195.00</td>
</tr>
<tr>
<td>2</td>
<td>Asbestos Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>3</td>
<td>Barytes Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>4</td>
<td>Bauxite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>5</td>
<td>Construction / Maintenance of Roads and Building</td>
<td>Area - A</td>
<td>180.00</td>
<td>152.00</td>
<td>332.00</td>
</tr>
<tr>
<td></td>
<td>operations</td>
<td>Area - B</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Area - C</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td>6</td>
<td>China Clay Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>7</td>
<td>Copper Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>8</td>
<td>Construction and maintenance of Runways</td>
<td>Area - A</td>
<td>180.00</td>
<td>152.00</td>
<td>332.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Area - B</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Area - C</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td>9</td>
<td>Clay Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>10</td>
<td>Chromite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>11</td>
<td>Dolomite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>12</td>
<td>Employment in laying of Underground</td>
<td>Area - A</td>
<td>180.00</td>
<td>152.00</td>
<td>332.00</td>
</tr>
<tr>
<td></td>
<td>electric, wireless, radio, television,</td>
<td>Area - B</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td></td>
<td>telephone, telegraph and overseas</td>
<td>Area - C</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td>communication cables and similar</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>other underground cabling, electric</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES (Rs.) AS ON 31.12.2014</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>----------------------------------</td>
<td>-------------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>AREA/ ZONE</td>
<td>BASIC</td>
<td>D.A.</td>
<td>TOTAL</td>
</tr>
<tr>
<td>lines, water supply lines and sewerage pipe lines</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Fire Clay Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>14</td>
<td>Felspar Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
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<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>15</td>
<td>Gypsum Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
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<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>16</td>
<td>Graphite Mines</td>
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<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
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<td>126.00</td>
<td>276.00</td>
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<tr>
<td>17</td>
<td>Granite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
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<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>18</td>
<td>Gravel Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>19</td>
<td>Hematite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>20</td>
<td>Iron Ore Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
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<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>21</td>
<td>Kyanite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>22</td>
<td>Laterite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>23</td>
<td>Loading and Unloading in Goods-Sheds, Parcel Offices of Railways, other Goodsheds, Godowns, Warehouses, etc. and Docks and Ports</td>
<td>Area - A</td>
<td>180.00</td>
<td>152.00</td>
<td>332.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Area - B</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td></td>
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<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td>24</td>
<td>Lignite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
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<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>25</td>
<td>Mica Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>26</td>
<td>Manganese Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>AREA/ ZONE</td>
<td>BASIC</td>
<td>D.A.</td>
<td>TOTAL</td>
</tr>
<tr>
<td>-------</td>
<td>----------------------------------</td>
<td>-----------</td>
<td>-------</td>
<td>------</td>
<td>-------</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>27</td>
<td>Magnesite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>28</td>
<td>Magnetite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
</tr>
<tr>
<td>29</td>
<td>Marble and Calcite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
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<tr>
<td>30</td>
<td>Ochre Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
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<tr>
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<td></td>
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<td>150.00</td>
<td>126.00</td>
<td>276.00</td>
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<tr>
<td>31</td>
<td>Quartz Mines</td>
<td>Above Ground</td>
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<td>102.00</td>
<td>222.00</td>
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<tr>
<td></td>
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<td>Below Ground</td>
<td>150.00</td>
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<tr>
<td>32</td>
<td>Quartzite Mines</td>
<td>Above Ground</td>
<td>120.00</td>
<td>102.00</td>
<td>222.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below Ground</td>
<td>150.00</td>
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<tr>
<td>33</td>
<td>Red Oxide Mines</td>
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<td>Rock Phosphate Mines</td>
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<tr>
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<td>Stone Breaking and Stone Crushing</td>
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<tr>
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<td>Steatite (including Mines producing Soap Stone and Talc)Mines</td>
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<td>Area - B</td>
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<td>Agriculture</td>
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<td>2</td>
<td>Aerated water manufacturing units and Soft Drinks</td>
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<td>3</td>
<td>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</td>
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<td>223.92</td>
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<td>4</td>
<td>Automobile Engineering workshops including servicing and repairs</td>
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<td>Baking process including Biscuits Manufactory</td>
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<td>Canteens and Clubs</td>
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<td>9</td>
<td>Cashew and Coconut gardens</td>
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<td>Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory</td>
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<td>Chemicals and Pharmaceuticals</td>
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<td>Coffee Plantations</td>
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<td>Colour Printing and Yarn Dyeing</td>
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<td>Construction of Projects Including Dams and Multipurpose Projects</td>
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<td>Construction or Maintenance of Roads and Building Operations</td>
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<td>Cotton Carpet Weaving Establishments</td>
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<td>Cotton Ginning and pressing Factories</td>
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<td>Dairy Farming</td>
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<td>Distilleries and Breweries</td>
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<td>Domestic Workers</td>
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<td>Forestry and Timbering Operations</td>
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<td>Glass Industry</td>
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<td>Gold Covering and Gold Coating Industry</td>
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<td>Handloom (Silk)Weaving Establishments</td>
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<td>Handloom Weaving Establishments-Additional Categories</td>
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<td>Horticulture</td>
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<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>AREA/ ZONE</td>
<td>BASIC</td>
<td>D.A.</td>
<td>TOTAL</td>
</tr>
<tr>
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<td>---------------------------------------------------------------------------</td>
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<td>--------</td>
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<tr>
<td>33</td>
<td>Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries</td>
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<td>238.81</td>
<td>68.23</td>
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<td>34</td>
<td>Hostels of all colleges and all other educational Institutions</td>
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<td>251.73</td>
<td>76.50</td>
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<td>Hotels and Restaurants and Eating Houses</td>
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<td>Lime stone Kilns</td>
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<td>Marketing Societies, Consumer Co-op. Societies and Co-op. Banks</td>
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<td>Mesta used Twine Mills</td>
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<td>Mini and Tiny Cement Factories</td>
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<td>Poultry farming including Feeding units</td>
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<td>Printing Press including Litho and offset Printing</td>
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<td>135.23</td>
<td>144.51</td>
<td>279.74</td>
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<td>Private Motor Transport</td>
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<td>129.62</td>
<td>139.08</td>
<td>268.70</td>
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<td>53</td>
<td>Professionals such as Chartered,Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates</td>
<td>-</td>
<td>161.50</td>
<td>145.44</td>
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<td>Public Motor Transport</td>
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<td>118.73</td>
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<td>Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills</td>
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<td>135.50</td>
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<td>Safai Karamcharis</td>
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<td>Slate Factories</td>
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<td>Steel Mills and Steel re-rolling Mills</td>
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<td>Stone Breaking and Stone Crushing Operations</td>
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<td>Tanneries and Leather Manufactory</td>
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<tr>
<td></td>
<td>AREA/ ZONE</td>
<td>BASIC</td>
<td>D.A.</td>
<td>TOTAL</td>
<td></td>
</tr>
<tr>
<td>67</td>
<td>Tobacco (excluding Beedi making)</td>
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<td>231.65</td>
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<td>Tobacco (including Beedi making)</td>
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<td>69</td>
<td>Toddy Tapping including Selling and Conveyance industry</td>
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<td>106.27</td>
<td>120.88</td>
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<td>Wood Working Establishments including Furniture (excluding Timbering Operations)</td>
