

(TO BE PUBLISHED IN THE EXTRAORDINARY GAZETTE OF MANIPUR)

GOVERNMENT OF MANIPUR
SECRETARIAT: LABOUR & EMPLOYMENT DEPARTMENT

.....

NOTIFICATION
Imphal, 27th December' 2016.

No.5. /289/91-Lab(Pt.-1): Whereas, the proposals to revise the minimum rates of wages for the employees employed in the Scheduled Employments, namely-

1. Employment in Agriculture,
2. Employment on Construction or Maintenance of Roads or in Building Operations,
3. Employment in Public Motor Transport,
4. Employment in Shops and Establishments,
5. Employment in Dam Construction and Irrigation Works,
6. Employment in Water Supply (Operation, Maintenance of Water Treatment Plants and Distribution System), Sanitation and Drainage,
7. Employment in Generation, Transmission, Distribution and Supply of Electricity, or any other form of power,
8. Employment in Spinning, Weaving, Printing, Dying, Finishing and Bleaching of Silk and Pinafibre,
9. Employment in Wool Spinning, Weaving and Knitting in Handloom or in Cotton Spinning in Mill or Handloom,
10. Employment in Manufacture of Dolls, Toys, Brass and Bell Metal,
11. Employment in Wood, Bamboo, Cane Furniture and Fixtures,
12. Employment in Metal and Alloy Industries,
13. Employment in Preparation of Soil, Land Development and Other Agricultural Operations.
14. Employment in Plantation of Silk Worm Food Plants for Silk Worms (Mulberry, Oak, Tasar, Caster, etc.) and
15. Employment in Maintenance of Silk Worm Plants in Sericulture Farms,

as required by clause (b) sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948) was published in the Notification No. 5/289/91-Lab(Pt.-1) dated 28th July' 2014, for information of and inviting objection and suggestions from all persons likely to be affected thereby till the expiry of 2(two) moths from the date of publication of the proposals after consultation with the Advisory Board on Minimum Wages for the State of Manipur,

2. Whereas, the said notification was published in the Manipur Extra Ordinary Gazette No 168 dated 15th September' 2014.

3. Whereas, the Government of Manipur, after having examined the suggestions/objections received, have decided to revise minimum rates of wages.

4. Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948) and in supersession of the Notification No. 5/289/91-Lab(Pt-1) dated February 18, 2011 the Government of Manipur, hereby, revises the minimum rates of wages as specified in the Schedules I, II, III, IV, V, VI, VII, VIII, IX, X, XI, XII, XIII, XIV and XV annexed hereto, payable to the employees employed in the aforesaid Scheduled Employments with immediate effect.

5. The revised rates of minimum wages are linked with All India Number for Industrial Workers (General Series) based 2001=100. The rates are all inclusive minimum rates of wages allowing cost of living allowance, namely "Variable Dearness Allowance" at the rate of Rs. 0.07 per point per day to be adjusted half-yearly on the first day of April and October respectively for adjustment of the same on the rise or fall in the cost of living index number applicable to the workers as ascertained and declared by the Competent Authority under section 2(d) of the Minimum Wages Act, 1948. The Labour Commissioner, Manipur will notify the said allowance half-yearly.

6. This is issued with the concurrence of the Finance Department (PIC) vide the U.O. No.417/2016-2017-FD (PIC) dated 23-12-2016.

By Order & in the name of Governor.

Suhel
27/12/16

(Dr. Suhel Akhtar)
Additional Chief Secretary (Labour & Employment),
Government of Manipur.

Copy to: -

1. The Special Secretary to the Hon'ble Governor of Manipur.
2. The Secretary to the Hon'ble Chief Minister, Manipur
3. The Secretary, Ministry of Labour & Employment,
Government of India, Shram-Shakti Bhavan, New Delhi.
4. The P.S. to the Chief Secretary, Government of Manipur
5. The Accountant General, Manipur, Imphal.
6. All Additional Chief Secretaries/Principal Secretaries/
Commissioners/Secretaries, Government of Manipur.
7. The Director of Printing and Stationery, Manipur – for publishing
the Notification in the Official Extra Ordinary Gazette and
furnishing 300 copies of the Gazette.
8. The Under Secretary, Finance (PIC), Government of Manipur.
9. All Members of the Advisory Board on Minimum Wages for the State of
Manipur.
10. All Deputy Commissioners, Government of Manipur.
11. All Heads of Department, Government of Manipur.
12. The Deputy Labour Commissioner, Manipur.
13. All Treasury Officers/Sub-Treasury Officers, Manipur.
14. All Industries/Shops/Establishments, Manipur.
15. Guard File.

