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



**Government of India  
Ministry of Labour and Employment  
Labour Bureau  
Chandigarh  
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## **PREFACE**

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

Keeping in view the significance of Minimum Wages, particularly for the welfare of Labour, Labour Bureau brings out an Annual Report on the working of the Minimum Wages Act, 1948. The present report pertains to the year 2014. It presents information on employments added, employments in which the Minimum Wages were fixed for the first time, the Minimum Wages in different scheduled employments prevalent during the year, the range of Minimum Wages, comparative Minimum Wage Rates prevailing in scheduled employments and number of Inspections etc. Information contained in this volume is based on the annual reports/returns received from the Chief Labour Commissioner (Central) as well as the concerned authorities of the State Governments and Union Territories. Labour Bureau, therefore, expresses its gratitude to all of them for their co-operation.

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

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

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**Dated the 21 Aug, 2016**

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## EXECUTIVE SUMMARY

- The present report on the working of the Minimum Wages Act, 1948 pertains to the year 2014.
- The report is based on the returns received from all the States/Union Territories and Chief Labour Commissioner (CLC) Central for the year 2014.
- Three State/UTs namely Chhattisgarh, Mizoram and Odisha have added new employments to the scheduled employment.
- Amongst the States, maximum numbers of scheduled employments (102) were reported from Assam and the minimum number (1) was reported from Mizoram.
- In case of Union Territories, maximum numbers of scheduled employments were reported from Daman and Diu (72) and the minimum were reported from Andaman & Nicobar Islands (7).
- There exists no uniformity in the wage structure across the various States/Union Territories as some states pay consolidated wages (Basic + Dearness Allowance) and the others report D.A. as a separate component.
- The Range of wages is up to Rs. 397.80. It is zero in case of all the States/U.T.s which are paying equal wages to all the unskilled workers in all the scheduled employments whereas it is maximum in case of Kerala i.e. Rs. 397.80.
- Highest minimum wages are being paid by the State of Kerala which stood at Rs. 547.80 in the scheduled employment River Sand Collection, its loading and Unloading (Southern Region) and the lowest Rs. 55 are being paid in the scheduled employment Agriculture in Puducherry(Yanam Region).
- Total of 429 different types of scheduled employments were reported where the minimum wage rates have been fixed by the States/Union Territories/CLC.

- Among the reporting establishments, the response rate was lowest for the state of Tripura (as low as 38 returns out of 178074 units) and was highest in the state of Nagaland (cent percent out of 100 units).
- The highest numbers of inspections (126856) were reported from the state of Tamil Nadu and the lowest numbers were reported from Dadra and Nagar Haveli (32).
- The highest numbers of irregularities were detected by the C.L.C. (101730) in the central sector and the lowest (19) were observed in Dadra and Nagar Haveli.
- The highest numbers of prosecutions were launched by Haryana (4379) and the lowest numbers of prosecutions launched were reported by Andaman & Nicobar (1).
- The highest numbers of claims were preferred by Bihar (10040) and the lowest were preferred by Maharashtra (5).

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

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

### **1.6.4 CONVENTION # 99**

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

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

## **1.6.6 CONVENTION # 131**

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

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

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

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

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

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

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

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

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

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

### **1.7.3. REVISION**

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

### **1.7.4 PROCEDURE FOR FIXATION/REVISION**

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

#### **(i) COMMITTEE METHOD**

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

#### **(ii) NOTIFICATION METHOD**

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

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

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

### **1.7.6 ENFORCEMENT MACHINERY**

The enforcement of the provisions of the Minimum Wages Act in the Central Sphere is secured through the officers of Central Industrial Relations Machinery. In so far as State Sphere is concerned, the enforcement is the responsibility of the respective State Government/Union Territory. Statement showing the strength of Enforcement Machinery available in different States/Union Territories for enforcement of Minimum Wages Act, 1948 during the year 2014 is given in Annexure II.

### **1.7.7 NATIONAL WAGE POLICY**

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

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

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

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

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

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

<b>NAME OF THE REGION</b>	<b>STATE/UNION TERRITORY</b>
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 and again revised to Rs 160.00 per day w.e.f. 01.07.2015. The National Floor Level Minimum Wage, however, has no statutory backing. The State Governments are persuaded to fix minimum wages such that in none of the scheduled employment<sup>1</sup>, the minimum wage is less than National Floor Level Minimum Wage.

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

Following are the main provisions of the Act:-

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

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

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

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

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

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

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

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

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

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

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

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

- (a) fix the number of hours of work which shall constitute a normal working day, inclusive of one or more specified intervals;
- (b) provide for a day of rest in every period of seven days which shall be allowed to all employees or to any specified class of employees and for the payment of remuneration in respect of such days of rest;

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

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

- (c) provide for payment for work on a day of rest at a rate not less than the overtime rate.

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

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

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

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

## **2.6 INSPECTIONS**

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

## **2.7 CLAIMS**

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

## **2.8 AUTHORISED DEDUCTIONS**

The deductions can be made on account of:

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



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

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

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

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

**3.2.2** During the year 2014, three State/UTs namely Chhattisgarh, Mizoram and Odisha have added new employments to the schedule appended to the Act (Table 1).

#### **3.3 FIXATION OF MINIMUM WAGES FOR THE FIRST TIME**

Table 2 shows that during the year 2014, the minimum wages were fixed for the first time by the States of Chhattisgarh (2), Meghalaya (1) and Odisha (4).

#### **3.4 SCHEDULED EMPLOYMENTS AND PREVAILING MINIMUM WAGE RATES**

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

Table 3 presents the data for 36 States/Union Territories and CLC (Central) on Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2014. The number of scheduled employments varies from State to State and so do the minimum wages. Amongst the States, the largest number of scheduled employments were reported from Assam which stood at 102 and the lowest number i.e. 1 was reported from Mizoram. In case of Union Territories, the maximum numbers of scheduled employments i.e. 72 were reported from Daman & Diu and the minimum i.e. 7 from Andaman & Nicobar Islands. An analysis

of the table also shows that there is no uniformity in the wage structure as some States pay consolidated wages (Basic + Dearness Allowance) and some are reporting D.A. as a separate component. Only 18 States, 3 U.T and the CLC (Central) have linked wages to periodic revision of D.A. Further, 14 States/Union Territories were paying by and large equal wages to all the unskilled workers in all the scheduled employments.

### **3.5 SCHEDULED EMPLOYMENTS AND RANGE OF MINIMUM WAGE RATES**

**3.5.1** The total number of employments in respect of which the minimum wage rates have been fixed / revised and the range of minimum wage rates in different States / Union Territories as on 31.12.2014 have been presented in Table 4.

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

**3.5.3** The dispersion of wage rates as measured by the range between the lowest minimum wage rate and the highest minimum wage rate at all States / U.Ts. level is large, which is reflected by the fact that it is zero in case of the States/Union Territories which are paying equal wages to all the unskilled workers in all the scheduled employments whereas it is the maximum in case of Kerala i.e. Rs. 397.80.

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

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

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

**3.6.2** It is clear from Table 5 that as on 31.12.2014 there were in all 429 different types of scheduled employments all over India for which minimum wage rates have been fixed / revised by the Central Government / States / Union Territories submitting returns. However differences in the range of minimum wages were found in the same scheduled employment in States or U.Ts. For instance, in Agriculture, the minimum wage rates of Rs. 55.00 per day were reported from the State of Puducherry (Yanam Region), and Rs. 332.00 were prevalent

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

### **3.7 SUBMISSION OF RETURNS**

Details regarding the number of establishments covered under the Minimum Wages Act, 1948 and those submitting returns as well as average daily employment have been presented in Table 6. In the State sphere, the response rate was as low as 0.02 per cent in the State of Tripura and as high as 100.00 per cent in Meghalaya and Sikkim.

### **3.8 INSPECTIONS**

**3.8.1** The State-wise details of Inspections made, irregularities detected, prosecutions launched and claims preferred have been given in Table 7. Data in this regard was not submitted by the States/Union Territories of Arunachal Pradesh, Chhattisgarh, Himachal Pradesh, Meghalaya, Manipur, Mizoram, Nagaland, Sikkim, Tripura, D & N Haveli, Daman and Diu, Lakshadweep and Puducherry.

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

State sphere whereas no prosecutions were launched in Meghalaya, Manipur, Nagaland, Sikkim, Tripura, D & N Haveli, Daman & Diu and Puducherry. The highest numbers of claims were preferred by Bihar (10040) followed by Andhra Pradesh (5747) whereas no claims were preferred by Meghalaya, Manipur, Nagaland, Sikkim, Tripura, A & N Islands, D & N Haveli, Daman & Diu and Puducherry.

### **3.9 ENFORCEMENT OF THE ACT**

Mere fixation / revision of wages would not be sufficient unless it is ensured that the workers are paid accordingly. Thus provision of adequate staff is a must for successful implementation of the Minimum Wages Act. However, in most of the States and Union Territories, there was no machinery appointed exclusively for the enforcement of the Minimum Wages Act and the inspection staff appointed under other labour Acts was entrusted with the enforcement of the Minimum Wages Act also. The Statement showing the strength of the machinery for enforcement of the Minimum Wages Act, 1948 during the year 2014 has been given in Annexure- II.

**TABLE- 1****EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2014**

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

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2014.

**TABLE – 2**

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

SR.NO.	STATE/ UNION TERRITORY	EMPLOYMENTS IN WHICH MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2014		MINIMUM WAGES FIXED PER DAY (In Rs.)
1	2	3		4
1	Chhattisgarh	1	Employment in Cement Factories	213.69
		2	Employment in Security Gaurd	222.69
2	Meghalaya	1	Domestic Workers	160.00
3	Odisha	1	Agarabati and Candle making Work's Establishments	150.00
		2	Employment in Non Government Organisation and Voluntary Social Organisation	150.00
		3	Employment in laying of underground Cables Electric lines, Water supply lines and under Cable Operators	150.00
		4	Non-teaching staff of all private Educational Institutions including Industrial Training Institute and Training Institute Coaching Centre	150.00

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2014.

**TABLE 3**

**MINIMUM WAGES PER DAY FOR UNSKILLED WORKERS IN SCHEDULED EMPLOYMENTS AS ON  
31.12.2014**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>1.CHIEF LABOUR COMMISSIONER (CENTRAL)</b>					
1	Agriculture	Area - A	114.00	103.00	217.00
		Area - B	104.00	93.00	197.00
		Area - C	102.00	93.00	195.00
2	Asbestos Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
3	Barytes Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
4	Bauxite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
5	Construction / Maintenance of Roads and Building operations	Area - A	180.00	152.00	332.00
		Area - B	150.00	126.00	276.00
		Area - C	120.00	102.00	222.00
6	China Clay Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
7	Copper Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
8	Construction and maintenance of Runways	Area - A	180.00	152.00	332.00
		Area - B	150.00	126.00	276.00
		Area - C	120.00	102.00	222.00
9	Clay Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
10	Chromite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
11	Dolomite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
12	Employment in laying of Underground	Area - A	180.00	152.00	332.00
	electric, wireless, radio, television,	Area - B	150.00	126.00	276.00
	telephone, telegraph and overseas	Area - C	120.00	102.00	222.00
	communication cables and similar				
	other underground cabling, electric				

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	lines, water supply lines and sewerage pipe lines				
13	Fire Clay Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
14	Felspar Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
15	Gypsum Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
16	Graphite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
17	Granite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
18	Gravel Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
19	Hematite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
20	Iron Ore Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
21	Kyanite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
22	Laterite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
23	Loading and Unloading in Goods-Sheds, Parcel Offices of Railways, other Goodsheds, Godowns, Warehouses, etc. and Docks and Ports	Area - A	180.00	152.00	332.00
		Area - B	150.00	126.00	276.00
		Area - C	120.00	102.00	222.00
24	Lignite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
25	Mica Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
26	Manganese Mines	Above Ground	120.00	102.00	222.00



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Below Ground	150.00	126.00	276.00
27	Magnesite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
28	Magnetite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
29	Marble and Calcite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
30	Ochre Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
31	Quartz Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
32	Quartzite Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
33	Red Oxide Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
34	Rock Phosphate Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
35	Stone Breaking and Stone Crushing		82.44	94.29	176.73
36	Stone Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
37	Steatite (including Mines producing Soap Stone and Talc)Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
38	Silica Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
39	Slate Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
40	Sweeping and Cleaning	Area - A	180.00	152.00	332.00
		Area - B	150.00	126.00	276.00
		Area - C	120.00	102.00	222.00
41	Watch and Ward	Area - A	200.00	167.00	367.00
		Area - B	170.00	142.00	312.00
		Area - C	140.00	119.00	259.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
42	Watch and Ward (with arms)	Area - A	220.00	157.00	377.00
		Area - B	200.00	142.00	342.00
		Area - C	170.00	121.00	291.00
43	Uranium Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
44	White Clay Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00
45	Wolfram Mines	Above Ground	120.00	102.00	222.00
		Below Ground	150.00	126.00	276.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>2.ANDHRA PRADESH</b>					
1	Agriculture	-	159.00	50.75	209.75
2	Aerated water manufacturing units and Soft Drinks	-	96.31	115.96	212.27
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	-	223.92	64.02	287.94
4	Automobile Engineering workshops including servicing and repairs	-	146.50	157.55	304.05
5	Baking process including Biscuits Manufactory	-	122.35	131.47	253.82
6	Betal Vines	-	87.69	75.28	162.97
7	Brick Kiln Industry	-	112.00	131.17	243.17
8	Canteens and Clubs	-	101.73	118.73	220.46
9	Cashew and Coconut gardens	-	125.00	-	125.00
10	Cashew Processing Establishments	-	149.46	142.34	291.80
11	Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory	-	112.12	131.17	243.29
12	Chemicals and Pharmaceuticals	-	134.46	144.51	278.97
13	Cinema Industry	-	141.27	144.63	285.90
14	Coffee Plantations	-	89.00	110.58	199.58
15	Colour Printing and Yarn Dyeing	-	128.85	137.99	266.84
16	Construction of Projects Including Dams and Multipurpose Projects	-	130.42	148.86	279.28
17	Construction or Maintenance of Roads and Building Operations	-	129.62	139.08	268.70
18	Cotton Carpet Weaving Establishments	-	135.00	138.25	273.25
19	Cotton Ginning and pressing Factories	-	164.00	145.04	309.04
20	Dairy Farming	-	191.38	75.28	266.66
21	Distilleries and Breweries	-	149.85	160.81	310.66
22	Domestic Workers	-	173.88	52.96	226.84
23	Electronic Industry	-	132.50	142.34	274.84
24	Fisheries and Sea Foods	-	125.08	133.64	258.72
25	Forestry and Timbering Operations	-	69.27	-	69.27
26	Glass Industry	-	129.46	139.08	268.54
27	Garment and Allied Manufacturing Industry	-	153.65	46.88	200.53
28	Gold Covering and Gold Coating Industry	-	129.62	139.08	268.70
29	Handloom (Silk)Weaving Establishments	-	83.00	108.36	191.36
30	Handloom Weaving Establishments	-	Piece Rated		
31	Handloom Weaving Establishments-Additional Categories	-	91.42	108.36	199.78
32	Horticulture	-	217.27	85.94	303.21

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
33	Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensaries	-	238.81	68.23	307.04
34	Hostels of all colleges and all other educational Institutions	-	251.73	76.50	328.23
35	Hotels and Restaurants and Eating Houses	-	127.58	145.50	273.08
36	Jute and Coir Industry	-	244.35	74.54	318.89
37	Khandsari Factories	-	135.23	144.51	279.74
38	Lime stone Kilns	-	93.19	110.16	203.35
39	Marketing Societies, Consumer Co-op. Societies and Co-op. Banks	-	123.96	132.56	256.52
40	Match and Fire Works	-	104.46	118.73	223.19
41	Mesta used Twine Mills	-	66.00	73.50	139.50
42	Metal Foundaries and General Engineering	-	125.50	134.73	260.23
43	Mica Works	-	131.15	140.16	271.31
44	Mini and Tiny Cement Factories	-	107.00	114.09	221.09
45	Motion Picture Industry including Production, Distribution and Publicity	-	112.12	130.04	242.16
46	Oil Mills	-	248.88	75.91	324.79
47	Paper and Paper Board including Straw Board including hand made Paper Manufactory	-	250.00	76.01	326.01
48	Petrol Bunks	-	134.46	144.51	278.97
49	Poultry farming including Feeding units	-	200.00	74.83	274.83
50	Powerloom Industry	-	101.73	228.17	329.90
51	Printing Press including Litho and offset Printing	-	135.23	144.51	279.74
52	Private Motor Transport	-	129.62	139.08	268.70
53	Professionals such as Chartered, Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates	-	161.50	145.44	306.94
54	Public Motor Transport	-	101.73	118.73	220.46
55	Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills	-	135.50	145.60	281.10
56	Safai Karamcharis	-	192.31	162.50	354.81
57	Salt Pans	-	96.88	113.08	209.96
58	Security Services	-	153.85	129.81	283.66
59	Seed Processing Units	-	123.31	150.75	274.06
60	Sericulture	-	173.27	-	173.27
61	Shops and Commercial Establishments	-	129.62	139.08	268.70
62	Slate Factories	-	123.19	132.56	255.75
63	Steel Mills and Steel re-rolling Mills	-	123.35	132.56	255.91
64	Stone Breaking and Stone Crushing Operations	-	123.00	129.95	252.95
65	Tanneries and Leather Manufactory	-	132.88	152.22	285.10
66	Tiles and Potteries	-	123.27	132.56	255.83

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
67	Tobacco (excluding Beedi making)Manufactory	-	113.00	118.65	231.65
68	Tobacco (including Beedi making)Manufactory	-	173.08	62.46	235.54
69	Toddy Tapping including Selling and Conveyance industry	-	106.27	120.88	227.15
70	Wood Working Establishments including Furniture (excluding Timbering Operations)	-	128.73	137.99	266.72
71	Woollen Carpet Making and Shawl Weaving Establishments	-	96.88	113.08	209.96
72	Non-teaching staff working in Private Educational Institutions	-	203.62	58.41	262.03
73	Spinning Mills	-	148.23	42.52	190.75

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>3.ARUNACHAL PRADESH</b>					
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 eating house.				
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

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
29	Tobacco manufactory (including Bidi making industries)	-	150.00	-	150.00
30	Woollen Carpet making or Shawl Weaving establishments	-	150.00	-	150.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>4.ASSAM</b>					
1	Agarbatti	-	148.02	6.11	154.13
2	Agarwood Industry	-	148.02	6.11	154.13
3	Agriculture	-	148.02	6.11	154.13
4	Aluminium Industry	-	148.02	6.11	154.13
5	Asbests	-	148.02	6.11	154.13
6	Bakeries	-	148.02	6.11	154.13
7	Beedi Making	-	148.02	6.11	154.13
8	Beverages Manufacturing and Vending Estt.	-	148.02	6.11	154.13
9	Biscuit Manufacturing	-	148.02	6.11	154.13
10	Blacksmith	-	148.02	6.11	154.13
11	Bought Tea Leaf Factory	-	148.02	6.11	154.13
12	Breweries and Distillery	-	148.02	6.11	154.13
13	Brick Making and Brick Kiln	-	148.02	6.11	154.13
14	Candle Manufacturing	-	148.02	6.11	154.13
15	Canteen and Clubs	-	148.02	6.11	154.13
16	Carpentary and Masenary	-	148.02	6.11	154.13
17	Casual/Master control workers in Flood Control Department	-	148.02	6.11	154.13
18	Casual/Master Roll Workers Employed in Public Health Department	-	148.02	6.11	154.13
19	Casual/Master Roll Workers Irrigation Department.	-	148.02	6.11	154.13
20	Cement Based Industry	-	148.02	6.11	154.13
21	Chakki Mill	-	148.02	6.11	154.13
22	Chemical and Pharmaceutical Industry	-	148.02	6.11	154.13
23	Cleaner	-	148.02	6.11	154.13
24	Coaching Academics including nurshing and English Medium Schools and Technical Institutes	-	148.02	6.11	154.13
25	Coffee and Rubber Plantation	-	148.02	6.11	154.13
26	Construction or maintenance of (1) roads or in building operation and stone breaking and stone crushing	-	148.02	6.11	154.13
27	Contracts Estt. Of the Forest Deptt.	-	148.02	6.11	154.13
28	Cooperative Banks	-	148.02	6.11	154.13
29	Cooperative Consumer Societies	-	148.02	6.11	154.13
30	Cooperative Markeing Societies	-	148.02	6.11	154.13
31	Cotton Textiles Mills	-	148.02	6.11	154.13
32	Dairy and Poultry firms	-	148.02	6.11	154.13
33	Dispensaries	-	148.02	6.11	154.13
34	Earth Cutting and Removing Earth Filling, & Earth leveling Operations	-	148.02	6.11	154.13
35	Eating house and Restaurants	-	148.02	6.11	154.13
36	Edible Oil Workers	-	148.02	6.11	154.13
37	Employment in Electricity Board	-	148.02	6.11	154.13
38	Engineering Industries including Motor Garage and Workers	-	148.02	6.11	154.13



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
39	Film (production, distribution & Exhibition)	-	148.02	6.11	154.13
40	Fishing	-	148.02	6.11	154.13
41	Flour Mills	-	148.02	6.11	154.13
42	Food Processing	-	148.02	6.11	154.13
43	Forestry and Timbering Operation	-	148.02	6.11	154.13
44	Fruit Preservation	-	148.02	6.11	154.13
45	Gold and Silver ornaments and other articles of Artistic Design Manufacturing	-	148.02	6.11	154.13
46	Goldsmith	-	148.02	6.11	154.13
47	Grass Cutting and Wood Cutting	-	148.02	6.11	154.13
48	Hair Cutting saloons	-	148.02	6.11	154.13
49	Handicrafts	-	148.02	6.11	154.13
50	Handloom Weaving Project	-	148.02	6.11	154.13
51	Helpers & Weldes in Minor Engineering.	-	148.02	6.11	154.13
52	Horticulture	-	148.02	6.11	154.13
53	Hotel Restaurent and Eating Houses covered by the schedule employments (shops & commercial Establishments)	-	148.02	6.11	154.13
54	Hydro Electric Project	-	148.02	6.11	154.13
55	Ice cream and Ice candy Manufacturing and vending Estt.	-	148.02	6.11	154.13
56	Ice factory and Cold Storage	-	148.02	6.11	154.13
57	Jute Bailing Industries	-	148.02	6.11	154.13
58	Jute Mills	-	148.02	6.11	154.13
59	Khadi and Village Industries	-	148.02	6.11	154.13
60	Loading and Unloading Operation	-	Per Bag Rate		
61	Loading and Unloading of Urea Bags	-	Per Bag Rate		
62	L.P.G.Distributiion	-	148.02	6.11	154.13
63	Match Manufacturing	-	148.02	6.11	154.13
64	Metal Rolling and Re-rolling Industry	-	148.02	6.11	154.13
65	Motor Body Building	-	148.02	6.11	154.13
66	Municipalities and Town Committee	-	148.02	6.11	154.13
67	Oil and Gas Drilling Workers	-	148.02	6.11	154.13
68	Pan Masala & Gutkha Manufacturing Industries	-	148.02	6.11	154.13
69	Paper Industry	-	148.02	6.11	154.13
70	Pathological Laboratories	-	148.02	6.11	154.13
71	Petrol Pump Workers	-	148.02	6.11	154.13
72	Photo and Picture frame Manufacturing	-	148.02	6.11	154.13
73	Plantation(i) Brahamputra Valley	-	94.00	-	94.00
	Plantation (ii) Barak Valley	-	75.00	-	75.00
74	Plywood Industries	-	148.02	6.11	154.13
75	Pottery Industries	-	148.02	6.11	154.13
76	Poultry and Cattle Feed Manufacturing	-	148.02	6.11	154.13

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
77	Premises wherein cows and buffalos or both kept for milking fooding and all other similar process	-	148.02	6.11	154.13
78	Printing and Dyeing Cloth	-	148.02	6.11	154.13
79	Printing Press	-	148.02	6.11	154.13
80	Private Hospital	-	148.02	6.11	154.13
81	Private Security Agency	-	160.00	3.47	163.47
82	Private Transport	-	148.02	6.11	154.13
83	Public Motor Transport including A.S.T.C.	-	148.02	6.11	154.13
84	Readymade Garments	-	148.02	6.11	154.13
85	Rice and Oil Mills	-	148.02	6.11	154.13
86	Rubber processing and Rubber Manufacturing	-	148.02	6.11	154.13
87	Saw Mills	-	148.02	6.11	154.13
88	Seasonal Spray Squads of NMEP under the H. & F.W. Deptt.	-	148.02	6.11	154.13
89	Sericulture Operation	-	148.02	6.11	154.13
90	Shops and Commercial Establishments covered by the schedule of shop & commercial Establishments	-	148.02	6.11	154.13
91	Small Establishments Selling Cooked Food Staff	-	148.02	6.11	154.13
92	Small Scale Industry	-	148.02	6.11	154.13
93	Soap Making Industries	-	148.02	6.11	154.13
94	Streamergat	-	148.02	6.11	154.13
95	Sugar Industry	-	148.02	6.11	154.13
96	Tailoring Industries.	-	148.02	6.11	154.13
97	Tanneries and Leather Manufacturing	-	148.02	6.11	154.13
98	Theatres	-	148.02	6.11	154.13
99	Tiles Manufacturing	-	148.02	6.11	154.13
100	Transportation, Marketing and Distribution of Petroleum Products	-	148.02	6.11	154.13
101	Trunk and Bucket Manufacturing	-	148.02	6.11	154.13
102	Tubewell Sinking	-	148.02	6.11	154.13