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<td>Woollen Carpet Making and Shawl Weaving Establishments</td>
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<td>Non-teaching staff working in Private Educational Institutions</td>
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<td>203.62</td>
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<td>Employment in any bank in respect of which Govt. of Arunachal Pradesh is the appropriate Govt. to fix or revise the minimum wages</td>
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<td>Hospital, Nursing Homes, Dispensaries, Pharmacies and consultation clinics</td>
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<td>Load carrying i.e. Porter Porting Goods from One Area to Another Area</td>
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<td>Printing Process by Lithography, photography or other similar work or book binding</td>
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<td>Zone-II 268.00</td>
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<td>TOTAL</td>
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<td>Ice Cream and Cold Drinks</td>
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<td>48</td>
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<td>54</td>
<td>Manufacturing of Gold and Silver Ornaments</td>
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<td>Minor Engineering Industry</td>
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<td>Mineral Grinding Industry</td>
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<td>Mica Works(Factories and Establishment Excluding Mines)</td>
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<td>58</td>
<td>Rice, Flour or Dal Mills, Oil Mills</td>
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<td>Paper Industry</td>
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<td>Plucking and Processing of Kendu Leaves</td>
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<td>Potteries Industry</td>
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<td>Plywood Industry</td>
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<td>Private Security Agency</td>
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<td>Powerloom Industry</td>
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<td>Printing Press</td>
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<td>73</td>
<td>Glass Industry (excluding Glass Sheet)</td>
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<td>74</td>
<td>Rubber and Rubber Compound Industry (in which manufacture of Tyres and Tubes is also included)</td>
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<td>Shops and Commercial Establishments</td>
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<td>Shops selling Cooked Food Stuff</td>
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<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES (Rs.) AS ON 31.12.2014</td>
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<td>Sponge Iron, Rod Manufacturing and Manufacturing of angle from Iron and Ingots</td>
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<td>Sindur and Rang Manufacturing</td>
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<td>Stone Breaking or Stone Crushing</td>
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<td>82</td>
<td>Tobacco (Bidi Making)</td>
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<td>84</td>
<td>Tanneries and Leather Manufactory</td>
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<td>Wood Works and Furniture</td>
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<td>Woollen Carpet Making or Shawl Weaving Establishments</td>
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<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES( Rs.) AS ON 31.12.2014</td>
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<td>a) Bidi Manufacturing</td>
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<td>Tobacco Processing Industries</td>
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<td>Biscuit Industry</td>
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<td>Brass and Copper Industry</td>
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<td>Ceramics stone wave &amp; Potteries Industry</td>
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<td>Confectionary Industry</td>
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<td>Construction or Maintenance of Roads or Building Operations</td>
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<td>Cotton Ginning &amp; Pressing Manufacturing</td>
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<td>Fishing, Fish Curing, Fish Peeling and Frog legs exporting</td>
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<td>Handloom and Powerloom (Cotton ) Industry</td>
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<td>Hospitals and Nursing Homes</td>
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<td>36</td>
<td>Hotel Industry</td>
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<td>37</td>
<td>Ice factory &amp; Cold Storage Industry</td>
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<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>AREA/ ZONE</td>
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<tr>
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<tr>
<td>38</td>
<td>Khandsari and Sugar Industry</td>
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<td>39</td>
<td>Laundry Industry</td>
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<td>Manufacturing of Ayurvedic and Allopathic Medicines</td>
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<td>41</td>
<td>Manufacturing of Liquor (Breweries, Distilleries including Bottling of Liquor)</td>
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<td>42</td>
<td>Match Box Industry</td>
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<td>Mandakki Bhatti</td>
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<td>Metal Rolling and Re-Rolling</td>
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<td>Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry</td>
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<td>Oil Mills</td>
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<td>Pulp, Paper and Straw Board</td>
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<td>Plantations Coffee and Tea</td>
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<td>Petrol &amp; Diesel Oil Pumps</td>
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<td>Plastic, Poly Plastic</td>
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<td>Plywood Industry</td>
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<td>Printing Press</td>
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<td>Private Finance Corporation and Chit Funds</td>
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<td>Private Safai Karamchari</td>
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<td>Procurement, processing and distribution of Milk</td>
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<td>Public Motor Transport</td>
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<td>Shops &amp; Commercial Establishments</td>
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<td>Spinning Mill</td>
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<td>Spun Pipes, Concrete Pipes, Sanitary Fittings, PCC, RCS Poles &amp; RCC Pipes Manufacturing Industry</td>
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<td>Steel Almirahs, other Steel furniture Industries</td>
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<td>Stone Breaking &amp; Stone Crushing</td>
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<td>Tailoring Industry</td>
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<td>Tannersies and Leather Industry</td>
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<tr>
<td>71</td>
<td>Textile (Silk) Industry</td>
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<td>72</td>
<td>Tile Industry</td>
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<td>Timber Depot</td>
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<td>Toddy Tapping</td>
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<td>75</td>
<td>Vaneer Industry</td>
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<td>76</td>
<td>Urban and Local Bodies</td>
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<td>Cooperative Societies</td>
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<td>79</td>
<td>Crystal Cuttings Polishing</td>
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TABLE 3
<table>
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<tr>
<th>S.NO.</th>
<th>NAME OF THE SCHEDULED EMPLOYMENT</th>
<th>MINIMUM WAGES( Rs.) AS ON 31.12.2014</th>
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<tbody>
<tr>
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<td>AREA/ ZONE</td>
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<td>Cloth Dyming Polishing</td>
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<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES (Rs.) AS ON 31.12.2014</td>
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<tr>
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<td>AREA/ ZONE BASIC D.A. TOTAL</td>
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<td>Ayurvedic and Allopathic Medicine</td>
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<td>3</td>
<td>Aluminium and Tin Products</td>
<td>- 154.04 127.80 281.84</td>
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<td>4</td>
<td>Beedi and Cigars</td>
<td>- 115.00 99.82 214.82</td>
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<tr>
<td>5</td>
<td>Block Rubber Factories</td>
<td>- 128.00 141.04 269.04</td>
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<td>6</td>
<td>Bricks Manufactures</td>
<td>- 191.00 127.80 218.80</td>
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<td>7</td>
<td>Cane and Bamboo Industry</td>
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<td>8</td>
<td>Charted Accounted Offices</td>
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<td>9</td>
<td>Construction and maintenance of Dam</td>
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<td>10</td>
<td>Coir Manufacturing</td>
<td>- 203.00 75.02 278.02</td>
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<td>Cinema Theatres</td>
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<td>Cashew Industry</td>
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<td>Drying of Coconut for making copra</td>
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<td>Electric Equipments, Home Appliances and Operation of Software System</td>
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<td>Electronic Industry</td>
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<td>Fish Peeling and Canning</td>
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<td>Food Processing</td>
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<td>Furniture Industry</td>
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<td>Gold and Silver Ornaments</td>
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<td>a) Handloom Industries</td>
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<td>b) Monthly Paid employees</td>
<td>- 118.08 125.69 243.77</td>
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<td>Hill Produce Industry</td>
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<td>Handling and care of Elephants</td>
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<td>Liquor trading and vending</td>
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<td>L.P.G. (Cooking Gas)</td>
<td>- 119.23 146.20 265.43</td>
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<td>Light Motor Vehicle</td>
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<td>Minor Port</td>
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<td>Match Industry</td>
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<td>Oil Palm</td>
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<td>Oil Mill</td>
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<td>Private Educational Institutions (Non-teaching)</td>
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<td>Marble and Granite</td>