Schedule -I

Employment in Agriculture

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Surveyor/Senior Field Assistant/ Laboratory/ LDC/ Senior Carpenter/Senior Driver/ Blacksmith/ Senior Mechanic	273.00	8,190.00
2	Semi-Skilled Labour. Junior Field Assistant/Junior Laboratory/ Cinema Operator/ Junior Carpenter/ Assistant Cinema Operator/ Road Moharrir/ Thatcher/ Junior Mechanics/ Junior Diver.	248.00	7,440.00
3	Unskilled Labour. Peon/Mali/Chowkidar/ Laboratory Attendant/ Field man/ Chainman/ Man Labour/ Woman Labour/ Pump Operator/ Second Driver/ Cleaner.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
3. The minimum rates of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding categories as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -II

Employment on Construction or Maintenance of Roads or in Building Operations.

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. First Class Mason/First Class Painter/ First Class Black-Smith/ First Class Fitter/ First Class Carpenter/ Clerk/ Driver (Heavy)/ Head Mechanics/ Head Electrician/Tracer.	273.00	8,190.00
2	Semi-Skilled Labour. Second Class Mason/ Second Class Blacksmith/ Second Class Carpenter/ Second Class Painter/ Mechanic/ Electrician/ Third Class Mason/ Third Class Cerement/ Second Class Fitter/ Third Class Carpenter/ Third Class Blacksmith/ Welder/ Road Roller Driver Grade I / Motor Heavy Driver Grade I/ Road Moharrir/ Driver (Light)/ Wireman Grade I/ Power House Operator/ Armature Winder Grade II/ Mazdoor (Skilled)/ Second Class Saw Cerement Operator.	248.00	7,440.00
3	Unskilled Labour. Mazdoor(unskilled)/ Ordinary Labour/ Thatcher/ Waterman/ Second Class Cerement/ Chowkidar/ Male Mali / Excavator/ Breaker/ Hole Driller/ Stone Crusher/ Sweeper/ Spray man/ Upholster/Cleaner/ Khallashi/ Lorry (Coolly)/ Pump Attendant/ Boatman/ Gauge Reader/ Machine man/ Meter Reader/ Packer/ Pump Driver/ Armature Winder Grade III/ Diesel Engine Driver/ Electric Generating Driver/ Switch Attendant/ Wireman Grade II/ Lathe man/ Cable Painter/ Lineman and other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act,1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
3. The minimum rates of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding categories as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -III

Employment in Public Motor Transport

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Clerk/Senior Driver/ Head Mechanic/ Head Electrician/ First Class Blacksmith / First Class Carpenter/ other categories by whatever name called which are skilled labour.	273.00	8,190.00
2	Semi-Skilled Labour. Junior Driver/ Second Class Blacksmith/ Second Class Carpenter/ Upholster/ First Class Fitter/ Junior Mechanic/ other categories by whatever name called which are semi-skilled labour.	248.00	7,440.00
3	Unskilled Labour. Peon/ Chowkidar/ Mali/ Laboratory Cleaner/ Electrician/ Fitter/ Sheet Metal Worker/ Tinsmith/ Oil Fitter/ Conductor/ other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
3. The minimum rates of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding categories as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -IV