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>5.BIHAR</b>					
1	Agarbati Industry	-	177.00	1.00	178.00
2	Agriculture	-	177.00	1.00	178.00
3	Aluminium Industry	-	184.00	2.00	186.00
4	Asbestos Cement Industry	-	184.00	2.00	186.00
5	Automobile Engineering Workshops	-	184.00	2.00	186.00
6	Bakeries and Confectioneries	-	184.00	2.00	186.00
7	Bidi Making	-	184.00	2.00	186.00
8	Biscuit Industry	-	184.00	2.00	186.00
9	Book Binding Industry	-	184.00	2.00	186.00
10	Brick Manufactory and Ceramic Industry	-	184.00	2.00	186.00
11	Cement and Hume Pipe, Electric Pole and Railway Sleeper Manufacturing Industry	-	184.00	2.00	186.00
12	Cement Prestressed Product Industry	-	184.00	2.00	186.00
13	Chemical and Pharmaceutical Industry	-	184.00	2.00	186.00
14	Cinema Industry	-	184.00	2.00	186.00
15	Coal Briquette Industry	-	184.00	2.00	186.00
16	Cold Storage	-	184.00	2.00	186.00
17	Construction, Maintenance of Roads or in Building Construction	-	184.00	2.00	186.00
18	Co-operative Sector	-	184.00	2.00	186.00
19	Courier Service	-	184.00	2.00	186.00
20	Dafti Card Board, Mill Board, Paper Board, Corrugated Board, Straw Board or Gatta Paper Board Manufacturing	-	184.00	2.00	186.00
21	Dairy and Poultry Farms	-	184.00	2.00	186.00
22	Dams Construction and Irrigation	-	184.00	2.00	186.00
23	Distilleries	-	184.00	2.00	186.00
24	Domestic Workers	-	169.00	1.35	170.35
25	Earth Cutting Operation	-	184.00	2.00	186.00
26	Educational, University, Research or Cultural Institutions	-	184.00	2.00	186.00
27	Electric and Other Types of Bulbs and Florescent Tubes Manufacturing Industry	-	184.00	2.00	186.00
28	Electro Casting and Metal Finishing Industry	-	184.00	2.00	186.00
29	Electronics Industry	-	184.00	2.00	186.00
30	Employment of Sailors	-	177.00	1.00	178.00
31	Fire Bricks, Ceramics Industry and Refractories	-	184.00	2.00	186.00
32	Fisheries	-	184.00	2.00	186.00
33	Forestry and Timbering Operations	-	184.00	2.00	186.00
34	Foundry Industry	-	184.00	2.00	186.00
35	Frittered Rice	-	184.00	2.00	186.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
36	Glass Industry(excluding Glass Sheet)	-	184.00	2.00	186.00
37	Glass Sheet Industry	-	184.00	2.00	186.00
38	Gun Factories	-	184.00	2.00	186.00
39	Hair Cutting Saloons	-	184.00	2.00	186.00
40	Handloom Industry	-	184.00	2.00	186.00
41	Hard Coke Industry	-	184.00	2.00	186.00
42	Hosiery Manufactory	-	184.00	2.00	186.00
43	Hotels, Eating Houses and Restaurants	-	184.00	2.00	186.00
44	Icecream and Cold Drinks	-	184.00	2.00	186.00
45	Information Technology	-	184.00	2.00	186.00
46	Jute Industry and Similar Works	-	184.00	2.00	186.00
47	Khadi and Village Industry	-	184.00	2.00	186.00
48	Khandsari Industry	-	184.00	2.00	186.00
49	Lac Manufactory	-	184.00	2.00	186.00
50	Laundry and Washing	-	184.00	2.00	186.00
51	Loading and Un-loading Operations	-	184.00	2.00	186.00
52	Manufacturing Of Gold and Silver Ornaments and articles of artistic design	-	184.00	2.00	186.00
53	Manufacturing of Leather Goods	-	184.00	2.00	186.00
54	Mica Works (Factory and Establishment excluding Mines)	-	184.00	2.00	186.00
55	Mineral Grinding Industry	-	184.00	2.00	186.00
56	Minor Engineering Industry (Excluding Automobile Engineering Workshops) employing less than 50 workers	-	184.00	2.00	186.00
57	Minor Engineering Industry employing more than 50 workers	-	184.00	2.00	186.00
58	Oil Mills	-	184.00	2.00	186.00
59	Papad Industry	-	177.00	1.00	178.00
60	Paper Industry	-	184.00	2.00	186.00
61	Petrol and Diesel Pumps	-	184.00	2.00	186.00
62	Plastic Industry	-	184.00	2.00	186.00
63	Plucking and Processing of Tendu Leaves	-	184.00	2.00	186.00
64	Plywood Industry	-	184.00	2.00	186.00
65	Potteries Industry	-	184.00	2.00	186.00
66	Powerloom Industry	-	184.00	2.00	186.00
67	Printing Press	-	184.00	2.00	186.00
68	Private Ferries and L.T.C.	-	184.00	2.00	186.00
69	Private Hospitals, Nursing Homes and Clinics	-	184.00	2.00	186.00
70	Private Security	-	184.00	2.00	186.00
71	Public Motor Transport	-	184.00	2.00	186.00
72	Religious and Social Institutions	-	184.00	2.00	186.00
73	Rice , Flour or Dal Mills	-	184.00	2.00	186.00
74	Rolling of Iron Rods, Plates, Angles, etc. works	-	184.00	2.00	186.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
75	Rubber and Rubber compound Industry	-	184.00	2.00	186.00
76	Safai Karmacharis (excluding scavenging)	-	177.00	1.00	178.00
77	Sales Promotion of Medicine Employment	-	169.00	1.00	170.00
78	Shops and Commercial Establishments	-	184.00	2.00	186.00
79	Shops Selling Cooked Food Stuff	-	184.00	2.00	186.00
80	Silk Industry including Manufactury from Pure Silk, Artificial Silk and other Staple Yarn	-	184.00	2.00	186.00
81	Sindur and Rang Manufacturing	-	184.00	2.00	186.00
82	Soap Making Industry	-	184.00	2.00	186.00
83	Stone Breaking or Stone Crushing	-	184.00	2.00	186.00
84	Tailoring Industry	-	184.00	2.00	186.00
85	Tanneries and Leather Technology	-	184.00	2.00	186.00
86	Tea Plantations	-	184.00	2.00	186.00
87	Wood works and Furniture	-	184.00	2.00	186.00
88	Woollen Carpet making or Shawl Weaving Establishments	-	184.00	2.00	186.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>6. CHHATTISGARH</b>					
1	Agriculture	-	147.00	66.69	213.69
2	Bone Mills	-	147.00	66.69	213.69
3	Bricks	-	147.00	66.69	213.69
4	Building and Construction	-	147.00	66.69	213.69
5	Casting Industries	-	147.00	66.69	213.69
6	Cement Factories	-	147.00	66.69	213.69
7	Cement Poles and Cement Products	-	147.00	66.69	213.69
8	Chemicals and Pharmaceuticals	-	147.00	66.69	213.69
9	Construction, Maintenance of Roads or in Building Construction	-	147.00	66.69	213.69
10	Educational Institiion and Private Coaching Centres	-	147.00	66.69	213.69
11	Employment in Kosa	-	147.00	66.69	213.69
12	Engieneering Industry	-	147.00	66.69	213.69
13	Food Pproducts, Bakery, Confectionery, Ice Cream, Aerated Drinks	-	147.00	66.69	213.69
14	Forest Produce and Forestry	-	147.00	66.69	213.69
15	Fuel Coke	-	147.00	66.69	213.69
16	Handloom	-	147.00	66.69	213.69
17	Hospitals, Nursing Homes and Pathology Labs	-	147.00	66.69	213.69
18	Irrigation	-	147.00	66.69	213.69
19	Kambal Industry	-	147.00	66.69	213.69
20	Khandsari Industry/Sugar	-	147.00	66.69	213.69
21	Lime stone Kilns	-	147.00	66.69	213.69
22	Local Bodies	-	147.00	66.69	213.69
23	Mandi Mazdoors	-	147.00	66.69	213.69
24	Manufacturing Process as defined under section 2(k) of the Factories Act 1948 not classified elsewhere	-	147.00	66.69	213.69
25	Murra Poha	-	147.00	66.69	213.69
26	Oil Mills	-	147.00	66.69	213.69
27	Petrol/Diesel/L.P.G.Distribution	-	147.00	66.69	213.69
28	Plastic Industry	-	147.00	66.69	213.69
29	Potteries	-	147.00	66.69	213.69
30	Poultry farming including Feeding units	-	147.00	66.69	213.69
31	Power Plants	-	147.00	66.69	213.69
32	Powerloom Sizing and Pressing	-	147.00	66.69	213.69
33	Printing Press	-	147.00	66.69	213.69
34	Public Motor Transport	-	147.00	66.69	213.69
35	Rice, Dal and Flour Mills	-	147.00	66.69	213.69
36	Rolling Mills	-	147.00	66.69	213.69
37	Sale Promotion Workers	-	147.00	66.69	213.69
38	Saw Mills, Wood Works	-	147.00	66.69	213.69
39	Suraksha Guards	-	156.00	66.69	222.69

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
40	Shops and Commercial Establishments, Hotels, Restaurants and Cinema Houses	-	147.00	66.69	213.69
41	Solevent Plants and Refinery	-	147.00	66.69	213.69
42	Sponge Iron	-	147.00	66.69	213.69
43	Steel Plants	-	147.00	66.69	213.69
44	Stone Breaking	-	147.00	66.69	213.69
45	Stone Crushing	-	147.00	66.69	213.69
46	Tiles Manufacturing	-	147.00	66.69	213.69

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>7.GOA</b>					
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



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
21	Watch and ward	-	215.00	-	215.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>8. GUJARAT</b>					
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	Film Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
15	Fisheries Industries	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
16	Forestry and Timber Operation	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
17	Hosiery Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
18	Hospitals and Nursing Homes	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
19	Industrial Engineering Establishments ( more than 50 workers)	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
20	Industrial Engineering Establishments(less 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 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
21	Jari Industry	Zone I	134.50	87.00	221.50
		Zone II	132.90	87.00	219.90
22	Khandsari Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
23	Local Authorities (Municipality or Nagar Panchayat)	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
24	Local Authorities (Municipal Corporation)	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
25	Employment under any Gram Panchayat	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
26	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
27	Oil Mills	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
28	Petrol / Diesel pumps	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
29	Pharmaceutical Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
30	Plastic Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
31	Potteries Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
32	Powerloom Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
33	Printing by letter press lithography, photogravure or book binding	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
34	Private Security Guard Services	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
35	Public Motor Transport	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
36	Pulp and Paper or Paper Board Manufactory	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
37	Ready-made Garments and tailoring Establishments.	Zone I	222.50	-	222.50
		Zone II	221.30	-	221.30
		Zone III	220.00	-	220.00
38	Residential Hotels, Restaurants, or Eating House	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
39	Rice, Flour or Dal Mills	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
40	Roof Tiles Manufactory	Zone I	276.00	-	276.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone II	268.00	-	268.00
41	Rubber and Rubber Products Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
42	Salt Pan Industry	Zone I	140.00	87.00	227.00
43	Shops and Commercial Establishments	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
44	Soap Making Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
45	Stone Breaking or Stone Crushing	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
46	Sugar Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
47	Sugar Cane Cutting		Rs.170/- per Ton Fixed		
48	Tanneries and Leather Manufactory	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
49	Textile Processing and Pre Weaving Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
50	Tobacco processing Establishments	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
51	Tobacco(including Beedi making) Manufactory	Zone I	132.00	87.00	219.00
		Zone II	131.60	87.00	218.60
52	Tube-well drilling operations and maintenance	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
53	Woollen Carpet making or Shawl Weaving Establishments	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
54	Zardosi Works	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
55	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
56	Employment in Ship Breaking	Area A	235.00	4.80	239.80

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>9.HARYANA</b>					
1	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	-	216.90	-	216.90
2	Agriculture	-	216.90	-	216.90
3	Any Manufacturing process wherein Manufacturing Process as defined under Section 2(k) of the Factories Act,1948	-	216.90	-	216.90
4	Any Shop or Commercial Establishment other than covered under any of the entries in the Schedule	-	216.90	-	216.90
5	Asbestos Cement Factories and other Cement Products	-	216.90	-	216.90
6	Automobile repair workshop	-	216.90	-	216.90
7	Ayurvedic & Unani Pharmaceuticals	-	216.90	-	216.90
8	Brick Kiln Industry	-	216.90	-	216.90
9	Chemical and Distillery Industry	-	216.90	-	216.90
10	Cinema Industry	-	216.90	-	216.90
11	i) Construction and Maintenance of Road and Building Operation ii) Stone breaking and stone crushing iii) P.W.D. (Public Health)	-	216.90	-	216.90
12	Contractor's Establishments of Forest Department	-	216.90	-	216.90
13	Co-operative Credit and Service Societies and Mini Banks	-	216.90	-	216.90
14	Cotton Ginning & pressing Industry	-	216.90	-	216.90
15	Domestic Worker	-	216.90	-	216.90
16	Electronics and allied or incidental Industries	-	216.90	-	216.90
17	Electroplating using salts or chromium, nickle or any other compound and connected buffing and polishing Industry	-	216.90	-	216.90
18	Ferrous Metal Rolling and Re-rolling Industry	-	216.90	-	216.90
19	Food Products, Dairy Products, Grain Mills Products and Bakery Products	-	216.90	-	216.90
20	Forestry or any other development work related thereto	-	216.90	-	216.90
21	Foundries with or without attached Machine Shops	-	216.90	-	216.90
22	Glass, Glass Fibre and Glass Processing Industry	-	216.90	-	216.90
23	Hospital and Nursing Homes	-	216.90	-	216.90
24	Local Authorities	-	216.90	-	216.90
25	Manufacture of Khandsari, Gur and Shakkar	-	216.90	-	216.90
26	Manufacturing of Soap in any form,other washing Products, Synthetic detergents and Cosmetics	-	216.90	-	216.90

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
27	Non-Ferrous Metal Rolling	-	216.90	-	216.90
28	Oil Mills	-	216.90	-	216.90
29	Operation of Tubewell	-	216.90	-	216.90
30	Packing Industry	-	216.90	-	216.90
31	Paper Cardboard and Typewriter Ribbon Industry	-	216.90	-	216.90
32	Petrol and Diesel Oil Pumps	-	216.90	-	216.90
33	Plastic Industries	-	216.90	-	216.90
34	Potteries, Ceramics and Refractory Industry	-	216.90	-	216.90
35	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	-	216.90	-	216.90
36	Private Printing Presses	-	216.90	-	216.90
37	Public Motor Transport	-	216.90	-	216.90
38	Public Works Department (Irrigation)	-	216.90	-	216.90
39	Rags Cleaning and Sorting	-	216.90	-	216.90
40	Readymade Garments	-	216.90	-	216.90
41	Rice Mills, Flour Mills and Dal Mills	-	216.90	-	216.90
42	Rubber Industry	-	216.90	-	216.90
43	Safai Karamcharis	-	216.90	-	216.90
44	Saw Mills and Timber Trade Industry	-	216.90	-	216.90
45	Scientific Industry	-	216.90	-	216.90
46	Shops and Commercial Establishments	-	216.90	-	216.90
47	Tailoring, Stitching and Embroidery Establishments	-	216.90	-	216.90
48	Tanneries and Leather Manufacturing	-	216.90	-	216.90
49	Textiles Industry	-	216.90	-	216.90
50	Woollen Carpet making or Shawl Weaving Establishments run on Powerloom or Handloom	-	216.90	-	216.90

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>10.HIMACHAL PRADESH</b>					
1	Agriculture	-	170.00	-	170.00
2	Chemicals and Chemical Products	-	170.00	-	170.00
3	Construction or Maintenance of Roads or in Building Operations	-	170.00	-	170.00
4	Engineering Industries	-	170.00	-	170.00
5	Forestry Industry	-	170.00	-	170.00
6	Hotels and Restaurants	-	170.00	-	170.00
7	Establishments with Manufacturing Process as defined in clause (k) of Section 2 of Factories Act., 1948	-	170.00	-	170.00
8	Private Educational Institutions	-	170.00	-	170.00
9	Public Motor Transport	-	170.00	-	170.00
10	Shops and Commercial Establishments	-	170.00	-	170.00
11	Stone Breaking and Stone Crushing	-	170.00	-	170.00
12	Tea Plantations	-	170.00	-	170.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>11.JAMMU &amp; KASHMIR</b>					
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	Stone 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 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>12.JHARKHAND</b>					
1	Agriculture	-	127.00	51.67	178.67
2	Aluminium Industry	-	127.00	51.67	178.67
3	Asbestos Cement Factory	-	127.00	51.67	178.67
4	Automobile Engineering Workshops	-	127.00	51.67	178.67
5	Bakeries and confectioneries	-	127.00	51.67	178.67
6	Brick Manufactory	-	127.00	51.67	178.67
7	Book Binding Industry	-	127.00	51.67	178.67
8	Biscuit Industry	-	127.00	51.67	178.67
9	Cement Prestressed Products	-	127.00	51.67	178.67
10	Chemical and Pharmaceutical Industry	-	127.00	51.67	178.67
11	Coal Briquette Industry	-	127.00	51.67	178.67
12	Cement Hume Pipe, Electric Pole and Railway Sleeper Manufacture Industry	-	127.00	51.67	178.67
13	Cinema Industry	-	127.00	51.67	178.67
14	Cold Storages	-	127.00	51.67	178.67
15	Construction of Dams or for Irrigation Purpose	-	127.00	51.67	178.67
16	Computer Coaching Institutes	-	127.00	51.67	178.67
17	Construction or Maintenance of Roads or Building Construction	-	127.00	51.67	178.67
18	Cooperative Sectors	-	127.00	51.67	178.67
19	Dairy and Poultry Farms	-	127.00	51.67	178.67
20	Distilleries	-	127.00	51.67	178.67
21	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	-	127.00	51.67	178.67
22	Earth Cutting Operation	-	127.00	51.67	178.67
23	Employment of Bus and Truck Driver/Conductor and Cleaners	-	127.00	51.67	178.67
24	Electric and other type of Bulb and Florence Tube Manufacture Industry	-	127.00	51.67	178.67
25	Motor Garages and Workshops	-	127.00	51.67	178.67
26	Motor Body Building	-	127.00	51.67	178.67
27	Domestic Servants	-	127.00	51.67	178.67
28	Sweeping and Cleaning	-	127.00	51.67	178.67
29	Electronic Industry	-	127.00	51.67	178.67
30	Mess, Canteens and Clubs	-	127.00	51.67	178.67
31	Laying of under ground cables, electric lines, water supply lines and sewerage pipe line	-	127.00	51.67	178.67
32	Chartered/Cost Accountants, Auditors, Tax consultancy and Architects	-	127.00	51.67	178.67
33	Electricity Generator and supply	-	127.00	51.67	178.67
34	Decoration of Pandal, etc.	-	127.00	51.67	178.67
35	Fire Bricks and Ceraamics Industry (Tiles) and Refractories	-	127.00	51.67	178.67
36	Fisheries	-	127.00	51.67	178.67
37	Forestry and Timber Operations	-	127.00	51.67	178.67
38	Foundry Industry	-	127.00	51.67	178.67

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
39	Glass Sheet Manufacturing	-	127.00	51.67	178.67
40	Grinding and Crushing of Mineral Ore	-	127.00	51.67	178.67
41	Gun Factory	-	127.00	51.67	178.67
42	Hair Cutting Saloon	-	127.00	51.67	178.67
43	Handloom Industry	-	127.00	51.67	178.67
44	Hard Coke Kilns	-	127.00	51.67	178.67
45	Hosiery Manufacturing	-	127.00	51.67	178.67
46	Hotel, Eating Houses and Restaurants	-	127.00	51.67	178.67
47	Ice Cream and Cold Drinks	-	127.00	51.67	178.67
48	Khadi and Village Industry	-	127.00	51.67	178.67
49	Khandsari Industry	-	127.00	51.67	178.67
50	Lac Manufactory	-	127.00	51.67	178.67
51	Laundry and Washing	-	127.00	51.67	178.67
52	Loading and Un-loading Operations	-	127.00	51.67	178.67
53	Manufacturing of Leather Goods	-	127.00	51.67	178.67
54	Manufacturing of Gold and Silver Ornaments	-	127.00	51.67	178.67
55	Minor Engineering Industry	-	127.00	51.67	178.67
56	Mineral Grinding Industry	-	127.00	51.67	178.67
57	Mica Works(Factories and Establishment Excluding Mines)	-	127.00	51.67	178.67
58	Rice, Flour or Dal Mills, Oil Mills	-	127.00	51.67	178.67
59	Paper Industry	-	127.00	51.67	178.67
60	Petrol and Diesel Pumps	-	127.00	51.67	178.67
61	Private Technical Institution, Coaching Institute and Private Schools (Non-teaching)	-	127.00	51.67	178.67
62	Plucking and Processing of Kendu Leaves	-	127.00	51.67	178.67
63	Potteries Industry	-	127.00	51.67	178.67
64	Plywood Industry	-	127.00	51.67	178.67
65	Private Security Agency	-	127.00	51.67	178.67
66	Powerloom Industry	-	127.00	51.67	178.67
67	Printing Press	-	127.00	51.67	178.67
68	Private Ferries and L.T.C.	-	127.00	51.67	178.67
69	Private Hospitals, Nursing Homes and Clinics	-	127.00	51.67	178.67
70	Public Motor Transport	-	127.00	51.67	178.67
71	Plastic Industry	-	127.00	51.67	178.67
72	Religious and Social Institutions	-	127.00	51.67	178.67
73	Glass Industry (excluding Glass Sheet)	-	127.00	51.67	178.67
74	Rubber and Rubber Compound Industry (in which manufacture of Tyres and Tubes is also included)	-	127.00	51.67	178.67
75	Shops and Commercial Establishments	-	127.00	51.67	178.67
76	Shops selling Cooked Food Stuff	-	127.00	51.67	178.67
77	Silk Industry	-	127.00	51.67	178.67

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
78	Sponge Iron, Rod Manufacturing and Manufacturing of angle from Iron and Ingots	-	127.00	51.67	178.67
79	Sindur and Rang Manufacturing	-	127.00	51.67	178.67
80	Soap Making Industry	-	127.00	51.67	178.67
81	Stone Breaking or Stone Crushing	-	127.00	51.67	178.67
82	Tobacco (Bidi Making)	-	127.00	51.67	178.67
83	Tailoring Industry	-	127.00	51.67	178.67
84	Tanneries and Leather Manufactory	-	127.00	51.67	178.67
85	Tea Plantations	-	127.00	51.67	178.67
86	University, Education Research or Cultural Institutions	-	127.00	51.67	178.67
87	Wood Works and Furniture	-	127.00	51.67	178.67
88	Woollen Carpet Making or Shawl Weaving Establishments	-	127.00	51.67	178.67

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>13.KARNATAKA</b>					
1	Aerated Water Manufacturing	-	166.58	104.35	270.93
2	Agarbatti Industry	-	134.62	121.52	256.14
3	Agriculture	-	200.00	88.65	288.65
4	Arecanut (Supari)	-	137.58	104.35	241.93
5	Automobile Industry	-	109.47	141.43	250.90
6	Bakery Industry	-	159.86	104.35	264.21
7	a) Bidi Manufacturing	-	234.62	68.91	303.53
	b) Tobacco Processing Industries	-	211.54	107.44	318.98
8	Biscuit Industry	-	143.97	104.35	248.32
9	Brass and Copper Industry	-	225.00	88.66	313.66
10	Brick Industry	-	154.57	101.73	256.30
11	Cardamom Malaise & Cardamom Gardens	-	139.80	101.73	241.53
12	Carpentry including wood work	-	160.00	101.73	261.73
13	Cashew Industry	-	180.00	88.66	268.66
14	Ceramics stone ware & Potteries Industry	-	110.30	139.44	249.74
15	Chemical Industry	-	163.34	104.35	267.69
16	Plantations labour Chincona, Rubber	-	175.00	72.96	247.96
17	Clubs	-	152.47	104.35	256.82
18	Coffee curing works	-	165.30	101.73	267.03
19	Confectionary Industry	-	210.88	88.66	299.54
20	Construction or Maintenance of Roads or Building Operations	-	145.20	101.23	246.43
21	Cotton Ginning & Pressing Manufacturing	-	165.10	104.35	269.45
22	Domestic Workers	-	139.20	101.73	240.93
23	Electronic Electroplating (Electronics Industry)	-	179.78	104.35	284.13
24	Electronic Electroplating (Electroplating Industry)	-	179.78	104.35	284.13
25	Employment not covered scheduled employment	-	225.00	88.66	313.66
26	Engineering Industry	-	192.05	104.35	296.40
27	Film Industry	-	182.00	154.44	336.44
28	Fishing, Fish Curing, Fish Peeling and Frog legs exporting	-	158.96	121.52	280.48
29	Food Processing, Packing of food Products (including Coffee, Tea and Spices)	-	162.03	104.35	266.38
30	Foundry ( with or without Machine Shaft)	-	107.92	141.43	249.35
31	Glass & Glass Ware Industry	-	157.73	104.35	262.08
32	Granite Stones and Marbles Industry	-	225.53	88.66	314.19
33	Handloom and Powerloom (Cotton ) Industry	-	108.85	104.15	213.00
34	Hospitals and Nursing Homes	-	178.19	78.27	256.46
35	Hostels	-	111.42	161.63	273.05
36	Hotel Industry	-	160.00	104.35	264.35
37	Ice factory & Cold Storage Industry	-	127.23	161.63	288.86

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
38	Khandsari and Sugar Industry	-	230.00	99.74	329.74
39	Laundry Industry	-	157.00	104.35	261.35
40	Manufacturing of Ayurvedic and Allopathic Medicines	-	175.58	78.24	253.82
41	Manufacturing of Liquor (Breweries, Distilleries including Bottling of Liquor)	-	173.62	104.35	277.97
42	Match Box Industry	-	180.08	105.05	285.13
43	Mandakki Bhatti	-	150.00	101.73	251.73
44	Metal Rolling (Non-Ferrous)	-	230.19	104.35	334.54
45	Metal Rolling and Re-Rolling	-	230.19	104.35	334.54
46	Mini Cement Industry	-	157.70	104.35	262.05
47	Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry	-	230.19	104.35	334.54
48	Oil Mills	-	105.70	139.14	244.84
49	Pulp, Paper and Straw Board	-	225.00	88.66	313.66
50	Plantations Coffee and Tea	-	200.00	72.96	272.96
51	Petrol & Diesel Oil Pumps	-	230.19	104.35	334.54
52	Plastic,Poly Plastic	-	168.94	104.35	273.29
53	Plywood Industry	-	151.48	104.35	255.83
54	Printing Press	-	106.09	141.43	247.52
55	Private Finance Corporation and Chit Funds	-	163.08	104.35	267.43
56	Private Safai Karamchari	-	194.00	101.73	295.73
57	Procurement, processing and distribution of Milk	-	162.98	104.35	267.33
58	Public Motor Transport	-	157.50	78.25	235.75
59	Rice,Flour or Dal Mills	-	225.00	88.66	313.66
60	Rubber Products	-	175.89	104.35	280.24
61	Sales Representatives in Medicines	-	191.46	104.35	295.81
62	Security Agency	-	201.21	104.35	305.56
63	Sericulture	-	182.66	101.73	284.39
64	Shops & Commercial Establishments	-	240.00	88.66	328.66
65	Spinning Mill	-	221.97	104.35	326.32
66	Spun Pipes, Concrete Pipes, Sanitary Fittings, PCC,RCS Poles & RCC Pipes Manufacturing Industry	-	193.20	104.35	297.55
67	Steel Almirahs, other Steel furniture Industries	-	155.65	78.27	233.92
68	Stone Breaking & Stone Crushing	-	178.85	104.35	283.20
69	Tailoring Industry	-	240.00	52.15	292.15
70	Tanneries and Leather Industry	-	214.38	88.66	303.04
71	Textile (Silk) Industry	-	161.07	101.73	262.80
72	Tile Industry	-	220.00	99.72	319.72
73	Timber Depot	-	168.66	104.35	273.01
74	Toddy Tapping	-	145.00	104.35	249.35
75	Vaneer Industry	-	107.93	141.43	249.36
76	Urban and Local Bodies	-	226.20	104.35	330.55
77	Cooperative Societies	-	259.62	72.97	332.59
78	Contract Labour	-	175.00	72.97	247.97
79	Crystal Cuttings Polishing	-	230.77	72.97	303.74

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
80	Cloth Dymings Polishing	-	236.81	52.15	288.96