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<td>Mechanised Fish Catching</td>
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<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES (Rs.) AS ON 31.12.2014</td>
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<td>AREA/ ZONE   BASIC     D.A.   TOTAL</td>
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<td>Printing Press</td>
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<td>Pharmacist in Medical Shop</td>
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<td>Petrol Pumps</td>
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<td>Plantations: i) Tea</td>
<td>-           82.63   140.36  222.99</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ii) Coffee  82.63   140.36  222.99</td>
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<tr>
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<td></td>
<td>iii) Rubber 167.63  140.36  307.99</td>
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<td></td>
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<td>iv) Cardamom 82.63   140.36  222.99</td>
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<tr>
<td>48</td>
<td>Plastic Industry</td>
<td>-           153.46  127.80  281.26</td>
</tr>
<tr>
<td>49</td>
<td>Private Hospitals</td>
<td>-           299.03  73.80   372.83</td>
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<tr>
<td>50</td>
<td>Private Temples</td>
<td>-           144.23  127.80  272.03</td>
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<tr>
<td>51</td>
<td>Rice, Flour and Dal Mills</td>
<td>-           167.00  120.70  287.70</td>
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<tr>
<td>52</td>
<td>Rubber Crepe Mills</td>
<td>-           124.23  141.04  265.27</td>
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<tr>
<td>53</td>
<td>Rubber Products</td>
<td>-           179.00  120.70  299.70</td>
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<tr>
<td>54</td>
<td>Shops and Establishments</td>
<td>-           143.35  135.99  279.34</td>
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<tr>
<td>55</td>
<td>Star Hotels</td>
<td>-           166.92  135.99  302.91</td>
</tr>
<tr>
<td>56</td>
<td>Piece rated</td>
<td>a) Toddy tapping 107.04  169.37  276.41</td>
</tr>
<tr>
<td></td>
<td></td>
<td>b) Toddy Selling 107.04  169.37  276.41</td>
</tr>
<tr>
<td>57</td>
<td>Tile Industry</td>
<td>-           225.00  142.00  367.00</td>
</tr>
<tr>
<td>58</td>
<td>Timber and Plywood</td>
<td>-           101.00  141.04  242.04</td>
</tr>
<tr>
<td>59</td>
<td>Manufacture and Sale of Umbrellas</td>
<td>-           155.00  108.14  263.14</td>
</tr>
<tr>
<td>60</td>
<td>River sand collection and its loading and unloading</td>
<td>-           350.00  122.40  472.40</td>
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<td>Northern Region</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Southern Region 420.00  127.80  547.80</td>
</tr>
<tr>
<td>61</td>
<td>Piece rated</td>
<td>Sale Promotion of Pharmaceutical Product - 273.07  102.50  375.57</td>
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<tr>
<td>62</td>
<td>Piece rated</td>
<td>Screen Printing - 137.54  145.55  283.09</td>
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<tr>
<td>63</td>
<td>Piece rated</td>
<td>Khadi Industries - 115.00  124.64  239.64</td>
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<tr>
<td>64</td>
<td>Piece rated</td>
<td>Soap Manufacturing - 143.46  127.80  271.26</td>
</tr>
<tr>
<td>65</td>
<td>Piece rated</td>
<td>Stone Breaking, Crushing, Constructing Building - 258.00  103.70  361.70</td>
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<tr>
<td>66</td>
<td>Piece rated</td>
<td>Sweeping and Cleaning - 135.00  116.44  251.44</td>
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<td>67</td>
<td>Piece rated</td>
<td>Security Services - 164.38  135.99  300.37</td>
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<td>68</td>
<td>Piece rated</td>
<td>Tanneries and Leather Manufacturing - 160.00  127.80  287.80</td>
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<td>69</td>
<td>Piece rated</td>
<td>Telefilm and Moton Picture - 275.00  109.80  384.80</td>
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<td>70</td>
<td>Piece rated</td>
<td>Timber Cutting - 280.00  127.80  407.80</td>
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<tr>
<td>71</td>
<td>Piece rated</td>
<td>Tree Climbing - Piece rated</td>
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<tr>
<td>72</td>
<td>Piece rated</td>
<td>Water Boat Transport - 205.00  0.00   205.00</td>
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<tr>
<td>73</td>
<td>Piece rated</td>
<td>Employment in Breweries - 196.88  121.00  317.88</td>
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<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>AREA/ ZONE</td>
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<td>Agarbati</td>
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<td>Bone Mills</td>
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<tr>
<td>5</td>
<td>Brick Kiln</td>
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<tr>
<td>6</td>
<td>Catechu Industry / Katha Industry</td>
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</tr>
<tr>
<td>7</td>
<td>Cement Poles or Cement Products</td>
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<td>8</td>
<td>Chemicals and Pharmaceuticals</td>
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<tr>
<td>9</td>
<td>Construction , Maintenance or Irrigation Work</td>
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<td>10</td>
<td>Construction or Maintenance of Roads or Building Operations</td>
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<td>11</td>
<td>Cotton Ginning and Pressing Factory</td>
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<tr>
<td>12</td>
<td>Engineering Industry</td>
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<tr>
<td>13</td>
<td>Food Products (including Cakes, Biscuits, Confectionary, Ice-Creams, Ice Candy) Beverages</td>
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<tr>
<td>14</td>
<td>Forestry and Forest Produce</td>
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<tr>
<td>15</td>
<td>Fuel Coke</td>
<td>-</td>
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<tr>
<td>16</td>
<td>Handloom Industry</td>
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<tr>
<td>17</td>
<td>Khandasari Industry</td>
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<td>18</td>
<td>Kosa Industry</td>
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<td>19</td>
<td>Lime Stone Kiln</td>
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<td>20</td>
<td>Local Authority</td>
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<tr>
<td>21</td>
<td>Manufacture of Ramraj Geru</td>
<td>-</td>
</tr>
<tr>
<td>22</td>
<td>Manufacture of Tiles Including Mangalore Tiles (Excluding Cement Tiles)</td>
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<tr>
<td>23</td>
<td>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</td>
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<tr>
<td>24</td>
<td>Murrah Poha Industry</td>
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<td>25</td>
<td>Oil Mills</td>
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<td>26</td>
<td>Plastic Industry</td>
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<tr>
<td>27</td>
<td>Potteries including Manufacture of Refractory goods, Fire Bricks and Sanitary ware etc. Insulated Tiles (Except Cement Tiles), Stone Ware Pipes, Furnace, Lining Bricks &amp; other Ceramic Products</td>
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<tr>
<td>28</td>
<td>Powerlooms (Including Sizing and Processing)</td>
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<td>Printing Press</td>
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<td>Public Motor Transport</td>
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<tr>
<td>31</td>
<td>Rice Mills, Flour Mills, Dal Mills</td>
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<td>32</td>
<td>Saw Mills</td>
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<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES( Rs.) AS ON 31.12.2014</td>
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<td></td>
<td>AREA/ ZONE</td>
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<tr>
<td>33</td>
<td>Shops and Commercial Establishments , Hotels, Restaurants &amp; Cinema</td>
<td>-</td>
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<tr>
<td>34</td>
<td>Slate Pencil Manufactory</td>
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<tr>
<td>35</td>
<td>Stone Breaking and Stone Crushing</td>
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<tr>
<td>36</td>
<td>Private Hospital/Pathology, etc.</td>
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<td>37</td>
<td>Private Educational Institutions</td>
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<tr>
<td>38</td>
<td>Tobacco (Including Beedi Making ) Manufactory Workers</td>
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<td>Readymade Clothes</td>
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<td>Mines (Exemplied for See-3 of Mines Act)</td>
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<td>Automobile Workshop</td>
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<td>46</td>
<td>Distillery</td>
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<tr>
<td>47</td>
<td>Advocate/Attorney Office</td>
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<td>48</td>
<td>Hair Cutting Saloon/Beauty Parlour</td>
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<td>Fertilizer/Pesticides Manufacturing</td>
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<td>Marketing Society/ Cooperative Society/ Bank</td>
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<td>Soap Making</td>
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<td>Security &amp; Detective Service</td>
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<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES( Rs.) AS ON 31.12.2014</td>
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<td>AREA/ ZONE</td>
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<tr>
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<td>2</td>
<td>Advocates or Attorneys</td>
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<td>Any Factory registered under Section 2m of under Factories Act, 1948</td>
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<td>Bricks &amp; Roof Tiles Manufacturing</td>
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<td>7</td>
<td>Canteen &amp; Club</td>
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<td>Card board &amp; Paper Boxes</td>
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<td>Cement and Cement based Industry</td>
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<td>Chemical &amp; Fertilizer</td>
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<td>Cinema Exhibition</td>
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</tr>
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<td>Cloth Dyeing &amp; Printing</td>
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<td>Cycle repairing Shop</td>
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<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES( Rs.) AS ON 31.12.2014</td>
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<td>Dispensary</td>
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<td>Exercise Books</td>
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<td>Film Production &amp; Studios</td>
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<td>Fountain Pens &amp; Ball Pens</td>
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<td>Glass Bulb</td>
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<tr>
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<td>Hotel &amp; Restaurant</td>
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<td>Ice &amp; Cold drinks Manufactory</td>
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Zone I shall comprise of the areas falling within the local limits of all Municipal Corporations.