Employment in Shops and Establishments

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Grocery/Kirana Merchant/General Merchant/Cloth Merchant/ Commission Agent:		
	- Salesman Grade I/ Go down Keeper/ Driver.	273.00	8,190.00
	- Salesman Grade II.	248.00	7,440.00
	- Helper/Pallidar	225.00	6,750.00
2	Furniture.		
	- Carpenter	273.00	8,190.00
	- Blacksmith/ Painter/ Polisher /Cane man.	248.00	7,440.00
	- Upholster/ Welder/ Helper.	225.00	6,750.00
3	Hotels/ Restaurants and Tea Stalls.		
	- Cook/ Karigar/ Tandooria.	273.00	8,190.00
	- Head Bearer.	248.00	7,440.00
	- Boy Helper/ Boy Cleaner/ Helper/ Cleaner/ Bearer/ Waiter/ Serviceman	225.00	6,750.00
4	Rickshaw/ Cycle/ Hardware/ Book/ Medicine/ Radio/ Motor parts/ Wine/ Electrical Goods/ Grocery/Yarn/ Watch:		
	- Compounder/ Salesman Grade I/ Driver.	273.00	8,190.00
	- Salesman Grade II/ Mechanic/ Fitter.	248.00	7,440.00
	- Weight man/ Helper.	225.00	6,750.00
5	Tailoring:		
	- Master/ Salesman Grade I/ Driver/ other Categories by whatever name called which are skilled labour.	273.00	8,190.00
	- Salesman Grade II/Stitcher	248.00	7,440.00
	- Helper/Unskilled Tailor/Supplier.	225.00	6,750.00
6	Petrol Oil Pumps:		
	- Salesman Grade I/ Driver.	273.00	8,190.00
	- Salesman Grade II/ Second Driver.	248.00	7,440.00
	- Pump man/ Helper/ Supplier.	225.00	6,750.00
7	Photography:		
	- Photographer/ Photofinisher/ Driver.	273.00	8,190.00
	- Helper/Supplier.	225.00	6,750.00
8	Other Shops:		
	- Salesman Grade I/ Driver.	273.00	8,190.00
	- Salesman Grade II	248.00	7,440.00
	- Helper/Supplier.	225.00	6,750.00
9	Transport Agency:		
	- Driver/ Station Master.	273.00	8,190.00
	- Second Driver.	248.00	7,440.00
	- Helper/Supplier.	225.00	6,750.00
10	Public Transport by Bus Services and Other Motor Vehicles.		
	- Driver/ Station Master.	273.00	8,190.00
	- Line Checker/ Fitter/ Ticket Salesman/ Second Driver/ Traffic Inspector/ Assistant Station Master.	248.00	7,440.00
	- Helper/ Cleaner/ Conductor.	225.00	6,750.00

Cinema/Theatres.		
- Head Machine Operator/ First Class Carpenter/ Head Electrician/Driver.	273.00	8,190.00
- Ticket Salesman/ Assistant Machine Operator/ Second Class Carpenter/ Ticket Checker/ other categories whatever names called which are semi- skilled labour.	248.00	7,440.00
- Sweeper/ Gate Keeper/ Rewinder/ Cleaner/ other categories by whatever names called which are unskilled labour.	225.00	6,750.00
12 Clerical & Misc. Staff for all the above Shops and Establishments.		
- Manager/ Bill Clerk/ UDC/ Clerk (Graduate.)	273.00	8,190.00
- Assistant Manager/ Cashier/ Muneem/ Accountant/ Steno-Typist/ Typist Clerk (under Graduate)	248.00	7,440.00
- Chowkidar/ Peon/ Mali/ other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
3. The minimum rates of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding categories as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.
7. Only Rs. 162.00 per month or Rs.5.40 per day may be deducted from the wages of Boy Helper/ Cleaner in Hotel/ Restaurant/ Tea-Stalls/ Public Transport by Bus Service and Transport Agency, if food is supplied with lodging to them by the employer.
8. Hours of work, Weekly Holiday and Rest Interval will be as per the provisions of the Manipur Minimum Wages Rules, 1961 in the employments which are not covered by the Manipur Shops and Establishments Act, 1972.
9. The Salesman, who is employed in any shop/establishment in the capacity of salesman for a period of three years or more is a Salesman Grade I and the other Salesmen are Salesman Grade II.

Schedule -V

Employment in Dam Construction and Irrigation Works.

