



DEPARTMENT OF LABOUR  
GOVERNMENT OF SIKKIM  
GANGTOK

No. 29/DL

Dated: 14/09/2022

**NOTIFICATION**

Whereas the State Government of Sikkim had last revised the minimum rates of wages in the Scheduled Employments under the Minimum Wages Act, 1948 vide Notification No.11/DL dated 15/09/2017.

Whereas, objections, suggestions, comments and views from the persons likely to be affected were solicited vide Gazette Notification No 278 dated 11/07/2022, within a period of 60 days in writing to the Labour Department

Whereas now, objections, suggestions, comments and views received on the said proposals have been received, examined and considered by the State Government.

Now therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of Section 5 read with section 26 (2), (2A) and section 27 of the Minimum Wages Act, 1948 (11 of 1948) and in supersession of Notification No. 11/DL dated 15/09/2017 published in the Sikkim Government Gazette No. 440 dated the 15<sup>th</sup> day of September, 2017, the State Government hereby classify the following categories of the workers and revise the rates of minimum wages as specified in the Table and the Schedule.

The following revised rates of minimum wages shall be applicable in respect of unskilled, semi-skilled, skilled and highly skilled categories of scheduled employment.

**Table I**

| <b>Category of workers</b> | <b>Existing Rates<br/>Of daily Wages</b> | <b>Revised Rates of<br/>Daily Wages</b> |
|----------------------------|--|---|
| <b>1</b>                   | <b>2</b>                                 | <b>3</b>                                |
| Unskilled                  | Rs.300/-                                 | Rs.500/-                                |
| Semi-skilled               | Rs.320/-                                 | Rs.520/-                                |
| Skilled                    | Rs.335/-                                 | Rs.535/-                                |
| Highly-skilled             | Rs.365/-                                 | Rs.565/-                                |



## Categories of Workers:

1. **Un-Skilled Workers:**
  1. Chowkidar (Watchman)
  2. Peon
  3. Safaikarmachari
  4. Waiter
  5. Cleaner
  6. Packer
  7. Helper
  8. Office boy
  9. Nursery watcher
  10. Earth digger
  11. Mali
  12. Khalasi
  13. Shop assistant
  14. Service boy
  15. Jali workers(Cement Concrete pipes)
  16. Bull caretaker
  17. Boar caretaker
  18. Dog catcher
  19. Dresser (Poultry)
  20. Dairy care taker
  21. Field worker
  22. Grass cutter
  23. Horse Attendant
  24. Kion-Yeer
  25. Laboratory Assistant
  26. Line Assistant
  27. Milk Carrier
  28. Patrol man
  29. Poultry caretaker
  30. Power house cleaner/Oil man
  31. Room attendant
  32. Hospital/Dispensary Attendant
  33. Conductor
  34. Yak attendant
  35. Mule attendant
  36. Pony attendant
  37. Bill Collector
  38. Security Guard
  39. Any other category by whatever name called which are of un-skilled nature.

2. **Semi-Skilled**

1. Assistant fitter (Mechanic)
2. Assistant black smith
3. Assistant gold smith
4. Assistant welder
5. Assistant painter
6. Baker
7. Pump man
8. Polisher
9. Gate keeper
10. Booking Assistant
11. Earth breaker
12. Rock excavator
13. Hole driller
14. Spray man
15. Stone breaker
16. Store keeper
17. Switch man
18. Duplicating machine operator
19. Sales man
20. Press man (Metallic)
21. Castingwala (Metallic)
22. Cutter (Metallic)
23. Circle cutter (Metallic)
24. Assistant Mistry (Motor body building)
25. Tyre and tube mistry
26. Line man / Assistant line man
27. Assistant switch board operator
28. Assistant turbine operator
29. Compressor operator
30. Crane operator
31. Engine operator
32. Field assistant
33. Field enumerator
34. Filter operator
35. Lathe man
36. Meter reader-cum-bill clerk
37. Mechanic
38. Stone crusher operator
39. Supervisor
40. Switch yard attendant



41. Switch operator
42. Sub-station attendant
43. Senior assistant turbine operator
44. Tailor
45. Dhobi
46. Cobbler
47. Barber
48. Tractor helper
49. Turbine operator
50. Vibrator operator
51. Mixer operator
52. Assistant Cable/Fiber Technician
53. Security Guard (Two years experience)
54. Any other categories by whatever name called which are of semi-skilled nature.