Zone II shall comprise of the areas falling within the local limits of all A and B class Municipal Councils.

Zone III shall comprise of all other areas in the State not included in Zone I and Zone II.
<table>
<thead>
<tr>
<th>S.NO.</th>
<th>NAME OF THE SCHEDULED EMPLOYMENT</th>
<th>MINIMUM WAGES (Rs.) AS ON 31.12.2014</th>
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<td>Dam Construction and Irrigation works</td>
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<td>4</td>
<td>Generation, Transmission, Distribution and Supply of Electricity or any other form of power</td>
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<td>Maintenance of Silk Worm Plants in the Sericulture Farms</td>
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<td>6</td>
<td>Manufacture of Dolls, Toys, Brass and Bell Metal</td>
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<td>7</td>
<td>Metal and Alloy Industries</td>
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<td>8</td>
<td>Plantation of Silk Worm Food Plants for Silk Worms (i.e. Mulberry, Oak, Tasar, Caster etc.)</td>
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<td>9</td>
<td>Preparation of Soil, Land Development and other Agricultural Operations</td>
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<td>11</td>
<td>Shops and Establishments</td>
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<tr>
<td>12</td>
<td>Spinning, Dyeing, Finishing and Bleaching of Silk Pinafibre</td>
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<td>13</td>
<td>Water Supply (Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage</td>
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<td>14</td>
<td>Wood / Bamboo, Cane furniture and fixtures</td>
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<td>Wool Spinning and Knitting in Handloom or Cotton Spinning in Mills or Handloom.</td>
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<td>Development, Excavation and Reclamation</td>
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<td>9</td>
<td>Employment under Government Authority (casual contingency employees)</td>
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<td>Rice, Flour, Oil and Dal Mills</td>
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<td>Sale of Automobiles/Three Wheelers/Two Wheelers</td>
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<td>44</td>
<td>Saw Mills and Timber Industry</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>45</td>
<td>Sericulture Operation</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>46</td>
<td>Shops and Commercial Establishments and Nursing Home Establishments</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>47</td>
<td>Soap and Candle Units</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>48</td>
<td>Stone Breaking and Stone Crushing</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>49</td>
<td>Tailoring, Stitching and Embroidery Establishments</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>50</td>
<td>Telecommunication Establishments</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>51</td>
<td>Tenthouse Services</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>52</td>
<td>Tubewell Sinking</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>53</td>
<td>Tyre Service</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>54</td>
<td>Wooden Furniture Works</td>
<td>115.00 - 115.00</td>
</tr>
<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES (Rs.) AS ON 31.12.2014</td>
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<tr>
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<tr>
<td></td>
<td></td>
<td>AREA/ ZONE   BASIC       D.A.</td>
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<tr>
<td>21.</td>
<td>ODISHA</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Agriculture: (i) Non-ploughing</td>
<td>-            126.00      -</td>
</tr>
<tr>
<td></td>
<td>Agriculture (ii) Ploughing</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>2</td>
<td>Automobile Workshops</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>3</td>
<td>Ayurvedic and Unani Pharmacy</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>4</td>
<td>Bakeries and Confectionaries including biscuit making</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>5</td>
<td>Bamboo Forest Establishments</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>6</td>
<td>Brass and Bell Metal Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>7</td>
<td>Carpet weaving Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>8</td>
<td>Cashew Processing Establishments</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>9</td>
<td>Cement pipe making and allied products Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>10</td>
<td>Ceramic and Pottery Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>11</td>
<td>Chemical Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>12</td>
<td>Cinema Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>13</td>
<td>Clay Pottery</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>14</td>
<td>Coir Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>15</td>
<td>Collection of Sal Seeds</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>16</td>
<td>Construction, Maintenance of Dams, Embankments, Irrigation projects, Sinking of wells and Tanks etc.</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>17</td>
<td>Construction or Maintenance of Roads or Building Operations</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>18</td>
<td>Contingent and Casual employees in Govt. and other Establishments.</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>19</td>
<td>Cotton ginning and processing Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>20</td>
<td>Dispensary of a Medical Practitioner or any Chemical or Pathological Laboratory</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>21</td>
<td>Distilleries</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>22</td>
<td>Domestic Workers</td>
<td>-            Fixed Separately</td>
</tr>
<tr>
<td>23</td>
<td>Electricity Board</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>24</td>
<td>Finishing, Dyeing of yarn and fabrics, Printing, Knitting and embroidery</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>25</td>
<td>Fisheries and Sea food Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>26</td>
<td>Forest Produce such as genduli, gum, mahuwa, making of coal and resin</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>27</td>
<td>Foundry Industry (with or without attached Machine Shop)</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>28</td>
<td>Glass Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>29</td>
<td>Gold, Silver ornaments and articles of artistic designs</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>30</td>
<td>Graphite Industry (including beneficiation)</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>31</td>
<td>Handloom and Hosiery</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>32</td>
<td>Hotels, Eating houses and Restaurants</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>33</td>
<td>Ice Factories and Cold Storages</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>34</td>
<td>Jute and Jute twine Industry</td>
<td>-            150.00      -</td>
</tr>
<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>AREA/ZONE</td>
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<tr>
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</tr>
<tr>
<td>35</td>
<td>Khadi and Village Industry (including manufacturing of Khandsari and other products)</td>
<td>-</td>
</tr>
<tr>
<td>36</td>
<td>Laundry including dry washing</td>
<td>-</td>
</tr>
<tr>
<td>37</td>
<td>Leather Industry</td>
<td>-</td>
</tr>
<tr>
<td>38</td>
<td>Liquified Petroleum Gas Manufacturing and Distribution</td>
<td>-</td>
</tr>
<tr>
<td>39</td>
<td>Local Authority</td>
<td>-</td>
</tr>
<tr>
<td>40</td>
<td>Manufacturing of Brush and Brooms</td>
<td>-</td>
</tr>
<tr>
<td>41</td>
<td>Manufacturing of Cold Drinks, Soda and other allied Products</td>
<td>-</td>
</tr>
<tr>
<td>42</td>
<td>Manufacture of Coke and Burning Coal Industry</td>
<td>-</td>
</tr>
<tr>
<td>43</td>
<td>Manufacturing of Electric Bulbs</td>
<td>-</td>
</tr>
<tr>
<td>44</td>
<td>Manufacturing of Matches, Fire works and Explosives</td>
<td>-</td>
</tr>
<tr>
<td>45</td>
<td>Manufacturing of Nails and Pins</td>
<td>-</td>
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<tr>
<td>46</td>
<td>Manufacturing of Paints and Varnishes</td>
<td>-</td>
</tr>
<tr>
<td>47</td>
<td>Manufacturing of Plastic Products including toys</td>
<td>-</td>
</tr>
<tr>
<td>48</td>
<td>Manufacturing of Radio by Assembling of parts</td>
<td>-</td>
</tr>
<tr>
<td>49</td>
<td>Manufacturing of Ropes</td>
<td>-</td>
</tr>
<tr>
<td>50</td>
<td>Manufacturing of Utensils including Aluminium &amp; Hindalium products</td>
<td>-</td>
</tr>
<tr>
<td>51</td>
<td>Metal Industries (except cottage and village scale unit)</td>
<td>-</td>
</tr>
<tr>
<td>52</td>
<td>Minor Engineering Industries (Employment less than 50 persons)</td>
<td>-</td>
</tr>
<tr>
<td>53</td>
<td>Motor Body Building</td>
<td>-</td>
</tr>
<tr>
<td>54</td>
<td>Oil Mills</td>
<td>-</td>
</tr>
<tr>
<td>55</td>
<td>Paper and Cardboard Industry</td>
<td>-</td>
</tr>
<tr>
<td>56</td>
<td>Petrol and Diesel Oil Pumps</td>
<td>-</td>
</tr>
<tr>
<td>57</td>
<td>Pharmaceutical Industry</td>
<td>-</td>
</tr>
<tr>
<td>58</td>
<td>Powerloom Industry</td>
<td>-</td>
</tr>
<tr>
<td>59</td>
<td>Printing Press</td>
<td>-</td>
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<tr>
