



REPORT
ON THE WORKING OF THE
MINIMUM WAGES ACT, 1948
FOR THE YEAR 2015



Government of India
Ministry of Labour and Employment
Labour Bureau
Chandigarh

www.labourbureau.gov.in



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PREFACE

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

Keeping in view the significance of Minimum Wages, particularly for the welfare of Labour, Labour Bureau brings out an Annual Report on the working of the Minimum Wages Act, 1948. The present report pertains to the year 2015. It presents information on employments added, employments in which the Minimum Wages were fixed for the first time, the Minimum Wages in different scheduled employments prevalent during the year, the range of Minimum Wages, comparative Minimum Wage Rates prevailing in scheduled employments and number of Inspections etc. Information contained in this volume is based on the annual reports/returns received from the Chief Labour Commissioner (Central) as well as the concerned authorities of the State Governments and Union Territories. Labour Bureau, therefore, expresses its gratitude to all of them for their co-operation.

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

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

AMAR SINGH
DIRECTOR GENERAL

CHANDIGARH
Dated the June 7, 2019

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EXECUTIVE SUMMARY

- The present report on the working of the Minimum Wages Act, 1948 pertains to the year 2015.
- The report is based on the returns received from the States/Union Territories and Chief Labour Commissioner (CLC) Central for the year 2015.
- Three State/UTs namely Himachal Pradesh, Mizoram and Tamil Nadu have added new employments to the scheduled employment.
- Amongst the States, maximum numbers of scheduled employments (102) were reported from Assam and the minimum number (5) was reported from Mizoram.
- In case of Union Territories, maximum numbers of scheduled employments were reported from Daman and Diu (72) and the minimum were reported from Andaman & Nicobar Islands (7).
- There exists no uniformity in the wage structure across the various States/Union Territories as some states pay consolidated wages (Basic + Dearness Allowance) and the others report D.A. as a separate component.
- The Range of wages is upto Rs. 416.70 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 and whereas it is maximum in case of Kerala i.e. Rs. 416.70.
- Total of 469 different types of scheduled employments were reported where the minimum wage rates have been fixed by the States/Union Territories/CLC.
- Among the reporting establishments, the response rate was lowest for the state of Andhra Pradesh (as low as 441 returns out of 140916 units) and was highest in the state of Nagaland, Sikkim and Tripura (cent percent out of 100 units).
- The highest numbers of inspections (110733) were reported from the state of Bihar and the lowest numbers were reported from Mizoram (5).

- The highest numbers of irregularities were detected by the C.L.C. (101730) in the central sector and the lowest (41) were observed in Telangana.
- The highest numbers of prosecutions were launched by C.L.C (3962) in the central sector and the lowest numbers of prosecutions launched were reported by Goa (5).
- The highest numbers of claims were preferred by Bihar (106738) and the lowest were preferred by Goa (1).

**REPORT ON THE WORKING OF THE MINIMUM WAGES
ACT, 1948 FOR THE YEAR 2015**

I. INTRODUCTION

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

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

1.3 THE COMMITTEE ON FAIR WAGES defined three different levels of wages viz;

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

1.3.1 Living Wage

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

1.4 Fair Wage

1.4.1 For Fair Wages, Committee observed: "the objective is not merely to determine wages which are fair in the abstract, but to see that employment at existing levels is not only

maintained, but if possible increased. From this point of view, it will be clear that the levels of the wages should enable the industry to maintain production with efficiency. The capacity of industry to pay should, therefore, be assessed by the Wage Boards in the light of this very important consideration.”

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

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

1.4.4 The Fair Wages Committee appointed by the Government of India, as stated earlier, drew a distinction between a minimum and a living wage and observed that the minimum wage is less than the living wage. With regard to the fair wage, the Committee recommended that it should be above the minimum wage and below the living wage.

1.5 Minimum Wage

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

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

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

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

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

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

1.6.2 CONVENTION # 26

ELEVENTH SESSION (1928)

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

1.6.4 CONVENTION # 99

THIRTY FOURTH SESSION (1951)

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

1.6.6 CONVENTION # 131

FIFTY FOURTH SESSION (1970)

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

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

1.7.1 FIFTEENTH SESSION, (1957)

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

- (i) In calculating the minimum wage, the standard working class family should be taken to comprise three consumption units for one earner, the earnings of women, children and adolescents being disregarded.
- (ii) Minimum food requirements should be calculated on the basis of a net intake of 2700 calories as recommended by Dr. Akroyd for an average Indian adult of moderate activity.
- (iii) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum, which would give for the average worker's family of four a total of 72 yards.
- (iv) In respect of housing, the norm should be the minimum rent charged by Government in any area for houses provided under the Subsidised Industrial Housing Scheme for low – income groups ; and
- (v) Fuel, lighting and other miscellaneous items of expenditure should constitute 20 per cent of the total minimum wage. The Resolution further laid down that wherever the minimum wage fixed was below the norms recommended above, it would be incumbent on the authorities concerned to justify the circumstances

which prevented them from adherence to the aforesaid norms. The Resolution, thus, tried to give a concreteness to the whole concept of minimum wage.

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

1.7.2 THE THIRTIETH SESSION (1992)

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

1.7.3. REVISION

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

1.7.4 PROCEDURE FOR FIXATION/REVISION

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

(i) COMMITTEE METHOD

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

(ii) NOTIFICATION METHOD

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

1.7.5 VARIABLE DEARNESS ALLOWANCE (VDA)

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

1.7.6 ENFORCEMENT MACHINERY

The enforcement of the provisions of the Minimum Wages Act in the Central Sphere is secured through the officers of Central Industrial Relations Machinery. In so far as State Sphere is concerned, the enforcement is the responsibility of the respective State Government/Union Territory. Statement showing the strength of Enforcement Machinery available in different States/Union Territories for enforcement of Minimum Wages Act, 1948 during the year 2015 is given in Annexure II.

1.7.7 NATIONAL WAGE POLICY

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

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

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

1.7.8 REGIONAL COMMITTEES TO REDUCE DISPARITIES IN WAGES

There is disparity in rates of minimum wages in various regions of the country. This is due to the differences in socio-economic and agro-climatic conditions, prices of essential

commodities, paying capacity, productivity and local conditions influencing the wage rate. The regional disparity in minimum wages is also attributed to the fact that both the Central and State Governments are the appropriate Government to fix, revise and enforce minimum wages in scheduled employments in their respective jurisdictions under the Act . To bring uniformity in the minimum wages of scheduled employments, the Union Government has requested the States to form regional Committees. At present there are five Regional Minimum Wages Advisory Committees in the country which are as under:-

NAME OF THE REGION	STATE/UNION TERRITORY
Eastern Region	West Bengal, Odisha, 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, Telangana, 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 1.11.2010. These have further been revised to Rs. 115.00 and Rs 137.00 per day w.e.f. 01.07.2013. 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 employment¹, 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 Government² 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 as nearly as

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

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

practicable with the variation in the cost of living index number³ 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 authority⁴ 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.

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

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

2.4 WAGES FOR TWO OR MORE CLASSES OF WORK

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

2.5 MAINTENANCE OF REGISTERS AND RECORDS

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

2.6 INSPECTIONS

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

2.7 CLAIMS

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

2.8 AUTHORISED DEDUCTIONS

The deductions can be made on account of:

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

III. STATISTICS COLLECTED UNDER THE MINIMUM WAGES ACT, 1948

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

3.2 ADDITION OF NEW EMPLOYMENTS

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

3.2.2 During the year 2015, three State/UTs namely Himachal Pradesh, Mizoram and Tamil Nadu have added new employments to the schedule appended to the Act (Table 1).

3.3 FIXATION OF MINIMUM WAGES FOR THE FIRST TIME

Table 2 shows that during the year 2015, the minimum wages were fixed for the first time by the States of Himachal Pradesh (5), Chhattisgarh (2) and Jharkhand (1).

3.4 SCHEDULED EMPLOYMENTS AND PREVAILING MINIMUM WAGE RATES

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

Table 3 presents the data for 36 States/Union Territories and CLC (Central) on Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2015. The number of scheduled employments varies from State to State and so do the minimum wages. Amongst the States, the largest number of scheduled employments were reported from Assam which stood at 102 and the lowest number i.e. 5 was reported from Mizoram. In case of Union Territories, the maximum numbers of scheduled employments i.e. 72 were reported from Daman & Diu and the minimum i.e. 7 from Andaman & Nicobar Islands. An analysis

of the table also shows that there is no uniformity in the wage structure as some States pay consolidated wages (Basic + Dearness Allowance) and some are reporting D.A. as a separate component. Only 14 States, 5 U.T. and the CLC (Central) have linked wages to periodic revision of D.A. Further, 16 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 31.12.2015 have been presented in Table 4.

3.5.2 It emerges from the table that the number of scheduled employments was highest in the State of Assam (102) followed by Bihar (88), Odisha (87), Karnataka (80), Jharkhand (76), Kerala (73) and Telangana (73) Daman and Diu and Andhra Pradesh (72) and Punjab (71).

3.5.3 The dispersion of wage rates as measured by the range between the lowest minimum wage rate and the highest minimum wage rate at all States / U.Ts. level is large, which is reflected by the fact that it is zero in case of the States/Union Territories which are paying equal wages to all the unskilled workers in all the scheduled employments whereas it is the maximum in case of Kerala i.e. Rs.416.70.

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

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

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

3.6.2 It is clear from Table 5 that as on 31.12.2015 there were in all 468 different types of scheduled employments all over India for which minimum wage rates have been fixed / revised by the Central Government / States / Union Territories submitting returns. However differences in the range of minimum wages were found in the same scheduled employment in States or U.Ts. For instance, in Agriculture, the minimum wage rates of Rs. 55.00 per day were reported from the State of Puducherry (Yanam Region), and Rs. 353.00 were prevalent

in Delhi. Similarly in Public Motor Transport, minimum wage rates of Rs.58.73 were observed in the States of Tripura and Rs.358.04 per day were found in Tamilnadu. Further in Construction/Maintenance of Building and Roads, minimum wage rates of Rs.115.00 per day were found in Nagaland and Rs.353.00 in Delhi. In case of Dal/Flour/Rice Mills, minimum wage rates of Rs. 77.00 per day were reported from the U.T. of Puducherry and Rs. 353.00 per day was prevalent in Delhi. In the case of Oil Mills, minimum wage rates of Rs. 77.00 per day were reported from the Union Territory of Puducherry and maximum of Rs.353.07 in the State of Telangana. In Shops and Commercial Establishments, minimum wage rates of Rs. 55.77 per day were reported from the Union Territory of Puducherry (Karaikal Region) and Rs353.00 per day were prevalent in the State of Delhi. The same pattern is observable in the other scheduled employments as well. Table-3 shows that highest minimum wages are being paid by the State of Kerala which stood at Rs. 566.70 in the scheduled employment.

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 0.31 per cent in the State of Andhra Pradesh and as high as 100.00 per cent in Nagaland, Sikkim and Tripura.

3.8 INSPECTIONS

3.8.1 The State-wise details of Inspections made, irregularities detected, prosecutions launched and claims preferred have been given in Table 7. Data in this regard was not submitted by the States/Union Territories of Arunachal Pradesh, Gujarat, D & N Haveli.

3.8.2 In the States/U.Ts., the highest numbers of inspections (110733) were reported from the state of Bihar followed by (110496) by the State of Tamil Nadu and the highest numbers of irregularities were detected by the C.L.C. (101730) in the central sector followed by (75321) by the Kerala. No irregularities were observed in Meghalaya, Manipur, Nagaland, Sikkim, Tripura, Daman & Diu and Lakshadweep. In the State sphere, the highest numbers of prosecutions were launched by C.L.C (3962) in the State sphere whereas no prosecutions were launched in Jharkhand, Meghalaya, Manipur, Nagaland, Sikkim, Tripura, Daman & Diu and Puducherry, Lakshadweep. The highest numbers of claims were preferred by Bihar (106738) followed by Andhra Pradesh (3766) whereas no claims were preferred by Himachal Pradesh, Meghalaya, Manipur, Nagaland, Sikkim, Tripura, Daman & Diu, Lakshadweep and Puducherry.

3.9 ENFORCEMENT OF THE ACT

Mere fixation / revision of wages would not be sufficient unless it is ensured that the workers are paid accordingly. Thus provision of adequate staff is a must for successful implementation of the Minimum Wages Act. However, in most of the States and Union Territories, there was no machinery appointed exclusively for the enforcement of the Minimum Wages Act and the inspection staff appointed under other labour Acts was entrusted with the enforcement of the Minimum Wages Act also. The Statement showing the strength of the machinery for enforcement of the Minimum Wages Act, 1948 during the year 2015 has been given in Annexure- II.

TABLE- 1**EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE
MINIMUM WAGES ACT, 1948 DURING THE YEAR 2015**

SR.NO.	STATE / UNION TERRITORY	EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2015	
1	2	3	
1	Himachal Pradesh	1	Hydro Power Projects
		2	Pharmaceuticals Industries
		3	Hospitals/Nursing Homes and Clinics
		4	Domestic Workes
		5	Safai Karamchari Employment
		6	Security Service
		7	Temples and Religious Places/Dharamshala
		8	Workers Working in Toll Tax Barriers
2.	Mizoram	1	Casual / Muster Roll Employees
		2	Road and Building Operation
		3	Public Motor Transport
		4	Shops and Establishments
		5	Employment in registered factories not elsewhere classified
3	Tamil Nadu	1	Employment in Sweeping and Cleaning

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2015.

TABLE – 2**EMPLOYMENTS IN WHICH THE MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2015**

SR.NO.	STATE/ UNION TERRITORY	EMPLOYMENTS IN WHICH MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2015		MINIMUM WAGES FIXED PER DAY (In Rs.)
1	2	3		4
1	Chhattisgarh	1	Employment in Cement	226.88
		2	Employment in Security Guard	235.88
2	Jharkhand	1	Employment of Mobile Tower	210.00
1	Himachal Pradesh	1	Hydro Power Projects	180.00
		2	Pharmaceuticals Industries	180.00
		3	Hospitals/Nursing Homes and Clinics	180.00
		4	Domestic Workes	180.00
		5	Safai Karamchari Employment	180.00
		6	Security Service	180.00
		7	Temples and Religious Places/Dharamshala	180.00
		8	Workers Working in Toll Tax Barriers	180.00

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2015.

TABLE 3

**MINIMUM WAGES PER DAY FOR UNSKILLED WORKERS IN SCHEDULED EMPLOYMENTS
AS ON 31.12.2015**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
1.CHIEF LABOUR COMMISSIONER (CENTRAL)					
1	Agriculture	Area - A	114.00	112.00	226.00
		Area - B	104.00	102.00	206.00
		Area - C	102.00	102.00	204.00
2	Asbestos Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
3	Barytes Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
4	Bauxite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
5	Construction / Maintenance of Roads and Building operations	Area - A	180.00	173.00	353.00
		Area - B	150.00	144.00	294.00
		Area - C	120.00	116.00	236.00
6	China Clay Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
7	Copper Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
8	Construction and maintenance of Runways	Area - A	180.00	173.00	353.00
		Area - B	150.00	144.00	294.00
		Area - C	120.00	116.00	236.00
9	Clay Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
10	Chromite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
11	Dolomite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
12	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	Area - A	180.00	173.00	353.00
		Area - B	150.00	144.00	294.00
		Area - C	120.00	116.00	236.00
13	Fire Clay Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
14	Felspar Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
15	Gypsum Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
16	Graphite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
17	Granite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
18	Gravel Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
19	Hematite Mines	Above Ground	120.00	116.00	236.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Below Ground	150.00	144.00	294.00
20	Iron Ore Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
21	Kyanite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
22	Laterite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
23	Loading and Unloading in Goods-Sheds, Parcel Offices of Railways, other Goodsheds, Godowns, Warehouses, etc. and Docks and Ports	Area - A	180.00	173.00	353.00
		Area - B	150.00	144.00	294.00
		Area - C	120.00	116.00	236.00
24	Lignite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
25	Mica Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
26	Manganese Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
27	Magnesite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
28	Magnetite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
29	Marble and Calcite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
30	Ochre Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
31	Quartz Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
32	Quartzite Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
33	Red Oxide Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
34	Rock Phosphate Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
35	Stone Breaking and Stone Crushing		82.44	107.00	189.44
36	Stone Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
37	Steatite (including Mines producing Soap Stone and Talc)Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
38	Silica Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
39	Slate Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
40	Sweeping and Cleaning	Area - A	180.00	173.00	353.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Area - B	150.00	144.00	294.00
		Area - C	120.00	116.00	236.00
41	Watch and Ward	Area - A	200.00	190.00	390.00
		Area - B	170.00	163.00	333.00
		Area - C	140.00	136.00	276.00
42	Watch and Ward (with arms)	Area - A	220.00	210.00	430.00
		Area - B	200.00	190.00	390.00
		Area - C	170.00	163.00	333.00
43	Uranium Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
44	White Clay Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00
45	Wolfram Mines	Above Ground	120.00	116.00	236.00
		Below Ground	150.00	144.00	294.00

TABLE 3**AREA "A"**

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

AREA "B"

Agra	(U.A.)	Ghaziabad	(U.A.)	Meerut	(U.A.)
Ajmer	(U.A.)	Gorakhpur	(U.A.)	Moradabad	(U.A.)
Aligarh	(U.A.)	Guwahati		Mysore	(U.A.)
Allahabad	(U.A.)	Guntur		Nasik	(U.A.)
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.)	Thiruvananthapura	(U.A.)
Cochin	(U.A.)	Kalyan		Ulhasnagar	
Coimbatore	(U.A.)	Kota		Vadodara	(U.A.)
Cuttack	(U.A.)	Ludhiana		Varanasi	(U.A.)
Durgapur		Madurai	(U.A.)	Vijaywada	(U.A.)
Faridabad Complex				Vishakhapatnam	(U.A.)
				Warangal	

NOTE:

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

U.A. = Urban Agglomeration

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
2.ANDHRA PRADESH					
1	Agriculture	-	159.00	106.75	265.75
2	Aerated water manufacturing units and Soft Drinks	-	96.31	125.77	222.08
3	Any Manufacturing Process carried out in any Factory as defined under Sec.2(m) or Sec. 85 of the Factories Act other than those notified under Part-I and Part-II of the Schedule of Minimum Wages Act, 1948	-	77.85	100.61	178.46
4	Automobile Engineering workshops including servicing and repairs	-	146.50	171.77	318.27
5	Baking process including Biscuits Manufactory	-	122.35	143.33	265.68
6	Betal Vines	-	87.69	93.37	181.06
7	Brick Kiln Industry	-	112.00	142.55	254.55
8	Canteens and Clubs	-	101.73	129.03	230.76
9	Cashew and Coconut gardens	-	125.00	-	125.00
10	Cashew Processing Establishments	-	149.46	155.19	304.65
11	Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory	-	112.12	142.54	254.66
12	Chemicals and Pharmaceuticals	-	134.47	157.55	292.02
13	Cinema Industry	-	141.27	157.97	299.24
14	Coffee Plantations	-	89.00	120.27	209.27
15	Colour Printing and Yarn Dyeing	-	128.84	150.45	279.29
16	Construction of Projects Including Dams and Multipurpose Projects	-	130.42	161.91	292.33
17	Construction or Maintenance of Roads and Building Operations	-	129.62	151.63	281.25
18	Cotton Carpet Weaving Establishments	-	135.00	151.00	286.00
19	Cotton Ginning and pressing Factories	-	164.00	159.32	323.32
20	Dairy Farming	-	191.38	93.37	284.75
21	Distilleries and Breweries	-	149.85	175.32	325.17
22	Domestic Workers	-	173.88	63.55	237.43
23	Electronic Industry	-	132.50	155.18	287.68
24	Fisheries and Sea Foods	-	125.07	145.71	270.78
25	Forestry and Timbering Operations	-	69.27	-	69.27
26	Glass Industry	-	129.46	151.63	281.09
27	Garment and Allied Manufacturing Industry	-	153.65	56.26	209.91
28	Gold Covering and Gold Coating Industry	-	129.62	151.63	281.25
29	Handloom (Silk)Weaving Establishments	-	83.00	117.54	200.54
30	Handloom Weaving Establishments	-	Piece Rated		
31	Handloom Weaving Establishments- Additional Categories	-	91.42	117.54	208.96
32	Horticulture	-	217.27	106.60	323.87
33	Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries	-	238.81	82.54	321.35
34	Hostels of all colleges and all other educational Institutions	-	251.73	91.80	343.53
35	Hotels and Restaurants and Eating Houses	-	127.58	158.25	285.83
36	Jute and Coir Industry	-	244.35	89.44	333.79
37	Khandsari Factories	-	135.23	157.55	292.78
38	Lime stone Kilns	-	93.19	119.48	212.67
39	Marketing Societies, Consumer Co-op. Societies and Co-op. Banks	-	123.96	144.52	268.48
40	Match and Fire Works	-	104.46	129.03	233.49

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
41	Mesta used Twine Mills	-	66.00	79.88	145.88
42	Metal Foundaries and General Engineering	-	125.50	146.89	272.39
43	Mica Works	-	131.15	152.82	283.97
44	Mini and Tiny Cement Factories	-	107.00	124.38	231.38
45	Motion Picture Industry including Production, Distribution and Publicity	-	112.12	141.31	253.43
46	Oil Mills	-	248.88	91.09	339.97
47	Paper and Paper Board including Straw Board including hand made Paper Manufactory	-	250.00	91.21	341.21
48	Petrol Bunks	-	134.46	157.56	292.02
49	Poultry farming including Feeding units	-	200.00	92.81	292.81
50	Powerloom Industry	-	101.73	248.77	350.50
51	Printing Press including Litho and offset Printing	-	135.23	157.55	292.78
52	Private Motor Transport	-	129.62	151.63	281.25
53	Professionals such as Chartered, Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates	-	161.50	159.76	321.26
54	Public Motor Transport	-	101.73	129.03	230.76
55	Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills	-	135.50	158.74	294.24
56	Safai Karamcharis	-	192.31	179.07	371.38
57	Salt Pans	-	96.89	122.88	219.77
58	Security Services	-	153.85	143.04	296.89
59	Seed Processing Units	-	123.31	163.50	286.81
60	Sericulture	-	173.27	-	173.27
61	Shops and Commercial Establishments	-	129.62	151.63	281.25
62	Slate Factories	-	123.19	144.53	267.72
63	Steel Mills and Steel re-rolling Mills	-	123.35	144.52	267.87
64	Stone Breaking and Stone Crushing Operations	-	123.00	141.68	264.68
65	Tanneries and Leather Manufactory	-	132.88	165.56	298.44
66	Tiles and Potteries	-	123.27	144.52	267.79
67	Tobacco (excluding Beedi making) Manufactory	-	113.00	129.36	242.36
68	Toddy Tapping including Selling and Conveyance industry	-	106.27	131.47	237.74
69	Wood Working Establishments including Furniture (excluding Timbering Operations)	-	128.73	150.45	279.18
70	Woollen Carpet Making and Shawl Weaving Establishments	-	96.88	122.89	219.77
71	Non-teaching staff working in Private Educational Institutions	-	203.62	70.67	274.29
72	Spinning Mills	-	148.23	51.45	199.68

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
3.ARUNACHAL PRADESH					
1	Agriculture	-	150.00	-	150.00
2	Cement Industry	-	150.00	-	150.00
3	Cinema and Video Hall	-	150.00	-	150.00
4	Construction or Maintenance of Roads or Building Operation	-	150.00	-	150.00
5	Distrilleries and Brewing Units	-	150.00	-	150.00
6	Educational/Coaching Institutions	-	150.00	-	150.00
7	Employment in any bank in respect of which Govt.of Arunachal Pradesh is the appropriate Govt.to fix or revise the minimum wages	-	150.00	-	150.00
8	Employment in any residential,hotel,restaurant or earting house.		150.00	-	150.00
9	Employment under any Govt. Authority (Casual Contingency Employee)	-	150.00	-	150.00
10	Forest Operations	-	150.00	-	150.00
11	Hospital, Nursing Homes, Dispensaries, Pharmacies and consultation clinics	-	150.00	-	150.00
12	Load carrying i.e.Porter Porting Goods from One Area to Another Area	-	150.00	-	150.00
13	Loading and Un-Loading except under Department of Co-operation	-	150.00	-	150.00
14	Local Authority	-	150.00	-	150.00
15	Motor Mechanical Garage Including Tyre Retreading or Repairing Industry	-	150.00	-	150.00
16	Oil Mill	-	150.00	-	150.00
17	Plantation (Cinchona, Rubber, Tea & Coffee)	-	150.00	-	150.00
18	Printing Press	-	150.00	-	150.00
19	Printing Process by Lithography,photography or other similar work or book binding	-	150.00	-	150.00
20	Private co-operative society,welfare or voluntary organisation	-	150.00	-	150.00
21	Public Motor Transport	-	150.00	-	150.00
22	Rice / Flour /Dal Mill	-	150.00	-	150.00
23	Safai Karamcharis	-	150.00	-	150.00
24	Saw ,Vaneer and Plywood Mills/Industry	-	150.00	-	150.00
25	Security Guard and Watch and Ward	-	150.00	-	150.00
26	Shops or Commercial Establishments	-	150.00	-	150.00
27	Stone breaking or Stone crushing	-	150.00	-	150.00
28	Superior Kerosene/petrol/diesel oil delivery depot	-	150.00	-	150.00
29	Tobacco manufactory (including Bidi making industries)	-	150.00	-	150.00
30	Woollen Carpet making or Shawl Weaving establishments	-	150.00	-	150.00

