



**Report  
On The Working Of  
The Minimum Wages Act, 1948  
For The Year 2009**

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

## 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.

The Labour Bureau brings out an annual report on the working of the Minimum Wages Act, 1948. The present report pertains to the year 2009. 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. The 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.

**B.N.NANDA**  
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**CHANDIGARH/SHIMLA**  
**Dated the 4<sup>th</sup> March, 2011**

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## EXECUTIVE SUMMARY

- The present report on the working of the Minimum Wages Act, 1948 pertains to the year 2009.
- The report is based on the returns received from twelve States, four Union Territories and CLC (Central) for the year 2009. The rest of the States/Union Territories either submitted defective returns or did not submit returns at all.
- Bihar and Meghalaya were two States which added new employments to the schedule appended to the Act.
- Amongst the States, maximum number of scheduled employments (88) were reported from Bihar and the minimum number (4) were reported from Mizoram.
- In case of Union Territories, maximum number of scheduled employments were reported from Chandigarh (48) and the minimum were reported from Andaman & Nicobar Islands (6).
- There exists no uniformity in the wage structure across the various States/Union Territories as some states pay consolidated wages (Basic + Dearness Allowance) and the others report D.A. as a separate component.
- The Range of wages varies from 0 to Rs. 93.91. 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 Central Labour Commissioner (Central) i.e. Rs. 93.91.
- Highest minimum wages are being paid by the Central Labour Commissioner (Central) which stood at Rs. 203.00 in Area – A in the scheduled employments viz. (1) Construction/Maintenance of Roads and Building Operations

(2) Construction and Maintenance of Runways (3) Employment in laying of Underground electric, wireless, radio, television, telephone, telegraph and overseas communication cables and similar other underground cabling, electric lines, water supply lines and sewerage pipe lines (4) Loading and Unloading in Goods Sheds, Parcel Offices of Railways, other Goodsheds, Godowns, Warehouses, etc. and Docks and Ports (5) Maintenance of Buildings (6) Sweeping and Cleaning and (7) Watch and Ward and the lowest Rs. 80.00 are being paid in all the scheduled employment in the State of Arunachal Pradesh.

- Total of 242 different types of scheduled employments were reported where the minimum wage rates have been fixed by the States/Union Territories/CLC.
- The response rate in case of the establishments covered under the Act is as low as 0.17 per cent for Uttarakhand and as high as 92.66 per cent for Manipur.
- The highest number of inspections (228713) were reported from the state of Bihar and the lowest number were reported from Arunachal Pradesh (29).
- The highest number of irregularities were detected by the Central Labour Commissioner (161562) and the lowest (38) were observed in Manipur.
- The highest number of prosecutions were launched by the State of Gujarat (2058) and the lowest number of prosecutions launched were reported by Rajasthan (35) in the State sphere.
- The highest number of claims were preferred by the State of Bihar (20609) and the lowest were preferred by Andaman and Nicobar Islands (1).

# **REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948 FOR THE YEAR 2009**

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

**1.4.2** The Fair Wages Committee also recommended that the fair wage should be related with the productivity of labour. In this connection, it may be said that in India since the existing level of wages is unable to maintain the workers on subsistence plus standard, it is essential that the workers must be first assured a living wage and only after this minimum has been done, the wages should be related to the productivity. The Committee further recommended that the fair wage should be related with the prevailing rates of the wages, though in view of unduly low wages prevailing even in organized industries in the country, it laid 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 1943, 1944 and 1945. The last of these approved the enactment of minimum wages legislation in principle. On April 11, 1946, a Minimum Wages Bill was introduced in Parliament but the passage of the Bill was considerably delayed by the constitutional changes in India. It was, however, passed into an Act in March, 1948.

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

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

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

## **1.6.2 CONVENTION NO.26**

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

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

## **1.6.4 CONVENTION NO. 99**

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

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

## **1.6.6 CONVENTION NO.131**

### **FIFTY FOURTH SESSION (1970)**

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

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

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

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

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

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

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

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

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

### **1.7.4 REVISION**

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

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

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

(i) **COMMITTEE METHOD**

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

(ii) **NOTIFICATION METHOD**

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

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

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

### **1.7.7 ENFORCEMENT MACHINERY**

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

### **1.7.8 NATIONAL WAGE POLICY**

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

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

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

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

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

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

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

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

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

Group and its acceptance by the Central Advisory Board subsequently in its meeting held on 19.12.2003, national floor level minimum wage was revised upward to Rs. 66/- per day with effect from 1.02.2004 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 1.11.2009. The National Floor Level Minimum Wage, however, has no statutory backing. The State Governments are persuaded to fix minimum wages such that in none of the scheduled employments<sup>1</sup>, the minimum wage is less than National Floor Level Minimum Wage.

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

Following are the main provisions of the Act:-

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **2.6 INSPECTIONS**

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

## **2.7 CLAIMS**

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

## **2.8 AUTHORISED DEDUCTIONS**

The deductions can be made on account of:

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

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

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

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

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

**3.2.2** During the year 2009, two States namely Bihar and Meghalaya 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 2009, the minimum wages were fixed for the first time by the States of (A) Arunachal Pradesh in five scheduled employments: (1) Safai Karamcharis (2) Security Guard and Watch and Ward (3) Educational/Coaching Institutions (4) Hospitals, Nursing Homes, Dispensaries, Pharmacies and Consultation Clinics, etc. and (5) Distilleries and Brewing Units, (B) Bihar in six scheduled employments (1) Domestic Workers (2) Sale of Medicines (3) Papad Industry (4) Employment in Boating (5) Agarbati Industry and (6) Safai Karamcharis (excluding scavenging) and (C) Meghalaya in three scheduled employments (1) Safai Karamcharis (2) Employment in Registered Factories not elsewhere classified and (3) Employment under Government Authority (casual contingency employees).

### **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 16 States/Union Territories and CLC (Central) on Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2009. 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 Bihar which stood at 88 and the lowest number i.e. 4 were reported from Mizoram. In case of Union Territories, the maximum number of scheduled employments i.e. 48 were reported from Chandigarh and the minimum i.e. 6 from Andaman and Nicobar Islands. An analysis of the table also shows that there is no uniformity in the wage structure as some States pay consolidated wages (Basic + Dearness Allowance) and some are reporting D.A. as a separate component. Only 2 States, 1 U.T. and the CLC (Central) have linked wages to periodic revision of DA. Further, 13 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 31.12.2009 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 Bihar (88) followed by Rajasthan (62) and Punjab (60).

**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 Central Labour Commissioner (Central) i.e. Rs. 93.91.

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

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

- (a) to study the inter-State variations in the minimum wage rates in a particular scheduled employment and
- (b) to present the number and names of the States / U.Ts. fixing minimum wages for a particular employment at one place.

**3.6.2** It is clear from the Table that as on 31.12.2009 there were in all 242 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.80.00 per day were reported from the State of Arunachal Pradesh and Rs. 156.00 and Rs. 167.00 per day were prevalent in Andaman and Nicobar Islands respectively. Similarly in Bakery/Confectionery, minimum wage rates of Rs.100.00 were observed in the States of Meghalaya and Rs.157.36 per day were found in Chandigarh. Further in Construction/Maintenance of Building and Roads, minimum wage rates of Rs.80.00 per day were found in Arunachal Pradesh and Rs.156.00 and Rs. 167.00 per day were found in Andaman and Nicobar Islands respectively. In case of Dal/Flour/Rice Mills, minimum wage rates of Rs. 80.00 per day were reported from the State of Arunachal Pradesh and Rs. 157.36 per day was prevalent in Chandigarh. In the case of Stone Breaking and Stone Crushing, minimum wage rates of Rs. 80.00 per day were reported from the State of Arunachal Pradesh and Rs. 156.00 and Rs. 167.00 per day were found

in Andaman and Nicobar Islands respectively. In Forestry/Timber Operations and Social Forestry, minimum wage rates of Rs. 80.00 per day were reported from the State of Arunachal Pradesh and Rs. 151.00 per day were prevalent in the State of Haryana. The same pattern is observable in the other scheduled employments as well. Highest minimum wages are being paid by the Central Labour Commissioner (Central) which stood at Rs. 203.00 in Area – A in the scheduled employments viz. (1) Construction/Maintenance of Roads and Building Operations (2) Construction and Maintenance of Runways (3) Employment in laying of Underground electric, wireless, radio, television, telephone, telegraph and overseas communication cables and similar other underground cabling, electric lines, water supply lines and sewerage pipe lines (4) Loading and Unloading in Goods Sheds, Parcel Offices of Railways, other Goodsheds, Godowns, Warehouses, etc. and Docks and Ports (5) Maintenance of Buildings (6) Sweeping and Cleaning and (7) Watch and Ward and the lowest Rs. 80.00 are being paid in all the scheduled employment in the State of Arunachal Pradesh. Almost in all the scheduled employments the highest wages are being paid by the Central Labour Commissioner (Central) and lowest in the State of Arunachal Pradesh.

### **3.7 SUBMISSION OF RETURNS**

Details regarding the number of establishments covered under the Minimum Wages Act, 1948 and those submitting returns as well as average daily employment have been presented in Table 6. In the State sphere, the response rate was as low as 0.17 per cent in the State of Uttarakhand and as high as 92.66 per cent in Manipur.

### **3.8 INSPECTIONS**

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

**3.8.2** In the States/U.Ts. , the highest number of inspections (228713) were conducted in Bihar and highest number of irregularities (161562) were detected by Central Labour Commissioner . On the other hand, the lowest number of inspections (29) were conducted in Arunachal Pradesh as well as lowest number of irregularities (38) were observed in Manipur. In the State sphere, the highest number of prosecutions (2058) were launched in Gujarat whereas the lowest number of prosecutions were launched in Rajasthan (35). The highest number of claims preferred were in Bihar (20609) and lowest in Andaman and Nicobar Islands (1).

### 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 2009 has been given in Annexure- II.

### 3.10 LIMITATIONS OF THE DATA

The following States/U.Ts. have not submitted their returns for the year 2009 despite repeated reminders or have submitted defective returns and are, therefore, excluded.

<b>States/Union Territories which did not submit the returns</b>	<b>States/Union Territories which submitted defective returns</b>
<ol style="list-style-type: none"><li>1. Andhra Pradesh</li><li>2. Assam</li><li>3. Chattisgarh</li><li>4. Goa</li><li>5. Kerala</li><li>6. Madhya Pradesh</li><li>7. Maharashtra</li><li>8. Nagaland</li><li>9. Orissa</li><li>10. Sikkim</li><li>11. Tamil Nadu</li><li>12. Dadra and Nagar Haveli</li><li>13. Daman and Diu</li></ol>	<ol style="list-style-type: none"><li>1. Jharkhand</li><li>2. Karnataka</li><li>3. Tripura</li><li>4. Uttar Pradesh</li><li>5. West Bengal</li><li>6. Puducherry</li></ol>

**TABLE- 1**

**EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE  
APPENDED TO THE MINIMUM WAGES ACT, 1948  
DURING THE YEAR 2009**

<b>S.NO.</b>	<b>STATE / UNION TERRITORY</b>	<b>EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2009</b>
1.	Bihar	1. Domestic Workers
		2. Sale of Medicines
		3. Papad Industry
		4. Employment in Boating
		5. Agarbati Industry
		6. Safai Karamcharis (excluding scavenging)
2.	Meghalaya	1. Safai Karamcharis
		2. Employment in Registered Factories not elsewhere classified
		3. Employment under Government Authority (casual contingency employees).