<td>60</td>
<td>Private Motor Transport</td>
<td>-</td>
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<tr>
<td>61</td>
<td>Private Security Agencies Services</td>
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<tr>
<td>62</td>
<td>Public Health Engineering</td>
<td>-</td>
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<tr>
<td>63</td>
<td>Public Motor Transport</td>
<td>-</td>
</tr>
<tr>
<td>64</td>
<td>Readymade Garments Industry</td>
<td>-</td>
</tr>
<tr>
<td>65</td>
<td>Refractory Industry</td>
<td>-</td>
</tr>
<tr>
<td>66</td>
<td>Regulated market, Marketing societies, Co-operative societies and Banks</td>
<td>-</td>
</tr>
<tr>
<td>67</td>
<td>Rice, Flour or Dal Mills</td>
<td>-</td>
</tr>
<tr>
<td>68</td>
<td>Rubber and Rubber Products Industry</td>
<td></td>
</tr>
<tr>
<td>69</td>
<td>Salt Pan Industry</td>
<td>-</td>
</tr>
<tr>
<td>70</td>
<td>Saw Mills</td>
<td>-</td>
</tr>
<tr>
<td>71</td>
<td>Shops and Establishments</td>
<td>-</td>
</tr>
<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>AREA/ ZONE</td>
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<tr>
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</tr>
<tr>
<td>72</td>
<td>Siali Leave Pluckers</td>
<td>-</td>
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<tr>
<td>73</td>
<td>Soap and Detergent Manufacturing</td>
<td>-</td>
</tr>
<tr>
<td>74</td>
<td>Social Forestry</td>
<td>-</td>
</tr>
<tr>
<td>75</td>
<td>Spinning Mills</td>
<td>-</td>
</tr>
<tr>
<td>76</td>
<td>Stone Breaking and Crushing</td>
<td>-</td>
</tr>
<tr>
<td>77</td>
<td>Tamarind collection</td>
<td>-</td>
</tr>
<tr>
<td>78</td>
<td>Kendu leaf collection</td>
<td>-</td>
</tr>
<tr>
<td>79</td>
<td>Tiles and Brick making</td>
<td>-</td>
</tr>
<tr>
<td>80</td>
<td>Timber Trading ( including felling &amp; sawing)</td>
<td>-</td>
</tr>
<tr>
<td>81</td>
<td>Timber Trading (excluding felling and sawing)</td>
<td>-</td>
</tr>
<tr>
<td>82</td>
<td>Tobacco (including Bidi and Gudakhu making)</td>
<td>-</td>
</tr>
<tr>
<td>83</td>
<td>Trunks, Suitcases and Buckets manufacturing</td>
<td>-</td>
</tr>
<tr>
<td>84</td>
<td>Wood works and Furniture making Industries</td>
<td>-</td>
</tr>
<tr>
<td>85</td>
<td>Agarabati and Candle making Worker's Establishments</td>
<td>150.00</td>
</tr>
<tr>
<td>86</td>
<td>Employment in Non Government Organisation and Voluntary Social Organisation</td>
<td>150.00</td>
</tr>
<tr>
<td>87</td>
<td>Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators</td>
<td>150.00</td>
</tr>
<tr>
<td>88</td>
<td>Non-Teaching staff of all private Educational Institutions including Industrial Training Institute and Training Institute Coaching Centre</td>
<td>150.00</td>
</tr>
<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>AREA/ ZONE</td>
</tr>
<tr>
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</tr>
<tr>
<td>1</td>
<td>Agricultural Implements, Machine tools and General Engineering including Cycle and Electrical goods Industry</td>
<td>-</td>
</tr>
<tr>
<td>2</td>
<td>Agriculture</td>
<td>-</td>
</tr>
<tr>
<td>3</td>
<td>Ahatas attached to Wine and Liquor Shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated water</td>
<td>-</td>
</tr>
<tr>
<td>4</td>
<td>Automobile Repair Shops and Service Stations not attached with any Public Motor Transport Company</td>
<td>-</td>
</tr>
<tr>
<td>5</td>
<td>Ayurvedic and Unani Pharmacies</td>
<td>-</td>
</tr>
<tr>
<td>6</td>
<td>Bakeries including Biscuits Making Establishments</td>
<td>-</td>
</tr>
<tr>
<td>7</td>
<td>Brick Kiln Industry</td>
<td>-</td>
</tr>
<tr>
<td>8</td>
<td>Cement Pipe Making Industries</td>
<td>-</td>
</tr>
<tr>
<td>9</td>
<td>Chemical and Distillery Industry</td>
<td>-</td>
</tr>
<tr>
<td>10</td>
<td>Cinema Industry</td>
<td>-</td>
</tr>
<tr>
<td>11</td>
<td>Construction or maintenance of Roads or Building Operations</td>
<td>-</td>
</tr>
<tr>
<td>12</td>
<td>Contractors' Establishments of forest department</td>
<td>-</td>
</tr>
<tr>
<td>13</td>
<td>Cotton Ginning and Pressing Factories</td>
<td>-</td>
</tr>
<tr>
<td>14</td>
<td>Dealer in tent, crockery and household goods</td>
<td>-</td>
</tr>
<tr>
<td>15</td>
<td>Dealers dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing Fixture and fitting of Metals</td>
<td>-</td>
</tr>
<tr>
<td>16</td>
<td>Dealers in Books selling, Stationers and Book Binding</td>
<td>-</td>
</tr>
<tr>
<td>17</td>
<td>Dealers in Electricals and Electrical Goods including Television, Radio, Gramophone, Public Address Equipments and Watch, Clock and repair shops</td>
<td>-</td>
</tr>
<tr>
<td>18</td>
<td>Dealers in footwear and travel goods like suitcases, bags etc.,</td>
<td>-</td>
</tr>
<tr>
<td>19</td>
<td>Dealers in Medicines and Chemicals</td>
<td>-</td>
</tr>
<tr>
<td>20</td>
<td>Dealers in Photographic and Optical Goods</td>
<td>-</td>
</tr>
<tr>
<td>21</td>
<td>Electro-plating by using salt of chromium, nickle or any other compound and connected buffing and polishing Industry</td>
<td>-</td>
</tr>
<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES( Rs.) AS ON 31.12.2014</td>
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<tr>
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</tr>
<tr>
<td></td>
<td></td>
<td>AREA/ ZONE</td>
</tr>
<tr>
<td>22</td>
<td>Employment in Government offices or Boards or Corporations or Semi Government Undertakings and other Organisations or Establishments for which the rates were earlier fixed by the respective Deputy Commissioners but not by the Appropriate Government undr the Minimum Wages Act, 1948.</td>
<td>-</td>
</tr>
<tr>
<td>23</td>
<td>Employment in Security Agencies</td>
<td>-</td>
</tr>
<tr>
<td>24</td>
<td>Employment in Sweeping and Cleaning, but excluding the activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.</td>
<td>-</td>
</tr>
<tr>
<td>25</td>
<td>Employment in house as a Domestic Worker</td>
<td>-</td>
</tr>
<tr>
<td>26</td>
<td>Employment in Toll Plaza Establishments</td>
<td>-</td>
</tr>
<tr>
<td>27</td>
<td>Employment in Malls and Shopping Complexes Establishments</td>
<td>-</td>
</tr>
<tr>
<td>28</td>
<td>Employment in Ornament Making, Polishing, Repairing and Selling Establishments</td>
<td>-</td>
</tr>
<tr>
<td>29</td>
<td>Employment in the Shops and Commercial Establishments situated outside the Municipal and Notified Area Committees limit.</td>
<td>-</td>
</tr>
<tr>
<td>30</td>
<td>Employment in Wine and Liquor Shops establishments</td>
<td>-</td>
</tr>
<tr>
<td>31</td>
<td>Employment in Zoo and Places where Caring of Wild animals is done.</td>
<td>-</td>
</tr>
<tr>
<td>32</td>
<td>Employment in Building and Other constructions Work Establishments as defined in clause (d) of sub-section (1) of section 2 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.</td>
<td>-</td>
</tr>
<tr>
<td>33</td>
<td>Establishments defined under Section 2 (1) (viii) of the Punjab Shops and Commercial Establishments Act, 1958</td>
<td>-</td>
</tr>
<tr>
<td>34</td>
<td>Forestry and Logging</td>
<td>-</td>
</tr>
<tr>
<td>35</td>
<td>Foundaries with or without attached Machine Shops</td>
<td>-</td>
</tr>
<tr>
<td>36</td>
<td>Hair Dressing such as those done by Barbers, Hair Dressing Saloons and Beauty Shops</td>
<td>-</td>
</tr>
<tr>
<td>37</td>
<td>Hotels, Restaurants, Tea stalls and Halwais</td>
<td>-</td>
</tr>
<tr>
<td>38</td>
<td>Ice Factories and Cold Storages</td>
<td>-</td>
</tr>
<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>AREA/ ZONE</td>
</tr>
<tr>
<td>-------</td>
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</tr>
<tr>
<td>39</td>
<td>Laundry Services and Cleaning and Dyeing Plant</td>
<td>-</td>
</tr>
<tr>
<td>40</td>
<td>Local Authority</td>
<td>-</td>
</tr>
<tr>
<td>41</td>
<td>Manufacture of Pulp, Paper and Paper Boards and Straw Boards including News Print</td>
<td>-</td>
</tr>
<tr>
<td>42</td>
<td>Manufacturing and refining of Sugar (Vacuum Pan Sugar Factories)</td>
<td>-</td>
</tr>
<tr>
<td>43</td>
<td>Manufacturing Process as defined under Sub Section 2 (k) of the Factories Act,1948</td>
<td>-</td>
</tr>
<tr>
<td>44</td>
<td>Metal Rolling and Re-rolling Industry (Ferrous and Non-Ferrous), Brass,Copper and Aluminium Utensils making Industries</td>
<td>-</td>
</tr>
<tr>
<td>45</td>
<td>Milk Processing and Milk Products Manufacturing Establishments excluding Halwais Shops</td>
<td>-</td>
</tr>
<tr>
<td>46</td>
<td>Motor Body Builders</td>
<td>-</td>
</tr>
<tr>
<td>47</td>
<td>Oil Mills</td>
<td>-</td>
</tr>
<tr>
<td>48</td>
<td>Operation of Tubewell Industry</td>
<td>-</td>
</tr>
<tr>
<td>49</td>
<td>P.W.D.(Irrigation)</td>
<td>-</td>
</tr>
<tr>
<td>50</td>
<td>P.W.D.(Public Health)</td>
<td>-</td>
</tr>
<tr>
<td>51</td>
<td>Petroleum Supply Stations Establishments</td>
<td>-</td>
</tr>
<tr>
<td>52</td>
<td>Potteries, Ceramics and refractory Industry</td>
<td>-</td>
</tr>
<tr>
<td>53</td>
<td>Private Educational Institutions</td>
<td>-</td>
</tr>
<tr>
<td>54</td>
<td>Private Hospitals, Clinics, Dispensaries, Nursing Homes and Medical Shops</td>
<td>-</td>
</tr>
<tr>
<td>55</td>
<td>Private Press</td>
<td>-</td>
</tr>
<tr>
<td>56</td>
<td>Public Motor Transport Industry</td>
<td>-</td>
</tr>
<tr>
<td>57</td>
<td>Rice, Flour or Dal Mills</td>
<td>-</td>
</tr>
<tr>
<td>58</td>
<td>Rubber Industry</td>
<td>-</td>
</tr>
<tr>
<td>59</td>
<td>Saw Mills and Timber Trade</td>
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<td>62</td>
<td>Soap Making and Silicate Manufacturing Establishments</td>
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<td>63</td>
<td>Sports goods Industry</td>
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<td>Starch Manufacturing</td>