Note:- Figures repeat from the Annual Report of 2014

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
4.ASSAM					
1	Agarbatti	-	240.00	-	240.00
2	Agarwood Industry	-	240.00	-	240.00
3	Agriculture	-	240.00	-	240.00
4	Aluminium Industry	-	240.00	-	240.00
5	Asbests	-	240.00	-	240.00
6	Bakeries	-	240.00	-	240.00
7	Beedi Making	-	240.00	-	240.00
8	Beverages Manufacturing and Vending Estt.	-	240.00	-	240.00
9	Biscuit Manufacturing	-	240.00	-	240.00
10	Blacksmith	-	240.00	-	240.00
11	Bought Tea Leaf Factory	-	240.00	-	240.00
12	Breweries and Distillery	-	240.00	-	240.00
13	Brick Making and Brick Kiln	-	240.00	-	240.00
14	Candle Manufacturing	-	240.00	-	240.00
15	Canteen and Clubs	-	240.00	-	240.00
16	Carpentary and Masonary	-	240.00	-	240.00
17	Casual/Master control workers in Flood Control Department	-	240.00	-	240.00
18	Casual/Master Roll Workers Irrigation Department.	-	240.00	-	240.00
19	Casual/Master Roll Workers Employed in Public Health Department	-	240.00	-	240.00
20	Cement Based Industry	-	240.00	-	240.00
21	Chakki Mill	-	240.00	-	240.00
22	Chemical and Pharmaceutical Industry	-	240.00	-	240.00
23	Cleaner	-	240.00	-	240.00
24	Coaching Academics including nurshing and English Medium Schools and Technical Institutes	-	240.00	-	240.00
25	Coffee and Rubber Plantation	-	240.00	-	240.00
26	Construction or maintenance of (1) roads or in building operation and stone breaking and stone crushing	-	240.00	-	240.00
27	Contracts Estt. Of the Forest Deptt.	-	240.00	-	240.00
28	Cooperative Banks	-	240.00	-	240.00
29	Cooperative Consumer Societies	-	240.00	-	240.00
30	Cooperative Markeing Societies	-	240.00	-	240.00
31	Cotton Textiles Mills	-	240.00	-	240.00
32	Dairy and Poultry firms	-	240.00	-	240.00
33	Dispensaries	-	240.00	-	240.00
34	Earth Cutting and Removing Earth Filling, & Earth leveling Operations	-	240.00	-	240.00
35	Eating house and Restaurants	-	240.00	-	240.00
36	Edible Oil Workers	-	240.00	-	240.00
37	Employment in Electricity Board	-	240.00	-	240.00
38	Engineering Industries including Motor Garage and Workers	-	240.00	-	240.00
39	Film (production, distribution & Exhibition)	-	240.00	-	240.00
40	Fishing	-	240.00	-	240.00
41	Flour Mills	-	240.00	-	240.00
42	Food Processing	-	240.00	-	240.00
43	Forestry and Timbering Operation	-	240.00	-	240.00
44	Fruit Preservation	-	240.00	-	240.00
45	Gold and Silver ornaments and other articles of Artistic Design Manufacturing	-	240.00	-	240.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
46	Goldsmith	-	240.00	-	240.00
47	Grass Cutting and Wood Cutting	-	240.00	-	240.00
48	Hair Cutting saloons	-	240.00	-	240.00
49	Handicrafts	-	240.00	-	240.00
50	Handloom Weaving Project	-	240.00	-	240.00
51	Helpers & Weldes in Minor Engineering.	-	240.00	-	240.00
52	Horticulture	-	240.00	-	240.00
53	Hotel Restaurent and Eating Houses covered by the schedule employments (shops & commercial Establishments)	-	240.00	-	240.00
54	Hydro Electric Project	-	240.00	-	240.00
55	Ice cream and Ice candy Manufacturing and vending Estt.	-	240.00	-	240.00
56	Ice factory and Cold Storage	-	240.00	-	240.00
57	Jute Bailing Industries	-	240.00	-	240.00
58	Jute Mills	-	240.00	-	240.00
59	Khadi and Village Industries	-	240.00	-	240.00
60	Loading and Unloading Operation	-	Wages not Repoted		
61	Loading and Unloading of Urea Bags	-	Wages not Repoted		
62	L.P.G.Distributiion	-	240.00	-	240.00
63	Match Manufacturing	-	240.00	-	240.00
64	Metal Rolling and Re-rolling Industry	-	240.00	-	240.00
65	Motor Body Building	-	240.00	-	240.00
66	Municipalities and Town Committee	-	240.00	-	240.00
67	Oil and Gas Drilling Workers	-	240.00	-	240.00
68	Pan Masala & Gutkha Manufacturing Industries	-	240.00	-	240.00
69	Paper Industry	-	240.00	-	240.00
70	Pathological Laboratories	-	240.00	-	240.00
71	Petrol Pump Workers	-	240.00	-	240.00
72	Photo and Picture frame Manufacturing	-	240.00	-	240.00
73	Plantation(i) Brahamputra Valley	-	94.00	-	94.00
	Plantation (ii) Barak Valley	-	75.00	-	75.00
74	Plywood Industries	-	240.00	-	240.00
75	Pottery Industries	-	240.00	-	240.00
76	Poultry and Cattle Feed Manufacturing	-	240.00	-	240.00
77	Premises wherein cows and buffalos or both kept for milking fooding and all other similar process	-	240.00	-	240.00
78	Printing and Dyeing Cloth	-	240.00	-	240.00
79	Printing Press	-	240.00	-	240.00
80	Private Hospital	-	240.00	-	240.00
81	Private Security Agency	-	Wages not Repoted		
82	Private Transport	-	240.00	-	240.00
83	Public Motor Transport including A.S.T.C.	-	240.00	-	240.00
84	Readymade Garments	-	240.00	-	240.00
85	Rice and Oil Mills	-	240.00	-	240.00
86	Rubber processing and Rubber Manufacturing	-	240.00	-	240.00
87	Saw Mills	-	240.00	-	240.00
88	Seasonal Spray Squads of NMEP under the H. & F.W. Deptt.	-	240.00	-	240.00
89	Sericulture Operation	-	240.00	-	240.00
90	Shops and Commercial Establishments covered by the schedule of shop & commercial Establishments	-	240.00	-	240.00
91	Small Establishments Selling Cooked Food Staff	-	240.00	-	240.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
92	Small Scale Industry	-	240.00	-	240.00
93	Soap Making Industries	-	240.00	-	240.00
94	Streamergat	-	240.00	-	240.00
95	Sugar Industry	-	240.00	-	240.00
96	Tailoring Industries.	-	240.00	-	240.00
97	Tanneries and Leather Manufacturing	-	240.00	-	240.00
98	Theatres	-	240.00	-	240.00
99	Tiles Manufacturing	-	240.00	-	240.00
100	Transportation, Marketing and Distribution of Petroleum Products	-	240.00	-	240.00
101	Trunk and Bucket Manufacturing	-	240.00	-	240.00
102	Tubewell Sinking	-	240.00	-	240.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
5.BIHAR					
1	Agarbati Industry	-	186.00	3.00	189.00
2	Agriculture	-	186.00	3.00	189.00
3	Aluminium Industry	-	194.00	3.00	197.00
4	Asbestos Cement Industry	-	194.00	3.00	197.00
5	Automobile Engineering Workshops	-	194.00	3.00	197.00
6	Bakeries and Confectioneries	-	194.00	3.00	197.00
7	Bidi Making	-	194.00	3.00	197.00
8	Biscuit Industry	-	194.00	3.00	197.00
9	Book Binding Industry	-	194.00	3.00	197.00
10	Brick Manufactory and Ceramic Industry	-	194.00	3.00	197.00
11	Cement and Hume Pipe, Electric Pole and Railway Sleeper Manufacturing Industry	-	194.00	3.00	197.00
12	Cement Prestressed Product Industry	-	194.00	3.00	197.00
13	Chemical and Pharmaceutical Industry	-	194.00	3.00	197.00
14	Cinema Industry	-	194.00	3.00	197.00
15	Coal Briquette Industry	-	194.00	3.00	197.00
16	Cold Storage	-	194.00	3.00	197.00
17	Construction, Maintenance of Roads or in Building Construction	-	194.00	3.00	197.00
18	Co-operative Sector	-	194.00	3.00	197.00
19	Courier Service	-	194.00	3.00	197.00
20	Dafti Card Board, Mill Board, Paper Board, Corrugated Board, Straw Board or Gatta Paper Board Manufacturing	-	194.00	3.00	197.00
21	Dairy and Poultry Farms	-	194.00	3.00	197.00
22	Dams Construction and Irrigation	-	194.00	3.00	197.00
23	Distilleries	-	194.00	3.00	197.00
24	Domestic Workers	-	178.26	2.61	180.87
25	Earth Cutting Operation	-	194.00	3.00	197.00
26	Educational, University, Research or Cultural Institutions	-	194.00	3.00	197.00
27	Electric and Other Types of Bulbs and Florescent Tubes Manufacturing Industry	-	194.00	3.00	197.00
28	Electro Casting and Metal Finishing Industry	-	194.00	3.00	197.00
29	Electronics Industry	-	194.00	3.00	197.00
30	Employment of Sailors	-	186.00	3.00	189.00
31	Fire Bricks, Ceramics Industry and Refractories	-	194.00	3.00	197.00
32	Fisheries	-	194.00	3.00	197.00
33	Forestry and Timbering Operations	-	194.00	3.00	197.00
34	Foundry Industry	-	194.00	3.00	197.00
35	Frittered Rice	-	194.00	3.00	197.00
36	Glass Industry(excluding Glass Sheet)	-	194.00	3.00	197.00
37	Glass Sheet Industry	-	194.00	3.00	197.00
38	Gun Factories	-	194.00	3.00	197.00
39	Hair Cutting Saloons	-	194.00	3.00	197.00
40	Handloom Industry	-	194.00	3.00	197.00
41	Hard Coke Industry	-	194.00	3.00	197.00
42	Hosiery Manufactory	-	194.00	3.00	197.00
43	Hotels, Eating Houses and Restaurants	-	194.00	3.00	197.00
44	Icecream and Cold Drinks	-	194.00	3.00	197.00
45	Information Technology	-	194.00	3.00	197.00
46	Jute Industry and Similar Works	-	194.00	3.00	197.00
47	Khadi and Village Industry	-	194.00	3.00	197.00
48	Khandsari Industry	-	194.00	3.00	197.00
49	Lac Manufactory	-	194.00	3.00	197.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
50	Laundry and Washing	-	194.00	3.00	197.00
51	Loading and Un-loading Operations	-	194.00	3.00	197.00
52	Manufacturing Of Gold and Silver Ornaments and articles of artistic design	-	194.00	3.00	197.00
53	Manufacturing of Leather Goods	-	194.00	3.00	197.00
54	Mica Works (Factory and Establishment excluding Mines)	-	194.00	3.00	197.00
55	Mineral Grinding Industry	-	194.00	3.00	197.00
56	Minor Engineering Industry (Excluding Automobile Engineering Workshops) employing less than 50 workers	-	194.00	3.00	197.00
57	Minor Engineering Industry employing more than 50 workers	-	194.00	3.00	197.00
58	Oil Mills	-	194.00	3.00	197.00
59	Papad Industry	-	186.00	3.00	189.00
60	Paper Industry	-	194.00	3.00	197.00
61	Petrol and Diesel Pumps	-	194.00	3.00	197.00
62	Plastic Industry	-	194.00	3.00	197.00
63	Plucking and Processing of Tendu Leaves	-	194.00	3.00	197.00
64	Plywood Industry	-	194.00	3.00	197.00
65	Potteries Industry	-	194.00	3.00	197.00
66	Powerloom Industry	-	194.00	3.00	197.00
67	Printing Press	-	194.00	3.00	197.00
68	Private Ferries and L.T.C.	-	194.00	3.00	197.00
69	Private Hospitals, Nursing Homes and Clinics	-	194.00	3.00	197.00
70	Private Security	-	194.00	3.00	197.00
71	Public Motor Transport	-	194.00	3.00	197.00
72	Religious and Social Institutions	-	194.00	3.00	197.00
73	Rice , Flour or Dal Mills	-	194.00	3.00	197.00
74	Rolling of Iron Rods, Plates, Angles, etc. works	-	194.00	3.00	197.00
75	Rubber and Rubber compound Industry	-	194.00	3.00	197.00
76	Safai Karmacharis (excluding scavenging)	-	186.00	3.00	189.00
77	Sales Promotion of Medicine Employment	-	178.00	3.00	181.00
78	Shops and Commercial Establishments	-	194.00	3.00	197.00
79	Shops Selling Cooked Food Stuff	-	194.00	3.00	197.00
80	Silk Industry including Manufacture from Pure Silk, Artificial Silk and other Staple Yarn	-	194.00	3.00	197.00
81	Sindur and Rang Manufacturing	-	194.00	3.00	197.00
82	Soap Making Industry	-	194.00	3.00	197.00
83	Stone Breaking or Stone Crushing	-	194.00	3.00	197.00
84	Tailoring Industry	-	194.00	3.00	197.00
85	Tanneries and Leather Technology	-	194.00	3.00	197.00
86	Tea Plantations	-	194.00	3.00	197.00
87	Wood works and Furniture	-	194.00	3.00	197.00
88	Woollen Carpet making or Shawl Weaving Establishments	-	194.00	3.00	197.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
6. CHHATISGARH					
1	Agriculture	-	147.00	79.88	226.88
2	Bone Mills	-	147.00	79.88	226.88
3	Bricks	-	147.00	79.88	226.88
4	Building and Construction	-	147.00	79.88	226.88
5	Casting Industries	-	147.00	79.88	226.88
6	Cement Factories	-	147.00	79.88	226.88
7	Cement Poles and Cement Products	-	147.00	79.88	226.88
8	Chemicals and Pharmaceuticals	-	147.00	79.88	226.88
9	Construction, Maintenance of Roads or in Building Construction	-	147.00	79.88	226.88
10	Educational Institiution and Private Coaching Centres	-	147.00	79.88	226.88
11	Employment in Kosa	-	147.00	79.88	226.88
12	Engieneering Industry	-	147.00	79.88	226.88
13	Food Pdproducts, Bakery, Confectionery, Ice Cream, Aerated Drinks	-	147.00	79.88	226.88
14	Forest Produce and Forestry	-	147.00	79.88	226.88
15	Fuel Coke	-	147.00	79.88	226.88
16	Handloom	-	147.00	79.88	226.88
17	Hospitals, Nursing Homes and Pathology Labs	-	147.00	79.88	226.88
18	Irrigation	-	147.00	79.88	226.88
19	Kambal Industry	-	147.00	79.88	226.88
20	Khandsari Industry/Sugar	-	147.00	79.88	226.88
21	Lime stone Kilns	-	147.00	79.88	226.88
22	Local Bodies	-	147.00	79.88	226.88
23	Mandi Mazdoors	-	147.00	79.88	226.88
24	Manufacturing Process as defined under section 2(k) of the Factories Act 1948 not classified elsewhere	-	147.00	79.88	226.88
25	Murra Poha	-	147.00	79.88	226.88
26	Oil Mills	-	147.00	79.88	226.88
27	Petrol/Diesel/L.P.G.Distribution	-	147.00	79.88	226.88
28	Plastic Industry	-	147.00	79.88	226.88
29	Potteries	-	147.00	79.88	226.88
30	Poultry farming including Feeding units	-	147.00	79.88	226.88
31	Powerloom Sizing and Pressing	-	147.00	79.88	226.88
32	Power Plants	-	147.00	79.88	226.88
33	Printing Press	-	147.00	79.88	226.88
34	Public Motor Transport	-	147.00	79.88	226.88
35	Rice, Dal and Flour Mills	-	147.00	79.88	226.88
36	Rolling Mills	-	147.00	79.88	226.88
37	Sale Promotion Workers	-	147.00	79.88	226.88
38	Saw Mills, Wood Works	-	147.00	79.88	226.88
39	Security Guard	-	156.00	79.88	235.88
40	Shops and Commercial Establishments, Hotels, Restaurants and Cinema Houses	-	147.00	79.88	226.88
41	Solevent Plants and Refinery	-	147.00	79.88	226.88
42	Sponge Iron Plants	-	147.00	79.88	226.88
43	Steel Plants	-	147.00	79.88	226.88
44	Stone Breaking	-	147.00	79.88	226.88
45	Stone Crushing	-	147.00	79.88	226.88
46	Tiles Manufacturing	-	147.00	79.88	226.88

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
7.GOA					
1	Agriculture	-	215.00	-	215.00
2	Automobile Repairing Workshop and Garages	-	215.00	-	215.00
3	Breweries and Distilleries	-	215.00	-	215.00
4	Brick and Tiles Manufacture	-	215.00	-	215.00
5	Cashew Factories and Establishments	-	215.00	-	215.00
6	Cinema Exhibition Industry	-	215.00	-	215.00
7	Commercial or Industrial Establishments engaged in commercial, manufacturing and service activities other than that covered under any of the other entries contained in the schedule	-	215.00	-	215.00
8	Construction or maintenance of Roads or in Building Operations	-	215.00	-	215.00
9	Cotton Textiles, cotton spinning, cotton pressing, manufacturing of cotton fiber, thread yarn spinning and weaving including handloom weaving	-	215.00	-	215.00
10	Manufacture, assembling of Electronic Goods and components and distribution and the sale of Electronic Products	-	215.00	-	215.00
11	Pharmaceutical industry and units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products	-	215.00	-	215.00
12	Printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding	-	215.00	-	215.00
13	Private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinic including such establishments where medical treatment is given to patients	-	215.00	-	215.00
14	Processing and canning of food stuff including fish and beverages	-	215.00	-	215.00
15	Public Motor Transport undertaking and Private Motor Transport undertaking	-	215.00	-	215.00
16	Readymade garments manufactory	-	215.00	-	215.00
17	Residential Hotel, Restaurant or eating house	-	215.00	-	215.00
18	Saw Mills	-	215.00	-	215.00
19	Shop and Commercial Establishments other than a residential hotel, restaurant or eating house	-	215.00	-	215.00
20	Stone Breaking and Stone Crushing	-	215.00	-	215.00
21	Watch and ward	-	215.00	-	215.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
8. GUJARAT					
1	Agarbatti making Industry		100.00	-	100.00
2	Agriculture		150.00	-	150.00
3	Automobile repairing workshops and Garages	Zone- I	276.00	-	276.00
		Zone- II	268.00	-	268.00
4	Bakeries	Zone- I	276.00	-	276.00
		Zone- II	268.00	-	268.00
5	Bobin Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
6	Bone Crushing Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
7	Brick Manufacturing Industry	Zone-I	120.10	87.00	207.10
		Zone-II	119.20	87.00	206.20
8	Cement Prestressed Products Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
9	Construction or Maintenance of Roads or in Buildings Operation	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
10	Cotton Ginning and Pressing Manufactory	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
11	Dispensary of Medical practitioners	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
12	Electronics and Allied or incidental Industries	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
13	Employment of non-teaching Staff in Private Non-grant-in-aided educational Institutions	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
14	Employment in Sweeping and Cleaning excluding activities prohibited under the "Employment of Manual Scavengers and Construction of Dry Latrines (prohibition Act., 1993"	Area-A	116.00	4.80	120.80
		Area-B	118.00	4.80	122.80
		Area-C	120.00	4.80	124.80
15	Employment in Ship Breaking	Area-A	235.00	4.80	239.80
16	Film Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
17	Fisheries Industries	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
18	Forestry and Timber Operation	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
19	Hosiery Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
20	Hospitals and Nursing Homes	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
21	Industrial Engineering Establishments (more than 50 workers)	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
22	Industrial Engineering Establishments(less than 50 workers)	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
23	Jari Industry	Zone I	134.50	87.00	221.50
		Zone II	132.90	87.00	219.90
24	Khandsari Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
25	Local Authorities (Municipality or Nagar Panchayat)	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
26	Local Authorities (Municipal Corporation)	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
27	Employment under any Gram Panchayat	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
28	Manufacturing Process as defined under section 2(k) of the Factories Act 1948 not covered under any entry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
29	Oil Mills	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
30	Petrol / Diesel pumps	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
31	Pharmaceutical Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
32	Plastic Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
33	Potteries Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
34	Powerloom Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
35	Printing by letter press lithography, photogravure or book binding	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
36	Private Security Guard Services	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
37	Public Motor Transport	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
38	Pulp and Paper or Paper Board Manufactory	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
39	Readymade Garments	Zone I	135.50	-	135.50
		Zone II	134.30	-	134.30
		Zone III	133.00	-	133.00
40	Residential Hotels, Restaurants, or Eating House	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
41	Rice, Flour or Dal Mills	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
42	Roof Tiles Manufactory	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
43	Rubber and Rubber Products Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
44	Salt Pan Industry	Zone I	140.00	87.00	227.00
45	Shops and Commercial Establishments	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
46	Soap Making Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
47	Stone Breaking or Stone Crushing	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
48	Sugar Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
49	Sugarcane Cutting	Rs 170.00 per tonn			
50	Tanneries and Leather Manufacturing	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
51	Textile Processing and Pre Weaving Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
52	Tobacco processing Establishments	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
53	Tabacco including Bidi Making Manufactory	Zone I	132.00	87.00	219.00
		Zone II	131.60	87.00	218.60
54	Tube-well drilling operations and maintenance	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
55	Woollen Carpet making or Shawl Weaving Establishments	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
56	Zardosi Works	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00

Note:- Figures repeat from the Annual Report of 2014

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
9.HARYANA					
1	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	-	292.31	-	292.31
2	Agriculture	-	292.31	-	292.31
3	Any Manufacturing process wherein Manufacturing Process as defined under Section 2(k) of the Factories Act,1948	-	292.31	-	292.31
4	Any Shop or Commercial Establishment other than covered under any of the entries in the Schedule	-	292.31	-	292.31
5	Asbestos Cement Factories and other Cement Products	-	292.31	-	292.31
6	Automobile repair workshop	-	292.31	-	292.31
7	Ayurvedic & Unani Pharmaceuticals	-	292.31	-	292.31
8	Brick Kiln Industry	-	292.31	-	292.31
9	Chemical and Distillery Industry	-	292.31	-	292.31
10	Cinema Industry	-	292.31	-	292.31
11	i) Construction and Maintenance of Road and Building Operation ii) Stone breaking and stone crushing iii) P.W.D. (Public Health)	-	292.31	-	292.31
12	Contractor's Establishments of Forest Department	-	292.31	-	292.31
13	Co-operative Credit and Service Societies and Mini Banks	-	292.31	-	292.31
14	Cotton Ginning & pressing Industry	-	292.31	-	292.31
15	Domestic Worker	-	292.31	-	292.31
16	Electronics and allied or incidental Industries	-	292.31	-	292.31
17	Electroplating using salts or chromium, nickle or any other compound and connected buffing and polishing Industry	-	292.31	-	292.31
18	Ferrous Metal Rolling and Re-rolling Industry	-	292.31	-	292.31
19	Food Products, Dairy Products, Grain Mills Products and Bakery Products	-	292.31	-	292.31
20	Forestry or any other development work related	-	292.31	-	292.31
21	Foundries with or without attached Machine Shops	-	292.31	-	292.31
22	Glass, Glass Fibre and Glass Processing Industry	-	292.31	-	292.31
23	Hospital and Nursing Homes	-	292.31	-	292.31
24	Local Authorities	-	292.31	-	292.31
25	Manufacture of Khandsari, Gur and Shakkar	-	292.31	-	292.31
26	Manufacturing of Soap in any form,other washing Products, Synthetic detergents and Cosmetics	-	292.31	-	292.31
27	Ferrous Metal Rolling	-	292.31	-	292.31
28	Oil Mills	-	292.31	-	292.31
29	Operation of Tubewell	-	292.31	-	292.31
30	Packing Industry	-	292.31	-	292.31
31	Paper Cardboard and Typewriter Ribbon Industry	-	292.31	-	292.31
32	Petrol and Diesel Oil Pumps	-	292.31	-	292.31

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
33	Plastic Industries	-	292.31	-	292.31
34	Potteries, Ceramics and Refractory Industry	-	292.31	-	292.31
35	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	-	292.31	-	292.31
36	Private Printing Presses	-	292.31	-	292.31
37	Public Motor Transport	-	292.31	-	292.31
38	Public Works Department (Irrigation)	-	292.31	-	292.31
39	Rags Cleaning and Sorting	-	292.31	-	292.31
40	Readymade Garments	-	292.31	-	292.31
41	Rice Mills, Flour Mills and Dal Mills	-	292.31	-	292.31
42	Rubber Industry	-	292.31	-	292.31
43	Safai Karamcharis	-	292.31	-	292.31
44	Saw Mills and Timber Trade Industry	-	292.31	-	292.31
45	Scientific Industry	-	292.31	-	292.31
46	Shops and Commercial Establishments	-	292.31	-	292.31
47	Tailoring, Stitching and Embroidery Establishments	-	292.31	-	292.31
48	Tanneries and Leather Manufacturing	-	292.31	-	292.31
49	Textiles Industry	-	292.31	-	292.31
50	Woollen Carpet making or Shawl Weaving Establishments run on Powerloom or Handloom	-	292.31	-	292.31

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
10.HIMACHAL PRADESH					
1	Agriculture	-	180.00	-	180.00
2	Chemicals and Chemical Products	-	180.00	-	180.00
3	Construction or Maintenance of Roads or in Building Operations	-	180.00	-	180.00
4	Engineering Industries	-	180.00	-	180.00
5	Forestry Industry	-	180.00	-	180.00
6	Hotels and Restaurants	-	180.00	-	180.00
7	Establishments with Manufacturing Process as defined in clause (k) of Section 2 of Factories Act., 1948	-	180.00	-	180.00
8	Private Educational Institutions	-	180.00	-	180.00
9	Public Motor Transport	-	180.00	-	180.00
10	Shops and Commercial Establishments	-	180.00	-	180.00
11	Stone Breaking and Stone Crushing	-	180.00	-	180.00
12	Tea Plantations	-	180.00	-	180.00
13	Hydro Electric Project	-	180.00	-	180.00
14	Pharmaceuticals Industries	-	180.00	-	180.00
15	Hospitals / Nursing Homes and Clinics	-	180.00	-	180.00
16	Domestic Workers	-	180.00	-	180.00
17	Safai Karmchari Employment	-	180.00	-	180.00
18	Security Services	-	180.00	-	180.00
19	Temples and Religious Place / Dharamshala	-	180.00	-	180.00
20	Workers Working in Toll Tax Barriers	-	180.00	-	180.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
11.JAMMU & KASHMIR					
1	Auto Body Fabrication	-	150.00	-	150.00
2	Embroidery including Chain Stitching	-	150.00	-	150.00
3	Hair Cutting Saloons	-	150.00	-	150.00
4	Ice Factory and Cold Storage	-	150.00	-	150.00
5	Light Engineering Works.	-	150.00	-	150.00
6	Local Authority, Municipalities and Town Area Committees.	-	150.00	-	150.00
7	Manufacturing & Tailoring of Garments	-	150.00	-	150.00
8	Manufacturing of Arms & Ammunition	-	150.00	-	150.00
9	Manufacturing of Drinks & Brewaries	-	150.00	-	150.00
10	Manufacturing of Food Products	-	150.00	-	150.00
11	Manufacturing of Medicines & Hospitals Equipments	-	150.00	-	150.00
12	Manufacturing of Metal Steel Utensils	-	150.00	-	150.00
13	Manufacturing of Soap & Detergents	-	150.00	-	150.00
14	Manufacturing of Sports Goods.	-	150.00	-	150.00
15	Manufacturing of Wood Products	-	150.00	-	150.00
16	Motor Transport	-	150.00	-	150.00
17	Oil Mills(including Kohloos)	-	150.00	-	150.00
18	Private Brick and Tile Making	-	150.00	-	150.00
19	Private Transport Industries	-	150.00	-	150.00
20	Rosin and Terpentine Products	-	150.00	-	150.00
21	Shops & Establishments	-	150.00	-	150.00
22	Silicate & Chemical Works	-	150.00	-	150.00
23	Steel Metal Rolling Works	-	150.00	-	150.00
24	Stoon Breaking or Stone Crushing	-	150.00	-	150.00
25	Tanneries,Leather Manufacturing	-	150.00	-	150.00
26	Wood Carving	-	150.00	-	150.00
27	Woollen Carpet Making or Shawl Weaving	-	150.00	-	150.00
28	Workshops	-	150.00	-	150.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
12.JHARKHAND					
1	Agriculture	-	210.00	-	210.00
2	Aluminium Industry	-	210.00	-	210.00
3	Asbestos Cement Factory	-	210.00	-	210.00
4	Automobile Engineering Workshops	-	210.00	-	210.00
5	Bakeries and confectioneries	-	210.00	-	210.00
6	Book Binding Industry	-	210.00	-	210.00
7	Biscuit Industry	-	210.00	-	210.00
8	Cement Prestressed Products	-	210.00	-	210.00
9	Chemical and Pharmaceutical Industry	-	210.00	-	210.00
10	Coal Briquette Industry	-	210.00	-	210.00
11	Cement Hume Pipe, Electric Pole and Railway Sleeper Manufacture Industry	-	210.00	-	210.00
12	Cinema Industry	-	210.00	-	210.00
13	Cold Storages	-	210.00	-	210.00
14	Construction of Dams or for Irrigation Purpose	-	210.00	-	210.00
15	Computer Coaching Institutes	-	210.00	-	210.00
16	Construction or Maintenance of Roads or Building Construction	-	210.00	-	210.00
17	Cooperative Sectors	-	210.00	-	210.00
18	Dairy and Poultry Farms	-	210.00	-	210.00
19	Distilleries	-	210.00	-	210.00
20	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	-	210.00	-	210.00
21	Employment of Bus and Truck Driver/Conductor and Cleaners	-	210.00	-	210.00
22	Electric and other type of Bulb and Florence Tube Manufacture Industry	-	210.00	-	210.00
23	Motor Garages and Workshops	-	210.00	-	210.00
24	Motor Body Building	-	210.00	-	210.00
25	Sweeping and Cleaning	-	210.00	-	210.00
26	Electronic Industry	-	210.00	-	210.00
27	Mess, Canteens and Clubs	-	210.00	-	210.00
28	Laying of under ground cables, electric lines, water supply lines and sewerage pipe line	-	210.00	-	210.00
29	Chartered/Cost Accountants, Auditors, Tax consultancy and Architects	-	210.00	-	210.00
30	Electricity Generator and supply	-	210.00	-	210.00
31	Employment of Mobile Tower etc.	-	210.00	-	210.00
32	Decoration of Pandal, etc.	-	210.00	-	210.00
33	Fire Bricks and Ceraamics Industry (Tiles) and Refractories	-	210.00	-	210.00
34	Fisheries	-	210.00	-	210.00
35	Foundry Industry	-	210.00	-	210.00
36	Glass Sheet Manufacturing	-	210.00	-	210.00
37	Grinding and Crushing of Mineral Ore	-	210.00	-	210.00
38	Gun Factory	-	210.00	-	210.00
39	Handloom Industry	-	210.00	-	210.00
40	Hard Coke Kilns	-	210.00	-	210.00
41	Hosiery Manufacturing	-	210.00	-	210.00
42	Hotel, Eating Houses and Restaurants	-	210.00	-	210.00
43	Ice Cream and Cold Drinks	-	210.00	-	210.00
44	Khadi and Village Industry	-	210.00	-	210.00
45	Khandsari Industry	-	210.00	-	210.00
46	Laundry and Washing	-	210.00	-	210.00
47	Manufacturing of Leather Goods	-	210.00	-	210.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
48	Manufacturing of Gold and Silver Ornaments	-	210.00	-	210.00
49	Minor Engineering Industry	-	210.00	-	210.00
50	Mineral Grinding Industry	-	210.00	-	210.00
51	Mica Works(Factories and Establishment Excluding Mines)	-	210.00	-	210.00
52	Rice, Flour or Dal Mills, Oil Mills	-	210.00	-	210.00
53	Paper Industry	-	210.00	-	210.00
54	Petrol and Diesel Pumps	-	210.00	-	210.00
55	Private Technical Institution, Coaching Institute and Private Schools (Non-teaching)	-	210.00	-	210.00
56	Potteries Industry	-	210.00	-	210.00
57	Plywood Industry	-	210.00	-	210.00
58	Private Security Agency	-	210.00	-	210.00
59	Printing Press	-	210.00	-	210.00
60	Private Ferries and L.T.C.	-	210.00	-	210.00
61	Private Hospitals, Nursing Homes and Clinics	-	210.00	-	210.00
62	Public Motor Transport	-	210.00	-	210.00
63	Plastic Industry	-	210.00	-	210.00
64	Religious and Social Institutions	-	210.00	-	210.00
65	Glass Industry (excluding Glass Sheet)	-	210.00	-	210.00
66	Rubber and Rubber Compound Industry (in which manufacture of Tyres and Tubes is also included)	-	210.00	-	210.00
67	Shops and Commercial Establishments	-	210.00	-	210.00
68	Shops selling Cooked Food Stuff	-	210.00	-	210.00
69	Sponge Iron, Rod Manufacturing and Manufacturing of angle from Iron and Ingots	-	210.00	-	210.00
70	Sindur and Rang Manufacturing	-	210.00	-	210.00
71	Soap Making Industry	-	210.00	-	210.00
72	Tailoring Industry	-	210.00	-	210.00
73	Tanneries and Leather Manufactory	-	210.00	-	210.00
74	University, Education Research or Cultural Institutions	-	210.00	-	210.00
75	Wood Works and Furniture	-	210.00	-	210.00
76	Woollen Carpet Making or Shawl Weaving Establishments	-	210.00	-	210.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
13.KARNATAKA					
1	Aerated Water Manufacturing	-	166.58	119.67	286.25
2	Agarbatti Industry	-	134.62	121.52	256.14
3	Agriculture	-	200.00	103.96	303.96
4	Arecanut (Supari)	-	137.58	119.68	257.26
5	Automobile Industry	-	109.47	141.43	250.90
6	Bakery Industry	-	159.86	119.68	279.54
7	a) Bidi Manufacturing	-	234.61	77.99	312.60
	b) Tobacco Processing Industries	-	211.54	116.98	328.52
8	Biscuit Industry	-	143.96	119.68	263.64
9	Brass and Copper Industry	-	225.00	103.98	328.98
10	Brick Industry	-	154.57	119.67	274.24
11	Cardamom Malaise & Cardamom Gardens	-	139.80	119.67	259.47
12	Carpentry including wood work	-	160.00	119.67	279.67
13	Cashew Industry	-	180.00	103.98	283.98
14	Ceramics stone ware & Potteries Industry	-	110.30	139.44	249.74
15	Chemical Industry	-	163.34	119.68	283.02
16	Plantations labour Chincona, Rubber,	-	175.00	88.29	263.29
17	Clubs	-	152.47	119.68	272.15
18	Coffee curing works	-	165.30	119.67	284.97
19	Confectionary Industry	-	210.88	103.98	314.86
20	Construction or Maintenance of Roads or Building Operations	-	145.20	119.67	264.87
21	Cotton Ginning & Pressing Manufacturing	-	165.10	119.68	284.78
22	Domestic Workers	-	139.20	119.67	258.87
23	Electronic Electroplating (Electronics Industry)	-	179.78	119.68	299.46
24	Electronic Electroplating (Electroplating Industry)	-	173.38	119.68	293.06
25	Employment not covered scheduled employment	-	225.00	103.98	328.98
26	Engineering Industry	-	192.05	119.68	311.73
27	Film Industry	-	182.00	173.60	355.60
28	Fishing, Fish Curing, Fish Peeling and Frog legs exporting	-	158.96	134.93	293.89
29	Food Processing, Packing of food Products	-	162.03	119.68	281.71
30	Foundry (with or without Machine Shaft)	-	107.92	141.43	249.35
31	Glass & Glass Ware Industry	-	157.73	119.68	277.41
32	Granite Stones and Marbles Industry	-	225.53	103.99	329.52
33	Handloom and Powerloom (Cotton) Industry	-	108.85	104.15	213.00
34	Hospitals and Nursing Homes	-	178.19	89.76	267.95
35	Hostels	-	111.42	161.63	273.05
36	Hotel Industry	-	160.00	119.68	279.68
37	Ice factory & Cold Storage Industry	-	127.23	161.63	288.86
38	Khandsari and Sugar Industry	-	230.00	116.99	346.99
39	Laundry Industry	-	157.00	119.68	276.68
40	Manufacturing of Ayurvedic and Allopathic Medicines	-	175.58	89.76	265.34
41	Manufacturing of Liquor (Breweries, Distilleries including Bottling of Liquor)	-	173.62	119.68	293.30
42	Match Box Industry	-	180.08	119.68	299.76
43	Mandakki Bhatti	-	150.00	119.67	269.67
44	Metal Rolling (Non-Ferrous)	-	230.19	119.68	349.87
45	Metal Rolling and Re-Rolling	-	230.19	119.68	349.87
46	Mini Cement Industry	-	157.70	119.68	277.38
47	Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry	-	230.19	119.68	349.87

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
48	Oil Mills	-	105.70	139.14	244.84

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
49	Pulp, Paper and Straw Board	-	225.00	103.99	328.99
50	Plantations Coffee and Tea	-	200.00	88.29	288.29
51	Petrol & Diesel Oil Pumps	-	230.19	119.68	349.87
52	Plastic,Poly Plastic	-	168.94	119.68	288.62
53	Plywood Industry	-	151.48	119.68	271.16
54	Printing Press	-	106.09	141.43	247.52
55	Private Finance Corporation and Chit Funds	-	163.08	119.68	282.76
56	Private Safai Karamchari	-	194.00	119.67	313.67
57	Procurement, processing and distribution of Milk	-	162.98	119.68	282.66
58	Public Motor Transport	-	157.50	89.76	247.26
59	Rice,Flour or Dal Mills	-	225.00	103.99	328.99
60	Rubber Products	-	175.89	119.68	295.57
61	Sales Representatives in Medicines	-	191.46	119.68	311.14
62	Security Agency	-	201.21	104.35	305.56
63	Sericulture	-	180.66	119.67	300.33
64	Shops & Commercial Establishments	-	240.00	103.99	343.99
65	Spinning Mill	-	221.97	119.68	341.65
66	Spun Pipes, Concrete Pipes, Sanitary Fittings, PCC,RCS Poles & RCC Pipes Manufacturing Industry	-	193.20	119.68	312.88
67	Steel Almirahs, other Steel furniture Industries	-	155.65	89.76	245.41
68	Stone Breaking & Stone Crushing	-	178.85	119.68	298.53
69	Tailoring Industry	-	240.00	67.47	307.47
70	Tanneries and Leather Industry	-	214.38	103.99	318.37
71	Textile (Silk) Industry	-	161.07	119.67	280.74
72	Tile Industry	-	220.00	116.99	336.99
73	Timber Depot	-	168.66	119.68	288.34
74	Toddy Tapping	-	145.00	119.68	264.68
75	Vaneer Industry	-	107.93	141.43	249.36
76	Urban and Local Bodies	-	226.20	119.68	345.88
77	Cooperative Societies	-	259.62	88.30	347.92
78	Contract Labour	-	175.00	88.27	263.27
79	Crystal Cuttings Polishing	-	230.77	88.30	319.07
80	Cloth Dymings Polishing	-	280.81	67.47	348.28

