



SINCE 1920

# Report on Minimum Wages Act, 1948 for the year 2019

Government of India  
Ministry of Labour & Employment  
Labour Bureau

## **FOREWORD**

The Minimum Wages Act, 1948, is an important piece of legislation that sets the framework for the minimum wage machinery and its procedures. The Act 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 and helps in preventing exploitation of labourers. 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.

Labour Bureau brings out an Annual Report on the working of the Minimum Wages Act, 1948 in view of the significance of minimum wages particularly for the welfare of Labour. The present Report pertains to the year 2019. 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 and compliments to the officers and staff of the Wages Section of Labour Bureau, Chandigarh, whose names appear in Annexure-V, for the efforts put in by them in bringing out the publication.

I look forward to the suggestions/comments for improvements.

**I. S. NEGI**  
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**CHANDIGARH**  
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## **EXECUTIVE SUMMARY**

- The report on the working of the Minimum Wages Act, 1948 pertains to the year 2019.
- The report is based on the Statistics/Returns received from all the States/Union Territories and Chief Labour Commissioner (CLC) Central for the year 2019.
- Amongst the States, maximum numbers of scheduled employments were reported from Assam (103) and the minimum number was reported from Mizoram (1).
- In case of Union Territories, maximum numbers of scheduled employments were reported from Daman and Diu (72) and the minimum were reported from A&N Islands (7).
- There was no uniformity in the wage structure among the various States/Union Territories as some States/UTs pay consolidated wages (Basic + Dearness Allowance) and the others report D.A. as a separate component.
- The maximum difference of highest and lowest paid minimum wages is Rs. 514.60 for Tamil Nadu.
- The Highest Minimum wages of Rs. 797.00 paid by the C.L.C.(Central) in Watch and Ward (with arms) and the lowest of Rs. 55.00 by Puducherry in the scheduled employment of Agriculture (Yanam region).
- Total of 454 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 lowest response rate of about 0.027% was for Maharashtra whereas it was as high as 100% in the Nagaland State.
- The highest numbers of inspections (75091) were reported from the state of Tamil Nadu and the lowest numbers were reported from Mizoram (05).
- The highest numbers of irregularities detected were reported by Kerala (103461) and the lowest (01) were observed in Chandigarh.
- The highest number of prosecutions launched were reported by Kerala (2425) and the lowest number of prosecutions launched were reported by Telangana (03).
- The highest number of claims were preferred by Kerala (1302) and the lowest were preferred by Chandigarh (02).

## **CHAPTER-1**

### **THE MINIMUM WAGES ACT, 1948**

#### **1. INTRODUCTION**

##### **1.1 Background**

- The initiative started with the resolution placed by one Shri. K. G. R. Choudhary in 1920 for setting up Boards for determination of minimum wages in each industry.
- The International Labour Conference adopted in 1928 Convention No.26 and Recommendation No. 30 relating to wage fixing machinery in trades or parts of trades.
- On the recommendation of the Standing Labour Committee and Indian Labour Conference, a Labour Investigation Committee was appointed in 1943 to investigate into the question of wages and other matters like housing, social conditions and employment.
- A draft bill was considered in the 7<sup>th</sup> Session of Indian Labour Conference in 1945.
- The 8<sup>th</sup> meeting of the Standing Labour Committee recommended in 1946 to enact a separate legislation for the unorganized sector including working hours, minimum wages and paid holidays.
- A Minimum Wages Bill was introduced in the Central Legislative Assembly on 11.4.1946. The provisions in this bill set a framework for the fixation of minimum wages in scheduled employments by the Government, in consultation with the employers and workers organizations. It was passed in 1946 and came into force with effect from 15.3.1948.
- Under the provisions of the Minimum Wages Act, 1948, both Central and State Governments are appropriate Governments to fix, review and revise the minimum wages of the workers employed in the scheduled employments under their respective jurisdictions. The appropriate Governments have also been empowered to notify any employment in the schedule where the number of employees is 1000 or more and fix the rates of minimum wages in respect of the employees employed therein.
- The Act contains list of all these employments for which minimum wages are to be fixed by the appropriate Governments.
- The Minimum Wages Act does not provide for any discrimination between male and female workers or different minimum wages for them. All the provisions of the Act equally apply to both male and female workers.
- There are two parts of the Schedule. Part I has non-agricultural employment whereas Part-II relates to employment in agriculture.

**1.2** 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 fulfill 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.

**1.3 The Committee on Fair Wages (1948):** 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 Viz "**The Committee on Fair Wages**" to provide guidelines for wage structures in the country. 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. The report of this Committee was a major landmark in the history of formulation of wage policy in India.

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**

According to the Committee, the "living" wage was defined as 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 favored 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 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.



## **CHAPTER-2**

### **ILO CONVENTIONS, RECOMMENDATIONS AND GUIDELINES ON MINIMUM WAGES**

The International Labour Organization (ILO) has played a significant role in setting guidelines for instituting and strengthening minimum wage systems, through extensive research and the use of international labour standards. In fact, minimum wage policy has been one of the most debated policies at the ILO. This chapter reviews the salient features of various ILO Conventions and Recommendations on minimum wages and draws upon useful insights that might be relevant for setting and adjusting minimum wages in the Indian context.

**2.1 Eleventh Session of ILC (1928)/Conventions No. 26:** The Eleventh (11<sup>th</sup>) Session of ILC held on 30<sup>th</sup> May, 1928 was convened at Geneva. Adoption of proposals with regard to creating and maintaining a machinery to fix minimum rate of wages was the first item on the agenda of the Session. Convention No. 26 has been one of the ILO's most ratified instruments, and India ratified it in 1955.

**2.2 Thirty fourth Session of ILC (1951)/Conventions No. 99:** The Thirty Fourth (34<sup>th</sup>) Session of ILC was held on 6<sup>th</sup> June, 1951 and the Convention concerning the effective Minimum Wage Fixing Machinery for the primary sector of the economy (Agriculture). The guidelines for creation / maintenance of adequate machinery whereby Minimum Wages can be fixed for agricultural undertakings and related occupations were similar to those stated for Minimum Wage Fixing Machinery in the 11<sup>th</sup> Session of the ILO. Under this Convention, sector-specific categories of persons such as members of the farmer's family may be excluded from its application.

**2.3 Fifty fourth Session of ILC (1970)/Conventions No. 131:** The General Conference of the ILO met in its 54<sup>th</sup> Session held 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. A comprehensive report in the matter was published in 1968 and thus this report set the foundation of the adoption of the ILO Convention No. 131 – in which minimum wages are meant to be part of the development strategy for developing countries. 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. The criteria for setting the minimum wage are another relevant feature of the Convention, which are accompanied by a balanced set of indicators. The criteria should be viewed in the light of the following concepts:

- a) ***the needs of workers and their families***, taking into account the general level of wages in the country, the cost of living, social security benefits, and the relative living standards of other social groups, and;
- b) ***the economic factors***, including the requirements of economic development, levels of productivity and the desirability of attaining and maintaining a high level of employment.

The representative organizations of employers and workers are both meant to be consulted for the establishment, operation and modification of the minimum wage machinery – and this includes both the fixing and adjustment of minimum wages.

**Recommendation No. 135** indicates that a single minimum wage system should not impair the effects of decisions fixing higher minimum wage rates than the general rate, for particular groups of workers. It states that consultation should involve the selection and application of the criteria for determining the level of minimum wages; the rate or rates of minimum wages to be fixed; the adjustment from time to time of these rates; the problems encountered in the enforcement of minimum wage legislation; and the collection of data and the carryout out of studies for the information of minimum wage fixing authorities. It states that arrangements to reach workers who need protection should make use of their languages or dialects, and should be adapted when necessary to the needs of illiterate persons.

**The Code on Wages Bill**, introduced in Parliament on August 10 1917, aims – inter alia - at ensuring a statutory national minimum wage to all wage workers in the country. This new legislation provides the backstop for the ratification of Convention No. 131 and a broad consensus exists among the constituents to ratify Convention 131 once all wage workers are covered under the minimum wage system as reflected in the recommendations of the 44th session of the ILC in 2012.

## **CHAPTER-3**

### **NORMS FOR FIXATION/REVISION OF MINIMUM WAGES**

#### **3.1 Norms for fixation of Minimum Wages**

##### **3.1.1 FIFTEENTH SESSION OF ILC (1957)**

In 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. It accordingly formulated five norms to serve as a guide for all wage-fixing authorities, in order to help them calculate the 'minimum wage'. These norms consist of:

- (i) The standard working class family should be taken to comprise three consumption units for one wage earner without incorporating the earnings of women, children and adolescents;
- (ii) Minimum food requirements should be calculated on the basis of a net intake of 2700 calories per average Indian adult of moderate activity;
- (iii) Clothing requirements 72 yards per year per standard working class family;
- (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 lay 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 concreteness to the whole concept of minimum wage.

In 1992, the Supreme Court (SC), in the historic *Workmen v Reptakos Brett & Co.* judgment ruled that, taking into account the socio-economic aspect of the wage structure, these norms were inadequate. It accordingly instructed that a few additional components be added, namely: children's education, medical requirements, minimum recreation including festivals/ceremonies, and contingencies such as old age and marriage. The SC also directed that these consumption items should constitute 25 per cent of the total minimum wage. It was further of the opinion that the wage structure corresponding approximately to these components was nothing more than a minimum wage at subsistence level. In line with the norms set by the 15th ILC (1957) and the SC judgment (1992), the wage-fixing authorities at

central and state level have been setting minimum wages for their respective “scheduled” employments under the Minimum Wages Act, 1948, and adjusting them to inflation at an interval not exceeding five years.

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

The Indian Labour Conference in its Thirtieth (30<sup>th</sup>) 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.

### **3.1.3 METHODS OF FIXATION/REVISION**

Section 3 empowers appropriate Government to fix the minimum rates of wages in the scheduled employments. The Minimum Wage rates should be reviewed or revised at an appropriate interval not exceeding five years.

*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. "Scheduled employment" means an employment specified in the Schedule, or any process or branch of work forming part of such employment;*

### **3.1.4 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.

### **3.1.5 LABOUR MINISTERS' CONFERENCE (1985)**

In 1985, the ILC suggested that the central government establish guidelines to fix and revise regional minimum wages in order to address effectively the existing disparity in minimum wages. In response, Regional Minimum Wage Advisory Committees were set up in 1987 following the recommendations of the Regional Labour Ministers' Conference. This institutional framework was intended to help reduce the disparity in minimum wages between states in a region, establish an inter-state coordination council, and facilitate consultation between neighboring states when revising minimum wages

### **3.1.6 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 numbers for Industrial Workers (CPI-IW). This wage adjustment, known as the Variable Dearness Allowance (VDA), provides for the revision of minimum wages in scheduled employments to neutralize the effect of inflation. Accordingly, the appropriate governments are required to revise the minimum rates of wages from time to time, twice a year or annually. For the schedule employments in the central sphere, the minimum rates of wages are revised at an interval of every six months commencing on the 1<sup>st</sup> April and 1<sup>st</sup> October every year on the basis of the average Consumer Price Index Number for Industrial Workers for the preceding period of six months ending on the 30<sup>th</sup> June and the 31<sup>st</sup> December every year respectively

### **3.1.7 ENFORCEMENT MACHINERY**

The enforcement of the Minimum Wages Act, 1948 is secured at two levels. While in the Central Sphere, the enforcement is secured through the Inspecting officers' of the Chief Labour Commissioner (Central) commonly designated as Industrial Relations Machinery (CIRM), the compliance in the State Sphere is ensured through the State Enforcement Machinery. They conduct regular inspections and in the event of detection of any case of non-payment or under-payment of minimum wages, they advise the employers to make payment of the shortfall of wages. In case of noncompliance, penal provisions prescribed in the Act are taken recourse to. Statement showing the strength of Enforcement Machinery available in different States/Union Territories for enforcement of Minimum Wages Act, 1948 during the year 2019 is given in Annexure II.

### **3.1.8 NATIONAL WAGE POLICY**

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

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

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

## **3.2 MAIN PROVISIONS OF THE MINIMUM WAGES ACT, 1948**

Following are the main provisions of the Act:-

### **3.2.1 FIXING OF MINIMUM RATES OF WAGES**

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).

### **3.2.2 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.

**3.2.3** The minimum wage fixed or revised by the appropriate Government will include the following

- (a) A basic rate of wages and a special allowance at a rate to be adjusted, at such intervals and in such manner as the appropriate government may direct, to accord as nearly as practicable with the variation in the cost of living index number 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 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.

*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.*

#### **3.2.4 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.

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

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

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

### **3.2.6 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.

### **3.2.7 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.

### **3.2.8 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.

### **3.2.9 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.

### **3.2.10 AUTHORISED DEDUCTIONS**

The deductions can be made on account of:

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



### 3.3 REGIONAL COMMITTEES TO REDUCE DISPARITIES IN WAGES

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

| NAME OF THE REGION   | STATE/UNION TERRITORY                                                                                                |
|----------------------|----------------------------------------------------------------------------------------------------------------------|
| Eastern Region       | West Bengal, Odisha, Bihar, Jharkhand, Chhattisgarh and Andaman & Nicobar Islands. (6)                               |
| North Eastern Region | Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Sikkim, Nagaland and Tripura. (8)                             |
| Southern Region      | Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, Telangana, Puducherry and Lakshadweep. (7)                            |
| Northern Region      | Punjab, Rajasthan, Himachal Pradesh, Jammu & Kashmir, Haryana, Uttar Pradesh, Uttarakhand, Delhi and Chandigarh. (9) |
| Western Region       | Maharashtra, Gujarat, Goa, Madhya Pradesh, Dadra & Nagar Haveli and Daman & Diu. (7)                                 |

## **CHAPTER-4**

### **NATIONAL FLOOR LEVEL MINIMUM WAGE**

In order to have a uniform wage structure and to reduce the wide disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage (NFLMW) was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) constituted in the year 1991 and the NFLMW would be applicable to all employees. As the NCRL's main concern was the issue of wages in rural employment, it anchored the NFLMW norms on the basis of the Planning Commission's rural poverty line and set the minimum wage at Rs. 20 per day at October 1990. The government introduced the NFLMW in 1996 and at the implementation stage it set the daily wage at Rs. 35 per day by undertaking the necessary price adjustment. The norms for determining the NFLMW were subsequently revised in 2003 as per the recommendations of the Working Group constituted by the Central Advisory Board under the Minimum Wages Act of 1948. The norms suggested by the Working Group were in accordance with the 15th ILC 1957 and Hon'ble SC 1992 judgment, but they recommend that values for each of these norms be determined by the results of the NSSO Consumer Expenditure Survey (55th Round). The NFLMW has been updated from time to time, taking into account the rise in the consumer price index and the recommendations made by the Central Advisory Board. 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 137.00 w.e.f. 01.07.2013 and Rs. 160 w.e.f 1<sup>st</sup> July 2015. This rate has gradually been scaled up to Rs. 176 per day w.e.f. 1<sup>st</sup> July 2017.

| <b>Year</b>        | 1996 | 1998 | 1999 | 2002 | 2004 | 2007 | 2010 | 2013 | 2015 | 2017 |
|--------------------|------|------|------|------|------|------|------|------|------|------|
| <b>NFLMW (Rs.)</b> | 35   | 40   | 45   | 50   | 66   | 80   | 100  | 137  | 160  | 176  |

It is, however, clarified that the National Floor Level Minimum Wage, is a non-statutory measure to ensure upward revision of minimum wages in different States/UT's. Thus, the State Governments are persuaded to fix minimum wages such that in none of the scheduled employments, the minimum wage is less than National Floor Level Minimum Wage. This method has helped in reducing disparity among different rates of minimum wages to some extent.

## **CHAPTER-5**

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

**5.1** 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.

#### **5.2 ADDITION OF NEW EMPLOYMENTS**

**5.2.1** 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.

**5.2.2** During the year 2019, there is no scheduled employment added to the schedule appended to the minimum wages act, 1948 (Table 1).

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

Table 2 used to show the data related to the fixation of Minimum Wages for the first time. But during the year 2019, there is no scheduled employment in which the minimum wages were fixed for the first time.

#### **5.4 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 37 States/Union Territories and CLC (Central) on Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2019. 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 103 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.

## **5.5 SCHEDULED EMPLOYMENTS AND RANGE OF MINIMUM**

### **WAGE RATES**

**5.5.1** 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 31.12.2019 have been presented in Table 4.

**5.5.2** It emerges from the table that the number of scheduled employments was highest in the State of Assam (103) followed by Jharakhand (90), Odisha (89), Bihar (88), Karnataka (82), Tamil Nadu (80), Kerala (78), Andhra Pradesh and Telangana (73), Daman and Diu (72) and Punjab (71).

**5.5.3** 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 very high, 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 Tamil Nadu i.e. Rs. 514.60.

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

**5.6.1** 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.

**5.6.2** It is observed from Table 5 that as on 31.12.2019 there were in all 454 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 rate of Rs. 55.00 per day was reported from the State of Puducherry (Yanam Region) and Rs. 569.00 was prevalent in Delhi. Similarly, in Public Motor Transport, minimum wage rate of Rs. 67.04 was observed in the States of Tripura and Rs. 569.00 per day was found in Delhi. Further in

Construction/Maintenance of Building and Roads, minimum wage rate of Rs.115.00 per day was found in Nagaland and Rs. 584.35 in Tamil Nadu. In case of Dal/Flour/Rice Mills, minimum wage rate of Rs. 115.00 per day was reported from the Nagaland and Rs. 569.00 per day was prevalent in Delhi. In the case of Oil Mills, minimum wage rate of Rs. 150.00 per day was reported from the Arunachal Pradesh and maximum of Rs. 569.00 in Delhi. In Shops and Commercial Establishments, minimum wage rate of Rs. 115.00 per day was reported from Nagaland and Rs. 569.00 per day was prevalent in Delhi. The same pattern is observable in the other scheduled employments as well. Table-3 shows that highest minimum wages are being paid by C.L.C (Central) which stood at Rs. 797.00 in the scheduled employment.

## **5.7 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 Maharashtra and as high as 100.00 per cent in Nagaland.

## **5.8 INSPECTIONS**

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

**5.8.2** In the States/U.Ts., the highest numbers of inspections (75091) were reported from the state of Tamil Nadu followed by (28569) the State of Kerala and the highest numbers of irregularities were detected by Kerala (103461) and followed by (11648) by Karnataka. On the other hand the Lowest (05) inspections were made by Mizoram whereas no irregularities were observed in Arunachal Pradesh, Mizoram, Nagaland, Sikkim, Daman & Diu, Lakshadweep and Puducherry. In the State sphere, the highest numbers of prosecutions were launched by Kerala (2425) whereas no prosecutions were launched in Arunachal Pradesh, Jharkhand, Meghalaya, Manipur, Mizoram, Nagaland, Sikkim, Tripura, D&N Haveli, Daman & Diu, Lakshadweep and Puducherry. The highest numbers of claims were preferred by Kerala (1302) followed by Delhi (1153) whereas no claims were preferred by Arunachal Pradesh, Assam, Bihar, Goa, Meghalaya, Manipur, Mizoram, Nagaland, Sikkim, Tripura, Uttar Pradesh, Daman & Diu, Lakshadweep and Puducherry.

## **5.9 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 2019 has been given in Annexure- II.

**TABLE- 1**

**EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2019**

| <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 2019</b> |
|----------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------------------------------------------------------------------------------------------------------------|
| There is no scheduled employment added to the schedule appended to the minimum wages act, 1948 during the year 2019. |                                |                                                                                                                    |

**SOURCE:** Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2019.

**TABLE - 2**

**EMPLOYMENTS IN WHICH THE MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2019**

| <b>SR.NO.</b>                                                                                                   | <b>STATE/ UNION TERRITORY</b> | <b>EMPLOYMENTS IN WHICH MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2019</b> | <b>MINIMUM WAGES FIXED PER DAY (In Rs.)</b> |
|-----------------------------------------------------------------------------------------------------------------|-------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------------|
| There is no scheduled employment in which the minimum wages were fixed for the first time during the year 2019. |                               |                                                                                              |                                             |

**SOURCE:** Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2019.

TABLE 3

**MINIMUM WAGES PER DAY FOR UNSKILLED WORKERS IN SCHEDULED EMPLOYMENTS  
AS ON 31.12.2019**

| S.NO.                                   | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                                                                                                    | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|                                         |                                                                                                                                                                                                                                     | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 1.CHIEF LABOUR COMMISSIONER (CENTRAL)** |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 1                                       | Agriculture                                                                                                                                                                                                                         | Area - A                             | 333.00 | 50.00 | 383.00 |
|                                         |                                                                                                                                                                                                                                     | Area - B                             | 303.00 | 47.00 | 350.00 |
|                                         |                                                                                                                                                                                                                                     | Area - C                             | 300.00 | 47.00 | 347.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 2                                       | Asbestos Mines                                                                                                                                                                                                                      | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 3                                       | Barytes Mines                                                                                                                                                                                                                       | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 4                                       | Bauxite Mines                                                                                                                                                                                                                       | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 5                                       | Construction / Maintenance of Roads and Building operations                                                                                                                                                                         | Area - A                             | 523.00 | 80.00 | 603.00 |
|                                         |                                                                                                                                                                                                                                     | Area - B                             | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     | Area - C                             | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 6                                       | China Clay Mines                                                                                                                                                                                                                    | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 7                                       | Copper Mines                                                                                                                                                                                                                        | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 8                                       | Construction and maintenance of Runways                                                                                                                                                                                             | Area - A                             | 523.00 | 80.00 | 603.00 |
|                                         |                                                                                                                                                                                                                                     | Area - B                             | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     | Area - C                             | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 9                                       | Clay Mines                                                                                                                                                                                                                          | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 10                                      | Chromite Mines                                                                                                                                                                                                                      | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 11                                      | Dolomite Mines                                                                                                                                                                                                                      | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 12                                      | Employment in laying of Underground electric, wireless, radio, television, telephone, telegraph and overseas communication cables and similar other underground cabling, electric lines, water supply lines and sewerage pipe lines | Area - A                             | 523.00 | 80.00 | 603.00 |
|                                         |                                                                                                                                                                                                                                     | Area - B                             | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     | Area - C                             | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 13                                      | Fire Clay Mines                                                                                                                                                                                                                     | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 14                                      | Felspar Mines                                                                                                                                                                                                                       | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 15                                      | Gypsum Mines                                                                                                                                                                                                                        | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 16                                      | Graphite Mines                                                                                                                                                                                                                      | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 17                                      | Granite Mines                                                                                                                                                                                                                       | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 18                                      | Gravel Mines                                                                                                                                                                                                                        | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |
|                                         |                                                                                                                                                                                                                                     |                                      |        |       |        |
| 19                                      | Hematite Mines                                                                                                                                                                                                                      | Above Ground                         | 350.00 | 53.00 | 403.00 |
|                                         |                                                                                                                                                                                                                                     | Below Ground                         | 437.00 | 66.00 | 503.00 |



TABLE 3

| S.NO. | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                       | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|-------|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|       |                                                                                                                                        | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
|       |                                                                                                                                        |                                      |        |       |        |
| 20    | Iron Ore Mines                                                                                                                         | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 21    | Kyanite Mines                                                                                                                          | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 22    | Laterite Mines                                                                                                                         | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 23    | Loading and Unloading in Goods-Sheds, Parcel<br>Offices of Railways, other Goodsheds, Godowns,<br>Warehouses, etc. and Docks and Ports | Area - A                             | 523.00 | 80.00 | 603.00 |
|       |                                                                                                                                        | Area - B                             | 437.00 | 66.00 | 503.00 |
|       |                                                                                                                                        | Area - C                             | 350.00 | 53.00 | 403.00 |
| 24    | Lignite Mines                                                                                                                          | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 25    | Mica Mines                                                                                                                             | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 26    | Manganese Mines                                                                                                                        | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 27    | Magnesite Mines                                                                                                                        | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 28    | Magnetite Mines                                                                                                                        | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 29    | Marble and Calcite Mines                                                                                                               | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 30    | Ochre Mines                                                                                                                            | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 31    | Quartz Mines                                                                                                                           | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 32    | Quartzite Mines                                                                                                                        | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 33    | Red Oxide Mines                                                                                                                        | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 34    | Rock Phosphate Mines                                                                                                                   | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 35    | Stone Breaking and Stone Crushing                                                                                                      |                                      | 283.00 | 43.00 | 326.00 |
| 36    | Stone Mines                                                                                                                            | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 37    | Steatite (including Mines producing Soap Stone<br>and Talc) Mines                                                                      | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 38    | Silica Mines                                                                                                                           | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 39    | Slate Mines                                                                                                                            | Above Ground                         | 350.00 | 53.00 | 403.00 |
|       |                                                                                                                                        | Below Ground                         | 437.00 | 66.00 | 503.00 |
| 40    | Sweeping and Cleaning                                                                                                                  | Area - A                             | 523.00 | 80.00 | 603.00 |
|       |                                                                                                                                        | Area - B                             | 437.00 | 66.00 | 503.00 |
|       |                                                                                                                                        | Area - C                             | 350.00 | 53.00 | 403.00 |

TABLE 3

| S.NO. | NAME OF THE SCHEDULED EMPLOYMENT | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |        |        |
|-------|----------------------------------|--------------------------------------|--------|--------|--------|
|       |                                  | AREA/ ZONE                           | BASIC  | D.A.   | TOTAL  |
|       |                                  |                                      |        |        |        |
| 41    | Watch and Ward                   | Area - A                             | 637.00 | 86.00  | 723.00 |
|       |                                  | Area - B                             | 579.00 | 87.00  | 666.00 |
|       |                                  | Area - C                             | 494.00 | 75.00  | 569.00 |
|       |                                  |                                      |        |        |        |
| 42    | Watch and Ward (with arms)       | Area - A                             | 693.00 | 104.00 | 797.00 |
|       |                                  | Area - B                             | 637.00 | 96.00  | 733.00 |
|       |                                  | Area - C                             | 579.00 | 87.00  | 666.00 |
|       |                                  |                                      |        |        |        |
| 43    | Uranium Mines                    | Above Ground                         | 350.00 | 53.00  | 403.00 |
|       |                                  | Below Ground                         | 437.00 | 66.00  | 503.00 |
|       |                                  |                                      |        |        |        |
| 44    | White Clay Mines                 | Above Ground                         | 350.00 | 53.00  | 403.00 |
|       |                                  | Below Ground                         | 437.00 | 66.00  | 503.00 |
|       |                                  |                                      |        |        |        |
| 45    | Wolfram Mines                    | Above Ground                         | 350.00 | 53.00  | 403.00 |
|       |                                  | Below Ground                         | 437.00 | 66.00  | 503.00 |

TABLE 3

## AREA "A"

|              |        |                |        |         |        |
|--------------|--------|----------------|--------|---------|--------|
| Ahmedabad    | (U.A.) | Greater Mumbai | (U.A.) | Chennai | (U.A.) |
| Bangaluru    | (U.A.) | Hyderabad      | (U.A.) | Nagpur  | (U.A.) |
| Kolkata      | (U.A.) | Kanpur         | (U.A.) | Delhi   | (U.A.) |
| Lucknow      | (U.A.) | Gurgaon        |        | Noida   |        |
| Secunderabad |        | Navi Mumbai    |        |         |        |

## AREA "B"

|                   |        |                  |        |                   |        |
|-------------------|--------|------------------|--------|-------------------|--------|
| Agra              | (U.A.) | Ghaziabad        | (U.A.) | Meerut            | (U.A.) |
| Ajmer             |        | Gorakhpur        |        | Moradabad         | (U.A.) |
| Aligarh           |        | Guwahati City    |        | Mysore            | (U.A.) |
| Allahabad         | (U.A.) | Guntur           |        | Mangalore         | (U.A.) |
| Amaravati         |        | Gwalior          | (U.A.) | Nasik             | (U.A.) |
| Aurangabad        | (U.A.) | Hubli-Dharwad    |        | Puducherry        | (U.A.) |
| Amritsar          | (U.A.) | Indore           | (U.A.) | Pune              | (U.A.) |
| Asansol           | (U.A.) | Jabalpur         | (U.A.) | Patna             | (U.A.) |
| Bareilly          | (U.A.) | Jaipur           | (U.A.) | Raipur            | (U.A.) |
| Bhavnagar/Bhopal  |        | Jalandhar        | (U.A.) | Rajkot            |        |
| Bikaner           |        | Jamshedpur       | (U.A.) | Ranchi            | (U.A.) |
| Bhubaneshwar      |        | Jodhpur          |        | Sholapur          |        |
| Belgaum           | (U.A.) | Jammu            | (U.A.) | Srinagar          | (U.A.) |
| Bhiwandi          | (U.A.) | Jalandhar Centt. |        | Surat             | (U.A.) |
| Chandigarh        | U.A.)  | Jamnagar         | (U.A.) | Salem             | (U.A.) |
| Coimbatore        | (U.A.) | Kolhapur         | (U.A.) | Tiruppur          | (U.A.) |
| Cuttack           | (U.A.) | Kalyan           |        | Tiruchirappali    | (U.A.) |
| Durgapur          |        | Kota             |        | Thiruvananthapura | (U.A.) |
| Durg-Bhilai Nagar | (U.A.) | Kochi            | (U.A.) | Vadodara          | (U.A.) |
| Dhanbad           | (U.A.) | Kozhikode        | (U.A.) | Varanasi          | (U.A.) |
| Dehradun          | (U.A.) | Ludhiana         |        | Vijaywada         | (U.A.) |
| Faridabad Complex |        | Madurai          | (U.A.) | Vishakhapatnam    | (U.A.) |

