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LABOUR & ESI DEPARTMENT

NOTIFICATION

The 18th July, 2024

No. 5308— LESI-LL1-III-0081-2017/LESI— Whereas, certain proposals to revise the minimum rates of wages payable to 89 Nos. of category of employees employed in scheduled employment were published as required under clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948) in the Extraordinary issue of the *Odisha Gazette* No. 565 dated the 13th March, 2024 under the notification of the Government of Odisha in the Labour & Employees' State Insurance Department No. 2278—LESI-LL1-III-0081/2017/LESI., dated the 13th March, 2024, inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Odisha Gazette*;

And, whereas, the Advisory Board appointed under section 7 of the said Act, has been consulted and the representations received within the period so specified in respect of the said proposal have been duly considered by the State Government;

Now, therefore, in exercise of the powers conferred by clause(b) of sub-section (1) of Section 3 read with Section 4 and sub-section (2) of Section 5 of the said Act and in supersession of all previous notifications issued in this regard, the State Government do hereby revise the minimum rates of wages payable to Unskilled, Semiskilled, Skilled, Highly Skilled categories of employees employed in 89 employments as mentioned in the Schedule to this notification in the whole of the State of Odisha to Rs.450.00, Rs.500.00, Rs.550.00 and Rs.600.00 per day respectively, with effect from the date of publication of this notification in the *Odisha Gazette*. The revised minimum rates of wages shall consist of the rates of wages as set out in column (4) of the Schedule to this notification and payable to the categories of employees as mentioned

in column (3) thereof. In addition to the said rates of wages, Variable Dearness Allowance (VDA) as admissible shall be declared at half-yearly interval i.e. on the 1st April and the 1st October of the year, at the rate of Rs. 2.60 paise per point rise in All India Consumer Price Index Number for Industrial Workers (base 2016-100) as may be notified by the Labour Commissioner, Odisha.

SCHEDULE

Sl. No.	Name of the Employment	Category of Employees	Revised minimum rates of wages per day
(1)	(2)	(3)	(4)
1.	Agriculture	Unskilled Semi-skilled Skilled Highly skilled	Rs. 450.00 Rs. 500.00 Rs. 550.00 Rs. 600.00
2.	Agarbati and Candle making Worker's Establishments		
3.	Automobile servicing, repairing garages and Workshops		
4.	Ayurvedic and Unani Pharmacy		
5.	Bakeries and Confectionaries including Biscuit making		
6.	Bamboo Forest Establishment		
7.	Brass and Bell Metal Industry		
8.	Carpet Weaving Industry		
9.	Cashew processing establishments		
10.	Cement pipe making and allied products industry		
11.	Ceramic and Pottery Industry		
12.	Chemical Industry		
13.	Cinema Industry and Film Production		
14.	Clay Pottery		
15.	Coir Industry		
16.	Collection of Sal Seeds		
17.	Construction or maintenance of Dams, Embankments, Irrigation Projects and Sinking of wells and tanks.		
18.	Construction or maintenance of roads or in building operations		
19.	Contingent and Casual Employees in Government and other establishments, Courier and Cargo Services		
20.	Cotton Ginning and Pressing Industry		
21.	Dispensary of Medical Practitioner in any establishment of Medical Consultant or in any Chemical or Pathological Laboratory, Private Nursing Homes, Private Medical College Hospitals, Super Specialty Hospitals, Clinic, Laboratory etc.		
22.	Distilleries		
23.	Domestic Workers (shall be calculated as per hours of work)		
24.	Electricity transmission, generation and distribution		
25.	Employment in NGO and Voluntary Social Organization		
26.	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators.		
27.	Finishing and Dying of yarn and fabrics, Painting, Knitting and Embroidery		
28.	Fisheries and Sea food Industry		
29.	Forest produce such as Genduli gum, Mahua making of coal and resin.		
30.	Foundry Industry with or without attached machine shop		
31.	Glass Industries		
32.	Gold and Silver Ornaments and Articles of artistic design		
33.	Graphite Industry including Beneficiation		
34.	Handloom and Hosiery		
35.	Hotels, Eating Houses and Restaurants		
36.	Ice Factory and Cold Storage		
37.	Jute Industry and Jute Twine Industry		
38.	Kendu Leaf Collection		
39.	Khadi Village Industries including manufacture of Khandasari and other products		
40.	Laundry including Dry-washing		
41.	Leather Industry		
42.	Liquefied Petroleum Gas manufacture and distribution		