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
14.KERALA					
1	Agricultural Operations	-	150.00	-	150.00
2	Ayurvedic and Allopathic Medicine	-	96.23	158.26	254.49
3	Aluminium and Tin Products	-	154.03	146.70	300.73
4	Beedi and Cigars	-	115.00	115.10	230.10
5	Block Rubber Factories	-	128.00	158.26	286.26
6	Bricks Manufactures	-	191.00	146.40	337.40
7	Cane and Bamboo Industry	-	160.00	146.70	306.70
8	Chartered Accounted Offices	-	150.00	146.70	296.70
9	Construction and maintenance of Dam	-	155.00	146.70	301.70
10	Coir Manufacturing	-	203.00	81.84	284.84
11	Cinema Theatres	-	165.00	156.10	321.10
12	Cashew Industry	-	285.00	12.62	297.62
13	Computer Software	-	172.31	146.70	319.01
14	Diamond Cutting and Polishing	-	146.15	128.70	274.85
15	Domestic Workers*	-	130.00	143.00	273.00
16	Drying of Coconut for making copra	-	142.00	158.26	300.26
17	Electric Equipments, Home Appliances and Operation of Software System	-	154.03	146.70	300.73
18	Electronic Industry	-	172.30	146.70	319.00
19	Fish Peeling and Canning	-	138.00	133.66	271.66
20	Food Processing	-	143.35	156.10	299.45
21	Forests	-	290.00	146.70	436.70
22	Furniture Industry	-	225.00	146.70	371.70
23	Garment Making	-	107.69	133.66	241.35
24	Gold and Silver Ornaments	-	160.00	141.86	301.86
25	Handicrafts	-	200.00	154.85	354.85
26	Hosiery Manufacturing	-	140.00	146.70	286.70
27	a) Handloom Industries	-	124.00	141.86	265.86
	b) Monthly Paid employees	-	118.08	143.05	261.13
28	Hill Produce Industry	-	128.00	158.26	286.26
29	Hostels	-	116.12	158.26	274.38
30	Handling and care of Elephants	-	146.73	137.76	284.49
31	Ice Factories	-	168.00	138.55	306.55
32	Liquor trading and vending	-	185.19	152.34	337.53
33	L.P.G. (Cooking Gas)	-	119.23	164.05	283.28
34	Light Motor Vehicle	-	148.00	158.26	306.26
35	Minor Engineering	-	138.00	158.26	296.26
36	Minor Port	-	230.00	244.50	474.50
37	Match Industry	-	130.00	146.70	276.70
38	Oil Palm	-	255.00	114.30	369.30
39	Oil Mill	-	123.00	158.26	281.26
40	Private Educational Institutions (Non-teaching)	-	153.85	146.70	300.55
41	Marble and Granite	-	225.00	154.85	379.85
42	Mechanised Fish Catching	-	Piece rated		
43	Printing Press	-	137.55	166.26	303.81
44	Power loom Industry	-	160.00	146.70	306.70
45	Pharmacist in Medical Shop	-	167.31	156.10	323.41
46	Petrol Pumps	-	143.35	156.10	299.45
47	Plantations: i) Tea	-	82.63	151.96	234.59
	ii) Coffee	-	82.63	151.96	234.59
	iii) Rubber	-	167.63	151.96	319.59
	iv) Cardamom	-	82.63	151.96	234.59
48	Plastic Industry	-	150.00	146.70	296.70
49	Private Hospitals	-	299.03	95.33	394.36
50	Private Temples	-	144.23	146.70	290.93

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
51	Rice, Flour and Dal Mills	-	167.00	138.55	305.55
52	Rubber Crepe Mills	-	124.23	158.26	282.49
53	Rubber Products	-	179.00	138.55	317.55
54	Shops and Establishments	-	143.35	156.10	299.45
55	Star Hotels	-	166.92	156.10	323.02
56	a) Toddy tapping	-	Piece rated		
	b) Toddy Selling	-	107.03	180.44	287.47
57	Tile Industry	-	225.00	163.00	388.00
58	Timber and Plywood	-	312.00	193.00	505.00
59	Manufacture and Sale of Umbrellas	-	155.00	133.53	288.53
60	River sand collection and its loading and unloading	Northern Region	350.00	146.70	496.70
		Southern Region	420.00	146.70	566.70
61	Sale Promotion of Pharmaceutical Product	-	273.08	119.72	392.80
62	Screen Printing	-	137.54	167.07	304.61
63	Khadi Industries	-	115.00	141.86	256.86
64	Soap Manufacturing	-	143.46	146.70	290.16
65	Stone Breaking, Crushing, Constructing Building	-	236.00	121.55	357.55
66	Sweeping and Cleaning	-	135.00	133.66	268.66
67	Security Services	-	164.38	156.10	320.48
68	Tanneries and Leather Manufacturing	-	155.00	146.70	301.70
69	Telefilm and Moton Picture	-	275.00	128.07	403.07
70	Timber Cutting	-	280.00	146.70	426.70
71	Tree Climbing	-	Piece rated		
72	Water Boat Transport	-	205.00	205.00	410.00
73	Employment in Breweries	-	196.88	163.00	359.88
Note: * In case of domestic workers in addition to minimum wages atleast two time of food is also included per day					

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
15.MADHYA PRADESH					
1	Agarbati	-	Piece Rated		
2	Agriculture	-	187.00	-	187.00
3	Blanket Manufacturing	-	253.00	-	253.00
4	Bone Mills	-	253.00	-	253.00
5	Brick Kiln	-	253.00	-	253.00
6	Catechu Indusy / Katha Industry	-	253.00	-	253.00
7	Cement Poles or Cement Products	-	253.00	-	253.00
8	Chemicals and Pharmaceuticals	-	253.00	-	253.00
9	Construction , Maintenance or Irrigation Work	-	253.00	-	253.00
10	Construction or Maintenance of Roads or Building Operations	-	253.00	-	253.00
11	Cotton Ginning and Pressing Factory	-	253.00	-	253.00
12	Engineering Industry	-	253.00	-	253.00
13	Food Products (including Cakes, Biscuits, Confectionary, Ice-Creams, Ice Candy) Beverages	-	253.00	-	253.00
14	Forestry and Forest Produce	-	253.00	-	253.00
15	Fuel Coke	-	253.00	-	253.00
16	Handloom Industry	-	253.00	-	253.00
17	Khandsari Industry	-	253.00	-	253.00
18	Kosa Industry	-	253.00	-	253.00
19	Lime Stone Kiln	-	253.00	-	253.00
20	Local Authority	-	253.00	-	253.00
21	Manufacture of Ramraj Geru	-	253.00	-	253.00
22	Manufacture of Tiles Including Mangalore Tiles (Excluding Cement Tiles)	-	253.00	-	253.00
23	Manufacturing Processes as defined under Section 2k of the Factories Act., 1948 has been carried out and which is not covered under any other entry in the Schedule	-	253.00	-	253.00
24	Murrah Poha Industry	-	253.00	-	253.00
25	Oil Mills	-	253.00	-	253.00
26	Plastic Industry	-	253.00	-	253.00
27	Potteries including Manufacture of Refractory goods, Fire Bricks and Sanitary ware etc.Insulated Tiles (Except Cement Tiles), Stone Ware Pipes, Furnance, Lining Bricks & other Ceremic Products	-	253.00	-	253.00
28	Powerlooms (Including Sizing and Processing)	-	253.00	-	253.00
29	Printing Press	-	253.00	-	253.00
30	Public Motor Transport	-	253.00	-	253.00
31	Rice Mills, Flour Mills, Dal Mills	-	253.00	-	253.00
32	Saw Mills	-	253.00	-	253.00
33	Shops and Commercial Establishments , Hotels, Restaurants & Cinema	-	253.00	-	253.00
34	Slate Pencil Manufactory	-	253.00	-	253.00
35	Stone Breaking and Stone Crushing	-	253.00	-	253.00
36	Private Hospital/Pathology, etc.	-	253.00	-	253.00
37	Private Educational Institutions	-	253.00	-	253.00
38	Tobacco (Including Beedi Making) Manufactory Workers	-	253.00	-	253.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
39	Readymade Clothes		253.00	-	253.00
40	Mines (Exempted for See-3 of Mines Act)		253.00	-	253.00
41	Automobile Workshop		253.00	-	253.00
42	Bakery		253.00	-	253.00
43	Cold Storage		253.00	-	253.00
44	Cinema Theatre		253.00	-	253.00
45	Club		253.00	-	253.00
46	Distillery		253.00	-	253.00
47	Advocate/Attorney Office		253.00	-	253.00
48	Hair Cutting Saloon/Beauty Parlour		253.00	-	253.00
49	Fertilizer/Pesticides Manufacturing		253.00	-	253.00
50	Drilling		253.00	-	253.00
51	Electronics		253.00	-	253.00
52	Petrol Pump		253.00	-	253.00
53	Excavation		253.00	-	253.00
54	Jewellery Making		253.00	-	253.00
55	Auto Rickshaw/ Texi		253.00	-	253.00
56	Marketing Society/ Cooperative Society/ Bank		253.00	-	253.00
57	Hosiery		253.00	-	253.00
58	Soap Making		253.00	-	253.00
59	Dairy		253.00	-	253.00
60	Toy marking		253.00	-	253.00
61	Security & Detective Service		253.00	-	253.00
62	Courier		253.00	-	253.00
63	Data Processing		253.00	-	253.00
64	Food Processing		253.00	-	253.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
16.MAHARASHTRA					
1	Agriculture	Zone I	180.00	36.01	216.01
		Zone II	170.00	36.01	206.01
		Zone III	160.00	36.01	196.01
		IV	155.00	36.01	191.01
2	Advocates or Attorneys	Zone I	257.69	90.46	348.15
		Zone II	242.31	90.46	332.77
3	Any Factory registered under Section 2m of under Factories Act, 1948	Zone I	173.08	112.88	285.96
		Zone II	161.54	112.88	274.42
		Zone III	150.00	112.88	262.88
4	Automobile Repairing Workshop Garages	Zone I	184.62	124.71	309.33
		Zone II	173.08	124.71	297.79
		Zone III	161.54	124.71	286.25
5	Bakeries	Zone I	161.54	128.02	289.56
		Zone II	153.85	128.02	281.87
		Zone III	146.15	128.02	274.17
6	Bricks & Roof Tiles Manufacturing	Zone I	126.92	79.04	205.96
		Zone II	123.08	79.04	202.12
7	Canteen & Club	Zone I	250.00	81.85	331.85
		Zone II	238.46	81.85	320.31
		Zone III	230.77	81.85	312.62
8	Card board & Paper Boxes	Zone I	159.62	106.42	266.04
		Zone II	150.00	106.42	256.42
		Zone III	140.38	106.42	246.80
9	Cashew Processing	Zone I	250.00	95.44	345.44
10	Cement and Cement based Industry	Zone I	135.00	141.65	276.65
		Zone II	123.46	141.65	265.11
		Zone III	111.92	141.65	253.57
11	Chemical & Fertilizer	Zone I	176.92	118.25	295.17
		Zone II	169.23	118.25	287.48
		Zone III	161.54	118.25	279.79
12	Cinema Exhibition	Zone I	173.08	119.51	292.59
		Zone II	153.85	119.51	273.36
		Zone III	134.62	119.51	254.13
		IV	115.38	119.51	234.89
13	Cloth Dyeing & Printing	Zone I	157.69	127.63	285.32
		Zone II	146.15	127.63	273.78
14	Cosmetics & Soaps	Zone I	250.00	76.46	326.46
		Zone II	238.46	76.46	314.92
		Zone III	226.92	76.46	303.38
15	Cotton Ginning & Pressing	Zone I	161.54	116.91	278.45
		Zone II	153.85	116.91	270.76
		Zone III	146.15	116.91	263.06
16	Cycle repairing Shop	Zone I	173.08	112.88	285.96
		Zone II	153.85	112.88	266.73
17	Dairy Industry	Zone I	173.08	122.48	295.56
		Zone II	163.46	122.48	285.94
		Zone III	153.85	122.48	276.33
18	Dispensary	Zone I	326.92	84.77	411.69
		Zone II	307.69	84.77	392.46
		Zone III	288.46	84.77	373.23
19	Drugs & Pharmaceutical	Zone I	250.00	81.85	331.85
		Zone II	238.46	81.85	320.31
		Zone III	230.77	81.85	312.62
20	Dyes and Chemical	Zone I	276.92	122.75	399.67

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone II	250.00	122.75	372.75
		Zone III	211.54	122.75	334.29
21	Eatable Tobacco	Zone I	115.38	109.73	225.11
22	Engineering Industry	Zone I	253.85	81.85	335.70
		Zone II	246.15	81.85	328.00
		Zone III	230.77	81.85	312.62
23	Exercise Books	Zone I	215.38	64.31	279.69
		Zone II	200.00	64.31	264.31
		Zone III	184.62	64.31	248.93
24	Film Production & Studios	Zone I	180.77	128.65	309.42
		Zone II	173.08	128.65	301.73
25	Forest & Forestry	Zone I	200.00	98.37	298.37
		Zone II	180.77	98.37	279.14
26	Fountain Pens & Ball Pens	Zone I	184.62	137.34	321.96
		Zone II	176.92	137.34	314.26
27	Glass Bulb	Zone I	253.85	81.85	335.70
		Zone II	246.15	81.85	328.00
		Zone III	230.77	81.85	312.62
28	Glass Industry	Zone I	250.00	81.85	331.85
		Zone II	238.46	81.85	320.31
		Zone III	230.77	81.85	312.62
29	Hair Cutting Saloon	Zone I	250.00	81.85	331.85
		Zone II	238.46	81.85	320.31
		Zone III	219.23	81.85	301.08
30	Handlooms Industry	Zone I	115.38	90.72	206.10
		Zone II	134.62	90.72	225.34
		Zone III	153.85	90.72	244.57
31	Hospital	Zone I	203.85	110.03	313.88
		Zone II	196.15	110.03	306.18
		Zone III	188.46	110.03	298.49
32	Hotel & Restaurant	Zone I	250.00	81.85	331.85
		Zone II	238.46	81.85	320.31
		Zone III	230.77	81.85	312.62
33	Ice & Cold drinks Manufactory	Zone I	192.31	93.88	286.19
		Zone II	180.77	93.88	274.65
34	Laundry	Zone I	250.00	76.46	326.46
		Zone II	238.46	76.46	314.92
		Zone III	230.77	76.46	307.23
35	Liquor Manufactory	Zone I	150.38	124.89	275.27
		Zone II	138.85	124.89	263.74
		Zone III	127.31	124.89	252.20
36	Local Authority	Zone I	226.92	68.27	295.19
		Zone II	219.23	68.27	287.50
		Zone III	196.15	68.27	264.42
37	Oil Mill	Zone I	165.38	123.17	288.55
		Zone II	153.85	123.17	277.02
38	Onion Sorting & Cleaning	Zone I	120.00	-	120.00
39	Optical Frames	Zone I	176.92	111.12	288.04
		Zone II	169.23	111.12	280.35
		Zone III	161.54	111.12	272.66
40	Paints & Varnish	Zone I	269.23	76.46	345.69
		Zone II	253.85	76.46	330.31
		Zone III	238.46	76.46	314.92
41	Paper & Paper Board	Zone I	196.15	102.84	298.99
		Zone II	188.46	102.84	291.30
		Zone III	180.77	102.84	283.61

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
42	Plastic	Zone I	165.38	108.03	273.41
		Zone II	159.62	108.03	267.65
		Zone III	153.85	108.03	261.88
43	Poha Curmure Churmure Industry	Zone I	146.15	123.17	269.32
		Zone II	138.46	123.17	261.63
44	Potteries	Zone I	134.62	93.92	228.54
		Zone II	128.85	93.92	222.77
		Zone III	123.08	93.92	217.00
45	Powerlooms	Zone I	346.15	41.27	387.42
		Zone II	326.92	41.27	368.19
		Zone III	288.46	41.27	329.73
46	Printing Press	Zone I	169.23	121.11	290.34
		Zone II	157.69	121.11	278.80
		Zone III	134.62	121.11	255.73
47	Public Motor Transport	Zone I	161.54	123.17	284.71
		Zone II	153.85	123.17	277.02
48	Readymade Garments	Zone I	284.62	121.11	405.73
		Zone II	276.92	121.11	398.03
		Zone III	253.85	121.11	374.96
49	Rice, Flour & Dal Mill	Zone I	146.15	123.17	269.32
		Zone II	138.46	123.17	261.63
50	Road Construction, Building Operation & Maintenance	Zone I	342.31	103.77	446.08
		Zone II	326.92	103.77	430.69
		Zone III	311.54	103.77	415.31
51	Rubber	Zone I	250.00	76.46	326.46
		Zone II	238.46	76.46	314.92
		Zone III	230.77	76.46	307.23
52	Rubber Balloon Manufacturing	Zone I	146.15	123.17	269.32
		Zone II	142.31	123.17	265.48
		Zone III	138.46	123.17	261.63
53	Salt Pan	Zone II	153.85	108.03	261.88
54	Saw Mill	Zone I	169.23	108.03	277.26
		Zone II	161.54	108.03	269.57
		Zone III	153.85	108.03	261.88
55	Seepz(Electronics)	Zone I	203.85	111.65	315.50
56	Shops & Commercial Establishment	Zone I	192.31	96.15	288.46
		Zone II	180.77	96.15	276.92
		Zone III	169.23	96.15	265.38
57	Silver Articals or Ornaments	Zone I	173.08	113.17	286.25
		Zone II	165.38	113.17	278.55
58	Stable	Zone I	126.92	129.97	256.89
		Zone II	115.38	129.97	245.35
		Zone III	103.85	129.97	233.82
59	Steel Furniture	Zone I	261.54	121.11	382.65
		Zone II	246.15	121.11	367.26
		Zone III	230.77	121.11	351.88
60	Stone Breaking & Crushing	Zone I	151.92	120.55	272.47
		Zone II	144.23	120.55	264.78
61	Sweeper and Scavengers	Zone I	176.92	112.07	288.99
		Zone II	171.15	112.07	283.22
		Zone III	165.38	112.07	277.45
62	Tanneries & Leather	Zone I	307.69	121.11	428.80
		Zone II	288.46	121.11	409.57
		Zone III	269.23	121.11	390.34

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
63	Tobacco Bidi Making	Zone I	204.62	23.38	228.00
		Zone II	191.92	23.38	215.30
64	Utensils	Zone I	307.69	121.11	428.80
		Zone II	300.00	121.11	421.11
		Zone III	280.77	121.11	401.88
65	Watch Straps	Zone I	184.62	123.16	307.78
		Zone II	173.08	123.16	296.24
		Zone III	161.54	123.16	284.70
66	Wooden Furniture	Zone I	246.15	76.46	322.61
		Zone II	238.46	76.46	314.92
		Zone III	230.77	76.46	307.23
67	Wooden Photo Frame	Zone I	250.00	76.46	326.46
		Zone II	238.46	76.46	314.92
		Zone III	230.77	76.46	307.23
Zone I shall comprise of the areas falling within the local limits of all Municipal Corporations.					
Zone II shall comprise of the areas falling within the local limits of all A and B class Municipal Councils.					
Zone III shall comprise of all other areas in the State not included in Zone I and Zone II.					

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
18. MANIPUR					
1	Agriculture	-	122.10	-	122.10
2	Construction or Maintenance of Roads or Building Operations	-	122.10	-	122.10
3	Dam Construction and Irrigation works	-	122.10	-	122.10
4	Generation, Transmission, Distribution and Supply of Electricity or any other form of power	-	122.10	-	122.10
5	Maintenance of Silk Worm Plants in the Sericulture Farms	-	122.10	-	122.10
6	Manufacture of Dolls, Toys, Brass and Bell Metal	-	122.10	-	122.10
7	Metal and Alloy Industries	-	122.10	-	122.10
8	Plantation of Silk Worm Food Plants for Silk Worms (I.e. Mulberry, Oak, Tasar, Caster etc.)	-	122.10	-	122.10
9	Preparation of Soil, Land Development and other Agricultural Operations	-	122.10	-	122.10
10	Public Motor Transport	-	122.10	-	122.10
11	Shops and Establishments	-	122.10	-	122.10
12	Spinning, Dyeing, Finishing and Bleaching of Silk Pinafibre	-	122.10	-	122.10
13	Water Supply(Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	-	122.10	-	122.10
14	Wood / Bamboo, Cane furniture and fixtures	-	122.10	-	122.10
15	Wool Spinning and Knitting in Handloom or Cotton Spinning in Mills or Handloom.	-	122.10	-	122.10

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
17.MEGHALAYA					
1	Agriculture	-	160.00	13.00	173.00
2	Animal Husbandry and Veterinary	-	160.00	13.00	173.00
3	Bakery	-	160.00	13.00	173.00
4	Candle and Wax industry	-	160.00	13.00	173.00
5	Construction and maintenance of Buildings including public Health Engineering etc.	-	160.00	13.00	173.00
6	Construction,Generation and Distribution of Power, Water Supply, Land Development, Excavation and Reclamation	-	160.00	13.00	173.00
7	Engineering Industry (Motor Workshop etc.)	-	160.00	13.00	173.00
8	Employment in Registered Factories not elsewhere classified	-	160.00	13.00	173.00
9	Employment under Government Authority (casual contingency employees)	-	160.00	13.00	173.00
10	Forestry	-	160.00	13.00	173.00
11	Fruit Preservation	-	160.00	13.00	173.00
12	Furniture Industry	-	160.00	13.00	173.00
13	Hotels and Restaurants	-	160.00	13.00	173.00
14	Local Authority	-	160.00	13.00	173.00
15	Mines and Minerals	-	160.00	13.00	173.00
16	Plywood Industry	-	160.00	13.00	173.00
17	Printing Press	-	160.00	13.00	173.00
18	Public Motor Transport	-	160.00	13.00	173.00
19	Sales, Distribution and Handling of Petroleum Products	-	160.00	13.00	173.00
20	Saw Mills Industry	-	160.00	13.00	173.00
21	Safai Karamcharis	-	160.00	13.00	173.00
22	Sericulture and Weaving	-	160.00	13.00	173.00
23	Shops and Establishments	-	160.00	13.00	173.00
24	Soil Conservation (Workers engaged in plantation, reclamation etc.)	-	160.00	13.00	173.00
25	Steel Fabrication and Concrete Products (including Brick Making)	-	160.00	13.00	173.00
26	Stone Breaking and Stone Crushing Operations	-	160.00	13.00	173.00
27	Tailoring	-	160.00	13.00	173.00
28	Domestic Workers	-	160.00	13.00	173.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
19.MIZORAM					
1	Casual / Muster Roll Employees	-	270.00	-	270.00
2	Roads and Building Operations	-	270.00	-	270.00
3	Public Motor Transport	-	Yet to be Fixed		
4	Shops and Establishments	-	Yet to be Fixed		
5	Employment in Registered Factories not elsewhere classified	-	270.00	-	270.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
20. NAGALAND					
1	Agriculture	-	115.00	-	115.00
2	Aluminium Industry	-	115.00	-	115.00
3	Asbestos , Cement Factories and other Cement Products	-	115.00	-	115.00
4	Automobile workshops, service stations	-	115.00	-	115.00
5	Bakeries and Biscuits Industry	-	115.00	-	115.00
6	Bamboo, Pulp & Paper and Forest Establishment	-	115.00	-	115.00
7	Beverage and Mineral Water, etc.	-	115.00	-	115.00
8	Brick Kilns	-	115.00	-	115.00
9	Canvas Industry	-	115.00	-	115.00
10	Casual Contingency Employees under Semi-Govt. Authorities	-	115.00	-	115.00
11	Casual/Muster Roll Workers in all Government Departments	-	115.00	-	115.00
12	Cement Concrete Pipes	-	115.00	-	115.00
13	Chemical Industry	-	115.00	-	115.00
14	Cinema Units	-	115.00	-	115.00
15	Construction of Building and Maintenance of Roads	-	115.00	-	115.00
16	Dairy, Piggery and Poultry Farm	-	115.00	-	115.00
17	Distillery Units	-	115.00	-	115.00
18	Electricals and Electronic Goods Repair	-	115.00	-	115.00
19	Employment in Registered Factories not elsewhere classified	-	115.00	-	115.00
20	Hair cutting and Dressing	-	115.00	-	115.00
21	Handloom , Weaving and Handicrafts	-	115.00	-	115.00
22	Horticulture Operation	-	115.00	-	115.00
23	Hotels, Restaurants	-	115.00	-	115.00
24	Hydro Electric Project	-	115.00	-	115.00
25	Ice and Milk Products	-	115.00	-	115.00
26	Khadi and Village Industries	-	115.00	-	115.00
27	Khandsari, Sugar Factories	-	115.00	-	115.00
28	Laundry and Washing Cloth	-	115.00	-	115.00
29	Loading and Unloading (Per Basket)	-	Piece Rate		
30	Local Authority	-	115.00	-	115.00
31	LPG Distribution	-	115.00	-	115.00
32	Metal Rolling and Re - rolling Steel Fabricating Industries(Non-ferrous)	-	115.00	-	115.00
33	Motor Body Builders	-	115.00	-	115.00
34	Pathological Laboratories	-	115.00	-	115.00
35	Petrol and Diesel Oil Pumps	-	115.00	-	115.00
36	Plantation :Tea, Coffee and Rubber	-	115.00	-	115.00
37	Plywood Industry	-	115.00	-	115.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
38	Printing Press	-	115.00	-	115.00
39	Private Teaching/Coaching/Training Institutions	-	115.00	-	115.00
40	Private Transport	-	115.00	-	115.00
41	Public Motor Transport	-	115.00	-	115.00
42	Rice, Flour , Oil and Dal Mills	-	115.00	-	115.00
43	Sale of Automobiles/Three Wheelers/Two Wheelers	-	115.00	-	115.00
44	Saw Mills and Timber Industry	-	115.00	-	115.00
45	Sericulture Operation	-	115.00	-	115.00
46	Shops and Commercial Establishments and Nursing Home Establishments	-	115.00	-	115.00
47	Soap and Candle Units	-	115.00	-	115.00
48	Stone Breaking and Stone Crushing	-	115.00	-	115.00
49	Tailoring, Stitching and Embroidery Establishments	-	115.00	-	115.00
50	Telecommunication Establishments	-	115.00	-	115.00
51	Tent house Services	-	115.00	-	115.00
52	Tubewell Sinking	-	115.00	-	115.00
53	Tyre Service	-	115.00	-	115.00
54	Wooden Furniture Works	-	115.00	-	115.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
21.ODISHA					
1	Agriculture: (i) Non-ploughing	-	200.00	-	200.00
	Agriculture (ii) Ploughing	-	200.00	-	200.00
2	Automobile Workshops	-	200.00	-	200.00
3	Ayurvedic and Unani Pharmacy	-	200.00	-	200.00
4	Bakeries and Confectionaries including biscuit making	-	200.00	-	200.00
5	Bamboo Forest Establishments	-	200.00	-	200.00
6	Brass and Bell Metal Industry	-	200.00	-	200.00
7	Carpet weaving Industry	-	200.00	-	200.00
8	Cashew Processing Establishments	-	200.00	-	200.00
9	Cement pipe making and allied products Industry	-	200.00	-	200.00
10	Ceramic and Pottery Industry	-	200.00	-	200.00
11	Chemical Industry	-	200.00	-	200.00
12	Cinema Industry	-	200.00	-	200.00
13	Clay Pottery	-	200.00	-	200.00
14	Coir Industry	-	200.00	-	200.00
15	Collection of Sal Seeds	-	200.00	-	200.00
16	Construction, Maintenance of Dams, Embankments, Irrigation projects, Sinking of wells and Tanks etc,	-	200.00	-	200.00
17	Construction or Maintenance of Roads or Building Operations	-	200.00	-	200.00
18	Contingent and Casual employees in Govt. and other Establishments.	-	200.00	-	200.00
19	Cotton ginning and processing Industry	-	200.00	-	200.00
20	Dispensary of a Medical Practitioner or any Chemical or Pathological Laboratory	-	200.00	-	200.00
21	Distilleries	-	200.00	-	200.00
22	Domestic Workers	-	Fixed Separately		
23	Electricity Board	-	200.00	-	200.00
24	Finishing, Dyeing of yarn and fabrics, Printing, Knitting and embroidery	-	200.00	-	200.00
25	Fisheries and Sea food Industry	-	200.00	-	200.00
26	Forest Produce such as genduli, gum, mahua, making of coal and resin	-	200.00	-	200.00
27	Foundry Industry (with or without attached Machine Shop)	-	200.00	-	200.00
28	Glass Industry	-	200.00	-	200.00
29	Gold, Silver ornaments and articles of artistic designs	-	200.00	-	200.00
30	Graphite Industry (including beneficiation)	-	200.00	-	200.00
31	Handloom and Hosiery	-	200.00	-	200.00
32	Hotels, Eating houses and Restaurants	-	200.00	-	200.00
33	Ice Factories and Cold Storages	-	200.00	-	200.00
34	Jute and Jute twine Industry	-	200.00	-	200.00
35	Khadi and Village Industry (including manufacturing of Khandsari and other products)	-	200.00	-	200.00
36	Laundry including dry washing	-	200.00	-	200.00
37	Leather Industry	-	200.00	-	200.00
38	Liquified Petroleum Gas Manufacturing and Distribution	-	200.00	-	200.00
39	Local Authority	-	200.00	-	200.00
40	Manufacturing of Brush and Brooms	-	200.00	-	200.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
41	Manufacturing of Cold Drinks, Soda and other allied Products	-	200.00	-	200.00
42	Manufacture of Coke and Burning Coal Industry	-	200.00	-	200.00
43	Manufacturing of Electric Bulbs	-	200.00	-	200.00
44	Manufacturing of Matches, Fire works and Explosives	-	200.00	-	200.00
45	Manufacturing of Nails and Pins	-	200.00	-	200.00
46	Manufacturing of Paints and Varnishes	-	200.00	-	200.00
47	Manufacturing of Plastic Products including toys	-	200.00	-	200.00
48	Manufacturing of Radio by Assembling of parts	-	200.00	-	200.00
49	Manufacturing of Ropes	-	200.00	-	200.00
50	Manufacturing of Utensils including Aluminium & Hindalium products	-	200.00	-	200.00
51	Metal Industries (except cottage and village scale unit)	-	200.00	-	200.00
52	Minor Engineering Industries (Employment less than 50 persons)	-	200.00	-	200.00
53	Motor Body Building	-	200.00	-	200.00
54	Oil Mills	-	200.00	-	200.00
55	Paper and Cardboard Industry	-	200.00	-	200.00
56	Petrol and Diesel Oil Pumps	-	200.00	-	200.00
57	Pharmaceutical Industry	-	200.00	-	200.00
58	Powerloom Industry	-	200.00	-	200.00
59	Printing Press	-	200.00	-	200.00
60	Private Motor Transport	-	200.00	-	200.00
61	Private Security Agencies Services	-	200.00	-	200.00
62	Public Health Engineering	-	200.00	-	200.00
63	Public Motor Transport	-	200.00	-	200.00
64	Readymade Garments Industry	-	200.00	-	200.00
65	Refractory Industry	-	200.00	-	200.00
66	Regulated market, Marketing societies, Co-operative societies and Banks	-	200.00	-	200.00
67	Rice, Flour or Dal Mills	-	200.00	-	200.00
68	Rubber and Rubber Products Industry	-	200.00	-	200.00
69	Salt Pan Industry	-	200.00	-	200.00
70	Saw Mills	-	200.00	-	200.00
71	Shops and Establishments	-	200.00	-	200.00
72	Siali Leave Pluckers	-	200.00	-	200.00
73	Soap and Detergent Manufacturing	-	200.00	-	200.00
74	Social Forestry	-	200.00	-	200.00
75	Spinning Mills	-	200.00	-	200.00
76	Stone Breaking and Crushing	-	200.00	-	200.00
77	Tamarind collection	-	200.00	-	200.00
78	Kendu leaf collection	-	200.00	-	200.00
79	Tiles and Brick making	-	200.00	-	200.00
80	Timber Trading (including felling & sawing)	-	200.00	-	200.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
81	Timber Trading (excluding felling and sawing)	-	200.00	-	200.00
82	Tobacco (including Bidi and Gudakhu making)	-	200.00	-	200.00
83	Trunks, Suitcases and Buckets manufacturing	-	200.00	-	200.00
84	Wood works and Furniture making Industries	-	200.00	-	200.00
85	Agarabati and Candle making Worker's Establishments		200.00	-	200.00
86	Employment in Non Government Organisation and Voluntary Social Organisation		200.00	-	200.00
87	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators		200.00	-	200.00
88	Non-Teaching staff of all private Educational Institutions including Industrial Training Institute and Training Institute Coaching Centre		200.00	-	200.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
22.PUNJAB					
1	Agricultural Implements, Machine tools and General Engineering including Cycle and Electrical goods Industry	-	267.13	-	267.13
2	Agriculture	-	277.13	-	277.13
3	Ahatas attached to Wine and Liquor Shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated water	-	267.13	-	267.13
4	Automobile Repair Shops and Service Stations not attached with any Public Motor Transport Company	-	267.13	-	267.13
5	Ayurvedic and Unani Pharmacies	-	267.13	-	267.13
6	Bakeries including Biscuits Making Establishments	-	267.13	-	267.13
7	Brick Kiln Industry	-	267.13	-	267.13
8	Cement Pipe Making Industries	-	267.13	-	267.13
9	Chemical and Distillery Industry	-	267.13	-	267.13
10	Cinema Industry	-	267.13	-	267.13
11	Construction or maintenance of Roads or Building Operations	-	267.13	-	267.13
12	Contractors' Establishments of forest department	-	267.13	-	267.13
13	Cotton Ginning and Pressing Factories	-	267.13	-	267.13
14	Dealer in tent, crockery and household goods	-	267.13	-	267.13
15	Dealers dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing Fixture and fitting of Metals	-	267.13	-	267.13
16	Dealers in Books selling, Stationers and Book Binding	-	267.13	-	267.13
17	Dealers in Electricals and Electrical Goods including Television, Radio, Gramophone, Public Address Equipments and Watch, Clock and repair shops	-	267.13	-	267.13
18	Dealers in footwear and travel goods like suitcases, bags etc.,	-	267.13	-	267.13
19	Dealers in Medicines and Chemicals	-	267.13	-	267.13
20	Dealers in Photographic and Optical Goods	-	267.13	-	267.13
21	Electro-plating by using salt of chromium, nickle or any other compound and connected buffing and polishing Industry	-	267.13	-	267.13
22	Employment in Government offices or Boards or Corporations or Semi Government Undertakings and other Organisations or Establishments for which the rates were earlier fixed by the respective Deputy Commissioners but not by the Appropriate Government under the Minimum Wages Act, 1948.	-	267.13	-	267.13
23	Employment in Security Agencies	-	267.13	-	267.13
24	Employment in Sweeping and Cleaning, but excluding the activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.	-	267.13	-	267.13
25	Employment in house as a Domestic Worker	-	267.13	-	267.13
26	Employment in Toll Plaza Establishments	-	267.13	-	267.13