## NOTE:

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

U.A. = Urban Agglomeration

TABLE 3

|                    | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                                                                             | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |             |        |        |
|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------|--------|--------|
|                    |                                                                                                                                                                                                              | AREA/ ZONE                           | BASIC       | D.A.   | TOTAL  |
| 2.ANDHRA PRADESH * |                                                                                                                                                                                                              |                                      |             |        |        |
| 1                  | Agriculture                                                                                                                                                                                                  | -                                    | 159.00      | 106.75 | 265.75 |
| 2                  | Aerated water manufacturing units and Soft Drinks                                                                                                                                                            | -                                    | 96.31       | 125.77 | 222.08 |
| 3                  | Any Manufacturing Process carried out in any Factory as defined under Sec.2(m) or Sec. 85 of the Factories Act other than those notified under Part-I and Part-II of the Schedule of Minimum Wages Act, 1948 | -                                    | 77.85       | 100.62 | 178.47 |
| 4                  | Automobile Engineering workshops including servicing and repairs                                                                                                                                             | -                                    | 146.50      | 171.77 | 318.27 |
| 5                  | Baking process including Biscuits Manufactory                                                                                                                                                                | -                                    | 122.35      | 143.34 | 265.69 |
| 6                  | Betal Vines                                                                                                                                                                                                  | -                                    | 87.69       | 93.37  | 181.06 |
| 7                  | Brick Kiln Industry                                                                                                                                                                                          | -                                    | 112.00      | 142.55 | 254.55 |
| 8                  | Canteens and Clubs                                                                                                                                                                                           | -                                    | 101.73      | 129.03 | 230.76 |
| 9                  | Cashew and Coconut gardens                                                                                                                                                                                   | -                                    | 125.00      | -      | 125.00 |
| 10                 | Cashew Processing Establishments                                                                                                                                                                             | -                                    | 149.46      | 155.18 | 304.64 |
| 11                 | Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory                                                                                                                     | -                                    | 112.12      | 142.55 | 254.67 |
| 12                 | Chemicals and Pharmaceuticals                                                                                                                                                                                | -                                    | 134.46      | 157.55 | 292.01 |
| 13                 | Cinema Industry                                                                                                                                                                                              | -                                    | 141.27      | 157.97 | 299.24 |
| 14                 | Coffee Plantations                                                                                                                                                                                           | -                                    | 89.00       | 120.27 | 209.27 |
| 15                 | Colour Printing and Yarn Dyeing                                                                                                                                                                              | -                                    | 128.85      | 150.45 | 279.30 |
| 16                 | Construction of Projects Including Dams and Multipurpose Projects                                                                                                                                            | -                                    | 130.42      | 161.90 | 292.32 |
| 17                 | Construction or Maintenance of Roads and Building Operations                                                                                                                                                 | -                                    | 129.62      | 151.63 | 281.25 |
| 18                 | Cotton Carpet Weaving Establishments                                                                                                                                                                         | -                                    | 135.00      | 151.00 | 286.00 |
| 19                 | Cotton Ginning and pressing Factories                                                                                                                                                                        | -                                    | 164.00      | 159.32 | 323.32 |
| 20                 | Dairy Farming                                                                                                                                                                                                | -                                    | 191.38      | 93.37  | 284.75 |
| 21                 | Distilleries and Breweries                                                                                                                                                                                   | -                                    | 149.85      | 175.32 | 325.17 |
| 22                 | Domestic Workers                                                                                                                                                                                             | -                                    | 173.88      | 63.55  | 237.43 |
| 23                 | Electronic Industry                                                                                                                                                                                          | -                                    | 132.50      | 155.18 | 287.68 |
| 24                 | Fisheries and Sea Foods                                                                                                                                                                                      | -                                    | 125.08      | 145.71 | 270.79 |
| 25                 | Forestry and Timbering Operations                                                                                                                                                                            | -                                    | 69.27       | -      | 69.27  |
| 26                 | Glass Industry                                                                                                                                                                                               | -                                    | 129.46      | 151.63 | 281.09 |
| 27                 | Garment and Allied Manufacturing Industry                                                                                                                                                                    | -                                    | 153.65      | 56.26  | 209.91 |
| 28                 | Gold Covering and Gold Coating Industry                                                                                                                                                                      | -                                    | 129.62      | 151.63 | 281.25 |
| 29                 | Handloom (Silk)Weaving Establishments                                                                                                                                                                        | -                                    | 83.00       | 117.54 | 200.54 |
| 30                 | Handloom Weaving Establishments                                                                                                                                                                              | -                                    | Piece Rated |        |        |
| 31                 | Handloom Weaving Establishments- Additional Categories                                                                                                                                                       | -                                    | 91.42       | 117.54 | 208.96 |
| 32                 | Horticulture                                                                                                                                                                                                 | -                                    | 217.27      | 106.60 | 323.87 |
| 33                 | Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries                                                                                                                              | -                                    | 238.81      | 82.55  | 321.36 |
| 34                 | Hostels of all colleges and all other educational Institutions                                                                                                                                               | -                                    | 251.73      | 91.80  | 343.53 |
| 35                 | Hotels and Restaurants and Eating Houses                                                                                                                                                                     | -                                    | 127.58      | 158.25 | 285.83 |
| 36                 | Jute and Coir Industry                                                                                                                                                                                       | -                                    | 244.35      | 89.45  | 333.80 |
| 37                 | Khandsari Factories                                                                                                                                                                                          | -                                    | 135.23      | 157.55 | 292.78 |
| 38                 | Lime stone Kilns                                                                                                                                                                                             | -                                    | 93.19       | 119.48 | 212.67 |
| 39                 | Marketing Societies, Consumer Co-op. Societies and Co-op. Banks                                                                                                                                              | -                                    | 123.96      | 144.52 | 268.48 |
| 40                 | Match and Fire Works                                                                                                                                                                                         | -                                    | 104.46      | 129.03 | 233.49 |
| 41                 | Mesta used Twine Mills                                                                                                                                                                                       | -                                    | 125.50      | 146.89 | 272.39 |
| 42                 | Metal Foundaries and General Engineering                                                                                                                                                                     | -                                    | 66.00       | 79.88  | 145.88 |
| 43                 | Mica Works                                                                                                                                                                                                   | -                                    | 131.15      | 152.82 | 283.97 |
| 44                 | Mini and Tiny Cement Factories                                                                                                                                                                               | -                                    | 107.00      | 124.38 | 231.38 |
| 45                 | Motion Picture Industry including Production, Distribution and Publicity                                                                                                                                     | -                                    | 112.12      | 141.32 | 253.44 |
| 46                 | Oil Mills                                                                                                                                                                                                    | -                                    | 248.88      | 91.09  | 339.97 |
| 47                 | Paper and Paper Board including Straw Board including hand made Paper Manufactory                                                                                                                            | -                                    | 250.00      | 91.21  | 341.21 |

TABLE 3

|                                                                                                                            | NAME OF THE SCHEDULED EMPLOYMENT                                                                                   | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |        |        |
|----------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|--------|--------|
|                                                                                                                            |                                                                                                                    | AREA/ ZONE                           | BASIC  | D.A.   | TOTAL  |
| 48                                                                                                                         | Petrol Bunks                                                                                                       | -                                    | 134.46 | 157.55 | 292.01 |
| 49                                                                                                                         | Poultry farming including Feeding units                                                                            | -                                    | 200.00 | 92.81  | 292.81 |
| 50                                                                                                                         | Powerloom Industry                                                                                                 | -                                    | 101.73 | 248.77 | 350.50 |
| 51                                                                                                                         | Printing Press including Litho and offset Printing                                                                 | -                                    | 135.23 | 157.55 | 292.78 |
| 52                                                                                                                         | Private Motor Transport                                                                                            | -                                    | 129.62 | 151.63 | 281.25 |
| 53                                                                                                                         | Professionals such as Chartered,Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates | -                                    | 161.50 | 159.76 | 321.26 |
| 54                                                                                                                         | Public Motor Transport                                                                                             | -                                    | 101.73 | 129.03 | 230.76 |
| 55                                                                                                                         | Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills                                                  | -                                    | 135.50 | 158.74 | 294.24 |
| 56                                                                                                                         | Safai Karamcharis                                                                                                  | -                                    | 192.31 | 179.08 | 371.39 |
| 57                                                                                                                         | Salt Pans                                                                                                          | -                                    | 96.88  | 122.88 | 219.76 |
| 58                                                                                                                         | Security Services                                                                                                  | -                                    | 153.85 | 143.05 | 296.90 |
| 59                                                                                                                         | Seed Processing Units                                                                                              | -                                    | 123.31 | 163.60 | 286.91 |
| 60                                                                                                                         | Sericulture                                                                                                        | -                                    | 173.27 | -      | 173.27 |
| 61                                                                                                                         | Shops and Commercial Establishments                                                                                | -                                    | 129.62 | 151.63 | 281.25 |
| 62                                                                                                                         | Slate Factories                                                                                                    | -                                    | 123.19 | 144.52 | 267.71 |
| 63                                                                                                                         | Steel Mills and Steel re-rolling Mills                                                                             | -                                    | 123.35 | 144.52 | 267.87 |
| 64                                                                                                                         | Stone Breaking and Stone Crushing Operations                                                                       | -                                    | 123.00 | 141.68 | 264.68 |
| 65                                                                                                                         | Tanneries and Leather Manufactory                                                                                  | -                                    | 132.88 | 165.55 | 298.43 |
| 66                                                                                                                         | Tiles and Potteries                                                                                                | -                                    | 123.27 | 144.52 | 267.79 |
| 67                                                                                                                         | Tobacco (excluding Beedi making)Manufactory                                                                        | -                                    | 113.00 | 129.36 | 242.36 |
| 68                                                                                                                         | Tobacco (including Beedi making)Manufactory                                                                        | -                                    | 173.08 | 72.50  | 245.58 |
| 69                                                                                                                         | Toddy Tapping including Selling and Conveyance industry                                                            | -                                    | 106.27 | 131.47 | 237.74 |
| 70                                                                                                                         | Wood Working Establishments including Furniture (excluding Timbering Operations)                                   | -                                    | 128.73 | 150.45 | 279.18 |
| 71                                                                                                                         | Woollen Carpet Making and Shawl Weaving Establishments                                                             | -                                    | 96.88  | 122.88 | 219.76 |
| 72                                                                                                                         | Non-teaching staff working in Private Educational Institutions                                                     | -                                    | 203.62 | 70.67  | 274.29 |
| 73                                                                                                                         | Spinning Mills                                                                                                     | -                                    | 148.23 | 51.45  | 199.68 |
| Note:- *Due to non receipt of scheduled employments in Annual Return, all Information Repeated from the Annual Report 2018 |                                                                                                                    |                                      |        |        |        |

TABLE 3

|                                                                                                                            | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|                                                                                                                            |                                                                                                                                 | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 3.ARUNACHAL PRADESH*                                                                                                       |                                                                                                                                 |                                      |        |      |        |
| 1                                                                                                                          | Agriculture                                                                                                                     | -                                    | 150.00 | -    | 150.00 |
| 2                                                                                                                          | Cement Industry                                                                                                                 | -                                    | 150.00 | -    | 150.00 |
| 3                                                                                                                          | Cinema and Video Hall                                                                                                           | -                                    | 150.00 | -    | 150.00 |
| 4                                                                                                                          | Construction or Maintenance of Roads or Building Operation                                                                      | -                                    | 150.00 | -    | 150.00 |
| 5                                                                                                                          | Distrilleries and Brewing Units                                                                                                 | -                                    | 150.00 | -    | 150.00 |
| 6                                                                                                                          | Educational/Coaching Institutions                                                                                               | -                                    | 150.00 | -    | 150.00 |
| 7                                                                                                                          | Employment in any bank in respect of which Govt.of Arunachal Pradesh is the appropriate Govt.to fix or revise the minimum wages | -                                    | 150.00 | -    | 150.00 |
| 8                                                                                                                          | Employment in any residential,hotel,restaurant or eating house.                                                                 |                                      | 150.00 |      | 150.00 |
| 9                                                                                                                          | Employment under any Govt. Authority (Casual Contingency Employee)                                                              | -                                    | 150.00 | -    | 150.00 |
| 10                                                                                                                         | Forest Operations                                                                                                               | -                                    | 150.00 | -    | 150.00 |
| 11                                                                                                                         | Hospital, Nursing Homes, Dispensaries, Pharmacies and consultation clinics                                                      | -                                    | 150.00 | -    | 150.00 |
| 12                                                                                                                         | Load carrying i.e.Porter Porting Goods from One Area to Another Area                                                            | -                                    | 150.00 | -    | 150.00 |
| 13                                                                                                                         | Loading and Un-Loading except under Department of Co-operation                                                                  | -                                    | 150.00 | -    | 150.00 |
| 14                                                                                                                         | Local Authority                                                                                                                 | -                                    | 150.00 | -    | 150.00 |
| 15                                                                                                                         | Motor Mechanical Garage Including Tyre Retreading or Repairing Industry                                                         | -                                    | 150.00 | -    | 150.00 |
| 16                                                                                                                         | Oil Mill                                                                                                                        | -                                    | 150.00 | -    | 150.00 |
| 17                                                                                                                         | Plantation (Cinchona, Rubber, Tea & Coffee)                                                                                     | -                                    | 150.00 | -    | 150.00 |
| 18                                                                                                                         | Printing Press                                                                                                                  | -                                    | 150.00 | -    | 150.00 |
| 19                                                                                                                         | Printing Process by Lithography,photography or other similar work or book binding                                               | -                                    | 150.00 | -    | 150.00 |
| 20                                                                                                                         | Private co-operative society,welfare or voluntary organisation                                                                  | -                                    | 150.00 | -    | 150.00 |
| 21                                                                                                                         | Public Motor Transport                                                                                                          | -                                    | 150.00 | -    | 150.00 |
| 22                                                                                                                         | Rice / Flour /Dal Mill                                                                                                          | -                                    | 150.00 | -    | 150.00 |
| 23                                                                                                                         | Safai Karamcharis                                                                                                               | -                                    | 150.00 | -    | 150.00 |
| 24                                                                                                                         | Saw ,Vaneer and Plywood Mills/Industry                                                                                          | -                                    | 150.00 | -    | 150.00 |
| 25                                                                                                                         | Security Guard and Watch and Ward                                                                                               | -                                    | 150.00 | -    | 150.00 |
| 26                                                                                                                         | Shops or Commercial Establishments                                                                                              | -                                    | 150.00 | -    | 150.00 |
| 27                                                                                                                         | Stone breaking or Stone crushing                                                                                                | -                                    | 150.00 | -    | 150.00 |
| 28                                                                                                                         | Superior Kerosene/petrol/diesel oil delivery depot                                                                              | -                                    | 150.00 | -    | 150.00 |
| 29                                                                                                                         | Tobacco manufactory (including Bidi making industries)                                                                          | -                                    | 150.00 | -    | 150.00 |
| 30                                                                                                                         | Woollen Carpet making or Shawl Weaving establishments                                                                           | -                                    | 150.00 | -    | 150.00 |
| Note:- *Due to non receipt of scheduled employments in Annual Return, all Information Repeated from the Annual Report 2018 |                                                                                                                                 |                                      |        |      |        |

TABLE 3

|         | NAME OF THE SCHEDULED EMPLOYMENT                                                                        | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|---------|---------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|         |                                                                                                         | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 4.ASSAM |                                                                                                         |                                      |        |      |        |
| 1       | Agarbatti                                                                                               | -                                    | 282.38 | -    | 282.38 |
| 2       | Agarwood Industry                                                                                       | -                                    | 282.38 | -    | 282.38 |
| 3       | Agriculture                                                                                             | -                                    | 282.38 | -    | 282.38 |
| 4       | Aluminium Industry                                                                                      | -                                    | 282.38 | -    | 282.38 |
| 5       | Asbests                                                                                                 | -                                    | 282.38 | -    | 282.38 |
| 6       | Bakeries                                                                                                | -                                    | 282.38 | -    | 282.38 |
| 7       | Beedi Making                                                                                            | -                                    | 282.38 | -    | 282.38 |
| 8       | Beverages Manufacturing and Vending Estt.                                                               | -                                    | 282.38 | -    | 282.38 |
| 9       | Biscuit Manufacturing                                                                                   | -                                    | 282.38 | -    | 282.38 |
| 10      | Blacksmith                                                                                              | -                                    | 282.38 | -    | 282.38 |
| 11      | Bought Tea Leaf Factory                                                                                 | -                                    | 282.38 | -    | 282.38 |
| 12      | Breweries and Distillery                                                                                | -                                    | 282.38 | -    | 282.38 |
| 13      | Brick Making and Brick Kiln                                                                             | -                                    | 282.38 | -    | 282.38 |
| 14      | Candle Manufacturing                                                                                    | -                                    | 282.38 | -    | 282.38 |
| 15      | Canteen and Clubs                                                                                       | -                                    | 282.38 | -    | 282.38 |
| 16      | Carpentary and Masenary                                                                                 | -                                    | 282.38 | -    | 282.38 |
| 17      | Casual/Master control workers in Flood Control Department                                               | -                                    | 282.38 | -    | 282.38 |
| 18      | Casual/Master Roll Workers Employed in Public Health Department                                         | -                                    | 282.38 | -    | 282.38 |
| 19      | Casual/Master Roll Workers Irrigation Department.                                                       | -                                    | 282.38 | -    | 282.38 |
| 20      | Cement Based Industry                                                                                   | -                                    | 282.38 | -    | 282.38 |
| 21      | Chakki Mill                                                                                             | -                                    | 282.38 | -    | 282.38 |
| 22      | Chemical and Pharmaceutical Industry                                                                    | -                                    | 282.38 | -    | 282.38 |
| 23      | Cleaner                                                                                                 | -                                    | 282.38 | -    | 282.38 |
| 24      | Coaching Academics including nurshing and English Medium Schools and Technical Institutes               | -                                    | 282.38 | -    | 282.38 |
| 25      | Coffee and Rubber Plantation                                                                            | -                                    | 282.38 | -    | 282.38 |
| 26      | Construction or maintenance of (1) roads or in building operation and stone breaking and stone crushing | -                                    | 282.38 | -    | 282.38 |
| 27      | Contracts Estt. Of the Forest Deptt.                                                                    | -                                    | 282.38 | -    | 282.38 |
| 28      | Cooperative Banks                                                                                       | -                                    | 282.38 | -    | 282.38 |
| 29      | Cooperative Consumer Societies                                                                          | -                                    | 282.38 | -    | 282.38 |
| 30      | Cooperative Markeing Societies                                                                          | -                                    | 282.38 | -    | 282.38 |
| 31      | Cotton Textiles Mills                                                                                   | -                                    | 282.38 | -    | 282.38 |
| 32      | Dairy and Poultry firms                                                                                 | -                                    | 282.38 | -    | 282.38 |
| 33      | Dispensaries                                                                                            | -                                    | 282.38 | -    | 282.38 |
| 34      | Domestic Workers                                                                                        | -                                    | 277.83 | -    | 277.83 |
| 35      | Earth Cutting and Removing Earth Filling, & Earth leveling Operations                                   | -                                    | 282.38 | -    | 282.38 |
| 36      | Eating house and Restaurants                                                                            | -                                    | 282.38 | -    | 282.38 |
| 37      | Edible Oil Workers                                                                                      | -                                    | 282.38 | -    | 282.38 |
| 38      | Employment in Electricity Board                                                                         | -                                    | 282.38 | -    | 282.38 |
| 39      | Engineering Industries including Motor Garage and Workers                                               | -                                    | 282.38 | -    | 282.38 |
| 40      | Film (production, distribution & Exhibition)                                                            | -                                    | 282.38 | -    | 282.38 |
| 41      | Fishing                                                                                                 | -                                    | 282.38 | -    | 282.38 |
| 42      | Flour Mills                                                                                             | -                                    | 282.38 | -    | 282.38 |
| 43      | Food Processing                                                                                         | -                                    | 282.38 | -    | 282.38 |
| 44      | Forestry and Timbering Operation                                                                        | -                                    | 282.38 | -    | 282.38 |
| 45      | Fruit Preservation                                                                                      | -                                    | 282.38 | -    | 282.38 |
| 46      | Gold and Silver ornaments and other articles of Artistic Design Manufacturing                           | -                                    | 282.38 | -    | 282.38 |
| 47      | Goldsmith                                                                                               | -                                    | 282.38 | -    | 282.38 |
| 48      | Grass Cutting and Wood Cutting                                                                          | -                                    | 282.38 | -    | 282.38 |
| 49      | Hair Cutting saloons                                                                                    | -                                    | 282.38 | -    | 282.38 |
| 50      | Handicrafts                                                                                             | -                                    | 282.38 | -    | 282.38 |
| 51      | Handloom Weaving Project                                                                                | -                                    | 282.38 | -    | 282.38 |

TABLE 3

|     | NAME OF THE SCHEDULED EMPLOYMENT                                                                           | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |              |      |        |
|-----|------------------------------------------------------------------------------------------------------------|--------------------------------------|--------------|------|--------|
|     |                                                                                                            | AREA/ ZONE                           | BASIC        | D.A. | TOTAL  |
| 52  | Helpers & Weldes in Minor Engineering.                                                                     | -                                    | 282.38       | -    | 282.38 |
| 53  | Horticulture                                                                                               | -                                    | 282.38       | -    | 282.38 |
| 54  | Hotel Restaurent and Eating Houses covered by the schedule employments (shops & commercial Establishments) | -                                    | 282.38       | -    | 282.38 |
| 55  | Hydro Electric Project                                                                                     | -                                    | 282.38       | -    | 282.38 |
| 56  | Ice cream and Ice candy Manufacturing and vending Estt.                                                    | -                                    | 282.38       | -    | 282.38 |
| 57  | Ice factory and Cold Storage                                                                               | -                                    | 282.38       | -    | 282.38 |
| 58  | Jute Bailing Industries                                                                                    | -                                    | 282.38       | -    | 282.38 |
| 59  | Jute Mills                                                                                                 | -                                    | 282.38       | -    | 282.38 |
| 60  | Khadi and Village Industries                                                                               | -                                    | 282.38       | -    | 282.38 |
| 61  | Loading and Unloading Operation                                                                            | -                                    | Per Bag Rate |      |        |
| 62  | Loading and Unloading of Urea Bags                                                                         | -                                    | Per Bag Rate |      |        |
| 63  | L.P.G.Distribution                                                                                         | -                                    | 282.38       | -    | 282.38 |
| 64  | Match Manufacturing                                                                                        | -                                    | 282.38       | -    | 282.38 |
| 65  | Metal Rolling and Re-rolling Industry                                                                      | -                                    | 282.38       | -    | 282.38 |
| 66  | Motor Body Building                                                                                        | -                                    | 282.38       | -    | 282.38 |
| 67  | Municipalities and Town Committee                                                                          | -                                    | 282.38       | -    | 282.38 |
| 68  | Oil and Gas Drilling Workers                                                                               | -                                    | 282.38       | -    | 282.38 |
| 69  | Pan Masala & Gutkha Manufacturing Industries                                                               | -                                    | 282.38       | -    | 282.38 |
| 70  | Paper Industry                                                                                             | -                                    | 282.38       | -    | 282.38 |
| 71  | Pathological Laboratories                                                                                  | -                                    | 282.38       | -    | 282.38 |
| 72  | Petrol Pump Workers                                                                                        | -                                    | 282.38       | -    | 282.38 |
| 73  | Photo and Picture frame Manufacturing                                                                      | -                                    | 282.38       | -    | 282.38 |
| 74  | Sales Promotion Employees                                                                                  | -                                    | 467.49       | -    | 467.49 |
| 75  | Plywood Industries                                                                                         | -                                    | 282.38       | -    | 282.38 |
| 76  | Pottery Industries                                                                                         | -                                    | 282.38       | -    | 282.38 |
| 77  | Poultry and Cattle Feed Manufacturing                                                                      | -                                    | 282.38       | -    | 282.38 |
| 78  | Premises wherein cows and buffalos or both kept for milking fooding and all other similar process          | -                                    | 282.38       | -    | 282.38 |
| 79  | Printing and Dyeing Cloth                                                                                  | -                                    | 282.38       | -    | 282.38 |
| 80  | Printing Press                                                                                             | -                                    | 282.38       | -    | 282.38 |
| 81  | Private Hospital                                                                                           | -                                    | 282.38       | -    | 282.38 |
| 82  | Security Service                                                                                           | -                                    | 359.57       | -    | 359.57 |
| 83  | Private Transport                                                                                          | -                                    | 282.38       | -    | 282.38 |
| 84  | Public Motor Transport including A.S.T.C.                                                                  | -                                    | 282.38       | -    | 282.38 |
| 85  | Readymade Garments                                                                                         | -                                    | 282.38       | -    | 282.38 |
| 86  | Rice and Oil Mills                                                                                         | -                                    | 282.38       | -    | 282.38 |
| 87  | Rubber processing and Rubber Manufacturing                                                                 | -                                    | 282.38       | -    | 282.38 |
| 88  | Saw Mills                                                                                                  | -                                    | 282.38       | -    | 282.38 |
| 89  | Seasonal Spray Squads of NMEP under the H. & F.W. Deptt.                                                   | -                                    | 282.38       | -    | 282.38 |
| 90  | Sericulture Operation                                                                                      | -                                    | 282.38       | -    | 282.38 |
| 91  | Shops and Commercial Establishments covered by the schedule of shop & commercial Establishments            | -                                    | 282.38       | -    | 282.38 |
| 92  | Small Establishments Selling Cooked Food Stuff                                                             | -                                    | 282.38       | -    | 282.38 |
| 93  | Small Scale Industry                                                                                       | -                                    | 282.38       | -    | 282.38 |
| 94  | Soap Making Industries                                                                                     | -                                    | 282.38       | -    | 282.38 |
| 95  | Streamerghat                                                                                               | -                                    | 282.38       | -    | 282.38 |
| 96  | Sugar Industry                                                                                             | -                                    | 282.38       | -    | 282.38 |
| 97  | Tailoring Industries.                                                                                      | -                                    | 282.38       | -    | 282.38 |
| 98  | Tanneries and Leather Manufacturing                                                                        | -                                    | 282.38       | -    | 282.38 |
| 99  | Theatres                                                                                                   | -                                    | 282.38       | -    | 282.38 |
| 100 | Tiles Manufacturing                                                                                        | -                                    | 282.38       | -    | 282.38 |
| 101 | Transportation, Marketing and Distribution of Petroleum Products                                           | -                                    | 282.38       | -    | 282.38 |
| 102 | Trunk and Bucket Manufacturing                                                                             | -                                    | 282.38       | -    | 282.38 |
| 103 | Tubewell Sinking                                                                                           | -                                    | 282.38       | -    | 282.38 |
|     | Note:- Minimum Wages/VDA for Unskilled Workers calculate for Thirty Days (30).                             |                                      |              |      |        |



TABLE 3

|         | NAME OF THE SCHEDULED EMPLOYMENT                                                                            | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|---------|-------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|         |                                                                                                             | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 5.BIHAR |                                                                                                             |                                      |        |       |        |
| 1       | Agarbati Industry                                                                                           | -                                    | 227.00 | 39.00 | 266.00 |
| 2       | Agriculture                                                                                                 | -                                    | 227.00 | 39.00 | 266.00 |
| 3       | Aluminium Industry                                                                                          | -                                    | 237.00 | 40.00 | 277.00 |
| 4       | Asbestos Cement Industry                                                                                    | -                                    | 237.00 | 40.00 | 277.00 |
| 5       | Automobile Engineering Workshops                                                                            | -                                    | 237.00 | 40.00 | 277.00 |
| 6       | Bakeries and Confectioneries                                                                                | -                                    | 237.00 | 40.00 | 277.00 |
| 7       | Bidi Making                                                                                                 | -                                    | 237.00 | 40.00 | 277.00 |
| 8       | Biscuit Industry                                                                                            | -                                    | 237.00 | 40.00 | 277.00 |
| 9       | Book Binding Industry                                                                                       | -                                    | 237.00 | 40.00 | 277.00 |
| 10      | Brick Manufactory and Ceremic Industry                                                                      | -                                    | 237.00 | 40.00 | 277.00 |
| 11      | Cement and Hume Pipe, Electric Pole and Railway Sleeper Manufacturing Industry                              | -                                    | 237.00 | 40.00 | 277.00 |
| 12      | Cement Prestressed Product Industry                                                                         | -                                    | 237.00 | 40.00 | 277.00 |
| 13      | Chemical and Pharmaceutical Industry                                                                        | -                                    | 237.00 | 40.00 | 277.00 |
| 14      | Cinema Industry                                                                                             | -                                    | 237.00 | 40.00 | 277.00 |
| 15      | Coal Briquette Industry                                                                                     | -                                    | 237.00 | 40.00 | 277.00 |
| 16      | Cold Storage                                                                                                | -                                    | 237.00 | 40.00 | 277.00 |
| 17      | Construction, Maintenance of Roads or in Building Construction                                              | -                                    | 237.00 | 40.00 | 277.00 |
| 18      | Co-operative Sector                                                                                         | -                                    | 237.00 | 40.00 | 277.00 |
| 19      | Courier Service                                                                                             | -                                    | 237.00 | 40.00 | 277.00 |
| 20      | Dafti Card Board, Mill Board, Paper Board, Corrugated Board, Straw Board or Gatta Paper Board Manufacturing | -                                    | 237.00 | 40.00 | 277.00 |
| 21      | Dairy and Poultry Farms                                                                                     | -                                    | 237.00 | 40.00 | 277.00 |
| 22      | Dams Construction and Irrigation                                                                            | -                                    | 237.00 | 40.00 | 277.00 |
| 23      | Distilleries                                                                                                | -                                    | 237.00 | 40.00 | 277.00 |
| 24      | Domestic Workers                                                                                            | -                                    | 217.12 | 36.92 | 254.04 |
| 25      | Earth Cutting Operation                                                                                     | -                                    | 237.00 | 40.00 | 277.00 |
| 26      | Educational, University, Research or Cultural Institutions                                                  | -                                    | 237.00 | 40.00 | 277.00 |
| 27      | Electric and Other Types of Bulbs and Florescent Tubes Manufacturing Industry                               | -                                    | 237.00 | 40.00 | 277.00 |
| 28      | Electro Casting and Metal Finishing Industry                                                                | -                                    | 237.00 | 40.00 | 277.00 |
| 29      | Electronics Industry                                                                                        | -                                    | 237.00 | 40.00 | 277.00 |
| 30      | Employment of Sailors                                                                                       | -                                    | 227.00 | 39.00 | 266.00 |
| 31      | Fire Bricks, Ceramics Industry and Refractories                                                             | -                                    | 237.00 | 40.00 | 277.00 |
| 32      | Fisheries                                                                                                   | -                                    | 237.00 | 40.00 | 277.00 |
| 33      | Forestry and Timbering Operations                                                                           | -                                    | 237.00 | 40.00 | 277.00 |
| 34      | Foundry Industry                                                                                            | -                                    | 237.00 | 40.00 | 277.00 |
| 35      | Frittered Rice                                                                                              | -                                    | 237.00 | 40.00 | 277.00 |
| 36      | Glass Industry(excluding Glass Sheet)                                                                       | -                                    | 237.00 | 40.00 | 277.00 |
| 37      | Glass Sheet Industry                                                                                        | -                                    | 237.00 | 40.00 | 277.00 |
| 38      | Gun Factories                                                                                               | -                                    | 237.00 | 40.00 | 277.00 |
| 39      | Hair Cutting Saloons                                                                                        | -                                    | 237.00 | 40.00 | 277.00 |
| 40      | Handloom Industry                                                                                           | -                                    | 237.00 | 40.00 | 277.00 |
| 41      | Hard Coke Industry                                                                                          | -                                    | 237.00 | 40.00 | 277.00 |
| 42      | Hosiery Manufactory                                                                                         | -                                    | 237.00 | 40.00 | 277.00 |
| 43      | Hotels, Eating Houses and Restaurants                                                                       | -                                    | 237.00 | 40.00 | 277.00 |
| 44      | Icecream and Cold Drinks                                                                                    | -                                    | 237.00 | 40.00 | 277.00 |
| 45      | Information Technology                                                                                      | -                                    | 237.00 | 40.00 | 277.00 |
| 46      | Jute Industry and Similar Works                                                                             | -                                    | 237.00 | 40.00 | 277.00 |
| 47      | Khadi and Village Industry                                                                                  | -                                    | 237.00 | 40.00 | 277.00 |
| 48      | Khandsari Industry                                                                                          | -                                    | 237.00 | 40.00 | 277.00 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                                                                       | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|----|--------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|    |                                                                                                        | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 49 | Lac Manufactory                                                                                        | -                                    | 237.00 | 40.00 | 277.00 |
| 50 | Laundry and Washing                                                                                    | -                                    | 237.00 | 40.00 | 277.00 |
| 51 | Loading and Un-loading Operations                                                                      | -                                    | 237.00 | 40.00 | 277.00 |
| 52 | Manufacturing Of Gold and Silver Ornaments and articles of artistic design                             | -                                    | 237.00 | 40.00 | 277.00 |
| 53 | Manufacturing of Leather Goods                                                                         | -                                    | 237.00 | 40.00 | 277.00 |
| 54 | Mica Works (Factory and Establishment excluding Mines)                                                 | -                                    | 237.00 | 40.00 | 277.00 |
| 55 | Mineral Grinding Industry                                                                              | -                                    | 237.00 | 40.00 | 277.00 |
| 56 | Minor Engineering Industry (Excluding Automobile Engineering Workshops) employing less than 50 workers | -                                    | 237.00 | 40.00 | 277.00 |
| 57 | Minor Engineering Industry employing more than 50 workers                                              | -                                    | 237.00 | 40.00 | 277.00 |
| 58 | Oil Mills                                                                                              | -                                    | 237.00 | 40.00 | 277.00 |
| 59 | Papad Industry                                                                                         | -                                    | 227.00 | 39.00 | 266.00 |
| 60 | Paper Industry                                                                                         | -                                    | 237.00 | 40.00 | 277.00 |
| 61 | Petrol and Diesel Pumps                                                                                | -                                    | 237.00 | 40.00 | 277.00 |
| 62 | Plastic Industry                                                                                       | -                                    | 237.00 | 40.00 | 277.00 |
| 63 | Plucking and Processing of Kendu Leaves                                                                | -                                    | 237.00 | 40.00 | 277.00 |
| 64 | Plywood Industry                                                                                       | -                                    | 237.00 | 40.00 | 277.00 |
| 65 | Potteries Industry                                                                                     | -                                    | 237.00 | 40.00 | 277.00 |
| 66 | Powerloom Industry                                                                                     | -                                    | 237.00 | 40.00 | 277.00 |
| 67 | Printing Press                                                                                         | -                                    | 237.00 | 40.00 | 277.00 |
| 68 | Private Ferries and L.T.C.                                                                             | -                                    | 237.00 | 40.00 | 277.00 |
| 69 | Private Hospitals, Nursing Homes and Clinics                                                           | -                                    | 237.00 | 40.00 | 277.00 |
| 70 | Private Security                                                                                       | -                                    | 237.00 | 40.00 | 277.00 |
| 71 | Public Motor Transport                                                                                 | -                                    | 237.00 | 40.00 | 277.00 |
| 72 | Religious and Social Institutions                                                                      | -                                    | 237.00 | 40.00 | 277.00 |
| 73 | Rice , Flour or Dal Mills                                                                              | -                                    | 237.00 | 40.00 | 277.00 |
| 74 | Rolling of Iron Rods, Plates, Angles, etc. works                                                       | -                                    | 237.00 | 40.00 | 277.00 |
| 75 | Rubber and Rubber compound Industry                                                                    | -                                    | 237.00 | 40.00 | 277.00 |
| 76 | Safai Karmacharis (excluding scavenging)                                                               | -                                    | 227.00 | 39.00 | 266.00 |
| 77 | Sales Promotion of Medicine Employment                                                                 | -                                    | 217.00 | 37.00 | 254.00 |
| 78 | Shops and Commercial Establishments                                                                    | -                                    | 237.00 | 40.00 | 277.00 |
| 79 | Shops Selling Cooked Food Stuff                                                                        | -                                    | 237.00 | 40.00 | 277.00 |
| 80 | Silk Industry including Manufactory from Pure Silk, Artificial Silk and other Staple Yarn              | -                                    | 237.00 | 40.00 | 277.00 |
| 81 | Sindur and Rang Manufacturing                                                                          | -                                    | 237.00 | 40.00 | 277.00 |
| 82 | Soap Making Industry                                                                                   | -                                    | 237.00 | 40.00 | 277.00 |
| 83 | Stone Breaking or Stone Crushing                                                                       | -                                    | 237.00 | 40.00 | 277.00 |
| 84 | Tailoring Industry                                                                                     | -                                    | 237.00 | 40.00 | 277.00 |
| 85 | Tanneries and Leather Technology                                                                       | -                                    | 237.00 | 40.00 | 277.00 |
| 86 | Tea Plantations                                                                                        | -                                    | 237.00 | 40.00 | 277.00 |
| 87 | Wood works and Furniture                                                                               | -                                    | 237.00 | 40.00 | 277.00 |
| 88 | Woollen Carpet making or Shawl Weaving Establishments                                                  | -                                    | 237.00 | 40.00 | 277.00 |