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>14.KERALA</b>					
1	Agricultural Operations	-	150.00	-	150.00
2	Ayurvedic and Allopathic Medicine	-	96.23	141.04	237.27
3	Aluminium and Tin Products	-	154.04	127.80	281.84
4	Beedi and Cigars	-	115.00	99.82	214.82
5	Block Rubber Factories	-	128.00	141.04	269.04
6	Bricks Manufactures	-	191.00	127.80	318.80
7	Cane and Bamboo Industry	-	160.00	127.80	287.80
8	Chartered Accounted Offices	-	150.00	127.80	277.80
9	Construction and maintenance of Dam	-	155.00	127.80	282.80
10	Coir Manufacturing	-	203.00	75.02	278.02
11	Cinema Theatres	-	165.00	135.99	300.99
12	Cashew Industry	-	180.00	52.58	232.58
13	Computer Software	-	172.30	127.80	300.10
14	Diamond Cutting and Polishing	-	146.15	109.80	255.95
15	Domestic Workers*	-	130.00	123.50	253.50
16	Drying of Coconut for making copra	-	142.00	141.04	283.04
17	Electric Equipments, Home Appliances and Operation of Software System	-	154.03	127.80	281.83
18	Electronic Industry	-	172.30	127.80	300.10
19	Fish Peeling and Canning	-	138.00	116.44	254.44
20	Food Processing	-	143.35	135.99	279.34
21	Forests	-	290.00	127.80	417.80
22	Furniture Industry	-	225.00	127.80	352.80
23	Garment Making	-	107.69	116.44	224.13
24	Gold and Silver Ornaments	-	160.00	124.64	284.64
25	Handicrafts	-	200.00	134.90	334.90
26	Hosiery Manufacturing	-	140.00	127.80	267.80
27	a) Handloom Industries	-	118.00	124.64	242.64
	b) Monthly Paid employees	-	118.08	125.69	243.77
28	Hill Produce Industry	-	128.00	141.04	269.04
29	Hostels	-	108.23	141.04	249.27
30	Handling and care of Elephants	-	146.73	103.32	250.05
31	Ice Factories	-	168.00	120.70	288.70
32	Liquor trading and vending	-	185.19	132.71	317.90
33	L.P.G. (Cooking Gas)	-	119.23	146.20	265.43
34	Light Motor Vehicle	-	148.00	135.57	283.57
35	Minor Engineering	-	138.00	141.04	279.04
36	Minor Port	-	230.00	213.00	443.00
37	Match Industry	-	129.00	127.80	256.80
38	Oil Palm	-	255.00	105.01	360.01
39	Oil Mill	-	123.00	141.04	264.04
40	Private Educational Institutions (Non-teaching)	-	153.85	127.80	281.65
41	Marble and Granite	-	225.00	134.90	359.90
42	Mechanised Fish Catching	-	Piece rated		

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
43	Printing Press	-	137.55	144.84	282.39
44	Power loom Industry	-	160.00	127.80	287.80
45	Pharmacist in Medical Shop	-	167.31	135.99	303.30
46	Petrol Pumps	-	143.35	135.99	279.34
47	Plantations: i) Tea	-	82.63	140.36	222.99
	ii) Coffee	-	82.63	140.36	222.99
	iii) Rubber	-	167.63	140.36	307.99
	iv) Cardamom	-	82.63	140.36	222.99
48	Plastic Industry	-	153.46	127.80	281.26
49	Private Hospitals	-	299.03	73.80	372.83
50	Private Temples	-	144.23	127.80	272.03
51	Rice, Flour and Dal Mills	-	167.00	120.70	287.70
52	Rubber Crepe Mills	-	124.23	141.04	265.27
53	Rubber Products	-	179.00	120.70	299.70
54	Shops and Establishments	-	143.35	135.99	279.34
55	Star Hotels	-	166.92	135.99	302.91
56	a) Toddy tapping	-	Piece rated		
	b) Toddy Selling	-	107.04	169.37	276.41
57	Tile Industry	-	225.00	142.00	367.00
58	Timber and Plywood	-	101.00	141.04	242.04
59	Manufacture and Sale of Umbrellas	-	155.00	108.14	263.14
60	River sand collection and its loading and unloading	Northern Region	350.00	122.40	472.40
		Southern Region	420.00	127.80	547.80
61	Sale Promotion of Pharmaceutical Product	-	273.07	102.50	375.57
62	Screen Printing	-	137.54	145.55	283.09
63	Khadi Industries	-	115.00	124.64	239.64
64	Soap Manufacturing	-	143.46	127.80	271.26
65	Stone Breaking, Crushing, Constructing Building	-	258.00	103.70	361.70
66	Sweeping and Cleaning	-	135.00	116.44	251.44
67	Security Services	-	164.38	135.99	300.37
68	Tanneries and Leather Manufacturing	-	160.00	127.80	287.80
69	Telefilm and Moton Picture	-	275.00	109.80	384.80
70	Timber Cutting	-	280.00	127.80	407.80
71	Tree Climbing	-	Piece rated		
72	Water Boat Transport	-	205.00	0.00	205.00
73	Employment in Breweries	-	196.88	121	317.88



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>15.MADHYA PRADESH</b>					
1	Agarbati	-	Piece Rated		
2	Agriculture	-	187.00	0.00	187.00
3	Blanket Manufacturing	-	253.00	0.00	253.00
4	Bone Mills	-	253.00	0.00	253.00
5	Brick Kiln	-	253.00	0.00	253.00
6	Catechu Indusy / Katha Industry	-	253.00	0.00	253.00
7	Cement Poles or Cement Products	-	253.00	0.00	253.00
8	Chemicals and Pharmaceuticals	-	253.00	0.00	253.00
9	Construction , Maintenance or Irrigation Work	-	253.00	0.00	253.00
10	Construction or Maintenance of Roads or Building Operations	-	253.00	0.00	253.00
11	Cotton Ginning and Pressing Factory	-	253.00	0.00	253.00
12	Engineering Industry	-	253.00	0.00	253.00
13	Food Products (including Cakes, Biscuits, Confectionary, Ice-Creams, Ice Candy) Beverages	-	253.00	0.00	253.00
14	Forestry and Forest Produce	-	253.00	0.00	253.00
15	Fuel Coke	-	253.00	0.00	253.00
16	Handloom Industry	-	253.00	0.00	253.00
17	Khandsari Industry	-	253.00	0.00	253.00
18	Kosa Industry	-	253.00	0.00	253.00
19	Lime Stone Kiln	-	253.00	0.00	253.00
20	Local Authority	-	253.00	0.00	253.00
21	Manufacture of Ramraj Geru	-	253.00	0.00	253.00
22	Manufacture of Tiles Including Mangalore Tiles (Excluding Cement Tiles)	-	253.00	0.00	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	0.00	253.00
24	Murrah Poha Industry	-	253.00	0.00	253.00
25	Oil Mills	-	253.00	0.00	253.00
26	Plastic Industry	-	253.00	0.00	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	0.00	253.00
28	Powerlooms (Including Sizing and Processing)	-	253.00	0.00	253.00
29	Printing Press	-	253.00	0.00	253.00
30	Public Motor Transport	-	253.00	0.00	253.00
31	Rice Mills, Flour Mills, Dal Mills	-	253.00	0.00	253.00
32	Saw Mills	-	253.00	0.00	253.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
33	Shops and Commercial Establishments , Hotels, Restaurants & Cinema	-	253.00	0.00	253.00
34	Slate Pencil Manufactory	-	253.00	0.00	253.00
35	Stone Breaking and Stone Crushing	-	253.00	0.00	253.00
36	Private Hospital/Pathology, etc.	-	253.00	0.00	253.00
37	Private Educational Institutions	-	253.00	0.00	253.00
38	Tobacco (Including Beedi Making ) Manufactory Workers	-	253.00	0.00	253.00
39	Readymade Clothes		253.00	0.00	253.00
40	Mines (Exemplified for See-3 of Mines Act)		253.00	0.00	253.00
41	Automobile Workshop		253.00	0.00	253.00
42	Bakery		253.00	0.00	253.00
43	Cold Storage		253.00	0.00	253.00
44	Cinema Theatre		253.00	0.00	253.00
45	Club		253.00	0.00	253.00
46	Distillery		253.00	0.00	253.00
47	Advocate/Attorney Office		253.00	0.00	253.00
48	Hair Cutting Saloon/Beauty Parlour		253.00	0.00	253.00
49	Fertilizer/Pesticides Manufacturing		253.00	0.00	253.00
50	Drilling		253.00	0.00	253.00
51	Electronics		253.00	0.00	253.00
52	Petrol Pump		253.00	0.00	253.00
53	Excavation		253.00	0.00	253.00
54	Jewellery Making		253.00	0.00	253.00
55	Auto Rickshaw/ Taxi		253.00	0.00	253.00
56	Marketing Society/ Cooperative Society/ Bank		253.00	0.00	253.00
57	Hosiery		253.00	0.00	253.00
58	Soap Making		253.00	0.00	253.00
59	Dairy		253.00	0.00	253.00
60	Toy marking		253.00	0.00	253.00
61	Security & Detective Service		253.00	0.00	253.00
62	Courier		253.00	0.00	253.00
63	Data Processing		253.00	0.00	253.00
64	Food Processing		253.00	0.00	253.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>16.MAHARASHTRA</b>					
1	Agriculture	Zone I	180.00	-	180.00
		Zone II	170.00	-	170.00
		Zone III	160.00	-	160.00
		IV	155.00	-	155.00
2	Advocates or Attorneys	Zone I	257.69	72.15	329.84
		Zone II	242.31	72.15	314.46
3	Any Factory registered under Section 2m of under Factories Act, 1948	Zone I	173.08	96.92	270.00
		Zone II	161.54	96.92	258.46
		Zone III	150.00	96.92	246.92
4	Automobile Repairing Workshop Garage	Zone I	184.62	107.69	292.31
		Zone II	173.08	107.69	280.77
		Zone III	161.54	107.69	269.23
5	Bakeries	Zone I	161.54	112.07	273.61
		Zone II	153.85	112.07	265.92
		Zone III	146.15	112.07	258.22
6	Bricks & Roof Tiles Manufacturing	Zone I	126.92	72.69	199.61
		Zone II	123.08	72.69	195.77
7	Canteen & Club	Zone I	250.00	63.54	313.54
		Zone II	238.46	63.54	302.00
		Zone III	230.77	63.54	294.31
8	Card board & Paper Boxes	Zone I	159.62	91.38	251.00
		Zone II	150.00	91.38	241.38
		Zone III	140.38	91.38	231.76
9	Cashew Processing	Zone I	100.00	84.81	184.81
10	Cement and Cement based Industry	Zone I	135.00	130.71	265.71
		Zone II	123.46	130.71	254.17
		Zone III	111.92	130.71	242.63
11	Chemical & Fertilizer	Zone I	176.92	101.54	278.46
		Zone II	169.23	101.54	270.77
		Zone III	161.54	101.54	263.08
12	Cinema Exhibition	Zone I	173.08	105.50	278.58
		Zone II	153.85	105.50	259.35
		Zone III	134.62	105.50	240.12
		IV	115.38	105.50	220.88
13	Cloth Dyeing & Printing	Zone I	157.69	112.07	269.76
		Zone II	146.15	112.07	258.22
14	Cosmetics & Soaps	Zone I	250.00	63.54	313.54
		Zone II	238.46	63.54	302.00
		Zone III	226.92	63.54	290.46
15	Cotton Ginning & Pressing	Zone I	40.96	100.96	141.92
		Zone II	38.46	100.96	139.42
		Zone III	36.54	100.96	137.50
16	Cycle repairing Shop	Zone I	173.08	96.92	270.00
		Zone II	153.85	96.92	250.77
17	Dairy Industry	Zone I	173.08	105.77	278.85
		Zone II	163.46	105.77	269.23

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone III	153.85	105.77	259.62
18	Dispensary	Zone I	326.92	112.43	439.35
		Zone II	307.69	112.43	420.12
		Zone III	288.46	112.43	400.89
19	Drugs & Pharmaceutical	Zone I	250.00	63.54	313.54
		Zone II	238.46	63.54	302.00
		Zone III	230.77	63.54	294.31
20	Dyes and Chemical	Zone I	269.23	112.36	381.59
		Zone II	242.31	112.36	354.67
		Zone III	203.85	112.36	316.21
21	Eatable Tobacco	Zone I	115.38	96.06	211.44
22	Engineering Industry	Zone I	135.77	112.43	248.20
		Zone II	131.92	112.43	244.35
		Zone III	120.38	112.43	232.81
23	Exercise Books	Zone I	110.77	112.43	223.20
		Zone II	103.08	112.43	215.51
		Zone III	95.38	112.43	207.81
24	Film Production & Studios	Zone I	180.77	110.77	291.54
		Zone II	173.08	110.77	283.85
25	Forest & Forestry	Zone I	200.00	86.73	286.73
		Zone II	180.77	86.73	267.50
26	Fountain Pens & Ball Pens	Zone I	184.62	119.87	304.49
		Zone II	176.92	119.87	296.79
27	Glass Bulb	Zone I	253.85	112.43	366.28
		Zone II	246.15	112.43	358.58
		Zone III	230.77	112.43	343.20
28	Glass Industry	Zone I	250.00	63.54	313.54
		Zone II	238.46	63.54	302.00
		Zone III	230.77	63.54	294.31
29	Hair Cutting Saloon	Zone I	250.00	63.54	313.54
		Zone II	238.46	63.54	302.00
		Zone III	219.23	63.54	282.77
30	Handlooms Industry	Zone I	115.38	81.73	197.11
		Zone II	134.62	81.73	216.35
		Zone III	153.85	81.73	235.58
31	Hospital	Zone I	203.85	92.25	296.10
		Zone II	196.15	92.25	288.40
		Zone III	188.46	92.25	280.71
32	Hotel & Restaurant	Zone I	250.00	63.54	313.54
		Zone II	238.46	63.54	302.00
		Zone III	230.77	63.54	294.31
33	Ice & Cold drinks Manufactory	Zone I	192.31	77.47	269.78
		Zone II	180.77	77.47	258.24
34	Laundry	Zone I	250.00	63.54	313.54
		Zone II	238.46	63.54	302.00
		Zone III	230.77	63.54	294.31
35	Liquor Manufactory	Zone I	150.38	112.43	262.81

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone II	138.85	112.43	251.28
		Zone III	127.31	112.43	239.74
36	Local Authority	Zone I	226.92	56.73	283.65
		Zone II	219.23	56.73	275.96
		Zone III	196.15	56.73	252.88
37	Oil Mill	Zone I	165.38	112.07	277.45
		Zone II	153.85	112.07	265.92
38	Onion Sorting & Cleaning	Zone I	120.00	-	120.00
39	Optical Frames	Zone I	176.92	99.69	276.61
		Zone II	169.23	99.69	268.92
		Zone III	161.54	99.69	261.23
40	Paints & Varnish	Zone I	269.23	112.43	381.66
		Zone II	253.85	112.43	366.28
		Zone III	238.46	112.43	350.89
41	Paper & Paper Board	Zone I	196.15	90.67	286.82
		Zone II	188.46	90.67	279.13
		Zone III	180.77	90.67	271.44
42	Plastic	Zone I	165.38	96.92	262.30
		Zone II	159.62	96.92	256.54
		Zone III	153.85	96.92	250.77
43	Poha Curmure Churmure Industry	Zone I	146.15	112.07	258.22
		Zone II	138.46	112.07	250.53
44	Potteries	Zone I	134.62	84.62	219.24
		Zone II	128.85	84.62	213.47
		Zone III	123.08	84.62	207.70
45	Powerlooms	Zone I	230.00	173.20	403.20
		Zone II	180.00	173.20	353.20
		Zone III	130.00	173.20	303.20
46	Printing Press	Zone I	169.23	112.43	281.66
		Zone II	157.69	112.43	270.12
		Zone III	134.62	112.43	247.05
47	Public Motor Transport	Zone I	161.54	112.07	273.61
		Zone II	153.85	112.07	265.92
48	Readymade Garments	Zone I	152.31	112.43	264.74
		Zone II	148.46	112.43	260.89
		Zone III	136.92	112.43	249.35
49	Rice, Flour & Dal Mill	Zone I	146.15	112.07	258.22
		Zone II	138.46	112.07	250.53
50	Road Construction, Building Operation & Maintenance	Zone I	182.69	112.43	295.12
		Zone II	175.00	112.43	287.43
		Zone III	167.31	112.43	279.74
51	Rubber	Zone I	250.00	63.54	313.54
		Zone II	238.46	63.54	302.00
		Zone III	230.77	63.54	294.31
52	Rubber Balloon Manufacturing	Zone I	146.15	112.07	258.22
		Zone II	142.31	112.07	254.38

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone III	138.46	112.07	250.53
53	Salt Pan	Zone II	153.85	96.92	250.77
54	Saw Mill	Zone I	169.23	96.92	266.15
		Zone II	161.54	96.92	258.46
		Zone III	153.85	96.92	250.77
55	Seepz(Electronics)	Zone I	203.85	94.85	298.70
56	Shops & Commercial Establishment	Zone I	192.31	85.15	277.46
		Zone II	180.77	85.15	265.92
		Zone III	169.23	85.15	254.38
57	Silver Articals or Ornaments	Zone I	173.08	101.54	274.62
		Zone II	165.38	101.54	266.92
58	Stable	Zone I	126.92	120.66	247.58
		Zone II	115.38	120.66	236.04
		Zone III	103.85	120.66	224.51
59	Steel Furniture	Zone I	140.00	112.43	252.43
		Zone II	132.31	112.43	244.74
		Zone III	124.62	112.43	237.05
60	Stone Breaking & Crushing	Zone I	151.92	109.44	261.36
		Zone II	144.23	109.44	253.67
61	Sweeper and Scavengers	Zone I	176.92	100.96	277.88
		Zone II	171.15	100.96	272.11
		Zone III	165.38	100.96	266.34
62	Tanneries & Leather	Zone I	123.08	112.43	235.51
		Zone II	115.38	112.43	227.81
		Zone III	107.69	112.43	220.12
63	Tobacco Bidi Making	Zone I	41.88	89.40	131.28
		Zone II	39.35	89.40	128.75
64	Utensils	Zone I	165.38	112.43	277.81
		Zone II	161.54	112.43	273.97
		Zone III	150.00	112.43	262.43
65	Watch Straps	Zone I	184.62	112.07	296.69
		Zone II	173.08	112.07	285.15
		Zone III	161.54	112.07	273.61
66	Wooden Furniture	Zone I	246.15	112.43	358.58
		Zone II	238.46	112.43	350.89
		Zone III	230.77	112.43	343.20
67	Wooden Photo Frame	Zone I	250.00	112.43	362.43
		Zone II	238.46	112.43	350.89
		Zone III	230.77	112.43	343.20
<b>Zone I shall comprise of the areas falling within the local limits of all Municipal Corporations.</b>					
<b>Zone II shall comprise of the areas falling within the local limits of all A and B class Municipal Councils.</b>					
<b>Zone III shall comprise of all other areas in the State not included in Zone I and Zone II.</b>					

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>18. MANIPUR</b>					
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 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>17.MEGHALAYA</b>					
1	Agriculture	-	160.00	-	160.00
2	Animal Husbandry and Veterinary	-	160.00	-	160.00
3	Bakery	-	160.00	-	160.00
4	Candle and Wax industry	-	160.00	-	160.00
5	Construction and maintenance of Buildings including public Health Engineering etc.	-	160.00	-	160.00
6	Construction, Generation and Distribution of Power, Water Supply, Land Development, Excavation and Reclamation	-	160.00	-	160.00
7	Engineering Industry ( Motor Workshop etc.)	-	160.00	-	160.00
8	Employment in Registered Factories not elsewhere classified	-	160.00	-	160.00
9	Employment under Government Authority (casual contingency employees)	-	160.00	-	160.00
10	Forestry	-	160.00	-	160.00
11	Fruit Preservation	-	160.00	-	160.00
12	Furniture Industry	-	160.00	-	160.00
13	Hotels and Restaurants	-	160.00	-	160.00
14	Local Authority	-	160.00	-	160.00
15	Mines and Minerals	-	160.00	-	160.00
16	Plywood Industry	-	160.00	-	160.00
17	Printing Press	-	160.00	-	160.00
18	Public Motor Transport	-	160.00	-	160.00
19	Sales, Distribution and Handling of Petroleum Products	-	160.00	-	160.00
20	Saw Mills Industry	-	160.00	-	160.00
21	Safai Karamcharis	-	160.00	-	160.00
22	Sericulture and Weaving	-	160.00	-	160.00
23	Shops and Establishments	-	160.00	-	160.00
24	Soil Conservation ( Workers engaged in plantation, reclamation etc.)	-	160.00	-	160.00
25	Steel Fabrication and Concrete Products (including Brick Making)	-	160.00	-	160.00
26	Stone Breaking and Stone Crushing Operations	-	160.00	-	160.00
27	Tailoring	-	160.00	-	160.00
28	Domestic Workers	-	160.00	-	160.00



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>19.MIZORAM</b>					
1	All Employments (There is no scheduled employment till date. All categories of workers are categorised under one schedule)	-	220.00	-	220.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>20. NAGALAND</b>					
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
38	Printing Press	-	115.00	-	115.00
39	Private Teaching/Coaching/Training Institutions	-	135.00	-	135.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
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	Tenthouse 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 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>21.ODISHA</b>					
1	Agriculture: (i) Non-ploughing	-	126.00	-	126.00
	Agriculture (ii) Ploughing	-	150.00	-	150.00
2	Automobile Workshops	-	150.00	-	150.00
3	Ayurvedic and Unani Pharmacy	-	150.00	-	150.00
4	Bakeries and Confectionaries including biscuit making	-	150.00	-	150.00
5	Bamboo Forest Establishments	-	150.00	-	150.00
6	Brass and Bell Metal Industry	-	150.00	-	150.00
7	Carpet weaving Industry	-	150.00	-	150.00
8	Cashew Processing Establishments	-	150.00	-	150.00
9	Cement pipe making and allied products Industry	-	150.00	-	150.00
10	Ceramic and Pottery Industry	-	150.00	-	150.00
11	Chemical Industry	-	150.00	-	150.00
12	Cinema Industry	-	150.00	-	150.00
13	Clay Pottery	-	150.00	-	150.00
14	Coir Industry	-	150.00	-	150.00
15	Collection of Sal Seeds	-	150.00	-	150.00
16	Construction, Maintenance of Dams, Embankments, Irrigation projects, Sinking of wells and Tanks etc,	-	150.00	-	150.00
17	Construction or Maintenance of Roads or Building Operations	-	150.00	-	150.00
18	Contingent and Casual employees in Govt. and other Establishments.	-	150.00	-	150.00
19	Cotton ginning and processing Industry	-	150.00	-	150.00
20	Dispensary of a Medical Practitioner or any Chemical or Pathological Laboratory	-	150.00	-	150.00
21	Distilleries	-	150.00	-	150.00
22	Domestic Workers	-	Fixed Separately		
23	Electricity Board	-	150.00	-	150.00
24	Finishing, Dyeing of yarn and fabrics, Printing, Knitting and embroidery	-	150.00	-	150.00
25	Fisheries and Sea food Industry	-	150.00	-	150.00
26	Forest Produce such as genduli, gum, mahua, making of coal and resin	-	150.00	-	150.00
27	Foundry Industry (with or without attached Machine Shop)	-	150.00	-	150.00
28	Glass Industry	-	150.00	-	150.00
29	Gold, Silver ornaments and articles of artistic designs	-	150.00	-	150.00
30	Graphite Industry (including benefication)	-	150.00	-	150.00
31	Handloom and Hosiery	-	150.00	-	150.00
32	Hotels, Eating houses and Restaurants	-	150.00	-	150.00
33	Ice Factories and Cold Storages	-	150.00	-	150.00
34	Jute and Jute twine Industry	-	150.00	-	150.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
35	Khadi and Village Industry (including manufacturing of Khandsari and other products)	-	150.00	-	150.00
36	Laundry including dry washing	-	150.00	-	150.00
37	Leather Industry	-	150.00	-	150.00
38	Liquified Petroleum Gas Manufacturing and Distribution	-	150.00	-	150.00
39	Local Authority	-	150.00	-	150.00
40	Manufacturing of Brush and Brooms	-	150.00	-	150.00
41	Manufacturing of Cold Drinks, Soda and other allied Products	-	150.00	-	150.00
42	Manufacture of Coke and Burning Coal Industry	-	150.00	-	150.00
43	Manufacturing of Electric Bulbs	-	150.00	-	150.00
44	Manufacturing of Matches, Fire works and Explosives	-	150.00	-	150.00
45	Manufacturing of Nails and Pins	-	150.00	-	150.00
46	Manufacturing of Paints and Varnishes	-	150.00	-	150.00
47	Manufacturing of Plastic Products including toys	-	150.00	-	150.00
48	Manufacturing of Radio by Assembling of parts	-	150.00	-	150.00
49	Manufacturing of Ropes	-	150.00	-	150.00
50	Manufacturing of Utensils including Aluminium & Hindalium products	-	150.00	-	150.00
51	Metal Industries (except cottage and village scale unit)	-	150.00	-	150.00
52	Minor Engineering Industries (Employment less than 50 persons)	-	150.00	-	150.00
53	Motor Body Building	-	150.00	-	150.00
54	Oil Mills	-	150.00	-	150.00
55	Paper and Cardboard Industry	-	150.00	-	150.00
56	Petrol and Diesel Oil Pumps	-	150.00	-	150.00
57	Pharmaceutical Industry	-	150.00	-	150.00
58	Powerloom Industry	-	150.00	-	150.00
59	Printing Press	-	150.00	-	150.00
60	Private Motor Transport	-	150.00	-	150.00
61	Private Security Agencies Services	-	150.00	-	150.00
62	Public Health Engineering	-	150.00	-	150.00
63	Public Motor Transport	-	150.00	-	150.00
64	Readymade Garments Industry	-	150.00	-	150.00
65	Refractory Industry	-	150.00	-	150.00
66	Regulated market, Marketing societies, Co-operative societies and Banks	-	150.00	-	150.00
67	Rice, Flour or Dal Mills	-	150.00	-	150.00
68	Rubber and Rubber Products Industry	-	150.00	-	150.00
69	Salt Pan Industry	-	150.00	-	150.00
70	Saw Mills	-	150.00	-	150.00
71	Shops and Establishments	-	150.00	-	150.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
72	Siali Leave Pluckers	-	150.00	-	150.00
73	Soap and Detergent Manufacturing	-	150.00	-	150.00
74	Social Forestry	-	150.00	-	150.00
75	Spinning Mills	-	150.00	-	150.00
76	Stone Breaking and Crushing	-	150.00	-	150.00
77	Tamarind collection	-	150.00	-	150.00
78	Kendu leaf collection	-	150.00	-	150.00
79	Tiles and Brick making	-	150.00	-	150.00
80	Timber Trading ( including felling & sawing)	-	150.00	-	150.00
81	Timber Trading (excluding felling and sawing)	-	150.00	-	150.00
82	Tobacco (including Bidi and Gudakhu making)	-	150.00	-	150.00
83	Trunks, Suitcases and Buckets manufacturing	-	150.00	-	150.00
84	Wood works and Furniture making Industries	-	150.00	-	150.00
85	Agarabati and Candle making Worker's Establishments		150.00	-	150.00
86	Employment in Non Government Organisation and Voluntary Social Organisation		150.00	-	150.00
87	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators		150.00	-	150.00
88	Non-Teaching staff of all private Educational Institutions including Industrial Training Institute and Training Institute Coaching Centre		150.00	-	150.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>22.PUNJAB</b>					
1	Agricultural Implements,Machine tools and General Engineering including Cycle and Electrical goods Industry	-	256.52	-	256.52
2	Agriculture	-	266.52	-	266.52
3	Ahats attached to Wine and Liquor Shops or Ahats attached to Beverages Shops except Soft Drinks and Carbonated water	-	256.52	-	256.52
4	Automobile Repair Shops and Service Stations not attached with any Public Motor Transport Company	-	256.52	-	256.52
5	Ayurvedic and Unani Pharmacies	-	256.52	-	256.52
6	Bakeries including Biscuits Making Establishments	-	256.52	-	256.52
7	Brick Kiln Industry	-	266.52	-	266.52
8	Cement Pipe Making Industries	-	256.52	-	256.52
9	Chemical and Distillery Industry	-	256.52	-	256.52
10	Cinema Industry	-	256.52	-	256.52
11	Construction or maintenance of Roads or Building Operations	-	256.52	-	256.52
12	Contractors' Establishments of forest department	-	256.52	-	256.52
13	Cotton Ginning and Pressing Factories	-	256.52	-	256.52
14	Dealer in tent, crockery and household goods	-	256.52	-	256.52
15	Dealers dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing Fixture and fitting of Metals	-	266.52	-	266.52
16	Dealers in Books selling,Stationers and Book Binding	-	256.52	-	256.52
17	Dealers in Electricals and Electrical Goods including Television, Radio, Gramophone, Public Address Equipments and Watch, Clock and repair shops	-	266.52	-	266.52
18	Dealers in footwear and travel goods like suitcases, bags etc.,	-	256.52	-	256.52
19	Dealers in Medicines and Chemicals	-	266.52	-	266.52
20	Dealers in Photographic and Optical Goods	-	266.52	-	266.52
21	Electro-plating by using salt of chromium, nickle or any other compound and connected buffing and polishing Industry	-	256.52	-	256.52