**TABLE – 2****EMPLOYMENTS IN WHICH THE MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2009**

<b>S.NO.</b>	<b>STATE/ UNION TERRITORY</b>	<b>EMPLOYMENTS IN WHICH MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2009</b>	<b>MINIMUM WAGES FIXED PER DAY (In Rs.)</b>
1	2	3	4
1.	Arunachal Pradesh	1. Safai Karamcharis	80.00
		2. Security Guard and Watch and Ward	80.00
		3. Educational/Coaching Institutions	80.00
		4. Hospitals, Nursing Homes, Dispensaries, Pharmacies and Consultation Clinics, etc.	80.00
		5. Distilleries and Brewing Units	80.00
2.	Bihar	1. Domestic Workers	103.50
		2. Sale of Medicines	104.00
		3. Papad Industry	100.00
		4. Employment in Boating	100.00
		5. Agarbati Industry	100.00
		6. Safai Karamcharis (excluding scavenging)	100.00
3.	Meghalaya	1. Safai Karamcharis	100.00
		2. Employment in Registered Factories not elsewhere classified	100.00
		3. Employment under Government Authority (casual contingency employees).	100.00

TABLE 3

**TABLE 3**  
**MINIMUM WAGES FOR UNSKILLED WORKERS IN SCHEDULED EMPLOYMENTS**  
**AS ON 31.12.2009**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)			
		BASIC	D.A.	TOTAL	
<b>1.CHIEF LABOUR COMMISSIONER (CENTRAL)</b>					
1	Agriculture	Area - C	102.00	28.00	130.00
		Area - A	114.00	32.00	146.00
2	Asbestos Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
3	Barytes Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
4	Bauxite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
5	Construction / Maintenance of	Area - C	120.00	15.00	135.00
	Roads and Building operations	Area - A	180.00	23.00	203.00
6	China Clay Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
7	Copper Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
8	Construction and maintenance of	Area - C	120.00	15.00	135.00
	Runways	Area - A	180.00	23.00	203.00
9	Clay Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
10	Chromite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
11	Dolomite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
12	Employment in laying of Underground	Area - C	120.00	15.00	135.00
	electric, wireless, radio, television,	Area - A	180.00	23.00	203.00
	telephone, telegraph and overseas				
	communication cables and similar				
	other underground cabling, electric				
	lines, water supply lines and				
	sewerage pipe lines				
13	Fire Clay Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
14	Felspar Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
15	Gypsum Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
16	Graphite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT		MINIMUM WAGES ( Rs.)		
			BASIC	D.A.	TOTAL
17	Granite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
18	Gravel Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
19	Hematite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
20	Iron Ore Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
21	Kyanite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
22	Laterite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
23	Loading and Unloading in Goods-Sheds, Parcel Offices of Railways, other Goodsheds, Godowns, Warehouses, etc. and Docks and Ports	Area -C	120.00	15.00	135.00
		Area - A	180.00	23.00	203.00
24	Lignite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
25	Maintainance of Buildings	Area -C	120.00	15.00	135.00
		Area-A	180.00	23.00	203.00
26	Mica Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
27	Manganese Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
28	Magnesite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
29	Magnetite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
30	Marble and Calcite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
31	Ochre Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT		MINIMUM WAGES ( Rs.)		
			BASIC	D.A.	TOTAL
32	Quartz Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
33	Quartzite Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
34	Redoxide Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
35	Rock Phosphate Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
36	Stone Breaking and Stone Crushing		82.44	26.65	109.09
37	Stone Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
38	Steatite (including Mines producing Soap Stone and Talc) Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
39	Silica Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
40	Slate Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
41	Sweeping and Cleaning	Area C	120.00	15.00	135.00
		Area A	180.00	23.00	203.00
42	Watch and Ward	Area C	120.00	15.00	135.00
		Area A	180.00	23.00	203.00
43	Uranium Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
44	White Clay Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
45	Wolfram Mines	Above Ground	120.00	15.00	135.00
		Below Ground	150.00	19.00	169.00
			<b>AREA"A"</b>		
	Ahmedabad	(U.A.)	Greater Bombay	(U.A.)	Chennai (U.A.)
	Bangalore	(U.A.)	Hyderabad	(U.A.)	Nagpur (U.A.)
	Kolkata	(U.A.)	Kanpur	(U.A.)	Delhi(U.A.)
	Lucknow	(U.A.)			
			<b>AREA"B"</b>		
	Agra	(U.A.)	Ghaziabad	(U.A.)	Meerut (U.A.)
	Ajmer	(U.A.)	Gorakhpur	(U.A.)	Moradabad(U.A.)
	Aligarh	(U.A.)	Guwahati		Mysore(U.A.)
	Allahabad	(U.A.)	Guntur		Nasik(U.A.)

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT		MINIMUM WAGES ( Rs.)		
			BASIC	D.A.	TOTAL
	Amaravati	(U.A.)	Gwalior	(U.A.)	Pune(U.A.)
	Aurangabad	(U.A.)	Indore	(U.A.)	Patna(U.A.)
	Bareilly	(U.A.)	Hubli-Dharwad		Raipur
	Bhavnagar/Bhopal		Jabalpur	(U.A.)	Rajkot
	Bikaner		Jaipur	(U.A.)	Ranchi(U.A.)
	Bhubaneshwar		Jalandhar		Sholapur(U.A.)
	Amritsar		Jamshedpur	(U.A.)	Srinagar(U.A.)
	Calicut	(U.A.)	Jodhpur		Surat(U.A.)
	Chandigarh	U.A.)	Kolhapur	(U.A.)	Thiruvananthapuram (U.A.)
	Cochin	(U.A.)	Kalyan		Ulhasnagar
	Coimbatore	(U.A.)	Kota		Vadodara
	Cuttack	(U.A.)	Ludhiana		Varanasi(U.A.)
	Durgapur		Madurai	(U.A.)	Vijaywada
	Faridabad Complex				Vishakhapatnam (U.A.)
					Warangal
	<b>NOTE:</b>				
	Area: ' C' = will comprise all areas not mentioned in this list				
	U.A. = Urban Agglomeration				
	<b>2.ARUNACHAL PRADESH</b>				
1	Agriculture		80.00	-	80.00
2	Cement Industry		80.00	-	80.00
3	Cinema and Video Hall		80.00	-	80.00
4	Construction or Maintenance of Roads or Building Operation		80.00	-	80.00
5	Distrilleries and Brewing Units		80.00	-	80.00
6	Educational/Coaching Institutions		80.00	-	80.00
7	Employment in any bank in respect of which Govt.of Arunachal Pradesh is the appropriate Govt.to fix or revise the minimum wages		80.00	-	80.00
8	Employment under any Govt. Authority (Casual Contingency Employee)		80.00	-	80.00
9	Forest Operations		80.00	-	80.00
10	Hospital, Nursing Homes, Dispensaries, Pharmacies and consultation clinics		80.00	-	80.00
11	Load carrying i.e.Porter Porting Goods from One Area to Another Area		80.00	-	80.00
12	Loading and Un-Loading except under Department of Co-operation		80.00	-	80.00
13	Local Authority		80.00	-	80.00
14	Motor Mechanical Garage Including Tyre Retreading or Repairing Industry		80.00	-	80.00
15	Oil Mill		80.00	-	80.00
16	Plantation (Cinchona, Rubber, Tea & Coffee)		80.00	-	80.00
17	Printing Press		80.00	-	80.00
18	Printing Process by Lithography,photography or other similar work or book binding		80.00	-	80.00
19	Private co-operative society,welfare or voluntary organisation		80.00	-	80.00
20	Public Motor Transport		80.00	-	80.00
21	Residential Hotel, Restaurants or Eating House		80.00	-	80.00
22	Rice / Flour /Dal Mill		80.00	-	80.00
23	Safai Karamcharis		80.00	-	80.00
24	Saw ,Vaneer and Plywood Mills/Industry		80.00	-	80.00
25	Security Guard and Watch and Ward		80.00	-	80.00
26	Shops or Commercial Establishments		80.00	-	80.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)		
		BASIC	D.A.	TOTAL
27	Stone breaking or Stone crushing	80.00	-	80.00
28	Superior Kerosene/petrol/diesel oil delivery depot	80.00	-	80.00
29	Tobacco manufactory (including Bidi making industries)	80.00	-	80.00
30	Woollen Carpet making or Shawl Weaving establishments	80.00	-	80.00
<b>3.BIHAR</b>				
1	Agarbati Industry	100.00	-	100.00
2	Agriculture	99.00	-	99.00
3	Aluminium Industry	104.00	-	104.00
4	Asbestos Cement Industry	104.00	-	104.00
5	Automobile Engineering Workshops	104.00	-	104.00
6	Bakeries and Confectioneries	104.00	-	104.00
7	Bidi Making	104.00	-	104.00
8	Biscuit Industry	104.00	-	104.00
9	Book Binding Industry	104.00	-	104.00
10	Brick Manufactory	104.00	-	104.00
11	Cement and Hume Pipe, Electric Pole and Railway Sleeper Manufacturing Industry	104.00	-	104.00
12	Cement Prestressed Product Industry	104.00	-	104.00
13	Chemical and Pharmaceutical Industry	104.00	-	104.00
14	Cinema Industry	104.00	-	104.00
15	Coal Briquette Industry	104.00	-	104.00
16	Cold Storage	104.00	-	104.00
17	Construction, Maintenance of Roads or in Building Construction	104.00	-	104.00
18	Co-operative Sector	104.00	-	104.00
19	Courier Service	104.00	-	104.00
20	Dafti Card Board, Mill Board, Paper Board, Corrugated Board, Straw Board or Gatta Paper Board Manufacturing	104.00	-	104.00
21	Dairy and Poultry Farms	104.00	-	104.00
22	Dams Construction and Irrigation	104.00	-	104.00
23	Distilleries	104.00	-	104.00
24	Domestic Workers	103.50	-	103.50
25	Earth Cutting Operation	104.00	-	104.00
26	Educational, University, Research or Cultural Institutions	104.00	-	104.00
27	Electric and Other Types of Bulbs and Florescent Tubes Manufacturing Industry	104.00	-	104.00
28	Electro Casting and Metal Finishing Industry	104.00	-	104.00
29	Electronics Industry	104.00	-	104.00
30	Employment in Boating	100.00	-	100.00
31	Fire Bricks, Ceramics Industry and Refractories	104.00	-	104.00
32	Fisheries	104.00	-	104.00
33	Forestry and Timbering Operations	104.00	-	104.00
34	Foundry Industry	104.00	-	104.00
35	Frittered Rice	104.00	-	104.00
36	Glass Industry(excluding Glass Sheet)	104.00	-	104.00
37	Glass Sheet Industry	104.00	-	104.00
38	Gun Factories	104.00	-	104.00
39	Hair Cutting Saloons	104.00	-	104.00
40	Handloom Industry	104.00	-	104.00
41	Hard Coke Industry	104.00	-	104.00
42	Hosiery Manufactory	104.00	-	104.00
43	Hotels, Eating Houses and Restaurants	104.00	-	104.00
44	Icecream and Cold Drinks	104.00	-	104.00
45	Information Technology	104.00	-	104.00
46	Jute Industry and Similar Works	104.00	-	104.00
47	Khadi and Village Industry	104.00	-	104.00
48	Khandsari Industry	104.00	-	104.00
49	Lac Manufactory	104.00	-	104.00
50	Laundry and Washing	104.00	-	104.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT		MINIMUM WAGES ( Rs.)		
			BASIC	D.A.	TOTAL
51	Loading and Un-loading Operations		104.00	-	104.00
52	Manufacturing Of Gold and Silver Ornaments and articles of artistic design		104.00	-	104.00
53	Manufacturing of Leather Goods		104.00	-	104.00
54	Mica Works (Factory and Establishment excluding Mines)		104.00	-	104.00
55	Mineral Grinding Industry		104.00	-	104.00
56	Minor Engineering Industry (Excluding Automobile Engineering Workshops) employing less 50 workers		104.00	-	104.00
57	Minor Engineering Industry employing more than 50 workers		104.00	-	104.00
58	Oil Mills		104.00	-	104.00
59	Papad Industry		100.00	-	100.00
60	Paper Industry		104.00	-	104.00
61	Petrol and Diesel Pumps		104.00	-	104.00
62	Plastic Industry		104.00	-	104.00
63	Plucking and Processing of Tendu Leaves		104.00	-	104.00
64	Plywood Industry		104.00	-	104.00
65	Potteries Industry		104.00	-	104.00
66	Powerloom Industry		104.00	-	104.00
67	Printing Press		104.00	-	104.00
68	Private Ferries and L.T.C.		104.00	-	104.00
69	Private Hospitals, Nursing Homes and Clinics		104.00	-	104.00
70	Private Security		104.00	-	104.00
71	Public Motor Transport		104.00	-	104.00
72	Religious and Social Institutions		104.00	-	104.00
73	Rice , Flour or Dal Mills		104.00	-	104.00
74	Rolling of Iron Rods, Plates, Angles, etc. works		104.00	-	104.00
75	Rubber and Rubber compound Industry		104.00	-	104.00
76	Safai Karmacharis (excluding scavenging)		100.00	-	100.00
77	Sale of Medicines		104.00	-	104.00
78	Shops and Commercial Establishments		104.00	-	104.00
79	Shops Selling Cooked Food Stuff		104.00	-	104.00
80	Silk Industry including Manufactory from Pure Silk, Artificial Silk and other Staple Yarn		104.00	-	104.00
81	Sindur and Rang Manufacturing		104.00	-	104.00
82	Soap Making Industry		104.00	-	104.00
83	Stone Breaking or Stone Crushing		104.00	-	104.00
84	Tailoring Industry		104.00	-	104.00
85	Tanneries and Leather Technology		104.00	-	104.00
86	Tea Plantations		104.00	-	104.00
87	Wood works and Furniture		104.00	-	104.00
88	Woollen Carpet making or Shawl Weaving Establishments		104.00	-	104.00
<b>4.GUJARAT</b>					
1	Agarbatti making Industry		100.00	-	100.00
2	Agriculture	Wages Not Reported			
3	Automobile repairing workshops and Garages	Zone- I	132.90	9.60	142.50
		Zone- II	131.50	9.60	141.10
4	Bakeries	Zone- I	133.30	9.60	142.90
		Zone- II	132.60	9.60	142.20
		Zone-III	131.80	9.60	141.40
5	Bobin Industry	Zone-I	133.60	9.60	143.20
		Zone-II	133.00	9.60	142.60
6	Bone Crushing Industry		132.60	9.60	142.20