TABLE 3

|                                                                                                   | NAME OF THE SCHEDULED EMPLOYMENT                                                                       | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|                                                                                                   |                                                                                                        | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 6. CHHATISGARH *                                                                                  |                                                                                                        |                                      |        |       |        |
| 1                                                                                                 | Agriculture                                                                                            | -                                    | 147.00 | 79.88 | 226.88 |
| 2                                                                                                 | Bone Mills                                                                                             | -                                    | 147.00 | 79.88 | 226.88 |
| 3                                                                                                 | Bricks                                                                                                 | -                                    | 147.00 | 79.88 | 226.88 |
| 4                                                                                                 | Building and Construction                                                                              | -                                    | 147.00 | 79.88 | 226.88 |
| 5                                                                                                 | Cement Factories                                                                                       | -                                    | 147.00 | 79.88 | 226.88 |
| 6                                                                                                 | Cement Poles and Cement Products                                                                       | -                                    | 147.00 | 79.88 | 226.88 |
| 7                                                                                                 | Chemicals and Pharmaceuticals                                                                          | -                                    | 147.00 | 79.88 | 226.88 |
| 8                                                                                                 | Construction, Maintenance of Roads or in Building Construction                                         | -                                    | 147.00 | 79.88 | 226.88 |
| 9                                                                                                 | Educational Institiution and Private Coaching Centres                                                  | -                                    | 147.00 | 79.88 | 226.88 |
| 10                                                                                                | Employment in Kosa                                                                                     | -                                    | 147.00 | 79.88 | 226.88 |
| 11                                                                                                | Engieneering Industry                                                                                  | -                                    | 147.00 | 79.88 | 226.88 |
| 12                                                                                                | Food Products, Bakery, Confectionery, Ice Cream, Aerated Drinks                                        | -                                    | 147.00 | 79.88 | 226.88 |
| 13                                                                                                | Forest Produce and Forestry                                                                            | -                                    | 147.00 | 79.88 | 226.88 |
| 14                                                                                                | Fuel Coke                                                                                              | -                                    | 147.00 | 79.88 | 226.88 |
| 15                                                                                                | Handloom                                                                                               | -                                    | 147.00 | 79.88 | 226.88 |
| 16                                                                                                | Hospitals, Nursing Homes and Pathology Labs                                                            | -                                    | 147.00 | 79.88 | 226.88 |
| 17                                                                                                | Irrigation                                                                                             | -                                    | 147.00 | 79.88 | 226.88 |
| 18                                                                                                | Kambal Industry                                                                                        | -                                    | 147.00 | 79.88 | 226.88 |
| 19                                                                                                | Khandsari Industry/Sugar                                                                               | -                                    | 147.00 | 79.88 | 226.88 |
| 20                                                                                                | Lime stone Kilns                                                                                       | -                                    | 147.00 | 79.88 | 226.88 |
| 21                                                                                                | Local Bodies                                                                                           | -                                    | 147.00 | 79.88 | 226.88 |
| 22                                                                                                | Mandi Mazdoors                                                                                         | -                                    | 147.00 | 79.88 | 226.88 |
| 23                                                                                                | Manufacturing Process as defined under section 2(k) of the Factories Act 1948 not classified elsewhere | -                                    | 147.00 | 79.88 | 226.88 |
| 24                                                                                                | Murra Poha                                                                                             | -                                    | 147.00 | 79.88 | 226.88 |
| 25                                                                                                | Oil Mills                                                                                              | -                                    | 147.00 | 79.88 | 226.88 |
| 26                                                                                                | Petrol/Diesel/L.P.G.Distribution                                                                       | -                                    | 147.00 | 79.88 | 226.88 |
| 27                                                                                                | Plastic Industry                                                                                       | -                                    | 147.00 | 79.88 | 226.88 |
| 28                                                                                                | Potteries                                                                                              | -                                    | 147.00 | 79.88 | 226.88 |
| 29                                                                                                | Poultry farming including Feeding units                                                                | -                                    | 147.00 | 79.88 | 226.88 |
| 30                                                                                                | Powerloom Sizing and Pressing                                                                          | -                                    | 147.00 | 79.88 | 226.88 |
| 31                                                                                                | Printing Press                                                                                         | -                                    | 147.00 | 79.88 | 226.88 |
| 32                                                                                                | Public Motor Transport                                                                                 | -                                    | 147.00 | 79.88 | 226.88 |
| 33                                                                                                | Rice, Dal and Flour Mills                                                                              | -                                    | 147.00 | 79.88 | 226.88 |
| 34                                                                                                | Sale Promotion Workers                                                                                 | -                                    | 147.00 | 79.88 | 226.88 |
| 35                                                                                                | Saw Mills, Wood Works                                                                                  | -                                    | 147.00 | 79.88 | 226.88 |
| 36                                                                                                | Security Guard                                                                                         | -                                    | 147.00 | 79.88 | 226.88 |
| 37                                                                                                | Shops and Commercial Establishments, Hotels, Restaurants and Cinema Houses                             | -                                    | 147.00 | 79.88 | 226.88 |
| 38                                                                                                | Solevent Plants and Refinery                                                                           | -                                    | 147.00 | 79.88 | 226.88 |
| 39                                                                                                | Stone Breaking                                                                                         | -                                    | 147.00 | 79.88 | 226.88 |
| 40                                                                                                | Stone Crushing                                                                                         | -                                    | 147.00 | 79.88 | 226.88 |
| 41                                                                                                | Tiles Manufacturing                                                                                    | -                                    | 147.00 | 79.88 | 226.88 |
| Note:- *Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2018 |                                                                                                        |                                      |        |       |        |

TABLE 3

|       | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                                                              | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|       |                                                                                                                                                                                               | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 7.GOA |                                                                                                                                                                                               |                                      |        |       |        |
| 1     | Agriculture                                                                                                                                                                                   | -                                    | 307.00 | 40.00 | 347.00 |
| 2     | Automobile Repairing Workshop and Garages                                                                                                                                                     | -                                    | 307.00 | 40.00 | 347.00 |
| 3     | Breweries and Distilleries                                                                                                                                                                    | -                                    | 307.00 | 40.00 | 347.00 |
| 4     | Brick and Tiles Manufacture                                                                                                                                                                   | -                                    | 307.00 | 40.00 | 347.00 |
| 5     | Cashew Factories and Establishments                                                                                                                                                           | -                                    | 307.00 | 40.00 | 347.00 |
| 6     | Cinema Exhibition Industry                                                                                                                                                                    | -                                    | 307.00 | 40.00 | 347.00 |
| 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          | -                                    | 307.00 | 40.00 | 347.00 |
| 8     | Construction or maintenance of Roads or in Building Operations                                                                                                                                | -                                    | 307.00 | 40.00 | 347.00 |
| 9     | Cotton Textiles, cotton spinning, cotton pressing, manufacturing of cotton fiber, thread yarn spinning and weaving including handloom weaving                                                 | -                                    | 307.00 | 40.00 | 347.00 |
| 10    | Manufacture, assembling of Electronic Goods and components and distribution and the sale of Electronic Products                                                                               | -                                    | 307.00 | 40.00 | 347.00 |
| 11    | Pharmaceutical industry and units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products                                                                  | -                                    | 307.00 | 40.00 | 347.00 |
| 12    | Printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding                                                                          | -                                    | 307.00 | 40.00 | 347.00 |
| 13    | Private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinic including such establishments where medical treatment is given to patients | -                                    | 307.00 | 40.00 | 347.00 |
| 14    | Processing and canning of food stuff including fish and beverages                                                                                                                             | -                                    | 307.00 | 40.00 | 347.00 |
| 15    | Public Motor Transport undertaking and Private Motor Transport undertaking                                                                                                                    | -                                    | 307.00 | 40.00 | 347.00 |
| 16    | Readymade garments manufactory                                                                                                                                                                | -                                    | 307.00 | 40.00 | 347.00 |
| 17    | Residential Hotel, Restaurant or eating house                                                                                                                                                 | -                                    | 307.00 | 40.00 | 347.00 |
| 18    | Saw Mills                                                                                                                                                                                     | -                                    | 307.00 | 40.00 | 347.00 |
| 19    | Shop and Commercial Establishments other than a residential hotel, restaurant or eating house                                                                                                 | -                                    | 307.00 | 40.00 | 347.00 |
| 20    | Watch and ward                                                                                                                                                                                | -                                    | 307.00 | 40.00 | 347.00 |

TABLE 3

|            | NAME OF THE SCHEDULED EMPLOYMENT                                                                          | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|------------|-----------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|            |                                                                                                           | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 8. GUJARAT |                                                                                                           |                                      |        |      |        |
| 1          | Automobile repairing workshops and Garages                                                                | Zone- I                              | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone- II                             | 268.00 | -    | 268.00 |
| 2          | Bakeries                                                                                                  | Zone- I                              | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone- II                             | 268.00 | -    | 268.00 |
| 3          | Bobin Industry                                                                                            | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 4          | Bone Crushing Industry                                                                                    | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 5          | Cement Prestressed Products Industry                                                                      | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 6          | Construction or Maintenance of Roads or in Buildings Operation                                            | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 7          | Cotton Ginning and Pressing Manufactory                                                                   | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 8          | Dispensary of Medical practitioners                                                                       | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 9          | Electronics and Allied or incidental Industries                                                           | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 10         | 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 |
| 11         | Film Industry                                                                                             | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 12         | Fisheries Industries                                                                                      | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 13         | Forestry and Timber Operation                                                                             | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 14         | Hosiery Industry                                                                                          | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 15         | Hospitals and Nursing Homes                                                                               | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 16         | Industrial Engineering Establishments ( more than 50 workers)                                             | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 17         | Industrial Engineering Establishments(less than 50 workers)                                               | Zone-I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone-II                              | 268.00 | -    | 268.00 |
| 18         | Khandsari Industry                                                                                        | Zone I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone II                              | 268.00 | -    | 268.00 |
| 19         | Local Authorities (Municipality or Nagar Panchayat)                                                       | Zone I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone II                              | 268.00 | -    | 268.00 |
| 20         | Local Authorities (Municipal Corporation)                                                                 | Zone I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone II                              | 268.00 | -    | 268.00 |
| 21         | Employment under any Gram Panchayat                                                                       | Zone I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone II                              | 268.00 | -    | 268.00 |
| 22         | 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 |
| 23         | Oil Mills                                                                                                 | Zone I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone II                              | 268.00 | -    | 268.00 |
| 24         | Petrol / Diesel pumps                                                                                     | Zone I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone II                              | 268.00 | -    | 268.00 |
| 25         | Pharmaceutical Industry                                                                                   | Zone I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone II                              | 268.00 | -    | 268.00 |
| 26         | Plastic Industry                                                                                          | Zone I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone II                              | 268.00 | -    | 268.00 |
| 27         | Potteries Industry                                                                                        | Zone I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone II                              | 268.00 | -    | 268.00 |
| 28         | Powerloom Industry                                                                                        | Zone I                               | 276.00 | -    | 276.00 |
|            |                                                                                                           | Zone II                              | 268.00 | -    | 268.00 |
| 29         | Printing by letter press lithography, photogravure or book binding                                        | Zone I                               | 276.00 | -    | 276.00 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                      | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|----|-------------------------------------------------------|--------------------------------------|--------|------|--------|
|    |                                                       | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 30 | Private Security Guard Services                       | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 31 | Public Motor Transport                                | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 32 | Pulp and Paper or Paper Board Manufactory             | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 33 | Residential Hotels, Restaurants, or Eating House      | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 34 | Rice, Flour or Dal Mills                              | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 35 | Roof Tiles Manufactory                                | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 36 | Rubber and Rubber Products Industry                   | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 37 | Shops and Commercial Establishments                   | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 38 | Soap Making Industry                                  | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 39 | Stone Breaking or Stone Crushing                      | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 40 | Sugar Industry                                        | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 41 | Tanneries and Leather Manufactory                     | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 42 | Textile Processing and Pre Weaving Industry           | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 43 | Tobacco processing Establishments                     | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 44 | Tube-well drilling operations and maintenance         | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 45 | Woollen Carpet making or Shawl Weaving Establishments | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |
| 46 | Zardosi Works                                         | Zone I                               | 276.00 | -    | 276.00 |
|    |                                                       | Zone II                              | 268.00 | -    | 268.00 |

TABLE 3

|           | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                       | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|           |                                                                                                                                        | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 9.HARYANA |                                                                                                                                        |                                      |        |      |        |
| 1         | Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry                                     | -                                    | 347.08 | -    | 347.08 |
| 2         | Agriculture                                                                                                                            | -                                    | 347.08 | -    | 347.08 |
| 3         | Any Manufacturing process wherein Manufacturing Process as defined under Section 2(k) of the Factories Act,1948                        | -                                    | 347.08 | -    | 347.08 |
| 4         | Any Shop or Commercial Establishment other than covered under any of the entries in the Schedule                                       | -                                    | 347.08 | -    | 347.08 |
| 5         | Asbestos Cement Factories and other Cement Products                                                                                    | -                                    | 347.08 | -    | 347.08 |
| 6         | Automobile repair workshop                                                                                                             | -                                    | 347.08 | -    | 347.08 |
| 7         | Ayurvedic & Unani Pharmaceuticals                                                                                                      | -                                    | 347.08 | -    | 347.08 |
| 8         | Brick Kiln Industry                                                                                                                    | -                                    | 347.08 | -    | 347.08 |
| 9         | Chemical and Distillery Industry                                                                                                       | -                                    | 347.08 | -    | 347.08 |
| 10        | Cinema Industry                                                                                                                        | -                                    | 347.08 | -    | 347.08 |
| 11        | i) Construction and Maintenance of Road and Building Operation<br>ii) Stone breaking and stone crushing<br>iii) P.W.D. (Public Health) | -                                    | 347.08 | -    | 347.08 |
| 12        | Contractor's Establishments of Forest Department                                                                                       | -                                    | 347.08 | -    | 347.08 |
| 13        | Co-operative Credit and Service Societies and Mini Banks                                                                               | -                                    | 347.08 | -    | 347.08 |
| 14        | Cotton Ginning & pressing Industry                                                                                                     | -                                    | 347.08 | -    | 347.08 |
| 15        | Domestic Worker                                                                                                                        | -                                    | 347.08 | -    | 347.08 |
| 16        | Electronics and allied or incidental Industries                                                                                        | -                                    | 347.08 | -    | 347.08 |
| 17        | Electroplating using salts or chromium, nickle or any other compound and connected buffing and polishing Industry                      | -                                    | 347.08 | -    | 347.08 |
| 18        | Ferrous Metal Rolling and Re-rolling Industry                                                                                          | -                                    | 347.08 | -    | 347.08 |
| 19        | Food Products, Dairy Products, Grain Mills Products and Bakery Products                                                                | -                                    | 347.08 | -    | 347.08 |
| 20        | Forestry or any other development work related                                                                                         | -                                    | 347.08 | -    | 347.08 |
| 21        | Foundries with or without attached Machine Shops                                                                                       | -                                    | 347.08 | -    | 347.08 |
| 22        | Glass, Glass Fibre and Glass Processing Industry                                                                                       | -                                    | 347.08 | -    | 347.08 |
| 23        | Hospital and Nursing Homes                                                                                                             | -                                    | 347.08 | -    | 347.08 |
| 24        | Local Authorities                                                                                                                      | -                                    | 347.08 | -    | 347.08 |
| 25        | Manufacture of Khandsari, Gur and Shakkar                                                                                              | -                                    | 347.08 | -    | 347.08 |
| 26        | Manufacturing of Soap in any form,other washing Products, Synthetic detergents and Cosmetics                                           | -                                    | 347.08 | -    | 347.08 |
| 27        | Non-Ferrous Metal Rolling                                                                                                              | -                                    | 347.08 | -    | 347.08 |
| 28        | Oil Mills                                                                                                                              | -                                    | 347.08 | -    | 347.08 |
| 29        | Operation of Tubewell                                                                                                                  | -                                    | 347.08 | -    | 347.08 |
| 30        | Packing Industry                                                                                                                       | -                                    | 347.08 | -    | 347.08 |
| 31        | Paper Cardboard and Typewriter Ribbon Industry                                                                                         | -                                    | 347.08 | -    | 347.08 |
| 32        | Petrol and Diesel Oil Pumps                                                                                                            | -                                    | 347.08 | -    | 347.08 |
| 33        | Plastic Industries                                                                                                                     | -                                    | 347.08 | -    | 347.08 |
| 34        | Potteries, Ceramics and Refractory Industry                                                                                            | -                                    | 347.08 | -    | 347.08 |
| 35        | Private Coaching Classes, Schools including Nursery Schools and Technical Institutions                                                 | -                                    | 347.08 | -    | 347.08 |
| 36        | Private Printing Presses                                                                                                               | -                                    | 347.08 | -    | 347.08 |
| 37        | Public Motor Transport                                                                                                                 | -                                    | 347.08 | -    | 347.08 |
| 38        | Public Works Department (Irrigation)                                                                                                   | -                                    | 347.08 | -    | 347.08 |
| 39        | Rags Cleaning and Sorting                                                                                                              | -                                    | 347.08 | -    | 347.08 |
| 40        | Readymade Garments                                                                                                                     | -                                    | 347.08 | -    | 347.08 |
| 41        | Rice Mills, Flour Mills and Dal Mills                                                                                                  | -                                    | 347.08 | -    | 347.08 |
| 42        | Rubber Industry                                                                                                                        | -                                    | 347.08 | -    | 347.08 |
| 43        | Safai Karamcharis                                                                                                                      | -                                    | 347.08 | -    | 347.08 |
| 44        | Saw Mills and Timber Trade Industry                                                                                                    | -                                    | 347.08 | -    | 347.08 |
| 45        | Scientific Industry                                                                                                                    | -                                    | 347.08 | -    | 347.08 |
| 46        | Shops and Commercial Establishments                                                                                                    | -                                    | 347.08 | -    | 347.08 |
| 47        | Tailoring, Stitching and Embroidery Establishments                                                                                     | -                                    | 347.08 | -    | 347.08 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                                                   | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|----|------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|    |                                                                                    | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 48 | Tanneries and Leather Manufacturing                                                | -                                    | 347.08 | -    | 347.08 |
| 49 | Textiles Industry                                                                  | -                                    | 347.08 | -    | 347.08 |
| 50 | Woollen Carpet making or Shawl Weaving Establishments run on Powerloom or Handloom | -                                    | 347.08 | -    | 347.08 |
|    |                                                                                    |                                      |        |      |        |



TABLE 3

|                     | NAME OF THE SCHEDULED EMPLOYMENT                                                                        | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|---------------------|---------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|                     |                                                                                                         | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 10.HIMACHAL PRADESH |                                                                                                         |                                      |        |      |        |
| 1                   | Agriculture                                                                                             | -                                    | 250.00 | -    | 250.00 |
| 2                   | Chemicals and Chemical Products                                                                         | -                                    | 250.00 | -    | 250.00 |
| 3                   | Construction or Maintenance of Roads or in Building Operations                                          | -                                    | 250.00 | -    | 250.00 |
| 4                   | Domestic Workers                                                                                        | -                                    | 250.00 | -    | 250.00 |
| 5                   | Engineering Industries                                                                                  | -                                    | 250.00 | -    | 250.00 |
| 6                   | Forestry Industry                                                                                       | -                                    | 250.00 | -    | 250.00 |
| 7                   | Hospital and Nursing Homes & Clinic                                                                     | -                                    | 250.00 | -    | 250.00 |
| 8                   | Hotels and Restaurants                                                                                  | -                                    | 250.00 | -    | 250.00 |
| 9                   | Hydro Power Project                                                                                     | -                                    | 250.00 | -    | 250.00 |
| 10                  | Establishments with Manufacturing Process as defined in clause (k) of Section 2 of Factories Act., 1948 | -                                    | 250.00 | -    | 250.00 |
| 11                  | Pharmaceutical Industry                                                                                 | -                                    | 250.00 | -    | 250.00 |
| 12                  | Private Educational Institutions                                                                        | -                                    | 250.00 | -    | 250.00 |
| 13                  | Public Motor Transport                                                                                  | -                                    | 250.00 | -    | 250.00 |
| 14                  | Safai Karamcharis                                                                                       | -                                    | 250.00 | -    | 250.00 |
| 15                  | Security Services                                                                                       | -                                    | 250.00 | -    | 250.00 |
| 16                  | Shops and Commercial Establishments                                                                     | -                                    | 250.00 | -    | 250.00 |
| 17                  | Stone Breaking and Stone Crushing                                                                       | -                                    | 250.00 | -    | 250.00 |
| 18                  | Tea Plantations                                                                                         | -                                    | 250.00 | -    | 250.00 |
| 19                  | Temple and Religious Places/Dharmshala                                                                  | -                                    | 250.00 | -    | 250.00 |
| 20                  | Working in Toll Tax Barriers                                                                            | -                                    | 250.00 | -    | 250.00 |

TABLE 3

|                                                                                                   | NAME OF THE SCHEDULED EMPLOYMENT                              | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------|--------|------|--------|
|                                                                                                   |                                                               | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 11.JAMMU & KASHMIR                                                                                |                                                               |                                      |        |      |        |
| 1                                                                                                 | Embroidery including Chain Stitching                          | -                                    | 225.00 | -    | 225.00 |
| 2                                                                                                 | Ice Factory and Cold Storage                                  | -                                    | 225.00 | -    | 225.00 |
| 3                                                                                                 | Light Engineering Works.                                      | -                                    | 225.00 | -    | 225.00 |
| 4                                                                                                 | Local Authority                                               | -                                    | 225.00 | -    | 225.00 |
| 5                                                                                                 | Manufacturing & Tailoring of Garments                         | -                                    | 225.00 | -    | 225.00 |
| 6                                                                                                 | Manufacturing of Arms & Ammunition                            | -                                    | 225.00 | -    | 225.00 |
| 7                                                                                                 | Manufacturing of Drinks & Brewaries                           | -                                    | 225.00 | -    | 225.00 |
| 8                                                                                                 | Manufacturing of Food Products                                | -                                    | 225.00 | -    | 225.00 |
| 9                                                                                                 | Manufacturing of Medicines & Hospitals Equipments             | -                                    | 225.00 | -    | 225.00 |
| 10                                                                                                | Manufacturing of Metal Steel Utensils                         | -                                    | 225.00 | -    | 225.00 |
| 11                                                                                                | Manufacturing of Soap & Detergents                            | -                                    | 225.00 | -    | 225.00 |
| 12                                                                                                | Manufacturing of Sports Goods.                                | -                                    | 225.00 | -    | 225.00 |
| 13                                                                                                | Manufacturing of Wood Products                                | -                                    | 225.00 | -    | 225.00 |
| 14                                                                                                | Oil Mills(including Kohloos)                                  | -                                    | 225.00 | -    | 225.00 |
| 15                                                                                                | Private Brick and Tile Making                                 | -                                    | 225.00 | -    | 225.00 |
| 16                                                                                                | Rosin and Terpentine Products                                 | -                                    | 225.00 | -    | 225.00 |
| 17                                                                                                | Shops & Establishments                                        | -                                    | 225.00 | -    | 225.00 |
| 18                                                                                                | Silicate & Chemical Works                                     | -                                    | 225.00 | -    | 225.00 |
| 19                                                                                                | Steel Metal Rolling Works                                     | -                                    | 225.00 | -    | 225.00 |
| 20                                                                                                | Tanneries,Leather Manufacturing                               | -                                    | 225.00 | -    | 225.00 |
| 21                                                                                                | Wood Carving                                                  | -                                    | 225.00 | -    | 225.00 |
| 22                                                                                                | Woollen Carpet Making or Shawl Weaving                        | -                                    | 225.00 | -    | 225.00 |
| 23                                                                                                | Workshops                                                     | -                                    | 225.00 | -    | 225.00 |
| 24                                                                                                | Rice Mill, Floor Mill or Dal Mill                             | -                                    | 225.00 | -    | 225.00 |
| 25                                                                                                | Tobacco (Including bidi making)                               | -                                    | 225.00 | -    | 225.00 |
| 26                                                                                                | Plantation (Growing Cinchona, rubber, tea or coffe)           | -                                    | 225.00 | -    | 225.00 |
| 27                                                                                                | Construction or maintenance of roads or in building operation | -                                    | 225.00 | -    | 225.00 |
| 28                                                                                                | Stone Breaking or Stone Crushing                              | -                                    | 225.00 | -    | 225.00 |
| 29                                                                                                | Lac Manufacturing                                             | -                                    | 225.00 | -    | 225.00 |
| 30                                                                                                | Mica Work                                                     | -                                    | 225.00 | -    | 225.00 |
| 31                                                                                                | Public Motor Transport                                        | -                                    | 225.00 | -    | 225.00 |
| 32                                                                                                | Private Transport Industry                                    | -                                    | 225.00 | -    | 225.00 |
| 33                                                                                                | Forest Industry                                               | -                                    | 225.00 | -    | 225.00 |
| 34                                                                                                | Auto body Fabrication                                         | -                                    | 225.00 | -    | 225.00 |
| 35                                                                                                | Saw Mill and Joinery Product                                  | -                                    | 225.00 | -    | 225.00 |
| 36                                                                                                | Electricals and Electric Goods                                | -                                    | 225.00 | -    | 225.00 |
| 37                                                                                                | Hair Cutting Saloons                                          | -                                    | 225.00 | -    | 225.00 |
| 38                                                                                                | Walnut Processing Unit                                        | -                                    | 225.00 | -    | 225.00 |
| 39                                                                                                | Private Educational Institutions                              | -                                    | 225.00 | -    | 225.00 |
| 40                                                                                                | Private Coaching Centres                                      | -                                    | 225.00 | -    | 225.00 |
| 41                                                                                                | Sweeping and Cleaning                                         | -                                    | 225.00 | -    | 225.00 |
| 42                                                                                                | Brick Kiln Industry                                           | -                                    | 225.00 | -    | 225.00 |
| 43                                                                                                | Cement Industry                                               | -                                    | 225.00 | -    | 225.00 |
| 44                                                                                                | Plastic Industry                                              | -                                    | 225.00 | -    | 225.00 |
| 45                                                                                                | Hotel/Restaurant/Tea Stall & Cinemas                          | -                                    | 225.00 | -    | 225.00 |
| 46                                                                                                | Agriculture                                                   | -                                    | 225.00 | -    | 225.00 |
| Note:- *Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2018 |                                                               |                                      |        |      |        |