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
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.	-	256.52	-	256.52
23	Employment in Security Agencies	-	256.52	-	256.52
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.	-	256.52	-	256.52
25	Employment in house as a Domestic Worker	-	256.52	-	256.52
26	Employment in Toll Plaza Establishments	-	256.52	-	256.52
27	Employment in Malls and Shopping Complexes Establishments	-	256.52	-	256.52
28	Employment in Ornament Making, Polishing , Repairing and Selling Establishments	-	256.52	-	256.52
29	Employment in the Shops and Commercial Establishments situated outside the Municipal and Notified Area Committees limit.	-	256.52	-	256.52
30	Employment in Wine and Liquor Shops establishments	-	256.52		240.64
31	Employment in Zoo and Places where Caring of Wild animals is done.	-	256.52	-	256.52
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.	-	256.52	-	256.52
33	Establishments defined under Section 2 (1) (viii) of the Punjab Shops and Commercial Establishments Act, 1958	-	256.52	-	256.52
34	Forestry and Logging	-	266.52	-	266.52
35	Foundaries with or without attached Machine Shops	-	256.52	-	256.52
36	Hair Dressing such as those done by Barbers, Hair Dressing Saloons and Beauty Shops	-	266.52	-	266.52
37	Hotels, Restaurants, Tea stalls and Halwais	-	256.52	-	256.52
38	Ice Factories and Cold Storages	-	256.52	-	256.52



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
39	Laundry Services and Cleaning and Dyeing Plant	-	256.52	-	256.52
40	Local Authority	-	256.52	-	256.52
41	Manufacture of Pulp, Paper and Paper Boards and Straw Boards including News Print	-	256.52	-	256.52
42	Manufacturing and refining of Sugar (Vaccum Pan Sugar Factories)	-	256.52	-	256.52
43	Manufacturing Process as defined under Sub Section 2 (k) of the Factories Act,1948	-	256.52	-	256.52
44	Metal Rolling and Re-rolling Industry (Ferrous and Non-Ferrous), Brass,Copper and Aluminium Utensils making Industries	-	256.52	-	256.52
45	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais Shops	-	256.52	-	256.52
46	Motor Body Builders	-	256.52	-	256.52
47	Oil Mills	-	256.52	-	256.52
48	Operation of Tubewell Industry	-	256.52	-	256.52
49	P.W.D.(Irrigation)	-	256.52	-	256.52
50	P.W.D.(Public Health)	-	256.52	-	256.52
51	Petroleum Supply Stations Establishments	-	256.52	-	256.52
52	Potteries, Ceramics and refractory Industry	-	256.52	-	256.52
53	Private Educational Institutions	-	256.52	-	256.52
54	Private Hospitals, Clinics, Dispensaries, Nursing Homes and Medical Shops	-	266.52	-	266.52
55	Private Press	-	256.52	-	256.52
56	Public Motor Transport Industry	-	256.52	-	256.52
57	Rice, Flour or Dal Mills	-	256.52	-	256.52
58	Rubber Industry	-	256.52	-	256.52
59	Saw Mills and Timber Trade	-	256.52	-	256.52
60	Scientific Industries	-	256.52	-	256.52
61	Shops and Commercial Establishments	-	256.52	-	256.52
62	Soap Making and Sillicate Manufacturing Establishments	-	256.52	-	256.52
63	Sports goods Industry	-	256.52	-	256.52
64	Starch Manufacturing	-	256.52	-	256.52
65	Stone Breaking or Stone Crushing	-	256.52	-	256.52
66	Surgical and Clinical Instruments making Industries	-	256.52	-	256.52
67	Tailors and Ready-made Garments Manufacturers	-	266.52	-	266.52
68	Tanneries and Leather Manufactories	-	256.52	-	256.52
69	Textile Industry (including employment in Woollen Carpet making or Shawl Weaving establishments)	-	256.52	-	256.52

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
70	Utensil Shops	-	256.52	-	256.52
71	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	-	256.52	-	256.52

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>23.RAJASTHAN</b>					
1	Agriculture	-	189.00	-	189.00
2	Automobile Workshops	-	189.00	-	189.00
3	Brick Kiln Industry	-	189.00	-	189.00
4	Cable Operater & Allied service	-	189.00	-	189.00
5	Cement Prestressed Products	-	189.00	-	189.00
6	Cinema Industries	-	189.00	-	189.00
7	Cold Storage	-	189.00	-	189.00
8	Computer Hardware Industry and Services	-	189.00	-	189.00
9	Construction or Maintenance of Roads or Building Operations	-	189.00	-	189.00
10	Cotton Dyeing, Printing and Washing factories	-	189.00	-	189.00
11	Cotton Ginning and Pressing Factories	-	189.00	-	189.00
12	Cotton Waste Spinning Factories	-	189.00	-	189.00
13	Domestic Workers	-	209.00	-	209.00
14	Electricity Generation, Distribution and supply etc.	-	189.00	-	189.00
15	Employment in Draught relief works	-	189.00	-	189.00
16	Engineering Industries	-	189.00	-	189.00
17	Glass and Chinaware	-	81.00	130.96	211.96
18	Employment in Gota Kinari and Lappa Establishments	-	189.00	-	189.00
19	Government Offices contingency and works	-	189.00	-	189.00
20	Handloom Industries	-	189.00	-	189.00
21	Hotels and Restaurants	-	189.00	-	189.00
22	Irrigation Works	-	189.00	-	189.00
23	Jute Patti Industry	-	189.00	-	189.00
24	Khadi , Handicrafts & Village Industry	-	189.00	-	189.00
25	L.P.G. Distribution and Allied Services	-	189.00	-	189.00
26	Local Authority	-	189.00	-	189.00
27	Manufacturing of Cold Drinks, Soda & Allied Products	-	189.00	-	189.00
28	Marketing and Consumer Co-operative Societies	-	189.00	-	189.00
29	Metal Foundries & General Engineering Industry	-	189.00	-	189.00
30	Mica Works (Except Mica Mines)	-	189.00	-	189.00
31	Non- Govt. Organisations	-	189.00	-	189.00
32	Oil Mills	-	189.00	-	189.00
33	Papad Udyog	-	Piece Rated		
34	Pesticides, Chemicals and Pharmaceuticals	-	189.00	-	189.00
35	Petrol Pumps and Allied Services	-	189.00	-	189.00
36	Powerloom Factories	-	189.00	-	189.00
37	Printing Press	-	189.00	-	189.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
38	Public Health Engineering Department	-	189.00	-	189.00
39	Public Motor Transport	-	189.00	-	189.00
40	Public Works Department	-	189.00	-	189.00
41	Pvt. Educational Institutions	-	189.00	-	189.00
42	Pvt.Hospital and Nursing Homes	-	189.00	-	189.00
43	Registered Factories which are not covered under any Scheduled Employment	-	189.00	-	189.00
44	Rice, Flour or Dal Mills	-	189.00	-	189.00
45	Rural Development Department sponsored employment generation Scheme( Mahatma Gandhi Rozgar Yojana)	-	189.00	-	189.00
46	S.T.D., I.S.D.,P.C.O.and Allied Services	-	189.00	-	189.00
47	Salt Industry	-	81.00	130.96	211.96
48	Shops and Commercial Establishments	-	189.00	-	189.00
49	Small Scale Industries	-	189.00	-	189.00
50	Soap Stone Factories	-	189.00	-	189.00
51	Stone Breaking or Stone Crushing	-	81.00	130.96	211.96
52	Sugar Pan Industry(without mechanical Power)	-	189.00	-	189.00
53	Sweeper and Sanitation Works (not elsewhere classified)	-	189.00	-	189.00
54	Tailoring and Garments Industries	-	189.00	-	189.00
55	Taxis, Autorickshaws and Travelling Agencies	-	189.00	-	189.00
56	Textiles Industries, etc.	-	189.00	-	189.00
57	Tiles Manufacturing & Potteries Industry	-	189.00	-	189.00
58	Tobacco				
	(I) Bidi	-	101.88	130.96	232.84
	(ii) Tobacco	-	81.00	130.96	211.96
59	Wood Works and Furniture Manufacturing	-	189.00	-	189.00
60	Wool Cleaning and Pressing factories	-	189.00	-	189.00
61	Woollen Carpet Weaving and Shawl Weaving Establishments	-	81.00	130.96	211.96
62	Woollen Spinning and Weaving Factories	-	189.00	-	189.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>24.SIKKIM</b>					
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 Shops	-	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 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>25.TAMIL NADU</b>					
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 Men workers for 6 hours work	-	100.00	-	100.00
	ii) Women workers - 5 hours work		85.00	-	85.00
4	Any Local Authority	Action is being taken by the Govt. to Constitute a			
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			
13	Carpentary & 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 Men workers for 6 hours work	-	100.00	-	100.00
	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 Pandals	-	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

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
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			
41	Laundries and Washing Clothes	-	162.00	205.70	367.70
42	Leather Goods Manufactory	-	72.23	95.58	167.81
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		

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
71	Tree Climbing i) Men workers for 6 hours work	-	100.00	-	100.00
	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			
Out of 92 Scheduled Employments reported in Tamil Nadu, wages have been reported for 73 scheduled					



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>26.TELANGANA</b>					
1	Agriculture	-	159.00	69.75	228.75
2	Aerated water manufacturing units and Soft Drinks	-	96.31	140.33	236.64
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	-	223.92	84.83	308.75
4	Automobile Engineering workshops including servicing and repairs	-	146.50	179.58	326.08
5	Baking process including Biscuits Manufactory	-	122.35	149.85	272.20
6	Betal Vines	-	87.69	103.02	190.71
7	Brick Kiln Industry	-	112.00	148.79	260.79
8	Canteens and Clubs	-	101.73	134.68	236.41
9	Cashew and Coconut gardens	-	125.00	-	125.00
10	Cashew Processing Establishments	-	149.46	162.24	311.70
11	Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory	-	112.12	148.79	260.91
12	Chemicals and Pharmaceuticals	-	134.46	164.72	299.18
13	Cinema Industry	-	141.27	165.29	306.56
14	Coffee Plantations	-	89.00	110.58	199.58
15	Colour Printing and Yarn Dyeing	-	128.85	157.28	286.13
16	Construction of Projects Including Dams and Multipurpose Projects	-	130.42	169.06	299.48
17	Construction or Maintenance of Roads and Building Operations	-	129.62	158.52	288.14
18	Cotton Carpet Weaving Establishments	-	135.00	158.00	293.00
19	Cotton Ginning and pressing Factories	-	164.00	167.16	331.16
20	Dairy Farming	-	191.38	90.14	281.52
21	Distilleries and Breweries	-	149.85	183.29	333.14
22	Domestic Workers	-	173.88	69.37	243.25
23	Electronic Industry	-	132.50	162.24	294.74
24	Fisheries and Sea Foods	-	125.08	152.33	277.41
25	Forestry and Timbering Operations	-	69.27	-	69.27
26	Glass Industry	-	129.46	158.52	287.98
27	Garment and Allied Manufacturing Industry	-	153.65	49.46	203.11
28	Gold Covering and Gold Coating Industry	-	129.62	158.52	288.14
29	Handloom (Silk)Weaving Establishments	-	83.00	122.58	205.58
30	Handloom Weaving Establishments	-	Piece Rated		
31	Handloom Weaving Establishments-Additional Categories	-	91.42	122.58	214.00
32	Horticulture	-	217.27	102.91	320.18

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
33	Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensaries	-	238.81	90.41	329.22
34	Hostels of all colleges and all other educational Institutions	-	251.73	100.20	351.93
35	Hotels and Restaurants and Eating Houses	-	127.58	165.25	292.83
36	Jute and Coir Industry	-	244.35	97.63	341.98
37	Khandsari Factories	-	135.23	164.72	299.95
38	Lime stone Kilns	-	93.19	124.60	217.79
39	Marketing Societies, Consumer Co-op. Societies and Co-op. Banks	-	123.96	151.09	275.05
40	Match and Fire Works	-	104.46	134.68	239.14
41	Mesta used Twine Mills	-	66.00	83.38	149.38
42	Metal Foundaries and General Engineering	-	125.50	153.57	279.07
43	Mica Works	-	131.15	159.76	290.91
44	Mini and Tiny Cement Factories	-	107.00	130.04	237.04
45	Motion Picture Industry including Production, Distribution and Publicity	-	112.12	147.51	259.63
46	Oil Mills	-	248.88	99.43	348.31
47	Paper and Paper Board including Straw Board including hand made Paper Manufactory	-	250.00	99.56	349.56
48	Petrol Bunks	-	134.46	164.72	299.18
49	Poultry farming including Feeding units	-	200.00	89.60	289.60
50	Powerloom Industry	-	101.73	123.85	225.58
51	Printing Press including Litho and offset Printing	-	135.23	164.72	299.95
52	Private Motor Transport	-	129.62	158.52	288.14
53	Professionals such as Chartered, Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates	-	161.50	167.62	329.12
54	Public Motor Transport	-	101.73	134.68	236.41
55	Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills	-	135.50	165.95	301.45
56	Safai Karamcharis	-	192.31	188.18	380.49
57	Salt Pans	-	96.88	128.27	225.15
58	Security Services	-	153.85	150.32	304.17
59	Seed Processing Units	-	123.31	170.50	293.81
60	Sericulture	-	173.27	-	173.27
61	Shops and Commercial Establishments	-	129.62	158.52	288.14
62	Slate Factories	-	123.19	151.09	274.28
63	Steel Mills and Steel re-rolling Mills	-	123.35	151.09	274.44
64	Stone Breaking and Stone Crushing Operations	-	123.00	148.12	271.12
65	Tanneries and Leather Manufactory	-	132.88	172.88	305.76
66	Tiles and Potteries	-	123.27	155.78	279.05

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
67	Tobacco (excluding Beedi making)Manufactory	-	113.00	135.24	248.24
68	Tobacco (including Beedi making)Manufactory	-	173.08	79.48	252.56
69	Toddy Tapping including Selling and Conveyance industry	-	106.27	137.28	243.55
70	Wood Working Establishments including Furniture (excluding Timbering Operations)	-	128.73	157.28	286.01
71	Woollen Carpet Making and Shawl Weaving Establishments	-	96.88	128.27	225.15
72	Non-teaching staff working in Private Educational Institutions	-	203.62	77.40	281.02
73	Spinning Mills	-	148.23	56.35	204.58

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>27.TRIPURA</b>					
1	Agriculture	-	250.00	11.78	261.78
2	Auto Rickshaw	-	75.00	17.50	92.50*
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	-	61.53	10.45	71.98**
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	35.44	162.36
11	Petrol Pumps	-	132.69	39.31	172.00
12	Private Security Guards	-	204.42	43.63	248.05
13	Private Teaching Institutions	-	130.38	27.74	158.12
14	Public Motor Transport	-	85.69	23.80	109.49
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	-	161
24	Loading and Un-loading Operations	-	162	-	162
* + Food allowance @ Rs. 82 per diem.					
** +Food, lodging, clothing and medical allowance Rs. 100 pm					
***+Included Rs 50 for Meal					

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>28.UTTARAKHAND</b>					
1	Aerated Drinks	-	194.23	29.23	223.46
2	Agriculture	-	100.00	51.80	151.80
3	Allopathic, Unani or Ayurvedic Pharmacy	-			
	i) Allopathic	-	195.19	29.23	224.42
	ii) Unani or Ayurvedic Pharmacy	-	191.35	29.23	220.58
4	Asbestos, Cement Factory and other Cement Products	-	191.54	29.23	220.77
5	Automobile Repair Workshops	-	195.19	29.23	224.42
6	Book Binding	-	191.54	29.23	220.77
7	Brick Kiln	-	163.65	29.23	192.88
8	Bakeries and Biscuits	-	191.54	29.23	220.77
9	Carpet Manufacturing	-	215.96	29.23	245.19
10	Chicken Work Manufactory	-	191.54	29.23	220.77
11	Cinema Industry	-			
	i) More than 2 Lakhs	-	195.19	29.23	224.42
	ii) Less than 2 Lakhs	-	191.54	29.23	220.77
12	Clubs	-	191.54	29.23	220.77
13	Cold Storages	-	191.54	29.23	220.77
14	Commercial Establishments	-			
	i) More than 1 Lakh People in City	-	195.19	29.23	224.42
	ii) Less than 1Lakh People in City	-	191.54	29.23	220.77
15	Construction of Dams, Irrigation, Wells and Pond Digging	-	194.23	29.23	223.46
16	Construction and Maintenance of Roads or Building Operations	-	191.54	29.23	220.77
17	Dairy and Dairy Products	-	194.23	29.23	223.46
18	Employment in Dharamshalas	-	194.23	29.23	223.46
19	Employments in any other registered Factories not elsewhere classified	-	194.23	29.23	223.46
20	Engineering Industry employing less than 50 workers	-			
	i) Employing less than 50 workers		194.23	29.23	223.46
	ii) Employing more than 50 to 500 workes		97.50	157.92	255.42
	iii) Employing more than 500 workes		102.31	165.69	268.00
21	Forestry	-			
	i) Category A	-	203.08	29.23	232.31
	ii) Category B	-	192.12	29.23	221.35
	iii) Category C	-	192.12	29.23	221.35
22	Foundaries	-	194.23	29.23	223.46
23	Fruit Juice	-	194.23	29.23	223.46
24	Handloom / Powerloom Industry	-	194.42	29.23	223.65
25	Hosiery Industry	-	199.62	29.23	228.85
26	Hotels and Restaurants				
	i) Less than 10 employees	Area A	208.46	29.23	237.69
		Area B	202.12	29.23	231.35
		Area C	185.77	29.23	215.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	ii) 10 or more than 10 employees	Area A	215.00	29.23	244.23
		Area B	208.46	29.23	237.69
		Area C	192.31	29.23	221.54
	iii) Star Hotel	Area A	231.35	29.23	260.58
		Area B	218.27	29.23	247.50
		Area C	208.46	29.23	237.69
27	Ice Manufactory	-	191.54	29.23	220.77
28	Ice Candy / Ice Cream Manufactory	-	191.54	29.23	220.77
29	Khandsari Manufactory	-	191.54	29.23	220.77
30	Laundry and Washing	-	191.54	29.23	220.77
31	Libraries	-			
	i) More than 50,000 books	-	196.54	29.23	225.77
	ii) 15,000 to 50,000 books	-	194.23	29.23	223.46
	iii) Less than 15,000 books	-	191.92	29.23	221.15
32	Manufacturing of Small/Miniature bulbs, Glass products	-	191.54	29.23	220.77
33	Match Manufactory	-	191.54	29.23	220.77
34	Mechanical Transport Workshops	-	195.19	29.23	224.42
35	Metal Industry	-	194.23	29.23	223.46
36	Oil Mills	-			
	i) More than 10 employees	-	195.19	29.23	224.42
	ii) Less than 10 employees	-	191.54	29.23	220.77
37	Petrol & Diesel Pumps	-	194.23	29.23	223.46
38	Plywood Manufacturing	-	194.23	29.23	223.46
39	Potteries, Ceramic or Refractory	-	191.54	29.23	220.77
40	Private Clinics and Medical Equipment shops	-	194.23	29.23	223.46
41	Private Coaching Classes and Private Schools	-	191.54	29.23	220.77
42	Private Printing Press	-	195.19	29.23	224.42
43	Plastic and Plastic Products	-	194.23	29.23	223.46
44	Public Motor Transport	-	195.19	29.23	224.42
45	Readymade Garments	-	194.23	29.23	223.46
46	Rice, Flour or Dal Mills	-			
	i) More than 10 employees	-	195.19	29.23	224.42
	ii) Less than 10 employees	-	191.54	29.23	220.77
47	Rubber and Rubber Products	-	194.23	29.23	223.46
48	Shops	-	191.54	29.23	220.77
49	Stone Breaking or Stone Crushing	-	191.54	29.23	220.77
50	Sweet Industry	-	194.23	29.23	223.46
51	Tailoring Industry	-	191.54	29.23	220.77
52	Tea Plantations	-	191.54	29.23	220.77
53	Textile Printing	-	191.54	29.23	220.77
54	Tin Plate shaping and tin printing	-	194.23	29.23	223.46
55	Tobacco Manufactory	-	210.19	29.23	239.42
56	Washing Soap, Silicate etc.	-	191.54	29.23	220.77
57	Wood Carving, Wooden Furniture and Saw Mills				
	(i) Under Municipal Corporation	-	211.73	29.23	240.96

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	(ii) Other Municipal Committee and Cantt.	-	210.58	29.23	239.81
	(iii) Rest of Uttarkhand	-	209.42	29.23	238.65
58	Woollen Blankets Manufactory	-	191.54	29.23	220.77

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>29. UTTAR PRADESH</b>					
1	Aerated Drinks	-	221.15	25.60	246.75
2	Agriculture	-	142.00	-	142.00
3	Allopathic, Unani or Ayurvedic Pharmacy	-	221.15	25.60	246.75
4	Asbestos Cement Factory	-	221.15	25.60	246.75
5	Automobile Workshops	-	221.15	25.60	246.75
6	Bakeries and confectioneries, Biscuits	-	221.15	25.60	246.75
7	Beedi Manufacturing	-	175.00	24.59	199.59
8	Book Binding Manufactory	-	221.15	25.60	246.75
9	Brick Kiln	-	221.15	25.60	246.75
10	Carpet Manufacturing	-	173.08	57.37	230.45
11	Casting Industry	-	221.15	25.60	246.75
12	Chicken Work Manufactory	-	221.15	25.60	246.75
13	Cinema Industry	-	221.15	25.60	246.75
14	Clubs	-	221.15	25.60	246.75
15	Cold Storages	-	221.15	25.60	246.75
16	Commercial Establishments	-	221.15	25.60	246.75
17	Construction and Maintenance of Roads or Building Operations	-	221.15	25.60	246.75
18	Construction of Dams, Establishments and Irrigation	-	221.15	25.60	246.75
19	Dairy and Milk Dairy	-	221.15	25.60	246.75
20	Employment in Dharamshalas	-	221.15	25.60	246.75
21	Employment in Registered Factories not elsewhere classified	-	221.15	25.60	246.75
22	Engineering Industry(employing less than 50 workers)	-	221.15	25.60	246.75
23	Forestry	-	221.15	25.60	246.75
24	Fruit Juice making factory	-	221.15	25.60	246.75
25	Glass Bangles Manufactory	-	165.38	54.82	220.20
26	Handloom Industry	-	221.15	25.60	246.75
27	Hosiery Industry	-	221.15	25.60	246.75
28	Hotels and Resturants	-			
	A) Less than 10 employees	-	57.69	118.22	175.91
	B) More than 10 employees	-	61.54	126.10	187.64
	C) Star Hotels	-	71.15	145.81	216.96
29	Ice Candy / Ice Cream Manufactory	-	221.15	25.60	246.75
30	Ice Manufactory	-	221.15	25.60	246.75
31	Khandsari Manufactory	-	221.15	25.60	246.75
32	Laundry and Washing	-	221.15	25.60	246.75
33	Local Transport Workshops	-	221.15	25.60	246.75
34	Manufacturing of Small Miniature Bulbs & Glass Products	-	221.15	25.60	246.75
35	Match Manufactory	-	221.15	25.60	246.75
36	Maufacturing of Leather Goods	-	221.15	25.60	246.75
37	Metal Industry	-	221.15	25.60	246.75
38	Oil Mills	-	221.15	25.60	246.75



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
39	Paper, Paper Board and Card Board	-	221.15	25.60	246.75
40	Petrol and Diesel Oil pumps	-	221.15	25.60	246.75
41	Plastic and Plastic Products	-	221.15	25.60	246.75
42	Plywood Manufacturing	-	221.15	25.60	246.75
43	Potteries, Ceramic Industry	-	221.15	25.60	246.75
44	Powerloom Industry	-	221.15	25.60	246.75
45	Private clinics, Nursing homes	-	221.15	25.60	246.75
46	Private Coaching classes in Private School including Nursery School	-	221.15	25.60	246.75
47	Private Libraries	-	221.15	25.60	246.75
48	Private Printing Press	-	221.15	25.60	246.75
49	Public Motor Transport	-	221.15	25.60	246.75
50	Ready made Garments	-	221.15	25.60	246.75
51	Rice, Flour or Dal Mills	-	221.15	25.60	246.75
52	Rubber and Rubber Products including Tyres and Tubes	-	221.15	25.60	246.75
53	Shops	-	221.15	25.60	246.75
54	Silk Sari or Jari Works (Handloom)	-	221.15	25.60	246.75
55	Stone Breaking or Stone Crushing	-	221.15	25.60	246.75
56	Sweet Shops	-	221.15	25.60	246.75
57	Tailoring Industry	-	221.15	25.60	246.75
58	Tanneries and Leather Manufactory	-	221.15	25.60	246.75
59	Textile Printing	-	221.15	25.60	246.75
60	Tin Plate shaping and tin printing	-	221.15	25.60	246.75
61	Tobacco Manufactory	-	221.15	25.60	246.75
62	Washing Soap, Silicate etc.	-	221.15	25.60	246.75
63	Wood Carving and Wooden Furniture and Saw Mills	-	221.15	25.60	246.75
64	Woollen Blankets	-	173.08	57.37	230.45

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>30.WEST BENGAL</b>					
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		

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
30	Lac Manufacturies		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
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

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
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
	Zone-A = Areas notified under Development authorities.				
	Zone-B = Rest of West Bengal				

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>31.ANDAMAN AND NICOBAR ISLANDS</b>					
1	Agriculture	ANDAMAN	156.00	105.00	261.00
		NICOBAR	167.00	105.00	272.00
2	Construction or Maintenance of road or in Building Operations including Stone Breaking and Stone Crushing	ANDAMAN	156.00	105.00	261.00
		NICOBAR	167.00	105.00	272.00
3	Loading & Unloading Sector	ANDAMAN	156.00	105.00	261.00
		NICOBAR	167.00	105.00	272.00
4	Private Educational Institutions	ANDAMAN	156.00	105.00	261.00
		NICOBAR	167.00	105.00	272.00
5	Shops and Commercial Establishments including Residential Hotels and Restaurants	ANDAMAN	173.00	105.00	278.00
		NICOBAR	186.00	105.00	291.00
6	Wood Based Industries	ANDAMAN	156.00	105.00	261.00
		NICOBAR	167.00	105.00	272.00
7	Various Departments/Office/Industrial Establishments	ANDAMAN	156.00	105.00	261.00
		NICOBAR	167.00	105.00	272.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>32.CHANDIGARH</b>					
1	Agricultural Implements, Machine Tools and General Engineering including Cycle Parts & Electrical Goods Industry	-	305.38	-	305.38
2	Agriculture	-	305.38	-	305.38
3	Any establishment as defined under Section 2(1)(VIII) of the Punjab Shops and Commercial Establishments Act,1958	-	305.38	-	305.38
4	Asbestos Cement and Concrete Products	-	305.38	-	305.38
5	Automobile Repair Shops and Service Stations	-	305.38	-	305.38
6	Bakeries and Confectioneries Establishments	-	305.38	-	305.38
7	Book Selling Establishments	-	305.38	-	305.38
8	Brick Kiln Industry	-	305.38	-	305.38
9	Chemical and Distillery Industry	-	305.38	-	305.38
10	Chemist and Drug Shops	-	305.38	-	305.38
11	Cinema Industry	-	305.38	-	305.38
12	i) Construction or Maintenance of Roads or Building Operations ii) Stone breaking and stone crushing	-	305.38	-	305.38
13	Contractors' Establishment of Forest Department	-	305.38	-	305.38
14	Dairy and Dairy Products	-	305.38	-	305.38
15	Electronic Goods Manufacturing and Selling Establishments	-	305.38	-	305.38
16	Electroplating by using salt of Chromium, Nickle or any other compound and connected buffing and polishing Industry	-	305.38	-	305.38
17	Employment in any manufacturing Process as defined under Section 2(k) of the Factories Act.,1948	-	305.38	-	305.38
18	Employment in grass cutting	-	305.38	-	305.38
19	Employment in Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	-	305.38	-	305.38
20	Ferrous Metal Rolling and Re-rolling Mills	-	305.38	-	305.38
21	Foundries with or without attached Machine Shops	-	305.38	-	305.38
22	Hair Cutting Saloons and Beauty Parlours	-	305.38	-	305.38
23	Hardware and Building Material Shops	-	305.38	-	305.38
24	Hotels, Restaurants, Tea Stalls and Halwais	-	305.38	-	305.38
25	Ice Factories and Cold Storage	-	305.38	-	305.38
26	Meat Selling Establishments	-	305.38	-	305.38
27	Oil Mills	-	305.38	-	305.38