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<td>65</td>
<td>Stone Breaking or Stone Crushing</td>
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<td>Surgical and Clinical Instruments making Industries</td>
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<td>Tailors and Ready-made Garments Manufacturers</td>
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<td>Tanneries and Leather Manufactories</td>
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<td>69</td>
<td>Textile Industry (including employment in Woollen Carpet making or Shawl Weaving establishments)</td>
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<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>AREA/ ZONE</td>
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<td>Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments</td>
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<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES( Rs.) AS ON 31.12.2014</td>
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<td>8</td>
<td>Computer Hardware Industry and Services</td>
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<td>Construction or Maintenance of Roads or Building Operations</td>
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<td>Cotton Dyeing, Printing and Washing factories</td>
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<td>Cotton Ginning and Pressing Factories</td>
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<tr>
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<td>Domestic Workers</td>
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<td>Electricity Generation, Distribution and supply etc.</td>
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<td>Employment in Draught relief works</td>
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<td>L.P.G. Distribution and Allied Services</td>
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<td>Registered Factories which are not covered under any Scheduled Employment</td>
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<td>Rice, Flour or Dal Mills</td>
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<td>Rural Development Department sponsored employment generation Scheme( Mahatma Gandhi Rozgar Yojana)</td>
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<td>S.T.D., I.S.D.,P.C.O. and Allied Services</td>
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<td>47</td>
<td>Salt Industry</td>
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<td>48</td>
<td>Shops and Commercial Establishments</td>
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<td>49</td>
<td>Small Scale Industries</td>
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<td>50</td>
<td>Soap Stone Factories</td>
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<td>51</td>
<td>Stone Breaking or Stone Crushing</td>
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<tr>
<td>52</td>
<td>Sugar Pan Industry(without mechanical Power)</td>
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<tr>
<td>53</td>
<td>Sweeper and Sanitation Works (not elsewhere classified)</td>
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<td>54</td>
<td>Tailoring and Garments Industries</td>
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<tr>
<td>55</td>
<td>Taxis, Autorickshaws and Travelling Agencies</td>
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<td>56</td>
<td>Textiles Industries, etc.</td>
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<tr>
<td>57</td>
<td>Tiles Manufacturing &amp; Potteries Industry</td>
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<td>58</td>
<td>Tobacco</td>
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<td></td>
<td>(i) Bidi</td>
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<tr>
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<td>(ii) Tobacco</td>
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<tr>
<td>59</td>
<td>Wood Works and Furniture Manufacturing</td>
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<td>60</td>
<td>Wool Cleaning and Pressing factories</td>
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<td>61</td>
<td>Woollen Carpet Weaving and Shawl Weaving Establishments</td>
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<td>62</td>
<td>Woollen Spinning and Weaving Factories</td>
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</tr>
<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES( Rs.) AS ON 31.12.2014</td>
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<tr>
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</tr>
<tr>
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<td>Bakeries and Confectioneries</td>
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<td>3</td>
<td>Casual contingency employees engaged by Government, Semi- Government, Public Sectors and Private Sectors</td>
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<td>4</td>
<td>Cinema and Video Halls, Cable Operators</td>
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<td>5</td>
<td>Construction of Projects including Dams, Tunnels, Hydro- electric and other multipurpose</td>
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<tr>
<td>6</td>
<td>Constructions or Maintenance of Roads and Buildings</td>
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<tr>
<td>7</td>
<td>Dairy, Poultry and Animal Husbandry farming</td>
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<td>8</td>
<td>Distilleries and Breweries</td>
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<tr>
<td>9</td>
<td>Electronic Industries</td>
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<td>10</td>
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<td>Ferro Alloys Industries</td>
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<td>12</td>
<td>Forestry and Timber Industries</td>
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<td>13</td>
<td>Grill Industries</td>
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<td>14</td>
<td>Handloom Industries</td>
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<td>15</td>
<td>Hotels, Restaurants or Eating Houses/ Tea Shops</td>
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<td>16</td>
<td>Leather Industries</td>
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<td>17</td>
<td>Paper &amp; Pulp Industries</td>
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<td>18</td>
<td>Printing Press</td>
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<td>19</td>
<td>Private Transportation</td>
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<td>SecuritybGuards</td>
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<td>21</td>
<td>Shops &amp; Commercial Establishments</td>
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<td>22</td>
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<td>23</td>
<td>Tea Plantation</td>
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<td>24</td>
<td>Tour &amp; Travel Agencies</td>
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<td>25</td>
<td>Tyres &amp; Trading Industries</td>
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<tr>
<td>26</td>
<td>Wood works, Carpentry and Masonry</td>
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24. SIKKIM
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<tr>
<th>S.NO.</th>
<th>NAME OF THE SCHEDULED EMPLOYMENT</th>
<th>AREA/ ZONE</th>
<th>BASIC</th>
<th>D.A.</th>
<th>TOTAL</th>
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<tr>
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<td>Aerated Water Manufactory</td>
<td>-</td>
<td>80.50</td>
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<td>Agriculture and works ancillary to Agriculture</td>
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<td>-</td>
<td>100.00</td>
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<tr>
<td></td>
<td></td>
<td>ii) Women workers - 5 hours work</td>
<td>-</td>
<td>85.00</td>
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<tr>
<td>4</td>
<td>Any Local Authority</td>
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<td></td>
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<td>Action is being taken by the Govt. to Constitute a</td>
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<td>Appalam Manufactory</td>
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<td>Apprentices in Textile Mills</td>
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<td>Automobile Workshops</td>
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<td>Carpentry &amp; Blacksmithy</td>
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<td>Colleges and Research Stations under the Tamil Nadu Agricultural University and Agricultural Farms maintained by the Agricultural and Horticulture and other Govt. Departments</td>
<td>i) Men workers for 6 hours work</td>
<td>-</td>
<td>100.00</td>
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<td>ii) Women workers - 5 hours work</td>
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<td>Handloom Silk Weaving Industry</td>
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<td>Tanneries &amp; Leather Manufactory</td>
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<td>iv) Beeding rolling (1000 beedies)</td>
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**TABLE 3**
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<th>S.NO.</th>
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<th>MINIMUM WAGES( Rs.) AS ON 31.12.2014</th>
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<tr>
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<td>AREA/ ZONE</td>
<td>BASIC</td>