TABLE 3

|              | NAME OF THE SCHEDULED EMPLOYMENT                                                         | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|--------------|------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|              |                                                                                          | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 12.JHARKHAND |                                                                                          |                                      |        |      |        |
| 1            | Agriculture                                                                              | -                                    | 274.81 | -    | 274.81 |
| 2            | Aluminium Industry                                                                       | -                                    | 274.81 | -    | 274.81 |
| 3            | Asbestos Cement Factory                                                                  | -                                    | 274.81 | -    | 274.81 |
| 4            | Automobile Engineering Workshops                                                         | -                                    | 274.81 | -    | 274.81 |
| 5            | Bakeries and confectioneries                                                             | -                                    | 274.81 | -    | 274.81 |
| 6            | Book Binding Industry                                                                    | -                                    | 274.81 | -    | 274.81 |
| 7            | Biscuit Industry                                                                         | -                                    | 274.81 | -    | 274.81 |
| 8            | Cement Prestressed Products                                                              | -                                    | 274.81 | -    | 274.81 |
| 9            | Chemical and Pharmaceutical Industry                                                     | -                                    | 274.81 | -    | 274.81 |
| 10           | Coal Briquette Industry                                                                  | -                                    | 274.81 | -    | 274.81 |
| 11           | Cement Hume Pipe, Electric Pole and Railway Sleeper Manufacture Industry                 | -                                    | 274.81 | -    | 274.81 |
| 12           | Cinema Industry                                                                          | -                                    | 274.81 | -    | 274.81 |
| 13           | Cold Storages                                                                            | -                                    | 274.81 | -    | 274.81 |
| 14           | Construction of Dams or for Irrigation Purpose                                           | -                                    | 274.81 | -    | 274.81 |
| 15           | Computer Coaching Institutes                                                             | -                                    | 274.81 | -    | 274.81 |
| 16           | Construction or Maintenance of Roads or Building Construction                            | -                                    | 274.81 | -    | 274.81 |
| 17           | Cooperative Sectors                                                                      | -                                    | 274.81 | -    | 274.81 |
| 18           | Dairy and Poultry Farms                                                                  | -                                    | 274.81 | -    | 274.81 |
| 19           | Distilleries                                                                             | -                                    | 274.81 | -    | 274.81 |
| 20           | Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory                 | -                                    | 274.81 | -    | 274.81 |
| 21           | Employment of Bus and Truck Driver/Conductor and Cleaners                                | -                                    | 274.81 | -    | 274.81 |
| 22           | Electric and other type of Bulb and Florence Tube Manufacture Industry                   | -                                    | 274.81 | -    | 274.81 |
| 23           | Motor Garages and Workshops                                                              | -                                    | 274.81 | -    | 274.81 |
| 24           | Motor Body Building                                                                      | -                                    | 274.81 | -    | 274.81 |
| 25           | Sweeping and Cleaning                                                                    | -                                    | 274.81 | -    | 274.81 |
| 26           | Electronic Industry                                                                      | -                                    | 274.81 | -    | 274.81 |
| 27           | Mess, Canteens and Clubs                                                                 | -                                    | 274.81 | -    | 274.81 |
| 28           | Laying of under ground cables, electric lines, water supply lines and sewerage pipe line | -                                    | 274.81 | -    | 274.81 |
| 29           | Chartered/Cost Accountants, Auditors, Tax consultancy and Architects                     | -                                    | 274.81 | -    | 274.81 |
| 30           | Electricity Generator and supply                                                         | -                                    | 274.81 | -    | 274.81 |
| 31           | Employment of Mobile Tower etc.                                                          | -                                    | 274.81 | -    | 274.81 |
| 32           | Decoration of Pandal, etc.                                                               | -                                    | 274.81 | -    | 274.81 |
| 33           | Fire Bricks and Ceraamics Industry (Tiles) and Refractories                              | -                                    | 274.81 | -    | 274.81 |
| 34           | Fisheries                                                                                | -                                    | 274.81 | -    | 274.81 |
| 35           | Foundry Industry                                                                         | -                                    | 274.81 | -    | 274.81 |
| 36           | Glass Sheet Manufacturing                                                                | -                                    | 274.81 | -    | 274.81 |
| 37           | Grinding and Crushing of Mineral Ore                                                     | -                                    | 274.81 | -    | 274.81 |
| 38           | Gun Factory                                                                              | -                                    | 274.81 | -    | 274.81 |
| 39           | Handloom Industry                                                                        | -                                    | 274.81 | -    | 274.81 |
| 40           | Hard Coke Kilns                                                                          | -                                    | 274.81 | -    | 274.81 |
| 41           | Hosiery Manufacturing                                                                    | -                                    | 274.81 | -    | 274.81 |
| 42           | Hotel, Eating Houses and Restaurants                                                     | -                                    | 274.81 | -    | 274.81 |
| 43           | Ice Cream and Cold Drinks                                                                | -                                    | 274.81 | -    | 274.81 |
| 44           | Khadi and Village Industry                                                               | -                                    | 274.81 | -    | 274.81 |
| 45           | Khandsari Industry                                                                       | -                                    | 274.81 | -    | 274.81 |
| 46           | Laundry and Washing                                                                      | -                                    | 274.81 | -    | 274.81 |
| 47           | Manufacuring of Leather Goods                                                            | -                                    | 274.81 | -    | 274.81 |
| 48           | Manufacturing of Gold and Silver Ornaments                                               | -                                    | 274.81 | -    | 274.81 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                                                                                      | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|----|-----------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|    |                                                                                                                       | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 49 | Minor Engineering Industry                                                                                            | -                                    | 274.81 | -    | 274.81 |
| 50 | Mineral Grinding Industry                                                                                             | -                                    | 274.81 | -    | 274.81 |
| 51 | Mica Works(Factories and Establishment Excluding Mines)                                                               | -                                    | 274.81 | -    | 274.81 |
| 52 | Rice, Flour or Dal Mills, Oil Mills                                                                                   | -                                    | 274.81 | -    | 274.81 |
| 53 | Paper Industry                                                                                                        | -                                    | 274.81 | -    | 274.81 |
| 54 | Petrol and Diesel Pumps                                                                                               | -                                    | 274.81 | -    | 274.81 |
| 55 | Private Technical Institution, Coaching Institute and Private Schools (Non-teaching)                                  | -                                    | 274.81 | -    | 274.81 |
| 56 | Potteries Industry                                                                                                    | -                                    | 274.81 | -    | 274.81 |
| 57 | Plywood Industry                                                                                                      | -                                    | 274.81 | -    | 274.81 |
| 58 | Private Security Agency                                                                                               | -                                    | 274.81 | -    | 274.81 |
| 59 | Printing Press                                                                                                        | -                                    | 274.81 | -    | 274.81 |
| 60 | Private Ferries and L.T.C.                                                                                            | -                                    | 274.81 | -    | 274.81 |
| 61 | Private Hospitals, Nursing Homes and Clinics                                                                          | -                                    | 274.81 | -    | 274.81 |
| 62 | Public Motor Transport                                                                                                | -                                    | 274.81 | -    | 274.81 |
| 63 | Plastic Industry                                                                                                      | -                                    | 274.81 | -    | 274.81 |
| 64 | Religious and Social Institutions                                                                                     | -                                    | 274.81 | -    | 274.81 |
| 65 | Glass Industry (excluding Glass Sheet)                                                                                | -                                    | 274.81 | -    | 274.81 |
| 66 | Rubber and Rubber Compound Industry (in which manufacture of Tyres and Tubes is also included)                        | -                                    | 274.81 | -    | 274.81 |
| 67 | Shops and Commercial Establishments                                                                                   | -                                    | 274.81 | -    | 274.81 |
| 68 | Shops selling Cooked Food Stuff                                                                                       | -                                    | 274.81 | -    | 274.81 |
| 69 | Sponge Iron, Rod Manufacturing and Manufacturing of angle from Iron and Ingots                                        | -                                    | 274.81 | -    | 274.81 |
| 70 | Sindur and Rang Manufacturing                                                                                         | -                                    | 274.81 | -    | 274.81 |
| 71 | Soap Making Industry                                                                                                  | -                                    | 274.81 | -    | 274.81 |
| 72 | Tailoring Industry                                                                                                    | -                                    | 274.81 | -    | 274.81 |
| 73 | Tanneries and Leather Manufactory                                                                                     | -                                    | 274.81 | -    | 274.81 |
| 74 | University, Education Research or Cultural Institutions                                                               | -                                    | 274.81 | -    | 274.81 |
| 75 | Wood Works and Furniture                                                                                              | -                                    | 274.81 | -    | 274.81 |
| 76 | Woollen Carpet Making or Shawl Weaving Establishments                                                                 | -                                    | 274.81 | -    | 274.81 |
| 77 | Employment of Sales Promotion ( Regulation and Abolition Act, 1976                                                    | -                                    | 274.81 | -    | 274.81 |
| 78 | Plucking and Processing of Kendo Leaves                                                                               | -                                    | 274.81 | -    | 274.81 |
| 79 | Loading and Unloading Operation                                                                                       | -                                    | 274.81 | -    | 274.81 |
| 80 | Earth Cutting Operation                                                                                               | -                                    | 274.81 | -    | 274.81 |
| 81 | Brick Manufacturing                                                                                                   | -                                    | 274.81 | -    | 274.81 |
| 82 | Beedi Manufactory                                                                                                     | -                                    | 274.81 | -    | 274.81 |
| 83 | Power Loom Industry                                                                                                   | -                                    | 274.81 | -    | 274.81 |
| 84 | Forestry and Timbering Operation                                                                                      | -                                    | 274.81 | -    | 274.81 |
| 85 | Hair Cutting Saloon                                                                                                   | -                                    | 274.81 | -    | 274.81 |
| 86 | Silk Industry Manufactory from pure Silk artificial silk and other staple yarn                                        | -                                    | 274.81 | -    | 274.81 |
| 87 | Stone Bracking and Stone Crusher Operation                                                                            | -                                    | 274.81 | -    | 274.81 |
| 88 | Tea Plantation                                                                                                        | -                                    | 274.81 | -    | 274.81 |
| 89 | Employment of Domestic Servant                                                                                        | -                                    | 274.81 | -    | 274.81 |
| 90 | Employment of workeres engaged in Government Offices/ Undertakings/ Boards and Local Bodies in the state of Jharkhand | -                                    | 274.81 | -    | 274.81 |

TABLE 3

|              | NAME OF THE SCHEDULED EMPLOYMENT                                               | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|--------------|--------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|              |                                                                                | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 13.KARNATAKA |                                                                                |                                      |        |      |        |
| 1            | Aerated Water Manufacturing                                                    | -                                    | 399.06 | -    | 399.06 |
| 2            | Agarbatti Industry                                                             | -                                    | 351.37 | -    | 351.37 |
| 3            | Agriculture                                                                    | -                                    | 337.72 | -    | 337.72 |
| 4            | Arecanut (Supari)                                                              | -                                    | 418.74 | -    | 418.74 |
| 5            | Automobile Industry                                                            | -                                    | 399.06 | -    | 399.06 |
| 6            | Bakery Industry                                                                | -                                    | 418.74 | -    | 418.74 |
| 7            | Bidi Manufacturing                                                             | -                                    | 419.62 | -    | 419.62 |
| 8            | Tobacco Processing Industries                                                  | -                                    | 418.74 | -    | 418.74 |
| 9            | Biscuit Industry                                                               | -                                    | 418.74 | -    | 418.74 |
| 10           | Brass and Copper Industry                                                      | -                                    | 418.74 | -    | 418.74 |
| 11           | Brick Industry                                                                 | -                                    | 418.74 | -    | 418.74 |
| 12           | Cardamom Malaise & Cardamom Gardens                                            | -                                    | 418.74 | -    | 418.74 |
| 13           | Carpentry including wood work                                                  | -                                    | 418.74 | -    | 418.74 |
| 14           | Cashew Industry                                                                | -                                    | 389.62 | -    | 389.62 |
| 15           | Ceramics stone ware & Potteries Industry                                       | -                                    | 399.06 | -    | 399.06 |
| 16           | Chemical Industry                                                              | -                                    | 418.76 | -    | 418.76 |
| 17           | Plantations labour Chincona, Rubber (Offices Staff)                            | -                                    | 324.62 | -    | 324.62 |
| 18           | Clubs                                                                          | -                                    | 399.06 | -    | 399.06 |
| 19           | Coffee curing works                                                            | -                                    | 305.09 | -    | 305.09 |
| 20           | Confectionary Industry                                                         | -                                    | 418.74 | -    | 418.74 |
| 21           | Construction or Maintenance of Roads or Building Operations                    | -                                    | 418.68 | -    | 418.68 |
| 22           | Cotton Ginning & Pressing Manufacturing                                        | -                                    | 401.63 | -    | 401.63 |
| 23           | Domestic Workers                                                               | -                                    | 418.68 | -    | 418.68 |
| 24           | Electronics Industry                                                           | -                                    | 399.06 | -    | 399.06 |
| 25           | Electronics and Electroplating                                                 | -                                    | 399.06 | -    | 399.06 |
| 26           | Employment not covered scheduled employment                                    | -                                    | 418.74 | -    | 418.74 |
| 27           | Engineering Industry                                                           | -                                    | 418.74 | -    | 418.74 |
| 28           | Film Industry                                                                  | -                                    | 399.06 | -    | 399.06 |
| 29           | Fishing, Fish Curing, Fish Peeling and Frog legs exporting                     | -                                    | 424.06 | -    | 424.06 |
| 30           | Food Processing, Packing of food Products (including Coffee, Tea and Spices)   | -                                    | 399.06 | -    | 399.06 |
| 31           | Foundry ( with or without Machine Shaft)                                       | -                                    | 399.06 | -    | 399.06 |
| 32           | Glass & Glass Ware Industry                                                    | -                                    | 399.06 | -    | 399.06 |
| 33           | Granite Stones and Marbles Industry                                            | -                                    | 418.74 | -    | 418.74 |
| 34           | Handloom and Powerloom (Cotton ) Industry                                      | -                                    | 377.31 | -    | 377.31 |
| 35           | Hospitals and Nursing Homes                                                    | -                                    | 418.68 | -    | 418.68 |
| 36           | Hostels                                                                        | -                                    | 399.06 | -    | 399.06 |
| 37           | Hotel Industry                                                                 | -                                    | 399.06 | -    | 399.06 |
| 38           | Ice factory & Cold Storage Industry                                            | -                                    | 399.06 | -    | 399.06 |
| 39           | Khandsari and Sugar Industry                                                   | -                                    | 418.74 | -    | 418.74 |
| 40           | Laundry Industry                                                               | -                                    | 399.06 | -    | 399.06 |
| 41           | Manufacturing of Ayurvedic and Allopathic Medicines                            | -                                    | 399.06 | -    | 399.06 |
| 42           | Manufacturing of Liquor (Breweries, Distilleries including Bottling of Liquor) | -                                    | 399.06 | -    | 399.06 |
| 43           | Match Box Industry                                                             | -                                    | 308.46 | -    | 308.46 |
| 44           | Mandakki Bhatti (Making of Puffed Rice)                                        | -                                    | 418.74 | -    | 418.74 |
| 45           | Metal Rolling (Non-Ferrous)                                                    | -                                    | 418.74 | -    | 418.74 |
| 46           | Metal Rolling and Re-Rolling (Ferrous)                                         | -                                    | 418.74 | -    | 418.74 |
| 47           | Mini Cement Industry                                                           | -                                    | 399.06 | -    | 399.06 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                                                                | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|----|-------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|    |                                                                                                 | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 48 | Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry                                          | -                                    | 418.74 | -    | 418.74 |
| 49 | Oil Mills                                                                                       | -                                    | 399.06 | -    | 399.06 |
| 50 | Pulp, Paper and Straw Board                                                                     | -                                    | 418.74 | -    | 418.74 |
| 51 | Plantations Coffee and Tea (Non-Staff)                                                          | -                                    | 332.85 | -    | 332.85 |
| 52 | Petrol & Diesel Oil Pumps                                                                       | -                                    | 418.74 | -    | 418.74 |
| 53 | Plastic,Poly Plastic                                                                            | -                                    | 399.06 | -    | 399.06 |
| 54 | Plywood Industry                                                                                | -                                    | 418.74 | -    | 418.74 |
| 55 | Printing Press                                                                                  | -                                    | 399.06 | -    | 399.06 |
| 56 | Private Finance Corporation and Chit Funds                                                      | -                                    | 399.06 | -    | 399.06 |
| 57 | Private Safai Karamchari                                                                        | -                                    | 558.68 | -    | 558.68 |
| 58 | Procurement, processing and distribution of Milk                                                | -                                    | 399.06 | -    | 399.06 |
| 59 | Public Motor Transport                                                                          | -                                    | 399.06 | -    | 399.06 |
| 60 | Rice,Flour or Dal Mills                                                                         | -                                    | 418.74 | -    | 418.74 |
| 61 | Rubber Products                                                                                 | -                                    | 418.74 | -    | 418.74 |
| 62 | Sales Representatives in Medicines                                                              | -                                    | 399.06 | -    | 399.06 |
| 63 | Security Agency                                                                                 | -                                    | 418.68 | -    | 418.68 |
| 64 | Sericulture Part-I                                                                              | -                                    | 418.74 | -    | 418.74 |
| 65 | Sericulture Part-II                                                                             | -                                    | 418.74 | -    | 418.74 |
| 66 | Shops & Commercial Establishments                                                               | -                                    | 418.74 | -    | 418.74 |
| 67 | Spinning Mill                                                                                   | -                                    | 303.50 | -    | 303.50 |
| 68 | Spun Pipes, Concrete Pipes, Sanitary Fittings, PCC,RCS Poles & RCC Pipes Manufacturing Industry | -                                    | 399.06 | -    | 399.06 |
| 69 | Steel Almirahs, other Steel furniture Industries                                                | -                                    | 399.06 | -    | 399.06 |
| 70 | Stone Breaking & Stone Crushing                                                                 | -                                    | 418.74 | -    | 418.74 |
| 71 | Tailoring Industry                                                                              | -                                    | 295.72 | -    | 295.72 |
| 72 | Tanneries and Leather Industry                                                                  | -                                    | 312.72 | -    | 312.72 |
| 73 | Textile (Silk) Industry                                                                         | -                                    | 314.49 | -    | 314.49 |
| 74 | Tile Industry                                                                                   | -                                    | 418.74 | -    | 418.74 |
| 75 | Forestry & Timbering Industry                                                                   | -                                    | 327.72 | -    | 327.72 |
| 76 | Wood Work including Timber Depot                                                                | -                                    | 399.06 | -    | 399.06 |
| 77 | Toddy Tapping                                                                                   | -                                    | 418.74 | -    | 418.74 |
| 78 | Vaneer Industry                                                                                 | -                                    | 399.06 | -    | 399.06 |
| 79 | Urban and Local Bodies                                                                          | -                                    | 434.06 | -    | 434.06 |
| 80 | Cooperative Societies                                                                           | -                                    | 418.74 | -    | 418.74 |
| 81 | Crystal Cuttings Polishing                                                                      | -                                    | 418.74 | -    | 418.74 |
| 82 | Cloth Dyings Polishing                                                                          | -                                    | 312.41 | -    | 312.41 |

TABLE 3

|           | NAME OF THE SCHEDULED EMPLOYMENT                                      | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |             |        |        |
|-----------|-----------------------------------------------------------------------|--------------------------------------|-------------|--------|--------|
|           |                                                                       | AREA/ ZONE                           | BASIC       | D.A.   | TOTAL  |
| 14.KERALA |                                                                       |                                      |             |        |        |
| 1         | Agricultural Operations                                               | -                                    | 410.00      | -      | 410.00 |
| 2         | Ayurvedic and Allopathic Medicine                                     | -                                    | 312.69      | 109.00 | 421.69 |
| 3         | Aluminium and Tin Products                                            | -                                    | 171.15      | 206.10 | 377.25 |
| 4         | Beedi and Cigars                                                      | -                                    | 290.00      | 109.00 | 399.00 |
| 5         | Block Rubber Factories                                                | -                                    | 490.00      | 59.00  | 549.00 |
| 6         | Bricks Manufactures                                                   | -                                    | 196.00      | 206.10 | 402.10 |
| 7         | Cane and Bamboo Industry                                              | -                                    | 380.00      | 130.80 | 510.80 |
| 8         | Chartered Accounted Offices                                           | -                                    | 171.15      | 206.10 | 377.25 |
| 9         | Construction and maintenance of Dam                                   | -                                    | 270.00      | 206.10 | 476.10 |
| 10        | Coir Manufacturing                                                    | -                                    | Piece rated |        |        |
| 11        | Cinema Theatres                                                       | -                                    | 553.85      | 79.00  | 632.85 |
| 12        | Cashew Industry                                                       | -                                    | 291.75      | 39.21  | 330.96 |
| 13        | Computer Software                                                     | -                                    | 256.92      | 206.10 | 463.02 |
| 14        | Diamond Cutting and Polishing                                         | -                                    | 184.62      | 188.10 | 372.72 |
| 15        | Domestic Workers                                                      | -                                    | 195.00      | 253.50 | 448.50 |
| 16        | Drying of Coconut for making copra                                    | -                                    | 142.00      | 201.72 | 343.72 |
| 17        | Electric Equipments, Home Appliances and Operation of Software System | -                                    | 197.69      | 206.10 | 403.79 |
| 18        | Electronic Industry                                                   | -                                    | 172.31      | 206.10 | 378.41 |
| 19        | Fish Peeling and Canning                                              | -                                    | 365.00      | 57.80  | 422.80 |
| 20        | Food Processing                                                       | -                                    | 151.00      | 219.31 | 370.31 |
| 21        | Forests                                                               | -                                    | 659.00      | 70.00  | 729.00 |
| 22        | Furniture Industry                                                    | -                                    | 600.00      | 59.00  | 659.00 |
| 23        | Garment Making                                                        | -                                    | 404.23      | 59.00  | 463.23 |
| 24        | Gold and Silver Ornaments                                             | -                                    | 380.00      | 109.00 | 489.00 |
| 25        | Handicrafts                                                           | -                                    | 580.00      | 59.00  | 639.00 |
| 26        | Hosiery Manufacturing                                                 | -                                    | 145.00      | 206.10 | 351.10 |
| 27        | a) Handloom Industries                                                | -                                    | 386.00      | 79.00  | 465.00 |
|           | b) Monthly Paid employees                                             | -                                    | 417.31      | 79.00  | 496.31 |
| 28        | Hill Produce Industry                                                 | -                                    | 400.00      | 109.00 | 509.00 |
| 29        | Hostels                                                               | -                                    | 378.46      | 109.00 | 487.46 |
| 30        | Handling and care of Elephants                                        | -                                    | 436.15      | 109.00 | 545.15 |
| 31        | Ice Factories                                                         | -                                    | 386.15      | 109.00 | 495.15 |
| 32        | Liquor trading and vending                                            | -                                    | 200.38      | 214.03 | 414.41 |
| 33        | L.P.G. (Cooking Gas)                                                  | -                                    | 121.15      | 220.15 | 341.30 |
| 34        | Light Motor Vehicle                                                   | -                                    | 430.00      | 90.12  | 520.12 |
| 35        | Minor Engineering                                                     | -                                    | 145.00      | 212.38 | 357.38 |
| 36        | Minor Port                                                            | -                                    | 637.00      | 118.50 | 755.50 |
| 37        | Match Industry                                                        | -                                    | 136.00      | 206.10 | 342.10 |
| 38        | Oil Palm                                                              | -                                    | 447.00      | 96.33  | 543.33 |
| 39        | Oil Mill                                                              | -                                    | 370.00      | 109.00 | 479.00 |
| 40        | Private Educational Institutions (Non-teaching)                       | -                                    | 176.92      | 206.10 | 383.02 |
| 41        | Marble and Granite                                                    | -                                    | 225.00      | 217.55 | 442.55 |
| 42        | Mechanised Fish Catching                                              | -                                    | Piece rated |        |        |
| 43        | Printing Press                                                        | -                                    | 355.00      | 125.35 | 480.35 |
| 44        | Power loom Industry                                                   | -                                    | 170.00      | 206.10 | 376.10 |
| 45        | Pharmacist in Medical Shop                                            | -                                    | 438.46      | 109.00 | 547.46 |
| 46        | Petrol Pumps                                                          | -                                    | 167.31      | 219.31 | 386.62 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                    | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |             |        |        |
|----|-----------------------------------------------------|--------------------------------------|-------------|--------|--------|
|    |                                                     | AREA/ ZONE                           | BASIC       | D.A.   | TOTAL  |
| 47 | Plantations: i) Tea                                 | -                                    | 256.21      | 83.57  | 339.78 |
|    | ii) Coffee                                          | -                                    | 256.21      | 83.57  | 339.78 |
|    | iii) Rubber                                         | -                                    | 336.21      | 83.57  | 419.78 |
|    | iv) Cardamom                                        | -                                    | 256.21      | 83.57  | 339.78 |
| 48 | Plastic Industry                                    | -                                    | 153.46      | 206.10 | 359.56 |
| 49 | Private Financial Institutions                      | -                                    | 390.38      | 136.25 | 526.63 |
| 50 | Private Hospitals                                   | -                                    | 680.00      | 38.95  | 718.95 |
| 51 | Private Temples                                     | -                                    | 165.38      | 206.10 | 371.48 |
| 52 | Rice, Flour and Dal Mills                           | -                                    | 174.00      | 194.65 | 368.65 |
| 53 | Rubber Crepe Mills                                  | -                                    | 300.00      | 109.00 | 409.00 |
| 54 | Rubber Products                                     | -                                    | 500.00      | 59.00  | 559.00 |
| 55 | Shops and Establishments                            | -                                    | 305.00      | 119.00 | 424.00 |
| 56 | Star Hotels                                         | -                                    | 183.85      | 219.31 | 403.16 |
|    | a) Toddy tapping                                    | -                                    | Piece rated |        |        |
| 57 | b) Toddy Selling                                    | -                                    | 448.85      | 64.67  | 513.52 |
| 58 | Tile Industry                                       | -                                    | 226.00      | 229.00 | 455.00 |
|    | a)Timber Industry                                   | -                                    | 330.00      | 129.00 | 459.00 |
| 59 | b) Plywood                                          | -                                    | 315.00      | 129.00 | 444.00 |
| 60 | Manufacture and Sale of Umbrellas                   | -                                    | 172.88      | 170.26 | 343.15 |
| 61 | River sand collection and its loading and unloading | -                                    | Piece rated |        |        |
| 62 | Sale Promotion of Pharmaceutical Product            | -                                    | 554.23      | 109.00 | 663.23 |
| 63 | Screen Printing                                     | -                                    | 166.42      | 234.73 | 401.15 |
| 64 | Khadi Industries                                    | -                                    | 357.60      | 79.00  | 436.60 |
| 65 | Soap Manufacturing                                  | -                                    | 154.04      | 206.10 | 360.14 |
| 66 | Stone Breaking, Crushing, Constructing Building     | -                                    | 730.00      | 59.00  | 789.00 |
| 67 | Sweeping and Cleaning                               | -                                    | 425.00      | 59.00  | 484.00 |
| 68 | Security Services                                   | -                                    | 391.15      | 109.00 | 500.15 |
| 69 | Tanneries and Leather Manufacturing                 | -                                    | 165.00      | 206.10 | 371.10 |
| 70 | Telefilm and Motion Picture                         | -                                    | 320.00      | 188.10 | 508.10 |
| 71 | Timber Cutting                                      | -                                    | 280.00      | 206.10 | 486.10 |
| 72 | Tree Climbing                                       | -                                    | 275.00      | 154.00 | 429.00 |
| 73 | Water Boat Transport                                | -                                    | 205.00      | 348.50 | 553.50 |
| 74 | Employment in Breweries                             | -                                    | 239.92      | 201.00 | 440.92 |
| 75 | Midday Meal Programme in Schools                    | -                                    | 350.00      | 87.83  | 437.83 |
| 76 | Footwear Manufacturing                              | -                                    | 425.00      | 109.00 | 534.00 |
| 77 | Photography and Videography Sector                  | -                                    | 355.77      | 109.00 | 464.77 |
| 78 | Paper Industry                                      | -                                    | 403.85      | 109.00 | 512.85 |