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
28	Paper Board and Packing Material Manufacturing Establishments	-	305.38	-	305.38
29	Petrol, Diesel and Kerosene Oil Pumps	-	305.38	-	305.38
30	Plastic and PVC goods Industry	-	305.38	-	305.38
31	Private Hospitals including Nursing Homes, Dispensaries etc. or a Medical Practitioner in any establishment or a Chemical or Pathological Laboratory	-	305.38	-	305.38
32	Private Press	-	305.38	-	305.38
33	Public Motor Transport Industry	-	305.38	-	305.38
34	Rice Mills, Flour Mills and Dal Mills	-	305.38	-	305.38
35	Rubber Industry	-	305.38	-	305.38
36	Saw Mills and Timber trade	-	305.38	-	305.38
37	Shops and Commerical Establishments	-	305.38	-	305.38
38	Soap Manufacturing Industry	-	305.38	-	305.38
39	Soft Drinks and Aerated Water	-	305.38	-	305.38
40	Tailoring , Sticking and Embroidery Establishments	-	305.38	-	305.38
41	Tanneries / Leather Manufacturing	-	305.38	-	305.38
42	Tents, Dealers Establishments, Crockery Trade Establishments and Household Goods Establishments	-	305.38	-	305.38
43	Textile Industry	-	305.38	-	305.38
44	Vegetable and Fruit Shops	-	305.38	-	305.38

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>33.DADRA AND NAGAR HAVELI</b>					
1	Agarbatti unit, match box manufacturing unit, bidi manufacturing unit	-	115.00	94.80	209.80
2	Agriculture	-	115.00	94.80	209.80
3	Automobile repairing workshops and garages	-	115.00	94.80	209.80
4	Bakery and Confestionary	-	115.00	94.80	209.80
5	Brick or roof tiles	-	115.00	94.80	209.80
6	Candles Manufacturing	-	115.00	94.80	209.80
7	Canteens and Clubs	-	115.00	94.80	209.80
8	Cement priestessess products industry	-	115.00	94.80	209.80
9	Chemical or drug manufacturing	-	115.00	94.80	209.80
10	Cinema Exhibition	-	115.00	94.80	209.80
11	Constructiion or maintenance of roads or in building operation	-	115.00	94.80	209.80
12	Cotton Ginning or Cotton Pressing Manufactory	-	115.00	94.80	209.80
13	Drilling operation and maintenance of Tube Wells	-	115.00	94.80	209.80
14	Electronics and Allied or Incidental Industries	-	115.00	94.80	209.80
15	Engineering unit, dealing with manufacturing or processing or iron and steel item ferrous or non-ferrous material, electric and electronics items	-	115.00	94.80	209.80
16	Forestry and Timber Operations	-	115.00	94.80	209.80
17	Glass Industry	-	115.00	94.80	209.80
18	Gram Panchayats	-	115.00	94.80	209.80
19	Home workers	-	115.00	94.80	209.80
20	Hospitals	-	115.00	94.80	209.80
21	Lac Manufactory	-	115.00	94.80	209.80
22	Local Authority	-	115.00	94.80	209.80
23	Manufacruing process as defined under section 2(k) of the Factories Act, 1948	-	115.00	94.80	209.80
24	Medical practitiioner or any establishment of medical consultant or any clinical or pathological laboratory including Hospitals and Nursing Homes	-	115.00	94.80	209.80
25	Mica Works	-	115.00	94.80	209.80
26	Oil Mills	-	115.00	94.80	209.80
27	Paper ;and Paper Board Manufactory	-	115.00	94.80	209.80
28	Petrol and Diesel Pumps	-	115.00	94.80	209.80
29	Pharmaceutical Industry	-	115.00	94.80	209.80
30	Plantation maintained for growing Chichona, Rubber, Tea or Coffee	-	115.00	94.80	209.80
31	Plastic Industry	-	115.00	94.80	209.80



TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
32	Polyurethane foam manufacturing or processing the foam items	-	115.00	94.80	209.80
33	Potteries	-	115.00	94.80	209.80
34	Poultry, Poultry Food Manufacturing unit, Fertilizer Manufacturing Unit or any other Agricultural Unit	-	115.00	94.80	209.80
35	Power loom Industry	-	115.00	94.80	209.80
36	Printing by letter press, lithography, photo-gravure or other similar works or incidental to such process or book binding	-	115.00	94.80	209.80
37	Private Teaching Institute	-	115.00	94.80	209.80
38	Public Motor Transport	-	115.00	94.80	209.80
39	Residential Restaurant or Eating House	-	115.00	94.80	209.80
40	Rexene cloth	-	115.00	94.80	209.80
41	Rice, Flour or Dal Mill	-	115.00	94.80	209.80
42	Rubber Manufacturing Industry	-	115.00	94.80	209.80
43	Safai Karmacharis (excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993	-	115.00	94.80	209.80
44	Sheds where buffaloes or cows are kept for milking, cleaning or feeding and for all other ancillary process	-	115.00	94.80	209.80
45	Shop or commercial establishments	-	115.00	94.80	209.80
46	Soaps and detergents	-	115.00	94.80	209.80
47	Stone Breaking or Stone Crushing	-	115.00	94.80	209.80
48	Sugar Industry	-	115.00	94.80	209.80
49	Tanneries & Leather Manufactory	-	115.00	94.80	209.80
50	Textile processing, dyeing, printing or garments stitching	-	115.00	94.80	209.80
51	Tobacco (including Bidi Making Manufactory)	-	115.00	94.80	209.80
52	Toilet, cosmetic and other allied products	-	115.00	94.80	209.80
53	Watch and Ward	-	115.00	94.80	209.80
54	Watch Manufacturing	-	115.00	94.80	209.80
55	Wood cutting factory, wooden furniture making unit, saw mill, wood processing unit including Katha Manufacturing	-	115.00	94.80	209.80
56	Woollen Carpet Making or Shawl Weaving	-	115.00	94.80	209.80

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>34.DAMAN AND DIU</b>					
1	Agriculture	-	115.00	94.80	209.80
2	Automobile Repairing Workshops and Garages	-	115.00	94.80	209.80
3	Bakeries	-	115.00	94.80	209.80
4	Brick or Roof Tiles	-	115.00	94.80	209.80
5	Buffalo or Cow Milk Premises	-	115.00	94.80	209.80
6	Canteen and Clubs not falling under Part I of this schedule	-	115.00	94.80	209.80
7	Cashew Processing Industry	-	115.00	94.80	209.80
8	Cement and Cement Based Industry	-	115.00	94.80	209.80
9	Charcoal Kilns	-	115.00	94.80	209.80
10	Chemical and Fertilizer Manufactory	-	115.00	94.80	209.80
11	Cinema	-	115.00	94.80	209.80
12	Cloth Dyeing and/or Printing	-	115.00	94.80	209.80
13	Construction or Maintenance of Roads or in Building operation	-	115.00	94.80	209.80
14	Cotton Ginning or Cotton Pressing Manufactory	-	115.00	94.80	209.80
15	Cycle Mechanic Workshops	-	115.00	94.80	209.80
16	Dairy Industry	-	115.00	94.80	209.80
17	Dispensary, not being a Dispensary in any Hospital	-	115.00	94.80	209.80
18	Drugs and Pharmaceuticals	-	115.00	94.80	209.80
19	Eatable Tobacco	-	115.00	94.80	209.80
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	-	115.00	94.80	209.80
21	Engineering Industry	-	115.00	94.80	209.80
22	Exercise Books	-	115.00	94.80	209.80
23	Film Production Industry	-	115.00	94.80	209.80
24	Forest and/or Forestry	-	115.00	94.80	209.80
25	Fountain Pens, etc.	-	115.00	94.80	209.80
26	Glass Bulb Manufactory	-	115.00	94.80	209.80
27	Glass Industry	-	115.00	94.80	209.80
28	Grass Cutting	-	115.00	94.80	209.80
29	Hair Cutting Saloon	-	115.00	94.80	209.80
30	Hand Made Paper and Hand Paper Board Manufactory	-	115.00	94.80	209.80
31	Handloom Industry	-	115.00	94.80	209.80
32	Hospitals (not falling under entry 6 in this Schedule)	-	115.00	94.80	209.80
33	Hotel, Restaurant or Eating House	-	115.00	94.80	209.80
34	Ice and Cold Drinks	-	115.00	94.80	209.80
35	Jari Work Industry	-	115.00	94.80	209.80
36	Khandsari/Sugar Manufactory	-	115.00	94.80	209.80
37	Lac manufactory	-	115.00	94.80	209.80
38	Laundry Industry	-	115.00	94.80	209.80
39	Local Authority	-	115.00	94.80	209.80

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
40	Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard	-	115.00	94.80	209.80
41	Mica Works	-	115.00	94.80	209.80
42	Oil Mill	-	115.00	94.80	209.80
43	Optical Frames	-	115.00	94.80	209.80
44	Paints and Varnishers	-	115.00	94.80	209.80
45	Paper and Paper Board Manufactory	-	115.00	94.80	209.80
46	Plantation	-	115.00	94.80	209.80
47	Poha, Murmura, Churmura, etc.	-	115.00	94.80	209.80
48	Potteries	-	115.00	94.80	209.80
49	Powerloom Industry	-	115.00	94.80	209.80
50	Printing Presses	-	115.00	94.80	209.80
51	Public Motor Transport	-	115.00	94.80	209.80
52	Readymade Garments	-	115.00	94.80	209.80
53	Rice, Flour or Dal Mill	-	115.00	94.80	209.80
54	Rubber Baloon Industry	-	115.00	94.80	209.80
55	Rubber Manufacturing Industry	-	115.00	94.80	209.80
56	Salt Pan Industry	-	115.00	94.80	209.80
57	Saw Mill	-	115.00	94.80	209.80
58	Seafood Industry	-	115.00	94.80	209.80
59	Shop or Commercial Establishments	-	115.00	94.80	209.80
60	Silver Industry	-	115.00	94.80	209.80
61	Soaps and Cosmetics	-	115.00	94.80	209.80
62	Steel Furniture	-	115.00	94.80	209.80
63	Stone Breaking or Stone Crushing	-	115.00	94.80	209.80
64	Sweepers or Scavengers	-	115.00	94.80	209.80
65	Tanneries and Leather Manufactory	-	115.00	94.80	209.80
66	Tobacco (including Bidi making)	-	115.00	94.80	209.80
67	Transforming Plastic in various Solid Moulding	-	115.00	94.80	209.80
68	Utensils or other Household Articles	-	115.00	94.80	209.80
69	Watch Strap Manufactory	-	115.00	94.80	209.80
70	Wooden Furniture	-	115.00	94.80	209.80
71	Wooden Photo Picture Frame Making	-	115.00	94.80	209.80
72	Woolen, Carpet Making or Shawl Weaving	-	115.00	94.80	209.80

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>35.DELHI</b>					
1	Agriculture	-	332.00	-	332.00
2	Automobile Engineering	-	332.00	-	332.00
3	Cement Working Establishments	-	332.00	-	332.00
4	Chemicals	-	332.00	-	332.00
5	Clubs	-	332.00	-	332.00
6	Confectionery and Dairy products, food preservation etc.	-	332.00	-	332.00
7	Construction or Maintenance of Roads or in Building Operations	-	332.00	-	332.00
8	Dal and Flour Mills	-	332.00	-	332.00
9	Delhi Transport Corporation	-	332.00	-	332.00
10	Employment in all registered factories not covered by the employments elsewhere	-	332.00	-	332.00
11	Foundaries	-	Wages Not Fixed		
12	Hospital and Nursing Homes not carried on by Govt. or Local Authorities	-	332.00	-	332.00
13	Ice Factories / Cold Storage	-	332.00	-	332.00
14	Laundry Services and Cleaning and Dyeing Plants i.e Factory/Shops	-	332.00	-	332.00
15	Radio including assembling of Radio parts.	-	332.00	-	332.00
16	Metal Working Establishments	-	332.00	-	332.00
17	Oil Mills	-	332.00	-	332.00
18	Plastic, Rubber, PVC including Cable	-	332.00	-	332.00
19	Pottery Industry	-	332.00	-	332.00
20	Printing Press	-	332.00	-	332.00
21	Private unrecognised Teaching Institutions	-	332.00	-	332.00
22	Public Motor Transport	-	332.00	-	332.00
23	Ready-made Garments	-	332.00	-	332.00
24	Shops & Establishments	-	332.00	-	332.00
25	Stone Breaking and Stone Crushing	-	332.00	-	332.00
26	Textile including Hosiery, Niwar, Handloom, Lace, Thread balls, Name Label, Dyeing and Printing of Textiles	-	332.00	-	332.00
27	Wood working Establishments including Saw Mills	-	332.00	-	332.00
28	Brick Kiln	-	Wages Not Fixed		
29	Local Authority	-	332.00	-	332.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>36.LAKSHADWEEP</b>					
1	Agriculture	-	200.00	55.20	255.20
2	Animal Husbandry	-	200.00	55.20	255.20
3	Electricity	-	200.00	55.20	255.20
4	Fisheries	-	200.00	55.20	255.20
5	Industrial Establishments	-	200.00	55.20	255.20
6	Lakshadweep Development Corporation	-	200.00	55.20	255.20
7	Lakshadweep Harbour Works	-	200.00	55.20	255.20
8	Panchayat	-	200.00	55.20	255.20
9	Public Works Department	-	200.00	55.20	255.20

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES( Rs.) AS ON 31.12.2014			
		AREA/ ZONE	BASIC	D.A.	TOTAL
<b>37.PUDUCHERRY</b>					
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	Carpentry 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	Public 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 & Esstt.	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

**TABLE 4**

**NUMBER OF SCHEDULED EMPLOYMENTS IN CENTRAL SPHERE/STATE/U.T'S  
AND RANGE OF MINIMUM WAGES AS ON 31-12-2014**

SI. 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	5
1	C.L.C.(Central)	45	176.73	377.00	200.27
2	Andhra Pradesh	73	69.27	354.81	285.54
3	Arunachal Pradesh	30	150.00	150.00	0.00
4	Assam	102	75.00	163.47	88.47
5	Bihar	88	170.00	186.00	16.00
6	Chhattisgarh	46	213.69	222.69	9.00
7	Goa	21	215.00	215.00	0.00
8	Gujarat	56	100.00	276.00	176.00
9	Haryana	50	216.90	216.90	0.00
10	Himachal Pradesh	12	170.00	170.00	0.00
11	Jammu & Kashmir	28	150.00	150.00	0.00
12	Jharkhand	88	178.67	178.67	0.00
13	Karnataka	80	213.00	336.44	123.44
14	Kerala	73	150.00	547.80	397.80
15	Madhya Pradesh	64	187.00	253.00	66.00
16	Maharashtra	67	120.00	439.35	319.35
17	Meghalaya	28	160.00	160.00	0.00
18	Manipur	15	122.10	122.10	0.00
19	Mizoram	1	220.00	220.00	0.00
20	Nagaland	54	115.00	135.00	20.00
21	Odisha	88	126.00	150.00	24.00
22	Punjab	71	256.52	266.52	10.00
23	Rajasthan	62	189.00	232.84	43.84
24	Sikkim	26	220.00	220.00	0.00
25	Tamil Nadu	73	85.00	389.85	304.85
26	Tripura*	24	71.98	271.86	199.88
27	Telangana	73	69.27	380.49	311.22
28	Uttarakhand	58	151.80	268.00	116.20
29	Uttar Pradesh	64	142.00	246.75	104.75
30	West Bengal	61	162.88	257.00	94.12
31	A.& N. Islands	7	261.00	291.00	30.00
32	Chandigarh	44	209.80	305.38	95.58
33	D & N Haveli	56	209.80	209.80	0.00
34	Daman & Diu	72	209.80	209.80	0.00
35	Delhi	29	332.00	332.00	0.00
36	Lakshadweep	9	255.20	255.20	0.00
37	Puducherry	29	55.00	205.00	150.00

Source: Annual Returns under the Minimum Wages Act, 1948 for the year 2014

\* Plus food items at subsidized rates.

**TABLE 5**  
**EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2014**

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
1	Agarbati Manufacturing	1	Assam	154.13
		2	Bihar	178.00
		3	Dadar & Nagar Haveli	209.80
		4	Gujarat	100.00
		5	Karnataka	256.14
		6	Madhya Pradesh	Piece Rated
		7	Odisha	150.00
		8	Tamil Nadu	181.42
2	Advocates or Attorneys	1	Maharashtra	314.46
		2	Madhya Pradesh	253.00
3	Agarwood Industry	1	Assam	154.13
4	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	1	Haryana	216.90
		2	Chandigarh	305.38
		3	Punjab	256.52
5	Agriculture Ploughing	1	Odisha	150.00
6	Agriculture	1	C.L.C (Central)	195.00
		2	Andhara Pradesh	209.75
		3	A & N Islands	261.00
		4	Arunachal Pradesh	150.00
		5	Assam	154.13
		6	Bihar	178.00
		7	Chandigarh	305.38
		8	Chhatisgarh	213.69
		9	Daman and Diu	209.80
		10	Delhi	332.00
		11	Dadra & Nagar Haveli	209.80
		12	Goa	215.00
		13	Gujarat	150.00
		14	Haryana	216.90
		15	Himachal Pradesh	170.00
		16	Jharkhand	178.67
		17	Karnataka	288.65
		18	Kerala	150.00
		19	Lakshadweep	255.20



TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		20	Madhya Pradesh	187.00
		21	Maharashtra	155.00
		22	Manipur	122.10
		23	Meghalaya	160.00
		24	Nagaland	115.00
		25	Odisha	126.00
		26	Puducherry	55.00
		27	Punjab	266.52
		28	Rajasthan	189.00
		29	Tamil Nadu	100.00
		30	Telangana	228.75
		31	Tripura	261.78
		32	Uttar Pradesh	142.00
		33	Uttarakhand	151.80
		34	West Bengal	216.00
7	Ahatas attached to Wine and Liquor shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated Water	1	Punjab	256.52
8	Aluminium Industry	1	Assam	154.13
		2	Bihar	186.00
		3	Jharkhand	178.67
		4	Kerala	281.84
		5	Nagaland	115.00
9	Animal Husbandry and Veterinary	1	Meghalaya	160.00
		2	Lakshadweep	255.20
		3	Sikkim	220.00
10	Any Manufacturing Process as defined under section 2(k)/2(a)2(m) of the Factories Act, 1948	1	Andhara Pradesh	287.94
		2	Dadra & Nagar Haveli	209.80
		3	Gujarat	268.00
		4	Haryana	216.90
		5	Madhya Pradesh	253.00
		6	Telangana	308.75
11	Aerated Water Manufactory	1	Andhara Pradesh	212.27
		2	Chandigarh	305.38
		3	Karnataka	270.93
		4	Tamil Nadu	198.00
		5	Telangana	236.64
		6	Uttar Pradesh	246.75

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		7	Uttarakhand	223.46
12	Appalam Manufactory	1	Tamil Namu	243.54
13	Apprentices in Textile Mills	1	Tamil Nadu	283.80
14	Arecanut (Supari)	1	Karnataka	241.93
15	Asbestos Mines	1	C.L.C (Central)	222.00
16	Asbestos/ Cement Factory/Cement Products	1	Assam	154.13
		2	Bihar	186.00
		3	Chandigarh	305.38
		4	Haryana	216.90
		5	Jharkhand	178.67
		6	Madhya Pradesh	253.00
		7	Nagaland	115.00
		8	Uttar Pradesh	246.75
		9	Uttarakhand	220.77
17	Automobile Engineering Workshops/Auto Body Fabrication/Automobile Repairing	1	Andhara Pradesh	304.05
		2	Assam	154.13
		3	Bihar	186.00
		4	Chandigarh	305.38
		5	Daman and Diu	209.80
		6	Delhi	332.00
		7	Dadra & Nagar Haveli	209.80
		8	Goa	215.00
		9	Gujarat	268.00
		10	Haryana	216.90
		11	Jammu & Kashmir	150.00
		12	Jharkhand	178.67
		13	Karnataka	250.90
		14	Madhya Pradesh	253.00
		15	Maharashtra	269.23
		16	Nagaland	115.00
		17	Odisha	150.00
		18	Puducherry	118.38
		19	Punjab	256.52
		20	Rajasthan	189.00
		21	Sikkim	220.00
		22	Tamil Nadu	247.61
		23	Telangana	326.08

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		24	Uttar Pradesh	246.75
		25	Uttarakhand	224.42
18	Autorickshaw/Taxi Drivers,etc.	1	Madhya Pradesh	253.00
		2	Puducherry	177.00
		3	Rajasthan	189.00
		4	Tamil Nadu	389.85
		5	Tripura	92.50
19	Ayurvedic/Allopathic & Unani Pharmacy	1	Haryana	216.90
		2	Karnataka	253.82
		3	Kerala	237.27
		4	Odisha	150.00
		5	Punjab	256.52
		6	Uttar Pradesh	246.75
		7	Uttarakhand	Allopathic 224.42 Unani 220.58
20	Bakery / Baking Process including Biscuits/Confectionery	1	Andhara Pradesh	253.82
		2	Assam	154.13
		3	Bihar	186.00
		4	Chandigarh	305.38
		5	Chhatisgarh	213.69
		6	Daman and Diu	209.80
		7	Delhi	332.00
		8	Dadra & Nagar Haveli	209.80
		9	Gujarat	268.00
		10	Haryana	216.90
		11	Jharkhand	178.67
		12	Karnataka	Bakery 264.21 Confectionery 299.54
		13	Madhya Pradesh	253.00
		14	Maharashtra	258.22
		15	Meghalaya	160.00
		16	Nagaland	115.00
		17	Odisha	150.00
		18	Puducherry	120.00
		19	Punjab	256.52
		20	Sikkim	220.00
		21	Tamil Nadu	198.90
		22	Telangana	272.20
		23	Uttar Pradesh	246.75
		24	Uttarakhand	220.77
		25	West Bengal	245.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
20	Bamboo Forest Establishments	1	Nagaland	115.00
		2	Odisha	150.00
21	Barytes Mines	1	C.L.C (Central)	222.00
22	Bauxite Mines	1	C.L.C (Central)	222.00
23	Beedi Leaf Plucking	1	West Bengal	216.00
24	Beverages / Distilleries Manufacturing and Vending Estt.	1	Andhara Pradesh	310.66
		2	Assam	154.13
		3	Bihar	186.00
		4	Jharkhand	178.67
		5	Nagaland	115.00
		6	Odisha	150.00
25	Betal Vines	1	Andhara Pradesh	162.97
		2	Telangana	190.71
26	Biscuit Manufacturing	1	Assam	154.13
		2	Bihar	186.00
		3	Jharkhand	178.67
		4	Karnataka	248.32
27	Blacksmith	1	Assam	154.13
		2	Puducherry	205.00
		3	Tamil Nadu	306.19
28	Bleaching and Dyeing Industry	1	Maharashtra	316.21
		2	Tamil Nadu	219.12
29	Bobin Industry	1	Gujarat	268.00
30	Bone Crushing Industry	1	Chhatisgarh	213.69
		2	Gujarat	268.00
		3	Madhya Pradesh	253.00
		4	West Bengal	245.00
31	Book Selling/Exercise Books & Binding	1	Bihar	186.00
		2	Chandigarh	305.38
		3	Daman and Diu	209.80
		4	Jharkhand	178.67
		5	Maharashtra	207.81
		6	Punjab	256.52

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		7	Uttar Pradesh	246.75
		8	Uttarakhand	220.77
32	Bought Leaf Factory	1	Assam	154.13
33	Brass and Copper Industry	1	Karnataka	313.66
		2	Odisha	150.00
		3	West Bengal	245.00
34	Breweries and Distilleries Water etc.	1	Arunachal Pradesh	150.00
		2	Assam	154.13
		3	Goa	215.00
		4	Jammu & Kashmir	150.00
		5	Jharkhand	178.67
		6	Karnataka	277.97
		7	Kerala	317.88
		8	Nagaland	115.00
		9	Sikkim	220.00
		10	Telangana	333.14
35	Brick Making and Brick Kiln	1	Andhara Pradesh	243.17
		2	Assam	154.13
		3	Bihar	186.00
		4	Chandigarh	305.38
		5	Chhatisgarh	213.69
		6	Delhi	332.00
		7	Goa	215.00
		8	Gujarat	206.20
		9	Haryana	216.90
		10	Jammu & Kashmir	150.00
		11	Jharkhand	178.67
		12	Karnataka	256.30
		13	Kerala	318.80
		14	Madhya Pradesh	253.00
		15	Nagaland	115.00
		16	Odisha	150.00
		17	Puducherry	174.00
		18	Punjab	266.52
		19	Rajasthan	189.00
		20	Tamil Nadu	187.85
		21	Telangana	260.79
		22	Tripura	162.00
		23	Uttar Pradesh	246.75
		24	Uttarakhand	192.88
		25	West Bengal	199.54

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
36	Brick Making/Roof Tiles/Tiles	1	Assam	154.13
		2	Chattisgarh	213.69
		3	Daman and Diu	209.80
		4	Dadra & Nagar Haveli	209.80
		5	Jharkhand	178.67
		6	Jammu & Kashmir	150.00
		7	Karnataka	334.54
		8	Kerala	367.00
		9	Madhya Pradesh	253.00
		10	Maharashtra	195.77
		11	Odisha	150.00
37	Buffalo and Cow Milk Premises	1	Daman and Diu	209.80
		2	Dadra & Nagar Haveli	209.80
38	Building Material & Hardware	1	Chandigarh	305.38
39	Building Operations	1	Puducherry	122.00
40	Cable Operator & Allied Service	1	Rajasthan	189.00
41	Candle and Wax Industry	1	Assam	154.13
		2	Dadra & Nagar Haveli	209.80
		3	Meghalaya	160.00
		4	Odisha	150.00
42	Canteen and Clubs	1	Andhara Pradesh	220.46
		2	Assam	154.13
		3	Dadra & Nagar Haveli	209.80
		4	Daman and Diu	209.80
		5	Delhi	332.00
		6	Jharkhand	178.67
		7	Karnataka	256.82
		8	Madhya Pradesh	253.00
		9	Maharashtra	294.31
		10	Telangana	236.41
		11	Uttar Pradesh	246.75
		12	Uttarakhand	220.77
43	Canvas Industry	1	Nagaland	115.00
44	Carpentry, Masonary and Wood Works	1	Assam	154.13
		2	Bihar	186.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		3	Delhi	332.00
		4	Jammu & Kashmir	150.00
		5	Jharkhand	178.67
		6	Karnataka	261.73
		7	Odisha	150.00
		8	Puducherry	205.00
		9	Rajasthan	189.00
		10	Sikkim	220.00
		11	Tamil Nadu	306.19
45	Cashew Factories and Establishments	1	Andhara Pradesh	291.80
		2	Daman and Diu	209.80
		3	Goa	215.00
		4	Karnataka	268.66
		5	Kerala	232.58
		6	Maharashtra	184.81
		7	Odisha	150.00
		8	Tamil Nadu	215.70
		9	Telangana	311.70
46	Cashew/Coconut/Cardamom Gardens	1	Andhara Pradesh	125.00
		2	Karnataka	241.53
		3	Telangana	125.00
47	Casting Industries	1	Chhatisgarh	213.69
		2	Uttar Pradesh	246.75
48	Casual /Master Roll Workers in Flood Control Department	1	Assam	154.13
49	Casual Contingency Employees under Semi- Govt. Authorities.	1	Nagaland	115.00
		2	Sikkim	220.00
50	Casual / Master Roll Workers Employed in Public Health Department	1	Assam	154.13
		2	Nagaland	115.00
51	Casual / Master Roll Workers in Irrigation Department	1	Assam	154.13
52	Cement and Hume Pipe/Cement Prestressed Product/Cement Products Industry	1	Andhara Pradesh	243.29
		2	Bihar	186.00
		3	Chhatisgarh	213.69