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<tr>
<td>71</td>
<td>Tree Climbing</td>
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<tr>
<td></td>
<td>i) Men workers for 6 hours work</td>
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<td></td>
<td>Tree Climbing - Women workers 5 hrs. work</td>
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<td>72</td>
<td>Vessels (Utensils) Manufactory</td>
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<td>73</td>
<td>Woollen Carpet and shawl weaving industry</td>
<td>Govt. have issued orders to defer the action for revision</td>
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Out of 92 Scheduled Employments reported in Tamil Nadu, wages have been reported for 73 scheduled
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<th>MINIMUM WAGES( Rs.) AS ON 31.12.2014</th>
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<td>AREA/ ZONE</td>
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<td>26.TELANGANA</td>
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<tr>
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<td>2</td>
<td>Aerated water manufacturing units and Soft Drinks</td>
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<td>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</td>
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<td>4</td>
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<td>Baking process including Biscuits Manufactory</td>
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<td>6</td>
<td>Betal Vines</td>
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<tr>
<td>7</td>
<td>Brick Kiln Industry</td>
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<td>8</td>
<td>Canteens and Clubs</td>
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<td>9</td>
<td>Cashew and Coconut gardens</td>
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<td>Cashew Processing Establishments</td>
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<td>11</td>
<td>Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory</td>
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<td>12</td>
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<td>Cinema Industry</td>
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<td>Colour Printing and Yarn Dyeing</td>
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<td>Construction of Projects Including Dams and Multipurpose Projects</td>
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<td>17</td>
<td>Construction or Maintenance of Roads and Building Operations</td>
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<td>18</td>
<td>Cotton Carpet Weaving Establishments</td>
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<td>Distilleries and Breweries</td>
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<td>Forestry and Timbering Operations</td>
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<td>Glass Industry</td>
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<td>Garment and Allied Manufacturing Industry</td>
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<td>Gold Covering and Gold Coating Industry</td>
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<td>Safai Karamcharis</td>
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<td>Shops and Establishments</td>
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<td>Stone Breaking and Crushing</td>
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* + Food allowance @ Rs. 82 per diem.
** + Food, lodging, clothing and medical allowance Rs. 100 pm
*** + Included Rs 50 for Meal
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Zone-A = Areas notified under Development authorities.
Zone-B = Rest of West Bengal
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<td>Engineering unit, dealing with manufacturing or processing or iron and steel item ferrous or non-ferrous material, electric and electronics items</td>
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<td>115.00</td>
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<td>Medical practitioner or any establishment of medical consultant or any clinical or pathological laboratory including Hospitals and Nursing Homes</td>
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<td>Petrol and Diesel Pumps</td>
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<td>Plantation maintained for growing Chichona, Rubber, Tea or Coffee</td>
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<td>31</td>
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33. DADRA AND NAGAR HAVELI
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<th>S.NO.</th>
<th>NAME OF THE SCHEDULED EMPLOYMENT</th>
<th>MINIMUM WAGES (Rs.) AS ON 31.12.2014</th>
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<td>34</td>
<td>Poultry, Poultry Food Manufacturing unit, Fertilizer Manufacturing Unit or any other Agricultural Unit</td>
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<td>35</td>
<td>Power loom Industry</td>
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<td>36</td>
<td>Printing by letter press, lithography, photo-gravure or other similar works or incidental to such process or book binding</td>
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<tr>
<td>37</td>
<td>Private Teaching Institute</td>
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<td>38</td>
<td>Public Motor Transport</td>
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<td>39</td>
<td>Residential Restaurant or Eating House</td>
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<td>40</td>
<td>Rexene cloth</td>
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<td>41</td>
<td>Rice, Flour or Dal Mill</td>
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<td>42</td>
<td>Rubber Manufacturing Industry</td>
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<td>Safai Karmacharis (excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993)</td>
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<td>Sheds where buffaloes or cows are kept for milking, cleaning or feeding and for all other ancillary process</td>
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<td>45</td>
<td>Shop or commercial establishments</td>
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<td>Soaps and detergents</td>
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<td>Stone Breaking or Stone Crushing</td>
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<td>48</td>
<td>Sugar Industry</td>
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<tr>
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<td>Tanneries &amp; Leather Manufactory</td>
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<td>50</td>
<td>Textile processing, dyeing, printings or garments stitching</td>
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<td>Tobacco (including Bidli Making Manufactory)</td>
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<td>53</td>
<td>Watch and Ward</td>
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<td>54</td>
<td>Watch Manufacturing</td>
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<td>Wood cutting factory, wooden furniture making unit, saw mill, wood processing unit including Katha Manufacturing</td>
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<td>56</td>
<td>Woollen Carpet Making or Shawl Weaving</td>
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<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES( Rs.) AS ON 31.12.2014</td>
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<td>Canteen and Clubs not falling under Part I of this schedule</td>
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<td>Cashew Processing Industry</td>
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<td>Cement and Cement Based Industry</td>
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<td>Charcoal Kilns</td>
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<td>Chemical and Fertilizer Manufactory</td>
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<td>Cinema</td>
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<td>12</td>
<td>Cloth Dyeing and/or Printing</td>
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<td>Construction or Maintenance of Roads or in Building operation</td>
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<td>14</td>
<td>Cotton Ginning or Cotton Pressing Manufactory</td>
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<td>Cycle Mechanic Workshops</td>
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<td>Dispensary, not being a Dispensary in any Hospital</td>
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<td>Eatable Tobacco</td>
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<td>Ice and Cold Drinks</td>
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<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>MINIMUM WAGES (Rs.) AS ON 31.12.2014</td>
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<td>AREA/ ZONE</td>
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<td>Tanneries and Leather Manufactory</td>
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<tr>
<td>66</td>
<td>Tobacco (including Bidi making)</td>
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<td>67</td>
<td>Transforming Plastic in various Solid Moulding</td>
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<tr>
<td>S.NO.</td>
<td>NAME OF THE SCHEDULED EMPLOYMENT</td>
<td>AREA/ ZONE</td>
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<td>Confectionery and Diary products, food preservation etc.</td>
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Source: Annual Returns under the Minimum Wages Act, 1948 for the year 2014