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)			
		BASIC	D.A.	TOTAL	
7	Brick Manufacturing Industry	Zone-I	120.10	9.60	129.70
		Zone-II	119.20	9.60	128.80
8	Cement Prestressed Products Industry		137.00	9.60	146.60
9	Construction or Maintenance of Roads or in Buildings Operation	Zone-I	135.50	9.60	145.10
		Zone-II	135.10	9.60	144.70
10	Cotton Ginning and Pressing Manufactory	Zone-I	138.40	9.60	148.00
		Zone-II	137.60	9.60	147.20
11	Dispensary of Medical practitioners	Zone-I	135.60	9.60	145.20
		Zone-II	134.50	9.60	144.10
12	Electronics and Allied or incidental Industries		136.20	9.60	145.80
13	Employment of non-teaching Staff in Private Non-grant-in-aided educational Institutions		152.00	9.60	161.60
14	Film Industry		132.30	9.60	141.90
15	Fisheries Industries		133.70	9.60	143.30
16	Forestry and Timber Operation		132.00	9.60	141.60
17	Hosiery Industry	Zone-I	136.90	9.60	146.50
		Zone-II	134.00	9.60	143.60
18	Hospitals and Nursing Homes	Zone-I	136.30	9.60	145.90
		Zone-II	135.10	9.60	144.70
19	Industrial Engineering Establishments ( more than 50 workers)	Zone-I	135.10	9.60	144.70
		Zone-II	134.40	9.60	144.00
		Zone-III	133.60	9.60	143.20
20	Industrial Engineering Establishments(less than 50 workers)	Zone-I	135.10	9.60	144.70
		Zone-II	134.40	9.60	144.00
		Zone-III	133.60	9.60	143.20
21	Jari Industry	Zone I	134.50	9.60	144.10
		Zone II	132.90	9.60	142.50
22	Khandsari Industry		133.30	9.60	142.90
23	Local Authorities (Municipality or Nagar Panchayat)	Zone I	136.30	9.60	145.90
		Zone II	135.50	9.60	145.10
		Zone III	134.50	9.60	144.10
24	Local Authorities (Municipal Corporation)		136.30	9.60	145.90
25	Employment under any Gram Panchayat		134.00	9.60	143.60
26	Manufacturing Process as defined under section 2(k) of the Factories Act 1948 not covered under any entry	Zone I	132.50	9.60	142.10
		Zone II	129.70	9.60	139.30
27	Oil Mills	Zone I	136.50	9.60	146.10
		Zone II	136.00	9.60	145.60
28	Petrol / Diesel pumps	Zone I	136.50	9.60	146.10
		Zone II	135.80	9.60	145.40

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)			
		BASIC	D.A.	TOTAL	
		Zone III	135.20	9.60	144.80
29	Pharmaceutical Industry	Zone I	135.40	9.60	145.00
		Zone II	134.50	9.60	144.10
		Zone III	133.80	9.60	143.40
30	Plastic Industry	Zone I	134.00	9.60	143.60
		Zone II	132.60	9.60	142.20
31	Potteries Industry		134.30	9.60	143.90
32	Powerloom Industry	Zone I	135.50	9.60	145.10
		Zone II	135.00	9.60	144.60
33	Printing by letter press lithography, photogravure or book binding	Zone I	135.40	9.60	145.00
		Zone II	134.90	9.60	144.50
		Zone III	134.50	9.60	144.10
34	Private Security Guard Services	Zone I	94.00	29.60	123.60
		Zone II	93.00	29.60	122.60
35	Public Motor Transport		140.50	9.60	150.10
36	Pulp and Paper or Paper Board Manufactory		133.60	9.60	143.20
37	Ready-made Garments and tailoring Establishments.	Zone I	135.50	9.60	145.10
		Zone II	134.30	9.60	143.90
		Zone III	133.00	9.60	142.60
38	Residential Hotels, Restaurants, or Eating House	Zone I	135.10	9.60	144.70
		Zone II	134.40	9.60	144.00
		Zone III	134.00	9.60	143.60
39	Rice, Flour or Dal Mills	Zone I	136.50	9.60	146.10
		Zone II	134.70	9.60	144.30
		Zone III	134.00	9.60	143.60
40	Roof Tiles Manufactory		132.60	9.60	142.20
41	Rubber and Rubber Products Industry		133.30	9.60	142.90
42	Salt Pan Industry		140.60	9.60	150.20
43	Shops and Commercial Establishments	Zone I	135.70	9.60	145.30
		Zone II	135.00	9.60	144.60
		Zone III	134.40	9.60	144.00
44	Soap Making Industry	Zone I	135.80	9.60	145.40
		Zone II	134.30	9.60	143.90
45	Stone Breaking or Stone Crushing	Zone I	133.00	9.60	142.60
		Zone II	132.20	9.60	141.80
		Zone III	131.10	9.60	140.70
46	Sugar Cane Cutting (per tonne)	Wages Not Reported			
47	Sugar Industry		135.10	9.60	144.70
48	Tanneries and Leather Manufactory	Zone I	137.10	9.60	146.70
		Zone II	136.30	9.60	145.90
49	Textile Processing and Pre Weaving Industry	Zone I	136.70	9.60	146.30

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)		
		BASIC	D.A.	TOTAL
	Zone II	136.20	9.60	145.80
50	Tobacco processing Establishments	133.60	9.60	143.20
51	Tobacco(including Beedi making) Manufactory	132.00	9.60	141.60
	Zone II	131.60	9.60	141.20
52	Tube-well drilling operations and maintenance	136.20	9.60	145.80
53	Woollen Carpet making or Shawl Weaving Establishments	137.80	9.60	147.40
<b>5.HARYANA</b>				
1	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	151.00	-	151.00
2	Agriculture	151.00	-	151.00
3	Any Manufacturing process wherein Manufacturing Process as defined under Section 2(k) of the Factories Act,1948	151.00	-	151.00
4	Any Shop or Commercial Establishment other than covered under any of the entries in the Schedule	151.00	-	151.00
5	Asbestos Cement Factories and other Cement Products	151.00	-	151.00
6	Automobile repair workshop	151.00	-	151.00
7	Ayurvedic & Unani Pharmaceuticals	151.00	-	151.00
8	Brick Kiln Industry	151.00	-	151.00
9	Chemical and Distillery Industry	151.00	-	151.00
10	Cinema Industry	151.00	-	151.00
11	Contractor's Establishments of Forest Department	151.00	-	151.00
12	Co-operative Credit and Service Societies and Mini Banks	151.00	-	151.00
13	Cotton Ginning & pressing Industry	151.00	-	151.00
14	Construction and Maintenance of Road and Building Operation	151.00	-	151.00
15	Electronics and allied or incidental Industries	151.00	-	151.00
16	Electroplating using salts or chromium, nickle or any other compound and connected buffing and polishing Industry	151.00	-	151.00
17	Ferrous Metal Rolling and Re-rolling Industry	151.00	-	151.00
18	Food Products, Dairy Products, Grain Mills Products and Bakery Products	151.00	-	151.00
19	Forestry or any other development work related thereto	151.00	-	151.00
20	Foundries with or without attached Machine Shops	151.00	-	151.00
21	Glass, Glass Fibre and Glass Processing Industry	151.00	-	151.00
22	Hospital and Nursing Homes	151.00	-	151.00
23	Local Authorities	151.00	-	151.00
24	Manufacture of Khandsari, Gur and Shakkar	151.00	-	151.00
25	Manufacturing of Soap in any form,other washing Products, Synthetic detergents and Cosmetics	151.00	-	151.00
26	Non-Ferrous Metal Rolling	151.00	-	151.00
27	Oil Mills	151.00	-	151.00
28	Operation of Tubewell	151.00	-	151.00
29	Public Works Department (Irrigation)	151.00	-	151.00
30	Public Works Department (Public Health)	151.00	-	151.00
31	Packing Industry	151.00	-	151.00
32	Paper Cardboard and Typewriter Ribbon Industry	151.00	-	151.00
33	Petrol and Diesel Oil Pumps	151.00	-	151.00
34	Plastic Industries	151.00	-	151.00
35	Potteries, Ceramics and Refractory Industry	151.00	-	151.00
36	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	151.00	-	151.00
37	Private Printing Presses	151.00	-	151.00
38	Public Motor Transport	151.00	-	151.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)		
		BASIC	D.A.	TOTAL
39	Rags Cleaning and Sorting	151.00	-	151.00
40	Readymade Garments	151.00	-	151.00
41	Rice Mills, Flour Mills and Dal Mills	151.00	-	151.00
42	Rubber Industry	151.00	-	151.00
43	Saw Mills and Timber Trade Industry	151.00	-	151.00
44	Scientific Industry	151.00	-	151.00
45	Shops and Commercial Establishments	151.00	-	151.00
46	Stone Breaking and Stone Crushing	151.00	-	151.00
47	Tailoring, Stitching and Embroidery Establishments	151.00	-	151.00
48	Tanneries and Leather Manufacturing	151.00	-	151.00
49	Textiles Industry	151.00	-	151.00
50	Woollen Carpet making or Shawl Weaving Establishments run on Powerloom or Handloom	151.00	-	151.00
<b>6.HIMACHAL PRADESH</b>				
1	Agriculture	110.00	-	110.00
2	Chemicals and Chemical Products	100.00	-	100.00
3	Construction or Maintenance of Roads or in Building Operations	100.00	-	100.00
4	Engineering Industries	100.00	-	100.00
5	Forestry Industry	100.00	-	100.00
6	Hotels and Restaurants	100.00	-	100.00
7	Establishments with Manufacturing Process as defined in clause (k) of Section 2 of Factories Act., 1948	100.00	-	100.00
8	Private Educational Institutions	100.00	-	100.00
9	Public Motor Transport	100.00	-	100.00
10	Shops and Commercial Establishments	100.00	-	100.00
11	Stone Breaking and Stone Crushing	100.00	-	100.00
12	Tea Plantations	100.00	-	100.00
<b>7.JAMMU &amp; KASHMIR</b>				
1	Auto Body Fabrication	110.00	-	110.00
2	Embroidery including Chain Stitching	110.00	-	110.00
3	Hair Cutting Saloons	110.00	-	110.00
4	Ice Factory and Cold Storage	110.00	-	110.00
5	Light Engineering Works.	110.00	-	110.00
6	Local Authority, Municipalities and Town Area Committees.	110.00	-	110.00
7	Manufacturing & Tailoring of Garments	110.00	-	110.00
8	Manufacturing of Arms & Ammunition	110.00	-	110.00
9	Manufacturing of Drinks & Breweries	110.00	-	110.00
10	Manufacturing of Food Products	110.00	-	110.00
11	Manufacturing of Medicines & Hospitals Equipments	110.00	-	110.00
12	Manufacturing of Metal Steel Utensils	110.00	-	110.00
13	Manufacturing of Soap & Detergents	110.00	-	110.00
14	Manufacturing of Sports Goods.	110.00	-	110.00
15	Manufacturing of Wood Products	110.00	-	110.00
16	Motor Transport	110.00	-	110.00
17	Oil Mills(including Kohloos)	110.00	-	110.00
18	Private Brick and Tile Making	110.00	-	110.00
19	Private Transport Industries	110.00	-	110.00
20	Rosin and Terpentine Products	110.00	-	110.00
21	Shops & Establishments	110.00	-	110.00
22	Silicate & Chemical Works	110.00	-	110.00
23	Steel Metal Rolling Works	110.00	-	110.00
24	Stone Breaking or Stone Crushing	110.00	-	110.00
25	Tanneries,Leather Manufacturing	110.00	-	110.00
26	Wood Carving	110.00	-	110.00
27	Woollen Carpet Making or Shawl Weaving	110.00	-	110.00
28	Workshops	110.00	-	110.00
<b>8.MANIPUR</b>				
1	Agriculture	81.40	-	81.40