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		4	Dadra & Nagar Haveli	209.80
		5	Jharkhand	178.67
		6	Maharashtra	242.63
		7	Nagaland	115.00
		8	Odisha	150.00
		9	Punjab	256.52
		10	Rajasthan	189.00
		11	Telangana	260.91
53	Cement Industry/Cement Working Establishments	1	Andhara Pradesh	221.09
		2	Arunachal Pradesh	150.00
		3	Assam	154.13
		4	Bihar	186.00
		5	Chhatisgarh	213.69
		6	Daman and Diu	209.80
		7	Delhi	332.00
		8	Gujarat	268.00
		9	Jharkhand	178.67
		10	Telangana	237.04
54	Chakki Mills	1	Assam	154.13
		2	West Bengal	245.00
55	Chemical and Distillery Industry	1	Chandigarh	305.38
		2	Haryana	216.90
		3	Madhya Pradesh	253.00
		4	Nagaland	115.00
		5	Odisha	150.00
		6	Puducherry	91.85
		7	Punjab	256.52
56	Chemical and Fertilizer Manufactory	1	Daman and Diu	209.80
		2	Madhya Pradesh	253.00
		3	Maharashtra	263.08
		4	Tamil Nadu	240.15
57	Chemical/Drugs and Pharmaceuticals Industry	1	Andhara Pradesh	278.97
		2	Assam	154.13
		3	Bihar	186.00
		4	Chandigarh	305.38
		5	Chhatisgarh	213.69
		6	Daman and Diu	209.80
		7	Delhi	332.00



TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		8	Dadra & Nagar Haveli	209.80
		9	Himachal Pradesh	170.00
		10	Jharkhand	178.67
		11	Karnataka	267.69
		12	Madhya Pradesh	253.00
		13	Maharashtra	294.31
		14	Rajasthan	189.00
		15	Telangana	299.18
58	Chicken Work Manufactory	1	Uttarakhand	220.77
		2	Uttar Pradesh	246.75
59	China Clay Mines	1	C.L.C (Central)	222.00
60	Chromite Mines	1	C.L.C (Central)	222.00
61	Charcoal Kilns	1	Daman and Diu	209.80
62	Cinema / Theatre	1	Andhara Pradesh	285.90
		2	Arunachal Pradesh	150.00
		3	Assam	154.13
		4	Bihar	186.00
		5	Chandigarh	305.38
		6	Daman and Diu	209.80
		7	Dadra & Nagar Haveli	209.80
		8	Goa	215.00
		9	Haryana	216.90
		10	Jharkhand	178.67
		11	Kerala	300.99
		12	Madhya Pradesh	253.00
		13	Maharashtra	220.88
		14	Nagaland	115.00
		15	Odisha	150.00
		16	Punjab	256.52
		17	Rajasthan	189.00
		18	Sikkim	220.00
		19	Tamil Nadu	336.54
		20	Telangana	306.56
		21	Uttar Pradesh	246.75
		22	Uttarakhand	220.77
		23	West Bengal	162.88
63	Clay Mines	1	C.L.C	222.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
64	Clay Pottery	1	Odisha	150.00
65	Cloth Dyings Polishing	1	Daman and Diu	209.80
		2	Karnataka	288.96
66	Coaching Academics including nursing and English Medium Schools and Technical Institutes	1	Assam	154.13
		2	Delhi	332.00
		3	Tamil Nadu	220.80
67	Chartered / Cost Accountants, Auditors, Tax consultancy and Architects	1	Andhara Pradesh	306.94
		2	Jharkhand	178.67
		3	Kerala	277.80
		4	Telangana	329.12
		5	West Bengal	257.00
68	Coal Briquette Industry	1	Bihar	186.00
		2	Jharkhand	178.67
69	Coconut Peeling	1	Kerala	283.04
		2	Tamil Nadu	205.95
70	Coffee Curing and Rubber Plantation	1	Andhara Pradesh	199.58
		2	Assam	154.13
		3	Karnataka	267.03
		4	Tamil Nadu	186.80
		5	Telangana	199.58
71	Coke (Fuel)/Hard Coke Industry	1	Bihar	186.00
		2	Chhatisgarh	213.69
		3	Jharkhand	178.67
		4	Madhya Pradesh	253.00
		5	Odisha	150.00
72	Cold Storage	1	Bihar	186.00
		2	Jharkhand	178.67
		3	Madhya Pradesh	253.00
		4	Rajasthan	189.00
		5	Uttar Pradesh	246.75
		6	Uttarakhand	220.77
73	Collection of Sal Seeds	1	Odisha	150.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
74	Colleges and Research Stations under the Tamil Nadu Agricultural University and Agricultural Farms maintained by the Agricultural and Horticulture and other Govt. Departments	1	Tamil Nadu	100.00
75	Computer Coaching Institutes	1	Jharkhand	178.67
		2	Rajasthan	189.00
76	Computer Software/Hardware	1	Kerala	300.99
		2	Rajasthan	189.00
77	Construction & Maintenance of Runways	1	C.L.C	222.00
78	Construction of Dams, Irrigation Works	1	Andhara Pradesh	279.28
		2	Bihar	186.00
		3	Jharkhand	178.67
		4	Kerala	282.80
		5	Madhya Pradesh	253.00
		6	Manipur	122.10
		7	Odisha	150.00
		8	Telangana	299.48
		9	Uttar Pradesh	246.75
		10	Uttarakhand	223.46
79	Construction/ Maintenance of Buildings/Roads	1	C.L.C	222.00
		2	A & N Islands	261.00
		3	Andhara Pradesh	268.70
		4	Arunachal Pradesh	150.00
		5	Assam	154.13
		6	Bihar	186.00
		7	Chandigarh	305.38
		8	Chhatisgarh	213.69
		9	Daman and Diu	209.80
		10	Delhi	332.00
		11	Dadra & Nagar Haveli	209.80
		12	Goa	215.00
		13	Gujarat	268.00
		14	Haryana	216.90
		15	Himachal Pradesh	170.00
		16	Jharkhand	178.67
		17	Karnataka	246.43
		18	Madhya Pradesh	253.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		19	Maharashtra	279.74
		20	Manipur	122.10
		21	Meghalaya	160.00
		22	Nagaland	115.00
		23	Odisha	150.00
		24	Punjab	256.52
		25	Rajasthan	189.00
		26	Sikkim	220.00
		27	Tamil Nadu	282.00
		28	Telangana	288.14
		29	Tripura	189.36
		30	Uttar Pradesh	246.75
		31	Uttarakhand	220.77
		32	West Bengal	245.00
80	Contract Labour	1	Karnataka	247.97
81	Contract Estt. Of the Forest Deptt.	1	Assam	154.13
		2	Chandigarh	256.52
		3	Haryana	216.90
		4	Punjab	256.52
82	Co-operative Banks	1	Assam	154.13
		2	Bihar	186.00
		3	Haryana	216.90
		4	Madhya Pradesh	253.00
83	Co-operative Consumer Societies	1	Assam	154.13
		2	Karnataka	332.59
		3	Madhya Pradesh	253.00
		4	Odisha	150.00
		5	Rajasthan	189.00
84	Co-operative Markeing Societies	1	Andhara Pradesh	256.52
		2	Assam	154.13
		3	Jharkhand	178.67
		4	Madhya Pradesh	253.00
		5	Telangana	275.05
85	Copper Mines	1	C.L.C	222.00
86	Cotton Dyeing, Printing & Washing Factories/Cloth Dyeing and Printing	1	Rajasthan	189.00
87	Cotton Ginning and Pressing	1	Andhara Pradesh	309.04
		2	Daman and Diu	209.80

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		3	Dadra & Nagar Haveli	209.80
		4	Gujarat	268.00
		5	Haryana	216.90
		6	Karnataka	269.45
		7	Madhya Pradesh	253.00
		8	Maharashtra	137.50
		9	Odisha	150.00
		10	Punjab	256.52
		11	Rajasthan	189.00
		12	Tamil Nadu	241.12
		13	Telangana	331.16
88	Cotton Carpet Weaving Establishments	1	Andhara Pradesh	273.25
89	Cotton Textiles, Cotton Spinning, Cotton Pressing, Manufacturing of Cotton Fibre, Thread Yarn Spinning and Weaving including handloom weaving	1	Andhara Pradesh	199.78
		2	Assam	154.13
		3	Goa	215.00
		4	Odisha	150.00
90	Cotton Waste Spinning Factories	1	Rajasthan	189.00
		2	Tamil Nadu	241.12
91	Courier Service	1	Bihar	186.00
		2	Madhya Pradesh	253.00
92	Coir Manufactory	1	Kerala	278.02
		2	Odisha	150.00
		3	Tamil Nadu	211.46
93	Crystal Cutting Polishing	1	Karnataka	303.74
		2	Kerala	255.95
94	Cycle Industry/Cycle Repairing/Mechanic Workshops	1	Daman and Diu	209.80
		2	Maharashtra	250.77
		3	Tripura	162.36
95	Dairy and Poultry Firms	1	Andhara Pradesh	266.66
		2	Assam	154.13
		3	Bihar	186.00
		4	Daman and Diu	209.80
		5	Jharkhand	178.67

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		6	Maharashtra	259.62
		7	Nagaland	115.00
		8	Sikkim	220.00
		9	Telangana	281.52
96	Dairy and Dairy Products	1	Chandigarh	305.38
		2	Delhi	332.00
		3	Madhya Pradesh	253.00
		4	Uttar Pradesh	246.75
		5	Uttarakhand	223.46
97	Dealer in Medicines and Chemicals	1	Punjab	266.52
98	Decoration/Decoration of Pandals	1	Jharkhand	178.67
		2	Tamil Nadu	176.80
		2	West Bengal	245.00
99	Dispensaries	1	Assam	154.13
		2	Daman and Diu	209.80
		3	Gujarat	268.00
		4	Maharashtra	400.89
100	Development Corporation	1	Lakshadweep	225.20
101	Dolomite Mines	1	C.L.C (Central)	222.00
102	Domestic Workers	1	Andhra Pradesh	226.84
		2	Bihar	170.35
		3	Dadra & Nagar Haveli	209.80
		4	Haryana	216.90
		5	Jharkhand	178.67
		6	Kerala	253.50
		7	Meghalaya	160.00
		8	Odisha	Fixed Separately
		9	Puducherry	148.53
		10	Punjab	256.52
		11	Rajasthan	209.00
		12	Telangana	243.25
		13	Tripura	71.98
103	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	1	Bihar	186.00
		2	Jharkhand	178.67
		3	Maharashtra	231.76

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
104	Earth Cutting Operation	1	Assam	154.13
		2	Bihar	186.00
		3	Jharkhand	178.67
105	Educational /Coaching Institutions	1	Arunachal Pradesh	150.00
		2	Chhatisgarh	213.69
106	Edible Oil Workers	1	Assam	154.13
107	Educational Research Stations under Agriculture/Horticulture Deptt.	1	Bihar	186.00
108	Electricity Generation and Distribution	1	Assam	154.13
		2	Jharkhand	178.67
		3	Lakshadweep	255.20
		4	Manipur	122.10
		5	Meghalaya	160.00
		6	Odisha	150.00
		7	Rajasthan	189.00
109	Electro Casting Industry	1	Bihar	186.00
110	Electronic Electroplating	1	Karnataka	284.13
111	Electronic/Electric/Electrical Industry, Sale and Distribution	1	Andhara Pradesh	274.84
		2	Bihar	186.00
		3	Chandigarh	305.38
		4	Kerala	300.10
		5	Madhya Pradesh	253.00
		6	Nagaland	115.00
		7	Puducherry	89.31
		8	Punjab	266.52
		9	Sikkim	220.00
		10	Telangana	294.74
112	Electric and other type of Bulb and Florence Tube Manufacture Industry	1	Bihar	186.00
		2	Daman & Diu	209.80
		3	Jharkhand	178.67
		4	Kerala	281.83
		5	Odisha	150.00
113	Electronics and Allied or Incidental Industries	1	Dadra & Nagar Haveli	209.80

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		2	Gujarat	268.00
		3	Haryana	216.90
		4	Jharkhand	178.67
		5	Maharashtra	298.70
		6	Tamil Nadu	237.30
114	Electroplating / Buffing / Polishing	1	Chandigarh	305.38
		2	Haryana	216.90
		3	Punjab	256.52
115	Employment in any Bank	1	Arunachal Pradesh	150.00
116	Employment in Non-Government Organisation and Voluntary Social Organisation	1	Odisha	150.00
117	Employment under any Govt. Authority (Casual Contingency Employee)	1	Arunachal Pradesh	150.00
		2	Meghalaya	160.00
		3	Odisha	150.00
		4	Punjab	256.52
118	Employment in Dharamshalas	1	Uttarakhand	223.46
		2	Uttar Pradesh	246.75
119	Employment in Toll Plaza Establishments	1	Punjab	256.52
120	Employment in Draught Relief Works	1	Rajasthan	189.00
121	Employment in Laying of Under-ground Electric Lines, Water Supply Lines and Sewerage Pipe Lines, etc.	1	C.L.C (Central)	222.00
		2	Jharkhand	178.67
		3	Odisha	150.00
122	Employment in registered Factories not elsewhere classified	1	Chhatisgarh	213.69
		2	Delhi	332.00
		3	Meghalaya	160.00
		4	Nagaland	115.00
		5	Rajasthan	189.00
		6	Uttar Pradesh	246.75
		7	Uttarakhand	223.46



TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
123	Employment in Wine and Liquor Shops establishments	1	Punjab	256.52
124	Employment in Zoo and places where caring of Wild Animals is done.	1	Punjab	256.52
125	Employment of non-teaching staff in Private Non-grant-aided educational institutions	1	Andhara Pradesh	262.03
		2	Gujarat	268.00
		3	Kerala	281.65
		4	Madhya Pradesh	253.00
		5	Odisha	150.00
		6	Telangana	281.02
126	Employment of Sailors	1	Bihar	178.00
127	Employment not covered under Schedule employment	1	Karnataka	313.66
128	Employment of Bus and Truck Driver/Conductor and Cleaners	1	Jharkhand	178.67
129	Employment in Malls and Shopping Complexes Establishments	1	Punjab	256.52
130	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	256.52
131	Engineering Industries including Motor Garage Workers/ Motor Body Builders	1	Arunachal Pradesh	150.00
		2	Assam	154.13
		3	Chhatisgarh	213.69
		4	Himachal Pradesh	170.00
		5	Jharkhand	178.67
		6	Karnataka	296.40
		7	Madhya Pradesh	253.00
		8	Maharashtra	232.81
		9	Meghalaya	160.00
		10	Nagaland	115.00
		11	Odisha	150.00
		12	Punjab	256.52

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		13	Rajasthan	189.00
		14	Sikkim	220.00
132	Engineering Industry employing less than 50 workers	1	Bihar	186.00
		2	Daman and Diu	209.80
		3	Odisha	150.00
		4	Uttar Pradesh	246.75
		5	Uttarakhand	223.46
133	Engineering Industry employing more than 50 workers	1	Bihar	186.00
134	Employment in Ship Breaking	1	Gujarat	239.00
135	Establishments defined under Section 2(1)(VII) of Shops and Commercial Establishments Act, 1958	1	Chandigarh	305.38
		2	Punjab	256.52
136	Establishments with manufacturing Process as defined in clause (k) of Section 2 of Factories Act, 1948	1	Chandigarh	305.38
		2	Chhatisgarh	213.69
		3	Himachal Pradesh	170.00
		4	Punjab	256.52
137	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	Daman and Diu	209.80
		2	Maharashtra	246.92
138	Excavation	1	Madhya Pradesh	253.00
139	Felspar Mines	1	C.L.C (Central)	222.00
140	Ferro Alloys Industries	1	Sikkim	220.00
141	Film Production/Motion Picture/Studios, Distribution and Publicity	1	Assam	154.13
		2	Daman and Diu	209.80
		3	Gujarat	268.00
		4	Karnataka	336.44
		5	Maharashtra	283.85

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
142	Fire Clay Mines	1	C.L.C (Central)	222.00
143	Fire Works and Explosives	1	Andhara Pradesh	223.19
		2	Tamil Nadu	156.42
144	Fisheries/Fishing/Sea Food/Fish Peeling and Canning	1	Andhara Pradesh	258.72
		2	Assam	154.13
		3	Bihar	186.00
		4	Gujarat	268.00
		5	Jharkhand	178.67
		6	Karnataka	280.48
		7	Kerala	254.44
		8	Lakshadweep	255.20
		9	Odisha	150.00
		10	Telangana	277.41
		11	West Bengal	216.00
145	Food Processing/Food Preservation/ Food Products	1	Assam	154.13
		2	Haryana	216.90
		3	Jammu & Kashmir	150.00
		4	Karnataka	266.38
		5	Kerala	279.34
		6	Madhya Pradesh	253.00
		7	Tamil Nadu	196.58
146	Forestry /Timbering Operations & Social Forestry/Forest Produce	1	Andhara Pradesh	69.27
		2	Arunachal Pradesh	150.00
		3	Assam	154.13
		4	Bihar	186.00
		5	Chandigarh	305.38
		6	Chhatisgarh	213.69
		7	Daman and Diu	209.80
		8	Dadra & Nagar Haveli	209.80
		9	Gujarat	268.00
		10	Haryana	216.90
		11	Himachal Pradesh	170.00
		12	Jharkhand	178.67
		13	Kerala	417.80
		14	Madhya Pradesh	253.00
		15	Maharashtra	267.50
		16	Meghalaya	160.00
		17	Odisha	150.00
		18	Punjab	266.52

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		19	Sikkim	220.00
		20	Tamil Nadu	273.25
		21	Telangana	69.27
		22	Uttar Pradesh	246.75
		23	Uttarakhand	221.35
		24	West Bengal	216.00
147	Foundries with or without attached Machine shops	1	Bihar	186.00
		2	Chandigarh	305.38
		3	Delhi	332.00
		4	Haryana	216.90
		5	Karnataka	249.35
		6	Punjab	256.52
		7	Uttarakhand	223.46
148	Fountain Pens	1	Daman and Diu	209.80
		2	Maharashtra	296.79
		3	West Bengal	245.00
149	Footwear making Industry	1	Tamil Nadu	167.81
150	Frittered Rice	1	Bihar	186.00
151	Fruit Preservation /Fruit Juice	1	Assam	154.13
		2	Meghalaya	160.00
		3	Uttarakhand	223.46
		4	Uttar Pradesh	246.75
152	Furniture Industry	1	Meghalaya	160.00
		2	Kerala	352.80
153	General Engineering	1	Andhara Pradesh	260.23
		2	Jammu & Kashmir	150.00
		3	Puducherry	111.00
		4	Rajasthan	189.00
		5	Tamil Nadu	280.58
154	Glass /Chinaware Industry	1	Andhara Pradesh	268.54
		2	Bihar	186.00
		3	Daman and Diu	209.80
		4	Dadra & Nagar Haveli	209.80
		5	Haryana	216.90
		6	Jharkhand	178.67
		7	Karnataka	262.08
		8	Maharashtra	294.37

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		9	Odisha	150.00
		10	Rajasthan	211.96
		11	Telangana	287.98
		12	West Bengal	195.00
155	Glass Sheet Manufacturing	1	Bihar	186.00
		2	Jharkhand	178.67
156	Glass Cutting	1	Daman and Diu	209.80
157	Glass Bangles Maufactory	1	Uttar Pradesh	220.20
158	Godowns	1	West Bengal	245.00
159	Gold and Silver Ornaments and Gold Coating/Covering/Jewellery	1	Andhara Pradesh	268.70
		2	Assam	154.13
		3	Bihar	186.00
		4	Jharkhand	178.67
		5	Kerala	284.64
		6	Madhya Pradesh	253.00
		7	Maharashtra	266.92
		8	Odisha	150.00
		9	Punjab	256.52
		10	Tamil Nadu	338.55
		11	Telangana	288.14
160	Goldsmith	1	Assam	154.13
		2	Tripura	161.00
161	Gota Kinari Industry	1	Rajasthan	189.00
162	Government Offices contingency and works	1	Rajasthan	189.00
163	Granite Mines	1	C.L.C (Central)	222.00
164	Granite Stones and Marbles Industry	1	Karnataka	314.19
		2	Kerala	359.90
		3	Tamil Nadu	340.62
165	Graphite Mines and Graphite Industries	1	C.L.C (Central)	222.00
		2	Odisha	150.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
166	Grass Cutting /Wood Cutting	1	Assam	154.13
		2	Chandigarh	305.38
		3	Dadra & Nagar Haveli	209.80
167	Gravel Mines	1	C.L.C.(Central)	222.00
168	Grill Industry	1	Sikkim	220.00
169	Gun Factories/Arms and Ammunition	1	Bihar	186.00
		2	Jharkhand	178.67
170	Gunny Industry	1	Tamil Nadu	293.35
171	Gypsum Mines	1	C.L.C. (Central)	222.00
172	Hair Cutting Saloon	1	Assam	154.13
		2	Bihar	186.00
		3	Chandigarh	305.38
		4	Daman and Diu	209.80
		5	Jammu & Kashmir	150.00
		6	Jharkhand	178.67
		7	Madhya Pradesh	253.00
		8	Maharashtra	282.77
		9	Nagaland	115.00
		10	Punjab	266.52
173	Handicraft	1	Assam	154.13
		2	Kerala	334.90
174	Handloom Weaving	1	Andhara Pradesh	Piece Rated
		2	Assam	154.13
		3	Chhatisgarh	213.69
		4	Jharkhand	178.67
		5	Nagaland	115.00
		6	Odisha	150.00
		7	Sikkim	220.00
		8	Tamil Nadu	Piece Rated
		9	Telangana	214.00
		10	Uttar Pradesh	246.75
		11	Uttarakhand	245.19
		12	West Bengal	216.00
175	Handloom and Powerloom (Cotton) Industry	1	Bihar	186.00
		2	Daman and Diu	209.80

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		3	Karnataka	213.00
		4	Kerala	242.64
				Powerloom 287.80
		5	Madhya Pradesh	253.00
		6	Maharashtra	235.58
		7	Rajasthan	189.00
		8	Telangana	Piece Rated
		9	Uttarakhand	223.65
176	Handloom Silk Weaving industry	1	Andhara Pradesh	191.36
		2	Telangana	205.58
		3	Tamil Nadu	Piece Rated
177	Handmade Paper and Paper Board	1	Daman and Diu	209.80
178	Handling and care of Elephants	1	Kerala	250.05
179	Halpers & Welder in Minor Engineering	1	Assam	154.13
		2	Jharkhand	178.67
		3	Kerala	279.04
180	Hematite Mines	1	C.L.C. (Central)	222.00
181	Hill Produce Industry	1	Kerala	269.04
182	Horticulture	1	Andhara Pradesh	303.21
		2	Assam	154.13
		3	Nagaland	115.00
		4	Telangana	320.18
183	Hosiery	1	Bihar	186.00
		2	Gujarat	268.00
		3	Jharkhand	178.67
		4	Kerala	267.80
		5	Madhya Pradesh	253.00
		6	Odisha	150.00
		7	Uttar Pradesh	246.75
		8	Uttarakhand	228.85
		9	West Bengal	245.00
184	Hospitals and Nursing Homes and Private Clinics	1	Andhara Pradesh	307.04
		2	Arunachal Pradesh	150.00
		3	Assam	154.13
		4	Bihar	186.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		5	Chandigarh	305.38
		6	Chhatisgarh	213.69
		7	Daman and Diu	209.80
		8	Delhi	332.00
		9	Dadra & Nagar Haveli	209.80
		10	Gujarat	268.00
		11	Goa	215.00
		12	Haryana	216.90
		13	Jharkhand	178.67
		14	Karnataka	256.46
		15	Kerala	372.83
		16	Madhya Pradesh	253.00
		17	Maharashtra	280.71
		18	Odisha	150.00
		19	Punjab	266.52
		20	Puducherry	109.50
		21	Rajasthan	189.00
		22	Tamil Nadu	243.31
		23	Telangana	329.22
		24	Uttar Pradesh	246.75
		25	Uttarakhand	223.46
		26	West Bengal	245.00
185	Hostels of all colleges and all other educational institutions	1	Andhara Pradesh	328.23
		2	Karnataka	273.05
		3	Kerala	249.27
		4	Telangana	351.93
186	Hotels and Restaurants or Eating Houses	1	Andhara Pradesh	273.08
		2	Arunachal Pradesh	150
		3	Assam	154.13
		4	Bihar	186.00
		5	Chandigarh	305.38
		6	Dadra & Nagar Haveli	209.80
		7	Daman and Diu	209.80
		8	Goa	215.00
		9	Gujarat	268.00
		10	Himachal Pradesh	170.00
		11	Jharkhand	178.67
		12	Karnataka	264.35
		13	Madhya Pradesh	253.00
		14	Maharashtra	294.31
		15	Meghalaya	160.00
		16	Nagaland	115.00



TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		17	Odisha	150.00
		18	Puducherry	107.65
		19	Punjab	256.52
		20	Rajasthan	189.00
		21	Sikkim	220.00
		22	Tamil Nadu	265.23
		23	Telangana	292.83
		24	Tripura	271.86
		25	Uttar Pradesh	175.91
		26	Uttarakhand	215.00
		27	West Bengal	245.00
187	Hydro Electric Projects	1	Assam	154.13
		2	Nagaland	115.00
		3	Sikkim	220.00
188	Ice Cream / Ice Candy Ice Products	1	Assam	154.13
		2	Jharkhand	178.67
		3	Nagaland	115.00
		4	Uttarakhand	220.77
		5	Uttar Pradesh	246.75
189	Ice Factory, Cold Drinks and Cold Storage	1	Assam	154.13
		2	Bihar	186.00
		3	Chandigarh	305.38
		4	Daman and Diu	209.80
		5	Delhi	332.00
		6	Jammu & Kashmir	150.00
		7	Karnataka	288.86
		8	Kerala	288.70
		9	Maharashtra	258.24
		10	Odisha	150.00
		11	Punjab	256.52
		12	Uttar Pradesh	246.75
		13	Uttarakhand	220.77
190	Industrial Engineering Establishments (more than 50 workers)	1	Gujarat	268.00
191	Industrial Engineering Establishments (less than 50 workers)	1	Gujarat	268.00
		2	Odisha	150.00
192	Incense and Incense Sticks	1	Tripura	165.35