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. First Class Mason/First Class Blacksmith/ First Class Carpenter/ Clerk/ Driver(Heavy)/ Head Mechanic/ Head Electrician/ Tracer.	273.00	8,190.00
2	Semi-Skilled Labour. Second Class Mason/ Second Class Blacksmith/ Second Class Carpenter/ Second Class Painter/ Mechanic/ Electrician/ Third Class Mason/ First Class Cane man/ First Class Fitter/ Third Class Carpenter/ Third Class Blacksmith/ Welder/ Road Roller Driver (Grade I) / Motor Lorry Driver Grade I/ Road Moharrir/ Driver(light)/ Wireman (Grade I)/ Power House Operator/ Armature Winder Grade I/ Armature Winder Grade II/ Mazdoor (Skilled)/ Second Class Saw Cerement Operator.	248.00	7,440.00
3	Unskilled Labour. Second Class Cane man/ Chowkidar/ Second Class Fitter/ Mali/ Excavator/ Breaker/ Hole Driller/ Stone Crusher /Sweeper/ Spray man/ Upholster / Second Class Fitter/ Cleaner/ Khallashi/Lorry(Coolly)/ Pump Attendant/ Boatman/ Gauge Reader/ Machine man/ Meter Reader/ Packer/ Pump-Driver/ Armature Winder Grade II/ Diesel Engine Driver/ Electric Generating Driver/ Switch Attendant/ Wireman Grade II/ Lathe man/ Cable Painter and other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act,1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
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6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -VI

Employment in Water Supply (Operation, Maintenance of Water Treatment, Plants and Distribution System), Sanitation and Drainage

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Driver(Heavy)/Clerk/Typist//First Class Mason/ First Class Blacksmith/ Foreman/ Surveyor/ Draftsman/ Section Officer Grade I/ Roller Driver/ Dozer Driver/ Crank Driver/ Senior Head Commercial Clerk.	273.00	8,190.00
2	Semi-Skilled Labour. Driver (Light)/ Road Moharrir/ Junior Supervision/ Junior Bill Clerk/ Tracer/ Meter Reader/ Fitter Grade-I/ Second Class Mason/ Second Class Blacksmith/ Second Class Carpenter/ First Painter/ Mechanic/ Meter Reader/ Electrician/ Wireman Grade-I/ Third Class Mason/ Third Class Blacksmith/ Third Class Carpenter/ Wireman Grade-I/ Power House Operator/ Engine Operator/ Pump Operator/ Driller/ Welder/ Asst. Mechanic/ Switch Road Attendant/ Assistant Meter Reader/Assistant Welder-II / Lineman/ Gauge Reader/ Filter grade-II/ Assistant Electrician/ Printer/ Turbine Operator/ Electric Generator/ Driver/ Hand Pump Attendant.	248.00	7,440.00
3	Unskilled Labour. Chowkidar/ Jugali/ Khallashi/ Asst. Lineman/ Asst. Engine Operator/ Mali/ Peon/ Cleaner/ Sweeper/ Pump Attendant/ Pump Operator/ Wireman Gr-II/ Asst. Driller/ Asst. Carpenter/ Asst. Hand Pump Operator/Mazdoor/Store Attendant/ Workshop Attendant/ Store Assistant/ Other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No. 52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
3. The minimum rates of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding categories as specified in the Schedule above.
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5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -VII

Employment in Generation, Transmission, Distribution and Supply of Electricity or any other form of Power

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Driver (Heavy)/ Clerk/ Typist/ First Class Mason/ First Class Blacksmith/ Foreman/ Surveyor/ Draftsman/ Section Officer Grade I/ Roller Driver/ Dozer Driver/ Crank Driver/ Senior Head Commercial Clerk.	273.00	8,190.00
2	Semi-Skilled Labour. Driver (Light)/ Road Moharrir/ Junior Supervision/ Junior Bill Clerk/ Tracer/ Meter Reader/ Fitter Grade-I/ Second Class Mason/ Second Class Blacksmith/ Second Class Carpenter/ First Painter/ Mechanic/ Meter Reader/ Electrician/ Wireman Grade-I/ Third Class Mason/ Third Class Blacksmith/ Third Class Carpenter/ Wireman Grade-I/ Power House Operator/ Engine Operator/ Pump Operator/ Driller/ Welder/ Asst. Mechanic/ Switch Road Attendant/ Assistant Meter Reader/ Assistant Welder-II / Lineman/ Gauge Reader/ Filter grade-II Assistant Electrician/ Printer/ Turbine Operator/ Electric Generator/ Driver/ Hand Pump Attendant.	248.00	7,440.00
3	Unskilled Labour. Chowkidar/ Jugali/ Khallashi/ Asst. Lineman/ Asst. Engine Operator/ Mali/ Peon/ Cleaner/ Sweeper/ Pump Attendant/ Pump Operator/ Wireman Gr-II/ Asst. Driller/ Asst. Carpenter/ Asst. Hand Pump Operator/ Mazdoor/ Store Attendant/ Workshop Attendant/ Store Assistant/ Other categories by whatever name called which unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
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5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -VIII**Employment in Spinning, Weaving, Printing, Dying, Finishing and Bleaching of Silk and Pina Fibre**