TABLE 3

|                   | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                                                                  | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |             |       |        |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------|-------|--------|
|                   |                                                                                                                                                                                                   | AREA/ ZONE                           | BASIC       | D.A.  | TOTAL  |
|                   |                                                                                                                                                                                                   |                                      |             |       |        |
| 15.MADHYA PRADESH |                                                                                                                                                                                                   |                                      |             |       |        |
| 1                 | Agarbati                                                                                                                                                                                          | -                                    | Piece Rated |       |        |
| 2                 | Agriculture                                                                                                                                                                                       | -                                    | 250.00      | 55.78 | 305.78 |
| 3                 | Blanket Manufacturing                                                                                                                                                                             | -                                    | 250.00      | 55.78 | 305.78 |
| 4                 | Bone Mills                                                                                                                                                                                        | -                                    | 250.00      | 55.78 | 305.78 |
| 5                 | Brick Kiln                                                                                                                                                                                        | -                                    | 250.00      | 55.78 | 305.78 |
| 6                 | Catechu Indusdy / Katha Industry                                                                                                                                                                  | -                                    | 250.00      | 55.78 | 305.78 |
| 7                 | Cement Poles or Cement Products                                                                                                                                                                   | -                                    | 250.00      | 55.78 | 305.78 |
| 8                 | Chemicals and Pharmaceuticals                                                                                                                                                                     | -                                    | 250.00      | 55.78 | 305.78 |
| 9                 | Construction , Maintenance or Irrigation Work                                                                                                                                                     | -                                    | 250.00      | 55.78 | 305.78 |
| 10                | Construction or Maintenance of Roads or Building Operations                                                                                                                                       | -                                    | 250.00      | 55.78 | 305.78 |
| 11                | Cotton Ginning and Pressing Factory                                                                                                                                                               | -                                    | 250.00      | 55.78 | 305.78 |
| 12                | Engineering Industry                                                                                                                                                                              | -                                    | 250.00      | 55.78 | 305.78 |
| 13                | Food Products (including Cakes, Biscuits, Confectionary, Ice-Creams, Ice Candy) Beverages                                                                                                         | -                                    | 250.00      | 55.78 | 305.78 |
| 14                | Forestry and Forest Produce                                                                                                                                                                       | -                                    | 250.00      | 55.78 | 305.78 |
| 15                | Fuel Coke                                                                                                                                                                                         | -                                    | 250.00      | 55.78 | 305.78 |
| 16                | Handloom Industry                                                                                                                                                                                 | -                                    | 250.00      | 55.78 | 305.78 |
| 17                | Khandsari Industry                                                                                                                                                                                | -                                    | 250.00      | 55.78 | 305.78 |
| 18                | Kosa Industry                                                                                                                                                                                     | -                                    | 250.00      | 55.78 | 305.78 |
| 19                | Lime Stone Kiln                                                                                                                                                                                   | -                                    | 250.00      | 55.78 | 305.78 |
| 20                | Local Authority                                                                                                                                                                                   | -                                    | 250.00      | 55.78 | 305.78 |
| 21                | Manufacture of Ramraj Geru                                                                                                                                                                        | -                                    | 250.00      | 55.78 | 305.78 |
| 22                | Manufacture of Tiles Including Mangalore Tiles (Excluding Cement Tiles)                                                                                                                           | -                                    | 250.00      | 55.78 | 305.78 |
| 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                               | -                                    | 250.00      | 55.78 | 305.78 |
| 24                | Murrah Poha Industry                                                                                                                                                                              | -                                    | 250.00      | 55.78 | 305.78 |
| 25                | Oil Mills                                                                                                                                                                                         | -                                    | 250.00      | 55.78 | 305.78 |
| 26                | Plastic Industry                                                                                                                                                                                  | -                                    | 250.00      | 55.78 | 305.78 |
| 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 | -                                    | 250.00      | 55.78 | 305.78 |
| 28                | Powerlooms                                                                                                                                                                                        | -                                    | 250.00      | 55.78 | 305.78 |
| 29                | Printing Press                                                                                                                                                                                    | -                                    | 250.00      | 55.78 | 305.78 |
| 30                | Public Motor Transport                                                                                                                                                                            | -                                    | 250.00      | 55.78 | 305.78 |
| 31                | Rice Mills, Flour Mills, Dal Mills                                                                                                                                                                | -                                    | 250.00      | 55.78 | 305.78 |
| 32                | Saw Mills                                                                                                                                                                                         | -                                    | 250.00      | 55.78 | 305.78 |
| 33                | Shops and Commercial Establishments , Hotels, Restaurants & Cinema                                                                                                                                | -                                    | 250.00      | 55.78 | 305.78 |
| 34                | Slate Pencil Manufactory                                                                                                                                                                          | -                                    | 250.00      | 55.78 | 305.78 |
| 35                | Stone Breaking and Stone Crushing                                                                                                                                                                 | -                                    | 250.00      | 55.78 | 305.78 |
| 36                | Private Hospital/Pathology, etc.                                                                                                                                                                  | -                                    | 250.00      | 55.78 | 305.78 |
| 37                | Private Educational Institutions                                                                                                                                                                  | -                                    | 250.00      | 55.78 | 305.78 |
| 38                | Tobacco (Including Beedi Making ) Manufactory Workers                                                                                                                                             | -                                    | 250.00      | 55.78 | 305.78 |
| 39                | Readymade Clothes                                                                                                                                                                                 |                                      | 250.00      | 55.78 | 305.78 |
| 40                | Mines (Exemplified for See-3 of Mines Act)                                                                                                                                                        |                                      | 250.00      | 55.78 | 305.78 |
| 41                | Automobile Workshop                                                                                                                                                                               |                                      | 250.00      | 55.78 | 305.78 |
| 42                | Bakery                                                                                                                                                                                            |                                      | 250.00      | 55.78 | 305.78 |
| 43                | Cold Storage                                                                                                                                                                                      |                                      | 250.00      | 55.78 | 305.78 |
| 44                | Cinema Theatre                                                                                                                                                                                    |                                      | 250.00      | 55.78 | 305.78 |
| 45                | Club                                                                                                                                                                                              |                                      | 250.00      | 55.78 | 305.78 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT             | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|----|----------------------------------------------|--------------------------------------|--------|-------|--------|
|    |                                              | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 46 | Distillery                                   |                                      | 250.00 | 55.78 | 305.78 |
| 47 | Advocate/Attorney Office                     |                                      | 250.00 | 55.78 | 305.78 |
| 48 | Hair Cutting Saloon/Beauty Parlour           |                                      | 250.00 | 55.78 | 305.78 |
| 49 | Fertilizer/Pesticides Manufacturing          |                                      | 250.00 | 55.78 | 305.78 |
| 50 | Drilling                                     |                                      | 250.00 | 55.78 | 305.78 |
| 51 | Electronics                                  |                                      | 250.00 | 55.78 | 305.78 |
| 52 | Petrol Pump                                  |                                      | 250.00 | 55.78 | 305.78 |
| 53 | Excavation                                   |                                      | 250.00 | 55.78 | 305.78 |
| 54 | Jewellery Making                             |                                      | 250.00 | 55.78 | 305.78 |
| 55 | Auto Rickshaw/ Taxi                          |                                      | 250.00 | 55.78 | 305.78 |
| 56 | Marketing Society/ Cooperative Society/ Bank |                                      | 250.00 | 55.78 | 305.78 |
| 57 | Hosiery                                      |                                      | 250.00 | 55.78 | 305.78 |
| 58 | Soap Making                                  |                                      | 250.00 | 55.78 | 305.78 |
| 59 | Dairy                                        |                                      | 250.00 | 55.78 | 305.78 |
| 60 | Toy marking                                  |                                      | 250.00 | 55.78 | 305.78 |
| 61 | Security & Detective Service                 |                                      | 250.00 | 55.78 | 305.78 |
| 62 | Courier                                      |                                      | 250.00 | 55.78 | 305.78 |
| 63 | Data Processing                              |                                      | 250.00 | 55.78 | 305.78 |
| 64 | Food Processing                              |                                      | 250.00 | 55.78 | 305.78 |
| 65 | Shops and Commercial Establishments          |                                      | 250.00 | 55.78 | 305.78 |
| 66 | Hotels and Restaurants                       |                                      | 250.00 | 55.78 | 305.78 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                                     | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |        |        |
|----|----------------------------------------------------------------------|--------------------------------------|--------|--------|--------|
|    |                                                                      | AREA/ ZONE                           | BASIC  | D.A.   | TOTAL  |
|    | 16.MAHARASHTRA*                                                      |                                      |        |        |        |
| 1  | Agriculture                                                          | Zone I                               | 180.00 | 54.12  | 234.12 |
|    |                                                                      | Zone II                              | 170.00 | 54.12  | 224.12 |
|    |                                                                      | Zone III                             | 160.00 | 54.12  | 214.12 |
|    |                                                                      | Zone IV                              | 155.00 | 54.12  | 209.12 |
| 2  | Advocates or Attorneys                                               | Zone I                               | 257.69 | 116.31 | 374.00 |
|    |                                                                      | Zone II                              | 242.31 | 116.31 | 358.62 |
| 3  | Any Factory registered under Section 2m of under Factories Act, 1948 | Zone I                               | 173.08 | 135.89 | 308.97 |
|    |                                                                      | Zone II                              | 161.54 | 135.89 | 297.43 |
|    |                                                                      | Zone III                             | 150.00 | 135.89 | 285.89 |
| 4  | Automobile Repairing Workshop Garages                                | Zone I                               | 184.62 | 149.26 | 333.88 |
|    |                                                                      | Zone II                              | 173.08 | 149.26 | 322.34 |
|    |                                                                      | Zone III                             | 161.54 | 149.26 | 310.80 |
| 5  | Bakeries                                                             | Zone I                               | 317.31 | 41.00  | 358.31 |
|    |                                                                      | Zone II                              | 303.85 | 41.00  | 344.85 |
|    |                                                                      | Zone III                             | 288.46 | 41.00  | 329.46 |
| 6  | Bricks & Roof Tiles Manufacturing                                    | Zone I                               | 288.46 | 56.00  | 344.46 |
|    |                                                                      | Zone II                              | 269.23 | 56.00  | 325.23 |
| 7  | Canteen & Club                                                       | Zone I                               | 250.00 | 107.69 | 357.69 |
|    |                                                                      | Zone II                              | 238.46 | 107.69 | 346.15 |
|    |                                                                      | Zone III                             | 230.77 | 107.69 | 338.46 |
| 8  | Card board & Paper Boxes                                             | Zone I                               | 159.62 | 128.13 | 287.75 |
|    |                                                                      | Zone II                              | 150.00 | 128.13 | 278.13 |
|    |                                                                      | Zone III                             | 140.38 | 128.13 | 268.51 |
| 9  | Cashew Processing                                                    | Zone I                               | 250.00 | 51.69  | 301.69 |
| 10 | Cement and Cement based Industry                                     | Zone I                               | 135.00 | 157.43 | 292.43 |
|    |                                                                      | Zone II                              | 123.46 | 157.43 | 280.89 |
|    |                                                                      | Zone III                             | 111.92 | 157.43 | 269.35 |
| 11 | Chemical & Fertilizer                                                | Zone I                               | 176.92 | 142.37 | 319.29 |
|    |                                                                      | Zone II                              | 169.23 | 142.37 | 311.60 |
|    |                                                                      | Zone III                             | 161.54 | 142.37 | 303.91 |
| 12 | Cinema Exhibition                                                    | Zone I                               | 173.08 | 139.72 | 312.80 |
|    |                                                                      | Zone II                              | 153.85 | 139.72 | 293.57 |
|    |                                                                      | Zone III                             | 134.62 | 139.72 | 274.34 |
|    |                                                                      | Zone IV                              | 115.38 | 139.72 | 255.10 |
| 13 | Cloth Dyeing & Printing                                              | Zone I                               | 157.69 | 151.04 | 308.73 |
|    |                                                                      | Zone II                              | 146.15 | 151.04 | 297.19 |
| 14 | Cosmetics & Soaps                                                    | Zone I                               | 250.00 | 107.69 | 357.69 |
|    |                                                                      | Zone II                              | 238.46 | 107.69 | 346.15 |
|    |                                                                      | Zone III                             | 226.92 | 107.69 | 334.61 |
| 15 | Cotton Ginning & Pressing                                            | Zone I                               | 161.54 | 139.93 | 301.47 |
|    |                                                                      | Zone II                              | 153.85 | 139.93 | 293.78 |
|    |                                                                      | Zone III                             | 146.15 | 139.93 | 286.08 |
| 16 | Cycle repairing Shop                                                 | Zone I                               | 173.08 | 135.89 | 308.97 |
|    |                                                                      | Zone II                              | 153.85 | 135.89 | 289.74 |
| 17 | Dairy Industry                                                       | Zone I                               | 173.08 | 146.60 | 319.68 |
|    |                                                                      | Zone II                              | 163.46 | 146.60 | 310.06 |
|    |                                                                      | Zone III                             | 153.85 | 146.60 | 300.45 |
| 18 | Dispensary                                                           | Zone I                               | 326.92 | 111.54 | 438.46 |
|    |                                                                      | Zone II                              | 307.69 | 111.54 | 419.23 |
|    |                                                                      | Zone III                             | 288.46 | 111.54 | 400.00 |
| 19 | Drugs & Pharmaceutical                                               | Zone I                               | 250.00 | 107.69 | 357.69 |
|    |                                                                      | Zone II                              | 238.46 | 107.69 | 346.15 |
|    |                                                                      | Zone III                             | 230.77 | 107.69 | 338.46 |
| 20 | Dyes and Chemical                                                    | Zone I                               | 276.92 | 70.77  | 347.69 |
|    |                                                                      | Zone II                              | 250.00 | 70.77  | 320.77 |
|    |                                                                      | Zone III                             | 211.54 | 70.77  | 282.31 |
| 21 | Eatable Tobacco                                                      | Zone I                               | 115.38 | 129.46 | 244.84 |
| 22 | Engineering Industry                                                 | Zone I                               | 253.85 | 107.69 | 361.54 |
|    |                                                                      | Zone II                              | 246.15 | 107.69 | 353.84 |
|    |                                                                      | Zone III                             | 230.77 | 107.69 | 338.46 |
| 23 | Exercise Books                                                       | Zone I                               | 215.38 | 84.62  | 300.00 |
|    |                                                                      | Zone II                              | 200.00 | 84.62  | 284.62 |
|    |                                                                      | Zone III                             | 184.62 | 84.62  | 269.24 |
| 24 | Film Production & Studios                                            | Zone I                               | 180.77 | 155.31 | 336.08 |
|    |                                                                      | Zone II                              | 173.08 | 155.31 | 328.39 |
| 25 | Forest & Forestry                                                    | Zone I                               | 200.00 | 127.56 | 327.56 |
|    |                                                                      | Zone II                              | 180.77 | 127.56 | 308.33 |
| 26 | Fountain Pens & Ball Pens                                            | Zone I                               | 184.62 | 162.55 | 347.17 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                    | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |        |        |
|----|-----------------------------------------------------|--------------------------------------|--------|--------|--------|
|    |                                                     | AREA/ ZONE                           | BASIC  | D.A.   | TOTAL  |
| 27 | Glass Bulb                                          | Zone II                              | 176.92 | 162.55 | 339.47 |
|    |                                                     | Zone I                               | 253.85 | 107.69 | 361.54 |
|    |                                                     | Zone II                              | 246.15 | 107.69 | 353.84 |
| 28 | Glass Industry                                      | Zone III                             | 230.77 | 107.69 | 338.46 |
|    |                                                     | Zone I                               | 250.00 | 107.69 | 357.69 |
|    |                                                     | Zone II                              | 238.46 | 107.69 | 346.15 |
| 29 | Hair Cutting Saloon                                 | Zone III                             | 230.77 | 107.69 | 338.46 |
|    |                                                     | Zone I                               | 250.00 | 107.69 | 357.69 |
|    |                                                     | Zone II                              | 238.46 | 107.69 | 346.15 |
| 30 | Handlooms Industry                                  | Zone III                             | 219.23 | 107.69 | 326.92 |
|    |                                                     | Zone I                               | 230.77 | 49.54  | 280.31 |
|    |                                                     | Zone II                              | 269.23 | 49.54  | 318.77 |
| 31 | Hospital                                            | Zone III                             | 288.46 | 49.54  | 338.00 |
|    |                                                     | Zone I                               | 203.85 | 135.68 | 339.53 |
|    |                                                     | Zone II                              | 196.15 | 135.68 | 331.83 |
| 32 | Hotel & Restaurant                                  | Zone III                             | 188.46 | 135.68 | 324.14 |
|    |                                                     | Zone I                               | 250.00 | 107.69 | 357.69 |
|    |                                                     | Zone II                              | 238.46 | 107.69 | 346.15 |
| 33 | Ice & Cold drinks Manufactory                       | Zone III                             | 230.77 | 107.69 | 338.46 |
|    |                                                     | Zone I                               | 192.31 | 117.55 | 309.86 |
|    |                                                     | Zone II                              | 180.77 | 117.55 | 298.32 |
| 34 | Laundry                                             | Zone I                               | 250.00 | 107.69 | 357.69 |
|    |                                                     | Zone II                              | 238.46 | 107.69 | 346.15 |
|    |                                                     | Zone III                             | 230.77 | 107.69 | 338.46 |
| 35 | Liquor Manufactory                                  | Zone I                               | 362.69 | 45.73  | 408.42 |
|    |                                                     | Zone II                              | 335.00 | 45.73  | 380.73 |
|    |                                                     | Zone III                             | 307.31 | 45.73  | 353.04 |
| 36 | A) Local Authority (Village Panchayat)              | Zone I                               | 226.92 | 96.15  | 323.07 |
|    |                                                     | Zone II                              | 219.23 | 96.15  | 315.38 |
|    |                                                     | Zone III                             | 196.15 | 96.15  | 292.30 |
|    | B) Local Authority (Excluding Villg. Panchayat)     | Zone I                               | 442.30 | 118.46 | 560.76 |
|    |                                                     | Zone II                              | 384.62 | 118.46 | 503.08 |
|    |                                                     | Zone III                             | 326.92 | 118.46 | 445.38 |
| 37 | Oil Mill                                            | Zone I                               | 326.92 | 44.15  | 371.07 |
|    |                                                     | Zone II                              | 305.77 | 44.15  | 349.92 |
| 38 | Onion Sorting & Cleaning                            | Zone I                               | 210.00 | 31.08  | 241.08 |
| 39 | Optical Frames                                      | Zone I                               | 176.92 | 139.78 | 316.70 |
|    |                                                     | Zone II                              | 169.23 | 139.78 | 309.01 |
|    |                                                     | Zone III                             | 161.54 | 139.78 | 301.32 |
| 40 | Paints & Varnish                                    | Zone I                               | 269.23 | 107.69 | 376.92 |
|    |                                                     | Zone II                              | 253.85 | 107.69 | 361.54 |
|    |                                                     | Zone III                             | 238.46 | 107.69 | 346.15 |
| 41 | Paper & Paper Board                                 | Zone I                               | 215.38 | 133.36 | 348.74 |
|    |                                                     | Zone II                              | 188.46 | 133.36 | 321.82 |
|    |                                                     | Zone III                             | 180.77 | 133.36 | 314.13 |
| 42 | Plastic                                             | Zone I                               | 165.38 | 135.89 | 301.27 |
|    |                                                     | Zone II                              | 159.62 | 135.89 | 295.51 |
|    |                                                     | Zone III                             | 153.85 | 135.89 | 289.74 |
| 43 | Poha Curmure Churmure Industry                      | Zone I                               | 146.15 | 151.04 | 297.19 |
|    |                                                     | Zone II                              | 138.46 | 151.04 | 289.50 |
| 44 | Potteries                                           | Zone I                               | 269.23 | 49.54  | 318.77 |
|    |                                                     | Zone II                              | 250.00 | 49.54  | 299.54 |
|    |                                                     | Zone III                             | 230.77 | 49.54  | 280.31 |
| 45 | Powerlooms                                          | Zone I                               | 346.15 | 73.62  | 419.77 |
|    |                                                     | Zone II                              | 326.92 | 73.62  | 400.54 |
|    |                                                     | Zone III                             | 288.46 | 73.62  | 362.08 |
| 46 | Printing Press                                      | Zone I                               | 169.23 | 142.87 | 312.10 |
|    |                                                     | Zone II                              | 157.69 | 142.87 | 300.56 |
|    |                                                     | Zone III                             | 134.62 | 142.87 | 277.49 |
| 47 | Public Motor Transport                              | Zone I                               | 161.54 | 151.04 | 312.58 |
|    |                                                     | Zone II                              | 153.85 | 151.04 | 304.89 |
| 48 | Readymade Garments                                  | Zone I                               | 284.62 | 111.54 | 396.16 |
|    |                                                     | Zone II                              | 276.92 | 111.54 | 388.46 |
|    |                                                     | Zone III                             | 253.85 | 111.54 | 365.39 |
| 49 | Rice, Flour & Dal Mill                              | Zone I                               | 146.15 | 151.04 | 297.19 |
|    |                                                     | Zone II                              | 138.46 | 151.04 | 289.50 |
| 50 | Road Construction, Building Operation & Maintenance | Zone I                               | 342.31 | 136.54 | 478.85 |
|    |                                                     | Zone II                              | 326.92 | 136.54 | 463.46 |
|    |                                                     | Zone III                             | 311.54 | 136.54 | 448.08 |
| 51 | Rubber                                              | Zone I                               | 250.00 | 107.69 | 357.69 |

TABLE 3

|                                                                                                                        | NAME OF THE SCHEDULED EMPLOYMENT | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |        |        |
|------------------------------------------------------------------------------------------------------------------------|----------------------------------|--------------------------------------|--------|--------|--------|
|                                                                                                                        |                                  | AREA/ ZONE                           | BASIC  | D.A.   | TOTAL  |
|                                                                                                                        |                                  | Zone II                              | 238.46 | 107.69 | 346.15 |
|                                                                                                                        |                                  | Zone III                             | 230.77 | 107.69 | 338.46 |
| 52                                                                                                                     | Rubber Balloon Manufacturing     | Zone I                               | 146.15 | 151.04 | 297.19 |
|                                                                                                                        |                                  | Zone II                              | 142.31 | 151.04 | 293.35 |
|                                                                                                                        |                                  | Zone III                             | 138.46 | 151.04 | 289.50 |
| 53                                                                                                                     | Salt Pan                         | Zone II                              | 153.85 | 135.89 | 289.74 |
| 54                                                                                                                     | Saw Mill                         | Zone I                               | 300.00 | 28.44  | 328.44 |
|                                                                                                                        |                                  | Zone II                              | 288.46 | 28.44  | 316.90 |
|                                                                                                                        |                                  | Zone III                             | 275.00 | 28.44  | 303.44 |
| 55                                                                                                                     | Seepz(Electronics)               | Zone I                               | 203.85 | 136.38 | 340.23 |
| 56                                                                                                                     | Shops & Commercial Establishment | Zone I                               | 192.31 | 125.24 | 317.55 |
|                                                                                                                        |                                  | Zone II                              | 180.77 | 125.24 | 306.01 |
|                                                                                                                        |                                  | Zone III                             | 169.23 | 125.24 | 294.47 |
| 57                                                                                                                     | Silver Articals or Ornaments     | Zone I                               | 173.08 | 142.37 | 315.45 |
|                                                                                                                        |                                  | Zone II                              | 165.38 | 142.37 | 307.75 |
| 58                                                                                                                     | Stable                           | Zone I                               | 307.69 | 53.85  | 361.54 |
|                                                                                                                        |                                  | Zone II                              | 280.77 | 53.85  | 334.62 |
|                                                                                                                        |                                  | Zone III                             | 257.69 | 53.85  | 311.54 |
| 59                                                                                                                     | Steel Furniture                  | Zone I                               | 261.54 | 107.69 | 369.23 |
|                                                                                                                        |                                  | Zone II                              | 246.15 | 107.69 | 353.84 |
|                                                                                                                        |                                  | Zone III                             | 230.77 | 107.69 | 338.46 |
| 60                                                                                                                     | Stone Breaking & Crushing        | Zone I                               | 307.69 | 29.00  | 336.69 |
|                                                                                                                        |                                  | Zone II                              | 292.31 | 29.00  | 321.31 |
| 61                                                                                                                     | Sweeper and Scavengers           | Zone I                               | 384.62 | 37.92  | 422.54 |
|                                                                                                                        |                                  | Zone II                              | 375.00 | 37.92  | 412.92 |
|                                                                                                                        |                                  | Zone III                             | 363.46 | 37.92  | 401.38 |
| 62                                                                                                                     | Tanneries & Leather              | Zone I                               | 307.69 | 58.15  | 365.84 |
|                                                                                                                        |                                  | Zone II                              | 288.46 | 58.15  | 346.61 |
|                                                                                                                        |                                  | Zone III                             | 269.23 | 58.15  | 327.38 |
| 63                                                                                                                     | Tobacco Bidi Making              | Zone I                               | 204.62 | 40.19  | 244.81 |
|                                                                                                                        |                                  | Zone II                              | 191.92 | 40.19  | 232.11 |
| 64                                                                                                                     | Utensils                         | Zone I                               | 307.69 | 123.08 | 430.77 |
|                                                                                                                        |                                  | Zone II                              | 300.00 | 123.08 | 423.08 |
|                                                                                                                        |                                  | Zone III                             | 280.77 | 123.08 | 403.85 |
| 65                                                                                                                     | Watch Straps                     | Zone I                               | 184.62 | 151.04 | 335.66 |
|                                                                                                                        |                                  | Zone II                              | 173.08 | 151.04 | 324.12 |
|                                                                                                                        |                                  | Zone III                             | 161.54 | 151.04 | 312.58 |
| 66                                                                                                                     | Wooden Furniture                 | Zone I                               | 246.15 | 107.69 | 353.84 |
|                                                                                                                        |                                  | Zone II                              | 238.46 | 107.69 | 346.15 |
|                                                                                                                        |                                  | Zone III                             | 230.77 | 107.69 | 338.46 |
| 67                                                                                                                     | Wooden Photo Frame               | Zone I                               | 250.00 | 107.69 | 357.69 |
|                                                                                                                        |                                  | Zone II                              | 238.46 | 107.69 | 346.15 |
|                                                                                                                        |                                  | Zone III                             | 230.77 | 107.69 | 338.46 |
| Zone I shall comprise of the areas falling within the local limits of all Municipal Corporations.                      |                                  |                                      |        |        |        |
| Zone II shall comprise of the areas falling within the local limits of all A and B class Municipal Councils.           |                                  |                                      |        |        |        |
| Zone III shall comprise of all other areas in the State not included in Zone I and Zone II.                            |                                  |                                      |        |        |        |
| Note:- *Due to non receipt of Minimum Wages in the Annual Return, all Information Repeated from the Annual Report 2018 |                                  |                                      |        |        |        |

TABLE 3

|              | NAME OF THE SCHEDULED EMPLOYMENT                                                                              | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|--------------|---------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|              |                                                                                                               | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 17.MEGHALAYA |                                                                                                               |                                      |        |       |        |
| 1            | Agriculture                                                                                                   | -                                    | 300.00 | 24.00 | 324.00 |
| 2            | Animal Husbandry and Veterinary                                                                               | -                                    | 300.00 | 24.00 | 324.00 |
| 3            | Bakery                                                                                                        | -                                    | 300.00 | 24.00 | 324.00 |
| 4            | Candle and Wax industry                                                                                       | -                                    | 300.00 | 24.00 | 324.00 |
| 5            | Construction and maintenance of Buildings including public Health Engineering etc.                            | -                                    | 300.00 | 24.00 | 324.00 |
| 6            | Construction,Generation and Distribution of Power, Water Supply, Land Development, Excavation and Reclamation | -                                    | 300.00 | 24.00 | 324.00 |
| 7            | Engineering Industry ( Motor Workshop etc.)                                                                   | -                                    | 300.00 | 24.00 | 324.00 |
| 8            | Employment in Registered Factories not elsewhere classified                                                   | -                                    | 300.00 | 24.00 | 324.00 |
| 9            | Employment under Government Authority (casual contingency employees)                                          | -                                    | 300.00 | 24.00 | 324.00 |
| 10           | Forestry                                                                                                      | -                                    | 300.00 | 24.00 | 324.00 |
| 11           | Fruit Preservation                                                                                            | -                                    | 300.00 | 24.00 | 324.00 |
| 12           | Furniture Industry                                                                                            | -                                    | 300.00 | 24.00 | 324.00 |
| 13           | Hotels and Restaurants                                                                                        | -                                    | 300.00 | 24.00 | 324.00 |
| 14           | Local Authority                                                                                               | -                                    | 300.00 | 24.00 | 324.00 |
| 15           | Mines and Minerals                                                                                            | -                                    | 300.00 | 24.00 | 324.00 |
| 16           | Plywood Industry                                                                                              | -                                    | 300.00 | 24.00 | 324.00 |
| 17           | Printing Press                                                                                                | -                                    | 300.00 | 24.00 | 324.00 |
| 18           | Public Motor Transport                                                                                        | -                                    | 300.00 | 24.00 | 324.00 |
| 19           | Sales, Distribution and Handling of Petroleum Products                                                        | -                                    | 300.00 | 24.00 | 324.00 |
| 20           | Saw Mills Industry                                                                                            | -                                    | 300.00 | 24.00 | 324.00 |
| 21           | Safai Karamcharis                                                                                             | -                                    | 300.00 | 24.00 | 324.00 |
| 22           | Sericulture and Weaving                                                                                       | -                                    | 300.00 | 24.00 | 324.00 |
| 23           | Security Guards                                                                                               | -                                    | 300.00 | 24.00 | 324.00 |
| 24           | Shops and Establishments                                                                                      | -                                    | 300.00 | 24.00 | 324.00 |
| 25           | Soil Conservation ( Workers engaged in plantation, reclamation etc.)                                          | -                                    | 300.00 | 24.00 | 324.00 |
| 26           | Steel Fabrication and Concrete Products (including Brick Making)                                              | -                                    | 300.00 | 24.00 | 324.00 |
| 27           | Stone Breaking and Stone Crushing Operations                                                                  | -                                    | 300.00 | 24.00 | 324.00 |
| 28           | Tailoring                                                                                                     | -                                    | 300.00 | 24.00 | 324.00 |
| 29           | Domestic Workers                                                                                              | -                                    | 300.00 | 24.00 | 324.00 |

TABLE 3

|             | NAME OF THE SCHEDULED EMPLOYMENT                                                                         | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|-------------|----------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|             |                                                                                                          | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 18. MANIPUR |                                                                                                          |                                      |        |      |        |
| 1           | Agriculture                                                                                              | -                                    | 225.00 | -    | 225.00 |
| 2           | Construction or Maintenance of Roads or Building Operations                                              | -                                    | 225.00 | -    | 225.00 |
| 3           | Dam Construction and Irrigation works                                                                    | -                                    | 225.00 | -    | 225.00 |
| 4           | Generation, Transmission, Distribution and Supply of Electricity or any other form of power              | -                                    | 225.00 | -    | 225.00 |
| 5           | Maintenance of Silk Worm Plants in the Sericulture Farms                                                 | -                                    | 225.00 | -    | 225.00 |
| 6           | Manufacture of Dolls, Toys,Brass and Bell Metal                                                          | -                                    | 225.00 | -    | 225.00 |
| 7           | Metal and Alloy Industries                                                                               | -                                    | 225.00 | -    | 225.00 |
| 8           | Plantation of Silk Worm Food Plants for Silk Worms (I.e. Mulberry, Oak, Tasar, Caster etc.)              | -                                    | 225.00 | -    | 225.00 |
| 9           | Preparation of Soil, Land Development and other Agricultural Operations                                  | -                                    | 225.00 | -    | 225.00 |
| 10          | Public Motor Transport                                                                                   | -                                    | 225.00 | -    | 225.00 |
| 11          | Shops and Establishments                                                                                 | -                                    | 225.00 | -    | 225.00 |
| 12          | Spinning, Dyeing, Finishing and Bleaching of Silk Pinafibre                                              | -                                    | 225.00 | -    | 225.00 |
| 13          | Water Supply(Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage | -                                    | 225.00 | -    | 225.00 |
| 14          | Wood / Bamboo, Cane furniture and fixtures                                                               | -                                    | 225.00 | -    | 225.00 |
| 15          | Wool Spinning and Knitting in Handloom or Cotton Spinning in Mills or Handloom.                          | -                                    | 225.00 | -    | 225.00 |

TABLE 3

|            | NAME OF THE SCHEDULED EMPLOYMENT                            | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |                       |      |        |
|------------|-------------------------------------------------------------|--------------------------------------|-----------------------|------|--------|
|            |                                                             | AREA/ ZONE                           | BASIC                 | D.A. | TOTAL  |
|            |                                                             |                                      |                       |      |        |
| 19.MIZORAM |                                                             |                                      |                       |      |        |
| 1          | Casual / Muster Roll Employees                              | -                                    | 380.00                | -    | 380.00 |
| 2          | Roads & Building Operations                                 | -                                    | Wages yet to be fixed |      |        |
| 3          | Employment in registered factories not elsewhere certified. | -                                    | Wages yet to be fixed |      |        |
| 4          | Public Motor Transport                                      | -                                    | Wages yet to be fixed |      |        |
| 5          | Shops & Establishments                                      | -                                    | Wages yet to be fixed |      |        |
| 6          | Domestic Workers                                            | -                                    | Wages yet to be fixed |      |        |



TABLE 3

|                                                                                                                       | NAME OF THE SCHEDULED EMPLOYMENT                                         | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|-----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|                                                                                                                       |                                                                          | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 20. NAGALAND*                                                                                                         |                                                                          |                                      |        |      |        |
| 1                                                                                                                     | Agriculture                                                              | -                                    | 115.00 | -    | 115.00 |
| 2                                                                                                                     | Aluminium Industry                                                       | -                                    | 115.00 | -    | 115.00 |
| 3                                                                                                                     | Asbestos , Cement Factories and other Cement Products                    | -                                    | 115.00 | -    | 115.00 |
| 4                                                                                                                     | Automobile workshops, service stations                                   | -                                    | 115.00 | -    | 115.00 |
| 5                                                                                                                     | Bakeries and Biscuits Industry                                           | -                                    | 115.00 | -    | 115.00 |
| 6                                                                                                                     | Bamboo, Pulp & Paper and Forest Establishment                            | -                                    | 115.00 | -    | 115.00 |
| 7                                                                                                                     | Beverage and Mineral Water, etc.                                         | -                                    | 115.00 | -    | 115.00 |
| 8                                                                                                                     | Brick Kilns                                                              | -                                    | 115.00 | -    | 115.00 |
| 9                                                                                                                     | Canvas Industry                                                          | -                                    | 115.00 | -    | 115.00 |
| 10                                                                                                                    | Casual Contingency Employees under Semi-Govt. Authorities                | -                                    | 115.00 | -    | 115.00 |
| 11                                                                                                                    | Casual/Muster Roll Workers in all Government Departments                 | -                                    | 115.00 | -    | 115.00 |
| 12                                                                                                                    | Cement Concrete Pipes                                                    | -                                    | 115.00 | -    | 115.00 |
| 13                                                                                                                    | Chemical Industry                                                        | -                                    | 115.00 | -    | 115.00 |
| 14                                                                                                                    | Cinema Units                                                             | -                                    | 115.00 | -    | 115.00 |
| 15                                                                                                                    | Construction of Building and Maintenance of Roads                        | -                                    | 115.00 | -    | 115.00 |
| 16                                                                                                                    | Dairy, Piggery and Poultry Farm                                          | -                                    | 115.00 | -    | 115.00 |
| 17                                                                                                                    | Distillery Units                                                         | -                                    | 115.00 | -    | 115.00 |
| 18                                                                                                                    | Electricals and Electronic Goods Repair                                  | -                                    | 115.00 | -    | 115.00 |
| 19                                                                                                                    | Employment in Registered Factories not elsewhere classified              | -                                    | 115.00 | -    | 115.00 |
| 20                                                                                                                    | Hair cutting and Dressing                                                | -                                    | 115.00 | -    | 115.00 |
| 21                                                                                                                    | Handloom, Weaving and Handicrafts                                        | -                                    | 115.00 | -    | 115.00 |
| 22                                                                                                                    | Horticulture Operation                                                   | -                                    | 115.00 | -    | 115.00 |
| 23                                                                                                                    | Hotels, Restaurants                                                      | -                                    | 115.00 | -    | 115.00 |
| 24                                                                                                                    | Hydro Electric Project                                                   | -                                    | 115.00 | -    | 115.00 |
| 25                                                                                                                    | Ice and Milk Products                                                    | -                                    | 115.00 | -    | 115.00 |
| 26                                                                                                                    | Khadi and Village Industries                                             | -                                    | 115.00 | -    | 115.00 |
| 27                                                                                                                    | Khandsari, Sugar Factories                                               | -                                    | 115.00 | -    | 115.00 |
| 28                                                                                                                    | Laundry and Washing Cloth                                                | -                                    | 115.00 | -    | 115.00 |
| 29                                                                                                                    | Loading and Unloading (Per Basket)                                       | -                                    | 115.00 | -    | 115.00 |
| 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                          | -                                    | 115.00 | -    | 115.00 |
| 40                                                                                                                    | Private Transport                                                        | -                                    | 115.00 | -    | 115.00 |
| 41                                                                                                                    | Public Motor Transport                                                   | -                                    | 115.00 | -    | 115.00 |
| 42                                                                                                                    | Rice, Flour , Oil and Dal Mills                                          | -                                    | 115.00 | -    | 115.00 |
| 43                                                                                                                    | Sale of Automobiles/Three Wheelers/Two Wheelers                          | -                                    | 115.00 | -    | 115.00 |
| 44                                                                                                                    | Saw Mills and Timber Industry                                            | -                                    | 115.00 | -    | 115.00 |
| 45                                                                                                                    | Sericulture Operation                                                    | -                                    | 115.00 | -    | 115.00 |
| 46                                                                                                                    | Shops and Commercial Establishments and Nursing Home Establishments      | -                                    | 115.00 | -    | 115.00 |
| 47                                                                                                                    | Soap and Candle Units                                                    | -                                    | 115.00 | -    | 115.00 |
| 48                                                                                                                    | Stone Breaking and Stone Crushing                                        | -                                    | 115.00 | -    | 115.00 |
| 49                                                                                                                    | Tailoring, Stitching and Embroidery Establishments                       | -                                    | 115.00 | -    | 115.00 |
| 50                                                                                                                    | Telecommunication Establishments                                         | -                                    | 115.00 | -    | 115.00 |
| 51                                                                                                                    | 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 |
| Note:- *Due to non receipt of scheduled employments in Annual Return, all Information Repeated from the Annual Report |                                                                          |                                      |        |      |        |