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)		
		BASIC	D.A.	TOTAL
2	Construction or Maintenance of Roads or Building Operations	81.40	-	81.40
3	Dam Construction and Irrigation works	81.40	-	81.40
4	Generation, Transmission, Distribution and Supply of Electricity or any other form of power	81.40	-	81.40
5	Maintenance of Silk Worm Plants in the Sericulture Farms	81.40	-	81.40
6	Manufacture of Dolls, Toys, Brass and Bell Metal	81.40	-	81.40
7	Metal and Alloy Industries	81.40	-	81.40
8	Plantation of Silk Worm Food Plants for Silk Worms (I.e. Mulberry, Oak, Tasar, Caster etc.)	81.40	-	81.40
9	Preparation of Soil, Land Development and other Agricultural Operations	81.40	-	81.40
10	Public Motor Transport	81.40	-	81.40
11	Shops and Establishments	81.40	-	81.40
12	Spinning, Dyeing, Finishing and Bleaching of Silk Pinafibre	81.40	-	81.40
13	Water Supply(Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	81.40	-	81.40
14	Wood / Bamboo, Cane furniture and fixtures	81.40	-	81.40
15	Wool Spinning and Knitting in Handloom or Cotton Spinning in Mills or Handloom.	81.40	-	81.40
<b>9.MEGHALAYA</b>				
1	Agriculture	100.00	-	100.00
2	Animal Husbandry and Veterinary	100.00	-	100.00
3	Bakery	100.00	-	100.00
4	Candle and Wax industry	100.00	-	100.00
5	Construction of Roads and Building Operations	100.00	-	100.00
6	Construction, Generation and Distribution of Power, Water Supply, Land Development, Excavation and Reclamation	100.00	-	100.00
7	Engineering Industry ( Motor Workshop etc.)	100.00	-	100.00
8	Employment in Registered Factories not elsewhere classified	100.00	-	100.00
9	Employment under Government Authority (casual contingency employees)	100.00	-	100.00
10	Forestry	100.00	-	100.00
11	Fruit Preservation	100.00	-	100.00
12	Furniture Industry	100.00	-	100.00
13	Hotels and Restaurants	100.00	-	100.00
14	Local Authority	100.00	-	100.00
15	Mines and Minerals	100.00	-	100.00
16	Plywood Industry	100.00	-	100.00
17	Printing Press	100.00	-	100.00
18	Public Motor Transport	100.00	-	100.00
19	Sales, Distribution and Handling of Petroleum Products	100.00	-	100.00
20	Saw Mills Industry	100.00	-	100.00
21	Safai Karamcharis	100.00	-	100.00
22	Sericulture and Weaving	100.00	-	100.00
23	Shops and Establishments	100.00	-	100.00
24	Soil Conservation ( Workers engaged in plantation, reclamation etc.)	100.00	-	100.00
25	Steel Fabrication and Concrete Products (including Brick Making)	100.00	-	100.00
26	Stone Breaking and Stone Crushing Operations	100.00	-	100.00
27	Tailoring	100.00	-	100.00
<b>10.MIZORAM</b>				
1	Agriculture	132.00	-	132.00
2	Construction of Roads and Buildings	132.00	-	132.00
3	Industry	132.00	-	132.00
4	Transport	132.00	-	132.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)		
		BASIC	D.A.	TOTAL
<b>11.PUNJAB</b>				
1	Agricultural Implements,Machine tools and General Engineering including Cycle and Electrical goods Industry	130.71	-	130.71
2	Agriculture	136.79	-	136.79
3	Ahatas attached to Wine and Liquor Shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated water	130.71	-	130.71
4	Automobile Repair Shops and Service Stations not attached with any Public Motor Transport Company	130.71	-	130.71
5	Ayurvedic and Unani Pharmacies	130.71	-	130.71
6	Bakeries including Biscuits Making Establishments	130.71	-	130.71
7	Brick Kiln Industry	130.71	-	130.71
8	Cement Pipe Making Industries	130.71	-	130.71
9	Chemical and Distillery Industry	130.71	-	130.71
10	Cinema Industry	130.71	-	130.71
11	Construction or maintenance of Roads or Building Operations	130.71	-	130.71
12	Contractors' Establishments of forest department	130.71	-	130.71
13	Cotton Ginning and Pressing Factories	130.71	-	130.71
14	Dealer in tent, crockery and household goods	130.71	-	130.71
15	Dealers dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing Fixture and fitting of Metals	130.71	-	130.71
16	Dealers in Books selling, Stationers and Book Binding	130.71	-	130.71
17	Dealers in Electricals and Electrical Goods including Television, Radio, Gramophone, Public Address Equipments and Watch, Clock and repair shops	130.71	-	130.71
18	Dealers in footwear and travel goods like suitcases, bags etc.,	130.71	-	130.71
19	Dealers in Medicines and Chemicals	130.71	-	130.71
20	Dealers in Photographic and Optical Goods	130.71	-	130.71
21	Electro-plating by using salt of chromium, nickle or any other compound and connected buffing and polishing Industry	130.71	-	130.71
22	Establishments defined under Section 2 (1) (viii) of the Punjab Shops and Commercial Establishments Act, 1958	130.71	-	130.71
23	Forestry and Logging	130.71	-	130.71
24	Foundaries with or without attached Machine Shops	130.71	-	130.71
25	Hair Dressing such as those done by Barbers, Hair Dressing Saloons and Beauty Shops	130.71	-	130.71
26	Hotels, Restaurants, Tea stalls and Halwais	130.71	-	130.71
27	Ice Factories and Cold Storages	130.71	-	130.71
28	Laundry Services and Cleaning and Dyeing Plant	130.71	-	130.71
29	Local Authority	130.71	-	130.71
30	Manufacture of Pulp, Paper and Paper Boards and Straw Boards including News Print	130.71	-	130.71
31	Manufacturing and refining of Sugar (Vaccum Pan Sugar Factories)	130.71	-	130.71
32	Manufacturing Process as defined under Sub Section 2 (k) of the Factories Act,1948	130.71	-	130.71
33	Metal Rolling and Re-rolling Industry (Ferrous and Non-Ferrous), Brass,Copper and Aluminium Utensils making Industries	130.71	-	130.71
34	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais Shops	130.71	-	130.71
35	Motor Body Builders	130.71	-	130.71
36	Oil Mills	130.71	-	130.71
37	Operation of Tubewell Industry	130.71	-	130.71
38	P.W.D.(Irrigation)	130.71	-	130.71

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)		
		BASIC	D.A.	TOTAL
39	P.W.D.(Public Health)	130.71	-	130.71
40	Petroleum Supply Stations Establishments	130.71	-	130.71
41	Potteries, Ceramics and refractory Industry	130.71	-	130.71
42	Private Educational Institutions	130.71	-	130.71
43	Private Hospitals, Clinics, Dispensaries, Nursing Homes and Medical Shops	130.71	-	130.71
44	Private Press	130.71	-	130.71
45	Public Motor Transport Industry	130.71	-	130.71
46	Rice, Flour or Dal Mills	130.71	-	130.71
47	Rubber Industry	130.71	-	130.71
48	Saw Mills and Timber Trade	130.71	-	130.71
49	Scientific Industries	130.71	-	130.71
50	Shops and Commercial Establishments	130.71	-	130.71
51	Soap Making and Sillicate Manufacturing Establishments	130.71	-	130.71
52	Sports goods Industry	130.71	-	130.71
53	Starch Manufacturing	130.71	-	130.71
54	Stone Breaking or Stone Crushing	130.71	-	130.71
55	Surgical and Clinical Instruments making Industries	130.71	-	130.71
56	Tailors and Ready-made Garments Manufacturers	130.71	-	130.71
57	Tanneries and Leather Manufactories	130.71	-	130.71
58	Textile Industry (including employment in Woollen Carpet making or Shawl Weaving establishments)	130.71	-	130.71
59	Utensil Shops	130.71	-	130.71
60	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	130.71	-	130.71
<b>12.RAJASTHAN</b>				
1	Agriculture	100.00	-	100.00
2	Automobile Workshops	100.00	-	100.00
3	Brick Kiln Industry	100.00	-	100.00
4	Cable Operater & Allied service	100.00	-	100.00
5	Cement Prestressed Products	100.00	-	100.00
6	Cinema Industries	100.00	-	100.00
7	Cold Storage	100.00	-	100.00
8	Computer Hardware Industry and Services	100.00	-	100.00
9	Construction or Maintenance of Roads or Building Operations	100.00	-	100.00
10	Cotton Dyeing, Printing and Washing factories	100.00	-	100.00
11	Cotton Ginning and Pressing Factories	100.00	-	100.00
12	Cotton Waste Spinning Factories	100.00	-	100.00
13	Domestic Workers	81.00	-	81.00
14	Electrical Production, Distribution and supply etc.	100.00	-	100.00
15	Employment in Draught relief works	100.00	-	100.00
16	Engineering Industries	100.00	-	100.00
17	Glass and Chinaware	60.00	52.42	112.42
18	Employment in Gota Kinari and Lappa Establishments	100.00	-	100.00
19	Government Offices contingency and works	100.00	-	100.00
20	Handloom Industries	100.00	-	100.00
21	Hotels and Restaurants	100.00	-	100.00
22	Irrigation Works	100.00	-	100.00
23	Jute Patti Industry	100.00	-	100.00
24	Khadi , Handicrafts & Village Industry	100.00	-	100.00
25	L.P.G. Distribution and Allied Services	100.00	-	100.00
26	Local Authority	100.00	-	100.00
27	Manufacturing of Cold Drinks, Soda & Allied Products	100.00	-	100.00
28	Marketing and Consumer Co-operative Societies	100.00	-	100.00
29	Metal Foundries & General Engineering Industry	100.00	-	100.00
30	Mica Works (Except Mica Mines)	100.00	-	100.00
31	Non- Govt. Organisations	100.00	-	100.00
32	Oil Mills	100.00	-	100.00
33	Papad Udyog		Piece Rated	

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)		
		BASIC	D.A.	TOTAL
34	Pesticides, Chemicals and Pharmaceuticals	100.00	-	100.00
35	Petrol Pumps and Allied Services	100.00	-	100.00
36	Powerloom Factories	100.00	-	100.00
37	Printing Press	100.00	-	100.00
38	Public Health Engineering Department	100.00	-	100.00
39	Public Motor Transport	100.00	-	100.00
40	Public Works Department	100.00	-	100.00
41	Pvt. Educational Institutions	100.00	-	100.00
42	Pvt.Hospital and Nursing Homes	100.00	-	100.00
43	Registered Factories which are not covered under any Scheduled Employment	100.00	-	100.00
44	Rice, Flour or Dal Mills	100.00	-	100.00
45	Rural Development Department sponsored employment generation Scheme( Jawahar Rozgar Yojana)	100.00	-	100.00
46	S.T.D., I.S.D.,P.C.O.and Allied Services	100.00	-	100.00
47	Salt Industry	60.00	52.42	112.42
48	Shops and Commercial Establishments	100.00	-	100.00
49	Small Scale Industries	100.00	-	100.00
50	Soap Stone Factories	100.00	-	100.00
51	Stone Breaking or Stone Crushing	60.00	52.42	112.42
52	Sugar Pan Industry(without mechanical Power)	100.00	-	100.00
53	Sweeper and Sanitation Works (not elsewhere classified)	100.00	-	100.00
54	Tailoring and Garments Industries	100.00	-	100.00
55	Taxis, Autorickshaws and Travelling Agencies	100.00	-	100.00
56	Textiles Industries, etc.	100.00	-	100.00
57	Tiles Manufacturing & Potteries Industry	100.00	-	100.00
58	Tobacco			
	(I) Bidi	-	Piece Rated	-
	(ii) Tobacco	60.00	52.42	112.42
59	Wood Works and Furniture Manufacturing	100.00	-	100.00
60	Wool Cleaning and Pressing factories	100.00	-	100.00
61	Woollen Carpet Weaving and Shawl Weaving Establishments	60.00	52.42	112.42
62	Woollen Spinning and Weaving Factories	100.00	-	100.00
<b>13.UTTARAKHAND</b>				
1	Aerated Drinks	92.50	28.77	121.27
2	Agriculture	100.00	6.25	106.25
3	Allopathic, Unani or Ayurvedic Pharmacy	90.19	28.77	118.96
4	Asbestos, Cement Factory and other Cement Products	90.39	28.77	119.16
5	Automobile Repair Workshops	93.27	28.77	122.04
6	Book Binding	90.39	28.77	119.16
7	Brick Kiln	67.50	28.77	96.27
8	Bakeries and Biscuits	90.39	28.77	119.16
9	Carpet Manufacturing	48.08	82.11	130.19
10	Chicken Work Manufactory	90.39	28.77	119.16
11	Cinema Industry	90.39	28.77	119.16
12	Clubs	90.39	28.77	119.16
13	Cold Storages	90.39	28.77	119.16
14	Construction of Dams, Irrigation, Wells and Pond Digging	92.50	28.77	121.27
15	Construction and Maintenance of Roads or Building Operations	90.39	28.77	119.16
16	Dairy and Dairy Products	92.50	28.77	121.27
17	Employment in Dharamshalas	92.50	28.77	121.27
18	Employments in any other registered Factories not elsewhere classified	92.50	28.77	121.27
19	Engineering Industry employing less than 50 workers	92.50	28.77	121.27
20	Engineering Industry employing (i) 50 to 500 workers.	97.50	61.11	158.61
	(ii) employing more than 500 workers.	102.31	64.12	166.43
21	Forestry	90.77	28.77	119.54