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Weaver/ Carpenter/ Knitter/ Blacksmith/ Dye Wrapper/ Tailor/ cutter/ Embroider/ Wood Carver/ Printer/ Clerk /Driver/ Accountant/ Typist/ Artist/ other Categories by whatever name called which are skilled labour.	273.00	8,190.00
2	Unskilled Labour. Peon/ Chowkidar/ Cleaner/ Mali/ Labour/ Jugali/ Helper/ watchman other Categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
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6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -IX
Employment in Wool Spinning, Weaving and Knitting in Handloom or in Cotton Spinning in Mill or Handloom.

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Weaver/ Carpenter/ Knitter/ Blacksmith/ Dye Wrapper/ Tailor/ cutter/ Embroider/ Wood Carver/ Printer/ Clerk/ Driver/ Accountant/ Typist/ Artist /other Categories by whatever name called which are skilled labour.	273.00	8,190.00
2	Unskilled Labour. Peon/ Chowkidar/ Cleaner/ Mali/ Labour/ Jugali/ Helper/ watchman other Categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act,1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
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3. The minimum rates of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding categories as specified in the Schedule above.
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5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -X

Employment in Manufacture of Dolls, Toys and Brass and Bell Metal.

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Clerk/ Accountant/ Typist/ Managing Doll and Toy Makers/ other categories by whatever name called which are skilled labour.	273.00	8,190.00
2	Unskilled Labour. Mali/ peon/ Watchmen/ Chowkidar/ Weightier/ other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
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6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -XI

Employment in Wood, Bamboo and Cane Furniture and Fixtures

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Clerk/ Accountant/ Typist/ Managing Doll and Toy Makers/ other categories by whatever name called which are skilled labour.	273.00	8,190.00
2	Unskilled Labour. Mali/ peon/ Watchmen/ Chowkidar/ Weightier/ other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No. 52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
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4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -XII

Employment in Metal and Alloy Industries

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	<u>Skilled Labour.</u> Clerk/ Accountant/ Typist/ Managing Doll and Toy Makers/ other categories by whatever name called which are skilled labour.	273.00	8,190.00
2	<u>Unskilled Labour.</u> Mali/ peon/ Watchmen/ Chowkidar/ Weightier/ other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
3. The minimum rates of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding categories as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule - XIII			
Employment in Preparation of Soil, Land Development and other Agricultural Operations.			
SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Accountant/ Typist/Clerk/ Store keeper/ Driver/ other categories by whatever name called which are skilled labour.	273.00	8,190.00
2	Unskilled Labour. Chowkidar/ Cleaner/ Spray man/ Helper/ other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No. 52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
3. The minimum rates of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding categories as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -XIV			
Employment in Plantation of Silk Worm Food Plants for Silk Worms (Mulberry, Oak, Tasar, Caster, etc.)			
SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Accountant/ Typist/ Clerk/ Store keeper Driver/ other categories by whatever name called which are skilled labour.	273.00	8,190.00
2	Unskilled Labour. Mali/ labour/ Peon/ Messenger/ Watchmen/ Chowkidar/ Cleaner/ Spray man/ Helper/ other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No. 52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
3. The minimum rates of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding categories as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule -XV

Employment in Maintenance of Silk Worm Plants in Sericulture Farms.

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Accountant/ Typist/ Clerk/ Store keeper Driver/ other categories by whatever name called which are skilled labour.	273.00	8,190.00
2	Unskilled Labour. Mali/ labour/ Peon/ Messenger/ Watchmen/ Chowkidar/ Cleaner/ Spray man/ Helper/ other categories by whatever name called which are unskilled labour.	225.00	6,750.00

Note: -

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No.52 of 1961). Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their employment for first six months thereafter full wages not less than minimum wages applicable to their employment.
2. There will be no difference between the rate of wages of man and women employees.
3. The minimum rates of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding categories as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.