TABLE 3

|           | NAME OF THE SCHEDULED EMPLOYMENT                                                                         | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |                  |      |        |
|-----------|----------------------------------------------------------------------------------------------------------|--------------------------------------|------------------|------|--------|
|           |                                                                                                          | AREA/ ZONE                           | BASIC            | D.A. | TOTAL  |
| 21.ODISHA |                                                                                                          |                                      |                  |      |        |
| 1         | Agriculture                                                                                              | -                                    | 298.00           | -    | 298.00 |
| 2         | Agarabati and Candle making Worker's Establishments                                                      |                                      | 298.00           | -    | 298.00 |
| 3         | Automobile Workshops                                                                                     | -                                    | 298.00           | -    | 298.00 |
| 4         | Ayurvedic and Unani Pharmacy                                                                             | -                                    | 298.00           | -    | 298.00 |
| 5         | Bakeries and Confectionaries including biscuit making                                                    | -                                    | 298.00           | -    | 298.00 |
| 6         | Bamboo Forest Establishments                                                                             | -                                    | 298.00           | -    | 298.00 |
| 7         | Brass and Bell Metal Industry                                                                            | -                                    | 298.00           | -    | 298.00 |
| 8         | Carpet weaving Industry                                                                                  | -                                    | 298.00           | -    | 298.00 |
| 9         | Cashew Processing Establishments                                                                         | -                                    | 298.00           | -    | 298.00 |
| 10        | Cement pipe making and allied products Industry                                                          | -                                    | 298.00           | -    | 298.00 |
| 11        | Ceramic and Pottery Industry                                                                             | -                                    | 298.00           | -    | 298.00 |
| 12        | Chemical Industry                                                                                        | -                                    | 298.00           | -    | 298.00 |
| 13        | Cinema Industry                                                                                          | -                                    | 298.00           | -    | 298.00 |
| 14        | Clay Pottery                                                                                             | -                                    | 298.00           | -    | 298.00 |
| 15        | Coir Industry                                                                                            | -                                    | 298.00           | -    | 298.00 |
| 16        | Collection of Sal Seeds                                                                                  | -                                    | 298.00           | -    | 298.00 |
| 17        | Construction or Maintenance of Roads or Building Operations                                              | -                                    | 298.00           | -    | 298.00 |
| 18        | Construction, Maintenance of Dams, Embankments, Irrigation projects, Sinking of wells and Tanks etc,     | -                                    | 298.00           | -    | 298.00 |
| 19        | Contingent and Casual employees in Govt. and other Establishments.                                       | -                                    | 298.00           | -    | 298.00 |
| 20        | Cotton ginning and processing Industry                                                                   | -                                    | 298.00           | -    | 298.00 |
| 21        | Dispensary of a Medical Practitioner or any Chemical or Pathological Laboratory                          | -                                    | 298.00           | -    | 298.00 |
| 22        | Distilleries                                                                                             | -                                    | 298.00           | -    | 298.00 |
| 23        | Domestic Workers                                                                                         | -                                    | Fixed Separately |      |        |
| 24        | Electricity Board                                                                                        | -                                    | 298.00           | -    | 298.00 |
| 25        | Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators |                                      | 298.00           | -    | 298.00 |
| 26        | Employment in Non Government Organisation and Voluntary Social Organisation                              |                                      | 298.00           | -    | 298.00 |
| 27        | Finishing, Dyeing of yarn and fabrics, Printing, Knitting and embroidery                                 | -                                    | 298.00           | -    | 298.00 |
| 28        | Fisheries and Sea food Industry                                                                          | -                                    | 298.00           | -    | 298.00 |
| 29        | Forest Produce such as genduli, gum, mahua, making of coal and resin                                     | -                                    | 298.00           | -    | 298.00 |
| 30        | Foundry Industry (with or without attached Machine Shop)                                                 | -                                    | 298.00           | -    | 298.00 |
| 31        | Glass Industry                                                                                           | -                                    | 298.00           | -    | 298.00 |
| 32        | Gold, Silver ornaments and articles of artistic designs                                                  | -                                    | 298.00           | -    | 298.00 |
| 33        | Graphite Industry (including beneficiation)                                                              | -                                    | 298.00           | -    | 298.00 |
| 34        | Handloom and Hosiery                                                                                     | -                                    | 298.00           | -    | 298.00 |
| 35        | Hotels, Eating houses and Restaurants                                                                    | -                                    | 298.00           | -    | 298.00 |
| 36        | Ice Factories and Cold Storages                                                                          | -                                    | 298.00           | -    | 298.00 |
| 37        | Jute and Jute twine Industry                                                                             | -                                    | 298.00           | -    | 298.00 |
| 38        | Kendu leaf collection                                                                                    | -                                    | 298.00           | -    | 298.00 |
| 39        | Khadi and Village Industry (including manufacturing of Khandsari and other products)                     | -                                    | 298.00           | -    | 298.00 |
| 40        | Laundry including dry washing                                                                            | -                                    | 298.00           | -    | 298.00 |
| 41        | Leather Industry                                                                                         | -                                    | 298.00           | -    | 298.00 |
| 42        | Liquified Petroleum Gas Manufacturing and Distribution                                                   | -                                    | 298.00           | -    | 298.00 |
| 43        | Local Authority                                                                                          | -                                    | 298.00           | -    | 298.00 |
| 44        | Manufacture of Coke and Burning Coal Industry                                                            | -                                    | 298.00           | -    | 298.00 |
| 45        | Manufacturing of Brush and Brooms                                                                        | -                                    | 298.00           | -    | 298.00 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                          | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|----|-------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|    |                                                                                                                                           | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 46 | Manufacturing of Cold Drinks, Soda and other allied Products                                                                              | -                                    | 298.00 | -    | 298.00 |
| 47 | Manufacturing of Electric Bulbs                                                                                                           | -                                    | 298.00 | -    | 298.00 |
| 48 | Manufacturing of Matches, Fire works and Explosives                                                                                       | -                                    | 298.00 | -    | 298.00 |
| 49 | Manufacturing of Nails and Pins                                                                                                           | -                                    | 298.00 | -    | 298.00 |
| 50 | Manufacturing of Paints and Varnishes                                                                                                     | -                                    | 298.00 | -    | 298.00 |
| 51 | Manufacturing of Plastic Products including toys                                                                                          | -                                    | 298.00 | -    | 298.00 |
| 52 | Manufacturing of Radio by Assembling of parts                                                                                             | -                                    | 298.00 | -    | 298.00 |
| 53 | Manufacturing of Ropes                                                                                                                    | -                                    | 298.00 | -    | 298.00 |
| 54 | Manufacturing of Utensils including Aluminium & Hindalium products                                                                        | -                                    | 298.00 | -    | 298.00 |
| 55 | Metal Industries (except cottage and village scale unit)                                                                                  | -                                    | 298.00 | -    | 298.00 |
| 56 | Minor Engineering Industries (Employment less than 50 persons)                                                                            | -                                    | 298.00 | -    | 298.00 |
| 57 | Minor Port                                                                                                                                | -                                    | 298.00 | -    | 298.00 |
| 58 | Motor Body Building                                                                                                                       | -                                    | 298.00 | -    | 298.00 |
| 59 | Non-Teaching staff of all private Educational Institutions including Industrial Training Institute and Training Institute Coaching Centre | -                                    | 298.00 | -    | 298.00 |
| 60 | Oil Mills                                                                                                                                 | -                                    | 298.00 | -    | 298.00 |
| 61 | Paper and Cardboard Industry                                                                                                              | -                                    | 298.00 | -    | 298.00 |
| 62 | Petrol and Diesel Oil Pumps                                                                                                               | -                                    | 298.00 | -    | 298.00 |
| 63 | Pharmaceutical Industry                                                                                                                   | -                                    | 298.00 | -    | 298.00 |
| 64 | Powerloom Industry                                                                                                                        | -                                    | 298.00 | -    | 298.00 |
| 65 | Printing Press                                                                                                                            | -                                    | 298.00 | -    | 298.00 |
| 66 | Private Motor Transport                                                                                                                   | -                                    | 298.00 | -    | 298.00 |
| 67 | Private Security Agencies Services                                                                                                        | -                                    | 298.00 | -    | 298.00 |
| 68 | Public Health Engineering                                                                                                                 | -                                    | 298.00 | -    | 298.00 |
| 69 | Public Motor Transport                                                                                                                    | -                                    | 298.00 | -    | 298.00 |
| 70 | Readymade Garments Industry                                                                                                               | -                                    | 298.00 | -    | 298.00 |
| 71 | Refractory Industry                                                                                                                       | -                                    | 298.00 | -    | 298.00 |
| 72 | Regulated market, Marketing societies, Co-operative societies and Banks                                                                   | -                                    | 298.00 | -    | 298.00 |
| 73 | Rice, Flour or Dal Mills                                                                                                                  | -                                    | 298.00 | -    | 298.00 |
| 74 | Rubber and Rubber Products Industry                                                                                                       | -                                    | 298.00 | -    | 298.00 |
| 75 | Salt Pan Industry                                                                                                                         | -                                    | 298.00 | -    | 298.00 |
| 76 | Saw Mills                                                                                                                                 | -                                    | 298.00 | -    | 298.00 |
| 77 | Shops and Establishments                                                                                                                  | -                                    | 298.00 | -    | 298.00 |
| 78 | Siali Leave Pluckers                                                                                                                      | -                                    | 298.00 | -    | 298.00 |
| 79 | Soap and Detergent Manufacturing                                                                                                          | -                                    | 298.00 | -    | 298.00 |
| 80 | Social Forestry                                                                                                                           | -                                    | 298.00 | -    | 298.00 |
| 81 | Spinning Mills                                                                                                                            | -                                    | 298.00 | -    | 298.00 |
| 82 | Stone Breaking and Crushing                                                                                                               | -                                    | 298.00 | -    | 298.00 |
| 83 | Tamarind collection                                                                                                                       | -                                    | 298.00 | -    | 298.00 |
| 84 | Tiles and Brick making                                                                                                                    | -                                    | 298.00 | -    | 298.00 |
| 85 | Timber Trading ( including felling & sawing)                                                                                              | -                                    | 298.00 | -    | 298.00 |
| 86 | Timber Trading (excluding felling and sawing)                                                                                             | -                                    | 298.00 | -    | 298.00 |
| 87 | Tobacco (including Bidi and Gudakhu making)                                                                                               | -                                    | 298.00 | -    | 298.00 |
| 88 | Trunks, Suitcases and Buckets manufacturing                                                                                               | -                                    | 298.00 | -    | 298.00 |
| 89 | Wood works and Furniture making Industries                                                                                                | -                                    | 298.00 | -    | 298.00 |

TABLE 3

|            | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                                                                                                                                                           | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|            |                                                                                                                                                                                                                                                                                            | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 22.PUNJAB* |                                                                                                                                                                                                                                                                                            |                                      |        |      |        |
| 1          | Agricultural Implements,Machine tools and General Engineering including Cycle and Electrical goods Industry                                                                                                                                                                                | -                                    | 293.62 | -    | 293.62 |
| 2          | Agriculture                                                                                                                                                                                                                                                                                | -                                    | 293.62 | -    | 293.62 |
| 3          | Ahatas attached to Wine and Liquor Shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated water                                                                                                                                                                     | -                                    | 293.62 | -    | 293.62 |
| 4          | Automobile Repair Shops and Service Stations not attached with any Public Motor Transport Company                                                                                                                                                                                          | -                                    | 293.62 | -    | 293.62 |
| 5          | Ayurvedic and Unani Pharmacies                                                                                                                                                                                                                                                             | -                                    | 293.62 | -    | 293.62 |
| 6          | Bakeries including Biscuits Making Establishments                                                                                                                                                                                                                                          | -                                    | 293.62 | -    | 293.62 |
| 7          | Brick Kiln Industry                                                                                                                                                                                                                                                                        | -                                    | 293.62 | -    | 293.62 |
| 8          | Cement Pipe Making Industries                                                                                                                                                                                                                                                              | -                                    | 293.62 | -    | 293.62 |
| 9          | Chemical and Distillery Industry                                                                                                                                                                                                                                                           | -                                    | 293.62 | -    | 293.62 |
| 10         | Cinema Industry                                                                                                                                                                                                                                                                            | -                                    | 293.62 | -    | 293.62 |
| 11         | Construction or maintenance of Roads or Building Operations                                                                                                                                                                                                                                | -                                    | 293.62 | -    | 293.62 |
| 12         | Contractors' Establishments of forest department                                                                                                                                                                                                                                           | -                                    | 293.62 | -    | 293.62 |
| 13         | Cotton Ginning and Pressing Factories                                                                                                                                                                                                                                                      | -                                    | 293.62 | -    | 293.62 |
| 14         | Dealer in tent, crockery and household goods                                                                                                                                                                                                                                               | -                                    | 293.62 | -    | 293.62 |
| 15         | Dealers dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing Fixture and fitting of Metals                                                                                                                                                              | -                                    | 293.62 | -    | 293.62 |
| 16         | Dealers in Books selling,Stationers and Book Binding                                                                                                                                                                                                                                       | -                                    | 293.62 | -    | 293.62 |
| 17         | Dealers in Electricals and Electrical Goods including Television, Radio, Gramophone, Public Address Equipments and Watch, Clock and repair shops                                                                                                                                           | -                                    | 293.62 | -    | 293.62 |
| 18         | Dealers in footwear and travel goods like suitcases, bags etc.,                                                                                                                                                                                                                            | -                                    | 293.62 | -    | 293.62 |
| 19         | Dealers in Medicines and Chemicals                                                                                                                                                                                                                                                         | -                                    | 293.62 | -    | 293.62 |
| 20         | Dealers in Photographic and Optical Goods                                                                                                                                                                                                                                                  | -                                    | 293.62 | -    | 293.62 |
| 21         | Electro-plating by using salt of chromium, nickle or any other compound and connected buffing and polishing Industry                                                                                                                                                                       | -                                    | 293.62 | -    | 293.62 |
| 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 undr the Minimum Wages Act, 1948. | -                                    | 293.62 | -    | 293.62 |
| 23         | Employment in Security Agencies                                                                                                                                                                                                                                                            | -                                    | 293.62 | -    | 293.62 |
| 24         | Employment in Sweeping and Cleaning, but excluding the activitiesprohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.                                                                                                            | -                                    | 293.62 | -    | 293.62 |
| 25         | Employment in house as a Domestic Worker                                                                                                                                                                                                                                                   | -                                    | 293.62 | -    | 293.62 |
| 26         | Employment in Toll Plaza Establishments                                                                                                                                                                                                                                                    | -                                    | 293.62 | -    | 293.62 |
| 27         | Employment in Malls and Shopping Complexes Establishments                                                                                                                                                                                                                                  | -                                    | 293.62 | -    | 293.62 |
| 28         | Employment in Ornament Making, Polishing , Repairing and Selling Establishments                                                                                                                                                                                                            | -                                    | 293.62 | -    | 293.62 |
| 29         | Employment in the Shops and Commercial Establishments situated outside the Municipal and Notified Area Committees limit.                                                                                                                                                                   | -                                    | 293.62 | -    | 293.62 |
| 30         | Employment in Wine and Liquor Shops establishments                                                                                                                                                                                                                                         | -                                    | 293.62 | -    | 293.62 |
| 31         | Employment in Zoo and Places where Caring of Wild animals is done.                                                                                                                                                                                                                         | -                                    | 293.62 | -    | 293.62 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                                                                                                           | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|    |                                                                                                                                                                                                                                            | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 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. | -                                    | 293.62 | -    | 293.62 |
| 33 | Establishments defined under Section 2 (1) (viii) of the Punjab Shops and Commercial Establishments Act, 1958                                                                                                                              | -                                    | 293.62 | -    | 293.62 |
| 34 | Forestry and Logging                                                                                                                                                                                                                       | -                                    | 293.62 | -    | 293.62 |
| 35 | Foundaries with or without attached Machine Shops                                                                                                                                                                                          | -                                    | 293.62 | -    | 293.62 |
| 36 | Hair Dressing such as those done by Barbers, Hair Dressing Saloons and Beauty Shops                                                                                                                                                        | -                                    | 293.62 | -    | 293.62 |
| 37 | Hotels, Restaurants, Tea stalls and Halwais                                                                                                                                                                                                | -                                    | 293.62 | -    | 293.62 |
| 38 | Ice Factories and Cold Storages                                                                                                                                                                                                            | -                                    | 293.62 | -    | 293.62 |
| 39 | Laundry Services and Cleaning and Dyeing Plant                                                                                                                                                                                             | -                                    | 293.62 | -    | 293.62 |
| 40 | Local Authority                                                                                                                                                                                                                            | -                                    | 293.62 | -    | 293.62 |
| 41 | Manufacture of Pulp, Paper and Paper Boards and Straw Boards including News Print                                                                                                                                                          | -                                    | 293.62 | -    | 293.62 |
| 42 | Manufacturing and refining of Sugar (Vaccum Pan Sugar Factories)                                                                                                                                                                           | -                                    | 293.62 | -    | 293.62 |
| 43 | Manufacturing Process as defined under Sub Section 2 (k) of the Factories Act,1948                                                                                                                                                         | -                                    | 293.62 | -    | 293.62 |
| 44 | Metal Rolling and Re-rolling Industry (Ferrous and Non-Ferrous), Brass, Copper and Aluminium Utensils making Industries                                                                                                                    | -                                    | 293.62 | -    | 293.62 |
| 45 | Milk Processing and Milk Products Manufacturing Establishments excluding Halwais Shops                                                                                                                                                     | -                                    | 293.62 | -    | 293.62 |
| 46 | Motor Body Builders                                                                                                                                                                                                                        | -                                    | 293.62 | -    | 293.62 |
| 47 | Oil Mills                                                                                                                                                                                                                                  | -                                    | 293.62 | -    | 293.62 |
| 48 | Operation of Tubewell Industry                                                                                                                                                                                                             | -                                    | 293.62 | -    | 293.62 |
| 49 | P.W.D.(Irrigation)                                                                                                                                                                                                                         | -                                    | 293.62 | -    | 293.62 |
| 50 | P.W.D.(Public Health)                                                                                                                                                                                                                      | -                                    | 293.62 | -    | 293.62 |
| 51 | Petroleum Supply Stations Establishments                                                                                                                                                                                                   | -                                    | 293.62 | -    | 293.62 |
| 52 | Potteries, Ceramics and refractory Industry                                                                                                                                                                                                | -                                    | 293.62 | -    | 293.62 |
| 53 | Private Educational Institutions                                                                                                                                                                                                           | -                                    | 293.62 | -    | 293.62 |
| 54 | Private Hospitals, Clinics, Dispensaries, Nursing Homes and Medical Shops                                                                                                                                                                  | -                                    | 293.62 | -    | 293.62 |
| 55 | Private Press                                                                                                                                                                                                                              | -                                    | 293.62 | -    | 293.62 |
| 56 | Public Motor Transport Industry                                                                                                                                                                                                            | -                                    | 293.62 | -    | 293.62 |
| 57 | Rice, Flour or Dal Mills                                                                                                                                                                                                                   | -                                    | 293.62 | -    | 293.62 |
| 58 | Rubber Industry                                                                                                                                                                                                                            | -                                    | 293.62 | -    | 293.62 |
| 59 | Saw Mills and Timber Trade                                                                                                                                                                                                                 | -                                    | 293.62 | -    | 293.62 |
| 60 | Scientific Industries                                                                                                                                                                                                                      | -                                    | 293.62 | -    | 293.62 |
| 61 | Shops and Commercial Establishments                                                                                                                                                                                                        | -                                    | 293.62 | -    | 293.62 |
| 62 | Soap Making and Sillicate Manufacturing Establishments                                                                                                                                                                                     | -                                    | 293.62 | -    | 293.62 |
| 63 | Sports goods Industry                                                                                                                                                                                                                      | -                                    | 293.62 | -    | 293.62 |
| 64 | Starch Manufacturing                                                                                                                                                                                                                       | -                                    | 293.62 | -    | 293.62 |
| 65 | Stone Breaking or Stone Crushing                                                                                                                                                                                                           | -                                    | 293.62 | -    | 293.62 |
| 66 | Surgical and Clinical Instruments making Industries                                                                                                                                                                                        | -                                    | 293.62 | -    | 293.62 |
| 67 | Tailors and Ready-made Garments Manufacturers                                                                                                                                                                                              | -                                    | 293.62 | -    | 293.62 |
| 68 | Tanneries and Leather Manufactories                                                                                                                                                                                                        | -                                    | 293.62 | -    | 293.62 |
| 69 | Textile Industry (including employment in Woollen Carpet making or Shawl Weaving establishments)                                                                                                                                           | -                                    | 293.62 | -    | 293.62 |
| 70 | Utensil Shops                                                                                                                                                                                                                              | -                                    | 293.62 | -    | 293.62 |
| 71 | Vegetable Ghee Manufacturing and                                                                                                                                                                                                           | -                                    | 293.62 | -    | 293.62 |

Note:- \*Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2018

TABLE 3

|              | NAME OF THE SCHEDULED EMPLOYMENT                                                                   | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |             |        |        |
|--------------|----------------------------------------------------------------------------------------------------|--------------------------------------|-------------|--------|--------|
|              |                                                                                                    | AREA/ ZONE                           | BASIC       | D.A.   | TOTAL  |
| 23.RAJASTHAN |                                                                                                    |                                      |             |        |        |
| 1            | Agriculture                                                                                        | -                                    | 225.00      | -      | 225.00 |
| 2            | Automobile Workshops                                                                               | -                                    | 225.00      | -      | 225.00 |
| 3            | Brick Kiln Industry                                                                                | -                                    | 225.00      | -      | 225.00 |
| 4            | Cable Operater & Allied service                                                                    | -                                    | 225.00      | -      | 225.00 |
| 5            | Cement Prestressed Products                                                                        | -                                    | 225.00      | -      | 225.00 |
| 6            | Cinema Industries                                                                                  | -                                    | 225.00      | -      | 225.00 |
| 7            | Cold Storage                                                                                       | -                                    | 225.00      | -      | 225.00 |
| 8            | Computer Hardware Industry and Services                                                            | -                                    | 225.00      | -      | 225.00 |
| 9            | Construction or Maintenance of Roads or Building Operations                                        | -                                    | 225.00      | -      | 225.00 |
| 10           | Cotton Dyeing, Printing and Washing factories                                                      | -                                    | 225.00      | -      | 225.00 |
| 11           | Cotton Ginning and Pressing Factories                                                              | -                                    | 225.00      | -      | 225.00 |
| 12           | Cotton Waste Spinning Factories                                                                    | -                                    | 225.00      | -      | 225.00 |
| 13           | Domestic Workers                                                                                   | -                                    | 225.00      | -      | 225.00 |
| 14           | Electricity Generation, Distribution and supply etc.                                               | -                                    | 225.00      | -      | 225.00 |
| 15           | Employment in Draught relief works                                                                 | -                                    | 225.00      | -      | 225.00 |
| 16           | Engineering Industries                                                                             | -                                    | 225.00      | -      | 225.00 |
| 17           | Glass and Chinaware                                                                                | -                                    | 81.00       | 178.15 | 259.15 |
| 18           | Employment in Gota Kinari and Lappa Establishments                                                 | -                                    | 225.00      | -      | 225.00 |
| 19           | Government Offices contingency and works                                                           | -                                    | 225.00      | -      | 225.00 |
| 20           | Handloom Industries                                                                                | -                                    | 225.00      | -      | 225.00 |
| 21           | Hotels and Restaurants                                                                             | -                                    | 225.00      | -      | 225.00 |
| 22           | Irrigation Works                                                                                   | -                                    | 225.00      | -      | 225.00 |
| 23           | Jute Patti Industry                                                                                | -                                    | 225.00      | -      | 225.00 |
| 24           | Khadi , Handicrafts & Village Industry                                                             | -                                    | 225.00      | -      | 225.00 |
| 25           | L.P.G. Distribution and Allied Services                                                            | -                                    | 225.00      | -      | 225.00 |
| 26           | Local Authority                                                                                    | -                                    | 225.00      | -      | 225.00 |
| 27           | Manufacturing of Cold Drinks, Soda & Allied Products                                               | -                                    | 225.00      | -      | 225.00 |
| 28           | Marketing and Consumer Co-operative Societies                                                      | -                                    | 225.00      | -      | 225.00 |
| 29           | Metal Foundries & General Engineering Industry                                                     | -                                    | 225.00      | -      | 225.00 |
| 30           | Mica Works (Except Mica Mines)                                                                     | -                                    | 225.00      | -      | 225.00 |
| 31           | Non- Govt. Organisations                                                                           | -                                    | 225.00      | -      | 225.00 |
| 32           | Oil Mills                                                                                          | -                                    | 225.00      | -      | 225.00 |
| 33           | Papad Udyog                                                                                        | -                                    | Piece Rated |        |        |
| 34           | Pesticides, Chemicals and Pharmaceuticals                                                          | -                                    | 225.00      | -      | 225.00 |
| 35           | Petrol Pumps and Allied Services                                                                   | -                                    | 225.00      | -      | 225.00 |
| 36           | Powerloom Factories                                                                                | -                                    | 225.00      | -      | 225.00 |
| 37           | Printing Press                                                                                     | -                                    | 225.00      | -      | 225.00 |
| 38           | Public Health Engineering Department                                                               | -                                    | 225.00      | -      | 225.00 |
| 39           | Public Motor Transport                                                                             | -                                    | 225.00      | -      | 225.00 |
| 40           | Public Works Department                                                                            | -                                    | 225.00      | -      | 225.00 |
| 41           | Pvt. Educational Institutions                                                                      | -                                    | 225.00      | -      | 225.00 |
| 42           | Pvt.Hospital and Nursing Homes                                                                     | -                                    | 225.00      | -      | 225.00 |
| 43           | Registered Factories which are not covered under any Scheduled Employment                          | -                                    | 225.00      | -      | 225.00 |
| 44           | Rice, Flour or Dal Mills                                                                           | -                                    | 225.00      | -      | 225.00 |
| 45           | Rural Development Department sponsored employment generation Scheme( Mahatma Gandhi Rozgar Yojana) | -                                    | 225.00      | -      | 225.00 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                        | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |        |        |
|----|---------------------------------------------------------|--------------------------------------|--------|--------|--------|
|    |                                                         | AREA/ ZONE                           | BASIC  | D.A.   | TOTAL  |
| 46 | S.T.D., I.S.D.,P.C.O.and Allied Services                | -                                    | 225.00 | -      | 225.00 |
| 47 | Salt Industry                                           | -                                    | 81.00  | 178.15 | 259.15 |
| 48 | Shops and Commercial Establishments                     | -                                    | 225.00 | -      | 225.00 |
| 49 | Small Scale Industries                                  | -                                    | 225.00 | -      | 225.00 |
| 50 | Soap Stone Factories                                    | -                                    | 225.00 | -      | 225.00 |
| 51 | Stone Breaking or Stone Crushing                        | -                                    | 81.00  | 178.15 | 259.15 |
| 52 | Sugar Pan Industry(without mechanical Power)            | -                                    | 225.00 | -      | 225.00 |
| 53 | Sweeper and Sanitation Works (not elsewhere classified) | -                                    | 225.00 | -      | 225.00 |
| 54 | Tailoring and Garments Industries                       | -                                    | 225.00 | -      | 225.00 |
| 55 | Taxis, Autorickshaws and Travelling Agencies            | -                                    | 225.00 | -      | 225.00 |
| 56 | Textiles Industries, etc.                               | -                                    | 225.00 | -      | 225.00 |
| 57 | Tiles Manufacturing & Potteries Industry                | -                                    | 225.00 | -      | 225.00 |
| 58 | Tobacco                                                 |                                      |        |        |        |
|    | (i) Bidi                                                | -                                    | 101.88 | 178.15 | 280.03 |
|    | (ii) Tobacco                                            | -                                    | 81.00  | 178.15 | 259.15 |
| 59 | Wood Works and Furniture Manufacturing                  | -                                    | 225.00 | -      | 225.00 |
| 60 | Wool Cleaning and Pressing factories                    | -                                    | 225.00 | -      | 225.00 |
| 61 | Woollen Carpet Weaving and Shawl Weaving Establishments | -                                    | 81.00  | 178.15 | 259.15 |
| 62 | Woollen Spinning and Weaving Factories                  | -                                    | 225.00 | -      | 225.00 |

TABLE 3

|           | NAME OF THE SCHEDULED EMPLOYMENT                                                         | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|-----------|------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|           |                                                                                          | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 24.SIKKIM |                                                                                          |                                      |        |      |        |
| 1         | Automobiles Engineering Works.                                                           | -                                    | 300.00 | -    | 300.00 |
| 2         | Bakeries and Confectioneries                                                             | -                                    | 300.00 | -    | 300.00 |
| 3         | Casual contingency employees engaged by Government, Semi- Government, Public Sectors     | -                                    | 300.00 | -    | 300.00 |
| 4         | Cinema and Video Halls, Cable Operators                                                  | -                                    | 300.00 | -    | 300.00 |
| 5         | Construction of Projects including Dams, Tunnels, Hydro- electric and other multipurpose | -                                    | 300.00 | -    | 300.00 |
| 6         | Constructions or Maintenance of Roads and Buildings                                      | -                                    | 300.00 | -    | 300.00 |
| 7         | Dairy, Poultry and Animal Husbandry farming                                              | -                                    | 300.00 | -    | 300.00 |
| 8         | Distilleries and Breweries                                                               | -                                    | 300.00 | -    | 300.00 |
| 9         | Electronic Industries                                                                    | -                                    | 300.00 | -    | 300.00 |
| 10        | Engineering Industries                                                                   | -                                    | 300.00 | -    | 300.00 |
| 11        | Ferro Alloys Industries                                                                  | -                                    | 300.00 | -    | 300.00 |
| 12        | Forestry and Timber Industries                                                           | -                                    | 300.00 | -    | 300.00 |
| 13        | Grill Industries                                                                         | -                                    | 300.00 | -    | 300.00 |
| 14        | Handloom Industries                                                                      | -                                    | 300.00 | -    | 300.00 |
| 15        | Hotels, Restaurants or Eating Houses/ Tea Shops                                          | -                                    | 300.00 | -    | 300.00 |
| 16        | Leather Industries                                                                       | -                                    | 300.00 | -    | 300.00 |
| 17        | Paper & Pulp Industries                                                                  | -                                    | 300.00 | -    | 300.00 |
| 18        | Printing Press                                                                           | -                                    | 300.00 | -    | 300.00 |
| 19        | Private Transportation                                                                   | -                                    | 300.00 | -    | 300.00 |
| 20        | Security Guards                                                                          | -                                    | 300.00 | -    | 300.00 |
| 21        | Shops & Commercial Establishments                                                        | -                                    | 300.00 | -    | 300.00 |
| 22        | Stone Breaking and Crushing                                                              | -                                    | 300.00 | -    | 300.00 |
| 23        | Tea Plantation                                                                           | -                                    | 300.00 | -    | 300.00 |
| 24        | Tour & Travel Agencies                                                                   | -                                    | 300.00 | -    | 300.00 |
| 25        | Tyres & Trading Industries                                                               | -                                    | 300.00 | -    | 300.00 |
| 26        | Wood works, Carpentry and Masonry                                                        | -                                    | 300.00 | -    | 300.00 |