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)			
		BASIC	D.A.	TOTAL	
22	Foundaries	92.50	28.77	121.27	
23	Fruit Juice	92.50	28.77	121.27	
24	Handloom / Powerloom Industry	25.00	84.46	109.46	
25	Hosiery Industry	96.93	28.77	125.70	
26	Hotels and Restaurants	85.58	28.77	114.35	
27	Ice Manufactory	90.39	28.77	119.16	
28	Ice Candy / Ice Cream Manufactory	90.39	28.77	119.16	
29	Khandsari Manufactory	20.00	64.35	84.35	
30	Laundry and Washing	90.39	28.77	119.16	
31	Libraries	90.58	28.77	119.35	
32	Manufacturing of Small/Miniature				
	(i) Bulbs	90.39	28.77	119.16	
	(ii) Glass Products	93.27	28.77	122.04	
33	Match Manufactory	90.39	28.77	119.16	
34	Mechanical Transport Workshops	93.27	28.77	122.04	
35	Metal Industry	92.50	28.77	121.27	
36	Oil Mills	90.39	28.77	119.16	
37	Petrol & Diesel Pumps	92.50	28.77	121.27	
38	Plywood Manufacturing	92.50	28.77	121.27	
39	Potteries, Ceramic or Refractory	90.39	28.77	119.16	
40	Private Clinics and Medical Equipment shops	92.50	28.77	121.27	
41	Private Coaching Classes and Private Schools	90.39	28.77	119.16	
42	Private Printing Press	93.27	28.77	122.04	
43	Plastic and Plastic Products	92.50	28.77	121.27	
44	Public Motor Transport	93.27	28.77	122.04	
45	Readymade Garments	92.50	28.77	121.27	
46	Rice, Flour or Dal Mills	90.39	28.77	119.16	
47	Rubber and Rubber Products	92.50	28.77	121.27	
48	Shops & Commercial Establishments	90.39	28.77	119.16	
49	Stone Breaking or Stone Crushing	90.39	28.77	119.16	
50	Sweet Industry	92.50	28.77	121.27	
51	Tailoring Industry	90.39	28.77	119.16	
52	Tea Plantations	58.00	27.75	85.75	
53	Textile Printing	90.39	28.77	119.16	
54	Tin Plate shaping and tin printing	92.50	28.77	121.27	
55	Tobacco Manufactory	38.00	87.54	125.54	
56	Washing Soap, Silicate etc.	20.00	64.35	84.35	
57	Wood Carving, Wooden Furniture and Saw Mills	37.39	84.46	121.85	
58	Woolen Blankets Manufactory	20.00	64.35	84.35	
<b>14. ANDAMAN AND NICOBAR ISLANDS</b>					
1	Agriculture	A	156.00	-	156.00
		N	167.00	-	167.00
2	Construction or Maintenance of road or in Building Operations including Stone Breaking and Stone Crushing	A	156.00	-	156.00
		N	167.00	-	167.00
3	Loading & Unloading Sector	A	156.00	-	156.00
		N	167.00	-	167.00
4	Private Educational Institutions	A	156.00	-	156.00
		N	167.00	-	167.00
5	Shops and Commercial Establishments including Residential Hotels and Restaurants	A	173.27	-	173.27
		N	186.04	-	186.04
6	Wood Based Industries	A	156.00	-	156.00
		N	167.00	-	167.00
A =	ANDAMAN				
N =	NICOBAR				
<b>15. CHANDIGARH</b>					

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)		
		BASIC	D.A.	TOTAL
1	Agricultural Implements, Machine Tools and General Engineering including Cycle Parts & Electrical Goods Industry	157.36	-	157.36
2	Agriculture	157.36	-	157.36
3	Any establishment as defined under Section 2(1)(VIII) of the Punjab Shops and Commercial Establishments Act,1958	157.36	-	157.36
4	Asbestos Cement and Concrete Products	157.36	-	157.36
5	Automobile Repair Shops and Service Stations	157.36	-	157.36
6	Bakeries and Confectioneries Establishments	157.36	-	157.36
7	Book Selling Establishments	157.36	-	157.36
8	Brick Kiln Industry	157.36	-	157.36
9	Chemical and Distillery Industry	157.36	-	157.36
10	Chemist and Drug Shops	157.36	-	157.36
11	Cinema Industry	157.36	-	157.36
12	Construction or Maintenance of Roads or Building Operations	157.36	-	157.36
13	Contractors' Establishment of Forest Department	157.36	-	157.36
14	Crockery Trade Establishments	157.36	-	157.36
15	Dairy and Dairy Products	157.36	-	157.36
16	Electronic Goods Manufacturing and Selling Establishments	157.36	-	157.36
17	Electroplating by using salt of Chromium, Nickle or any other compound and connected buffing and polishing Industry	157.36	-	157.36
18	Employment in any manufacturing Process as defined under Section 2(k) of the Factories Act.,1948	157.36	-	157.36
19	Employment in grass cutting	157.36	-	157.36
20	Employment in Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	157.36	-	157.36
21	Ferrous Metal Rolling and Re-rolling Mills	157.36	-	157.36
22	Foundries with or without attached Machine Shops	157.36	-	157.36
23	Hair Cutting Saloons and Beauty Parlours	157.36	-	157.36
24	Hardware and Building Material Shops	157.36	-	157.36
25	Hotels, Restaurants, Tea Stalls and Halwais	157.36	-	157.36
26	House Hold Goods Establishments	157.36	-	157.36
27	Ice Factories and Cold Storage	157.36	-	157.36
28	Meat Selling Establishments	157.36	-	157.36
29	Oil Mills	157.36	-	157.36
30	Paper Board and Packing Material Manufacturing Establishments	157.36	-	157.36
31	Petrol, Diesel and Kerosene Oil Pumps	157.36	-	157.36
32	Plastic and PVC goods Industry	157.36	-	157.36
33	Private Hospitals including Nursing Homes, Dispensaries etc. or a Medical Practitioner in any establishment or a Chemical or Pathological Laboratory	157.36	-	157.36
34	Private Press	157.36	-	157.36
35	Public Motor Transport Industry	157.36	-	157.36
36	Rice Mills, Flour Mills and Dal Mills	157.36	-	157.36
37	Rubber Industry	157.36	-	157.36
38	Saw Mills	157.36	-	157.36
39	Shops and Commerical Establishments	157.36	-	157.36
40	Soap Manufacturing Industry	157.36	-	157.36
41	Soft Drinks and Aerated Water	157.36	-	157.36
42	Stone Breaking or Stone Crushing	157.36	-	157.36
43	Tailoring , Stiching and Embroidery Establishments	157.36	-	157.36
44	Tanneries / Leather Manufacturing	157.36	-	157.36
45	Tent dealers Establishments	157.36	-	157.36
46	Textile Industry	157.36	-	157.36
47	Timber Trade	157.36	-	157.36
48	Vegetable and Fruit Shops	157.36	-	157.36
<b>16.DELHI</b>				

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES ( Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	152.00	-	152.00
2	Automobile Engineering	152.00	-	152.00
3	Brick Kiln Industry	152.00	-	152.00
4	Cement Working Establishments	152.00	-	152.00
5	Chemicals	152.00	-	152.00
6	Clubs	152.00	-	152.00
7	Confectionery and Dairy products, food preservation etc.	152.00	-	152.00
8	Construction or Maintenance of Roads or in Building Operations	152.00	-	152.00
9	Dal and Flour Mills	152.00	-	152.00
10	Delhi Transport Corporation	152.00	-	152.00
11	Employment in all registered factories not covered by the employments elsewhere	152.00	-	152.00
12	Foundaries	152.00	-	152.00
13	Hospital and Nursing Homes not carried on by Govt. or Local Authorities	152.00	-	152.00
14	Ice Factories / Cold Storage	152.00	-	152.00
15	Laundry Services and Cleaning and Dyeing Plants i.e Factory/Shops	152.00	-	152.00
16	Local Authorities	152.00	-	152.00
17	Radio including assembling of Radio parts.	152.00	-	152.00
18	Metal Working Establishments	152.00	-	152.00
19	Oil Mills	152.00	-	152.00
20	Plastic, Rubber, PVC including Cable	152.00	-	152.00
21	Pottery Industry	152.00	-	152.00
22	Printing Press	152.00	-	152.00
23	Private unrecognised Teaching Institutions	152.00	-	152.00
24	Public Motor Transport	152.00	-	152.00
25	Ready-made Garments	152.00	-	152.00
26	Shops & Establishments	152.00	-	152.00
27	Stone Breaking and Stone Crushing	152.00	-	152.00
28	Textile including Hosiery, Niwar, Handloom, Lace, Thread balls, Name Label, Dyeing and Printing of Textiles	152.00	-	152.00
29	Wood working Establishments including Saw Mills	152.00	-	152.00
<b>17.LAKSHADWEEP</b>				
1	Agriculture	115.00	26.85	141.85
2	Animal Husbandry	115.00	26.85	141.85
3	Electricity	115.00	26.85	141.85
4	Fisheries	115.00	26.85	141.85
5	Industrial Establishments	115.00	26.85	141.85
6	Lakshadweep Development Corporation	115.00	26.85	141.85
7	Lakshadweep Harbour Works	115.00	26.85	141.85
8	Panchayat	115.00	26.85	141.85
9	Public Works Department	115.00	26.85	141.85

**TABLE 4****RANGE OF MINIMUM WAGES AS ON 31-12-2009**

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NO OF SCHEDULED EMPLOYMENTS IN WHICH MINIMUM WAGES FIXED / REVISED	RANGE OF MINIMUM WAGES PER DAY (RS.)		Range (Max-Min)
			MINIMUM	MAXIMUM	
1	2	3	5	4	
1	C.L.C. (Central)	45	109.09	203.00	93.91
2	Arunachal Pradesh	30	80.00	80.00	0.00
3	Bihar	88	99.00	104.00	5.00
4	Gujarat	53	100.00	161.60	61.60
5	Haryana	50	151.00	151.00	0.00
6	Himachal Pradesh	12	100.00	110.00	10.00
7	Jammu and Kashmir	28	110.00	110.00	0.00
8	Manipur	15	81.40	81.40	0.00
9	Meghalaya	27	100.00	100.00	0.00
10	Mizoram	4	132.00	132.00	0.00
11	Punjab	60	130.71	136.79	6.08
12	Rajasthan	62	81.00	112.42	31.42
13	Uttarakhand	58	84.35	166.43	82.08
14	A & N Islands	6	156.00	186.04	30.04
15	Chandigarh	48	157.36	157.36	0.00
16	Delhi	29	152.00	152.00	0.00
17	Lakshadweep	9	141.85	141.85	0.00

Note : Rest of the States / U.T.s have not submitted their Annual Returns for the year 2009.

Source: Annual Returns under the Minimum Wages Act, 1948

TABLE 5

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED**  
**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2009**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
1	Agriculture	1 A & N Islands	A-156.00 N-167.00
		2 Arunachal Pradesh	80.00
		3 Bihar	99.00
		4 C.L.C(Central)	130.00
		5 Chandigarh	157.36
		6 Delhi	152.00
		7 Haryana	151.00
		8 Himachal Pradesh	110.00
		9 Lakshadweep	141.85
		10 Manipur	81.40
		11 Meghalaya	100.00
		12 Mizoram	132.00
		13 Punjab	136.79
		14 Rajasthan	100.00
		15 Uttarakhand	106.25
2	Agriculture Soil Conservation (Workers engaged in Plantation, Reclamation)	1 Meghalaya	100.00
3	Agricultural Implements, etc.	1 Chandigarh	157.36
		2 Haryana	151.00
		3 Punjab	130.71
4	Agarbati Manufacturing	1 Bihar	100.00
		2 Gujarat	100.00
5	Ahats/Wine Shops/Liquor Shops	1 Punjab	130.71
6	Animal Husbandry and Veterinary	1 Lakshadweep	141.85
		2 Meghalaya	100.00
7	Aluminium Industry	1 Bihar	104.00
8	Asbestos Mines	1 C.L.C.(Central)	135.00
9	Asbestos Cement Factory	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Haryana	151.00
		4 Uttarakhand	119.16

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
10	Automobile Engineering/Auto Body Fabrication	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Delhi	152.00
		4 Gujarat	141.10
		5 Haryana	151.00
		6 Jammu and Kashmir	110.00
		7 Punjab	130.71
		8 Rajasthan	100.00
		9 Uttarakhand	122.04
11	Ayurvedic/Allopathic & Unani Pharmacy	1 Haryana	151.00
		2 Jammu and Kashmir	110.00
		3 Punjab	130.71
		4 Uttarakhand	118.96
12	Autorickshaw and Taxi	1 Rajasthan	100.00
13	Any Manufacturing Process as defined under section 2(k) of the Factories Act, 1948	1 Chandigarh	157.36
		2 Gujarat	139.30
		3 Punjab	130.71
14	Bakery / Baking Process including Biscuits / Confectionary	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Delhi	152.00
		4 Gujarat	141.40
		5 Haryana	151.00
		6 Meghalaya	100.00
		7 Punjab	130.71
		8 Uttarakhand	119.16
15	Book Selling/Exercise Books & Binding	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Chandigarh	157.36
		4 Gujarat	144.10
		5 Punjab	130.71
		6 Uttarakhand	119.16
16	Barytes Mines	1 CLC (Central)	135.00
17	Bauxite Mines	1 CLC (Central)	135.00
18	Bone Crushing Industry	1 Gujarat	142.20
19	Building Material & Hardware	1 Chandigarh	157.36