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
27	Employment in Malls and Shopping Complexes Establishments	-	267.13	-	267.13
28	Employment in Ornament Making, Polishing , Repairing and Selling Establishments	-	267.13	-	267.13
29	Employment in the Shops and Commercial Establishments situated outside the Municipal and Notified Area Committees limit.	-	267.13	-	267.13
30	Employment in Wine and Liquor Shops establishments	-	267.13	-	267.13
31	Employment in Zoo and Places where Caring of Wild animals is done.	-	267.13	-	267.13
32	Employment in Building and Other constructions Work Establishments as defined in clause (d) of sub-section (1) of section 2 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.	-	267.13	-	267.13
33	Establishments defined under Section 2 (1) (viii) of the Punjab Shops and Commercial Establishments Act, 1958	-	267.13	-	267.13
34	Forestry and Logging	-	267.13	-	267.13
35	Foundaries with or without attached Machine Shops	-	267.13	-	267.13
36	Hair Dressing such as those done by Barbers, Hair Dressing Saloons and Beauty Shops	-	267.13	-	267.13
37	Hotels, Restaurants, Tea stalls and Halwais	-	267.13	-	267.13
38	Ice Factories and Cold Storages	-	267.13	-	267.13
39	Laundry Services and Cleaning and Dyeing Plant	-	267.13	-	267.13
40	Local Authority	-	267.13	-	267.13
41	Manufacture of Pulp, Paper and Paper Boards and Straw Boards including News Print	-	267.13	-	267.13
42	Manufacturing and refining of Sugar (Vaccum Pan Sugar Factories)	-	267.13	-	267.13
43	Manufacturing Process as defined under Sub Section 2 (k) of the Factories Act,1948	-	267.13	-	267.13
44	Metal Rolling and Re-rolling Industry (Ferrous and Non-Ferrous), Brass,Copper and Aluminium Utensils making Industries	-	267.13	-	267.13
45	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais Shops	-	267.13	-	267.13
46	Motor Body Builders	-	267.13	-	267.13
47	Oil Mills	-	267.13	-	267.13
48	Operation of Tubewell Industry	-	267.13	-	267.13
49	P.W.D.(Irrigation)	-	267.13	-	267.13
50	P.W.D.(Public Health)	-	267.13	-	267.13
51	Petroleum Supply Stations Establishments	-	267.13	-	267.13
52	Potteries, Ceramics and refractory Industry	-	267.13	-	267.13
53	Private Educational Institutions	-	267.13	-	267.13
54	Private Hospitals, Clinics, Dispensaries, Nursing Homes and Medical Shops	-	267.13	-	267.13
55	Private Press	-	267.13	-	267.13
56	Public Motor Transport Industry	-	267.13	-	267.13
57	Rice, Flour or Dal Mills	-	267.13	-	267.13
58	Rubber Industry	-	267.13	-	267.13

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
59	Saw Mills and Timber Trade	-	267.13	-	267.13
60	Scientific Industries	-	267.13	-	267.13
61	Shops and Commercial Establishments	-	267.13	-	267.13
62	Soap Making and Sillicate Manufacturing Establishments	-	267.13	-	267.13
63	Sports goods Industry	-	267.13	-	267.13
64	Starch Manufacturing	-	267.13	-	267.13
65	Stone Breaking or Stone Crushing	-	267.13	-	267.13
66	Surgical and Clinical Instruments making Industries	-	267.13	-	267.13
67	Tailors and Ready-made Garments Manufacturers	-	267.13	-	267.13
68	Tanneries and Leather Manufactories	-	267.13	-	267.13
69	Textile Industry (including employment in Woollen Carpet making or Shawl Weaving establishments)	-	267.13	-	267.13
70	Utensil Shops	-	267.13	-	267.13
71	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	-	267.13	-	267.13

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
23.RAJASTHAN					
1	Agriculture	-	197.00	-	197.00
2	Automobile Workshops	-	197.00	-	197.00
3	Brick Kiln Industry	-	197.00	-	197.00
4	Cable Operater & Allied service	-	197.00	-	197.00
5	Cement Prestressed Products	-	197.00	-	197.00
6	Cinema Industries	-	197.00	-	197.00
7	Cold Storage	-	197.00	-	197.00
8	Computer Hardware Industry and Services	-	197.00	-	197.00
9	Construction or Maintenance of Roads or Building Operations	-	197.00	-	197.00
10	Cotton Dyeing, Printing and Washing factories	-	197.00	-	197.00
11	Cotton Ginning and Pressing Factories	-	197.00	-	197.00
12	Cotton Waste Spinning Factories	-	197.00	-	197.00
13	Domestic Workers	-	217.00	-	217.00
14	Electricity Generation, Distribution and supply etc.	-	197.00	-	197.00
15	Engineering Industries	-	197.00	-	197.00
16	Glass and Chinaware	-	81.00	138.38	219.38
17	Employment in Gota Kinari and Lappa Establishments	-	197.00	-	197.00
18	Government Offices contingency and works	-	197.00	-	197.00
19	Handloom Industries	-	197.00	-	197.00
20	Hotels and Restaurants	-	197.00	-	197.00
21	Irrigation Works	-	197.00	-	197.00
22	Jute Patti Industry	-	197.00	-	197.00
23	Khadi , Handicrafts & Village Industry	-	197.00	-	197.00
24	L.P.G. Distribution and Allied Services	-	197.00	-	197.00
25	Local Authority	-	197.00	-	197.00
26	Manufacturing of Cold Drinks, Soda & Allied Products	-	197.00	-	197.00
27	Marketing and Consumer Co-operative Societies	-	197.00	-	197.00
28	Metal Foundries & General Engineering Industry	-	197.00	-	197.00
29	Mica Works (Except Mica Mines)	-	197.00	-	197.00
30	Non- Govt. Organisations	-	197.00	-	197.00
31	Oil Mills	-	197.00	-	197.00
32	Papad Udyog	-	Piece Rated		
33	Pesticides, Chemicals and Pharmaceuticals	-	197.00	-	197.00
34	Petrol Pumps and Allied Services	-	197.00	-	197.00
35	Powerloom Factories	-	197.00	-	197.00
36	Printing Press	-	197.00	-	197.00
37	Public Health Engineering Department	-	197.00	-	197.00
38	Public Motor Transport	-	197.00	-	197.00
39	Public Works Department	-	197.00	-	197.00
40	Pvt. Educational Institutions	-	197.00	-	197.00
41	Pvt.Hospital and Nursing Homes	-	197.00	-	197.00
42	Registered Factories which are not covered under any Scheduled Employment	-	197.00	-	197.00
43	Rice, Flour or Dal Mills	-	197.00	-	197.00
44	Rural Development Department sponsored employment generation Scheme(Mahatma Gandhi Rozgar Yojana)	-	197.00	-	197.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
45	S.T.D., I.S.D.,P.C.O.and Allied Services	-	197.00	-	197.00
46	Salt Industry	-	81.00	138.38	219.38
47	Shops and Commercial Establishments	-	197.00	-	197.00
48	Small Scale Industries	-	197.00	-	197.00
49	Soap Stone Factories	-	197.00	-	197.00
50	Stone Breaking or Stone Crushing	-	81.00	138.38	219.38
51	Sugar Pan Industry(without mechanical Power)	-	197.00	-	197.00
52	Sweeper and Sanitation Works (not elsewhere classified)	-	197.00	-	197.00
53	Tailoring and Garments Industries	-	197.00	-	197.00
54	Taxis, Autorickshaws and Travelling Agencies	-	197.00	-	197.00
55	Textiles Industries, etc.	-	197.00	-	197.00
56	Tiles Manufacturing & Potteries Industry	-	197.00	-	197.00
57	Tobacco		197.00		
	(I) Bidi	-	101.88	138.38	240.26
	(ii) Tobacco	-	81.00	138.38	219.38
58	Wood Works and Furniture Manufacturing	-	197.00	-	197.00
59	Wool Cleaning and Pressing factories	-	197.00	-	197.00
60	Woollen Carpet Weaving and Shawl Weaving Establishments	-	81.00	138.38	219.38
61	Woollen Spinning and Weaving Factories	-	197.00	-	197.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
24.SIKKIM					
1	Automobiles Engineering Works.	-	220.00	-	220.00
2	Bakeries and Confectioneries	-	220.00	-	220.00
3	Casual contingency employees engaged by Government, Semi- Government, Public Sectors and Private Sectors	-	220.00	-	220.00
4	Cinema and Video Halls, Cable Operators	-	220.00	-	220.00
5	Construction of Projects including Dams, Tunnels, Hydro- electric and other multipurpose	-	220.00	-	220.00
6	Constructions or Maintenance of Roads and Buildings	-	220.00	-	220.00
7	Dairy, Poultry and Animal Husbandry farming	-	220.00	-	220.00
8	Distilleries and Breweries	-	220.00	-	220.00
9	Electronic Industries	-	220.00	-	220.00
10	Engineering Industries	-	220.00	-	220.00
11	Ferro Alloys Industries	-	220.00	-	220.00
12	Forestry and Timber Industries	-	220.00	-	220.00
13	Grill Industries	-	220.00	-	220.00
14	Handloom Industries	-	220.00	-	220.00
15	Hotels, Restaurants or Eating Houses/ Tea	-	220.00	-	220.00
16	Leather Industries	-	220.00	-	220.00
17	Paper & Pulp Industries	-	220.00	-	220.00
18	Printing Press	-	220.00	-	220.00
19	Private Transportation	-	220.00	-	220.00
20	Security Guards	-	220.00	-	220.00
21	Shops & Commercial Establishments	-	220.00	-	220.00
22	Stone Breaking and Crushing	-	220.00	-	220.00
23	Tea Plantation	-	220.00	-	220.00
24	Tour & Travel Agencies	-	220.00	-	220.00
25	Tyres & Trading Industries	-	220.00	-	220.00
26	Wood works, Carpentry and Masonry	-	220.00	-	220.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
25.TAMIL NADU					
1	Aerated Water Manufactory	-	80.50	117.50	198.00
2	Agarbathi Manufactory	-	80.19	101.23	181.42
3	Agriculture and works ancillary to Agriculture	-	100.00	-	100.00
	i) Men workers for 6 hours work				
	ii) Women workers - 5 hours work		85.00	-	85.00
4	Any Local Authority	Action is being taken by the Govt. to Constitute a committee for revising the M. W.			
5	Appalam Manufactory	-	107.42	136.12	243.54
6	Apprentices in Textile Mills	-	126.50	157.30	283.80
7	Automobile Workshops	-	109.15	138.46	247.61
8	Autorickshaws and Taxis	-	288.00	101.85	389.85
9	Bakeries and Biscuit Manufactory	-	90.00	108.90	198.90
10	Bricks & Tiles Manufactory	-	85.00	102.85	187.85
11	Bleaching and Dyeing Industry		92.31	126.81	219.12
12	Bought Leaf Tea Factories	Action is being taken by the Govt. to Constitute a committee for revising the M. W.			
13	Carpentry & Blacksmithy	-	127.00	179.19	306.19
14	Cashewnut Industry	-	132.50	83.20	215.70
15	Chemical Fertilizer Industry	-	100.53	139.62	240.15
16	Cinema Industry	-	148.04	188.50	336.54
17	Coaching Academics		163.15	57.65	220.80
18	Coconut Peeling	-	91.00	114.95	205.95
19	Coffee Curing Works	-	83.95	102.85	186.80
20	Coir Manufactory	-	90.00	121.46	211.46
21	Colleges and Research Stations under the Tamil Nadu Agricultural University and Agricultural Farms maintained by the Agricultural and Horticulture and other Govt. Departments	-	100.00	-	100.00
	i) Men workers for 6 hours work				
	ii) Women workers - 5 hours work	-	85.00	-	85.00
22	Construction or maintenance of Roads or Buildings Operations	-	117.00	145.00	262.00
23	Construction of Pandalas	-	80.00	96.80	176.80
24	Cotton Ginning, Pressing	-	105.00	136.12	241.12
25	Cotton Waste	-	105.00	136.12	241.12
26	Distribution of Liquid Petroleum Gas Cylinders	-	95.12	121.00	216.12
27	Electronics Industry	-	104.65	132.65	237.30
28	i) Fire Works	-	68.00	88.42	156.42
	ii) Match Manufactory	-	79.00	96.80	175.80
29	Food Processing Industry	-	86.50	110.08	196.58
30	Footwear making Industry	-	72.23	95.58	167.81
31	Forestry	-	122.00	151.25	273.25
32	General Engineering & Fabrication Industry	-	120.00	160.58	280.58
33	Gold and Silver articles Manufactory	-	151.00	187.55	338.55
34	Granite Industry	-	149.81	190.81	340.62
35	Gunny Industry	-	130.00	163.35	293.35
36	Handloom Silk Weaving Industry	-	Piece Rate		
37	Handloom Weaving Industry	-	Piece Rate		
38	Hospitals and Nursing Homes	-	107.19	136.12	243.31
39	Hotels and Restaurants	-	98.85	166.38	265.23
40	Hosiery Manufactory	Fresh Committee is Constituted for revising the Minimum Wages			
41	Laundries and Washing Clothes	-	162.00	205.70	367.70
42	Leather Goods Manufactory	-	72.23	95.58	167.81

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
43	Loading and Un-loading Operations	-	85.00	102.85	187.85
44	Mat Weaving and Basket Making	-	75.00	90.75	165.75
45	Medical and Sales Representatives	-	129.73	165.23	294.96
46	Motion Picture Industry	-	118.54	150.08	268.62
47	Mushroom Growing and Allied Works	-	130.00	78.85	208.85
48	Neera Tapping	-	154.00	193.60	347.60
49	Oil Mills	-	83.00	109.38	192.38
50	(i)Paper and Other incidental Processes connected with handmade paper	-	83.42	105.88	189.30
	(ii)Paper and Other incidental Processes connected with Machine Made Paper Industry	-	87.27	110.54	197.81
51	Plantations - Tea	-	90.00	115.02	205.02
	Plantations - Coffee	-	88.50	115.02	203.52
	Plantations - Rubber	-	94.00	115.02	209.02
52	Polythene Processing, Foam Items & Plastic Manufactory	-	108.46	137.31	245.77
53	Powerloom Industry	-	144.69	124.50	269.19
54	Printing Presses	-	83.73	105.88	189.61
55	Public Motor Transport	-	157.92	200.12	358.04
56	Rice, Flour and Dal Mills	-	102.00	127.05	229.05
57	Sago Industry	-	109.00	140.77	249.77
58	Salt Pans	-	89.00	108.90	197.90
59	Sea Food Processing Industry	-	91.92	116.35	208.27
60	Security Guards	-	90.35	114.04	204.39
61	Sericulture	-	95.00	121.00	216.00
62	Shops & Commercial Establishments	-	90.73	115.19	205.92
63	Silk Twisting Industry	-	112.00	139.15	251.15
64	Soap Manufactory	-	140.50	188.50	329.00
65	Synthetic Gem Cutting Industry			Piece Rate	
66	Tailoring Industry	-	70.19	88.42	158.61
67	Tanneries & Leather Manufactory	-	66.00	97.02	163.02
68	Timber Industry	-	152.50	193.60	346.10
69	Tin Container Manufactory	-	104.65	133.12	237.77
70	Tobacco Manufactory				
	i)Beedi Making other than Beedi Rolling	-	96.15	116.35	212.50
	ii)Scented & Chewing Tobacco	-	78.00	96.80	174.80
	iii)Snuff Industry	-	90.00	108.90	198.90
	iv) Beeding rolling (1000 beedies)	-		Piece Rate	
71	Tree Climbing	-	100.00	-	100.00
	i) Men workers for 6 hours work				
	Tree Climbing - Women workers 5 hrs. work	-	85.00	-	85.00
72	Vessels (Utensils) Manufactory	-	83.00	102.85	185.85
73	Woollen Carpet and shawl weaving industry	Govt. have issued orders to defer the action for revision			
Note: 1. Out of 92 Scheduled Employments reported in Tamil Nadu, wages have been reported for 73 scheduled employments only					
2. Figures repeat from the Annual Report of 2014					

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
26.TRIPURA					
1	Agriculture	-	250.00	11.78	261.78
2	Auto Rickshaw	-	75.62	21.06	96.68*
3	Beedi Industry (per 1000 bidis)	-	Piece Rated		
4	Brick Manufacturing	-	162.00	-	162.00
5	Construction and Maintenance of Roads and Building Operations	-	150.00	39.36	189.36
6	Domestic Workers	-	61.54	11.15	72.69**
7	Hotels and Restaurants	-	230.08	41.78	271.86
8	Incense and Incense Sticks	-	140.00	25.35	165.35
9	LAMPS/PACS/OMC	-	119.23	28.85	148.08
10	Mechanical Workshops	-	126.92	35.43	162.35
11	Petrol Pumps	-	132.69	39.31	172.00
12	Private Security Guards	-	204.42	43.63	248.05
13	PrivateTeaching Institutions	-	130.00	27.75	157.75
14	Public Motor Transport	-	45.96	12.77	58.73
15	Rice Mills	-	128.50	-	128.50
16	Rubber Plantations	-	125.00	37.83	162.83
17	Safai Karamcharis	-	140.00	40.28	180.28
18	Shops and Establishments	-	125.96	34.96	160.92
19	Stone Breaking and Crushing	-	Piece Rated		
20	Sweets Meats	-	243.69	-	243.69
21	Tailoring	-	Piece Rated		
22	Tea Plantations	-	83.00	-	83.00
23	Gold Smith	-	161	7.59	169.00
24	Loading and Un-loading Operations	-	300	16.31	316.31
* + Food allowance @ Rs. 86.00 per diem.					
** +Food, Lodging,lothing and medical allowance Rs. 118.39 per day					

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
27.TELANGANA					
1	Agriculture	-	159.00	65.00	224.00
2	Aerated water manufacturing units and Soft	-	96.31	143.63	239.94
3	Any Manufacturing Process carried out in any	-	223.92	89.05	312.97
4	Automobile Engineering workshops including	-	146.50	184.04	330.54
5	Baking process including Biscuits Manufactory	-	122.35	153.58	275.93
6	Betal Vines	-	87.69	107.08	194.77
7	Brick Kiln Industry	-	112.00	152.36	264.36
8	Canteens and Clubs	-	101.73	137.91	239.64
9	Cashew and Coconut gardens	-	125.00	-	125.00
10	Cashew Processing Establishments	-	149.46	28.80	178.26
11	Cement Concrete Pipes and Cement ware	-	112.12	152.36	264.48
12	Chemicals and Pharmaceuticals	-	134.46	168.81	303.27
13	Cinema Industry	-	141.27	169.48	310.75
14	Coffee Plantations	-	89.00	128.63	217.63
15	Colour Printing and Yarn Dyeing	-	128.85	161.19	290.04
16	Construction of Projects Including Dams and	-	130.42	173.16	303.58
17	Construction or Maintenance of Roads and	-	129.62	162.46	292.08
18	Cotton Carpet Weaving Establishments	-	135.00	162.00	297.00
19	Cotton Ginning and pressing Factories	-	164.00	171.64	335.64
20	Dairy Farming	-	191.38	93.69	285.07
21	Distilleries and Breweries	-	149.85	187.85	337.70
22	Domestic Workers	-	173.88	72.69	246.57
23	Electronic Industry	-	132.50	166.27	298.77
24	Fisheries and Sea Foods	-	125.08	156.12	281.20
25	Forestry and Timbering Operations	-	69.27	-	69.27
26	Glass Industry	-	129.46	162.46	291.92
27	Garment and Allied Manufacturing Industry	-	153.65	51.83	205.48
28	Gold Covering and Gold Coating Industry	-	129.62	162.46	292.08
29	Handloom (Silk)Weaving Establishments	-	83.00	125.46	208.46
30	Handloom Weaving Establishments (Cotton)	-	Piece Rated		
31	Handloom Weaving Establishments- Additional	-	91.42	125.46	216.88
32	Horticulture	-	217.27	103.33	320.60
33	Hospitals, Nursing Homes and Clinics other than	-	238.81	94.90	333.71
34	Hostels of all colleges and all other educational	-	251.73	105.00	356.73
35	Hotels and Restaurants and Eating Houses	-	127.58	169.25	296.83
36	Jute and Coir Industry	-	244.35	102.31	346.66
37	Khandsari Factories	-	135.23	168.81	304.04
38	Lime stone Kilns	-	93.19	127.52	220.71
39	Marketing Societies, Consumer Co-op. Societies	-	123.96	154.85	278.81
40	Match and Fire Works	-	104.46	137.91	242.37
41	Mesta used Twine Mills	-	66.00	85.38	151.38
42	Metal Foundaries and General Engineering	-	125.50	157.38	282.88
43	Mica Works	-	131.15	163.73	294.88
44	Mini and Tiny Cement Factories	-	107.00	133.27	240.27

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
45	Motion Picture Industry including Production,	-	112.12	151.05	263.17
46	Oil Mills	-	248.88	104.19	353.07
47	Paper and Paper Board including Straw Board	-	250.00	104.33	354.33
48	Petrol Bunks	-	134.46	168.81	303.27
49	Poultry farming including Feeding units	-	200.00	93.13	293.13
50	Powerloom Industry	-	101.73	126.92	228.65
51	Printing Press including Litho and offset Printing	-	135.23	168.81	304.04
52	Private Motor Transport	-	129.62	162.46	292.08
53	Professionals such as Chartered, Cost Accounts	-	161.50	172.11	333.61
54	Public Motor Transport	-	101.73	137.91	239.64
55	Rice Mills, Flour Mills or Dal Mills including Roller	-	135.50	170.08	305.58
56	Safai Karamcharis	-	192.31	193.38	385.69
57	Salt Pans	-	96.88	131.35	228.23
58	Security Services	-	153.85	154.47	308.32
59	Seed Processing Units	-	123.31	174.50	297.81
60	Sericulture	-	173.27	-	173.27
61	Shops and Commercial Establishments	-	129.62	162.46	292.08
62	Slate Factories	-	123.19	154.85	278.04
63	Steel Mills and Steel re-rolling Mills	-	123.35	154.85	278.20
64	Stone Breaking and Stone Crushing Operations	-	123.00	151.80	274.80
65	Tanneries and Leather Manufactory	-	132.88	177.06	309.94
66	Tiles and Potteries	-	123.27	159.54	282.81
67	Tobacco (excluding Beedi making)Manufactory	-	113.00	138.60	251.60
68	Tobacco (including Beedi making)Manufactory	-	173.08	82.92	256.00
69	Toddy Tapping including Selling and Conveyance	-	106.27	140.61	246.88
70	Wood Working Establishments including	-	128.73	161.19	289.92
71	Woollen Carpet Making and Shawl Weaving	-	96.88	131.35	228.23
72	Non-teaching staff working in Private Educational	-	203.62	81.25	284.87
73	Spinning Mills	-	148.23	59.15	207.38

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
28.UTTARAKHAND					
1	Aerated Drinks	-	194.23	40.77	235.00
2	Agriculture	-	100.00	60.00	160.00
3	Allopathic, Unani or Ayurvedic Pharmacy	-			
	i) Allopathic	-	195.19	40.77	235.96
	ii) Unani or Ayurvedic Pharmacy	-	191.35	40.77	232.12
4	Asbestos, Cement Factory and other Cement Products	-	191.54	40.77	232.31
5	Automobile Repair Workshops	-	195.19	40.77	235.96
6	Book Binding	-	191.54	40.77	232.31
7	Brick Kiln	-	163.65	40.77	204.42
8	Bakeries and Biscuits	-	191.54	40.77	232.31
9	Carpet Manufacturing	-	215.96	40.77	256.73
10	Chicken Work Manufactory	-	191.54	40.77	232.31
11	Cinema Industry	-			
	i) More than 2 Lakhs	-	195.19	40.77	235.96
	ii) Less than 2 Lakhs	-	191.54	40.77	232.31
12	Clubs	-	191.54	40.77	232.31
13	Cold Storages	-	191.54	40.77	232.31
14	Commercial Establishments	-			
	i) More than 1 Lakh People in City	-	195.19	40.77	235.96
	ii) Less than 1Lakh People in City	-	191.54	40.77	232.31
15	Construction of Dams, Irrigation, Wells and Pond Digging	-	194.23	40.77	235.00
16	Construction and Maintenance of Roads or Building Operations	-	191.54	40.77	232.31
17	Dairy and Dairy Products	-	194.23	40.77	235.00
18	Employment in Dharamshalas	-	194.23	40.77	235.00
19	Employments in any other registered Factories not elsewhere classified	-	194.23	40.77	235.00
20	Engineering Industry employing less than 50 workers	-			
	Employing less than 50 workers		194.23	40.77	235.00
	Employing more than 50 to 500 workes		97.50	173.73	271.23
	Employing more than 500 workes		102.31	182.27	284.58
21	Forestry	-			
	i) Category A	-	203.08	40.77	243.85
	ii) Category B	-	192.12	40.77	232.89
	iii) Category C	-	192.12	40.77	232.89
22	Foundaries	-	194.23	40.77	235.00
23	Fruit Juice	-	194.23	40.77	235.00
24	Handloom / Powerloom Industry	-	194.42	40.77	235.19
25	Hosiery Industry	-	199.62	40.77	240.39
26	Hotels and Restaurants				
	i) Less than 10 employees	Area A	208.46	40.77	249.23
		Area B	202.12	40.77	242.89
		Area C	185.77	40.77	226.54
	ii) 10 or more than 10 employees	Area A	215.00	40.77	255.77
		Area B	208.46	40.77	249.23
		Area C	192.31	40.77	233.08
	iii) Star Hotel	Area A	231.35	40.77	272.12
		Area B	218.27	40.77	259.04
		Area C	208.46	40.77	249.23

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
27	Ice Manufactory	-	191.54	40.77	232.31
28	Ice Candy / Ice Cream Manufactory	-	191.54	40.77	232.31
29	Khandsari Manufactory	-	191.54	40.77	232.31
30	Laundry and Washing	-	191.54	40.77	232.31
31	Libraries	-			
	i) More than 50,000 books	-	196.54	40.77	237.31
	ii) 15,000 to 50,000 books	-	194.23	40.77	235.00
	iii) Less than 15,000 books	-	191.92	40.77	232.69
32	Manufacturing of Small/Miniature bulbs, Glass products	-	191.54	40.77	232.31
33	Match Manufactory	-	191.54	40.77	232.31
34	Mechanical Transport Workshops	-	195.19	40.77	235.96
35	Metal Industry	-	194.23	40.77	235.00
36	Oil Mills	-			
	i) More than 10 employees	-	195.19	40.77	235.96
	ii) Less than 10 employees	-	191.54	40.77	232.31
37	Petrol & Diesel Pumps	-	194.23	40.77	235.00
38	Plywood Manufacturing	-	194.23	40.77	235.00
39	Potteries, Ceramic or Refractory	-	191.54	40.77	232.31
40	Private Clinics and Medical Equipment shops	-	194.23	40.77	235.00
41	Private Coaching Classes and Private Schools	-	191.54	40.77	232.31
42	Private Printing Press	-	195.19	40.77	235.96
43	Plastic and Plastic Products	-	194.23	40.77	235.00
44	Public Motor Transport	-	195.19	40.77	235.96
45	Readymade Garments	-	194.23	40.77	235.00
46	Rice, Flour or Dal Mills	-			
	i) More than 10 employees	-	195.19	40.77	235.96
	ii) Less than 10 employees	-	191.54	40.77	232.31
47	Rubber and Rubber Products	-	194.23	40.77	235.00
48	Shops	-	191.54	40.77	232.31
49	Stone Breaking or Stone Crushing	-	191.54	40.77	232.31
50	Sweet Industry	-	194.23	40.77	235.00
51	Tailoring Industry	-	191.54	40.77	232.31
52	Tea Plantations	-	191.54	40.77	232.31
53	Textile Printing	-	191.54	40.77	232.31
54	Tin Plate shaping and tin printing	-	194.23	40.77	235.00
55	Tobacco Manufactory	-	210.19	40.77	250.96
56	Washing Soap, Silicate etc.	-	191.54	40.77	232.31
57	Wood Carving, Wooden Furniture and Saw Mills				
	(i) Under Municipal Corporation	-	211.73	40.77	252.50
	(ii) Other Municipal Committee and Cantt.	-	210.58	40.77	251.35
	(iii) Rest of Uttarkhand	-	209.42	40.77	250.19
58	Woollen Blankets Manufactory	-	191.54	40.77	232.31