3. **Skilled:**

1. Electrician
2. Pipe Fitter
3. Carpenter
4. Mason
5. Spray painter
6. Painter
7. Litho machine man
8. Litho press man
9. Radio man for offset machine
10. Line operator
11. Mono operator
12. Composer
13. Cook
14. Quality controller
15. Turner
16. Moulder
17. Plant operator Masson
18. Machine man
19. Chemist
20. Chemical analyst
21. Blender
22. Foreman
23. Boiler attendant
24. Operator (cinema)
25. Air conditioner operator
26. Munshi
27. Cutter (timber)
28. Laboratory technician



29. Radiographer
30. Radio/T.V/Computer mechanic
31. Photo artist
32. Manager (petrol pump)
33. Technical supervisor
34. Compositor
35. Binder
36. Computer operator
37. Dancer/singer/musician
38. Kang-so-pa
39. Demand clerk
40. Draughtsman
41. Handmade paper worker
42. Lower divisional clerk/Typist
43. Librarian (with Diploma/Degree)
44. Light Vehicle driver
45. Tracer
46. Welder cum Denter
47. Medical Dresser (Veterinary/Health Services) or its equivalent by designation
48. Cable/Fiber Technician
49. Security Guard ( Five years experience plus Class XII passed, Security Supervisor)
50. Any other categories by whatever name called which are of skilled nature.

4. **Highly Skilled**

1. Heavy vehicle driver
2. Bull dozer operator/driver
3. Excavator operator/driver
4. Roller driver
5. J.C.B Driver
6. Plumber/Welder/Foreman/Electrician/Draughtsman/Computer Mechanic having I.T.I or Diploma Certificate.
7. Security Guard (8 years experience with minimum Graduation or Ex-Army in the Rank of JCO).
8. Any other categories by whatever name called which are of Highly Skilled Nature

The four categories of workers shall be read along with the schedule attached under the Minimum Wages Act, 1948 and the schedule attached with this Notification.

1. The revised rates are inclusive of Dearness Allowance, but exclusive of other concessions, if any, enjoyed by the employees.
2. The rates of daily wages of workers at various altitudes shall be as under:-
 

|                              |   |                                   |
|------------------------------|---|-----------------------------------|
| (a) Upto 8000 ft altitude    | - | Worker shall be paid normal wages |
| (b) From 8001 ft to 12000 ft | - | Workers shall be paid 50% more    |

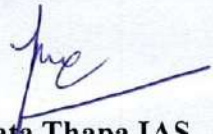


- (c) From 12001 ft to 16000 ft - than the normal wage.  
Workers shall be paid 75% more than the normal wage.
- (d) From 16001 ft & above - Workers shall be paid double the normal wage.
3. If a worker works without being absent during the period of 6(six) days consecutively in a week, he/she shall be given one paid holiday on either Sunday or any other Haat day.
4. No worker shall be required to work for more than nine hours in a day with break of one hour.
5. Where a worker works for more than 8 hours in any day or more than forty eight hours in any week, he/she shall in respect of overtime work, be entitled to wages at the rate of twice his/her ordinary rate of wages.
7. If any question arises as to what particular work is Highly Skilled, Skilled, Semi-skilled or Un-Skilled, it may be referred to the Labour Department, Government of Sikkim, whose decision shall be final.
8. These rates shall be effective from 11/07/2022.

**EXPLANATION:**

**Definition of categories:**

- (a) **Un-Skilled Work** means work which involves simple operation requiring little or no skill or experience on the job.
- (b) **Semi-Skilled Work** means work which involves some degree of skill or competence, acquired through experience on the job, and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
- (c) **Skilled Work** means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a Technical or Vocational Institute and the performance of which calls for initiative and judgment.
- (d) **Highly-Skilled Work** means work which calls for degree of perfection and competence in the performance of certain jobs including clerical work acquired through intensive technical or professional training or adequate work experience for certain reasonable period and also require an employee to assume full responsibility for his/her judgment/decision involved in the execution of his/her job.

  
**Miss Namrata Thapa IAS**  
**Secretary**  
**Department of Labour,**  
**Government of Sikkim**  
**File No.GOS/DL/2012/2 (3)**



## THE SCHEDULE

1. Employment in Shops and Commercial Establishments.
2. Employment in an Industry manufacturing drugs and Pharmaceuticals.
3. Employment in Hydro-Power Projects.
4. Employment in Distilleries and Breweries.
5. Employment in Construction of Projects including Dams and Multi-purpose Projects.
6. Employment in Hospitals, Nursing Homes and Clinics other than Government Hospitals and dispensaries.
7. Employment in Private Educational Institutions including tutorial institutions and computer coaching centres excluding teaching staff.
8. Casual contingency employees engaged by Government, Semi-Government and Public Sector Undertakings which are not covered under the regularization policy of the State Government.
9. Employment in any other Industrial or manufacturing Units which are not listed.