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
193	Industrial Establishments	1	Lakshadweep	255.20
194	Information Technology	1	Bihar	186.00
195	Iron Foundry	1	Jharkhand	178.67
		2	Odisha	150.00
196	Iron Ore Mine	1	C.L.C (Central)	222.00
197	Irrigation Works	1	Chhatisgarh	213.69
		2	Rajasthan	189.00
198	Jari Industry	1	Gujarat	219.90
		2	Daman and Diu	209.80
199	Jute and Coir Mills	1	Andhara Pradesh	318.89
		2	Assam	154.13
		3	Odisha	150.00
		4	Telangana	341.98
200	Jute Bailing Industry	1	Assam	154.13
		2	Bihar	186.00
201	Jute Patti Industry	1	Rajasthan	189.00
202	Kambal Industry	1	Chhatisgarh	213.69
203	Khadi & Village Industry	1	Assam	154.13
		2	Bihar	186.00
		3	Jharkhand	178.67
		4	Kerala	239.64
		5	Nagaland	115.00
		6	Odisha	150.00
		7	Rajasthan	189.00
204	Khandsari / Sugar Factories	1	Andhara Pradesh	279.74
		2	Bihar	186.00
		3	Chhatisgarh	213.69
		4	Daman and Diu	209.80
		5	Gujarat	268.00
		6	Haryana	216.90
		7	Jharkhand	178.67
		8	Karnataka	329.74
		9	Madhya Pradesh	253.00
		10	Nagaland	115.00
		11	Telangana	299.95

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		12	Uttar Pradesh	246.75
		13	Uttarakhand	220.77
205	Katechu Industry/Katha Industry	1	Dadra & Nagar Haveli	209.80
		2	Madhya Pradesh	253.00
206	Kosa Industry	1	Chhatisgarh	213.69
		2	Madhya Pradesh	253.00
207	Kyanite Mines	1	C.L.C (Central)	222.00
208	Lac Manufacturing	1	Bihar	186.00
		2	Daman and Diu	209.80
		3	Dadra & Nagar Haveli	209.80
		4	Jharkhand	178.67
		5	West Bengal	216.00
209	Harbour Works	1	Lakshadweep	255.20
210	LAMPS/PACS/OMC	1	Tripura	148.08
211	Laterite Mines	1	C.L.C (Central)	222.00
212	Laundries / Dry Washing /Dyeing Plants	1	Bihar	186.00
		2	Daman and Diu	209.80
		3	Delhi	332.00
		4	Jharkhand	178.67
		5	Karnataka	261.35
		6	Maharashtra	294.31
		7	Nagaland	115.00
		8	Odisha	150.00
		9	Punjab	256.52
		10	Tamil Nadu	367.70
		11	Uttar Pradesh	246.75
		12	Uttarakhand	220.77
213	Leather Industries	1	Odisha	150.00
		2	Sikkim	220.00
214	Libraries / Pvt. Libraries	1	Uttarakhand	221.15
		2	Uttar Pradesh	246.75
215	Lignite Mines	1	C.L.C (Central)	222.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
216	Liquor trading and vending	1	Kerala	317.90
		2	Maharashtra	239.74
217	Lime Stone Industry/Kilns	1	Andhara Pradesh	203.35
		2	Chhatisgarh	213.69
		3	Madhya Pradesh	253.00
		4	Telangana	217.79
218	Loading and Unloading	1	C.L.C (Central)	222.00
		2	A & N Islands	261.00
		3	Arunachal Pradesh	150.00
		4	Assam	Per Bag
		5	Bihar	186.00
		6	Jharkhand	178.67
		7	Kerala	North 472.40
				South 547.80
		8	Nagaland	Piece Rated
		9	Puducherry	149.00
		10	Tamil Nadu	187.85
		11	Tripura	162.00
219	Local Authority/Municipality/Municipal Corporation/Gram Panchayat	1	Arunachal Pradesh	150.00
		2	Chhatisgarh	213.69
		3	Daman and Diu	209.80
		4	Delhi	332.00
		5	Dadra & Nagar Haveli	209.80
		6	Gujarat	268.00
		7	Haryana	216.90
		8	Jammu & Kashmir	150.00
		9	Karnataka	330.55
		10	Lakshadweep	255.20
		11	Madhya Pradesh	253.00
		12	Maharashtra	252.88
		13	Meghalaya	160.00
		14	Nagaland	115.00
		15	Odisha	150.00
		16	Punjab	256.52
		17	Rajasthan	189.00
220	LPG Distribution/Manufactory	1	Assam	154.13
		2	Chhatisgarh	213.69
		3	Kerala	265.43
		4	Nagaland	115.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		5	Odisha	150.00
		6	Rajasthan	189.00
		7	Tamil Nadu	216.12
221	Mandi Mazdoors	1	Chhatisgarh	213.69
222	Magnesite Mines	1	C.L.C (Central)	222.00
223	Magnetite Mines	1	C.L.C (Central)	222.00
224	Maintenance of Silk Worm Plan in the Sericulture Forms	1	Manipur	122.10
225	Mandakki Bhatti	1	Karnataka	251.73
226	Manganese Mines	1	C.L.C.(Central)	222.00
227	Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard	1	Daman and Diu	209.80
228	Manufacture of Dolls and Toys and Brass and Bell Metal	1	Madhya Pradesh	253.00
		2	Manipur	122.10
		3	Odisha	150.00
		4	West Bengal	245.00
229	Manufacturing of Small/Miniature bulbs, Glass Products	1	Maharashtra	343.20
		2	Uttar Pradesh	246.75
		3	Uttarakhand	220.77
230	Manufacture of Medicines and Hospital Equipments	1	Jammu & Kashmir	150.00
231	Manufacture of Ramraj Geru	1	Madhya Pradesh	253.00
232	Manufacture of Wood Products	1	Jammu & Kashmir	150.00
		2	A & N Islands	261.00
233	Manufacture assembling of Electronic Goods and Products	1	Goa	215.00
234	Manufacturing of Arms & Ammunition	1	Jammu & Kashmir	150.00
235	Manufacturing of Brush and Brooms	1	Odisha	150.00
236	Manufacturing of Leather Goods	1	Bihar	186.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		2	Uttar Pradesh	246.75
		3	Jharkhand	178.67
		4	Tamil Nadu	167.81
237	Manufacturing of Nails and Pins	1	Odisha	150.00
238	Marble and Calcite Mines	1	C.L.C (Central)	222.00
239	Mat Weaving and Basket Making	1	Tamil Nadu	165.75
240	Match Manufacturing	1	Andhara Pradesh	223.19
		2	Assam	154.13
		3	Dadra & Nagar Haveli	209.80
		4	Karnataka	285.13
		5	Kerala	256.80
		6	Odisha	150.00
		7	Tamil Nadu	175.80
		8	Telangana	239.14
		9	Uttar Pradesh	246.75
		10	Uttarakhand	220.77
241	Meat Selling	1	Chandigarh	305.38
242	Medical Plants Plantation	1	West Bengal	216.00
243	Mesta used Twine Mills	1	Andhara Pradesh	139.50
		2	Telangana	149.38
244	Metal Rolling & Re-rolling (Ferrous)	1	Andhara Pradesh	260.23
		2	Assam	154.13
		3	Chandigarh	305.38
		4	Dadra & Nagar Haveli	209.80
		5	Haryana	216.90
		6	Jammu & Kashmir	150.00
		7	Karnataka	334.54
		8	Punjab	256.52
245	Metal Rolling / Re-rolling (Non-Ferrous)	1	Dadra & Nagar Haveli	209.80
		2	Haryana	216.90
		3	Karnataka	334.54
		4	Nagaland	115.00
		5	Punjab	256.52
246	Metal/Alloy Industry	1	Manipur	122.10

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		2	Odisha	150.00
		3	Uttarakhand	223.46
		4	Uttar Pradesh	246.75
247	Metal Working Establishments	1	Delhi	332.00
		2	Telangana	297.07
248	Mica Mines	1	C.L.C (Central)	222.00
		2	Andhara Pradesh	271.31
		3	Telangana	290.91
249	Mica Works (Excluding Mines)	1	Bihar	186.00
		2	Daman and Diu	209.80
		3	Dadra & Nagar Haveli	209.80
		4	Jharkhand	178.67
		5	Rajasthan	189.00
250	Millk Processing and Milk Products Manufacturing Establishments excluding Halwais shops	1	Punjab	256.52
251	Mineral Grinding/Crushing Industry	1	Bihar	186.00
		2	Jharkhand	178.67
252	Mines and Minerals	1	Meghalaya	160.00
		2	Karnataka	262.05
253	Mines (Exemplified for See-3 of Mines Act)	1	Madhya Pradesh	253.00
254	Minor Port	1	Kerala	443.00
255	Motion Picture Industry	1	Andhara Pradesh	242.16
		2	Kerala	384.80
		3	Tamil Nadu	268.62
		4	Telangana	259.63
256	Municipalities and Town Committee	1	Assam	154.13
257	Murra, Poha, Churmura, etc.	1	Chhatisgarh	213.69
		2	Daman and Diu	209.80
		3	Madhya Pradesh	253.00
		4	Maharashtra	250.53

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
258	Mushroom Growing and Allied Works	1	Tamil Nadu	208.85
260	Neera Tapping	1	Tamil Nadu	347.60
262	Non-Govt. Organisations	1	Rajasthan	189.00
261	Ochre Mines	1	C.L.C. (Central)	222.00
262	Oil and Gas Drilling Works	1	Assam	154.13
263	Oil Mills	1	Andhara Pradesh	324.79
		2	Arunachal Pradesh	150.00
		3	Bihar	186.00
		4	Chandigarh	305.38
		5	Chhatisgarh	213.69
		6	Daman and Diu	209.80
		7	Delhi	332.00
		8	Dadra & Nagar Haveli	209.80
		9	Gujarat	268.00
		10	Haryana	216.90
		11	Karnataka	244.84
		12	Kerala	264.04
		13	Madhya Pradesh	253.00
		14	Maharashtra	265.92
		15	Odisha	150.00
		16	Puducherry	78.00
		17	Punjab	256.52
		18	Rajasthan	189.00
		19	Tamil Nadu	192.38
		20	Telangana	348.31
		21	Uttar Pradesh	246.75
		22	Uttarakhand	220.77
		23	West Bengal	245.00
264	Onion Sorting & Cleaning	1	Maharashtra	120.00
265	Optical and Photographic Goods	1	Daman and Diu	209.80
		2	Maharashtra	261.23
		3	Punjab	266.52
266	Packing Industry	1	Haryana	216.90
267	Paints and Varnishes	1	Daman and Diu	209.80
		2	Maharashtra	350.89



TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		3	Odisha	150
		4	West Bengal	245.00
268	Pan Masala and Gutkha Manufacturing	1	Assam	154.13
269	Palm Oil	1	Kerala	360.01
270	Papad Industry	1	Bihar	178.00
		2	Rajasthan	Piece Rated
271	Paper and Paper Board	1	Andhara Pradesh	326.01
		2	Assam	154.13
		3	Bihar	186.00
		4	Chandigarh	305.38
		5	Daman and Diu	209.80
		6	Dadra & Nagar Haveli	209.80
		7	Haryana	216.90
		8	Jharkhand	178.67
		9	Maharashtra	271.44
		10	Odisha	150.00
		11	Puducherry	79.69
		12	Punjab	256.52
		13	Sikkim	220.00
		14	Tamil Nadu	189.30
		15	Telangana	349.56
		16	Uttar Pradesh	246.75
		17	West Bengal	245.00
272	Pathological Laboratories	1	Assam	154.13
		2	Nagaland	115.00
273	Petrol Bunks/Petrol, Diesel Oil Pumps	1	Andhara Pradesh	278.97
		2	Assam	154.13
		3	Bihar	186.00
		4	Chandigarh	305.38
		5	Chhatisgarh	213.69
		6	Dadra & Nagar Haveli	209.80
		7	Gujarat	268.00
		8	Haryana	216.90
		9	Jharkhand	178.67
		10	Karnataka	334.54
		11	Kerala	279.34
		12	Madhya Pradesh	253.00
		13	Nagaland	115.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		14	Odisha	150.00
		15	Rajasthan	189.00
		16	Telangana	299.18
		17	Tripura	172.00
		18	Uttar Pradesh	246.75
		19	Uttarakhand	223.46
274	Petroleum Supply Stations Establishments	1	Punjab	256.52
275	Pharmaceutical industry and units engaged in the manufacture, sale and distribution and the sale of Electronic products	1	Dadra & Nagar Haveli	209.80
		2	Goa	215.00
		3	Gujarat	268.00
		4	Kerala	375.57
		5	Odisha	150.00
276	Plantations (Tea, Coffee, Rubber, Cardamom, Cinchona, etc.)	1	Arunachal Pradesh	150.00
		2	Bihar	186.00
		3	Daman and Diu	209.80
		4	Dadra & Nagar Haveli	209.80
		5	Himachal Pradesh	170.00
		6	Jharkhand	178.67
		7	Karnataka	Coffee, Tea 272.96
		8	Kerala	222.99
				307.99 Rubber
		9	Nagaland	115.00
		10	Sikkim	220.00
		11	Tamil Nadu	Tea 205.02
				Coffee 203.52
				Rubber 209.02
		12	Tripura	Rubber 162.83
				Tea 83.00
		13	Uttarakhand	220.77
277	Plantation Labour Chincona, Rubber	1	Karnataka	247.96
		2	Maharashtra	294.31
		3	West Bengal	216.00
278	Plantation of Silk Worm Food Plants for Silk Workms (i.e.Mulberry, Oak, Tasar, Caster etc.)	1	Manipur	122.10

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
279	Photo and Picture Frame Manufacturing	1	Assam	154.13
280	Plastic Industry	1	Bihar	186.00
		2	Chandigarh	305.38
		3	Chhatisgarh	213.69
		4	Dadra & Nagar Haveli	209.80
		5	Gujarat	268.00
		6	Haryana	216.90
		7	Jharkhand	178.67
		8	Karnataka	273.29
		9	Kerala	281.26
		10	Madhya Pradesh	253.00
		11	Maharashtra	250.77
		12	Puducherry	95.35
		13	West Bengal	245.00
281	Plastic and Plastic Products	1	Daman & Diu	209.8
		2	Odisha	150.00
		3	Uttarakhand	223.46
		4	Uttar Pradesh	246.75
282	Plastic, Rubber, PVC including Cable	1	Delhi	332.00
		2	Kerala	299.70
283	Plantation in Brahmaputra Valley	1	Assam	94.00
284	Plantation in Barak Valley	1	Assam	75.00
285	Plucking and Collection of Tendu/Kendu Leaves	1	Bihar	186.00
		2	Jharkhand	178.67
		3	Odisha	150.00
286	Plywood Industry	1	Assam	154.13
		2	Bihar	186.00
		3	Jharkhand	178.67
		4	Karnataka	255.83
		5	Kerala	242.04
		6	Meghalaya	160.00
		7	Nagaland	115.00
		8	Uttar Pradesh	246.75
		9	Uttarakhand	223.46
		10	West Bengal	245.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
287	Polyurethane foam manufacturing or processing of foam items	1	Dadra & Nagar Haveli	209.80
		2	Tamil Nadu	245.77
288	Potteries / Ceramics / Fire Bricks	1	Assam	154.13
		2	Bihar	186.00
		3	Chhatisgarh	213.69
		4	Daman and Diu	209.80
		5	Delhi	332.00
		6	Dadra & Nagar Haveli	209.80
		7	Gujarat	268.00
		8	Haryana	216.90
		9	Jharkhand	178.67
		10	Karnataka	249.74
		11	Madhya Pradesh	253.00
		12	Maharashtra	207.70
		13	Odisha	150.00
		14	Punjab	256.52
		15	Uttar Pradesh	246.75
		16	Uttarakhand	220.77
		17	West Bengal	245.00
289	Poultry and Cattle Feed Manufacturing	1	Andhara Pradesh	274.83
		2	Assam	154.13
		3	Chhatisgarh	213.69
		4	Dadra & Nagar Haveli	209.80
		5	Telangana	289.60
290	Power Plants	1	Chhatisgarh	213.69
291	Powerloom Industry	1	Andhara Pradesh	329.90
		2	Bihar	186.00
		3	Chhatisgarh	213.69
		4	Daman and Diu	209.80
		5	Dadra & Nagar Haveli	209.80
		6	Gujarat	268.00
		7	Jharkhand	178.67
		8	Madhya Pradesh	253.00
		9	Maharashtra	303.20
		10	Odisha	150.00
		11	Rajasthan	189.00
		12	Tamil Nadu	269.19
		13	Telangana	225.58
		14	Uttar Pradesh	246.75

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		15	West Bengal	245.00
292	Preparation of Soil, Land Development and other Agricultural Operation	1	Manipur	122.10
293	Premises wherein Cows / Buffalos kept for Milking	1	Assam	154.13
294	Procurement, Processing and distribution of Milk	1	Karnataka	267.33
295	Printing Presses/Lithography, Photography and other similar works	1	Andhara Pradesh	279.74
		2	Arunachal Pradesh	150.00
		3	Assam	154.13
		4	Bihar	186.00
		5	Chandigarh	305.38
		6	Chhatisgarh	213.69
		7	Daman and Diu	209.80
		8	Delhi	332.00
		9	Dadra & Nagar Haveli	209.80
		10	Goa	215.00
		11	Gujarat	268.00
		12	Haryana	216.90
		13	Jharkhand	178.67
		14	Karnataka	247.52
		15	Kerala	282.39
		16	Madhya Pradesh	253.00
		17	Maharashtra	247.05
		18	Meghalaya	160.00
		19	Nagaland	115.00
		20	Odisha	150.00
		21	Puducherry	87.06
		22	Punjab	256.52
		23	Rajasthan	189.00
		24	Sikkim	220.00
		25	Tamil Nadu	189.61
		26	Telangana	299.95
		27	Uttar Pradesh	246.75
		28	Uttarakhand	224.42
		29	West Bengal	245.00
296	Printing and Dyeing Cloth	1	Assam	154.13
		2	Maharashtra	258.22

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
297	Private co-operative society welfare	1	Arunachal Pradesh	150.00
298	Private Temple	1	Kerala	272.03
299	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	1	A & N Islands	261.00
		2	Chandigarh	305.38
		3	Dadra & Nagar Haveli	209.80
		4	Haryana	216.90
		5	Himachal Pradesh	170.00
		6	Jharkhand	178.67
		7	Nagaland	135.00
		8	Puducherry	156.61
		9	Punjab	256.52
		10	Rajasthan	189.00
		11	Tripura	158.12
		12	Uttar Pradesh	246.75
		13	Uttarakhand	220.77
300	Private Ferries and L.T.C.	1	Bihar	186.00
		2	Jharkhand	178.67
301	Private Finance Corporation and Chit Fund	1	Karnataka	267.43
302	Private Motor Transport	1	Andhara Pradesh	268.70
		2	Assam	154.13
		3	Jammu & Kashmir	150.00
		4	Nagaland	115.00
		5	Odisha	150.00
		6	Puducherry	119.38
		7	Sikkim	220.00
		8	Telangana	288.14
303	Processing and Canning of food stuff including fish and beverages	1	Goa	215.00
		2	Madhya Pradesh	253.00
304	Public Motor Transport	1	Andhara Pradesh	220.46
		2	Arunachal Pradesh	150.00
		3	Assam	154.13
		4	Bihar	186.00
		5	Chandigarh	305.38
		6	Chhatisgarh	213.69
		7	Daman and Diu	209.80
		8	Delhi	332.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		9	Dadra & Nagar Haveli	209.80
		10	Goa	215.00
		11	Gujarat	268.00
		12	Haryana	216.90
		13	Himachal Pradesh	170.00
		14	Jharkhand	178.67
		15	Karnataka	235.75
		16	Kerala	283.57
		17	Madhya Pradesh	253.00
		18	Maharashtra	265.92
		19	Manipur	122.10
		20	Meghalaya	160.00
		21	Nagaland	115.00
		22	Odisha	150.00
		23	Punjab	256.52
		24	Rajasthan	189.00
		25	Tamil Nadu	358.04
		26	Telangana	236.41
		27	Tripura	109.49
		28	Uttar Pradesh	246.75
		28	Uttarakhand	224.42
		29	West Bengal	235.00
305	Public Works Department (Irrigation)	1	Haryana	216.90
		2	Punjab	256.52
		3	Rajasthan	189.00
306	Public Works Department (Public Health)	1	Lakshadweep	255.20
		2	Odisha	150.00
		3	Punjab	256.52
		4	Rajasthan	189.00
307	Pulp and Paper, Paper Board and Card Board Manufactory	1	Gujarat	268.00
		2	Karnataka	313.66
308	Quartz Mines	1	C.L.C.(Central)	222.00
309	Quartzite Mines	1	C.L.C.(Central)	222.00
310	Rags Cleaning & Sorting	1	Haryana	205.44
311	Readymade Garments	1	Andhara Pradesh	200.53
		2	Assam	154.13

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		3	Daman and Diu	209.80
		4	Delhi	332.00
		5	Goa	215.00
		6	Gujarat	220.00
		7	Haryana	216.90
		8	Kerala	224.13
		9	Madhya Pradesh	253.00
		10	Maharashtra	249.35
		11	Odisha	150.00
		12	Punjab	266.52
		13	Telangama	203.11
		14	Uttar Pradesh	246.75
		15	Uttarakhand	223.46
312	Radio including assembling of Radio parts	1	Delhi	332.00
		2	Odisha	150.00
313	Religious and Social Institutions	1	Bihar	186.00
		2	Jharkhand	178.67
314	Red Oxide Mines	1	C.L.C.(Central)	222.00
315	Refractory Industry	1	Odisha	150.00
		2	West Bengal	204.00
316	Rice / Flour / Dal Mill	1	Andhara Pradesh	281.10
		2	Arunachal Pradesh	150.00
		3	Assam	154.13
		4	Bihar	186.00
		5	Chandigarh	305.38
		6	Chhatisgarh	213.69
		7	Daman and Diu	209.80
		8	Delhi	332.00
		9	Dadra & Nagar Haveli	209.80
		10	Gujarat	268.00
		11	Haryana	216.90
		12	Jharkhand	178.67
		13	Karnataka	313.66
		14	Kerala	287.70
		15	Madhya Pradesh	253.00
		16	Maharashtra	250.53
		17	Nagaland	115.00
		18	Odisha	150.00
		19	Puducherry	77.00
		20	Punjab	256.52



TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		21	Rajasthan	189.00
		22	Tamil Nadu	229.05
		23	Telangana	301.45
		24	Tripura	128.50
		25	Uttar Pradesh	246.75
		26	Uttarakhand	220.77
		27	West Bengal	245.00
317	Rock Phosphate Mines	1	C.L.C.(Central)	222.00
318	Rolling of Iron Rods, Plates and Angles, etc.	1	Bihar	186.00
		2	Chhatisgarh	213.69
319	Rope Industry	1	Odisha	150.00
		2	West Bengal	245.00
320	Rosin and Terpentine Products	1	Jammu & Kashmir	150.00
321	Rubber Baloon Manufacturing	1	Daman and Diu	209.80
		2	Maharashtra	250.53
322	Rubber Crepe Mills	1	Kerala	265.27
323	Rubber/Rubber Products(including Tyres and Tubes)	1	Assam	154.13
		2	Bihar	186.00
		3	Chandigarh	305.38
		4	Dadra & Nagar Haveli	209.80
		5	Daman and Diu	209.80
		6	Gujarat	268.00
		7	Haryana	216.90
		8	Jharkhand	178.67
		9	Karnataka	280.24
		10	Kerala	299.70
		11	Odisha	150.00
		12	Punjab	256.52
		13	Uttar Pradesh	246.75
		14	Uttarakhand	223.46
		15	West Bengal	195.65
324	Rural Development Department sponsored Employment Generation Scheme (Jawahar Rojgar Yojana)	1	Rajasthan	189.00
325	Rexene Cloth	1	Dadra & Nagar Haveli	209.80

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
326	Sago Industry	1	Tamil Nadu	249.77
327	Safai Karamcharies	1	Andhara Pradesh	354.81
		2	Arunachal Pradeh	150.00
		3	Assam	154.13
		4	Bihar	178.00
		5	Dadra & Nagar Haveli	209.80
		6	Haryana	216.90
		7	Karnataka	295.73
		8	Meghalaya	160.00
		9	Telangana	380.49
		10	Tripura	180.28
328	Sale of Medicines/Medical Representatives	1	Karnataka	295.81
		2	Kerala	375.57
		3	Tamil Nadu	294.96
329	Sale Promotion Workers	1	Bihar	170.00
		2	Chhatisgarh	213.69
330	Sale of Automobiles	1	Nagaland	115.00
331	Salt Pan Industry	1	Andhara Pradesh	209.96
		2	Daman and Diu	209.80
		3	Gujarat	227.00
		4	Maharashtra	250.77
		5	Odisha	150.00
		6	Rajasthan	211.96
		7	Tamil Nadu	197.90
		8	Telangana	225.15
		9	West Bengal	216.00
332	Saw Mills	1	Arunachal Pradesh	150.00
		2	Assam	154.13
		3	Chandigarh	305.38
		4	Chhatisgarh	213.69
		5	Daman and Diu	209.80
		6	Dadra & Nagar Haveli	209.80
		7	Goa	215.00
		8	Haryana	216.90
		9	Madhya Pradesh	253.00
		10	Maharashtra	250.77
		11	Meghalaya	160.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		12	Nagaland	115.00
		13	Odisha	150.00
		14	Punjab	256.52
		15	West Bengal	245.00
333	Sales, Distribution and Handling of Petroleum Products	1	Meghalaya	160.00
334	Scientific Industry	1	Haryana	216.90
		2	Punjab	256.52
335	Seasonal Spray Squads of NMEP	1	Assam	154.13
336	Sea Food Processing Industry	1	Daman and Diu	209.80
		2	Tamil Nadu	208.27
337	Seed Processing Units	1	Andhara Pradesh	274.06
		2	Telangana	293.81
338	Security Agencies (Private)/Watch and Ward	1	C.L.C.(Central)	259.00
		2	Andhara Pradesh	283.66
		3	Arunachal Pradesh	150.00
		4	Assam	163.47
		5	Bihar	186.00
		6	Chhatisgarh	213.69
		7	Dadra & Nagar Haveli	209.80
		8	Gujarat	268.00
		9	Goa	215.00
		10	Jharkhand	178.67
		11	Karnataka	305.56
		12	Kerala	300.37
		13	Madhya Pradesh	253.00
		14	Odisha	150.00
		15	Puducherry	111.53
		16	Punjab	256.52
		17	Sikkim	220.00
		18	Tamil Nadu	204.39
		19	Telangana	304.17
		20	Tripura	248.05
		21	West Bengal	245.00
339	Sericulture	1	Andhara Pradesh	173.27
		2	Assam	154.13
		3	Karnataka	284.39
		4	Meghalaya	160.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		5	Nagaland	115.00
		6	Tamil Nadu	216.00
		7	Telangana	173.27
		8	West Bengal	216.00
340	Screen Printing	1	Kerala	283.09
341	Solevent Plants and Refinery	1	Chhatisgarh	213.69
342	Shoe/Footwear Industry and Dealers	1	West Bengal	245.00
343	Shops & Commercial Establishments Other than a residential hotel, restaurant or eating house	1	A & N Islands	278.00
		2	Andhara Pradesh	268.70
		3	Arunachal Pradesh	150.00
		4	Assam	154.13
		5	Bihar	186.00
		6	Chandigarh	305.38
		7	Chhatisgarh	213.69
		8	Dadra & Nagar Haveli	209.80
		9	Daman and Diu	209.80
		10	Delhi	332.00
		11	Goa	215.00
		12	Gujarat	268.00
		13	Haryana	216.90
		14	Himachal Pradesh	170.00
		15	Jammu & Kashmir	150.00
		16	Jharkhand	178.67
		17	Karnataka	328.66
		18	Kerala	279.34
		19	Madhya Pradesh	253.00
		20	Maharashtra	254.38
		21	Manipur	122.10
		22	Meghalaya	160.00
		23	Nagaland	115.00
		24	Odisha	150.00
		25	Puducherry	55.77
		26	Punjab	256.52
		27	Rajasthan	189.00
		28	Sikkim	220.00
		29	Tamil Nadu	205.92
		30	Telangana	288.14
		31	Tripura	160.92
		32	Uttar Pradesh	246.75