Note: Figures Repeat from Annual Report for the year 2014

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
29. UTTAR PRADESH					
1	Aerated Drinks	-	221.15	40.95	262.10
2	Agriculture	-	161.00	-	161.00
3	Allopathic, Unani or Ayurvedic Pharmacy	-	221.15	40.95	262.10
4	Asbestos Cement Factory	-	221.15	40.95	262.10
5	Automobile Workshops	-	221.15	40.95	262.10
6	Bakeries and confectioneries, Biscuits	-	221.15	40.95	262.10
7	Beedi Manufacturing	-	175.00	35.21	210.21
8	Book Binding Manufactory	-	221.15	40.95	262.10
9	Brick Kiln	-	221.15	40.95	262.10
10	Carpet Manufacturing	-	173.07	71.72	244.79
11	Casting Industry	-	221.15	40.95	262.10
12	Chicken Work Manufactory	-	221.15	40.95	262.10
13	Cinema Industry	-	221.15	40.95	262.10
14	Clubs	-	221.15	40.95	262.10
15	Cold Storages	-	221.15	40.95	262.10
16	Commercial Establishments	-	221.15	40.95	262.10
17	Construction and Maintenance of Roads or Building Operations	-	221.15	40.95	262.10
18	Construction of Dams, Establishments and Irrigation	-	221.15	40.95	262.10
19	Dairy and Milk Dairy	-	221.15	40.95	262.10
20	Employment in Dharamshalas	-	221.15	40.95	262.10
21	Employment in Registered Factories not elsewhere classified	-	221.15	40.95	262.10
22	Engineering Industry(employing less than 50 workers)	-	221.15	40.95	262.10
23	Forestry	-	221.15	40.95	262.10
24	Fruit Juice making factory	-	221.15	40.95	262.10
25	Glass Bangles Manufactory	-	165.38	68.53	233.91
26	Handloom Industry	-	221.15	40.95	262.10
27	Hosiery Industry	-	221.15	40.95	262.10
28	Hotels and Resturants	-			
	A) Less than 10 employees	-	57.69	129.10	186.79
	B) More than 10 employees	-	61.54	137.70	199.24
	C) Star Hotels	-	71.15	159.22	230.37
29	Ice Candy / Ice Cream Manufactory	-	221.15	40.95	262.10
30	Ice Manufactory	-	221.15	40.95	262.10
31	Khandsari Manufactory	-	221.15	40.95	262.10
32	Laundry and Washing	-	221.15	40.95	262.10
33	Local Transport Workshops	-	221.15	40.95	262.10
34	Manufacturing of Small Miniature Bulbs & Glass Products	-	221.15	40.95	262.10
35	Match Manufactory	-	221.15	40.95	262.10
36	Maufacturing of Leather Goods	-	221.15	40.95	262.10
37	Metal Industry	-	221.15	40.95	262.10
38	Oil Mills	-	221.15	40.95	262.10
39	Paper, Paper Board and Card Board	-	221.15	40.95	262.10
40	Petrol and Diesel Oil pumps	-	221.15	40.95	262.10
41	Plastic and Plastic Products	-	221.15	40.95	262.10
42	Plywood Manufacturing	-	221.15	40.95	262.10
43	Potteries, Ceramic Industry	-	221.15	40.95	262.10
44	Powerloom Industry	-	221.15	40.95	262.10

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
45	Private clinics, Nursing homes	-	221.15	40.95	262.10
46	Private Coaching classes in Private School including Nursary School	-	221.15	40.95	262.10
47	Private Libraries	-	221.15	40.95	262.10
48	Private Printing Press	-	221.15	40.95	262.10
49	Public Motor Transport	-	221.15	40.95	262.10
50	Ready made Garments	-	221.15	40.95	262.10
51	Rice, Flour or Dal Mills	-	221.15	40.95	262.10
52	Rubber and Rubber Products including Tyres and Tubes	-	221.15	40.95	262.10
53	Shops	-	221.15	40.95	262.10
54	Silk Sari or Jari Works (Handloom)	-	221.15	40.95	262.10
55	Stone Breaking or Stone Crushing	-	221.15	40.95	262.10
56	Sweet Shops	-	221.15	40.95	262.10
57	Tailoring Industry	-	221.15	40.95	262.10
58	Tanneries and Leather Manufactory	-	221.15	40.95	262.10
59	Textile Printing	-	221.15	40.95	262.10
60	Tin Plate shaping and tin printing	-	221.15	40.95	262.10
61	Tobacco Manufactory	-	221.15	40.95	262.10
62	Washing Soap, Silicate etc.	-	221.15	40.95	262.10
63	Wood Carving and Wooden Furniture and Saw Mills	-	221.15	40.95	262.10
64	Woollen Blankets	-	221.15	40.95	262.10

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
30.WEST BENGAL					
1	Agriculture		201.00	-	201.00
2	Bakery	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
3	Beedi Leaf Plucking		216.00	-	216.00
4	Beedi Manufacturing		180.32	-	180.32
5	Bell Metal & Brass Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
6	Bone Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
7	Brick Manufactories		199.54	-	199.54
8	Ceramic Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
9	Chakki Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
10	Cigarette Manufacturing		Wages Not Reported		
11	Cinchona Plantations		216.00	-	216.00
12	Cinema:		162.88	-	162.88
13	Clinical Nursing Homes	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
14	Construction or Maintenance of Roads or Building Operations	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
15	Cold Storage		Wages Yet to be fixed		
16	Dal Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
17	Decoration	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
18	Engineering Industry employing less than 50 workers		Wages under consideration		
19	Establishments not covered by Notification No.24-MW dt 21.2.85		Wages Not Reported		
20	Fishery		216.00	-	216.00
21	Flour Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
22	Forestry or Timbering Operations		216.00	-	216.00
23	Fountain Pen and Ball-point Pen Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
24	Glass Industry		195.00	-	195.00
25	Godowns	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
26	Handloom		216.00	-	216.00
27	Hosiery	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
28	Hotels & Restaurants	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
29	Iron Foundry	Zone A	Wages Not Reported		
		Zone B	Wages Not Reported		
30	Lac Manufactories		216.00	-	216.00
31	Local Authority		Wages Not Reported		
32	Medicinal Plants Plantations		216.00	-	216.00
33	Oil Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
34	Paints and Chemicals Factories	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
35	Paper Board and Straw Board Manufacturing (Machine Dry Process)	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
36	Plastic Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
37	Plywood Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
38	Power Looms Employing Less than Ten Persons	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
39	Power Looms Employing Ten or More Persons	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
40	Printing Press	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
41	Public Motor Transport		235.00	-	235.00
42	Refractory Industry		204.00	-	204.00
43	Rice Mills		216.00	-	216.00
44	Rope Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
45	Rubber and Rubber Products Mfg.		195.65	-	195.65
46	a) Sericulture Nursery and Cultivation		216.00	-	216.00
	b) Silk spinning and/or weaving (Handloom)		216.00	-	216.00
47	Sales Promotion in Medicines		Wages Not Reported		
48	Salt Manufacturing Industry		216.00	-	216.00
49	Saw Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
50	Security Services	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
51	Shoe Making Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
52	Shop		Wages Not Reported		
53	Silk Printing	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
54	Silk Mill	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
55	Stone Breaking or Stone Crushing	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
56	Sweeping and Cleaning	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
57	Tabacco Godowns		216.00	-	216.00
58	Tailoring	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
59	Tanneries and Leather Manufactory	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
60	Tea Plantations		Wages Not Reported		
61	Chartered/Cost Accountants/Auditors		257.00	-	257.00

Note : Zone-A = Areas notified under Development authorities. Zone-B = Rest of West Bengal

Figures Repeat from the Annual Report for the year 2014

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
31.ANDAMAN AND NICOBAR ISLANDS					
1	Agriculture	ANDAMAN	156.00	118.00	274.00
		NICOBAR	167.00	118.00	285.00
2	Construction or Maintenance of road or in Building Operations including Stone Breaking and Stone Crushing	ANDAMAN	156.00	118.00	274.00
		NICOBAR	167.00	118.00	285.00
3	Loading & Unloading Sector	ANDAMAN	156.00	118.00	274.00
		NICOBAR	167.00	118.00	285.00
4	Private Educational Institutions	ANDAMAN	156.00	118.00	274.00
		NICOBAR	167.00	118.00	285.00
5	Shops and Commercial Establishments including Residential Hotels and Restaurants	ANDAMAN	173.00	118.00	291.00
		NICOBAR	186.00	118.00	304.00
6	Wood Based Industries	ANDAMAN	156.00	118.00	274.00
		NICOBAR	167.00	118.00	285.00
7	Various Departments/Office/Industrial Establishments	ANDAMAN	156.00	118.00	274.00
		NICOBAR	167.00	118.00	285.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
32.CHANDIGARH					
1	Agricultural Implements, Machine Tools and General Engineering including Cycle Parts & Electrical Goods Industry	-	316.15	-	316.15
2	Agriculture	-	316.15	-	316.15
3	Any establishment as defined under Section 2(1)(VIII) of the Punjab Shops and Commercial Establishments Act,1958	-	316.15	-	316.15
4	Asbestos Cement and Concrete Products	-	316.15	-	316.15
5	Automobile Repair Shops and Service Stations	-	316.15	-	316.15
6	Bakeries and Confectioneries Establishments	-	316.15	-	316.15
7	Book Selling Establishments	-	316.15	-	316.15
8	Brick Kiln Industry	-	316.15	-	316.15
9	Chemical and Distillery Industry	-	316.15	-	316.15
10	Chemist and Drug Shops	-	316.15	-	316.15
11	Cinema Industry	-	316.15	-	316.15
12	i) Construction or Maintenance of Roads or Building Operations ii) Stone breaking and stone crushing	-	316.15	-	316.15
13	Contractors' Establishment of Forest Department	-	316.15	-	316.15
14	Dairy and Dairy Products	-	316.15	-	316.15
15	Electronic Goods Manufacturing and Selling Establishments	-	316.15	-	316.15
16	Electroplating by using salt of Chromium, Nickle or any other compound and connected buffing and polishing Industry	-	316.15	-	316.15
17	Employment in any manufacturing Process as defined under Section 2(k) of the Factories Act.,1948	-	316.15	-	316.15
18	Employment in grass cutting	-	316.15	-	316.15
19	Employment in Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	-	316.15	-	316.15
20	Ferrous Metal Rolling and Re-rolling Mills	-	316.15	-	316.15
21	Foundries with or without attached Machine Shops	-	316.15	-	316.15
22	Hair Cutting Saloons and Beauty Parlours	-	316.15	-	316.15
23	Hardware and Building Material Shops	-	316.15	-	316.15
24	Hotels, Restaurants, Tea Stalls and Halwais	-	316.15	-	316.15
25	Ice Factories and Cold Storage	-	316.15	-	316.15
26	Meat Selling Establishments	-	316.15	-	316.15
27	Oil Mills	-	316.15	-	316.15
28	Paper Board and Packing Material Manufacturing Establishments	-	316.15	-	316.15

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
29	Petrol, Diesel and Kerosene Oil Pumps	-	316.15	-	316.15
30	Plastic and PVC goods Industry	-	316.15	-	316.15
31	Private Hospitals including Nursing Homes, Dispensaries etc. or a Medical Practitioner in any establishment or a Chemical or Pathological Laboratory	-	316.15	-	316.15
32	Private Press	-	316.15	-	316.15
33	Public Motor Transport Industry	-	316.15	-	316.15
34	Rice Mills, Flour Mills and Dal Mills	-	316.15	-	316.15
35	Rubber Industry	-	316.15	-	316.15
36	Saw Mills and Timber trade	-	316.15	-	316.15
37	Shops and Commerical Establishments	-	316.15	-	316.15
38	Soap Manufacturing Industry	-	316.15	-	316.15
39	Soft Drinks and Aerated Water	-	316.15	-	316.15
40	Tailoring , Sticing and Embroidery Establishments	-	316.15	-	316.15
41	Tanneries / Leather Manufacturing	-	316.15	-	316.15
42	Tents, Dealers Establishments, Crockery Trade Establishments and Household Goods Establishments	-	316.15	-	316.15
43	Textile Industry	-	316.15	-	316.15
44	Vegetable and Fruit Shops	-	316.15	-	316.15

Note: Figures Repeat from the Annual Report for the year 2014

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
33.DADRA AND NAGAR HAVELI					
1	Agarbatti unit, match box manufacturing unit, bidi manufacturing unit	-	268.00	0.20	268.20
2	Agriculture	-	268.00	0.20	268.20
3	Automobile repairing workshops and garages	-	268.00	0.20	268.20
4	Bakery and Confestionary	-	268.00	0.20	268.20
5	Brick or roof tiles	-	268.00	0.20	268.20
6	Candles Manufacturing	-	268.00	0.20	268.20
7	Canteens and Clubs	-	268.00	0.20	268.20
8	Cement priestessess products industry	-	268.00	0.20	268.20
9	Chemical or drug manufacturing	-	268.00	0.20	268.20
10	Cinema Exhibition	-	268.00	0.20	268.20
11	Constructiion or maintenance of roads or in building operation	-	268.00	0.20	268.20
12	Cotton Ginning or Cotton Pressing Manufactory	-	268.00	0.20	268.20
13	Drilling operation and maintenance of Tube Wells	-	268.00	0.20	268.20
14	Electronics and Allied or Incidental Industries	-	268.00	0.20	268.20
15	Engineering unit, dealing with manufacturing or processing or iron and steel item ferrous or non-ferrous material, electric and electronics items	-	268.00	0.20	268.20
16	Forestry and Timber Operations	-	268.00	0.20	268.20
17	Glass Industry	-	268.00	0.20	268.20
18	Gram Panchayats	-	268.00	0.20	268.20
19	Home workers	-	268.00	0.20	268.20
20	Hospitals	-	268.00	0.20	268.20
21	Lac Manufactory	-	268.00	0.20	268.20
22	Local Authority	-	268.00	0.20	268.20
23	Manufacruing process as defined under section 2(k) of the Factories Act, 1948	-	268.00	0.20	268.20
24	Medical practitioner or any establishment of medical consultant or any clinical or pathological laboratory including Hospitals and Nursing Homes	-	268.00	0.20	268.20
25	Mica Works	-	268.00	0.20	268.20
26	Oil Mills	-	268.00	0.20	268.20
27	Paper ;and Paper Board Manufactory	-	268.00	0.20	268.20
28	Petrol and Diesel Pumps	-	268.00	0.20	268.20
29	Pharmaceutical Industry	-	268.00	0.20	268.20
30	Plantation maintained for growing Chichona, Rubber, Tea or Coffee	-	268.00	0.20	268.20
31	Plastic Industry	-	268.00	0.20	268.20
32	Polyurethane foam manufacturing or processing the foam items	-	268.00	0.20	268.20
33	Potteries	-	268.00	0.20	268.20
34	Poultry, Poultry Food Manufacturing unit, Fertilizer Manufacturing Unit or any other Agricultural Unit	-	268.00	0.20	268.20
35	Power loom Industry	-	268.00	0.20	268.20

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
36	Printing by letter press, lithography, photo-gravure or other similar works or incidental to such process or book binding	-	268.00	0.20	268.20
37	Private Teaching Institute	-	268.00	0.20	268.20
38	Public Motor Transport	-	268.00	0.20	268.20
39	Residential Restaurant or Eating House	-	268.00	0.20	268.20
40	Rexene cloth	-	268.00	0.20	268.20
41	Rice, Flour or Dal Mill	-	268.00	0.20	268.20
42	Rubber Manufacturing Industry	-	268.00	0.20	268.20
43	Safai Karmacharis (excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993	-	268.00	0.20	268.20
44	Sheds where buffaloes or cows are kept for milking, cleaning or feeding and for all other ancillary process	-	268.00	0.20	268.20
45	Shop or commercial establishments	-	268.00	0.20	268.20
46	Soaps and detergents	-	268.00	0.20	268.20
47	Stone Breaking or Stone Crushing	-	268.00	0.20	268.20
48	Sugar Industry	-	268.00	0.20	268.20
49	Tanneries & Leather Manufactory	-	268.00	0.20	268.20
50	Textile processing, dyeing, printisng or garments stitching	-	268.00	0.20	268.20
51	Tobacco (including Bidi Making Manufactory)	-	268.00	0.20	268.20
52	Toilet, cosmetic and other allied products	-	268.00	0.20	268.20
53	Watch and Ward	-	268.00	0.20	268.20
54	Watch Manufacturing	-	268.00	0.20	268.20
55	Wood cutting factory, wooden furniture making unit, saw mill, wood processing unit including Katha Manufacturing	-	268.00	0.20	268.20
56	Woollen Carpet Making or Shawl Weaving	-	268.00	0.20	268.20

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
34.DAMAN AND DIU					
1	Agriculture	-	268.00	0.20	268.20
2	Automobile Repairing Workshops and Garages	-	268.00	0.20	268.20
3	Bakeries	-	268.00	0.20	268.20
4	Brick of Roof Tiles	-	268.00	0.20	268.20
5	Buffalo or Cow Milk Premises	-	268.00	0.20	268.20
6	Canteen and Clubs not falling under entry 13 of Part I of this schedule	-	268.00	0.20	268.20
7	Cashew Processing Industry	-	268.00	0.20	268.20
8	Cement and Cement Based Industry	-	268.00	0.20	268.20
9	Charcoal Kilns	-	268.00	0.20	268.20
10	Chemical and Fertilizer Manufactory	-	268.00	0.20	268.20
11	Cinema	-	268.00	0.20	268.20
12	Cloth Dyeing and/or Printing	-	268.00	0.20	268.20
13	Construction or Maintenance of Roads or in Building operation	-	268.00	0.20	268.20
14	Cotton Ginning or Cotton Pressing Manufactory	-	268.00	0.20	268.20
15	Cycle Mechanic Workshops	-	268.00	0.20	268.20
16	Dairy Industry	-	268.00	0.20	268.20
17	Dispensary, not being a Dispensary in any Hospital	-	268.00	0.20	268.20
18	Drugs and Pharmaceuticals	-	268.00	0.20	268.20
19	Eatable Tobacco	-	268.00	0.20	268.20
20	Employment in any factory as defined under clause(m) or Section 2 of Factories Act, 1948 (LXIII of 1948), not covered by any of the entries	-	268.00	0.20	268.20
21	Engineering Industry	-	268.00	0.20	268.20
22	Exercise Books	-	268.00	0.20	268.20
23	Film Production Industry	-	268.00	0.20	268.20
24	Forest and/or Forestry	-	268.00	0.20	268.20
25	Fountain Pens, etc.	-	268.00	0.20	268.20
26	Glass Bulb Manufactory	-	268.00	0.20	268.20
27	Glass Industry	-	268.00	0.20	268.20
28	Grass Cutting	-	268.00	0.20	268.20
29	Hair Cutting Saloon	-	268.00	0.20	268.20
30	Hand Made Paper and Hand Paper Board Manufactory	-	268.00	0.20	268.20
31	Handloom Industry	-	268.00	0.20	268.20
32	Hospitals (not falling under entry 6 in this Schedule)	-	268.00	0.20	268.20
33	Hotel, Restaurant or Eating House	-	268.00	0.20	268.20
34	Ice and Cold Drinks	-	268.00	0.20	268.20
35	Jari Work Industry	-	268.00	0.20	268.20
36	Khandsari/Sugar Manufactory	-	268.00	0.20	268.20
37	Lac manufactory	-	268.00	0.20	268.20
38	Laundry Industry	-	268.00	0.20	268.20
39	Local Authority	-	268.00	0.20	268.20
40	Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard	-	268.00	0.20	268.20
41	Mica Works	-	268.00	0.20	268.20
42	Oil Mill	-	268.00	0.20	268.20
43	Optical Frames	-	268.00	0.20	268.20
44	Paints and Varnishers	-	268.00	0.20	268.20
45	Paper and Paper Board Manufactory	-	268.00	0.20	268.20
46	Plantation	-	268.00	0.20	268.20
47	Poha, Murmura, Churmura, etc.	-	268.00	0.20	268.20

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
48	Potteries	-	268.00	0.20	268.20
49	Powerloom Industry	-	268.00	0.20	268.20
50	Printing Presses	-	268.00	0.20	268.20
51	Public Motor Transport	-	268.00	0.20	268.20
52	Readymade Garments	-	268.00	0.20	268.20
53	Rice, Flour or Dal Mill	-	268.00	0.20	268.20
54	Rubber Baloon Industry	-	268.00	0.20	268.20
55	Rubber Manufacturing Industry	-	268.00	0.20	268.20
56	Salt Pan Industry	-	268.00	0.20	268.20
57	Saw Mill	-	268.00	0.20	268.20
58	Seafood Industry	-	268.00	0.20	268.20
59	Shop or Commercial Establishments	-	268.00	0.20	268.20
60	Silver Industry	-	268.00	0.20	268.20
61	Soaps and Cosmetics	-	268.00	0.20	268.20
62	Steel Furniture	-	268.00	0.20	268.20
63	Stone Breaking or Stone Crushing	-	268.00	0.20	268.20
64	Sweepers or Scavengers	-	268.00	0.20	268.20
65	Tanneries and Leather Manufactory	-	268.00	0.20	268.20
66	Tobacco (including Bidi making)	-	268.00	0.20	268.20
67	Transforming Plastic in various Solid Moulding	-	268.00	0.20	268.20
68	Utensils or other Household Articles	-	268.00	0.20	268.20
69	Watch Strap Manufactory	-	268.00	0.20	268.20
70	Wooden Furniture	-	268.00	0.20	268.20
71	Wooden Photo Picture Frame Making	-	268.00	0.20	268.20
72	Woolen, Carpet Making or Shawl Weaving	-	268.00	0.20	268.20

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
35.DELHI					
1	Agriculture	-	353.00	0.00	353.00
2	Automobile Engineering	-	353.00	0.00	353.00
3	Cement Working Establishments	-	353.00	0.00	353.00
4	Chemicals	-	353.00	0.00	353.00
5	Clubs	-	353.00	0.00	353.00
6	Confectionery and Diary products, food preservation etc.	-	353.00	0.00	353.00
7	Construction or Maintenance of Roads or in Building Operations	-	353.00	0.00	353.00
8	Dal and Flour Mills	-	353.00	0.00	353.00
9	Delhi Transport Corporation	-	353.00	0.00	353.00
10	Employment in all registered factories not covered by the employments elsewhere	-	353.00	0.00	353.00
11	Foundaries	-	Wages Not Fixed		
12	Hospital and Nursing Homes not carried on by Govt. or Local Authorities	-	353.00	0.00	353.00
13	Ice Factories / Cold Storage	-	353.00	0.00	353.00
14	Laundry Services and Cleaning and Dyeing Plants i.e Factory/Shops	-	353.00	0.00	353.00
15	Radio including assembling of Radio parts.	-	353.00	0.00	353.00
16	Metal Working Establishments	-	353.00	0.00	353.00
17	Oil Mills	-	353.00	0.00	353.00
18	Plastic, Rubber, PVC including Cable	-	353.00	0.00	353.00
19	Pottery Industry	-	353.00	0.00	353.00
20	Printing Press	-	353.00	0.00	353.00
21	Private unrecognised Teaching Institutions	-	353.00	0.00	353.00
22	Public Motor Transport	-	353.00	0.00	353.00
23	Ready-made Garments	-	353.00	0.00	353.00
24	Shops & Establishments	-	353.00	0.00	353.00
25	Stone Breaking and Stone Crushing	-	353.00	0.00	353.00
26	Textile including Hosiery, Niwar, Handloom, Lace, Thread balls, Name Label, Dyeing and Printing of Textiles	-	353.00	0.00	353.00
27	Wood working Establishments including Saw Mills		353.00	0.00	353.00
28	Brick Kiln		Wages Not Fixed		
29	Local Authority	-	353.00	0.00	353.00
Note: Figures Repeat from the Annual Report for the year 2014					

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
36.LAKSHADWEEP					
1	Agriculture	-	200.00	56.00	256.00
2	Animal Husbandry	-	200.00	56.00	256.00
3	Electricity	-	200.00	56.00	256.00
4	Fisheries	-	200.00	56.00	256.00
5	Industrial Establishments	-	200.00	56.00	256.00
6	Lakshadweep Development Corporation	-	200.00	56.00	256.00
7	Lakshadweep Harbour Works	-	200.00	56.00	256.00
8	Panchayat	-	200.00	56.00	256.00
9	Public Works Department	-	200.00	56.00	256.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2015			
		AREA/ ZONE	BASIC	D.A.	TOTAL
37.PUDUCHERRY					
1	Agriculture Maha Region	Maha Region	120.00	-	120.00
2	Agriculture in Puducherry & Karaikal Region	Puducherry & Karaikal Region - Men	80.00	-	80.00
		Puducherry & Karaikal Region - Women	70.00		70.00
3	Agriculture Yanam Region	Yanam Region	55.00	-	55.00
4	Automobile Workshops	-	118.38	-	118.38
5	Bakeries and Biscuit Manufactory	-	120.00	-	120.00
6	Bricks & Tiles Manufactory		110.00	64.00	174.00
7	Building Operations	-	122.00	-	122.00
8	Carpentary and Blacksmithy	-	205.00	-	205.00
9	Chemical Industry	-	91.85	-	91.85
10	Detergent Industries	-	116.00	-	116.00
11	Electronics Industry	-	89.31	-	89.31
12	General Engineering & Fabrication	-	111.00	-	111.00
13	Hospitals & Nursing Homes	-	109.50	-	109.50
14	Hotels & Restaurants	-	107.65	-	107.65
15	Loading and Unloading Operations	-	149.00	-	149.00
16	Oil Mills	-	78.00	-	78.00
17	Paper & Paper Products Industry	-	79.69	-	79.69
18	Plastic Industry	-	95.35	-	95.35
19	Printing Press	-	87.06	-	87.06
20	Private Educational Institutions		101.92	54.69	156.61
21	Pubilc Motor Transport	-	119.38	-	119.38
22	Rice, Flour and Dal Mills	-	77.00	-	77.00
23	Security Guards	-	111.53	-	111.53
24	Shops & Esstt.	Yanam Region	77.69	-	77.69
25	Shops & Estt.	Puducherry & Karaikal Region	55.77	-	55.77
26	Sweeping and Cleaning		120.00	46.00	166.00
27	Tailoring Industry	-	128.57	-	128.57
28	Taxies and Auto Drivers	-	177.00	-	177.00
29	Domestic Workes	-	137.00	11.53	148.53

Note : Figures Repeat from the Annual Report for the year 2014

TABLE 4

**NUMBER OF SCHEDULED EMPLOYMENTS IN CENTRAL SPHERE/STATE/U.T'S
AND RANGE OF MINIMUM WAGES AS ON 31-12-2015**

SR. 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		4	5
1	C.L.C.(Central)	45	189.44	430.00	240.56
2	Andhra Pradesh	72	69.27	371.38	302.11
3	Arunachal Pradesh*	30	150.00	150.00	0.00
4	Assam	99	75.00	240.00	165.00
5	Bihar	88	180.87	197.00	16.13
6	Chhattisgarh	46	226.88	235.88	9.00
7	Goa	21	215.00	215.00	0.00
8	Gujarat*	56	100.00	276.00	176.00
9	Haryana	50	292.31	292.31	0.00
10	Himachal Pradesh	20	180.00	180.00	0.00
11	Jammu & Kashmir	28	150.00	150.00	0.00
12	Jharkhand	76	210.00	210.00	0.00
13	Karnataka	80	213.00	355.60	142.60
14	Kerala	73	150.00	566.70	416.70
15	Madhya Pradesh	64	187.00	253.00	66.00
16	Maharashtra	67	120.00	446.08	326.08
17	Meghalaya	28	173.00	173.00	0.00
18	Manipur	15	122.10	122.10	0.00
19	Mizoram	5	270.00	270.00	0.00
20	Nagaland	54	115.00	115.00	0.00
21	Odisha	87	200.00	200.00	0.00
22	Punjab	71	267.13	277.13	10.00
23	Rajasthan	61	197.00	240.26	43.26
24	Sikkim	26	220.00	220.00	0.00
25	Tamil Nadu*	69	85.00	389.85	304.85
26	Tripura+	24	58.73	316.31	257.58
27	Telangana	73	69.27	385.69	316.42
28	Uttarakhand	58	160.00	284.58	124.58
29	Uttar Pradesh	64	161.00	262.10	101.10
30	West Bengal*	51	162.88	257.00	94.12
31	A.& N. Islands	7	274.00	304.00	30.00
32	Chandigarh*	44	316.15	316.15	0.00
33	D & N Haveli	56	268.20	268.20	0.00
34	Daman & Diu	72	268.20	268.20	0.00
35	Delhi*	27	353.00	353.00	0.00
36	Lakshadweep	9	256.00	256.00	0.00
37	Puducherry*	29	55.00	205.00	150.00

Source: Annual Returns under the Minimum Wages Act, 1948 for the year 2015

+ Plus food items at subsidized rates.

* Data Repeat from the Annual Return for the year 2014 due to Annual Return not Received.