* Plus food items at subsidized rates.
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<td>Employment in Zoo and places where caring of Wild Animals is done.</td>
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<td>Employment of Bus and Truck Driver/Conductor and Cleaners</td>
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<td>Employment in Malls and Shopping Complexes Establishments</td>
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NR: Not Reported
Source: Annual Returns under the Minimum Wages Act, 1948 for the year 2014
* = Figure repeated as in Col No.3
** = Figure repeated as in Col No.4
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<th>NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR</th>
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NR: Not Reported
NIL: Figure not available
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.
10. Employment in any mica works.
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 kyantite 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 2014**

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Note: * = Data repeated from Annual Report 2013.

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:

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<th>Area Or Locality</th>
<th>Category Of Employment</th>
<th>Number Of Establishments covered</th>
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<th>Wage Period</th>
<th>Rates of Wages (Rs.)</th>
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3. Have the minimum rates of wages fixed under the Act been revised? If yes, give the following information:

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<th>Industry or Employment</th>
<th>Area or Locality</th>
<th>Category of Employment</th>
<th>Number Of Establishments covered</th>
<th>Number Of Employees</th>
<th>Wage Period</th>
<th>Old Rates of Wages (Rs.)</th>
</tr>
</thead>
<tbody>
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<td></td>
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<td></td>
<td></td>
<td>Men</td>
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<td>Women</td>
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<td>Children</td>
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<tr>
<td>Basic Wage</td>
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<tr>
<td>Cost of Living Allowance</td>
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<tr>
<td>Composite wage</td>
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<th>14</th>
<th>15</th>
</tr>
</thead>
</table>
4. The extent to which payment of minimum rates of wages has been authorised wholly or partly in kind together with reasons there of.

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.

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th></th>
<th>Women</th>
<th></th>
<th>Children</th>
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</thead>
<tbody>
<tr>
<td>Basic Wage</td>
<td>16</td>
<td>Cost of</td>
<td>17</td>
<td>Cost of</td>
<td>18</td>
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<td>Living</td>
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<tr>
<td>Basic Wage</td>
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<td>Basic</td>
<td>20</td>
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<tr>
<td>Basic Wage</td>
<td>22</td>
<td>Cost of</td>
<td>23</td>
<td>Cost of</td>
<td>24</td>
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<td>Living</td>
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</tbody>
</table>

Revised Rates (Rs)
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:-

<table>
<thead>
<tr>
<th>Industry or Employment</th>
<th>Number of Establishments covered under the Act</th>
<th>Number of Establishments submitted the returns in Form III</th>
<th>Average daily Number of persons employed</th>
<th>Number of days worked during the year</th>
<th>Number of mandays worked during the year</th>
<th>Total Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>Total</td>
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<td></td>
</tr>
<tr>
<td>Fines</td>
<td>Damage or loss</td>
<td>Breach of contract</td>
<td>Total</td>
<td>Purpose (Rs.)</td>
<td>Amount (Rs.)</td>
<td>Balance of Fines Fund at the end of the year</td>
</tr>
<tr>
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<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18</td>
</tr>
</tbody>
</table>

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:-

<table>
<thead>
<tr>
<th>Industry or employment</th>
<th>Number of offences in respect of which prosecutions were pending from the previous year</th>
<th>Number of prosecutions launched during the year where only one offence was exclusively covered</th>
<th>Number of offences in respect of which prosecutions were pending at the end of the year</th>
<th>Convictions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payment of Wages</td>
<td>Deductions</td>
<td>Hours of overtime work</td>
<td>Display of notice maintenance of registers and submission of return</td>
<td>Others (specify)</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

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:-

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

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 31ST 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**

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name of Publication</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Report on the Working of the Minimum Wages Act, 1948 for the years 1959-1960 (Combined)</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>Report on the Working of the Minimum Wages Act, 1948 for the year 2010</td>
<td></td>
</tr>
</tbody>
</table>
LIST OF OFFICERS/OFFICIALS ASSOCIATED WITH THE PREPARATION OF THE REPORT

SHRI SUNIL CHAUDHARY
DIRECTOR

SHRI VIRENDER SINGH
DEPUTY DIRECTOR

SHRI CHARAN DASS
INVESTIGATOR GRADE II

MRS DEEPIKA
INVESTIGATOR GRADE II

PRINTING UNIT

SHRI SURINDER KUMAR
JUNIOR STATISTICAL OFFICER

SHRI CHHAJU RAM
MULTI TASKING STAFF
An apex organization for providing data base at the national level of policy formulation, evaluation and research, the Labour Bureau in the Union Ministry of Labour and Employment is the epicenter of all activities involving planning, collection and dissemination of data on various facets of Labour which forms a sound basis for decision making in the Government, industry and by various other user organizations/individuals. Labour Bureau is a storehouse of important economic indicators like the Consumer Price Index Numbers for industrial and agricultural workers, wage rates, industrial relations, socio-economic conditions in un-organized sector, evaluation and review of working of labour legislations in the country and the like. Labour Bureau has been providing an uninterrupted service to the national and international for a like the ILO for the last fifty years. Today, it has assumed an important role in the labour matters and has acquired an un-disputed and indispensible status in the field of labour statistics. Equipped with the expertise of conducting surveys at the national? regional level in diverse fields and in providing in-depth analysis, the organization continues in its pursuit of excellence.