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
20	Banks	1 Arunachal Pradesh	80.00
21	Brick Kiln Industry	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Delhi	152.00
		4 Haryana	151.00
		5 Punjab	130.71
		6 Rajasthan	100.00
		7 Uttarakhand	96.27
22	Brick Making/ Tiles	1 Gujarat	128.80
		2 Jammu and Kashmir	110.00
23	Bobin Industry	1 Gujarat	142.60
24	Candle and Wax Industry	1 Meghalaya	100.00
25	Cable Operator & Allied Service	1 Rajasthan	100.00
26	Casual Employees/Govt. Offices contingency and works	1 Arunachal Pradesh	80.00
		2 Meghalaya	100.00
		3 Rajasthan	100.00
27	Cement and Hume Pipe/Cement Prestressed Product Industry	1 Bihar	104.00
		2 Gujarat	146.60
		3 Punjab	130.71
		4 Rajasthan	100.00
28	Chemicals, Chemical Products and Pharmaceuticals	1 Bihar	104.00
		2 Delhi	152.00
		4 Gujarat	143.40
		5 Himachal Pradesh	100.00
		5 Jammu & Kashmir	110.00
		6 Punjab	130.71
		7 Rajasthan	100.00
29	Cement Industry/Cement Working Establishments	1 Arunachal Pradesh	80.00
		2 Delhi	152.00
30	Chemical and Distillery Industry	1 Chandigarh	157.36
		2 Haryana	151.00
		3 Punjab	130.71
31	Chemist and Drug Shops	1 Chandigarh	157.36
32	China Clay Mines	1 CLC (Central)	135.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
33	Chromite Mines	1 CLC (Central)	135.00
34	Cinema / Theatre/Film Industry	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Chandigarh	157.36
		4 Haryana	151.00
		5 Punjab	130.71
		6 Rajasthan	100.00
		7 Uttarakhand	119.16
35	Clay Mines	1 CLC(Central)	135.00
36	Clubs & Canteens	1 Delhi	152.00
		2 Uttarakhand	119.16
37	Construction/ Maintenance of Building & Roads	1 A & N Islands	A-156.00 N-167.00
		2 Arunachal Pradesh	80.00
		3 Bihar	104.00
		4 C.L.C (Central)	135.00
		5 Chandigarh	157.36
		6 Delhi	152.00
		7 Gujarat	144.70
		8 Haryana	151.00
		9 Himachal Pradesh	100.00
		10 Manipur	81.40
		11 Meghalaya	100.00
		12 Mizoram	132.00
		13 Punjab	130.71
		14 Rajasthan	100.00
		15 Uttarakhand	119.16
38	Construction & Maintenance of Runways	1 C.L.C.(Central)	135.00
39	Contractor's Establishments of Forest Department	1 Chandigarh	157.36
		2 Haryana	151.00
		3 Punjab	130.71
40	Cotton Waste Spinning Factories	1 Rajasthan	100.00
41	Computer Hardware Industry and Services	1 Rajasthan	100.00
42	Chicken Work Manufactory	1 Uttarakhand	119.16
43	Coke (Fuel)/Hard Coke Industry	1 Bihar	104.00
44	Copper Mines	1 CLC (Central)	135.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
45	Construction of Dams, Irrigation Works	1 Bihar	104.00
		2 Manipur	81.40
		3 Uttarakhand	121.27
46	Cotton Ginning and Pressing	1 Gujarat	147.20
		2 Haryana	151.00
		3 Punjab	130.71
		4 Rajasthan	100.00
47	Co-operative Credit Societies / Marketing Societies	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Haryana	151.00
		4 Rajasthan	100.00
48	Cold Storage	1 Bihar	104.00
		2 Rajasthan	100.00
		3 Uttarakhand	119.16
49	Coal Briquette Industry	1 Bihar	104.00
50	Cotton Dyeing, Printing & Washing Factories	1 Rajasthan	100.00
51	Courier Service	1 Bihar	104.00
52	Crockery/Tent/Household Goods Trade Establishments	1 Chandigarh	157.36
		2 Punjab	130.71
53	Dairy and Dairy Products/Procurement, processing and distribution of milk	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Delhi	152.00
		4 Haryana	151.00
		5 Punjab	130.71
		6 Uttarakhand	121.27
54	Dal / Flour / Rice Mills	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Chandigarh	157.36
		4 Delhi	152.00
		5 Gujarat	143.60
		6 Haryana	151.00
		7 Punjab	130.71
		8 Rajasthan	100.00
		9 Uttarakhand	119.16
55	Dealer in Electricals and Electrical Goods	1 Punjab	130.71

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
56	Dealer in Footwear and Travel Goods	1 Punjab	130.71
57	Dealer in Medicines and Chemicals	1 Punjab	130.71
58	Dealer in Photographic and Optical Goods	1 Punjab	130.71
59	Dispensaries	1 Gujarat	144.10
60	Distilleries & Breweries	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Jammu and Kashmir	110.00
61	Dolomite Mines	1 CLC (Central)	135.00
62	Domestic Workers	1 Bihar	103.50
		2 Rajasthan	81.00
63	Employment in Draught Relief Works	1 Rajasthan	100.00
64	Earth Cutting Operation	1 Bihar	104.00
65	Educational Research and Cultural Institutions	1 Bihar	104.00
66	Electronic/Electric Industry	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Gujarat	145.80
		4 Haryana	151.00
67	Electricity Generation and Distribution	1 Lakshadweep	141.85
		2 Manipur	81.40
		3 Meghalaya	100.00
		4 Rajasthan	100.00
68	Electroplating / Buffing / Polishing	1 Chandigarh	157.36
		2 Haryana	151.00
		3 Punjab	130.71
69	Employment in Boating	1 Bihar	104.00
70	Employment in Laying of Under-ground Electric Lines, Water Supply Lines and Sewerage Pipe Lines etc.	1 C.L.C (Central)	135.00
71	Employment in Dharamshalas	1 Uttarakhand	121.27

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
72	Employment in registered Factories not elsewhere classified	1 Delhi	152.00
		2 Meghalaya	100.00
		3 Rajasthan	100.00
		4 Uttarakhand	121.27
73	Employment of non-teaching staff in Private Non-grant-aided educational institutions	1 Gujarat	161.60
		2 Punjab	130.71
74	Engineering Industry employing 50 to 500 workers	1 Uttarakhand	158.61
75	Engineering Industry employing more than 500 workers	1 Uttarakhand	166.43
76	Electro Casting Industry	1 Bihar	104.00
77	Establishments defined under Section 2(1)(VIII) of Shops and Commercial Establishments Act, 1958	1 Chandigarh	157.36
		2 Punjab	130.71
78	Felspar Mines	1 C.L.C (Central)	135.00
79	Film Production/Motion Picture/Studios, Production, Distribution and Publicity	1 Gujarat	141.90
80	Fire Clay Mines	1 C.L.C (Central)	135.00
81	Food Processing/Food Products	1 Haryana	151.00
		2 Jammu and Kashmir	110.00
82	Fisheries & Sea Food	1 Bihar	104.00
		2 Gujarat	143.30
		3 Lakshadweep	141.85
83	Forestry /Timbering Operations & Social Forestry	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Gujarat	141.60
		4 Haryana	151.00
		5 Himachal Pradesh	100.00
		6 Meghalaya	100.00
		7 Punjab	130.71
		8 Uttarakhand	119.54

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
84	Foundries	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Delhi	152.00
		4 Haryana	151.00
		5 Punjab	130.71
		6 Rajasthan	100.00
		7 Uttarakhand	121.27
85	Fruit Preservation /Fruit Juice	1 Meghalaya	100.00
		2 Uttarakhand	121.27
86	Florescent Tube and Electric Bulb Industry	1 Bihar	104.00
		2 Uttarakhand	119.16
87	Frittered Rice	1 Bihar	104.00
88	General Engineering	1 Bihar	104.00
		2 Gujarat	143.20
		3 Himachal Pradesh	100.00
		4 Meghalaya	100.00
		5 Rajasthan	100.00
		6 Uttarakhand	121.27
89	Glass /Chinaware Industry	1 Bihar	104.00
		2 Haryana	151.00
		3 Rajasthan	112.42
		4 Uttarakhand	122.04
90	Grass Cutting	1 Chandigarh	157.36
91	Granite Mines	1 C.L.C (Central)	135.00
92	Graphite Mines and Graphite Industries	1 C.L.C (Central)	135.00
93	Gold and Silver Ornaments and Gold Coating/Covering	1 Bihar	104.00
94	Gota Kinari Industry	1 Rajasthan	100.00
95	Gypsum Mines	1 C.L.C. (Central)	135.00
96	Gravel Mines	1 C.L.C.(Central)	135.00
97	Gun Factories/Arms and Ammunition	1 Bihar	104.00
		2 Jammu and Kashmir	110.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
98	Hair Cutting Saloon	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Jammu and Kashmir	110.00
		4 Punjab	130.71
99	Hematite Mines	1 C.L.C. (Central)	135.00
100	Hosiery	1 Bihar	104.00
		2 Delhi	152.00
		3 Gujarat	143.60
		4 Uttarakhand	125.70
101	Hospitals and Nursing Homes and Private Clinics	1 Bihar	104.00
		2 Arunachal Pradesh	80.00
		3 Chandigarh	157.36
		4 Delhi	152.00
		5 Gujarat	144.70
		6 Haryana	151.00
		7 Punjab	130.71
		8 Rajasthan	100.00
		9 Uttarakhand	121.27
102	Hotels and Restaurants or Eating Houses	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Chandigarh	157.36
		4 Gujarat	143.60
		5 Himachal Pradesh	100.00
		6 Meghalaya	100.00
		7 Punjab	130.71
		8 Rajasthan	100.00
		9 Uttarakhand	114.35
103	Handloom Weaving	1 Bihar	104.00
		2 Rajasthan	100.00
		3 Uttarakhand	109.46
104	Ice Factory, Cold Drinks and Cold Storage	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Delhi	152.00
		4 Jammu and Kashmir	110.00
		5 Punjab	130.71
		6 Uttarakhand	119.16
105	Ice Cream / Ice Candy Ice Products	1 Bihar	104.00
		2 Uttarakhand	119.16

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
106	Irrigation Works	1 Rajasthan	100.00
107	Iron Ore Mine	1 C.L.C (Central)	135.00
108	Industrial Establishments	1 Lakshadweep	141.85
		2 Mizoram	132.00
109	Information Technology	1 Bihar	104.00
110	Jari Industry	1 Gujarat	142.50
111	Jute and Coir Industry	1 Bihar	104.00
112	Jute Patti Industry	1 Rajasthan	100.00
113	Khadi & Village Industry	1 Bihar	104.00
		2 Rajasthan	100.00
114	Khandsari / Sugar	1 Bihar	104.00
		2 Gujarat	Sugar 144.70 Khandsari 142.90
		3 Haryana	151.00
		4 Punjab	130.71
		5 Uttarakhand	84.35
115	Kyanite Mines	1 C.L.C (Central)	135.00
116	Lac Manufacturing	1 Bihar	104.00
117	Lakshadweep Development Corporation	1 Lakshadweep	141.85
118	Lakshadweep Harbour Works	1 Lakshadweep	141.85
119	Laterite Mines	1 C.L.C (Central)	135.00
120	Laundries / Dry Washing /Dyeing Plants	1 Bihar	104.00
		2 Delhi	152.00
		3 Punjab	130.71
		4 Uttarakhand	119.16
121	LPG Distribution/Manufactory	1 Rajasthan	100.00
122	Leather Industry	1 Bihar	104.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
123	Loading and Unloading	1 Andaman & Nicobar	A. 156.00 N. 167.00
		2 Arunachal Pradesh	80.00
		3 Bihar	104.00
		4 C.L.C (Central)	135.00
124	Libraries	1 Uttarakhand	119.35
125	Lignite Mines	1 C.L.C (Central)	135.00
126	Local Authority/Municipality/Municipal Corporation/Gram Panchayat	1 Arunachal Pradesh	80.00
		2 Delhi	152.00
		3 Gujarat	143.60
		4 Haryana	151.00
		5 Jammu and Kashmir	110.00
		6 Lakshadweep	141.85
		7 Meghalaya	100.00
		8 Punjab	130.71
		9 Rajasthan	100.00
127	Load Carrying	1 Arunachal Pradesh	80.00
128	Marble and Calcite Mines	1 C.L.C (Central)	135.00
129	Match, Fire Works & Explosives	1 Uttarakhand	119.16
130	Manufacture of Dolls and Toys and Brass and Bell Metal	1 Manipur	81.40
131	Mica Works	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Rajasthan	100.00
132	Mica Mines	1 C.L.C. (Central)	135.00
133	Minor Engineering Industry	1 Bihar	104.00
		2 Gujarat	143.20
		3 Jammu and Kashmir	110.00
		4 Rajasthan	100.00
		5 Uttarakhand	121.27
134	Metal Rolling / Re-rolling (Non-Ferrous)	1 Haryana	151.00
		2 Punjab	130.71
135	Metal Rolling & Re-rolling (Ferrous)	1 Chandigarh	157.36
		2 Haryana	151.00
		3 Punjab	130.71