TABLE 3

|               | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                                               | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |            |        |        |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|------------|--------|--------|
|               |                                                                                                                                                                                | AREA/ ZONE                           | BASIC      | D.A.   | TOTAL  |
| 25.TAMIL NADU |                                                                                                                                                                                |                                      |            |        |        |
| 1             | Aerated Water Manufactory                                                                                                                                                      | -                                    | 177.50     | 128.77 | 306.27 |
| 2             | Agarbatti Manufactory                                                                                                                                                          | -                                    | 176.96     | 118.58 | 295.54 |
| 3             | Agriculture and works ancillary to Agriculture                                                                                                                                 | -                                    | 146.00     | -      | 146.00 |
| 4             | Any Local Authority                                                                                                                                                            | -                                    | 230.77     | 154.73 | 385.50 |
| 5             | Appalam Manufactory                                                                                                                                                            | -                                    | 223.03     | 149.54 | 372.57 |
| 6             | Apprentices in Textile Mills                                                                                                                                                   | -                                    | 261.00     | 172.80 | 433.80 |
| 7             | Automobile Workshops                                                                                                                                                           | -                                    | 281.15     | 188.58 | 469.73 |
| 8             | Auto Rickshaws and Taxis                                                                                                                                                       | -                                    | 356.69     | 239.27 | 595.96 |
| 9             | Bakeries and Biscuit Manufactory                                                                                                                                               | -                                    | 183.50     | 118.80 | 302.30 |
| 10            | Bricks & Tiles Manufactory                                                                                                                                                     | -                                    | 173.50     | 113.40 | 286.90 |
| 11            | Bleaching and Dyeing Industry                                                                                                                                                  | -                                    | 198.15     | 132.92 | 331.07 |
| 12            | Bought Leaf Tea Factories                                                                                                                                                      | -                                    | 185.00     | 133.83 | 318.83 |
| 13            | Carpentary & Blacksmithy                                                                                                                                                       | -                                    | 276.00     | 196.27 | 472.27 |
| 14            | Cashewnut Industry                                                                                                                                                             | -                                    | 209.50     | 156.00 | 365.50 |
| 15            | Chemical Fertilizer Industry                                                                                                                                                   | -                                    | 216.81     | 145.38 | 362.19 |
| 16            | Cinema Industry                                                                                                                                                                | -                                    | 307.96     | 206.46 | 514.42 |
| 17            | Coaching Academics                                                                                                                                                             | -                                    | 202.31     | 135.62 | 337.93 |
| 18            | Coconut Peeling                                                                                                                                                                | -                                    | 189.00     | 124.20 | 313.20 |
| 19            | Coffee Curing Works                                                                                                                                                            | -                                    | 172.00     | 113.40 | 285.40 |
| 20            | Coir Manufactory                                                                                                                                                               | -                                    | 103.50     | 198.00 | 301.50 |
| 21            | Colleges and Research Stations under the Tamil Nadu Agricultural University and Agricultural Farms maintained by the Agricultural and Horticulture and other Govt. Departments | -                                    | 146.00     | -      | 146.00 |
| 22            | Construction or maintenance of Roads or Buildings Operations                                                                                                                   | -                                    | 350.00     | 234.35 | 584.35 |
| 23            | Construction of Pandals                                                                                                                                                        | -                                    | 163.00     | 108.00 | 271.00 |
| 24            | Cotton Ginning, Pressing                                                                                                                                                       | -                                    | 220.00     | 149.54 | 369.54 |
| 25            | Cotton Waste                                                                                                                                                                   | -                                    | 220.00     | 149.54 | 369.54 |
| 26            | Distillery                                                                                                                                                                     | -                                    | 301.54     | 202.08 | 503.62 |
| 27            | Distribution of Liquid Petroleum Gas Cylinders                                                                                                                                 | -                                    | 197.81     | 132.50 | 330.31 |
| 28            | Electronics Industry                                                                                                                                                           | -                                    | 217.31     | 145.38 | 362.69 |
| 29            | i) Fire Works                                                                                                                                                                  | -                                    | 68.00      | 125.38 | 193.38 |
|               | ii) Match Manufactory                                                                                                                                                          | -                                    | 79.00      | 137.30 | 216.30 |
| 30            | Food Processing Industry                                                                                                                                                       | -                                    | 223.00     | 149.54 | 372.54 |
| 31            | Footwear making Industry                                                                                                                                                       | -                                    | 150.23     | 113.79 | 264.02 |
| 32            | Forestry                                                                                                                                                                       | -                                    | 251.00     | 167.40 | 418.40 |
| 33            | General Engineering & Fabrication Industry                                                                                                                                     | -                                    | 255.00     | 175.92 | 430.92 |
| 34            | Gold and Silver articles Manufactory                                                                                                                                           | -                                    | 311.00     | 205.20 | 516.20 |
| 35            | Granite Industry                                                                                                                                                               | -                                    | 311.69     | 208.92 | 520.61 |
| 36            | Gunny Industry                                                                                                                                                                 | -                                    | 269.00     | 180.35 | 449.35 |
| 37            | Handloom Silk Weaving Industry                                                                                                                                                 | -                                    | Piece Rate |        |        |
| 38            | Handloom Weaving Industry                                                                                                                                                      | -                                    | Piece Rate |        |        |
| 39            | Hospitals and Nursing Homes                                                                                                                                                    | -                                    | 333.85     | 223.88 | 557.73 |
| 40            | Hotels and Restaurants                                                                                                                                                         | -                                    | 232.38     | 192.15 | 424.53 |
| 41            | Hosiery Manufactory                                                                                                                                                            | -                                    | 71.08      | 125.38 | 196.46 |
| 42            | Knitting Industry                                                                                                                                                              | -                                    | 71.08      | 125.38 | 196.46 |
| 43            | Laundries and Washing Clothes                                                                                                                                                  | -                                    | 337.00     | 221.40 | 558.40 |
| 44            | Leather Goods Manufactory                                                                                                                                                      | -                                    | 150.23     | 113.79 | 264.02 |
| 45            | Loading and Un-loading Operations                                                                                                                                              | -                                    | 198.00     | 129.60 | 327.60 |
| 46            | Mat Weaving and Basket Making                                                                                                                                                  | -                                    | 190.00     | 127.45 | 317.45 |
| 47            | Medical and Sales Representatives                                                                                                                                              | -                                    | 269.88     | 180.88 | 450.76 |
| 48            | Medical Manufacturing                                                                                                                                                          | -                                    | 271.54     | 182.15 | 453.69 |
| 49            | Motion Picture Industry                                                                                                                                                        | -                                    | 261.92     | 175.50 | 437.42 |
| 50            | Mushroom Growing and Allied Works                                                                                                                                              | -                                    | 191.50     | 128.35 | 319.85 |
| 51            | Neera Tapping                                                                                                                                                                  | -                                    | 396.00     | 264.60 | 660.60 |
| 52            | Oil Mills                                                                                                                                                                      | -                                    | 217.00     | 148.69 | 365.69 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                                                    | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |                      |        |
|----|-------------------------------------------------------------------------------------|--------------------------------------|--------|----------------------|--------|
|    |                                                                                     | AREA/ ZONE                           | BASIC  | D.A.                 | TOTAL  |
| 53 | (i)Paper and Other incidental Processes connected with handmade paper               | -                                    | 173.31 | 116.23               | 289.54 |
|    | (ii)Paper and Other incidental Processes connected with Machine Made Paper Industry | -                                    | 181.15 | 121.50               | 302.65 |
| 54 | Plantations - Tea                                                                   | -                                    | 183.50 | 133.83               | 317.33 |
|    | Plantations - Coffee                                                                | -                                    | 182.00 | 133.83               | 315.83 |
|    | Plantations - Rubber                                                                | -                                    | 188.50 | 133.83               | 322.33 |
| 55 | Polythene Processing, Foam Items & Plastic Manufactory                              | -                                    | 225.12 | 151.00               | 376.12 |
| 56 | Powerloom Industry                                                                  | -                                    | 269.00 | 178.20               | 447.20 |
| 57 | Printing Presses                                                                    | -                                    | 173.69 | 116.31               | 290.00 |
| 58 | Public Motor Transport                                                              | -                                    | 327.88 | 219.96               | 547.84 |
| 59 | Rice, Flour and Dal Mills                                                           | -                                    | 210.50 | 140.40               | 350.90 |
| 60 | Sago Industry                                                                       | -                                    | 243.00 | 164.69               | 407.69 |
| 61 | Salt Pans                                                                           | -                                    | 226.00 | 151.20               | 377.20 |
| 62 | Sea Food Processing Industry                                                        | -                                    | 190.77 | 127.92               | 318.69 |
| 63 | Security Guards                                                                     | -                                    | 280.12 | 187.77               | 467.89 |
| 64 | Sericulture                                                                         | -                                    | 246.00 | 164.15               | 410.15 |
| 65 | Shops & Commercial Establishments                                                   | -                                    | 200.69 | 134.58               | 335.27 |
| 66 | Silk Twisting Industry                                                              | -                                    | 246.00 | 162.00               | 408.00 |
| 67 | Soap Manufactory                                                                    | -                                    | 318.00 | 219.73               | 537.73 |
| 68 | Synthetic Gem Cutting Industry                                                      |                                      |        | Piece Rate           |        |
| 69 | Tailoring Industry                                                                  | -                                    | 192.31 | 128.96               | 321.27 |
| 70 | Tanneries & Leather Manufactory                                                     | -                                    | 160.00 | 131.40               | 291.40 |
| 71 | Timber Industry                                                                     | -                                    | 317.00 | 210.60               | 527.60 |
| 72 | Tin Container Manufactory                                                           | -                                    | 231.65 | 155.35               | 387.00 |
| 73 | Tobacco Manufactory                                                                 |                                      |        |                      |        |
|    | i)Beedi Making other than Beedi Rolling                                             | -                                    | 120.19 | 216.15               | 336.34 |
|    | ii)Scented & Chewing Tobacco                                                        | -                                    | 78.00  | 137.30               | 215.30 |
|    | iii)Snuff Industry                                                                  | -                                    | 183.50 | 122.05               | 305.55 |
|    | iv) Beeding rolling (1000 beedies)                                                  | -                                    |        | Piece Rate           |        |
| 74 | Tree Climbing                                                                       | -                                    | 146.00 | -                    | 146.00 |
| 75 | Vessels (Utensils) Manufactory                                                      | -                                    | 171.00 | 113.40               | 284.40 |
| 76 | Woollen Carpet and shawl weaving industry                                           |                                      |        | Deferred for 2 years |        |
| 77 | Domestic Workers                                                                    | -                                    | 248.31 | 21                   | 269.31 |
| 78 | Chemical Industry                                                                   | -                                    | 309.62 | 207.69               | 517.31 |
| 79 | Cooking Food                                                                        | -                                    | 305.00 | 204.15               | 509.15 |
| 80 | Hand Embroidery and Jari                                                            | -                                    | 297.00 | 198.70               | 495.70 |

Out of 94 Scheduled Employments reported in Tamil Nadu, wages have been reported for 80 scheduled employments only

TABLE 3

|                                                                                                                            | NAME OF THE SCHEDULED EMPLOYMENT                              | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |             |       |         |
|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------|-------------|-------|---------|
|                                                                                                                            |                                                               | AREA/ ZONE                           | BASIC       | D.A.  | TOTAL   |
| 26.TRIPURA*                                                                                                                |                                                               |                                      |             |       |         |
| 1                                                                                                                          | Agriculture                                                   | -                                    | 250.00      | 56.96 | 306.96  |
| 2                                                                                                                          | Auto Rickshaw                                                 | -                                    | 75.62       | 34.73 | 110.35* |
| 3                                                                                                                          | Beedi Industry ( per 1000 bidis)                              | -                                    | Piece Rated |       |         |
| 4                                                                                                                          | Brick Manufacturing                                           | -                                    | 261.85      | -     | 261.85  |
| 5                                                                                                                          | Construction and Maintenance of Roads and Building Operations | -                                    | 150.00      | 66.46 | 216.46  |
| 6                                                                                                                          | Domestic Workers                                              | -                                    | 61.54       | 22.27 | 83.81** |
| 7                                                                                                                          | Hotels and Restaurants                                        | -                                    | 269.23      | 7.99  | 277.22  |
| 8                                                                                                                          | Incense and Incense Sticks                                    | -                                    | 140.00      | 50.65 | 190.65  |
| 9                                                                                                                          | LAMPS/PACS/OMC                                                | -                                    | 119.23      | 50.40 | 169.63  |
| 10                                                                                                                         | Mechanical Workshops                                          | -                                    | 188.15      | 62.99 | 251.14  |
| 11                                                                                                                         | Petrol Pumps                                                  | -                                    | 132.69      | 63.29 | 195.98  |
| 12                                                                                                                         | Private Security Guards                                       | -                                    | 291.73      | 8.66  | 300.39  |
| 13                                                                                                                         | PrivateTeaching Institutions                                  | -                                    | 219.03      | 6.50  | 225.53  |
| 14                                                                                                                         | Public Motor Transport                                        | -                                    | 45.96       | 21.08 | 67.04   |
| 15                                                                                                                         | Rice Mills                                                    | -                                    | 288.46      | 44.83 | 333.29  |
| 16                                                                                                                         | Rubber Plantations                                            | -                                    | 280.00      | 8.31  | 288.31  |
| 17                                                                                                                         | Safai Karamcharis                                             | -                                    | 204.00      | 6.06  | 210.06  |
| 18                                                                                                                         | Shops and Establishments                                      | -                                    | 207.11      | 6.14  | 213.25  |
| 19                                                                                                                         | Stone Breaking and Crushing                                   | -                                    | Piece Rated |       |         |
| 20                                                                                                                         | Sweets Meats                                                  | -                                    | 321.69      | -     | 321.69  |
| 21                                                                                                                         | Tailoring                                                     | -                                    | Piece Rated |       |         |
| 22                                                                                                                         | Tea Plantations                                               | -                                    | 176.00      | -     | 176.00  |
| 23                                                                                                                         | Gold Smith                                                    | -                                    | 161         | 36.7  | 197.70  |
| 24                                                                                                                         | Loading and Un-loading Operations                             | -                                    | 409         | 12.14 | 421.14  |
| * + Food allowance @ Rs. 98.00 per diem.                                                                                   |                                                               |                                      |             |       |         |
| ** +Food, Lodging,clothing and medical allowance Rs. 83.81 per day                                                         |                                                               |                                      |             |       |         |
| Note:- *Due to non receipt of scheduled employments in Annual Return, all Information Repeated from the Annual Report 2018 |                                                               |                                      |             |       |         |

TABLE 3

|              | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                                                                             | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |             |        |        |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------|--------|--------|
|              |                                                                                                                                                                                                              | AREA/ ZONE                           | BASIC       | D.A.   | TOTAL  |
| 27.TELANGANA |                                                                                                                                                                                                              |                                      |             |        |        |
| 1            | Agriculture                                                                                                                                                                                                  | -                                    | 159.00      | 106.00 | 265.00 |
| 2            | Aerated water manufacturing units and Soft Drinks                                                                                                                                                            | -                                    | 96.00       | 178.00 | 274.00 |
| 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 | -                                    | 224.00      | 149.00 | 373.00 |
| 4            | Automobile Engineering workshops including servicing and repairs                                                                                                                                             | -                                    | 147.00      | 248.00 | 395.00 |
| 5            | Baking process including Biscuits Manufactory                                                                                                                                                                | -                                    | 122.00      | 207.00 | 329.00 |
| 6            | Betal Vines                                                                                                                                                                                                  | -                                    | 218.00      | 147.00 | 365.00 |
| 7            | Brick Kiln Industry                                                                                                                                                                                          | -                                    | 112.00      | 203.00 | 315.00 |
| 8            | Canteens and Clubs                                                                                                                                                                                           | -                                    | 102.00      | 184.00 | 286.00 |
| 9            | Cashew and Coconut gardens                                                                                                                                                                                   | -                                    | 125.00      | -      | 125.00 |
| 10           | Cashew Processing Establishments                                                                                                                                                                             | -                                    | 149.00      | 224.00 | 373.00 |
| 11           | Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory                                                                                                                     | -                                    | 112.00      | 203.00 | 315.00 |
| 12           | Chemicals and Pharmaceuticals                                                                                                                                                                                | -                                    | 134.00      | 227.00 | 361.00 |
| 13           | Cinema Industry                                                                                                                                                                                              | -                                    | 141.00      | 229.00 | 370.00 |
| 14           | Coffee Plantations                                                                                                                                                                                           | -                                    | 98.00       | 173.00 | 271.00 |
| 15           | Colour Printing and Yarn Dyeing                                                                                                                                                                              | -                                    | 129.00      | 207.00 | 336.00 |
| 16           | Construction of Projects Including Dams and Multipurpose Projects                                                                                                                                            | -                                    | 130.00      | 232.00 | 362.00 |
| 17           | Construction or Maintenance of Roads and Building Operations                                                                                                                                                 | -                                    | 130.00      | 219.00 | 349.00 |
| 18           | Cotton Carpet Weaving Establishments                                                                                                                                                                         | -                                    | 135.00      | 219.00 | 354.00 |
| 19           | Cotton Ginning and pressing Factories                                                                                                                                                                        | -                                    | 165.00      | 241.00 | 406.00 |
| 20           | Dairy Farming                                                                                                                                                                                                | -                                    | 191.00      | 147.00 | 338.00 |
| 21           | Distilleries and Breweries                                                                                                                                                                                   | -                                    | 150.00      | 253.00 | 403.00 |
| 22           | Domestic Workers                                                                                                                                                                                             | -                                    | 174.00      | 120.00 | 294.00 |
| 23           | Electronic Industry                                                                                                                                                                                          | -                                    | 133.00      | 224.00 | 357.00 |
| 24           | Fisheries and Sea Foods                                                                                                                                                                                      | -                                    | 125.00      | 210.00 | 335.00 |
| 25           | Forestry and Timbering Operations                                                                                                                                                                            | -                                    | 107.00      | -      | 107.00 |
| 26           | Garment and Allied Manufacturing Industry                                                                                                                                                                    | -                                    | 154.00      | 106.00 | 260.00 |
| 27           | Glass Industry                                                                                                                                                                                               | -                                    | 129.00      | 219.00 | 348.00 |
| 28           | Gold Covering and Gold Coating Industry                                                                                                                                                                      | -                                    | 130.00      | 219.00 | 349.00 |
| 29           | Handloom Weaving Establishments                                                                                                                                                                              | -                                    | Piece Rated |        |        |
| 30           | Handloom (Silk) Weaving Establishments                                                                                                                                                                       | -                                    | 91.00       | 167.00 | 258.00 |
| 31           | Handloom Weaving Establishments- Additional Categories                                                                                                                                                       | -                                    | 91.00       | 167.00 | 258.00 |
| 32           | Horticulture                                                                                                                                                                                                 | -                                    | 217.00      | 167.00 | 384.00 |
| 33           | Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries                                                                                                                              | -                                    | 239.00      | 159.00 | 398.00 |
| 34           | Hostels of all colleges and all other educational Institutions                                                                                                                                               | -                                    | 252.00      | 174.00 | 426.00 |
| 35           | Hotels and Restaurants and Eating Houses                                                                                                                                                                     | -                                    | 128.00      | 227.00 | 355.00 |
| 36           | Jute and Coir Industry                                                                                                                                                                                       | -                                    | 244.00      | 169.00 | 413.00 |
| 37           | Khandsari Factories                                                                                                                                                                                          | -                                    | 135.00      | 227.00 | 362.00 |
| 38           | Lime stone Kilns                                                                                                                                                                                             | -                                    | 93.00       | 169.00 | 262.00 |
| 39           | Marketing Societies, Consumer Co-op. Societies and Co-op. Banks                                                                                                                                              | -                                    | 136.00      | 209.00 | 345.00 |
| 40           | Match and Fire Works                                                                                                                                                                                         | -                                    | 104.00      | 184.00 | 288.00 |
| 41           | Mesta used Twine Mills                                                                                                                                                                                       | -                                    | 66.00       | 114.00 | 180.00 |
| 42           | Metal Foundaries and General Engineering                                                                                                                                                                     | -                                    | 126.00      | 212.00 | 338.00 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                                                                                    | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |             |        |        |
|----|---------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------|--------|--------|
|    |                                                                                                                     | AREA/ ZONE                           | BASIC       | D.A.   | TOTAL  |
| 43 | Mica Works                                                                                                          | -                                    | 131.00      | 221.00 | 352.00 |
| 44 | Mini and Tiny Cement Factories                                                                                      | -                                    | 107.00      | 180.00 | 287.00 |
| 45 | Motion Picture Industry including Production, Distribution and Publicity                                            | -                                    | 112.00      | 202.00 | 314.00 |
| 46 | Non-teaching staff working in Private Educational Institutions                                                      | -                                    | 204.00      | 136.00 | 340.00 |
| 47 | Oil Mills                                                                                                           | -                                    | 249.00      | 172.00 | 421.00 |
| 48 | Paper and Paper Board including Straw Board including hand made Paper Manufactory                                   | -                                    | 250.00      | 173.00 | 423.00 |
| 49 | Petrol Bunks                                                                                                        | -                                    | 134.00      | 227.00 | 361.00 |
| 50 | Poultry farming including Feeding units                                                                             | -                                    | 200.00      | 146.00 | 346.00 |
| 51 | Powerloom Industry                                                                                                  | -                                    | 102.00      | 359.00 | 461.00 |
| 52 | Printing Press including Litho and offset Printing                                                                  | -                                    | 135.00      | 227.00 | 362.00 |
| 53 | Private Motor Transport                                                                                             | -                                    | 130.00      | 219.00 | 349.00 |
| 54 | Professionals such as Chartered, Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates | -                                    | 162.00      | 236.00 | 398.00 |
| 55 | Public Motor Transport                                                                                              | -                                    | 102.00      | 184.00 | 286.00 |
| 56 | Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills                                                   | -                                    | 136.00      | 229.00 | 365.00 |
| 57 | Safai Karamcharis                                                                                                   | -                                    | 192.00      | 268.00 | 460.00 |
| 58 | Salt Pans                                                                                                           | -                                    | 97.00       | 175.00 | 272.00 |
| 59 | Security Services                                                                                                   | -                                    | 154.00      | 214.00 | 368.00 |
| 60 | Seed Processing Units                                                                                               | -                                    | 123.00      | 232.00 | 355.00 |
| 61 | Sericulture                                                                                                         | -                                    | 173.00      | -      | 173.00 |
| 62 | Shops and Commercial Establishments                                                                                 | -                                    | 130.00      | 219.00 | 349.00 |
| 63 | Slate Factories                                                                                                     | -                                    | 123.00      | 209.00 | 332.00 |
| 64 | Spinning Mills                                                                                                      | -                                    | 148.00      | 99.00  | 247.00 |
| 65 | Steel Mills and Steel re-rolling Mills                                                                              | -                                    | 123.00      | 209.00 | 332.00 |
| 66 | Stone Breaking and Stone Crushing Operations                                                                        | -                                    | Piece Rated |        |        |
| 67 | Tanneries and Leather Manufactory                                                                                   | -                                    | 133.00      | 237.00 | 370.00 |
| 68 | Tiles and Potteries                                                                                                 | -                                    | 123.00      | 209.00 | 332.00 |
| 69 | Tobacco (excluding Beedi making) Manufactory                                                                        | -                                    | 136.00      | 190.00 | 326.00 |
| 70 | Tobacco (including Beedi making) Manufactory                                                                        | -                                    | 173.00      | 132.00 | 305.00 |
| 71 | Toddy Tapping including Selling and Conveyance industry                                                             | -                                    | 106.00      | 188.00 | 294.00 |
| 72 | Wood Working Establishments including Furniture (excluding Timbering Operations)                                    | -                                    | 129.00      | 217.00 | 346.00 |
| 73 | Woollen Carpet Making and Shawl Weaving                                                                             | -                                    | 97.00       | 175.00 | 272.00 |

TABLE 3

|                 | NAME OF THE SCHEDULED EMPLOYMENT                                       | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |        |        |
|-----------------|------------------------------------------------------------------------|--------------------------------------|--------|--------|--------|
|                 |                                                                        | AREA/ ZONE                           | BASIC  | D.A.   | TOTAL  |
| 28.UTTARAKHAND* |                                                                        |                                      |        |        |        |
| 1               | Aerated Drinks                                                         | -                                    | 194.23 | 56.15  | 250.38 |
| 2               | Agriculture                                                            | -                                    | 200.00 | 17.69  | 217.69 |
| 3               | Allopathic, Unani or Ayurvedic Pharmacy                                | -                                    |        |        |        |
|                 | i) Allopathic                                                          | -                                    | 195.19 | 56.15  | 251.34 |
|                 | ii) Unani or Ayurvedic Pharmacy                                        | -                                    | 191.35 | 56.15  | 247.50 |
| 4               | Asbestos, Cement Factory and other Cement Products                     | -                                    | 191.54 | 56.15  | 247.69 |
| 5               | Automobile Repair Workshops                                            | -                                    | 195.19 | 56.15  | 251.34 |
| 6               | Book Binding                                                           | -                                    | 191.54 | 56.15  | 247.69 |
| 7               | Brick Kiln                                                             | -                                    | 163.65 | 56.15  | 219.80 |
| 8               | Bakeries and Biscuits                                                  | -                                    | 191.54 | 56.15  | 247.69 |
| 9               | Carpet Manufacturing                                                   | -                                    | 222.12 | 56.15  | 278.27 |
| 10              | Chicken Work Manufactory                                               | -                                    | 191.54 | 56.15  | 247.69 |
| 11              | Cinema Industry                                                        | -                                    |        |        |        |
|                 | i) More than 2 Lakhs                                                   | -                                    | 195.19 | 56.15  | 251.34 |
|                 | ii) Less than 2 Lakhs                                                  | -                                    | 191.54 | 56.15  | 247.69 |
| 12              | Clubs                                                                  | -                                    | 191.54 | 56.15  | 247.69 |
| 13              | Cold Storages                                                          | -                                    | 191.54 | 56.15  | 247.69 |
| 14              | Commercial Establishments                                              | -                                    |        |        |        |
|                 | i) More than 1 Lakh People in City                                     | -                                    | 195.19 | 56.15  | 251.34 |
|                 | ii) Less than 1Lakh People in City                                     | -                                    | 191.54 | 56.15  | 247.69 |
| 15              | Construction of Dams, Irrigation, Wells and Pond Digging               | -                                    | 194.23 | 56.15  | 250.38 |
| 16              | Construction and Maintenance of Roads or Building Operations           | -                                    | 191.54 | 56.15  | 247.69 |
| 17              | Dairy and Dairy Products                                               | -                                    | 194.23 | 56.15  | 250.38 |
| 18              | Foundry Industry                                                       | -                                    | 194.23 | 56.15  | 250.38 |
| 19              | Forestry                                                               |                                      |        |        |        |
|                 | i) Category A (Hill Area)                                              |                                      | 192.12 | 56.15  | 248.27 |
|                 | ii) Category B (Vellay Area)                                           |                                      | 192.12 | 56.15  | 248.27 |
|                 | iii) Category C (Plane Area)                                           |                                      | 192.12 | 56.15  | 248.27 |
| 20              | Employment in Dharamshalas                                             | -                                    | 194.23 | 56.15  | 250.38 |
| 21              | Employments in any other registered Factories not elsewhere classified | -                                    | 194.23 | 56.15  | 250.38 |
| 22              | Engineering Industry employment                                        |                                      |        |        |        |
|                 | i) Employing less than 50 workers                                      | -                                    | 194.23 | 56.15  | 250.38 |
|                 | ii) Employing more than 50 to 500 workes                               | -                                    | 97.50  | 195.23 | 292.73 |
|                 | iii) Employing more than 500 workes                                    | -                                    | 102.31 | 204.85 | 307.16 |
| 23              | Employment in Fruit Juice                                              | -                                    | 194.23 | 56.15  | 250.38 |
| 24              | Handlooms and Powerloom                                                | -                                    | 194.42 | 56.15  | 250.57 |
| 25              | Hotels and Restaurants                                                 |                                      |        |        |        |
|                 | i) Less than 10 employees                                              | Area A                               | 208.46 | 56.15  | 264.61 |
|                 |                                                                        | Area B                               | 202.12 | 56.15  | 258.27 |
|                 |                                                                        | Area C                               | 185.77 | 56.15  | 241.92 |
|                 | ii) 10 or more than 10 employees                                       | Area A                               | 215.00 | 56.15  | 271.15 |
|                 |                                                                        | Area B                               | 208.46 | 56.15  | 264.61 |
|                 |                                                                        | Area C                               | 192.31 | 56.15  | 248.46 |
|                 | iii) Star Hotel                                                        | Area A                               | 231.35 | 56.15  | 287.50 |
|                 |                                                                        | Area B                               | 218.27 | 56.15  | 274.42 |
|                 |                                                                        | Area C                               | 208.46 | 56.15  | 264.61 |
| 26              | Hosiary                                                                | -                                    | 199.62 | 56.15  | 255.77 |
| 27              | Ice Manufactory                                                        | -                                    | 191.54 | 56.15  | 247.69 |
| 28              | Ice Candy / Ice Cream Manufactory                                      | -                                    | 191.54 | 56.15  | 247.69 |
| 29              | Khandsari Manufactory                                                  | -                                    | 191.54 | 56.15  | 247.69 |
| 30              | Laundry and Washing                                                    | -                                    | 191.54 | 56.15  | 247.69 |
| 31              | Libraries                                                              |                                      |        |        |        |
|                 | i) More than 50,000 books                                              | -                                    | 196.54 | 56.15  | 252.69 |
|                 | ii) 15,000 to 50,000 books                                             | -                                    | 194.23 | 56.15  | 250.38 |
|                 | iii) Less than 15,000 books                                            | -                                    | 191.92 | 56.15  | 248.07 |
| 32              | Manufacturing of Small/Miniature bulbs, Glass products                 | -                                    | 191.54 | 56.15  | 247.69 |
| 33              | Match Manufactory                                                      | -                                    | 191.54 | 56.15  | 247.69 |
| 34              | Mechanical Transport Workshops                                         | -                                    | 195.19 | 56.15  | 251.34 |