(1)	(2)	(3)	(4)
43.	Local Authority	Unskilled Semi-skilled Skilled Highly skilled	Rs. 450.00 Rs. 500.00 Rs. 550.00 Rs. 600.00
44.	Manufacture of Brush and Brooms		
45.	Manufacture of Coke and Burning Coals		
46.	Manufacture of Cold drinks, Soda and other allied products		
47.	Manufacture of Electrical Bulbs and all allied electrical equipment		
48.	Manufacture of matches, fireworks and explosives		
49.	Manufacture of nails and pins		
50.	Manufacture of paints and varnishes		
51.	Manufacture of plastic products including toys		
52.	Manufacture of Radio by assembling with parts		
53.	Manufacture of ropes		
54.	Manufacture of Utensils including Aluminum and Hindalium products		
55.	Metal Industry(except the cottage and village scale units)		
56.	Major or Minor Engineering Industry including Sponge, Secondary Steel, Rolling Mills, Ferro Alloys, Metal Industries (employment less than 50 persons)		
57.	Motor body building		
58.	Minor Ports		
59.	Non-teaching staff of Private Educational Institution including ITI & Training Institute, Coaching Centre.		
60.	Oil Mill		
61.	Paper and Cardboard Industry		
62.	Petrol and Diesel Oil Pumps		
63.	Pharmaceutical Industry		
64.	Power loom Industry		
65.	Printing Press, DTP Centre and Offset Printing Press		
66.	Private Road Transport		
67.	Private Security Agencies and Private Security Services		
68.	Public Health Engineering		
69.	Public Motor Transport		
70.	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry		
71.	Refractory Industry		
72.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.		
73.	Rice Mill, Flour Mill, Dal Mill, Chuda mill and Masala Mill		
74.	Rubber and Rubber Products Industry		
75.	Salt Pans		
76.	Saw Mills		
77.	Shops, Commercial Establishments, Salon, Beauty Parlour, Spa, massaging centre, Xerox shop, STD booth, tent house, newspaper hawkers and newspaper establishments.		
78.	Siali leaf pluckers and Sal leaf pluckers		
79.	Soap and Detergent Manufactory		
80.	Social Forestry		
81.	Spinning Mills		
82.	Stone breaking or Stone crushing		
83.	Tamarind collection		
84.	Tile and Brick Making		
85.	Timber Trading (excluding felling and sawing)		
86.	Timber Trading (including felling and sawing)		
87.	Tobacco (including Bidi making) Manufactory		
88.	Trunks, Suitcase and Bucket manufactory		
89.	Wood works and furniture making industries		

Explanation:—For the purpose of this notification—

1. The minimum rates of wages are all inclusive rates including the basic rates, the cost of living allowances and the cash value of the concessional supply if any of essential commodities.
2. The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest.
3. The minimum rates of wages are applicable to the employees employed by contractors also.
4. The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category.
5. There shall not be any discrimination between male and female workers in the matters of payment of minimum wages in any category of employment.
6. (a) “Unskilled work” means work which involves simple operation requiring little or no skill or experience on the job.
(b) “Semi-skilled work” means work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes un-skilled supervisory work.
(c) “Skilled work” means work which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment; and
(d) “Highly Skilled work” means work which calls for a high degree of perfection and full competence in the performance of certain tasks, acquired through intensive technical or professional training or practical work experience for long years and also required for workers to assume full responsibility for the judgment or decisions involved in the execution of these tasks.
7. An adult employee shall work for eight hours per day excluding half an hour of rest.

By Order of the Governor
CHITHRA ARUMUGAM
Principal Secretary to Government