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
136	Metal Industry	1 Bihar	104.00
		2 Delhi	152.00
		3 Jammu and Kashmir	110.00
		4 Uttarakhand	121.27
137	Metal and Alloy Industry	1 Manipur	81.40
138	Meat Selling	1 Chandigarh	157.36
139	Motor Body Builders / Mechanical/Local Transport Workshops/Automobile Repairing Workshops and Garages	1 Arunachal Pradesh	80.00
		2 Gujarat	141.10
		3 Jammu and Kashmir	110.00
		4 Meghalaya	100.00
		5 Punjab	130.71
		6 Uttarakhand	122.04
140	Mines and Minerals	1 Meghalaya	100.00
141	Mineral Grinding Industry	1 Bihar	104.00
142	Manufacture of Radio by Assembling of Parts	1 Delhi	152.00
143	Magnetite Mines	1 C.L.C (Central)	135.00
144	Magnesite Mines	1 C.L.C (Central)	135.00
145	Manganese Mines	1 C.L.C.(Central)	135.00
146	Manufacture of Sport Goods	1 Jammu and Kashmir	110.00
		2 Punjab	130.71
147	Maintenance of Buildings	1 C.L.C. (Central)	135.00
148	Non-Govt. Organisations	1 Rajasthan	100.00
149	Oil Mills	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Chandigarh	157.36
		4 Delhi	152.00
		5 Gujarat	145.60
		6 Haryana	151.00
		7 Jammu and Kashmir	110.00
		8 Punjab	130.71
		9 Rajasthan	100.00
		10 Uttarakhand	119.16

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
150	Ochre Mines	1 C.L.C. (Central)	135.00
151	Other Manufacturing Process Covered under Section(2k) of the Factories Act,1948	1 Chandigarh	157.36
		2 Haryana	151.00
		3 Himachal Pradesh	100.00
152	Papad Industry	1 Bihar	100.00
153	Public Works Department	1 Haryana	151.00
		2 Lakshadweep	141.85
		3 Rajasthan	100.00
154	Public Motor Transport	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Chandigarh	157.36
		4 Delhi	152.00
		5 Gujarat	150.10
		6 Haryana	151.00
		7 Himachal Pradesh	100.00
		8 Jammu and Kashmir	110.00
		9 Lakshadweep	141.85
		10 Manipur	81.40
		11 Meghalaya	100.00
		12 Mizoram	132.00
		13 Punjab	130.71
		14 Rajasthan	100.00
		15 Uttarakhand	122.04
155	Preparation of Soil, Land Development and other Agricultural Operations	1 Manipur	81.40
156	Plantation of Silk Worm Food Plants for Silk Worms	1 Manipur	81.40
157	Private Motor Transport	1 Jammu and Kashmir	110.00
158	Printing Presses/ Lithography,Photography or other similar work	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Chandigarh	157.36
		4 Delhi	152.00
		5 Gujarat	144.10
		6 Haryana	151.00
		7 Meghalaya	100.00
		8 Punjab	130.71
		9 Rajasthan	100.00
		10 Uttarakhand	122.04

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
159	Power Loom Industry	1 Bihar	104.00
		2 Gujarat	144.60
		3 Rajasthan	100.00
		4 Uttarakhand	109.46
160	Petrol Bunks/Petrol, Diesel Oil Pumps	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Chandigarh	157.36
		4 Gujarat	144.80
		5 Haryana	151.00
		6 Meghalaya	100.00
		7 Punjab	130.71
		8 Rajasthan	100.00
		9 Uttarakhand	121.27
161	Potteries / Ceramics / Fire Bricks	1 Bihar	104.00
		2 Delhi	152.00
		3 Gujarat	143.90
		4 Haryana	151.00
		5 Punjab	130.71
		6 Uttarakhand	119.16
162	Plastic Industry	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Delhi	152.00
		4 Gujarat	142.20
		5 Haryana	151.00
		6 Uttarakhand	121.27
163	Plucking and Collection of Tendu Leaves	1 Bihar	104.00
164	Paper and Paper Board	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Punjab	130.71
165	P.W.D. (Public Health)	1 Haryana	151.00
		2 Punjab	130.71
		3 Rajasthan	100.00
166	Packing Industry	1 Chandigarh	157.36
		2 Haryana	151.00
167	Plantations (Tea, Coffee, Rubber, Cardamom, Cinchona etc.)	1 Arunachal Pradesh	80.00
		2 Bihar	Tea - 104.00
		3 Himachal Pradesh	Tea - 100.00
		4 Uttarakhand	Tea - 85.75

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
168	Plywood Industry	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Meghalaya	100.00
		4 Uttarakhand	121.27
169	P.W.D.(Irrigation)	1 Haryana	151.00
		2 Punjab	130.71
170	Pulp and Paper, Paper Board and Card Board Manufactory	1 Bihar	104.00
		2 Gujarat	143.20
		3 Haryana	151.00
171	Private Ferries and L.T.C.	1 Bihar	104.00
172	Quartz Mines	1 C.L.C.(Central)	135.00
173	Quartzite Mines	1 C.L.C.(Central)	135.00
174	Red Oxide Mines	1 C.L.C.(Central)	135.00
175	Rock Phosphate Mines	1 C.L.C.(Central)	135.00
176	Rosin and Dterpentine Products	1 Jammu and Kashmir	110.00
177	Readymade Garments	1 Delhi	152.00
		2 Gujarat	142.60
		3 Haryana	151.00
		4 Jammu and Kashmir	110.00
		5 Punjab	130.71
		6 Uttarakhand	121.27
178	Religiious and Social Institutions	1 Bihar	104.00
179	Rolling of Iron Rods, Plates and Angles,etc.	1 Bihar	104.00
180	Rubber & Rubber Products	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Delhi	152.00
		4 Gujarat	142.90
		5 Haryana	151.00
		6 Punjab	130.71
		7 Uttarakhand	121.27
181	Rural Development Department sponsored Employment Generation Scheme (Jawahar Rojgar Yojana)	1 Rajasthan	100.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
182	Rags Cleaning & Sorting	1 Haryana	151.00
183	Sale of Medicines	1 Bihar	104.00
184	Salt Industry	1 Rajasthan	112.42
185	Soft Drinks / Aerated Water / Beverages / Juices	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Jammu and Kashmir	110.00
		4 Rajasthan	100.00
		5 Uttarakhand	121.27
186	Stone Breaking & Stone Crushing	1 A & N Island	A - 156.00 N - 167.00
		2 Arunachal Pradesh	80.00
		3 Bihar	104.00
		4 C.L.C. (Central)	109.09
		5 Chandigarh	157.36
		6 Delhi	152.00
		7 Gujarat	140.70
		8 Haryana	151.00
		9 Himachal Pradesh	100.00
		10 Jammu and Kashmir	110.00
		11 Meghalaya	100.00
		12 Punjab	130.71
		13 Rajasthan	112.42
		14 Uttarakhand	119.16
187	Salt Pans	1 Gujarat	150.20
188	Stone Mines	1 C.L.C.(Central)	135.00
189	Starch Manufacturing	1 Punjab	130.71
190	Shops & Commercial Establishments	1 Arunachal Pradesh	80.00
		2 A & N Islands	A -173.27 N -186.04
		3 Bihar	104.00
		4 Chandigarh	157.36
		5 Delhi	152.00
		6 Gujarat	144.00
		7 Haryana	151.00
		8 Himachal Pradesh	100.00
		9 Jammu and Kashmir	110.00
		10 Manipur	81.40
		11 Meghalaya	100.00
		12 Punjab	130.71
		13 Rajasthan	100.00
		14 Uttarakhand	119.16

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
191	Any Shop or Commercial Establishment other than covered under any of the entries in the schedule	1 Haryana	151.00
192	Shops Selling Cooked Food Stuff	1 Bihar	104.00
193	Small Scale Industry	1 Rajasthan	100.00
194	Sericulture	1 Manipur	81.40
		2 Meghalaya	100.00
195	Saw Mills	1 Arunachal Pradesh	80.00
		2 Chandigarh	157.36
		3 Delhi	152.00
		4 Haryana	151.00
		5 Punjab	130.71
		6 Meghalaya	100.00
		7 Uttarakhand	121.85
196	Soap / Detergent Making	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Gujarat	143.90
		4 Haryana	151.00
		5 Jammu and Kashmir	110.00
		6 Punjab	130.71
		7 Uttarakhand	84.35
197	Soap Stone Factories	1 Rajasthan	100.00
198	Sugar Pan Industry	1 Rajasthan	100.00
199	Scientific Industry	1 Haryana	151.00
		2 Punjab	130.71
200	Security Agencies (Private)/Watch and Ward	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 C.L.C.(Central)	135.00
		4 Gujarat	122.60
201	Spinning, Knitting, Printing, Dyeing Finishing, Bleaching of Silk Pina Fibre/Silk Industry	1 Manipur	81.40
		2 Bihar	104.00
202	STD, ISD, PCO and Allied Services	1 Rajasthan	100.00
203	Steatite Mines	1 C.L.C (Central)	135.00
204	Silica Mines	1 C.L.C.(Central)	135.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
205	Silicate Works	1 Jammu & Kashmir	110.00
206	Sindur and Rang Manufacturing	1 Bihar	104.00
207	Surgical and Clinical Instruments Making Industry	1 Jammu & Kashmir	110.00
		2 Punjab	130.71
208	Sweet Industry	1 Uttarakhand	121.27
209	Sweeping & Sanitation Works/Safai Karamcharis	1 Arunachal Pradesh	80.00
		2 Bihar	100.00
		3 C.L.C. (Central)	135.00
		4 Meghalaya	100.00
		5 Rajasthan	100.00
210	Slate Mines	1 C.L.C.(Central)	135.00
211	Steel Fabrication and Concerte Products	1 Meghalaya	100.00
212	Steel Almirah, Tables, Chairs and Steel Furniture	1 Punjab	130.71
213	Superior Kerosene etc.	1 Arunachal Pradesh	80.00
		2 Chandigarh	157.36
214	Tent dealers Establishments	1 Chandigarh	157.36
		2 Punjab	130.71
215	Tanneries & Leather Manufacturing	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Chandigarh	157.36
		4 Gujarat	145.90
		5 Haryana	151.00
		6 Jammu and Kashmir	110.00
		7 Punjab	130.71
216	Teaching Institutions (Private)	1 A & N Islands	A - 156.00 N - 167.00
		2 Arunachal Pradesh	80.00
		3 Chandigarh	157.36
		4 Delhi	152.00
		5 Haryana	151.00
		6 Himachal Pradesh	100.00
		7 Punjab	130.71
		8 Rajasthan	100.00
		9 Uttarakhand	119.16

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
217	Textile Processing	1 Gujarat	145.80
218	Tobacco (including Bidi Making)	1 Arunachal Pradesh	80.00
		2 Bihar	104.00
		3 Gujarat	141.20
219	Tiles and Potteries	1 Gujarat	142.20
		2 Rajasthan	100.00
220	Tyre Retreading & Repairing Industry	1 Arunachal Pradesh	80.00
221	Textile Industry	1 Chandigarh	157.36
		2 Delhi	152.00
		3 Haryana	151.00
		4 Punjab	130.71
		5 Rajasthan	100.00
222	Textile Printing	1 Uttarakhand	119.16
223	Tubewell Drilling Operations	1 Gujarat	145.80
		2 Haryana	151.00
		3 Punjab	130.71
224	Tailoring, Stitching and Embroidery	1 Bihar	104.00
		2 Chandigarh	157.36
		3 Gujarat	142.60
		4 Haryana	151.00
		5 Jammu and Kashmir	110.00
		6 Meghalaya	100.00
		7 Punjab	130.71
		8 Rajasthan	100.00
		9 Uttarakhand	119.16
225	Timber Trading Industry (including/excluding felling and sawing)	1 Chandigarh	157.36
		2 Haryana	151.00
		3 Punjab	130.71
226	Trunks/Buckets/Suitcases Manufacturing / Tin Plates Shaping and its Printing etc.	1 Uttarakhand	121.27
227	Tobacco Manufacturing/Eatable Tobacco	1 Gujarat	143.20
		2 Rajasthan	112.42
		3 Uttarakhand	125.54
228	Typewriter Ribbon Industry	1 Haryana	151.00
229	Utensils Manufacturing	1 Jammu and Kashmir	110.00
		2 Punjab	130.71