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
1	Agarbati Manufacturing/ Incense and Incense Sticks	1	Assam	240.00
		2	Bihar	189.00
		3	Gujarat*	100.00
		4	Karnataka	256.14
		5	Madhya Pradesh	Piece Rated
		6	Odisha	200.00
		7	Tamilnadu*	181.42
		8	Tripura	165.35
		9	Dadra and Nagar Haveli	268.20
2	Advocates or Attorneys	1	Madhya Pradesh	253.00
		2	Maharashtra	332.77
3	Agarwood Industry	1	Assam	240.00
4	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	1	Haryana	292.31
		2	Punjab	267.13
		3	Chandigarh	316.15
5	Agriculture Non-Ploughing	1	Odisha	200.00
6	Agriculture	1	C.L.C (Central)	204.00
		2	Andhara Pradesh	265.75
		3	Arunachal Pradesh *	150.00
		4	Assam	240.00
		5	Bihar	189.00
		6	Chhatisgarh	226.88
		7	Goa	215.00
		8	Gujarat*	150.00
		9	Haryana	292.31
		10	Himachal Pradesh	180.00
		11	Jharkhand	210.00
		12	Karnataka	303.96
		13	Kerala	150.00
		14	Madhya Pradesh	187.00
		15	Maharashtra	191.01
		16	Meghalaya	173.00
		17	Manipur	122.10
		18	Nagaland	115.00
		19	Odisha	200.00
		20	Punjab	277.13
		21	Rajasthan	197.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		22	Tamilnadu*	Men workers for 6 hours work -100
				Women workers for 5 hours work - 85.00
		23	Tripura	261.78
		24	Telangana	224.00
		25	Uttarakhand*	160.00
		26	Uttar Pradesh	161.00
		27	West Bengal*	201.00
		28	A & N Islands	274.00
		29	Chandigarh	316.15
		30	Dadra and Nagar Haveli	268.20
		31	Daman and Diu	268.20
		32	Delhi	353.00
		33	Lakshadweep	256.00
		34	Puducherry*	55.00
7	Ahatas attached to Wine and Liquor shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated Water	1	Punjab	267.13
8	Aluminium Industry	1	Assam	240.00
		2	Bihar	197.00
		3	Jharkhand	210.00
		4	Nagaland	115.00
9	Aluminium and Tin Products	1	Kerala	300.73
10	Animal Husbandry and Veterinary	1	Meghalaya	173.00
		2	Sikkim	220.00
		3	Lakshadweep	256.00
11	Any Manufacturing Process as defined under section 2(k)/2(a)2(m) of the Factories Act, 1948	1	Andhara Pradesh	178.46
		2	Chhatisgarh	226.88
		3	Gujarat*	268.00
		4	Haryana	292.31
		5	Himachal Pradesh	180.00
		6	Madhya Pradesh	253.00
		7	Maharastra	262.88
		8	Telangana	312.97

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		9	Dadra and Nagar Haveli	268.20
12	Aerated Water Manufactory	1	Andhara Pradesh	222.08
		2	Karnataka	286.25
		3	Tamilnadu*	198.00
		4	Telangana	239.94
		5	Uttarakhand*	235.00
		6	Uttar pradesh	262.10
		7	Chandigarh	316.15
13	Appalam Manufactory	1	Tamilnadu*	243.54
14	Apprentices in Textile Mills	1	Tamilnadu*	283.80
15	Arecanut (Supari)	1	Karnataka	257.26
16	Asbestos Mines	1	C.L.C (Central)	236.00
17	Asbestos/ Cement Factory/Cement Products	1	Assam	240.00
		2	Bihar	197.00
		3	Chattisgarh	226.88
		4	Haryana	292.31
		5	Jharkhand	210.00
		6	Madhya Pradesh	253.00
		7	Nagaland	115.00
		8	Uttarakhand*	232.31
		9	Uttar Pradesh	262.10
		10	Chandigarh	316.15
18	Automobile Engineering Workshops/Auto Body	1	Andhara Pradesh	318.27
		2	Bihar	197.00
		3	Goa	215.00
		4	Gujarat*	268.00
		5	Jammu & Kashmir	150.00
		6	Jharkhand	210.00
		7	Karnataka	250.90
		8	Madhya Pradesh	253.00
		9	Maharastra	286.25
		10	Nagaland	115.00
		11	Odisha	200.00
		12	Punjab	267.13
		13	Rajasthan	197.00
		14	Sikkim	220.00
		15	Tamilnadu*	247.61
		16	Telangana	330.54

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		17	Uttarakhand*	235.96
		18	Uttar Pradesh	262.10
		19	Chandigarh	316.15
		20	Dadra and Nagar Haveli	268.20
		21	Daman and Diu	268.20
		22	Delhi	353.00
		23	Puducherry*	118.38
19	Autorickshaw/Taxi Drivers,etc.	1	Madhya Pradesh	253.00
		2	Rajasthan	197.00
		3	Tamilnadu*	389.85
		4	Tripura	96.68
		5	Puducherry*	177.00
20	Ayurvedic/Allopathic & Unani Pharmacy	1	Haryana	292.31
		2	Karnataka	265.34
		3	Kerala	254.49
		4	Odisha	200.00
		5	Punjab	267.13
		6	Uttarakhand*	Allopathic 235.96
				Unani 232.12
		7	Uttar Pradesh	262.10
21	Bakery / Baking Process including Biscuits/Confectionery	1	Andhara Pradesh	265.68
		2	Assam	240.00
		3	Bihar	197.00
		4	Chhatisgarh	226.88
		5	Gujarat*	268.00
		6	Haryana	292.31
		7	Jharkhand	210.00
		8	Karnataka	Bakery 279.54
				Biscuits 263.64
				Confectionery 314.86
		9	Madhya Pradesh	253.00
		10	Maharashtra	274.17
		11	Meghalaya	173.00
		12	Nagaland	115.00
		13	Odisha	200.00
		14	Punjab	267.13
		15	Sikkim	220.00
		16	Tamilnadu*	198.90
		17	Telangana	275.93
		18	Uttarakhand*	232.31

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		19	Uttar Pradesh	262.10
		20	West Bengal*	245.00
		21	Chandigarh	316.15
		22	Dadra and Nagar Haveli	268.20
		23	Daman and Diu	268.20
		24	Delhi	353.00
		25	Puducherry*	120.00
22	Bamboo Forest Establishments	1	Nagaland	115.00
		2	Odisha	200.00
23	Barytes Mines	1	C.L.C (Central)	236.00
24	Bauxite Mines	1	C.L.C (Central)	236.00
25	Beedi Making	1	Bihar	197.00
26	Beedi Leaf Plucking	1	West Bengal*	216.00
27	Beverages / Distilleries Manufacturing and Vending Estt.	1	Andhara Pradesh	325.17
		2	Assam	240.00
		3	Bihar	197.00
		4	Goa	215.00
		5	Karnataka	293.30
		6	Nagaland	115.00
		7	Odisha	200.00
		8	Telangana	337.70
28	Betal Vines	1	Andhara Pradesh	181.06
		2	Telangana	194.77
29	Biscuit Manufacturing	1	Assam	240.00
		2	Bihar	197.00
		3	Karnataka	263.64
30	Blacksmith	1	Assam	240.00
		2	Tamilnadu*	306.19
		3	Puducherry*	205.00
31	Bleaching and Dyeing Industry	1	Tamilnadu*	219.12
32	Bobin Industry	1	Gujarat*	268.00
33	Bone Crushing Industry	1	Chhatisgarh	226.88
		2	Gujarat*	268.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		3	Madhya Pradesh	253.00
		4	West Bengal*	245.00
34	Book Selling/Exercise Books & Binding	1	Bihar	197.00
		2	Jharkhand	210.00
		3	Maharashtra	248.93
		4	Punjab	267.13
		5	Uttarakhand*	232.31
		6	Uttar Pradesh	262.10
		7	Chandigarh	316.15
		8	Daman and Diu	268.20
35	Bought Tea Leaf Factory	1	Assam	240.00
		2	Tamilnadu*	Action taken by Govt. to constitute a committee to revise minimum wages
36	Brass and Copper Industry	1	Karnataka	328.98
		2	Odisha	200.00
37	Brick Making and Brick Kiln	1	Andhara Pradesh	254.55
		2	Assam	240.00
		3	Bihar	197.00
		4	Chhatisgarh	226.88
		5	Goa	215.00
		6	Gujarat*	206.20
		7	Haryana	292.31
		8	Jammu & Kashmir	150.00
		9	Jharkhand	210.00
		10	Karnataka	274.24
		11	Kerala	337.40
		12	Madhya Pradesh	253.00
		13	Nagaland	115.00
		14	Punjab	267.13
		15	Rajasthan	197.00
		16	Tamilnadu*	187.85
		17	Tripura	162.00
		18	Telangana	264.36
		19	Uttarakhand*	204.42
		20	Uttar Pradesh	262.10
		21	West Bengal*	199.54

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		22	Chandigarh	316.15
		23	Delhi	Not Fixed
		24	Puducherry*	174.00
38	Brick of Roof Tiles	1	Kerala	388.00
		2	Maharashtra	202.12
		3	Odisha	200.00
		4	Dadra and Nagar Haveli	268.20
		5	Daman and Diu	268.20
39	Buffalo and Cow Milk Premises	1	Daman and Diu	268.20
		2	Dadra and Nagar Haveli	268.20
40	Building Material & Hardware/Operation	1	Chandigarh	316.15
		2	Puducherry*	122.00
41	Cable Operator & Allied Service	1	Rajasthan	197.00
42	Candle and Wax Industry	1	Assam	240.00
		2	Meghalaya	173.00
		3	Dadra and Nagar Haveli	268.20
43	Canteen and Clubs	1	Andhara Pradesh	230.76
		2	Assam	240.00
		3	Jharkhand	210.00
		4	Maharashtra	312.62
		5	Telangana	239.64
		6	Daman and Diu	268.20
		7	Dadra and Nagar Haveli	268.20
44	Canvas Industry	1	Nagaland	115.00
45	Carpentry and Masonary	1	Assam	240.00
		2	Karnataka	279.67
		3	Tamilnadu*	306.19
		4	Puducherry*	205.00
46	Cashew Factories and Establishments	1	Andhara Pradesh	304.65
		2	Goa	215.00
		3	Karnataka	283.98
		4	Kerala	297.62
		5	Maharashtra	345.44
		6	Odisha	200.00
		7	Tamilnadu*	215.70
		8	Telangana	178.26

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		9	Daman and Diu	268.20
47	Cashew/Coconut/Cardamom Gardens	1	Andhara Pradesh	125.00
		2	Karnataka	259.47
		3	Telangana	125.00
48	Casting Industries	1	Chhatisgarh	226.88
		2	Uttar Pradesh	262.10
49	Casual /Mster Roll Workers in Flood Control Department	1	Assam	240.00
		2	Mizoram	270.00
50	Casual Contingency Employees under Semi- Govt. Authorities.	1	Nagaland	115.00
		2	Sikkim	220.00
51	Casual / Master Roll Workers Employed in Public Health Department	1	Assam	240.00
		2	Nagaland	115.00
52	Casual / Master Roll Workers in Irrigation Department	1	Assam	240.00
53	Cement and Hume Pipe/Cement Prestressed Product/Cement Products Industry	1	Andhara Pradesh	254.66
		2	Bihar	197.00
		3	Chhatisgarh	226.88
		4	Gujarat*	268.00
		5	Jharkhand	210.00
		6	Maharashtra	253.57
		7	Nagaland	115.00
		8	Odisha	200.00
		9	Punjab	267.13
		10	Rajasthan	197.00
		11	Telangana	264.48
		12	Dadra and Nagar Haveli	268.20
54	Cement Industry/Cement Working Establishments	1	Arunachal Pradesh*	150.00
		2	Assam	240.00
		3	Chhatisgarh	226.88
		4	Daman and Diu	268.20
		5	Delhi	353.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
55	Chakki Mills	1	Assam	240.00
		2	West Bengal*	245.00
56	Chemical and Distillery Industry	1	Haryana	292.31
		2	Madhya Pradesh	253.00
		3	Nagaland	115.00
		4	Odisha	200.00
		5	Punjab	267.13
		6	Chandigarh	316.15
		7	Puducherry*	91.85
57	Chemical and Fertilizer Manufactory	1	Maharashtra	279.79
		2	Madhya Pradesh	253.00
		3	Tamilnadu*	240.15
		4	Daman and Diu	268.20
58	Chemical/Drugs and Pharmaceuticals Industry	1	Andhara Pradesh	292.02
		2	Assam	240.00
		3	Bihar	197.00
		4	Chhatisgarh	226.88
		5	Himachal Pradesh	180.00
		6	Jharkhand	210.00
		7	Karnataka	283.02
		8	Madhya Pradesh	253.00
		9	Maharashtra	312.62
		10	Rajasthan	197.00
		11	Telangana	303.27
		12	Daman and Diu	268.20
		13	Dadra and Nagar Haveli	268.20
		14	Delhi	353.00
59	Chemist and Drug Shops	1	Chandigarh	316.15
60	Chicken Work Manufactory	1	Uttarakhand*	232.31
		2	Uttar Pradesh	262.10
61	China Clay Mines	1	C.L.C (Central)	236.00
62	Chromite Mines	1	C.L.C (Central)	236.00
63	Charcoal Kilns	1	Daman and Diu	268.20
64	Cigarette Manufacturing	1	West Bengal*	Wages not Reported
65	Cinema / Theatre	1	Andhara Pradesh	299.24

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		2	Arunachal Pradesh *	150.00
		3	Assam	240.00
		4	Bihar	197.00
		5	Goa	215.00
		6	Haryana	292.31
		7	Jharkhand	210.00
		8	Kerala	321.10
		9	Madhya Pradesh	253.00
		10	Maharashtra	234.89
		11	Nagaland	115.00
		12	Odisha	200.00
		13	Punjab	267.13
		14	Rajasthan	197.00
		15	Sikkim	220.00
		16	Tamilnadu*	336.54
		17	Telangana	310.75
		18	Uttarakhand*	i) More than 2 lakhs 235.96 ii) Less than 2
		19	Uttar Pradesh	262.10
		20	West Bengal*	162.88
		21	Chandigarh	316.15
		22	Daman and Diu	268.20
		23	Dadra and Nagar Haveli	268.20
66	Clay Mines	1	C.L.C	236.00
67	Clay Pottery	1	Odisha	200.00
68	Cleaner	1	Assam	240.00
69	Clubs & Canteens	1	Karnataka	272.15
		2	Madhya Pradesh	253.00
		3	Uttarakhand*	232.31
		4	Uttar Pradesh	262.10
		5	Delhi	353.00
70	Cloth Dyings Polishing	1	Daman and Diu	268.20
71	Coaching Academics including nurshing and English Medium Schools and Technical Institutes	1	Assam	240.00
		2	Tamilnadu*	220.80
72	Chartered / Cost Accountants, Auditors, Tax consultancy and Architects	1	Andhara Pradesh	321.26
		2	Jharkhand	210.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		3	Kerala	296.70
		4	Telangana	333.61
		5	West Bengal*	257.00
73	Coal Briquette Industry	1	Bihar	197.00
		2	Jharkhand	210.00
74	Coconut Peeling	1	Tamilnadu*	205.95
		2	Kerala	300.26
75	Coffee Curing and Rubber Plantation	1	Andhara Pradesh	209.27
		2	Assam	240.00
		3	Karnataka	284.97
		4	Tamilnadu*	186.80
		5	Tripura	162.83
		6	Telangana	217.63
76	Coke (Fuel)/Hard Coke Industry	1	Chhatisgarh	226.88
		2	Jharkhand	210.00
		3	Madhya Pradesh	253.00
		4	Odisha	200.00
77	Cold Storage	1	Bihar	197.00
		2	Jharkhand	210.00
		3	Madhya Pradesh	253.00
		4	Rajasthan	197.00
		5	Uttarakhand*	232.31
		6	Uttar Pradesh	262.10
		7	West Bengal*	Wages yet to be fixed
78	Collection of Sal Seeds	1	Odisha	200.00
79	Colleges and Research Stations under the Tamilnadu*	1	Tamilnadu*	Men Workers for 6 hours work -100.00 women Workers for 5 hours work - 85.00
80	Computer Coaching Institutes	1	Jharkhand	210.00
81	Computer Hardwae Industry and services	1	Rajasthan	197.00
82	Computer Software	1	Kerala	319.01

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
83	Commercial or Industrial Establishments engaged in Commercial manufacturing and service activities.	1	Goa	215.00
		2	Uttarakhand*	i) More than 1 lakh People in
				ii) Less than 1 lakh People in
		3	Uttar Pradesh	262.10
84	Construction & Maintenance of Runways	1	C.L.C	236.00
85	Construction of Dams, Irrigation Works	1	Andhara Pradesh	292.33
		2	Bihar	197.00
		3	Jharkhand	210.00
		4	Kerala	301.70
		5	Madhya Pradesh	253.00
		6	Manipur	122.10
		7	Odisha	200.00
		8	Telangana	303.58
		9	Uttarakhand*	235.00
		10	Uttar Pradesh	262.10
86	Construction/ Maintenance of Buildings/Roads	1	C.L.C	236.00
		2	Andhara Pradesh	281.25
		3	Arunachal Pradesh *	150.00
		4	Assam	240.00
		5	Bihar	197.00
		6	Chhatisgarh	226.88
		7	Goa	215.00
		8	Gujarat*	268.00
		9	Haryana	292.31
		10	Himachal Pradesh	180.00
		11	Jharkhand	210.00
		12	Karnataka	264.87
		13	Madhya Pradesh	253.00
		14	Maharashtra	415.31
		15	Meghalaya	173.00
		16	Mizoram	270.00
		17	Manipur	122.10
		18	Nagaland	115.00
		19	Odisha	200.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		20	Punjab	267.13
		21	Rajasthan	197.00
		22	Sikkim	220.00
		23	Tamilnadu*	262.00
		24	Tripura	189.36
		25	Telangana	292.08
		26	Uttarakhand*	232.31
		27	Uttar Pradesh	262.10
		28	West Bengal*	245.00
		29	A & N Islands	274.00
		30	Chandigarh	316.15
		31	Daman and Diu	268.20
		32	Dadra and Nagar Haveli	268.20
		33	Delhi	353.00
87	Construction of Pandals	1	Tamilnadu*	176.80
88	Contract Labour	1	Karnataka	263.27
89	Contract Estt. Of the Forest Deptt.	1	Assam	240.00
		2	Haryana	292.31
		3	Punjab	267.13
		4	Chandigarh	316.15
90	Co-operative Banks	1	Assam	240.00
		2	Haryana	292.31
		3	Madhya Pradesh	253.00
		4	Odisha	200.00
91	Co-operative Consumer Societies	1	Assam	240.00
		2	Karnataka	347.92
		3	Madhya Pradesh	253.00
		4	Odisha	200.00
		5	Rajasthan	197.00
92	Co-operative Marketing Societies	1	Andhara Pradesh	268.48
		2	Assam	240.00
		3	Bihar	197.00
		4	Jharkhand	210.00
		5	Madhya Pradesh	253.00
		6	Telangana	278.81
93	Copper Mines	1	C.L.C	236.00
94	Cotton Textiles Mills	1	Assam	240.00
95	Cotton Dyeing, Printing & Washing Factories/Cloth Dyeing and Printing	1	Rajasthan	197.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
96	Cotton Ginning and Pressing	1	Andhara Pradesh	323.32
		2	Goa	215.00
		3	Gujarat*	268.00
		4	Haryana	292.31
		5	Karnataka	284.78
		6	Madhya Pradesh	253.00
		7	Maharashtra	263.06
		8	Odisha	200.00
		9	Punjab	267.13
		10	Rajasthan	197.00
		11	Tamilnadu*	241.12
		12	Telangana	335.64
		13	Daman and Diu	268.20
		14	Dadra and Nagar Haveli	268.20
97	Cotton Carpet Weaving Establishments	1	Andhara Pradesh	286.00
		2	Odisha	200.00
		3	Telangana	297.00
98	Cotton Waste Spinning Factories	1	Rajasthan	197.00
		2	Tamilnadu*	241.12
99	Courier Service	1	Bihar	197.00
		2	Madhya Pradesh	253.00
100	Coir Manufactory	1	Kerala	284.84
		2	Odisha	200.00
		3	Tamilnadu*	211.46
101	Crockery/Tent/Household Goods Trade Establishments	1	Chandigarh	316.15
102	CrystalCutting Polishing	1	Karnataka	319.07
		2	Kerala	274.85
103	Cycle Industry/Cycle Repairing/Mechanic Workshops	1	Maharashtra	266.73
		2	Daman and Diu	268.20
104	Data Processing	1	Madhya Pradesh	253.00
105	Distrilleries and Brewing Units	1	Arunachal Pradesh*	150.00
		2	Assam	240.00
		3	Bihar	197.00
		4	Jharkhand	210.00
		5	Kerala	359.88

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		6	Jammu & Kashmir	150.00
		7	Nagaland	115.00
		8	Sikkim	220.00
106	Dairy and Poultry Firms	1	Andhara Pradesh	284.75
		2	Assam	240.00
		3	Bihar	197.00
		4	Jharkhand	210.00
		5	Maharashtra	276.33
		6	Nagaland	115.00
		7	Sikkim	220.00
		8	Telangana	285.07
		9	Daman and Diu	268.20
107	Dairy and Dairy Products	1	Haryana	292.31
		2	Madhya Pradesh	253.00
		3	Uttarakhand*	235.00
		4	Uttar Pradesh	262.10
		5	Chandigarh	316.15
		6	Delhi	353.00
108	Dealer in Medicines and Chemicals	1	Punjab	267.13
109	Decoration/Decoration of Pandals	1	Jharkhand	210.00
		2	West Bengal*	245.00
110	Dispensaries	1	Assam	240.00
		2	Gujarat*	268.00
		3	Maharashtra	373.23
		4	Daman and Diu	268.20
111	Development Corporation	1	Lakshadweep	256.00
112	Dolomite Mines	1	C.L.C (Central)	236.00
113	Domestic Workers	1	Andhara Pradesh	237.43
		2	Bihar	180.87
		3	Haryana	292.31
		4	Himachal Pradesh	180.00
		5	Karnataka	258.87
		6	Kerala	273.00
		7	Meghalaya	173.00
		8	Odisha	Fixed Separately
		9	Punjab	267.13
		10	Rajasthan	217.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
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SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		11	Tripura	72.69
		12	Telengana	246.57
		13	Dadra and Nagar Haveli	268.20
		14	Puducherry*	148.53
114	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	1	Bihar	197.00
		2	Jharkhand	210.00
		3	Maharashtra	246.80
115	Drilling Operation and Maintenance of Tube Wells	1	Dadra and Nagar Haveli	268.20
116	Dye and Chemical	1	Maharashtra	334.29
117	Earth Cutting Operation	1	Assam	240.00
		2	Bihar	197.00
118	Educational /Coaching Institutions	1	Arunachal Pradesh*	150.00
		2	Chhatisgarh	226.88
		3	Madhya Pradesh	253.00
		4	Delhi	353.00
119	Edible Oil Workers	1	Assam	240.00
120	Educational Research Stations under Agriculture/Horticulture Deptt.	1	Bihar	197.00
121	Electricity Generation and Distribution	1	Jharkhand	210.00
		2	Meghalaya	173.00
		3	Manipur	122.10
		4	Rajasthan	197.00
		5	Lakshadweep	256.00
122	Electro Casting Industry	1	Bihar	197.00
123	Electronic Electroplating (Electronic Industry)	1	Karnataka	299.46
124	Electronic/Electric/Electrical Industry, Sale and Distribution/SEEPZ	1	Andhara Pradesh	287.68
		2	Bihar	197.00
		3	Karnataka	293.06
		4	Kerala	319.00
		5	Maharashtra	315.50
		6	Madhya Pradesh	253.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
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SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		7	Nagaland	115.00
		8	Punjab	267.13
		9	Sikkim	220.00
		10	Tamilnadu*	237.30
		11	Telangana	298.77
		12	Chandigarh	316.15
		13	Dadra and Nagar Haveli	268.20
		14	Puducherry*	89.31
125	Electric and other type of Bulb and Florence Tube Manufacture Industry	1	Jharkhand	210.00
		2	Bihar	197.00
		3	Odisha	200.00
126	Electric Equipments/Home Appliances and operation of software system	1	Kerala	300.73
127	Electronics and Allied or Incidental Industries	1	Gujarat*	268.00
		2	Haryana	292.31
		3	Jharkhand	210.00
		4	Dadra and Nagar Haveli	268.20
128	Electroplating / Buffing / Polishing	1	Haryana	292.31
		2	Punjab	267.13
		3	Chandigarh	316.15
129	Employment in any Bank	1	Arunachal Pradesh*	150.00
130	Employment in Electricity Board	1	Assam	240.00
		2	Odisha	200.00
131	Employment in Non-Government Organisation and Voluntary Social Organisation	1	Odisha	200.00
132	Employment under any Govt. Authority (Casual Contingency Employee)	1	Arunachal Pradesh *	150.00
		2	Meghalaya	173.00
		3	Odisha	200.00
		4	Punjab	267.13
133	Employment in Ornament making Polishing Repairing and selling	1	Punjab	267.13
134	Employment under any Gram Panchayat	1	Gujarat*	268.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		2	Dadra and Nagar Haveli	268.20
135	Employment in Dharamshalas	1	Uttarakhand*	235.00
		2	Uttar Pradesh	262.10
136	Employment in Ship Breaking	1	Gujarat*	239.80
137	Employment in Toll Plaza Establishments	1	Himachal Pradesh	180.00
		2	Punjab	267.13
138	Employment in Laying of Under-ground Electric Lines, Water Supply Lines and Sewerage Pipe Lines, etc.	1	C.L.C (Central)	236.00
		2	Jharkhand	210.00
		3	Odisha	200.00
139	Employment in registered Factories not elsewhere classified	1	Meghalaya	173.00
		2	Mizoram	270.00
		3	Nagaland	115.00
		4	Rajasthan	197.00
		5	Uttarakhand*	235.00
		6	Uttar Pradesh	262.10
		7	Delhi	353.00
140	Employment in Wine and Liquor Shops establishments	1	Punjab	267.13
141	Employment in Zoo and places where caring of Wild Animals is done.	1	Punjab	267.13
142	Employment of non-teaching staff in Private Non-grant-aided educational	1	Andhara Pradesh	274.29
		2	Gujarat*	268.00
		3	Kerala	300.55
		4	Odisha	200.00
		5	Telangana	284.87
143	Employment of Sailors	1	Bihar	189.00
144	Employment not covered under Schedule employment	1	Karnataka	328.98
		2	Rajasthan	197.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
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SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
145	Employment of Bus and Truch Driver/Conductor and Cleaners	1	Jharkhand	210.00
146	Employment in Malls and Shopping Complexes Establishments	1	Punjab	267.13
147	Employment in Building and other constructions work establishments as defined in clause (d)of sub-section(1) of section 2 of the Building and Other Construction Workers (Regulation of Employment and conditions of Service) Act, 1996.	1	Punjab	267.13
148	Engineering Industries including Motor Garage Workers	1	Assam	240.00
		2	Chhatisgarh	226.88
		3	Himachal Pradesh	180.00
		4	Karnataka	311.73
		5	Madhya Pradesh	253.00
		6	Maharashtra	312.62
		7	Meghalaya	173.00
		8	Rajasthan	197.00
		9	Sikkim	220.00
149	Engineering Industry employing less than 50 workers	1	Bihar	197.00
		2	Uttarakhand*	235.00
		3	Uttar Pradesh	262.10
150	Engineering Industry employing more than 50 workers	1	Bihar	197.00
		2	Gujarat*	268.00
		3	Uttarakhand*	More than 50 to 500 workers 271.23
				More than 500 workers- 284.58
151	Engineering Unit dealing with manufacturing or processing of iron & steel item ferrous or non ferrous material, electric and non electric items	1	Dadar & Nagar Haveli	268.20

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
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SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
152	Establishments defined under Section 2(1)(VII) of Shops and Commercial Establishments Act, 1958	1	Chandigarh	316.15
		2	Himachal Pradesh	180.00
		3	Punjab	267.13
153	Establishments with manufacturing Process as defined in clause (k) of Section 2 of Factories Act, 1948	1	Madhya Pradesh	253.00
		2	Punjab	267.13
		3	Chandigarh	316.15
		4	Dadar & Nagar Haveli	268.20
154	Excavation	1	Madhya Pradesh	253.00
155	Employment in any factory as defined under Clause (m) or Section 2 of Factories Act, 1948 (LXIII of 1948), not covered by any of the entries	1	Maharashtra	262.88
		2	Daman and Diu	268.20
156	Employment in Mobile tower	1	Jharkhand	210.00
157	Establishments not covered by notification no-24-MW dt. 21.02.85		West Bengal*	Wages not reported
158	Shops and Commercial Establishments	1	Jharkhand	210.00
		2	Madhya Pradesh	253.00
		3	Maharashtra	265.38
		4	Punjab	267.13
		5	West Bengal*	Wages not Reported
		6	Dadra and Nagar Haveli	268.20
159	Felspar Mines	1	C.L.C (Central)	236.00
160	Ferro Alloys Industries	1	Sikkim	220.00
161	Film Production/Motion Picture/Studios, Distribution and Publicity	1	Assam	240.00
		2	Maharashtra	301.73
		3	Daman and Diu	268.20
		4	Andhara Pradesh	253.43

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AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		5	Gujarat*	268.00
		6	Kerala	403.07
		7	Karnataka	355.60
162	Fisheries/Fishing/Sea Food/Fish Peeling and Canning	1	Andhara Pradesh	270.78
		2	Assam	240.00
		3	Bihar	197.00
		4	Gujarat*	268.00
		5	Jharkhand	210.00
		6	Karnataka	293.89
		7	Kerala	271.66
		8	Odisha	200.00
		9	Telangana	281.20
		10	West Bengal*	216.00
		11	Lakshadweep	256.00
163	Fire Clay Mines	1	C.L.C	236.00
164	Flour Mills	1	Assam	240.00
		2	Chhatisgarh	226.88
		3	West Bengal	245.00
165	Food Processing/Food Preservation/ Food Products	1	Assam	240.00
		2	Jammu & Kashmir	150.00
		3	Karnataka	281.71
		4	Kerala	299.45
		5	Madhya Pradesh	253.00
		6	Tamilnadu*	196.58
166	Forestry /Timbering Operations & Social Forestry/Forest Produce	1	Assam	240.00
		2	Andhara Pradesh	69.27
		3	Arunachal Pradesh*	150.00
		4	Bihar	197.00
		5	Chhatisgarh	226.88
		6	Gujarat*	268.00
		7	Haryana	292.31
		8	Himachal Pradesh	180.00
		9	Kerala	436.70
		10	Madhya Pradesh	253.00
		11	Maharashtra	279.14
		12	Meghalaya	173.00
		13	Odisha	200.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
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SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		14	Punjab	267.13
		15	Sikkim	220.00
		16	Tamilnadu*	273.25
		17	Telangana	69.27
		18	Uttarakhand*	Category A 243.85
				Category B 232.89
				Category C 232.89
		19	Uttar Pradesh	262.10
		20	West Bengal*	216.00
		21	Chandigarh	316.15
		22	Dadra and Nagar Haveli	268.20
		23	Daman and Diu	268.20
167	Foundries with or without attached Machine shops	1	Bihar	197.00
		2	Haryana	292.31
		3	Karnataka	249.35
		4	Punjab	267.13
		5	Rajasthan	197.00
		6	Telangana	282.88
		7	Uttarakhand*	235.00
		8	Chandigarh	316.15
		9	Delhi	Wages not fixed
168	Fountain Pens	1	Maharashtra	314.26
		2	West Bengal*	245.00
		3	Daman and Diu	268.20
169	Footwear making Industry	1	Tamilnadu*	167.81
170	Fruit Preservation /Fruit Juice	1	Assam	240.00
		2	Meghalaya	173.00
		3	Uttarakhand*	235.00
		4	Uttar Pradesh	262.10
171	Furniture Industry	1	Meghalaya	173.00
		2	Kerala	371.70
172	General Engineering	1	Andhara Pradesh	272.39
		2	Jammu & Kashmir	150.00
		3	Rajasthan	197.00
		4	Tamilnadu*	280.58

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
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SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		5	Daman and Diu	268.20
		6	Puducherry*	111.00
173	Glass /Chinaware Industry	1	Andhara Pradesh	281.09
		2	Bihar	197.00
		3	Haryana	292.31
		4	Jharkhand	210.00
		5	Karnataka	277.41
		6	Maharashtra	312.62
		7	Odisha	200.00
		8	Rajasthan	219.38
		9	Telangana	291.92
		10	West Bengal*	195.00
		11	Uttar Pradesh	262.10
		12	Daman and Diu	268.20
		13	Dadra and Nagar Haveli	268.20
174	Glass Sheet Manufacturing	1	Bihar	197.00
		2	Jharkhand	210.00
175	Godowns	1	West Bengal*	245.00
176	Gold and Silver Ornaments and Gold Coating/Covering/Jewellery	1	Andhara Pradesh	281.25
		2	Assam	240.00
		3	Bihar	197.00
		4	Jharkhand	210.00
		5	Kerala	301.86
		6	Maharashtra	278.55
		7	Madhya Pradesh	253.00
		8	Odisha	200.00
		9	Tamilnadu*	338.55
		10	Telangana	292.08
177	Goldsmith	1	Assam	240.00
		2	Tripura	169.00
178	Gota Kinari Industry	1	Rajasthan	197.00
179	Government Offices contingency and	1	Rajasthan	197.00
180	Government or Semi Government Undertakings	1	Punjab	267.13
181	Granite Mines	1	C.L.C (Central)	236.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
182	Granite Stones and Marbles Industry	1	Karnataka	329.52
		2	Kerala	379.85
		3	Tamilnadu*	340.62
183	Graphite Mines and Graphite Industries	1	C.L.C (Central)	236.00
		2	Odisha	200.00
		3	Tamilnadu*	340.62
184	Grass Cutting /Wood Cutting	1	Assam	240.00
		2	Chandigarh	316.15
		3	Daman and Diu	268.20
185	Gravel Mines	1	C.L.C.(Central)	236.00
186	Grill Industry	1	Sikkim	220.00
187	Grinding and crushing of mineral ore	1	Jharkhand	210.00
188	Gun Factories/Arms and Ammunition	1	Jharkhand	210.00
		2	Bihar	197.00
189	Gunny Industry	1	Tamilnadu*	293.35
190	Gypsum Mines	1	C.L.C. (Central)	236.00
191	Hair Cutting Saloon	1	Assam	240.00
		2	Bihar	197.00
		3	Jammu & Kashmir	150.00
		4	Madhya Pradesh	253.00
		5	Maharashtra	301.08
		6	Nagaland	115.00
		7	Punjab	267.13
		8	Chandigarh	316.15
		9	Daman and Diu	268.20
192	Handicraft	1	Assam	240.00
		2	Kerala	354.85
193	Handloom Weaving Establishment Additional	1	Andhara Pradesh	208.96
		2	Assam	240.00
		3	Chhatisgarh	226.88
		4	Jharkhand	210.00
		5	Nagaland	115.00
		6	Sikkim	220.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		7	Odisha	200.00
		8	Tamilnadu*	Piece Rated
		9	Telangana	216.88
		10	Uttarakhand*	235.19
		11	Uttar Pradesh	262.10
		12	West Bengal***	216.00
194	Handloom and Powerloom (Cotton)	1	Bihar	197.00
		2	Karnataka	213.00
		3	Kerala	265.86
			Monthly Paid Employee	261.13
		4	Madhya Pradesh	253.00
		5	Maharashtra	206.10
		6	Rajasthan	197.00
		7	Telangana	Piece Rated
		8	Daman and Diu	268.20
195	Handloom Silk Weaving industry	1	Andhara Pradesh	200.54
		2	Tamilnadu*	Piece Rated
		3	Telangana	208.46
196	Handmade Paper and Paper Board	1	Daman and Diu	268.20
197	Handling and care of Elephants	1	Kerala	284.49
198	Halpers & Welder in Minor Engineering	1	Assam	240.00
		2	Bihar	197.00
		3	Jharkhand	210.00
		4	Kerala	296.26
199	Hematite Mines	1	C.L.C. (Central)	236.00
200	Hard Coke Industry	1	Bihar	197.00
201	Hill Produce Industry	1	Kerala	286.26
202	Horticulture	1	Andhara Pradesh	323.87
		2	Assam	240.00
		3	Nagaland	115.00
		4	Telangana	320.60
203	Hosiery	1	Bihar	197.00
		2	Gujarat*	268.00
		3	Jharkhand	210.00
		4	Kerala	286.70