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		33	Uttarakhand	220.77
344	Shops Selling Cooked Food Stuff	1	Assam	154.13
		2	Bihar	186.00
		3	Jharkhand	178.67
345	Silica Mines	1	C.L.C.(Central)	222.00
346	Silicate and Chemical Works	1	Jammu & Kashmir	150.00
347	Silk Printing	1	West Bengal	245.00
348	Silk Twisting Industry	1	Bihar	186.00
		2	Tamil Nadu	251.15
		3	West Bengal	245.00
349	Silk Sari or Jari Works (Handloom)	1	Uttar Pradesh	246.75
350	Silk Spinning and or weaving (Handloom)	1	West Bengal	216.00
351	Silver Industry	1	Daman and Diu	209.80
352	Sindur and Rang Manufacturing	1	Bihar	186.00
		2	Jharkhand	178.67
353	Slate Mines	1	C.L.C.(Central)	222.00
354	Slate Pencil Manufactory	1	Andhara Pradesh	255.75
		2	Madhya Pradesh	253.00
		3	Telangana	274.28
355	Small Scale Industry	1	Assam	154.13
		2	Rajasthan	189.00
356	Soap / Detergent Making/Cosmetics	1	Assam	154.13
		2	Bihar	186.00
		3	Chandigarh	305.38
		4	Daman and Diu	209.80
		5	Dadra & Nagar Haveli	209.80
		6	Gujarat	268.00
		7	Haryana	216.90
		8	Jharkhand	178.67
		9	Jammu & Kashmir	150.00
		10	Kerala	271.26

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		11	Madhya Pradesh	253.00
		12	Maharashtra	290.46
		13	Nagaland	115.00
		14	Odisha	150.00
		15	Puducherry	116.00
		16	Punjab	256.52
		17	Tamil Nadu	329.00
		18	Uttar Pradesh	246.75
		19	Uttarakhand	220.77
357	Soap Stone Factories	1	Rajasthan	189.00
358	Soil Conservation (workers engaged in Plantation, reclamation etc.)	1	Meghalaya	160.00
359	Spinning, Knitting, Printing, Dyeing, Finishing, Bleaching of Silk Pina, Fibre/Silk Industry	1	Andhara Pradesh	190.75
		2	Jharkhand	178.67
		3	Karnataka	326.32
		4	Manipur	122.10
		5	Odisha	150.00
		6	Telangana	204.58
360	Sponge Iron	1	Chhatisgarh	213.69
		2	Jharkhand	178.67
361	Sports Goods Industry	1	Punjab	256.52
		2	Jammu & Kashmir	150.00
362	Spun Pipes, Concrete Pipes, Sanitary Fittisngs, PCC,RCS Poles & RCC Pipe Manufacturing Industry	1	Karnataka	297.55
363	Star Hotel	1	Kerala	302.91
364	Starch Industry	1	Punjab	256.52
365	Stable	1	Maharashtra	224.51
366	STD, ISD, PCO and Allied Services	1	Rajasthan	189.00
367	Steatite Mines	1	C.L.C (Central)	222.00
368	Steel Almirah, Tables, Chairs and Steel Furniture	1	Daman and Diu	209.80

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		2	Karnataka	233.92
		3	Punjab	256.52
369	Steel Fabrication and Concrete Products	1	Andhra Pradesh	255.91
		2	Chhatisgarh	213.69
		3	Meghalaya	160.00
		4	Maharashtra	237.05
		5	Telangana	274.44
370	Stone Breaking & Stone Crushing	1	C.L.C. (Central)	176.73
		2	Andhra Pradesh	252.95
		3	Arunachal Pradesh	150.00
		4	Bihar	186.00
		5	Chandigarh	305.38
		6	Chhatisgarh	213.69
		7	Daman and Diu	209.80
		8	Delhi	332.00
		9	Dadra & Nagar Haveli	209.80
		10	Goa	215.00
		11	Gujarat	268.00
		12	Himachal Pradesh	170.00
		13	Jammu & Kashmir	150.00
		14	Jharkhand	178.67
		15	Karnataka	283.20
		16	Kerala	361.70
		17	Madhya Pradesh	253.00
		18	Maharashtra	253.67
		19	Meghalaya	160.00
		20	Nagaland	115.00
		21	Odisha	150.00
		22	Punjab	256.52
		23	Rajasthan	211.96
		24	Sikkim	220.00
		25	Telangana	271.12
		26	Tripura	Piece Rated
		27	Uttar Pradesh	246.75
		28	Uttarakhand	220.77
		29	West Bengal	245.00
371	Stone Mines	1	C.L.C.(Central)	222.00
372	Streamergahats	1	Assam	154.13

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
373	Superior Kerosene/Petrol/Diesel Oil delivery Depot	1	Arunachal Pradesh	150.00
374	Sugar Industry	1	Assam	154.13
		2	Dadra & Nagar Haveli	209.80
		3	Gujarat	268.00
		4	Punjab	256.52
375	Sugar Cane Cutting	1	Gujarat	268.00
376	Sugar Pan Industry (without mechanical Power)	1	Rajasthan	189.00
377	Surgical and Clinical Instruments making industry	1	Punjab	256.52
378	Sweeping & Sanitation Works/Safai Karamcharis	1	C.L.C (Central)	222.00
		2	Daman and Diu	209.80
		3	Gujarat	120.80
		4	Jharkhand	178.67
		5	Kerala	251.44
		6	Maharashtra	266.34
		7	Puducherry	166.00
		8	Punjab	256.52
		9	Rajasthan	189.00
		10	West Bengal	245.00
379	Sweet Shops/Industry	1	Uttarakhand	223.46
		2	Uttar Pradesh	246.75
380	Sweet Meats	1	Tripura	243.69
381	Synthetic Gem Cutting Industry	1	Tamil Nadu	Piece Rated
382	Tailoring, Stitching and Embroidery	1	Assam	154.13
		2	Bihar	186.00
		3	Chandigarh	305.38
		4	Dadra & Nagar Haveli	209.80
		5	Haryana	216.90
		6	Jammu & Kashmir	150.00
		7	Jharkhand	178.67
		8	Karnataka	292.15
		9	Meghalaya	160.00
		10	Nagaland	115.00
		11	Puducherry	128.57



TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		12	Punjab	256.52
		13	Rajasthan	189.00
		14	Tamil Nadu	158.61
		15	Tripura	Piece Rated
		16	Uttar Pradesh	246.75
		17	Uttarakhand	220.77
		18	West Bengal	245.00
383	Tanneries & Leather Manufacturing	1	Andhara Pradesh	285.10
		2	Assam	154.13
		3	Bihar	186.00
		4	Chandigarh	305.38
		5	Daman and Diu	209.80
		6	Dadra & Nagar Haveli	209.80
		7	Gujarat	268.00
		8	Haryana	216.90
		9	Jammu & Kashmir	150.00
		10	Jharkhand	178.67
		11	Karnataka	303.04
		12	Kerala	287.80
		13	Maharashtra	220.12
		14	Punjab	256.52
		15	Tamil Nadu	163.02
		16	Telangana	305.76
		17	Uttar Pradesh	246.75
		18	West Bengal	245.00
384	Telecommunication Establishments	1	Nagaland	115.00
385	Tent dealers,Crockery and household Goods Establishments	1	Chandigarh	305.38
		2	Nagaland	115.00
		3	Punjab	256.52
386	Textile (Silk) Industry	1	Karnataka	262.80
387	Textile Industry	1	Chandigarh	305.38
		2	Haryana	216.90
		3	Punjab	256.52
		4	Rajasthan	189.00
388	Textile Printing/Yarn Dyeing	1	Andhara Pradesh	266.84
		2	Delhi	332.00
		3	Dadra & Nagar Haveli	209.80
		4	Telangana	286.13

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		5	Uttar Pradesh	246.75
		6	Uttarakhand	220.77
389	Textile Processing	1	Dadra & Nagar Haveli	209.80
		2	Gujarat	268.00
390	Tiles, Ceramic and Potteries	1	Andhara Pradesh	255.83
		2	Bihar	186.00
		3	Goa	215.00
		4	Gujarat	268.00
		5	Jammu & Kashmir	150.00
		6	Karnataka	319.72
		7	Rajasthan	189.00
		8	Tamil Nadu	187.85
		9	Telangana	279.05
391	Timber Trading Industry (including/excluding felling and sawing)	1	Karnataka	273.01
		2	Kerala	407.80
		3	Odisha	150.00
		4	Tamil Nadu	346.10
392	Tin Container Manufactory	1	Tamil Nadu	237.77
393	Tobacco Godowns	1	West Bengal	216.00
394	Tobacco Manufactory - Snuff Industry	1	Tamil Nadu	198.90
395	Tobacco Manufacturing/Eatable Tobacco (exculding Beedi making)	1	Andhara Pradesh	231.65
		2	Daman and Diu	209.80
		3	Dadra & Nagar Haveli	209.80
		4	Maharashtra	211.44
		5	Rajasthan	211.96
		6	Tamil Nadu	174.80
		7	Telangana	248.24
		8	Uttar Pradesh	246.75
		9	Uttarakhand	239.42
396	Tobacco/Beedi Making/Cigar Industry	1	Andhara Pradesh	235.54
		2	Arunachal Pradesh	150.00
		3	Assam	154.13
		4	Bihar	186.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		5	Dadra & Nagar Haveli	209.80
		6	Daman and Diu	209.80
		7	Gujarat	268.00
		8	Jharkhand	178.67
		9	Karnataka	Tobacco 318.98
				Beedi 303.53
		10	Kerala	214.82
		11	Madhya Pradesh	253.00
		12	Maharashtra	128.75
		13	Odisha	150.00
		14	Rajasthan	Beedi 232.84
		15	Tamil Nadu	Beedi 212.5
				Beedi Rolling Piece Rated
		16	Telangana	252.56
		17	Tripura	Piece Rated
		18	Uttar Pradesh	199.59
		19	West Bengal	180.32
397	Toddy Tapping including Selling	1	Andhra Pradesh	227.15
		2	Karnataka	249.35
		3	Kerala	276.41
		4	Telangana	243.55
398	Tours and Travels	1	Sikkim	220.00
399	Transportation, Marketing and Distribution of Petroleum Products	1	Assam	154.13
400	Tree Climbing	1	Kerala	Piece Rated
		2	Tamil Nadu	Women worker 5hrs work 85.00
				Man worker 6 hours 100.00
401	Trunks/Buckets/Suitcases Manufacturing/Tin Plate Shaping and its Printing, etc.	1	Assam	154.13
		2	Odisha	150.00
		3	Punjab	266.52
		4	Uttar Pradesh	246.75
		5	Uttarakhand	223.46
402	Tubewell Drilling Operations	1	Assam	154.13
		2	Dadra & Nagar Haveli	209.80
		3	Gujarat	268.00
		4	Haryana	216.90

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
		5	Madhya Pradesh	253.00
		6	Nagaland	115.00
		7	Punjab	256.52
403	Tamarind Collection	1	Odisha	150.00
404	Tyre/Tyre Retreading & Repairing Industry	1	Nagaland	115.00
		2	Sikkim	220.00
405	Uranium Mines	1	C.L.C.(Central)	222.00
406	Utensil Shops	1	Punjab	256.52
407	Utensils Manufacturing	1	Daman and Diu	209.80
		2	Jammu & Kashmir	150.00
		3	Maharashtra	262.43
		4	Odisha	150.00
		5	Tamil Nadu	185.85
408	Manufacture and Sale of Umbrellas	1	Kerala	263.14
409	University, Education Research or Cultural Institutions	1	Jharkhand	178.67
410	Vaneer Industry	1	Karnataka	249.36
411	Vegetable and Fruit Shops	1	Chandigarh	305.38
412	Various Departments /Office/Industrial Establishments	1	A & N Islands	261.00
413	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	1	Punjab	256.52
414	Water Supply (Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	1	Manipur	122.10
415	Watch and Ward (with arms)	1	C.L.C.(Central)	291.00
416	Watch / Watch Straps	1	Daman and Diu	209.80
		2	Dadra & Nagar Haveli	209.80
		3	Maharashtra	273.61
417	Water Boat Transport	1	Kerala	205.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
418	White Clay Mines	1	C.L.C.(Central)	222.00
419	Wolfram Mines	1	C.L.C.(Central)	222.00
420	Wood Carving	1	Jammu & Kashmir	150.00
		2	Uttar Pradesh	246.75
		3	Uttarakhand	238.65
421	Wood / Bamboo, Cane Furniture and fixtures	1	Andhara Pradesh	266.72
		2	Daman and Diu	209.80
		3	Dadra & Nagar Haveli	209.80
		4	Kerala	287.80
		5	Maharashtra	343.20
		6	Manipur	122.10
		7	Nagaland	115.00
		8	Telangana	286.01
422	Wooden Photo Frame	1	Daman and Diu	209.80
		2	Maharashtra	343.20
423	Wool Cleaning and Pressing Factories	1	Rajasthan	189.00
424	Woollen Blanket Manufactory	1	Madhya Pradesh	253.00
		2	Uttarakhand	220.77
		3	Uttar Pradesh	230.45
425	Woollen Carpet/Shawl Making/Weaving Industry	1	Andhara Pradesh	209.96
		2	Arunachal Pradesh	150.00
		3	Bihar	186.00
		4	Daman and Diu	209.80
		5	Dadra & Nagar Haveli	209.80
		6	Gujarat	268.00
		7	Haryana	216.90
		8	Jammu & Kashmir	150.00
		9	Jharkhand	178.67
		10	Odisha	150.00
		11	Rajasthan	211.96
		12	Telangana	225.15
		13	Uttar Pradesh	230.45
		14	Uttarakhand	238.65

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2014
1	2	3		4
426	Woollen Spinning, Knitting and Weaving Factories or Cotton Spinning	1	Manipur	122.10
		2	Odisha	150.00
		3	Rajasthan	189.00
		4	Telangana	293.00
427	Workshops	1	Jammu & Kashmir	150.00
		2	Uttar Pradesh	246.75
428	Zardosi Works	1	Gujarat	268.00
429	There is no scheduled employment till date. All categories of workers are categorised under one schedule.	1	Mizoram	220.00

**TABLE -6**

**NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT,1948 AND THE AVERAGE DAILY NUMBER OF PERSONS EMPLOYED DURING THE YEAR 2014**

<b>SL. NO.</b>	<b>CENTRAL GOVERNMENT STATES / UNION TERRITORIES</b>	<b>NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948</b>	<b>NUMBER OF ESTABLISHMENTS WHICH SUBMITTED RETURNS</b>	<b>PERCENTAGE RESPONSE RATE</b>	<b>NUMBER OF PERSONS EMPLOYED</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
1	C.L.C.(CENTRAL)	NR	NR	NR	NR
2	Andhra Pradesh	146068	186	0.13	294565
3	Arunachal Pradesh	NR	NR	NR	NR
4	Assam	115670	13816	11.94	463306
5	Bihar	NR	NR	NR	NR
6	Chhattisgarh	NR	NR	NR	NR
7	Goa	49594	1058	2.13	126583
8	Gujarat	67056	15693	23.40	1074685
9	Haryana	150552	881	0.59	151537
10	Himachal Pradesh	NR	NR	NR	NR
11	Jammu & Kashmir	2494	1022	40.98	23013
12	Jharkhand	NR	NR	NR	NR
13	Karnataka	506260	21232	4.19	1061598
14	Kerala	162331	4204	2.59	90322
15	Madhya Pradesh	944841	31759	3.36	1827334
16	Maharashtra	4305587	NR	NR	2955084
17	Meghalaya	13657	13657*	100.00	48375
18	Manipur	4425	3874	87.55	NIL
19	Mizoram	9	2	22.22	22
20	Nagaland	110	110	100.00	NIL
21	Odisha	151780	3063	2.02	3440045
22	Punjab	18268	NR	NR	NIL
23	Rajasthan	534564	1502	0.28	1475360
24	Sikkim	6	6*	100.00	33229
25	Tamil Nadu	122485	108786	88.82	757588
26	Tripura	178074	38	0.02	225990
27	Telangana	114641	4577	3.99	3509689
28	Uttarakhand	20120	6	0.03	268412
29	Uttar Pradesh	704603	21138	3.00	2826328
30	West Bengal	NR	124	NR	104
31	A.& N. Islands	1050	130	12.38	4500

<b>SL. NO.</b>	<b>CENTRAL GOVERNMENT STATES / UNION TERRITORIES</b>	<b>NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948</b>	<b>NUMBER OF ESTABLISHMENTS WHICH SUBMITTED RETURNS</b>	<b>PERCENT-AGE RESPONSE RATE</b>	<b>NUMBER OF PERSONS EMPLOYED</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
32	Chandigarh	24197	128	0.53	5162
33	D.& N. Haveli	3251	185	5.69	78254
34	Daman & Diu	NR	158	100.00	26423
35	Delhi	NR	1639	100.00	60197
36	Lakshadweep	NR	NR	NR	NR
37	Puducherry	9962	1368	13.73	28122

NR: Not Reported

Source: Annual Returns under the Minimum Wages Act, 1948 for the year 2014

\* = Figure repeated as in Col No.3

\*\* = Figure repeated as in Col No.4



**TABLE - 7**

**NUMBER OF INSPECTIONS MADE, IRREGULARITIES DETECTED,  
PROSECUTIONS LAUNCHED AND CLAIMS PREFERRED IN CENTRAL  
SPHERE/STATE AND UNION TERRITORIES FOR THE YEAR 2014**

<b>SL. NO.</b>	<b>CENTRAL GOVERNMENT / STATES / UNION TERRITORIES</b>	<b>NUMBER OF INSPECTIONS MADE DURING THE YEAR</b>	<b>NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR</b>	<b>NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR</b>	<b>NUMBER OF CLAIMS PREFERRED DURING THE YEAR</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
1	C.L.C. (CENTRAL)	9608	101730	3962	2631
2	Andhra Pradesh	17339	4546	192	5747
3	Arunachal Pradesh	NR	NR	NR	NR
4	Assam	46389	9304	172	43
5	Bihar	118618	33319	510	10040
6	Chhattisgarh	NR	NR	NR	NR
7	Goa	873	6330	14	11
8	Gujarat	NR	NR	239	NR
9	Haryana	2407	227	4379	370
10	Himachal Pradesh	NR	NR	NR	NR
11	Jammu & Kashmir	2635	33	194	14
12	Jharkhand	56917	7437	8	270
13	Karnataka	37563	29575	3574	2069
14	Kerala	39209	73412	1544	537
15	Madhya Pradesh	592	70	70	52
16	Maharashtra	14857	26841	472	44
17	Meghalaya	1226	NIL	NIL	NIL
18	Manipur	872	NIL	NIL	NIL
19	Mizoram	NR	NR	NR	NR
20	Nagaland	110	NIL	NIL	NIL
21	Orissa	16667	14281	880	69
22	Punjab	4448	331	331	308
23	Rajasthan	3800	47	14	127
24	Sikkim	518	NIL	NIL	NIL
25	Tamil Nadu	126856	132	132	644
26	Tripura	2911	NIL	NIL	NIL
27	Telangana	1964	121	111	230
28	Uttarakhand	1591	763	239	25
29	Uttar Pradesh	27703	17143	852	1342
30	West Bengal	6216	6355	1342	8
31	A.& N. Islands	215	1661	1	NIL
32	Chandigarh	382	216	122	67
33	D.& N. Haveli	32	19	NIL	NIL
34	Daman & Diu	386	NIL	NIL	NIL

<b>SL. NO.</b>	<b>CENTRAL GOVERNMENT / STATES / UNION TERRITORIES</b>	<b>NUMBER OF INSPECTIONS MADE DURING THE YEAR</b>	<b>NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR</b>	<b>NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR</b>	<b>NUMBER OF CLAIMS PREFERRED DURING THE YEAR</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
35	Delhi	4716	4075	822	1425
36	Lakshadweep	NR	NR	NR	NR
37	Puducherry	18513	243	NIL	NIL

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2014.

NR: Not Reported

NIL: Figure not available

## ANNEXURE – I

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

#### SCHEDULED EMPLOYMENTS

##### Part - I

1. Employment in any woollen carpet making or shawl weaving establishment.
2. Employment in any rice mill, flour mill or dal mill.
3. Employment in any tobacco (including bidi making) manufactory.
4. Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.
5. Employment in any oil mill.
6. Employment under any local authority.
7. Employment on the construction or maintenance of roads or in building operations.
8. Employment in stone breaking or stone crushing.
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 2014**

SL. NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF		NO. OF OFFICERS
1	2	3		4
1	C.L.C.(Central)	1	CLC (C)	1
		2	Dy. CLC(C)	25
		3	RLC (C)	40
		4	ALC(C)	58
		5	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	Additional Labour Commissioner	1
		3	Deputy Labour Commissioner	3
		4	Assistant Labour Commissioner (H.Q).	1
		5	Assistant Labour Commissioner (field).	10
		6	Labour Officer	27
		7	Labour Welfare Officer (H.Q)	1
			Labour Inspector	77
5	Bihar	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	4
		3	Assistant Labour Commissioner	9
		4	Labour Superintendent	51
		5	Labour-cum-Enforcement Officer	270
6	Chattisgarh	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	3
		3	Assistant Labour Commissioner	7
		4	Labour Officer	27
		5	Asstt. Labour Officer	18
		6	Labour Inspector	102
		7	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

8	Gujarat*	1	Labour Commissioner	1
		2	Rural Labour Commissioner	1
		3	Additional Labour Commissioner	1
		4	Deputy Labour Commissioner	7
		5	Assistant Labour Commissioner	42
		6	Government Labour Officer	98
		7	Assistant Government Labour Officer	128
9	Haryana	1	Labour Commissioner	1
		2	Addl. Labour Commissioner	1
		3	Joint Labour Commissioner	2
		4	Deputy Labour Commissioner	8
		5	Assistant Labour Commissioner	31
		6	Editor	1
		7	Labour Inspector	88
		8	Statistical Officer	1
		9	Labour Welfare Officer	1
		10	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 Commissioner	1
		2	Joint Labour Commissioner	2
		3	Deputy Labour Commissioner	9
		4	Chief Inspector of Factories	1
		5	Deputy Chief Inspector of Factories	4
		6	Assistant Labour Commissioner	13
		7	Labour Superintendent	44
		8	Inspector of Factories	20
		9	Labour Enforcement Officer	202
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	226
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 Officer	101
		10	Inspector of Plantations	11

1	2	3		4
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
16	Maharashtra	1	Labour Commissioner	1
		2	Additional Labour Commissioner	1
		3	Deputy Labour Commissioner	13
		4	Assistant Labour Commissioner	45
		5	Labour Officer	98
		6	Labour Inspectors (Minimum Wages)	9
		7	Labour Inspectors (Shop Inspectors)	155
17	Meghalaya	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	8
		3	Labour Inspectors	45
18	Manipur	1	Labour Inspector	29
19	Mizoram *	1	Labour Commissioner	1
		2	Joint Labour Commissioner	1
		3	DEO	4
		4	Labour Officer	1
20	Nagaland	1	Labour Officers	11
21	Odisha	1	District Labour Officer	33
		2	Assistant Labour Officer	27
		3	Rural Labour Inspector	69
22	Punjab		Labour Commissioner	1
			Additional Labour Commissioner	1
			Deputy Labour Commissioner	1
			Assistant Labour Commissioner (HQ)	1
			Assistant Labour Commissioner	12
			Labour-Cum-Conciliation Officers	11
			Statistical Officer (Labour)	1
			Labour Inspectors Grade-I	41
			Labour Inspectors Grade-II	35
			Factory Inspectors	24
23	Rajasthan	1	Labour Inspector	181
24	Sikkim	1	Joint Labour Commissioner	2
		2	Deputy Labour Commissioner	2
		3	Assistant Labour Commissioner	1
		4	Labour Inspector	11

1	2	3		4
25	Tamil Nadu	1	Chief Inspector of Plantations	1
		2	Deputy Labour Commissioner(MW)	1
		3	Deputy Labour	1
		4	Commissioner(Inspections)	10
		5	Deputy Labour Commissioner (Chennai)	30
		6	Labour Inspectors	10
		7	Inspector of Plantations	3
		8	Labour Inspectress	67
		9	Deputy Inspectors of Labour	218
			Asstt. Inspectors of Labour	
26	Tripura	1	Labour Commissioner	1
		2	Joint Labour Commissioner	1
		3	Chief Labour Officer	2
		4	Labour Officer	8
		5	Labour Inspector	54
27	Telangana	1	Joint Labour Commissioner	3
		2	Deputy Labour Commissioner	11
		3	Assistant Labour Commissioner	22
		4	Assistant Labour Officers	118
28	Uttarakhand	1	Labour Enforcement Officer	16
29	Uttar Pradesh	1	Joint Labour Commissioner	283
		2	Deputy Labour Commissioner	
		3	Assistant Labour Commissioner	
		4	Labour Enforcement Officer	
30	West Bengal	1	Labour Commissioner	1
		2	Additional Labour Commissioner	6
		3	Joint Labour Commissioner	7
		4	Deputy Labour Commissioner	24
		5	Assistant Labour Commissioner	160
		6	Labour Inspector	689
31	A & N Islands	1	Assistant Labour Commissioner	4
		2	Labour Inspector	4
32	Chandigarh	1	Labour Commissioner	1
		2	Assistant Labour Commissioner	1
		3	Labour Inspector	3
33	Dadra & Nagar Haveli	1	Labour Enforcement Officer	1
34	Daman & Diu	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	1
		3	Chief Inspector of Factories & Boilers	1
		4	Labour Inspector	2

1	2	3		4
35	Delhi	1	Labour Commissioner	1
		2	Joint Labour Commissioner	3
		3	Deputy Labour Commissioner	13
		4	Assistant Labour Commissioner	11
		5	Labour Officer	11
		6	Labour Inspector	70
36	Lakshadweep	1	Labour Enforcement Officer	1
37	Puducherry*	1	Labour Officer	2
		2	Asstt. Inspectors of Labour	11

Note: \* = Data repeated from Annual Report 2013.

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2014.



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

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

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

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

**I. SCHEDULED EMPLOYMENT**

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

**II. COMMITTEES ETC.**

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

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

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

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

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

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

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

4. The extent to which payment of minimum rates of wages has been authorised wholly or partly in kind together with reasons there of .
5. The designation of the competent authority under Section 2(c) of the Act to compute the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities and the directions issued by the State Government appointed under Section 4(2) of the Act for such computation.

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

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

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

The number of cases and deductions made on account of								Disbursements from Fines Fund		Balance of Fines Fund at the end of the year
Fines		Damage or loss		Breach of contract		Total		Purpose (Rs.)	Amount (Rs.)	
A	B	A	B	A	B	A	B			
12	13	14	15	16	17	18	19	20	21	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 31<sup>ST</sup> MAY OF SUCCEEDING YEAR.

**ANNEXURE – IV**

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

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

**SHRI VIRENDER SINGH  
DEPUTY DIRECTOR**

**SHRI CHARAN DASS  
MRS DEEPIKA**

**INVESTIGATOR GRADE II  
INVESTIGATOR GRADE II**

**PRINTING UNIT**

**SHRI SURINDER KUMAR  
SHRI CHHAJU RAM**

**JUNIOR STATISTICAL OFFICER  
MULTI TASKING STAFF**

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