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY
230	Uranium Mines	1 C.L.C.(Central)	135.00
231	Vegetable and Fruit Shops	1 Chandigarh	157.36
232	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	1 Punjab	130.71
233	Veneer Industry	1 Arunachal Pradesh	80.00
234	Wolfram Mines	1 C.L.C.(Central)	135.00
235	Woollen Spinning, Knitting and Weaving Factories or Cotton Spinning	1 Manipur 2 Rajasthan	81.40 100.00
236	Woollen Carpet Making/ Shawl Weaving Industry	1 Arunachal Pradesh 2 Bihar 3 Gujarat 4 Haryana 5 Jammu and Kashmir 6 Punjab 7 Rajasthan 8 Uttarakhand	80.00 104.00 147.40 151.00 110.00 130.71 112.42 130.19
237	Woollen Blanket Manufactory	1 Uttarakhand	84.35
238	Wool Cleaning and Pressing Factories	1 Rajasthan	100.00
239	Wood Working Establishments/ Wood Furniture, Bamboo and Cane Furniture and Fixtures	1 A & N Islands 2 Bihar 3 Delhi 4 Jammu and Kashmir 5 Manipur 6 Meghalaya 7 Rajasthan 8 Uttarakhand	A -156.00 N -167.00 104.00 152.00 110.00 81.40 100.00 100.00 121.85
240	Water Supply (Operation, Maintenance of Water Treatment and Distribution System), Sanitation and Drainage	1 Manipur	81.40
241	Wood Carving	1 Uttarakhand 2 Jammu and Kashmir	121.85 110.00
242	White Clay Mines	1 C.L.C.(Central)	135.00

A= Andaman

N= Nicobar

**TABLE -6**

**NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM  
WAGES ACT,1948 AND THE AVERAGE DAILY NUMBER OF PERSONS  
EMPLOYED DURING THE YEAR 2009**

<b>SL. NO.</b>	<b>CENTRAL GOVERNMENT STATES / UNION TERRITORIES</b>	<b>NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948</b>	<b>NUMBER OF ESTABLISHMENTS WHICH SUBMITTED RETURNS</b>	<b>PERCENT-AGE RESPONSE RATE</b>	<b>AVERAGE DAILY NUMBER OF PERSONS EMPLOYED</b>
1	C.L.C.(Central)	Not Reported			
2	Arunachal Pradesh	Not Reported			
3	Bihar	71542	4609	6.44	66379
4	Gujarat	28762	8381	29.14	229279
5	Haryana	99451	1364	1.37	168983
6	Himachal Pradesh	65796	855	1.30	52758
7	Jammu and Kashmir	3226	727	22.54	26932
8	Manipur	2574	2385	92.66	NR
9	Meghalaya	Not Reported			
10	Mizoram	68	NR	NR	3246
11	Punjab	16082	1179	7.33	75629
12	Rajasthan	236829	1754	0.74	949295
13	Uttarakhand	19767	34	0.17	68545
14	A & N Islands	2044	760	37.18	4697
15	Chandigarh	22281*	248**	1.11	8972
16	Delhi	7997	1524	19.06	66919
17	Lakshadweep	9	Nil	Nil	Nil

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

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

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

NR: Not Reported

**TABLE -7****NUMBER OF INSPECTIONS MADE, IRREGULARITIES DETECTED,  
PROSECUTIONS LAUNCHED AND CLAIMS PREFERRED IN CENTRAL  
SPHERE/STATE AND U.TS FOR THE YEAR 2009**

<b>SL. NO.</b>	<b>CENTRAL GOVERNMENT / STATES / UNION TERRITORIES</b>	<b>NUMBER OF INSPECTIONS MADE DURING THE YEAR</b>	<b>NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR</b>	<b>NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR</b>	<b>NUMBER OF CLAIMS PREFERRED DURING THE YEAR</b>
1	C.L.C. (Central)	15951	161562	5599	2754
2	Arunachal Pradesh	29	Nil	Nil	Nil
3	Bihar	228713	49772	734	20609
4	Gujarat	17963	69838	2058	Nil
5	Haryana	1902	NR	542	291
6	Himachal Pradesh	3043	3043	96	131
7	Jammu and Kashmir	1981	221	263	NR
8	Manipur	532	38	Nil	Nil
9	Meghalaya	219	Nil	Nil	Nil
10	Mizoram	Nil	NR	Nil	Nil
11	Punjab	16470	3285	277	472
12	Rajasthan	8842	342	35	442
13	Uttarakhand	3641	1062	553	109
14	A & N Islands	52	NR	Nil	1
15	Chandigarh	378	99	36	43
16	Delhi	6284	4638	876	265
17	Lakshadweep	Nil	Nil	Nil	Nil

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

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2009.

NR : Not Reported

## ANNEXURE – I

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

#### SCHEDULED EMPLOYMENTS

##### Part - I

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

##### Part - II

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

## ANNEXURE II

### STATEMENT SHOWING THE STRENGTH OF THE MACHINERY FOR ENFORCEMENT OF THE MINIMUM WAGES ACT, 1948 IN RESPECT OF CENTRAL SPHERE AND STATES/ UNION TERRITORIES DURING THE YEAR 2009

SL. NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF	NO. OF OFFICERS
1	C.L.C. (Central)	1. Central Labour Commissioner 2. Deputy Central Labour Commissioner 3. Regional Labour Commissioner 4. Assistant Labour Commissioner 5. Labour Enforcement Officer	1 16 33 56 162
2	Arunachal Pradesh	1. Labour Commissioner 2. Deputy Labour Commissioner 3. Labour Officer 4. Labour Inspector	1 1 14 2
3	Bihar	1. Labour Commissioner 2. Chief Inspector of Factories 3. Joint Labour Commissioner 4. Deputy Labour Commissioner 5. Deputy Chief Inspector of Factories 6. Assistant Labour Commissioner 7. Labour Enforcement Officer 8. Labour Superintendent 9. Factory Inspector	1 1 3 13 1 14 439 62 17
4	Gujarat	1. Labour Commissioner 2. Additional Labour Commissioner 3. Deputy Labour Commissioner 4. Assistant Labour Commissioner 5. Labour Officer	1 1 6 39 71
5	Haryana	1. Labour Commissioner 2. Addl. Labour Commissioner 3. Joint Labour Commissioner 4. Deputy Labour Commissioner 5. Labour Officer-cum-conciliation Officer 6. Editor 7. Labour Inspector 8. Welfare Officer (Woman)	1 2 2 8 27 1 88 1
6	Himachal Pradesh	1. Labour Commissioner 2. Joint Labour Commissioner 3. Deputy Labour Commissioner 4. Labour Officer 5. Statistical Assistant 6. Labour Inspectors	1 1 1 12 1 33

SL. NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF	NO. OF OFFICERS
7	Jammu & Kashmir	Labour Officer	12
8	Meghalaya	1. Labour Commissioner 2. Joint Labour Commissioner 3. Labour Inspector	1 1 10
9	Manipur	1. Labour Inspector 2. Rural Labour Inspector	5 28
10	Mizoram	1. Labour Commissioner 2. Deputy Labour Commissioner 3. Joint Director 4. Deputy Director 5. District Enforcement Officer 6. Labour Officer	8
11	Punjab	1. Labour Commissioner 2. Additional Labour Commissioner 3. Deputy Labour Commissioner 4. Deputy Director of Factories 5. Assistant Labour Commissioner 6. Assistant Director of Factories 7. Labour-cum-conciliation Officer 8. Statistical Officer (Labour) 9. Labour Inspector	1 1 1 12 13 12 11 1 76
12	Rajasthan	Labour Inspector	94
13	Uttrakhand	Labour Enforcement Officer	15
14	A & N Islands	1. Assistant Labour Commissioner 2. Labour Inspector	2 2
15	Chandigarh	1. Labour Commissioner 2. Assistant Labour Commissioner 3. Labour Inspector	1 1 4
16	Delhi	1. Labour Commissioner 2. Joint Labour Commissioner 3. Deputy Labour Commissioner 4. Assistant Labour Commissioner 5. Labour Officer 6. Inspecting Officer 7. Labour Inspector	Information Not Received
17	Lakshadweep	Deputy Secretary/Area Officer	1

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

Source: Annual Reports under the Minimum Wages Act, 1948 for the year 2009.

**ANNEXURE - III**  
**THE MINIMUM WAGES ACT, 1948**  
**FORM 'A'**

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

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

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

**I. SCHEDULED EMPLOYMENT**

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

**II. COMMITTEES ETC.**

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

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

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

Industry or Employment	Area Or Locality	Category Of Employment	Number Of Establishments covered	Number Of Employ-ees	Wage Per-iod	Rates of Wages (Rs.)								
						Men			Women			Children		
						Basic Wage	Cost of Living Allow-ance	Compo-site wage	Basic Wage	Cost of Living Allow-ance	Compo-site wage	Basic Wage	Cost of Living Allow-ance	Compo-site wage
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

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

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

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

4. The extent to which payment of minimum rates of wages has been authorised wholly or partly in kind together with reasons 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.

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

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

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

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

A - Number of cases

B – Amount of Deductions made (Rs.)

## V. ENFORCEMENT

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

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

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

## VI. CLAIMS

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

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

## VII. RULES, NOTIFICATIONS ETC.

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

## VIII. GENERAL

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

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



**ANNEXURE – IV****LIST OF PUBLICATIONS BROUGHT OUT BY THE LABOUR BUREAU SO FAR ON THE WORKING OF  
MINIMUM WAGES ACT, 1948**

<b>S.No.</b>	<b>Name of Publication</b>
1	Report on the Working of the Minimum Wages Act, 1948 for the years 1959-1960 (Combined)
2	Report on the Working of the Minimum Wages Act, 1948 for the years 1962-1963 (Combined)
3	Report on the Working of the Minimum Wages Act, 1948 for the years 1964-1965 (Combined)
4	Report on the Working of the Minimum Wages Act, 1948 for the year 1968
5	Report on the Working of the Minimum Wages Act, 1948 for the year 1973
6	Report on the Working of the Minimum Wages Act, 1948 for the year 1974
7	Report on the Working of the Minimum Wages Act, 1948 for the years 1975-1976 (Combined)
8	Report on the Working of the Minimum Wages Act, 1948 for the years 1977-1978 (Combined)
9	Report on the Working of the Minimum Wages Act, 1948 for the year 1979
10	Report on the Working of the Minimum Wages Act, 1948 for the year 1980
11	Report on the Working of the Minimum Wages Act, 1948 for the year 1981
12	Report on the Working of the Minimum Wages Act, 1948 for the year 1982
13	Report on the Working of the Minimum Wages Act, 1948 for the year 1983
14	Report on the Working of the Minimum Wages Act, 1948 for the year 1984
15	Report on the Working of the Minimum Wages Act, 1948 for the years 1985-1986 (Combined)
16	Report on the Working of the Minimum Wages Act, 1948 for the years 1989-1990 (Combined)
17	Report on the Working of the Minimum Wages Act, 1948 for the year 1993
18	Report on the Working of the Minimum Wages Act, 1948 for the year 1994
19	Report on the Working of the Minimum Wages Act, 1948 for the year 1995
20	Report on the Working of the Minimum Wages Act, 1948 for the year 1996
21	Report on the Working of the Minimum Wages Act, 1948 for the year 1998
22	Report on the Working of the Minimum Wages Act, 1948 for the year 1999
23	Report on the Working of the Minimum Wages Act, 1948 for the year 2001
24	Report on the Working of the Minimum Wages Act, 1948 for the year 2002
23	Report on the Working of the Minimum Wages Act, 1948 for the year 2003
24	Report on the Working of the Minimum Wages Act, 1948 for the year 2004
25	Report on the Working of the Minimum Wages Act, 1948 for the year 2005
26	Report on the Working of the Minimum Wages Act, 1948 for the year 2006
27	Report on the Working of the Minimum Wages Act, 1948 for the year 2007
28	Report on the Working of the Minimum Wages Act, 1948 for the year 2008
29	Report on the Working of the Minimum Wages Act, 1948 for the year 2009

**ANNEXURE – V**

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

**SHRI HARBINDER SINGH  
DEPUTY DIRECTOR GENERAL**

**SHRI DEVINDER KUMAR GUPTA  
ASSISTANT DIRECTOR**

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

**SHRI S.P.DHAWAN  
SMT. BHUPINDER KAUR  
SHRI CHARAN DASS**

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