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		5	Madhya Pradesh	253.00
		6	Odisha	200.00
		7	Tamilnadu*	Fresh Committee is constituted for revising minimum wages
		8	Uttarakhand*	240.39
		9	Uttar Pradesh	262.10
		10	West Bengal*	245.00
204	Hospitals and Nursing Homes and Private Clinics	1	Andhara Pradesh	321.35
		2	Arunachal Pradesh*	150.00
		3	Chhatisgarh	226.88
		4	Gujarat*	268.00
		5	Haryana	292.31
		6	Himachal Pradesh	180.00
		7	Jharkhand	210.00
		8	Karnataka	267.95
		9	Kerala	394.36
		10	Madhya Pradesh	253.00
		11	Maharashtra	298.49
		12	Tamilnadu*	243.31
		13	Telangana	333.71
		14	West Bengal*	245.00
		15	Daman and Diu	268.20
		16	Dadra and Nagar Haveli	268.20
		17	Delhi	353.00
		18	Puducherry*	109.50
205	Hostels of all colleges and all other educational institutions	1	Andhara Pradesh	343.53
		2	Karnataka	273.05
		3	Kerala	274.38
		4	Telangana	356.73
206	Hotels and Restaurants or Eating Houses covered by the schedule employments (shops & commercial Establishments)	1	Andhara Pradesh	285.83
		2	Arunachal Pradesh	150
		3	Assam	240.00
		4	Bihar	197.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3	4
		5 Goa	215.00
		6 Gujarat*	268.00
		7 Himachal Pradesh	180.00
		8 Jharkhand	210.00
		9 Karnataka	279.68
		10 Madhya Pradesh	253.00
		11 Maharashtra	312.62
		12 Meghalaya	173.00
		13 Nagaland	115.00
		14 Odisha	200.00
		15 Punjab	267.13
		16 Rajasthan	197.00
		17 Sikkim	220.00
		18 Tamilnadu*	265.23
		19 Tripura	271.86
		20 Telangana	296.83
		21 Uttarakhand*	
		i) Less than10 employees Area A	249.23
		ii) Less than10 employees Area B	242.89
		iii) Less than10 employees Area C	226.54
		i)10 or more than 10 employees Area A	255.77
		ii)10 or more than 10 employees Area B	249.23
		iii)10 or more than 10 employees Area C	233.08
		Star Hotel Area A	272.12
		Star Hotel Area B	259.04
		Star Hotel Area C	249.23
		22 Uttar Pradesh	
		i) Less than10 employees	186.79
		i) More than10 employees	199.24
		i) Star Hotel	230.37
		23 West Bengal*	245.00
		24 A & N Islands	291.00
		25 Chandigarh	316.15
		26 Dadra and Nagar Haveli	268.20
		27 Daman and Diu	268.20
		28 Puducherry*	107.65
207	Hydro Electric Projects	1 Assam	240.00
		2 Himachal Pradesh	180.00
		3 Nagaland	115.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		4	Sikkim	220.00
208	Ice Cream / Ice Candy Ice Products	1	Assam	240.00
		2	Bihar	197.00
		3	Jharkhand	210.00
		4	Nagaland	115.00
		5	Uttarakhand*	232.31
		6	Uttar Pradesh	262.10
209	Ice Factory, Cold Drinks and Cold	1	Assam	240.00
		2	Bihar	197.00
		3	Jammu & Kashmir	150.00
		4	Jharkhand	210.00
		5	Karnataka	288.86
		6	Kerala	306.55
		7	Maharashtra	274.65
		8	Odisha	200.00
		9	Punjab	267.13
		10	Rajasthan	197.00
		11	Uttarakhand*	232.31
		12	Uttar Pradesh	262.10
		13	Chandigarh	316.15
		14	Daman and Diu	268.20
		15	Delhi	353.00
210	Industrial Engineering Establishments (more than 50 workers)	1	Bihar	197.00
		2	Gujarat*	268.00
211	Industrial Engineering Establishments (less than 50 workers)	1	Gujarat*	268.00
		2	Odisha	200.00
		3	West Bengal*	Wages under consideration
212	Industrial Establishments	1	Lakshadweep	256.00
213	Information Technology	1	Bihar	197.00
214	Iron Foundry	1	Bihar	197.00
		2	Jharkhand	210.00
		3	Odisha	200.00
		4	West Bengal*	Wages not reported
215	Iron Ore Mine	1	C.L.C (Central)	236.00
216	Irrigation Works	1	Chhatisgarh	226.88

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		2	Rajasthan	197.00
217	Jari Industry	1	Gujarat*	219.90
		2	Daman and Diu	268.20
218	Jute and Coir Mills	1	Andhara Pradesh	333.79
		2	Assam	240.00
		3	Odisha	200.00
		4	Telangana	346.66
219	Jute Bailing Industry	1	Assam	240.00
		2	Bihar	197.00
220	Jute Patti Industry	1	Rajasthan	197.00
221	Kambal Industry	1	Chhatisgarh	226.88
222	Khadi & Village Industry	1	Assam	240.00
		2	Bihar	197.00
		3	Jharkhand	210.00
		4	Kerala	256.86
		5	Nagaland	115.00
		6	Odisha	200.00
		7	Rajasthan	197.00
223	Khandsari / Sugar Factories	1	Andhara Pradesh	292.78
		2	Bihar	197.00
		3	Chhatisgarh	226.88
		4	Gujarat*	268.00
		5	Haryana	292.31
		6	Jharkhand	210.00
		7	Karnataka	346.99
		8	Madhya Pradesh	253.00
		9	Nagaland	115.00
		10	Telangana	304.04
		11	Uttarakhand*	232.31
		12	Uttar Pradesh	262.10
		13	Daman and Diu	268.20
224	Catechu Industry/Katha Industry	1	Madhya Pradesh	253.00
225	Kosa Industry	1	Chhatisgarh	226.88
		2	Madhya Pradesh	253.00
226	Kyanite Mines	1	C.L.C (Central)	236.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
227	Lac Manufacturing	1	Bihar	197.00
		2	West Bengal*	216.00
		3	Daman and Diu	268.20
		4	Dadra and Nagar Haveli	268.20
228	Harbour Works	1	Lakshadweep	256.00
229	LAMPS/PACS/OMC	1	Tripura	148.08
230	Laterite Mines	1	C.L.C (Central)	236.00
231	Laundries / Dry Washing /Dyeing Plants	1	Bihar	197.00
		2	Jharkhand	210.00
		3	Karnataka	276.68
		4	Maharashtra	307.23
		5	Nagaland	115.00
		6	Odisha	200.00
		7	Punjab	267.13
		8	Tamilnadu*	367.70
		9	Uttarakhand*	232.31
		10	Uttar Pradesh	262.10
		11	Daman and Diu	268.20
		12	Delhi	353.00
232	Leather Industries	1	Sikkim	220.00
		2	Odisha	200.00
233	Libraries / Pvt. Libraries	1	Uttarakhand*	More than 50,000 books
				15,000 to 50,000 books
				Less than 15,000 books
		2	Uttar Pradesh	262.10
234	Lignite Mines	1	C.L.C (Central)	236.00
235	Liquor trading and vending	1	Kerala	337.53
		2	Maharashtra	252.20
236	Lime Stone Industry/Kilns	1	Andhara Pradesh	212.67
		2	Chhatisgarh	226.88
		3	Madhya Pradesh	253.00
		4	Telangana	220.71

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
237	Loading and Unloading / Urea Bags	1	C.L.C (Central)	236.00
		2	Arunachal Pradesh*	150.00
		3	Assam	Piece Rated
		4	Bihar	197.00
		5	Kerala	Northern Region 496.70
				Southern Region 566.70
		6	Nagaland	Per Basket
		7	Tamilnadu*	187.85
		8	Tripura	316.31
		9	A & N Islands	274.00
		10	Puducherry*	149.00
238	Load carrying i.e. porter porting goods from one area to another area	1	Arunachal Pradesh	150.00
239	Local Authority/Municipality/Municipal Corporation/Gram Panchayat	1	Arunachal Pradesh*	150.00
		2	Chhatisgarh	226.88
		3	Gujarat*	268.00
		4	Haryana	292.31
		5	Jammu & Kashmir	150.00
		6	Karnataka	345.88
		7	Madhya Pradesh	253.00
		8	Maharashtra	264.42
		9	Meghalaya	173.00
		10	Nagaland	115.00
		11	Odisha	200.00
		12	Punjab	267.13
		13	Rajasthan	197.00
		14	Tamilnadu*	Action is being taken by govt. to constitute a committee for revising the M.W
		15	West Bengal*	Wages not Reported
		16	Dadra and Nagar Haveli	268.20
		17	Daman and Diu	268.20
		18	Delhi	353.00
240	LPG Distribution/Manufactory	1	Assam	240.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		2	Kerala	283.28
		3	Nagaland	115.00
		4	Odisha	200.00
		5	Rajasthan	197.00
		6	Tamilnadu*	216.12
241	Mandi Mazdoors	1	Chhatisgarh	226.88
242	Magnesite Mines	1	C.L.C (Central)	236.00
243	Magnetite Mines	1	C.L.C (Central)	236.00
244	Maintenance of Silk Worm Plan in the Sericulture Forms	1	Manipur	122.10
245	Mandakki Bhatti	1	Karnataka	269.67
246	Manganese Mines	1	C.L.C.(Central)	236.00
247	Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard	1	Daman and Diu	268.20
248	Manufacture of Dolls and Toys and Brass and Bell Metal	1	Manipur	122.10
		2	Madhya Pradesh	253.00
		3	Odisha	200.00
		4	West Bengal*	245.00
249	Manufacturing of Small/Miniature bulbs, Glass Products	1	Bihar	197.00
		2	Maharashtra	312.62
		3	Uttarakhand*	232.31
		4	Uttar Pradesh	262.10
		5	Daman and Diu	268.20
250	Manufacture of Medicines and Hospital Equipments	1	Jammu & Kashmir	150.00
251	Manufacture of Ramraj Geru	1	Madhya Pradesh	253.00
252	Manufacture of Wood Products	1	Jammu & Kashmir	150.00
		2	A & N Islands	274.00
253	Manufacture assembling of Electronic Goods and Products	1	Goa	215.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
254	Manufacturing of Arms & Ammunition	1	Jammu & Kashmir	150.00
255	Manufacturing of Brush and Brooms	1	Odisha	200.00
256	Manufacturing of Leather Goods	1	Bihar	197.00
		2	Uttar Pradesh	262.10
257	Manufacturing of Nails and Pins	1	Odisha	200.00
258	Marble and Calcite Mines	1	C.L.C (Central)	236.00
259	Mat Weaving and Basket Making	1	Tamilnadu*	165.75
260	Match Manufacturing	1	Andhara Pradesh	233.49
		2	Assam	240.00
		3	Karnataka	299.76
		4	Kerala	276.70
		5	Odisha	200.00
		6	Tamilnadu*	Match manufacturing 175.80
				Fire works 156.42
		7	Telangana	242.37
		8	Uttarakhand*	232.31
		9	Uttar Pradesh	262.10
261	Meat Selling	1	Chandigarh	316.15
262	Mechanized Fish Catching	1	Kerala	Piece Rated
263	Medical Plants Plantation	1	West Bengal*	216.00
264	Medical and Sales Representatives	1	Tamilnadu*	294.96
265	Mesta usted Twine Mills	1	Andhara Pradesh	145.88
		2	Telangana	151.38
266	Metal Rolling & Re-rolling (Ferrous)	1	Assam	240.00
		2	Haryana	292.31
		3	Jammu & Kashmir	150.00
		4	Karnataka	349.87
		5	Punjab	267.13
		6	Chandigarh	316.15

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
267	Metal Rolling / Re-rolling (Non-Ferrous)	1	Karnataka	349.87
		2	Nagaland	115.00
		3	Punjab	267.13
268	Metal/Alloy Industry	1	Manipur	122.10
		2	Odisha	200.00
		3	Uttarakhand*	235.00
		4	Uttar Pradesh	262.10
269	Metal Working Establishments	1	Delhi	353.00
270	Mica Mines	1	C.L.C (Central)	236.00
		2	Andhara Pradesh	283.97
		3	Telangana	294.88
271	Mica Works (Excluding Mines)	1	Bihar	197.00
		2	Jharkhand	210.00
		3	Rajasthan	197.00
		4	Dadra and Nagar Haveli	268.20
		5	Daman and Diu	268.20
272	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais shops	1	Punjab	267.13
273	Mineral Grinding/Crushing Industry	1	Bihar	197.00
		2	Jharkhand	210.00
274	Mines and Minerals	1	Meghalaya	173.00
275	Mini Cement Industry	1	Andhara Pradesh	231.38
		2	Karnataka	277.38
		3	Telangana	240.27
276	Mines (Exempted for See-3 of Mines Act)	1	Madhya Pradesh	253.00
277	Minor Port	1	Kerala	474.50
278	Mica Works (Except Mica Mines)	1	Rajasthan	197.00
279	Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry	1	Karnataka	349.87
		2	Madhya Pradesh	253.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
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SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
280	Motor Body Builders / Mechanical/Local Transport Workshops/Automobile Repairing Workshops and Garages/Light Motor Vehicle	1	Arunachal Pradesh*	150.00
		2	Assam	240.00
		3	Haryana	292.31
		4	Jammu & Kashmir	150.00
		5	Jharkhand	210.00
		6	Kerala	306.26
		7	Maharashtra	286.25
		8	Nagaland	115.00
		9	Odisha	200.00
		10	Punjab	267.13
		11	Tripura	162.35
		12	Uttarakhand*	235.96
		13	Uttar Pradesh	262.10
281	Motion Picture Industry	1	Andhara Pradesh	253.43
		2	Tamilnadu*	268.62
		3	Telangana	263.17
282	Municipalities and Town Committee	1	Assam	240.00
283	Manufacturing of Leather Goods	1	Jharkhand	210.00
		2	Tamilnadu*	167.81
		3	Uttar Pradesh	262.10
284	Murra, Poha, Churmura / Frittered Rice	1	Bihar	197.00
		2	Chhatisgarh	226.88
		3	Maharashtra	261.63
		4	Madhya Pradesh	253.00
		5	Daman and Diu	268.20
285	Mushroom Growing and Allied Works	1	Tamilnadu*	208.85
286	Neera Tapping	1	Tamilnadu*	347.60
287	Non-Govt. Organisations	1	Rajasthan	197.00
288	Ochre Mines	1	C.L.C. (Central)	236.00
289	Oil and Gas Drilling Works	1	Assam	240.00
290	Oil Mills	1	Andhara Pradesh	339.97

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		2	Arunachal Pradesh*	150.00
		3	Assam	240.00
		4	Bihar	197.00
		5	Chhatisgarh	226.88
		6	Gujarat*	268.00
		7	Haryana	292.31
		8	Jammu & Kashmir	150.00
		9	Karnataka	244.84
		10	Kerala	281.26
		11	Madhya Pradesh	253.00
		12	Maharashtra	277.02
		13	Odisha	200.00
		14	Punjab	267.13
		15	Rajasthan	197.00
		16	Tamilnadu*	192.38
		17	Telangana	353.07
		18	Uttarakhand*	More than 10 workers 235.96
				Less than 10 workers 232.31
		19	Uttar Pradesh	262.10
		20	West Bengal*	245.00
		21	Chandigarh	316.15
		22	Dadra and Nagar Haveli	268.20
		23	Daman and Diu	268.20
		24	Delhi	353.00
		25	Puducherry*	78.00
291	Onion Sorting & Cleaning	1	Maharashtra	120.00
292	Optical and Photographic Goods	1	Maharashtra	272.66
		2	Punjab	267.13
		3	Daman and Diu	268.20
293	Public Works Department	1	Rajasthan	197.00
		2	Lakshadweep	256.00
294	Panchayat	1	Lakshadweep	256.00
295	Packing Industry	1	Haryana	292.31
		2	Chandigarh	316.15
296	Paints and Varnishes	1	Maharashtra	314.92
		2	Odisha	200.00
		3	West Bengal*	245.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		4	Daman and Diu	268.20
297	Pan Masala and Gutkha Manufacturing	1	Assam	240.00
298	Palm Oil	1	Kerala	369.30
299	Papad Industry	1	Bihar	189.00
		2	Rajasthan	Piece Rated
300	Paper and Paper Board	1	Andhara Pradesh	341.21
		2	Assam	240.00
		3	Bihar	197.00
		4	Haryana	292.31
		5	Jharkhand	210.00
		6	Maharashtra	283.61
		7	Odisha	200.00
		8	Punjab	267.13
		9	Sikkim	220.00
		10	Tamilnadu*	189.30
		11	Telangana	354.33
		12	Uttar Pradesh	262.10
		13	West Bengal*	245.00
		14	Chandigarh	316.15
		15	Dadra and Nagar Haveli	268.20
		16	Daman and Diu	268.20
		17	Puducherry*	79.69
301	Pathological Laboratories	1	Assam	240.00
		2	Nagaland	115.00
		3	Odisha	200.00
		4	Dadra and Nagar Haveli	268.20
302	Petrol Pump/Bunks/ Diesel Worker	1	Assam	240.00
303	Petrol Bunks/Petrol, Diesel Oil Pumps	1	Andhara Pradesh	292.02
		2	Bihar	197.00
		3	Chhatisgarh	226.88
		4	Gujarat*	268.00
		5	Haryana	292.31
		6	Jharkhand	210.00
		7	Karnataka	349.87
		8	Kerala	299.45
		9	Madhya Pradesh	253.00
		10	Nagaland	115.00
		11	Odisha	200.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		12	Rajasthan	197.00
		13	Tripura	172.00
		14	Telangana	303.27
		15	Uttarakhand*	235.00
		16	Uttar Pradesh	262.10
		17	Chandigarh	316.15
		18	Dadra and Nagar Haveli	268.20
304	Petroleum Supply Stations Establishments	1	Punjab	267.13
305	Pharmaceutical industry and units engaged in the manufacture, sale and distribution and the sale of Electronic	1	Goa	215.00
		2	Gujarat*	268.00
		3	Himachal Pradesh	180.00
		4	Kerala	323.41
		5	Odisha	200.00
		6	Dadra and Nagar Haveli	268.00
306	Plantations (Tea, Coffee, Rubber, Cardamom, Cinchona, etc.)	1	Arunachal Pradesh*	150.00
		2	Bihar	197.00
		3	Himachal Pradesh	180.00
		4	Karnataka	288.29
		5	Kerala	Tea/coffee/cardamom 234.59
				Rubber 319.59
		6	Nagaland	115.00
		7	Sikkim	220.00
		8	Tamilnadu*	Tea 205.02
			Tamilnadu*	Coffee 203.52
				Rubber 209.02
		9	Tripura	Rubber 162.83
				Tea 83.00
		10	Uttarakhand*	232.31
		11	West Bengal*	Wages Not Reported
		12	Dadra and Nagar Haveli	268.20
		13	Daman and Diu	268.20

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
307	Plantation Labour Chinhona, Rubber	1	Karnataka	263.29
		2	West Bengal*	cinchona 216
308	Plantation of Silk Worm Food Plants for Silk Workms (i.e.Mulberry, Oak, Tasar, Caster etc.)	1	Manipur	122.10
309	Photo and Picture Frame Manufacturing	1	Assam	240.00
310	Plastic Industry	1	Bihar	197.00
		2	Chhatisgarh	226.88
		3	Gujarat*	268.00
		4	Haryana	292.31
		5	Jharkhand	210.00
		6	Karnataka	288.62
		7	Kerala	296.70
		8	Madhya Pradesh	253.00
		9	Maharashtra	261.88
		10	West Bengal*	245.00
		11	Chandigarh	316.15
		12	Dadra and Nagar Haveli	268.20
		13	Daman and Diu	268.20
		14	Puducherry*	95.35
311	Plastic and Plastic Products	1	Odisha	200.00
		2	Uttarakhand*	235.00
		3	Uttar Pradesh	262.10
312	Plastic, Rubber, PVC including Cable	1	Kerala	317.55
		2	Delhi	353.00
313	Plantation in Brahamputra Valley	1	Assam	94.00
314	Plantation in Barak Valley	1	Assam	75.00
315	Plucking and Collection of Tendu/Kendu Leaves	1	Bihar	197.00
		2	Odisha	200.00
316	Plywood Industry	1	Assam	240.00
		2	Bihar	197.00
		3	Jharkhand	210.00
		4	Karnataka	271.16
		5	Kerala	505.05

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		6	Meghalaya	173.00
		7	Nagaland	115.00
		8	Uttarakhand*	235.00
		9	Uttar Pradesh	262.10
		10	West Bengal*	245.00
317	Polyurethane foam manufacturing or processing of foam items	1	Tamilnadu*	245.77
		2	Dadra and Nagar Haveli	268.20
318	Potteries / Ceramics / Fire Bricks	1	Assam	240.00
		2	Bihar	197.00
		3	Gujarat*	268.00
		4	Haryana	292.31
		5	Chhatisgarh	226.88
		6	Jharkhand	210.00
		7	Karnataka	249.74
		8	Madhya Pradesh	253.00
		9	Maharashtra	217.00
		10	Odisha	200.00
		11	Punjab	267.13
		12	Uttarakhand*	232.31
		13	Uttar Pradesh	262.10
		14	West Bengal*	245.00
		15	Dadra and Nagar Haveli	268.20
		16	Daman and Diu	268.20
		17	Delhi	353.00
319	Poultry and Cattle Feed Manufacturing	1	Andhara Pradesh	292.81
		2	Assam	240.00
		3	Chhatisgarh	226.88
		4	Telangana	293.13
		5	Dadra and Nagar Haveli	268.20
320	Power Plants	1	Chhatisgarh	226.88
321	Powerloom Industry	1	Andhara Pradesh	350.50
		2	Bihar	197.00
		3	Chhatisgarh	226.88
		4	Gujarat*	268.00
		5	Kerala	306.70
		6	Madhya Pradesh	253.00
		7	Maharashtra	329.73
		8	Odisha	200.00
		9	Rajasthan	197.00
		10	Tamilnadu*	269.19

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		11	Telangana	228.65
		12	Uttar Pradesh	262.10
		13	West Bengal*	245.00
		14	Dadra and Nagar Haveli	268.20
		15	Daman and Diu	268.20
322	Preparation of Soil, Land Development and other Agricultural Operation	1	Manipur	122.10
323	Premises wherein Cows / Buffalos kept for Milking	1	Assam	240.00
324	Procurement, Processing and distribution of Milk	1	Karnataka	282.66
325	Printing Presses/Lithography, Photography and other similar works	1	Andhara Pradesh	292.78
		2	Arunachal Pradesh *	150.00
		3	Assam	240.00
		4	Bihar	197.00
		5	Chhatisgarh	226.88
		6	Goa	215.00
		7	Gujarat*	268.00
		8	Haryana	292.31
		9	Jharkhand	210.00
		10	Karnataka	247.52
		11	Kerala	303.81
		12	Madhya Pradesh	253.00
		13	Maharashtra	255.73
		14	Meghalaya	173.00
		15	Nagaland	115.00
		16	Odisha	200.00
		17	Punjab	267.13
		18	Rajasthan	197.00
		19	Sikkim	220.00
		20	Tamilnadu*	189.61
		21	Telangana	304.04
		22	Uttarakhand*	235.96
		23	Uttar Pradesh	262.10
		24	West Bengal*	245.00
		25	Chandigarh	316.15
		26	Dadra and Nagar Haveli	268.20
		27	Daman and Diu	268.20
		28	Delhi	353.00
		29	Puducherry*	87.06

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
326	Printing and Dyeing Cloth	1	Assam	240.00
		2	Karnataka	348.28
		3	Maharashtra	273.78
327	Private co-operative society welfare	1	Arunachal Pradesh *	150.00
		2	Bihar	197.00
328	Private Temple	1	Kerala	290.93
329	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	1	Haryana	292.31
		2	Himachal Pradesh	180.00
		3	Jharkhand	210.00
		4	Nagaland	115.00
		5	Punjab	267.13
		6	Rajasthan	197.00
		7	Tripura	157.75
		8	Uttarakhand*	231.31
		9	Uttar Pradesh	262.10
		10	A & N Islands	274.00
		11	Chandigarh	316.15
		12	Dadra and Nagar Haveli	268.20
		13	Puducherry*	156.61
330	Private Ferries and L.T.C.	1	Bihar	197.00
		2	Jharkhand	210.00
331	Private Finance Corporation and Chit Fund	1	Karnataka	282.76
332	Private Motor Transport	1	Andhara Pradesh	281.25
		2	Assam	240.00
		3	Jammu & Kashmir	150.00
		4	Nagaland	115.00
		5	Sikkim	220.00
		6	Odisha	200.00
		7	Telangana	292.08
333	Processing and Canning of food stuff including fish and beverages	1	Goa	215.00
		2	Madhya Pradesh	253.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
334	Private Hospital,Nursing Homes, Dispensaries, Medical Clinics Radiology, Pathology Laboratories Surgical Clinic	1	Assam	240.00
		2	Bihar	197.00
		3	Goa	215.00
		4	Maharashtra	373.23
		5	Odisha	200.00
		6	Punjab	267.13
		7	Rajasthan	197.00
		8	Uttarakhand*	235.00
		9	Uttar Pradesh	262.10
		10	Chandigarh	316.15
335	Private Security Agency Services	1	Assam	Wage not reported
		2	Bihar	197.00
		3	Gujarat*	268.00
		4	Jharkhand	210.00
		5	Kerala	320.48
		6	Odisha	200.00
		7	Tripura	248.05
		8	Telangana	308.32
336	Public Motor Transport	1	Andhara Pradesh	230.76
		2	Arunachal Pradesh *	150.00
		3	Assam	240.00
		4	Bihar	197.00
		5	Goa	215.00
		6	Chhatisgarh	226.88
		7	Gujarat*	268.00
		8	Haryana	292.31
		9	Himachal Pradesh	180.00
		10	Jharkhand	210.00
		11	Jammu & Kashmir	150.00
		12	Karnataka	247.26
		13	Madhya Pradesh	253.00
		14	Maharashtra	277.02
		15	Meghalaya	173.00
		16	Manipur	122.10
		17	Mizoram	Yet to be fixed
		18	Nagaland	115.00
		19	Odisha	200.00
		20	Punjab	267.13
		21	Rajasthan	197.00
		22	Tamilnadu*	358.04

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		23	Tripura	58.73
		24	Telangana	239.64
		25	Uttarakhand*	235.96
		26	Uttar Pradesh	262.10
		27	West Bengal*	235.00
		28	Chandigarh	316.15
		29	Dadra and Nagar Haveli	268.20
		30	Daman and Diu	268.20
		31	Delhi	353.00
		32	Puducherry	119.38
337	Public Works Department (Irrigation)	1	Haryana	292.31
		2	Punjab	267.13
338	Public Works Department (Public Health)	1	Odisha	200.00
		2	Punjab	267.13
		3	Rajasthan	197.00
339	Pulp and Paper, Paper Board and Card Board Manufactory	1	Gujarat*	268.00
		2	Karnataka	328.99
		3	Punjab	267.13
340	Quartz Mines	1	C.L.C.(Central)	236.00
341	Quartzite Mines	1	C.L.C.(Central)	236.00
342	Rags Cleaning & Sorting	1	Haryana	292.31
343	Readymade Garments	1	Andhara Pradesh	209.91
		2	Assam	240.00
		3	Goa	215.00
		4	Gujarat*	133.00
		5	Haryana	292.31
		6	Kerala	241.35
		7	Madhya Pradesh	253.00
		8	Maharashtra	374.95
		9	Odisha	200.00
		10	Punjab	267.13
		11	Rajasthan	197.00
		12	Telangama	205.48
		13	Uttarakhand*	235.00
		14	Uttar Pradesh	262.10
		15	Daman and Diu	268.20
		16	Delhi	353.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
344	Rexene Cloth	1	Dadra and Nagar Haveli	268.20
345	Radio including assembling of Radio parts	1	Odisha	200.00
		2	Delhi	353.00
346	Temples and Religious Places Social/Dharamshala Institutions	1	Bihar	197.00
		2	Himachal Pradesh	180.00
		3	Jharkhand	210.00
347	Red Oxide Mines	1	C.L.C.(Central)	236.00
348	Refractory Industry	1	Odisha	200.00
		2	West Bengal*	204.00
349	Rice / Flour / Dal Mill	1	Andhara Pradesh	294.24
		2	Arunachal Pradesh *	150.00
		3	Assam	240.00
		4	Bihar	197.00
		5	Chhatisgarh	226.88
		6	Gujarat*	268.00
		7	Haryana	292.31
		8	Jharkhand	210.00
		9	Karnataka	328.99
		10	Kerala	305.55
		11	Madhya Pradesh	253.00
		12	Maharashtra	261.63
		13	Nagaland	115.00
		14	Odisha	200.00
		15	Punjab	267.13
		16	Rajasthan	197.00
		17	Tamilnadu*	229.05
		18	Tripura	128.50
		19	Telangana	305.58
		20	Uttarakhand*	i) More than 10 employees 235.96
				ii) Less than 10 employees 232.31
		21	Uttar Pradesh	262.10
		22	West Bengal*	216.00
		23	Chandigarh	316.15
		24	Dadra and Nagar Haveli	268.20

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		25	Daman and Diu	268.20
		26	Delhi	353.00
		27	Puducherry*	77.00
350	Rock Phosphate Mines	1	C.L.C.(Central)	236.00
351	Rolling of Iron Rods, Plates and Angles,etc.	1	Bihar	197.00
		2	Chhatisgarh	226.88
352	Rope Industry	1	Odisha	200.00
		2	West Bengal*	245.00
353	Rosin and Terpentine Products	1	Jammu & Kashmir	150.00
354	Rubber Baloon Manufacturing	1	Maharashtra	261.63
		2	Dadra and Nagar Haveli	268.20
		3	Daman and Diu	268.20
355	Rubber Crepe Mills/Block rubber factories	1	Kerala	Rubber Crepe Mills 282.49
				Block rubber factories 286.26
356	Rubber/Rubber Products(including Tyres and Tubes)	1	Assam	240.00
		2	Bihar	197.00
		3	Gujarat*	268.00
		4	Haryana	292.31
		5	Jharkhand	210.00
		6	Karnataka	295.57
		7	Kerala	317.55
		8	Maharashtra	307.23
		9	Odisha	200.00
		10	Punjab	267.13
		11	Uttarakhand*	235.00
		12	Uttar Pradesh	262.10
		13	West Bengal*	195.65
		14	Chandigarh	316.15
		15	Daman and Diu	268.20
357	Rural Development Department sponsored Employment Generation Scheme (Mahatma Gandhi Rozgar Yojana)	1	Rajasthan	197.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
358	Sago Industry	1	Tamilnadu*	249.77
359	Safai Karamcharies	1	Andhara Pradesh	371.38
		2	Arunachal Pradeh *	150.00
		3	Bihar	189.00
		4	Haryana	292.31
		5	Himachal Pradesh	180.00
		6	Karnataka	313.67
		7	Meghalaya	173.00
		8	Tripura	180.28
		9	Telangana	385.69
		10	Dadra and Nagar Haveli	268.20
360	Sale of Medicines/Medical Representatives	1	Karnataka	311.14
		2	Kerala	392.80
		3	West Bengal*	Wages not Reported
361	Sale Promotion Workers	1	Bihar	181.00
		2	Chhatisgarh	226.88
362	Sale of Automobiles	1	Nagaland	115.00
363	Salt Pan Industry	1	Andhara Pradesh	219.77
		2	Gujarat*	227.00
		3	Maharashtra	261.88
		4	Odisha	200.00
		5	Rajasthan	219.38
		6	Tamilnadu*	197.90
		7	Telangana	228.23
		8	West Bengal*	216.00
		9	Daman and Diu	268.20
364	Saw Mills	1	Arunachal Pradesh *	150.00
		2	Assam	240.00
		3	Chhatisgarh	226.88
		4	Goa	215.00
		5	Haryana	292.31
		6	Madhya Pradesh	253.00
		7	Maharashtra	261.88
		8	Meghalaya	173.00
		9	Nagaland	115.00
		10	Odisha	200.00
		11	Punjab	267.13
		12	West Bengal*	245.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		13	Chandigarh	316.15
		14	Daman and Diu	268.20
365	Sales, Distribution and Handling of Petroleum Products	1	Meghalaya	173.00
366	Scientific Industry	1	Haryana	292.31
		2	Punjab	267.13
367	Seasonal Spray Squads of NMEP	1	Assam	240.00
368	Sea Food Processing Industry	1	Tamilnadu*	208.27
		2	Daman and Diu	268.20
369	Seed Processing Units	1	Andhara Pradesh	286.81
		2	Telangana	297.81
370	Security Agencies (Private)/Watch and Ward	1	Andhara Pradesh	296.89
		2	Arunachal Pradesh *	150.00
		3	Chhatisgarh	235.88
		4	Himachal Pradesh	180.00
		5	Karnataka	305.56
		6	Madhya Pradesh	253.00
		7	Punjab	267.13
		8	Sikkim	220.00
		9	Tamilnadu*	204.39
		10	West Bengal*	245.00
		11	Dadra and Nagar Haveli	268.20
		12	Puducherry*	111.53
371	Sericulture	1	Andhara Pradesh	173.27
		2	Assam	240.00
		3	Karnataka	300.33
		4	Meghalaya	173.00
		5	Nagaland	115.00
		6	Tamilnadu*	216.00
		7	Telangana	173.27
		8	West Bengal*	216.00
372	Screen Printing	1	Kerala	304.61
373	Solevent Plants and Refinery	1	Chhatisgarh	226.88
374	Shoe/Footwear Industry and Dealers	1	West Bengal*	245.00
		2	Punjab	267.13

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
375	Shops & Commercial Establishments covered by the Schedule of Shop & Commercial Establishment.	1	Andhara Pradesh	281.25
		2	Arunachal Pradesh*	150.00
		3	Assam	240.00
		4	Bihar	197.00
		5	Chhatisgarh	226.88
		6	Goa	215.00
		7	Gujarat*	268.00
		8	Haryana	292.31
		9	Himachal Pradesh	180.00
		10	Jammu & Kashmir	150.00
		11	Karnataka	343.99
		12	Kerala	299.45
		13	Meghalaya	173.00
		14	Mizoram	Yet to be fixed
		15	Manipur	122.10
		16	Nagaland	115.00
		17	Odisha	200.00
		18	Punjab	267.13
		19	Rajasthan	197.00
		20	Sikkim	220.00
		21	Tamilnadu*	205.92
		22	Tripura	160.92
		23	Telangana	292.08
		24	Uttarakhand*	232.31
		25	Uttar Pradesh	262.10
		26	A & N Islands	291.00
		27	Chandigarh	316.15
		28	Daman and Diu	268.20
		29	Delhi	353.00
		30	Puducherry*	55.77
376	Shop & Commercial Establishment other than covered under any of entries in Schedule	1	Haryana	292.31
377	Shops Selling Cooked Food Stuff	1	Assam	240.00
		2	Bihar	197.00
		3	Jharkhand	210.00
378	Siali leave Pluckers	1	Odisha	200.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
379	Silica Mines	1	C.L.C.(Central)	236.00
380	Silicate and Chemical Works	1	Jammu & Kashmir	150.00
381	Silk Printing	1	West Bengal*	245.00
382	Silk Twisting Industry	1	Bihar	197.00
		2	Tamilnadu*	251.15
383	Silk Sari or Jari Works (Handloom)	1	Uttar Pradesh	262.10
384	Silk Spinning and or weaving (Handloom)	1	West Bengal*	216.00
385	Silver Industry	1	Daman and Diu	268.20
386	Sindur and Rang Manufacturing	1	Bihar	197.00
		2	Jharkhand	210.00
387	Slate Mines	1	C.L.C.(Central)	236.00
388	Slate Pencil Manufactory	1	Andhara Pradesh	267.72
		2	Madhya Pradesh	253.00
		3	Telangana	278.04
389	Small Scale Establishments Selling Cooked Food Staff	1	Assam	240.00
390	Small Scale Industry	1	Assam	240.00
		2	Rajasthan	197.00
391	Soap / Detergent Making/Cosmetics	1	Assam	240.00
		2	Bihar	197.00
		3	Gujarat*	268.00
		4	Haryana	292.31
		5	Jammu & Kashmir	150.00
		6	Jharkhand	210.00
		7	Kerala	290.16
		8	Madhya Pradesh	253.00
		9	Maharashtra	303.38
		10	Nagaland	115.00
		11	Odisha	200.00
		12	Punjab	267.13
		13	Tamilnadu*	329.00
		14	Uttarakhand*	232.31
		15	Uttar Pradesh	262.10
		16	Chandigarh	316.15

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		17	Dadra and Nagar Haveli	268.20
		18	Daman and Diu	268.20
		19	Puducherry*	116.00
392	Soap Stone Factories	1	Rajasthan	197.00
393	Soil Conservation (workers engaged in Plantation, reclamation etc.)	1	Meghalaya	173.00
394	Spinning, Knitting, Printing, Dyeing, Finishing, Bleaching of Silk Pina, Fibre/Silk Industry	1	Karnataka	341.65
		2	Manipur	122.10
		3	Odisha	200.00
		4	Telangana	207.38
		5	West Bengal*	245.00
395	Sponge Iron	1	Chhatisgarh	226.88
		2	Jharkhand	210.00
396	Sports Goods Industry	1	Punjab	267.13
		2	Jammu & Kashmir	150.00
397	Spun Pipes, Concrete Pipes, Sanitary Fittisngs, PCC,RCS Poles & RCC Pipe Manufacturing Industry	1	Karnataka	312.88
398	Star Hotel	1	Kerala	323.02
399	Starch Industry	1	Punjab	267.13
400	Stable	1	Maharashtra	233.82
401	STD, ISD, PCO and Allied Services	1	Rajasthan	197.00
402	Steatite Mines	1	C.L.C (Central)	236.00
403	Steel Almirah, Tables, Chairs and Steel Furniture	1	Karnataka	245.41
		2	Maharashtra	351.88
		3	Punjab	267.13
		4	Daman and Diu	268.20
404	Steel Mill Fabrication and Concerte Products	1	Andhara Pradesh	267.87

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		2	Chhatisgarh	226.88
		3	Meghalaya	173.00
		4	Telangana	278.20
405	Stone Breaking & Stone Crushing	1	C.L.C. (Central)	189.44
		2	Andhara Pradesh	264.68
		3	Arunachal Pradesh*	150.00
		4	Bihar	197.00
		5	Chhatisgarh	226.88
		6	Goa	215.00
		7	Gujarat*	268.00
		8	Himachal Pradesh	180.00
		9	Jammu & Kashmir	150.00
		10	Karnataka	298.53
		11	Kerala	357.55
		12	Madhya Pradesh	253.00
		13	Maharashtra	264.78
		14	Meghalaya	173.00
		15	Nagaland	115.00
		16	Odisha	200.00
		17	Punjab	267.13
		18	Rajasthan	219.38
		19	Sikkim	220.00
		20	Tripura	Piece Rated
		21	Telangana	274.80
		22	Uttarakhand*	232.31
		23	Uttar Pradesh	262.10
		24	West Bengal*	245.00
		25	Chandigarh	316.15
		26	Dadra and Nagar Haveli	268.20
		27	Daman and Diu	268.20
		28	Delhi	353.00
406	Stone Mines	1	C.L.C.(Central)	236.00
407	Streammerghats	1	Assam	240.00
408	Superior Kerosene/Petrol/Diesel Oil delivery Depot	1	Arunachal Pradesh*	150.00
409	Sugar Industry	1	Assam	240.00
		2	Gujarat*	268.00
		3	Punjab	267.13
		4	Dadra and Nagar Haveli	268.20
410	Sugarcane Cutting	1	Gujarat*	170.00 per tonn

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
411	Sugar Pan Industry (without mechanical Power)	1	Rajasthan	197.00
412	Surgical and Clinical Instruments making industry	1	Punjab	267.13
413	Sweeping & Sanitation Works/Safai Karamcharis	1	C.L.C (Central)	236.00
		2	Gujarat*	120.80
		3	Jharkhand	210.00
		4	Kerala	268.66
		5	Maharashtra	277.45
		6	Punjab	267.13
		7	Rajasthan	197.00
		8	West Bengal*	245.00
		9	Daman and Diu	268.20
		10	Puducherry*	166.00
414	Sweet Shops/Industry	1	Uttarakhand*	235.00
		2	Uttar Pradesh	262.10
415	Sweet Meats	1	Tripura	243.69
416	Synthetic Gem Cutting Industry	1	Tamilnadu*	Piece Rated
417	Tailoring, Stitching and Embroidery	1	Assam	240.00
		2	Bihar	197.00
		3	Haryana	292.31
		4	Jammu & Kashmir	150.00
		5	Jharkhand	210.00
		6	Karnataka	307.47
		7	Meghalaya	173.00
		8	Nagaland	115.00
		9	Punjab	267.13
		10	Rajasthan	197.00
		11	Tamilnadu*	158.61
		12	Tripura	Piece Rated
		13	Uttarakhand*	232.31
		14	Uttar Pradesh	262.10
		15	West Bengal*	245.00
		16	Chandigarh	316.15
		17	Puducherry*	128.57
418	Tanneries & Leather Manufacturing	1	Andhara Pradesh	298.44
		2	Assam	240.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		3	Bihar	197.00
		4	Gujarat*	268.00
		5	Haryana	292.31
		6	Jammu & Kashmir	150.00
		7	Jharkhand	210.00
		8	Karnataka	318.37
		9	Kerala	301.70
		10	Maharashtra	390.34
		11	Punjab	267.13
		12	Tamilnadu*	163.02
		13	Telangana	309.94
		14	Uttar Pradesh	262.10
		15	West Bengal*	245.00
		16	Chandigarh	316.15
		17	Dadra and Nagar Haveli	268.20
		18	Daman and Diu	268.20
419	Telecommunication Establishments	1	Nagaland	115.00
420	Tent dealers,Crockery and household Goods Establishments	1	Nagaland	115.00
		2	Punjab	256.52
		3	Chandigarh	316.15
421	Textile (Silk) Industry	1	Karnataka	280.74
422	Textile Industry	1	Haryana	292.31
		2	Punjab	267.13
		3	Rajasthan	197.00
		4	Chandigarh	316.15
423	Textile Printing/Yarn Dyeing	1	Andhara Pradesh	279.29
		2	Odisha	200.00
		3	Telangana	290.04
		4	Uttarakhand*	232.31
		5	Uttar Pradesh	262.10
		6	Dadra and Nagar Haveli	268.20
		7	Delhi	353.00
424	Textile Processing	1	Gujarat*	268.00
425	Tiles Manufacturing, Ceramic and Potteries	1	Andhara Pradesh	267.79
		2	Assam	240.00
		3	Bihar	197.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		4	Chhatisgarh	226.88
		5	Goa	215.00
		6	Jammu & Kashmir	150.00
		7	Gujarat*	268.00
		8	Karnataka	336.99
		9	Rajasthan	197.00
		10	Tamilnadu*	187.85
		11	Telangana	282.81
426	Timber Trading Industry (including/excluding felling and sawing)	1	Karnataka	288.34
		2	Odisha	200.00
		3	Tamilnadu*	346.10
427	Timber /cutting	1	Kerala	426.70
428	Tin Container Manufactory	1	Tamilnadu*	237.77
429	Tobacco Godowns	1	West Bengal*	216.00
430	Tobacco Manufactory - Snuff Industry	1	Tamilnadu*	198.90
431	Tobacco Manufacturing/Eatable Tobacco	1	Andhara Pradesh	242.36
		2	Gujarat*	268.00
		3	Maharashtra	225.11
		4	Tamilnadu*	174.80
		5	Telangana	251.60
		6	Uttarakhand*	250.96
		7	Uttar Pradesh	262.10
		8	Daman and Diu	268.20
432	Tobacco/Beedi Making/Cigar Industry	1	Andhara Pradesh	242.36
		2	Arunachal Pradesh*	150.00
		3	Assam	240.00
		4	Bihar	197.00
		5	Gujarat*	218.60
		7	Karnataka	Tobacco 328.52
				Bidi 312.60
		8	Kerala	230.10
		9	Madhya Pradesh	253.00
		10	Maharashtra	215.30
		11	Odisha	200.00
		12	Rajasthan	Tobacco 219.38
				Beedi 240.26

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		13	Tamilnadu*	Beedi 212.5
			Tamilnadu*	Beedi Rolling Piece Rated
		14	Tripura	Piece Rated
		15	Telangana	256.00
		16	Uttar Pradesh	Tobacco 262.10
				Beedi Manufacturing 210.21
		17	West Bengal*	180.32
		18	Dadra and Nagar Haveli	268.20
		19	Daman and Diu	268.20
433	Toddy Tapping including Selling	1	Andhara Pradesh	237.74
		2	Karnataka	264.68
		3	Kerala	Toddy Selling 287.47
				Toddy tapping Piece rated
		4	Telangana	246.88
434	Toilet, cosmetic & other allied products	1	Dadar & Nagar Haveli	268.20
435	Tours and Travels	1	Sikkim	220.00
436	Transportation, Marketing and Distribution of Petroleum Products	1	Assam	240.00
437	Transport Corporation	1	Delhi	353.00
438	Tree Climbing	1	Kerala	Piece Rated
		2	Tamilnadu*	Women worker 5hrs work 85.00
				Man worker 6 hours 100.00
439	Trunks/Buckets/Suitcases Manufacturing/ Tin Plate Shaping and its Printing, etc.	1	Assam	240.00
		2	Odisha	200.00
		3	Uttarakhand*	235.00
		4	Uttar Pradesh	262.10
440	Tubewell Sinking/Drilling Operations	1	Assam	240.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		2	Gujarat*	268.00
		3	Haryana	292.31
		4	Madhya Pradesh	253.00
		5	Nagaland	115.00
		6	Punjab	267.13
441	Tamarind Collection	1	Odisha	200.00
442	Tyre/Tyre Retreading & Repairing Industry	1	Nagaland	115.00
		2	Sikkim	220.00
443	Uranium Mines	1	C.L.C.(Central)	236.00
444	Utensil Shops	1	Punjab	267.13
445	Metal Steel Utensils Manufacturing	1	Jammu & Kashmir	150.00
		2	Maharashtra	401.88
		3	Odisha	200.00
		4	Tamilnadu*	185.85
		5	Daman and Diu	268.20
446	Manufacture and Sale of Umbrellas	1	Kerala	288.53
447	University, Education Research or Cultural Institutions	1	Bihar	197.00
		2	Jharkhand	210.00
448	Vaneer Industry	1	Karnataka	249.36
449	Vegetable and Fruit Shops	1	Chandigarh	316.15
450	Various Departments /Office/Industrial Establishments	1	A & N Islands	274.00
451	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	1	Punjab	267.13
452	Water Supply (Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	1	Manipur	122.10
453	Watch and ward	1	C.L.C.(Central)	276.00
		2	Goa	215.00

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
454	Watch and Ward (with arms)	1	C.L.C.(Central)	333.00
455	Watch Straps	1	Maharashtra	284.7
		2	Daman and Diu	268.20
456	Watch Manufacturing	1	Dadra and Nagar Haveli	268.20
457	Water Boat Transport	1	Kerala	410.00
458	White Clay Mines	1	C.L.C.(Central)	236.00
459	Wolfram Mines	1	C.L.C.(Central)	236.00
460	Wood Carving	1	Jammu & Kashmir	150.00
		2	Uttarakhand*	Under Municipal Corporation- 252.50
				Other municipal committee and Cantt.- 251.35
				Rest of Uttarakhand- 250.19
		3	Uttar Pradesh	262.10
461	Wood / Bamboo, Cane Furniture and fixtures	1	Andhara Pradesh	279.18
		2	Kerala	306.70
		3	Maharashtra	307.23
		4	Manipur	122.10
		5	Nagaland	115.00
		6	Rajasthan	197.00
		7	Telangana	286.01
		8	Dadra and Nagar Haveli	268.20
		9	Daman and Diu	268.20
462	Wood Works, Carpentry and Masonry	1	Bihar	197.00
		2	Jharkhand	210.00
		3	Jammu & Kashmir	150.00
		4	Sikkim	220.00
		5	Odisha	200.00
		6	Telangana	289.92

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3		4
		7	Delhi	353.00
463	Wooden Photo Frame	1	Maharashtra	307.23
		2	Daman and Diu	268.20
464	Wool Cleaning and Pressing Factories	1	Rajasthan	197.00
465	Woollen Blanket Manufactory	1	Madhya Pradesh	253.00
		2	Uttarakhand*	232.31
		3	Uttar Pradesh	262.10
466	Woollen Carpet/Shawl Making/Weaving Industry	1	Andhara Pradesh	219.77
		2	Arunachal Pradesh*	150.00
		3	Bihar	197.00
		4	Gujarat*	268.00
		5	Haryana	292.31
		6	Jammu & Kashmir	150.00
		7	Jharkhand	210.00
		8	Rajasthan	219.38
		9	Tamilnadu*	Govt. have issued orders to defer the action for revision of minimum wages
		10	Telangana	228.23
		11	Uttarakhand*	256.73
		12	Uttar Pradesh	244.79
		13	Dadra and Nagar Haveli	268.20
		14	Daman and Diu	268.20
467	Woollen Spinning, Knitting and Weaving Factories or Cotton Spinning	1	Andhara Pradesh	199.68
		2	Manipur	122.10
		3	Odisha	200.00
		4	Rajasthan	197.00
		5	Telangana	207.38
468	Workshops	1	Jammu & Kashmir	150.00
469	Zardosi Works	1	Gujarat*	268.00

Source: Annual Returns Received from State/U.T's Labour Commissioner under the

**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2015**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2015
1	2	3	4

Minimum Wages Act, 1948 for the year 2015

*Data Repeat from the for the year 2014 due to Annual Return not Received.

TABLE -6

NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT,1948 AND THE AVERAGE DAILY NUMBER OF PERSONS EMPLOYED DURING THE YEAR 2015

SL. NO.	CENTRAL GOVERNMENT STATES / UNION TERRITORIES	NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948	NUMBER OF ESTABLISHMENTS WHICH SUBMITTED RETURNS	PERCENT-AGE RESPONSE RATE	NUMBER OF PERSONS EMPLOYED
1	2	3	4	5	6
1	C.L.C.(CENTRAL)	NR	NR	NR	NR
2	Andhra Pradesh	140916	441	0.31	290232
3	Arunachal Pradesh	NR	NR	NR	NR
4	Assam	123063	13498	10.97	556255
5	Bihar	5937	37	0.62	32715
6	Chhattisgarh	12715	849	6.68	92310
7	Goa	51182	756	1.48	96392
8	Gujarat	75132	9545	12.70	1102115
9	Haryana	166789	1949	1.17	351374
10	Himachal Pradesh	103832	1109	1.07	114875
11	Jammu & Kashmir	3436	998	29.05	27403
12	Jharkhand	22180	1920	8.66	16753
13	Karnataka	456653	23523	5.15	748521
14	Kerala	163293	4140	2.54	72290
15	Madhya Pradesh	944841	31759	3.36	1827334
16	Maharashtra	4438172	NR	NR	3280968
17	Meghalaya	15352	NR	NR	51489
18	Manipur*	RNR	RNR	RNR	RNR
19	Mizoram	9	2	22.22	27
20	Nagaland	115	115	100.00	5
21	Odisha	154081	3182	2.07	3461064
22	Punjab	18372	NR	NR	NR
23	Rajasthan	514053	1779	0.35	1532589
24	Sikkim	6	6	100.00	15008
25	Tamil Nadu	101471	90824	89.51	914415
26	Tripura	24	24	100.00	250774
27	Telangana	94725	3894	4.11	700260
28	Uttarakhand	20144	248	1.23	2448972
29	Uttar Pradesh	794077	3970	0.50	3176308
30	West Bengal*	RNR	RNR	RNR	RNR
31	A.& N. Islands	1060	135	12.74	4550

SL. NO.	CENTRAL GOVERNMENT STATES / UNION TERRITORIES	NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948	NUMBER OF ESTABLISHMENTS WHICH SUBMITTED RETURNS	PERCENT-AGE RESPONSE RATE	NUMBER OF PERSONS EMPLOYED
1	2	3	4	5	6
32	Chandigarh	24698	132	0.53	6186
33	D.& N. Haveli	NR	152	NR	66741
34	Daman & Diu	NR	135	NR	22519
35	Delhi*	RNR	RNR	RNR	RNR
36	Lakshadweep	9	NR	NR	NR
37	Puducherry	6251	681	10.89	23500

Note: NR: Not Reported

RNR: Return not received

Source: Annual Returns under the Minimum Wages Act, 1948 for the year 2015

TABLE - 7

**NUMBER OF INSPECTIONS MADE, IRREGULARITIES DETECTED,
PROSECUTIONS LAUNCHED AND CLAIMS PREFERRED IN CENTRAL
SPHERE/STATE AND UNION TERRITORIES FOR THE YEAR 2015**

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NUMBER OF INSPECTIONS MADE DURING THE YEAR	NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR	NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR	NUMBER OF CLAIMS PREFERRED DURING THE YEAR
1	2	3	4	5	6
1	C.L.C. (CENTRAL)	9608	101730	3962	2631
2	Andhra Pradesh	19166	3738	594	3766
3	Arunachal Pradesh	NR	NR	NR	NR
4	Assam	47126	7422	67	4
5	Bihar	110733	28183	2679	106738
6	Chhatisgarh	2302	3146	1961	56
7	Goa	1320	9436	5	1
8	Gujarat*	NR	NR	233	NR
9	Haryana	2169	4288	363	2072
10	Himachal Pradesh	4086	4086	418	NIL
11	Jammu & Kashmir	2910	111	293	17
12	Jharkhand	14514	1475	NIL	76
13	Karnataka	26273	26202	1996	1219
14	Kerala	37370	75321	2115	571
15	Madhya Pradesh	592	70	70	52
16	Maharashtra	8583	13643	176	9
17	Meghalaya	1231	NIL	NIL	NIL
18	Manipur*	872	NIL	NIL	NIL
19	Mizoram	5	NR	NR	NR
20	Nagaland	115	NIL	NIL	NIL
21	Orissa	13501	12163	290	42
22	Punjab	2480	226	226	186
23	Rajasthan	5258	89	46	183
24	Sikkim	95	NIL	NIL	NIL
25	Tamil Nadu	110496	156	156	1044
26	Tripura	4462	NIL	NIL	NIL
27	Telangana	364	41	28	169
28	Uttarakhand	3041	1100	338	11
29	Uttar Pradesh	4960	3739	1494	1472
30	West Bengal*	RNR	RNR	RNR	RNR
31	A.& N. Islands	70	350	NR	NR
32	Chandigarh	183	175	174	134
33	D.& N. Haveli	NR	NR	NR	NR
34	Daman & Diu	327	NIL	NIL	NIL

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NUMBER OF INSPECTIONS MADE DURING THE YEAR	NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR	NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR	NUMBER OF CLAIMS PREFERRED DURING THE YEAR
1	2	3	4	5	6
35	Delhi*	RNR	RNR	RNR	RNR
36	Lakshadweep	NIL	NIL	NIL	NIL
37	Puducherry*	NIL	NIL	NIL	NIL

Note:- *= Data repeated from Annual Report 2014.

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2015.

NR: Not Reported

NIL: Figure not available

RNR: Return Not received

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 2015**

SL. NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF		NO. OF OFFICERS
1	2	3	4	5
1	C.L.C.(Central)	1	CLC (C)	1
		2	Addl. CLC (C)	1
		3	Dy. CLC(C)	25
		4	RLC (C)	40
		5	ALC(C)	58
		6	LEO(C)	162
2	Andhra Pradesh	1	Commissioner of Labour	1
		2	Additional Commissioner of Labour.	1
		3	Joint Commissioner of Labour	5
		4	Deputy Commissioner of Labour	14
		5	Assistant Commissioner of Labour	35
		6	Assistant Labour Officer	173
3	Arunachal Pradesh	Not Reported		
4	Assam	1	Labour Commissioner	1
		2	Addl. Labour Commissioner	1
		3	Deputy Labour Commissioner	3
		4	Asstt. Labour Commissioner (H.Q)	1
		5	Asstt. Labour Commissioner (Field)	10
		6	Labour Officer	27
		7	Labour Welfare Officer (H.Q)	1
		8	Labour Inspector	77
5	Bihar	1	Deputy Labour Commissioner	4
		2	Assistant Labour Commissioner	4
		3	Labour Superintendent	44
		4	Labour Enforcement Officer	315
6	Chattisgarh	1	Labour Commissioner	1
		2	Addl. Labour Commissioner	2
		3	Deputy Labour Commissioner	3
		4	Assistant Labour Commissioner	7
		5	Labour Officer	27
		6	Asstt. Labour Officer	18
		7	Labour Inspector	102
		8	Labour Sub Inspector	47
7	Goa	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	2
		3	Assistant Labour Commissioner	5
		4	Labour Welfare Officer	1
		5	Labour Inspector	25

1	2	3	4	5
8	Gujarat*	Not Reported		
9	Haryana	1	Labour Commissioner	1
		2	Addl. Labour Commissioner	2
		3	Joint Labour Commissioner	1
		4	Deputy Labour Commissioner	9
		5	Assistant Labour Commissioner	31
		6	Labour Inspector	88
		7	Labour Welfare Officer (Women)	2
10	Himachal Pradesh	1	Labour Commissioner	1
		2	Joint Labour Commissioner	1
		3	Deputy Labour Commissioner	1
		4	Labour Officer	12
		5	Statistical Assistant	1
		6	Labour Inspector	26
11	Jammu & Kashmir	1	Labour Officer	24
12	Jharkhand	1	Labour Superintendent	32
		2	Labour Enforcement Officer	76
13	Karnataka	1	Labour Commissioner	1
		2	Additional Labour Commissioner	2
		3	Joint Labour Commissioner	1
		4	Deputy Labour Commissioner	5
		5	Assistant Labour Commissioner	11
		6	Labour Inspector	229
14	Kerala	1	Labour Commissioner	1
		2	Additional Labour Commissioner	3
		3	Joint Labour Commissioner	1
		4	Regional Joint Labour Commissioner	3
		5	Deputy Labour Commissioner (HQ)	1
		6	Chief Inspector of Plantations	1
		7	District Labour Officer	11
		8	Inspector of Newspaper Establishments	126
		9	Assistant Labour Officers	101
		10	Inspector of Plantations	11
15	Madhya Pradesh	1	Assistant Labour Commissioner	10
		2	Labour Officer	32
		3	Assistant Labour Officer	31
		4	Labour Inspector	104
		5	Assistant Labour Inspector	17

1	2	3	4	5
16	Maharashtra	1	Labour Commissioner	1
		2	Additional Labour Commissioner	1
		3	Deputy Labour Commissioner	12
		4	Assistant Labour Commissioner	40
		5	Govt. Labour Officer	90
		6	Labour Inspectors (Minimum Wages)	7
		7	Labour Inspectors (Shop Inspectors)	132
17	Meghalaya	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	8
		3	Labour Inspectors	48
18	Mizoram	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	1
		3	DLEO's	4
		4	Labour Officer	1
19	Nagaland	1	Labour Inspector	11
20	Odisha	1	District Labour Officers	36
		2	Assistant Labour Officers	44
		3	Rural Labour Inspectors	59
21	Punjab	1	Labour Commissioner	1
		2	Additional Labour Commissioner	1
		3	Deputy Labour Commissioner	1
		4	Assistant Labour Commissioner (HQ)	1
		5	Assistant Labour Commissioner	12
		6	Labour-Cum-Conciliation Officers	11
		7	Statistical Officers (Labour)	1
		8	Labour Inspectors Grade-I	41
		9	Labour Inspectors Grade-II	35
		10	Factory Inspectors	24
22	Rajasthan	1	Labour Inspector	181
23	Sikkim	1	Joint Labour Commissioner	2
		2	Deputy Labour Commissioner	2
		3	Assistant Labour Commissioner	2
		4	Labour Inspectors	19
24	Tamil Nadu	1	Chief Inspector of Plantations	1
		2	Deputy Labour Commissioner(MW)	1
		3	Deputy Labour Commissioner (Inspections)	1
		4	Deputy Labour Commissioner (Chennai)	10
		5	Labour Inspectors	30
		6	Inspector of Plantations	10
		7	Labour Inspectress	3
		8	Deputy Inspectors of Labour	67
		9	Asstt. Inspectors of Labour	218

1	2	3	4	5
25	Tripura	1 2 3 4 5	Labour Commissioner Joint Labour Commissioner Chief Labour Officer Labour Officer Labour Inspector	1 2 2 8 54
26	Telangana	1 2 3 4	Joint Labour Commissioner Deputy Labour Commissioner Assistant Labour Commissioner Assistant Labour Officers	3 11 22 118
27	Uttarakhand	1	Labour Enforcement Officer	16
28	Uttar Pradesh	1 2 3 4	Joint Labour Commissioner Deputy Labour Commissioner Assistant Labour Commissioner Labour Enforcement Officer	296
29	A & N Islands	1 2	Assistant Labour Commissioner Labour Inspector	
30	Chandigarh	1 2 3	Labour Commissioner Assistant Labour Commissioner Labour Inspector	1 1 3
31	Dadra & Nagar Haveli		Not Reported	
32	Daman & Diu	1 2 3 4	Labour Commissioner Deputy Labour Commissioner Chief Inspector of Factories & Boilers Labour Inspector	1 1 1 2
33	Delhi *		Not Reported	
34	Lakshadweep	1	Labour Enforcement Officer	1
35	Puducherry*	Not Reported		

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2015.

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 Allowance	Compo-site wage	Basic Wage	Cost of Living Allowance	Compo-site wage	Basic Wage	Cost of Living Allowance	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	Composite wage	Basic Wage	Cost of Living Allowance	Composite wage	Basic Wage	Cost of Living Allowance	Composite 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	22

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 31ST MAY OF SUCCEEDING YEAR.

ANNEXURE – IV

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

S.No.	Name of Publication
1	Report on the Working of the Minimum Wages Act, 1948 for the years 1959-1960 (Combined)
2	Report on the Working of the Minimum Wages Act, 1948 for the years 1962-1963 (Combined)
3	Report on the Working of the Minimum Wages Act, 1948 for the years 1964-1965 (Combined)
4	Report on the Working of the Minimum Wages Act, 1948 for the year 1968
5	Report on the Working of the Minimum Wages Act, 1948 for the year 1973
6	Report on the Working of the Minimum Wages Act, 1948 for the year 1974
7	Report on the Working of the Minimum Wages Act, 1948 for the years 1975-1976 (Combined)
8	Report on the Working of the Minimum Wages Act, 1948 for the years 1977-1978 (Combined)
9	Report on the Working of the Minimum Wages Act, 1948 for the year 1979
10	Report on the Working of the Minimum Wages Act, 1948 for the year 1980
11	Report on the Working of the Minimum Wages Act, 1948 for the year 1981
12	Report on the Working of the Minimum Wages Act, 1948 for the year 1982
13	Report on the Working of the Minimum Wages Act, 1948 for the year 1983
14	Report on the Working of the Minimum Wages Act, 1948 for the year 1984
15	Report on the Working of the Minimum Wages Act, 1948 for the years 1985-1986 (Combined)
16	Report on the Working of the Minimum Wages Act, 1948 for the years 1989-1990 (Combined)
17	Report on the Working of the Minimum Wages Act, 1948 for the year 1993
18	Report on the Working of the Minimum Wages Act, 1948 for the year 1994
19	Report on the Working of the Minimum Wages Act, 1948 for the year 1995
20	Report on the Working of the Minimum Wages Act, 1948 for the year 1996
21	Report on the Working of the Minimum Wages Act, 1948 for the year 1998
22	Report on the Working of the Minimum Wages Act, 1948 for the year 1999
23	Report on the Working of the Minimum Wages Act, 1948 for the year 2001
24	Report on the Working of the Minimum Wages Act, 1948 for the year 2002
23	Report on the Working of the Minimum Wages Act, 1948 for the year 2003
24	Report on the Working of the Minimum Wages Act, 1948 for the year 2004
25	Report on the Working of the Minimum Wages Act, 1948 for the year 2005
26	Report on the Working of the Minimum Wages Act, 1948 for the year 2006
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
30	Report on the Working of the Minimum Wages Act, 1948 for the year 2010
31	Report on the Working of the Minimum Wages Act, 1948 for the year 2011
32	Report on the Working of the Minimum Wages Act, 1948 for the year 2012
33	Report on the Working of the Minimum Wages Act, 1948 for the year 2013
34	Report on the Working of the Minimum Wages Act, 1948 for the year 2014

ANNEXURE – V

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

**SHRI BHARAT BHUSHAN
DEPUTY DIRECTOR GENERAL**

**SHRI VIRENDER SINGH
DEPUTY DIRECTOR**

**SHRI CHARAN DASS
SMT. DEEPIKA**

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