TABLE 3

|                                                                                                          | NAME OF THE SCHEDULED EMPLOYMENT             | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|----------------------------------------------------------------------------------------------------------|----------------------------------------------|--------------------------------------|--------|-------|--------|
|                                                                                                          |                                              | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 35                                                                                                       | Metal Industry                               | -                                    | 194.23 | 56.15 | 250.38 |
| 36                                                                                                       | Oil Mills                                    | -                                    |        |       |        |
|                                                                                                          | i) More than 10 employees                    | -                                    | 195.19 | 56.15 | 251.34 |
|                                                                                                          | ii) Less than 10 employees                   | -                                    | 191.54 | 56.15 | 247.69 |
| 37                                                                                                       | Petrol & Diesel Pumps                        | -                                    | 194.23 | 56.15 | 250.38 |
| 38                                                                                                       | Plywood Manufacturing                        | -                                    | 194.23 | 56.15 | 250.38 |
| 39                                                                                                       | Potteries, Ceramic or Refractory             | -                                    | 191.54 | 56.15 | 247.69 |
| 40                                                                                                       | Private Clinics and Medical Equipment shops  | -                                    | 194.23 | 56.15 | 250.38 |
| 41                                                                                                       | Private Coaching Classes and Private Schools | -                                    | 191.53 | 56.15 | 247.68 |
| 42                                                                                                       | Private Printing Press                       | -                                    | 195.19 | 56.15 | 251.34 |
| 43                                                                                                       | Plastic and Plastic Products                 | -                                    | 194.23 | 56.15 | 250.38 |
| 44                                                                                                       | Public Motor Transport                       | -                                    | 195.19 | 56.15 | 251.34 |
| 45                                                                                                       | Readymade Garments                           | -                                    | 194.23 | 56.15 | 250.38 |
| 46                                                                                                       | Rice, Flour or Dal Mills                     | -                                    |        |       |        |
|                                                                                                          | i) More than 10 employees                    | -                                    | 195.19 | 56.15 | 251.34 |
|                                                                                                          | ii) Less than 10 employees                   | -                                    | 191.54 | 56.15 | 247.69 |
| 47                                                                                                       | Rubber and Rubber Products                   | -                                    | 194.23 | 56.15 | 250.38 |
| 48                                                                                                       | Employment in Shops                          | -                                    | 191.54 | 56.15 | 247.69 |
| 49                                                                                                       | Stone Breaking or Stone Crushing             | -                                    | 191.54 | 56.15 | 247.69 |
| 50                                                                                                       | Sweet Industry                               | -                                    | 194.23 | 56.15 | 250.38 |
| 51                                                                                                       | Tailoring Industry                           | -                                    | 191.54 | 56.15 | 247.69 |
| 52                                                                                                       | Tea Plantations                              | -                                    | 191.54 | 56.15 | 247.69 |
| 53                                                                                                       | Textile Printing                             | -                                    | 191.54 | 56.15 | 247.69 |
| 54                                                                                                       | Tin Plate shaping and tin printing           | -                                    | 194.23 | 56.15 | 250.38 |
| 55                                                                                                       | Tobacco Manufactory                          | -                                    | 210.19 | 56.15 | 266.34 |
| 56                                                                                                       | Washing Soap, Silicate etc.                  | -                                    | 191.54 | 56.15 | 247.69 |
| 57                                                                                                       | Wood Carving, Wooden Furniture and Saw Mills |                                      |        |       |        |
|                                                                                                          | (i) Under Municipal Corporation              | -                                    | 211.73 | 56.15 | 267.88 |
|                                                                                                          | (ii) Other Municipal Committee and Cantt.    | -                                    | 210.58 | 56.15 | 266.73 |
|                                                                                                          | (iii) Rest of Uttarkhand                     | -                                    | 209.42 | 56.15 | 265.57 |
| 58                                                                                                       | Woollen Blankets Manufactory                 | -                                    | 191.54 | 56.15 | 247.69 |
| <b>Note:- *Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2018</b> |                                              |                                      |        |       |        |

TABLE 3

|                    | NAME OF THE SCHEDULED EMPLOYMENT                                    | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|--------------------|---------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|                    |                                                                     | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
|                    |                                                                     |                                      |        |       |        |
|                    |                                                                     |                                      |        |       |        |
| 29. UTTAR PRADESH* |                                                                     |                                      |        |       |        |
| 1                  | Aerated Drinks                                                      | -                                    | 221.15 | 63.48 | 284.63 |
| 2                  | Agriculture                                                         | -                                    | 175.00 | -     | 175.00 |
| 3                  | Allopathic, Unani or Ayurvedic Pharmacy                             | -                                    | 221.15 | 63.48 | 284.63 |
| 4                  | Asbestos Cement Factory                                             | -                                    | 221.15 | 63.48 | 284.63 |
| 5                  | Automobile Workshops                                                | -                                    | 221.15 | 63.48 | 284.63 |
| 6                  | Bakeries and confectioneries, Biscuits                              | -                                    | 221.15 | 63.48 | 284.63 |
| 7                  | Beedi Manufacturing                                                 | -                                    | 175.00 | 53.07 | 228.07 |
| 8                  | Book Binding Manufactory                                            | -                                    | 221.15 | 63.48 | 284.63 |
| 9                  | Brick Kiln                                                          | -                                    | 221.15 | 63.48 | 284.63 |
| 10                 | Carpet Manufacturing                                                | -                                    | 173.08 | 92.75 | 265.83 |
| 11                 | Casting Industry                                                    | -                                    | 221.15 | 63.48 | 284.63 |
| 12                 | Chicken Work Manufactory                                            | -                                    | 221.15 | 63.48 | 284.63 |
| 13                 | Cinema Industry                                                     | -                                    | 221.15 | 63.48 | 284.63 |
| 14                 | Clubs                                                               | -                                    | 221.15 | 63.48 | 284.63 |
| 15                 | Cold Storages                                                       | -                                    | 221.15 | 63.48 | 284.63 |
| 16                 | Commercial Establishments                                           | -                                    | 221.15 | 63.48 | 284.63 |
| 17                 | Construction and Maintenance of Roads or Building Operations        | -                                    | 221.15 | 63.48 | 284.63 |
| 18                 | Construction of Dams, Establishments and Irrigation                 | -                                    | 221.15 | 63.48 | 284.63 |
| 19                 | Dairy and Milk Dairy                                                | -                                    | 221.15 | 63.48 | 284.63 |
| 20                 | Employment in Dharamshalas                                          | -                                    | 221.15 | 63.48 | 284.63 |
| 21                 | Employment in Registered Factories not elsewhere classified         | -                                    | 221.15 | 63.48 | 284.63 |
| 22                 | Engineering Industry(employing less than 50 workers)                | -                                    | 221.15 | 63.48 | 284.63 |
| 23                 | Forestry                                                            | -                                    | 221.15 | 63.48 | 284.63 |
| 24                 | Fruit Juice making factory                                          | -                                    | 221.15 | 63.48 | 284.63 |
| 25                 | Glass Bangles Manufactory                                           | -                                    | 165.38 | 88.63 | 254.01 |
| 26                 | Handloom Industry                                                   | -                                    | 221.15 | 63.48 | 284.63 |
| 27                 | Hosiery Industry                                                    | -                                    | 221.15 | 63.48 | 284.63 |
| 28                 | Ice Candy / Ice Cream Manufactory                                   | -                                    | 221.15 | 63.48 | 284.63 |
| 29                 | Ice Manufactory                                                     | -                                    | 221.15 | 63.48 | 284.63 |
| 30                 | Khandsari Manufactory                                               | -                                    | 221.15 | 63.48 | 284.63 |
| 31                 | Laundry and Washing                                                 | -                                    | 221.15 | 63.48 | 284.63 |
| 32                 | Local Transport Workshops                                           | -                                    | 221.15 | 63.48 | 284.63 |
| 33                 | Manufacturing of Small Miniature Bulbs & Glass Products             | -                                    | 221.15 | 63.48 | 284.63 |
| 34                 | Match Manufactory                                                   | -                                    | 221.15 | 63.48 | 284.63 |
| 35                 | Maufacturing of Leather Goods                                       | -                                    | 221.15 | 63.48 | 284.63 |
| 36                 | Metal Industry                                                      | -                                    | 221.15 | 63.48 | 284.63 |
| 37                 | Oil Mills                                                           | -                                    | 221.15 | 63.48 | 284.63 |
| 38                 | Paper, Paper Board and Card Board                                   | -                                    | 221.15 | 63.48 | 284.63 |
| 39                 | Petrol and Diesel Oil pumps                                         | -                                    | 221.15 | 63.48 | 284.63 |
| 40                 | Plastic and Plastic Products                                        | -                                    | 221.15 | 63.48 | 284.63 |
| 41                 | Plywood Manufacturing                                               | -                                    | 221.15 | 63.48 | 284.63 |
| 42                 | Potteries, Ceramic Industry                                         | -                                    | 221.15 | 63.48 | 284.63 |
| 43                 | Powerloom Industry                                                  | -                                    | 221.15 | 63.48 | 284.63 |
| 44                 | Private clinics, Nursing homes                                      | -                                    | 221.15 | 63.48 | 284.63 |
| 45                 | Private Coaching classes in Private School including Nursary School | -                                    | 221.15 | 63.48 | 284.63 |
| 46                 | Private Libraries                                                   | -                                    | 221.15 | 63.48 | 284.63 |



TABLE 3

|                                                                                                                  | NAME OF THE SCHEDULED EMPLOYMENT                     | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|--------------------------------------|--------|-------|--------|
|                                                                                                                  |                                                      | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 47                                                                                                               | Private Printing Press                               | -                                    | 221.15 | 63.48 | 284.63 |
| 48                                                                                                               | Public Motor Transport                               | -                                    | 221.15 | 63.48 | 284.63 |
| 49                                                                                                               | Ready made Garments                                  | -                                    | 221.15 | 63.48 | 284.63 |
| 50                                                                                                               | Rice, Flour or Dal Mills                             | -                                    | 221.15 | 63.48 | 284.63 |
| 51                                                                                                               | Rubber and Rubber Products including Tyres and Tubes | -                                    | 221.15 | 63.48 | 284.63 |
| 52                                                                                                               | Shops                                                | -                                    | 221.15 | 63.48 | 284.63 |
| 53                                                                                                               | Silk Sari or Jari Works (Handloom)                   | -                                    | 221.15 | 63.48 | 284.63 |
| 54                                                                                                               | Stone Breaking or Stone Crushing                     | -                                    | 221.15 | 63.48 | 284.63 |
| 55                                                                                                               | Sweet Shops                                          | -                                    | 221.15 | 63.48 | 284.63 |
| 56                                                                                                               | Tailoring Industry                                   | -                                    | 221.15 | 63.48 | 284.63 |
| 57                                                                                                               | Tanneries and Leather Manufactory                    | -                                    | 221.15 | 63.48 | 284.63 |
| 58                                                                                                               | Textile Printing                                     | -                                    | 221.15 | 63.48 | 284.63 |
| 59                                                                                                               | Tin Plate shaping and tin printing                   | -                                    | 221.15 | 63.48 | 284.63 |
| 60                                                                                                               | Tobacco Manufactory                                  | -                                    | 221.15 | 63.48 | 284.63 |
| 61                                                                                                               | Washing Soap, Silicate etc.                          | -                                    | 221.15 | 63.48 | 284.63 |
| 62                                                                                                               | Wood Carving and Wooden Furniture and Saw            | -                                    | 221.15 | 63.48 | 284.63 |
| 63                                                                                                               | Woollen Blankets                                     | -                                    | 221.15 | 63.48 | 284.63 |
| <b>Note:- *Due to non receipt of scheduled employments, all Information Repeated from the Annual Report 2018</b> |                                                      |                                      |        |       |        |

TABLE 3

|                 | NAME OF THE SCHEDULED EMPLOYMENT                                 | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |                           |      |        |
|-----------------|------------------------------------------------------------------|--------------------------------------|---------------------------|------|--------|
|                 |                                                                  | AREA/ ZONE                           | BASIC                     | D.A. | TOTAL  |
| 30.WEST BENGAL* |                                                                  |                                      |                           |      |        |
| 1               | Agriculture                                                      |                                      | 201.00                    | -    | 201.00 |
| 2               | Bakery                                                           | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 3               | Beedi Leaf Plucking                                              |                                      | 216.00                    | -    | 216.00 |
| 4               | Beedi Manufacturing                                              |                                      | 180.32                    | -    | 180.32 |
| 5               | Bell Metal & Brass Industry                                      | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 6               | Bone Mills                                                       | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 7               | Brick Manufactories                                              |                                      | 199.54                    | -    | 199.54 |
| 8               | Ceramic Industry                                                 | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 9               | Chakki Mills                                                     | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 10              | Cigarette Manufacturing                                          |                                      | Wages Not Reported        |      |        |
| 11              | Cinchona Plantations                                             |                                      | 216.00                    | -    | 216.00 |
| 12              | Cinema:                                                          |                                      | 162.88                    | -    | 162.88 |
| 13              | Clinical Nursing Homes                                           | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 14              | Construction or Maintenance of Roads or Building Operations      | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 15              | Cold Storage                                                     |                                      | Wages Yet to be fixed     |      |        |
| 16              | Dal Mills                                                        | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 17              | Decoration                                                       | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 18              | Engineering Industry employing less than 50 workers              |                                      | Wages under consideration |      |        |
| 19              | Establishments not covered by Notification No.24-MW dt 21.2.85   |                                      | Wages Not Reported        |      |        |
| 20              | Fishery                                                          |                                      | 216.00                    | -    | 216.00 |
| 21              | Flour Mills                                                      | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 22              | Forestry or Timbering Operations                                 |                                      | 216.00                    | -    | 216.00 |
| 23              | Fountain Pen and Ball-point Pen Industry                         | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 24              | Glass Industry                                                   |                                      | 195.00                    | -    | 195.00 |
| 25              | Godowns                                                          | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 26              | Handloom                                                         |                                      | 216.00                    | -    | 216.00 |
| 27              | Hosiery                                                          | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 28              | Hotels & Restaurants                                             | Zone A                               | 257.00                    | -    | 257.00 |
|                 |                                                                  | Zone B                               | 245.00                    | -    | 245.00 |
| 29              | Iron Foundry                                                     | Zone A                               | Wages Not Reported        |      |        |
|                 |                                                                  | Zone B                               | Wages Not Reported        |      |        |
| 30              | Lac 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 |

TABLE 3

|                                                                                                   | NAME OF THE SCHEDULED EMPLOYMENT                       | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |                    |      |        |
|---------------------------------------------------------------------------------------------------|--------------------------------------------------------|--------------------------------------|--------------------|------|--------|
|                                                                                                   |                                                        | AREA/ ZONE                           | BASIC              | D.A. | TOTAL  |
| 36                                                                                                | Plastic Industry                                       | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 37                                                                                                | Plywood Industry                                       | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 38                                                                                                | Power Looms Employing Less than Ten Persons            | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 39                                                                                                | Power Looms Employing Ten or More Persons              | Zone A                               | 257.00             |      | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             |      | 245.00 |
| 40                                                                                                | Printing Press                                         | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 41                                                                                                | Public Motor Transport                                 |                                      | 235.00             | -    | 235.00 |
| 42                                                                                                | Refractory Industry                                    |                                      | 204.00             | -    | 204.00 |
| 43                                                                                                | Rice Mills                                             |                                      | 216.00             | -    | 216.00 |
| 44                                                                                                | Rope Industry                                          | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 45                                                                                                | Rubber and Rubber Products Mfg.                        |                                      | 195.65             | -    | 195.65 |
| 46                                                                                                | a) Sericulture Nursery and Cultivation                 |                                      | 216.00             | -    | 216.00 |
|                                                                                                   | b) Silk spinning and/or weaving (Handloom)             |                                      | 216.00             | -    | 216.00 |
| 47                                                                                                | Sales Promotion in Medicines                           |                                      | Wages Not Reported |      |        |
| 48                                                                                                | Salt Manufacturing Industry                            |                                      | 216.00             | -    | 216.00 |
| 49                                                                                                | Saw Mills                                              | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 50                                                                                                | Security Services                                      | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 51                                                                                                | Shoe Making Industry                                   | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 52                                                                                                | Shop                                                   |                                      | Wages Not Reported |      |        |
|                                                                                                   |                                                        |                                      |                    |      |        |
| 53                                                                                                | Silk Printing                                          | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 54                                                                                                | Silk Mill                                              | Zone A                               | 257.00             |      | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             |      | 245.00 |
| 55                                                                                                | Stone Breaking or Stone Crushing                       | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 56                                                                                                | Sweeping and Cleaning                                  | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 57                                                                                                | Tabacco Godowns                                        |                                      | 216.00             | -    | 216.00 |
| 58                                                                                                | Tailoring                                              | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 59                                                                                                | Tanneries and Leather Manufactory                      | Zone A                               | 257.00             | -    | 257.00 |
|                                                                                                   |                                                        | Zone B                               | 245.00             | -    | 245.00 |
| 60                                                                                                | Tea Plantations                                        |                                      | Wages Not Reported |      |        |
| 61                                                                                                | Chartered/Cost Accountants/Auditors                    |                                      | 257.00             | -    | 257.00 |
|                                                                                                   | Zone-A = Areas notified under Development authorities. |                                      |                    |      |        |
|                                                                                                   | Zone-B = Rest of West Bengal                           |                                      |                    |      |        |
| Note:- *Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2018 |                                                        |                                      |                    |      |        |

TABLE 3

|                                                                                                   | NAME OF THE SCHEDULED EMPLOYMENT                                                                          | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |        |        |
|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------------------------|--------|--------|--------|
|                                                                                                   |                                                                                                           | AREA/ ZONE                           | BASIC  | D.A.   | TOTAL  |
| 31.ANDAMAN AND NICOBAR ISLANDS*                                                                   |                                                                                                           |                                      |        |        |        |
| 1                                                                                                 | Agriculture                                                                                               | ANDAMAN                              | 156.00 | 141.00 | 297.00 |
|                                                                                                   |                                                                                                           | NICOBAR                              | 167.00 | 141.00 | 308.00 |
| 2                                                                                                 | Construction or Maintenance of road or in Building Operations including Stone Breaking and Stone Crushing | ANDAMAN                              | 156.00 | 141.00 | 297.00 |
|                                                                                                   |                                                                                                           | NICOBAR                              | 167.00 | 141.00 | 308.00 |
| 3                                                                                                 | Loading & Unloading Sector                                                                                | ANDAMAN                              | 156.00 | 141.00 | 297.00 |
|                                                                                                   |                                                                                                           | NICOBAR                              | 167.00 | 141.00 | 308.00 |
| 4                                                                                                 | Private Educational Institutions                                                                          | ANDAMAN                              | 156.00 | 141.00 | 297.00 |
|                                                                                                   |                                                                                                           | NICOBAR                              | 167.00 | 141.00 | 308.00 |
| 5                                                                                                 | Shops and Commercial Establishments including Residential Hotels and Restaurants                          | ANDAMAN                              | 173.00 | 141.00 | 314.00 |
|                                                                                                   |                                                                                                           | NICOBAR                              | 186.00 | 141.00 | 327.00 |
| 6                                                                                                 | Wood Based Industries                                                                                     | ANDAMAN                              | 156.00 | 141.00 | 297.00 |
|                                                                                                   |                                                                                                           | NICOBAR                              | 167.00 | 141.00 | 308.00 |
| 7                                                                                                 | Various Departments/Office/Industrial                                                                     | ANDAMAN                              | 156.00 | 141.00 | 297.00 |
|                                                                                                   |                                                                                                           | NICOBAR                              | 167.00 | 141.00 | 308.00 |
| Note:- *Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2018 |                                                                                                           |                                      |        |        |        |

TABLE 3

|               | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                     | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |      |        |
|---------------|------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|------|--------|
|               |                                                                                                                                                      | AREA/ ZONE                           | BASIC  | D.A. | TOTAL  |
| 32.CHANDIGARH |                                                                                                                                                      |                                      |        |      |        |
| 1             | Agricultural Implements, Machine Tools and General Engineering including Cycle Parts & Electrical Goods Industry                                     | -                                    | 401.00 | -    | 401.00 |
| 2             | Agriculture                                                                                                                                          | -                                    | 401.00 | -    | 401.00 |
| 3             | Any establishment as defined under Section 2(1)(VIII) of the Punjab Shops and Commercial Establishments Act,1958                                     | -                                    | 401.00 | -    | 401.00 |
| 4             | Asbestos Cement and Concrete Products                                                                                                                | -                                    | 401.00 | -    | 401.00 |
| 5             | Automobile Repair Shops and Service Stations                                                                                                         | -                                    | 401.00 | -    | 401.00 |
| 6             | Bakeries and Confectioneries Establishments                                                                                                          | -                                    | 401.00 | -    | 401.00 |
| 7             | Book Selling Establishments                                                                                                                          | -                                    | 401.00 | -    | 401.00 |
| 8             | Brick Kiln Industry                                                                                                                                  | -                                    | 401.00 | -    | 401.00 |
| 9             | Chemical and Distillery Industry                                                                                                                     | -                                    | 401.00 | -    | 401.00 |
| 10            | Chemist and Drug Shops                                                                                                                               | -                                    | 401.00 | -    | 401.00 |
| 11            | Cinema Industry                                                                                                                                      | -                                    | 401.00 | -    | 401.00 |
| 12            | i) Construction or Maintenance of Roads or Building Operations ii) Stone breaking and stone crushing                                                 | -                                    | 401.00 | -    | 401.00 |
| 13            | Contractors' Establishment of Forest Department                                                                                                      | -                                    | 401.00 | -    | 401.00 |
| 14            | Dairy and Dairy Products                                                                                                                             | -                                    | 401.00 | -    | 401.00 |
| 15            | Electronic Goods Manufacturing and Selling Establishments                                                                                            | -                                    | 401.00 | -    | 401.00 |
| 16            | Electroplating by using salt of Chromium, Nickle or any other compound and connected buffing and polishing Industry                                  | -                                    | 401.00 | -    | 401.00 |
| 17            | Employment in any manufacturing Process as defined under Section 2(k) of the Factories Act.,1948                                                     | -                                    | 401.00 | -    | 401.00 |
| 18            | Employment in grass cutting                                                                                                                          | -                                    | 401.00 | -    | 401.00 |
| 19            | Employment in Private Coaching Classes, Schools including Nursery Schools and Technical Institutions                                                 | -                                    | 401.00 | -    | 401.00 |
| 20            | Ferrous Metal Rolling and Re-rolling Mills                                                                                                           | -                                    | 401.00 | -    | 401.00 |
| 21            | Foundries with or without attached Machine Shops                                                                                                     | -                                    | 401.00 | -    | 401.00 |
| 22            | Hair Cutting Saloons and Beauty Parlours                                                                                                             | -                                    | 401.00 | -    | 401.00 |
| 23            | Hardware and Building Material Shops                                                                                                                 | -                                    | 401.00 | -    | 401.00 |
| 24            | Hotels, Restaurants, Tea Stalls and Halwais                                                                                                          | -                                    | 401.00 | -    | 401.00 |
| 25            | Ice Factories and Cold Storage                                                                                                                       | -                                    | 401.00 | -    | 401.00 |
| 26            | Meat Selling Establishments                                                                                                                          | -                                    | 401.00 | -    | 401.00 |
| 27            | Oil Mills                                                                                                                                            | -                                    | 401.00 | -    | 401.00 |
| 28            | Paper Board and Packing Material Manufacturing Establishments                                                                                        | -                                    | 401.00 | -    | 401.00 |
| 29            | Petrol, Diesel and Kerosene Oil Pumps                                                                                                                | -                                    | 401.00 | -    | 401.00 |
| 30            | Plastic and PVC goods Industry                                                                                                                       | -                                    | 401.00 | -    | 401.00 |
| 31            | Private Hospitals including Nursing Homes, Dispensaries etc. or a Medical Practitioner in any establishment or a Chemical or Pathological Laboratory | -                                    | 401.00 | -    | 401.00 |
| 32            | Private Press                                                                                                                                        | -                                    | 401.00 | -    | 401.00 |
| 33            | Public Motor Transport Industry                                                                                                                      | -                                    | 401.00 | -    | 401.00 |
| 34            | Rice Mills, Flour Mills and Dal Mills                                                                                                                | -                                    | 401.00 | -    | 401.00 |
| 35            | Rubber Industry                                                                                                                                      | -                                    | 401.00 | -    | 401.00 |
| 36            | Saw Mills and Timber trade                                                                                                                           | -                                    | 401.00 | -    | 401.00 |
| 37            | Shops and Commerical Establishments                                                                                                                  | -                                    | 401.00 | -    | 401.00 |
| 38            | Soap Manufacturing Industry                                                                                                                          | -                                    | 401.00 | -    | 401.00 |
| 39            | Soft Drinks and Aerated Water                                                                                                                        | -                                    | 401.00 | -    | 401.00 |
| 40            | Tailoring , Sticking and Embroidery Establishments                                                                                                   | -                                    | 401.00 | -    | 401.00 |
| 41            | Tanneries / Leather Manufacturing                                                                                                                    | -                                    | 401.00 | -    | 401.00 |
| 42            | Tents, Dealers Establishments, Crockery Trade Establishments and Household Goods Establishments                                                      | -                                    | 401.00 | -    | 401.00 |
| 43            | Textile Industry                                                                                                                                     | -                                    | 401.00 | -    | 401.00 |
| 44            | Vegetable and Fruit Shops                                                                                                                            | -                                    | 401.00 | -    | 401.00 |

TABLE 3

|                           | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                  | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|                           |                                                                                                                                                   | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 33.DADRA AND NAGAR HAVELI |                                                                                                                                                   |                                      |        |       |        |
| 1                         | Agarbatti unit, match box manufacturing unit, bidi manufacturing unit                                                                             | -                                    | 268.00 | 42.40 | 310.40 |
| 2                         | Agriculture                                                                                                                                       | -                                    | 268.00 | 42.40 | 310.40 |
| 3                         | Automobile repairing workshops and garages                                                                                                        | -                                    | 268.00 | 42.40 | 310.40 |
| 4                         | Bakery and Confectionary                                                                                                                          | -                                    | 268.00 | 42.40 | 310.40 |
| 5                         | Brick or roof tiles                                                                                                                               | -                                    | 268.00 | 42.40 | 310.40 |
| 6                         | Candles Manufacturing                                                                                                                             | -                                    | 268.00 | 42.40 | 310.40 |
| 7                         | Canteens and Clubs                                                                                                                                | -                                    | 268.00 | 42.40 | 310.40 |
| 8                         | Cement priestessess products industry                                                                                                             | -                                    | 268.00 | 42.40 | 310.40 |
| 9                         | Chemical or drug manufacturing                                                                                                                    | -                                    | 268.00 | 42.40 | 310.40 |
| 10                        | Cinema Exhibition                                                                                                                                 | -                                    | 268.00 | 42.40 | 310.40 |
| 11                        | Construction or maintenance of roads or in building operation                                                                                     | -                                    | 268.00 | 42.40 | 310.40 |
| 12                        | Cotton Ginning or Cotton Pressing Manufactory                                                                                                     | -                                    | 268.00 | 42.40 | 310.40 |
| 13                        | Drilling operation and maintenance of Tube Wells                                                                                                  | -                                    | 268.00 | 42.40 | 310.40 |
| 14                        | Electronics and Allied or Incidental Industries                                                                                                   | -                                    | 268.00 | 42.40 | 310.40 |
| 15                        | Engineering unit, dealing with manufacturing or processing or iron and steel item ferrous or non-ferrous material, electric and electronics items | -                                    | 268.00 | 42.40 | 310.40 |
| 16                        | Forestry and Timber Operations                                                                                                                    | -                                    | 268.00 | 42.40 | 310.40 |
| 17                        | Glass Industry                                                                                                                                    | -                                    | 268.00 | 42.40 | 310.40 |
| 18                        | Gram Panchayats                                                                                                                                   | -                                    | 268.00 | 42.40 | 310.40 |
| 19                        | Home workers                                                                                                                                      | -                                    | 268.00 | 42.40 | 310.40 |
| 20                        | Hospitals                                                                                                                                         | -                                    | 268.00 | 42.40 | 310.40 |
| 21                        | Lac Manufactory                                                                                                                                   | -                                    | 268.00 | 42.40 | 310.40 |
| 22                        | Local Authority                                                                                                                                   | -                                    | 268.00 | 42.40 | 310.40 |
| 23                        | Manufacruing process as defined under section 2(k) of the Factories Act, 1948                                                                     | -                                    | 268.00 | 42.40 | 310.40 |
| 24                        | Medical practitioner or any establishment of medical consultant or any clinical or pathological laboratory including Hospitals and Nursing Homes  | -                                    | 268.00 | 42.40 | 310.40 |
| 25                        | Mica Works                                                                                                                                        | -                                    | 268.00 | 42.40 | 310.40 |
| 26                        | Oil Mills                                                                                                                                         | -                                    | 268.00 | 42.40 | 310.40 |
| 27                        | Paper ;and Paper Board Manufactory                                                                                                                | -                                    | 268.00 | 42.40 | 310.40 |
| 28                        | Petrol and Diesel Pumps                                                                                                                           | -                                    | 268.00 | 42.40 | 310.40 |
| 29                        | Pharmaceutical Industry                                                                                                                           | -                                    | 268.00 | 42.40 | 310.40 |
| 30                        | Plantation maintained for growing Chichona, Rubber, Tea or Coffee                                                                                 | -                                    | 268.00 | 42.40 | 310.40 |
| 31                        | Plastic Industry                                                                                                                                  | -                                    | 268.00 | 42.40 | 310.40 |
| 32                        | Polyurethane foam manufacturing or processing the foam items                                                                                      | -                                    | 268.00 | 42.40 | 310.40 |
| 33                        | Potteries                                                                                                                                         | -                                    | 268.00 | 42.40 | 310.40 |
| 34                        | Poultry, Poultry Food Manufacturing unit, Fertilizer Manufacturing Unit or any other Agricultural Unit                                            | -                                    | 268.00 | 42.40 | 310.40 |
| 35                        | Power loom Industry                                                                                                                               | -                                    | 268.00 | 42.40 | 310.40 |
| 36                        | Printing by letter press, lithography, photo-gravure or other similar works or incidental to such process or book binding                         | -                                    | 268.00 | 42.40 | 310.40 |
| 37                        | Private Teaching Institute                                                                                                                        | -                                    | 268.00 | 42.40 | 310.40 |
| 38                        | Public Motor Transport                                                                                                                            | -                                    | 268.00 | 42.40 | 310.40 |
| 39                        | Residential Restaurant or Eating House                                                                                                            | -                                    | 268.00 | 42.40 | 310.40 |
| 40                        | Rexene cloth                                                                                                                                      | -                                    | 268.00 | 42.40 | 310.40 |
| 41                        | Rice, Flour or Dal Mill                                                                                                                           | -                                    | 268.00 | 42.40 | 310.40 |
| 42                        | Rubber Manufacturing Industrv                                                                                                                     | -                                    | 268.00 | 42.40 | 310.40 |

TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                                      | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|    |                                                                                                                                                       | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 43 | Safai Karmacharis (excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993 | -                                    | 268.00 | 42.40 | 310.40 |
| 44 | Sheds where buffaloes or cows are kept for milking, cleaning or feeding and for all other ancillary process                                           | -                                    | 268.00 | 42.40 | 310.40 |
| 45 | Shop or commercial establishments                                                                                                                     | -                                    | 268.00 | 42.40 | 310.40 |
| 46 | Soaps and detergents                                                                                                                                  | -                                    | 268.00 | 42.40 | 310.40 |
| 47 | Stone Breaking or Stone Crushing                                                                                                                      | -                                    | 268.00 | 42.40 | 310.40 |
| 48 | Sugar Industry                                                                                                                                        | -                                    | 268.00 | 42.40 | 310.40 |
| 49 | Tanneries & Leather Manufactory                                                                                                                       | -                                    | 268.00 | 42.40 | 310.40 |
| 50 | Textile processing, dyeing, printisng or garments stitching                                                                                           | -                                    | 268.00 | 42.40 | 310.40 |
| 51 | Tobacco (including Bidi Making Manufactory)                                                                                                           | -                                    | 268.00 | 42.40 | 310.40 |
| 52 | Toilet, cosmetic and other allied products                                                                                                            | -                                    | 268.00 | 42.40 | 310.40 |
| 53 | Watch and Ward                                                                                                                                        | -                                    | 268.00 | 42.40 | 310.40 |
| 54 | Watch Manufacturing                                                                                                                                   | -                                    | 268.00 | 42.40 | 310.40 |
| 55 | Wood cutting factory, wooden furniture making                                                                                                         | -                                    | 268.00 | 42.40 | 310.40 |
| 56 | Woollen Carpet Making or Shawl Weaving                                                                                                                | -                                    | 268.00 | 42.40 | 310.40 |

TABLE 3

|                  | NAME OF THE SCHEDULED EMPLOYMENT                                                                                                            | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|                  |                                                                                                                                             | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 34.DAMAN AND DIU |                                                                                                                                             |                                      |        |       |        |
| 1                | Agriculture                                                                                                                                 | -                                    | 268.00 | 42.40 | 310.40 |
| 2                | Automobile Repairing Workshops and Garages                                                                                                  | -                                    | 268.00 | 42.40 | 310.40 |
| 3                | Bakeries                                                                                                                                    | -                                    | 268.00 | 42.40 | 310.40 |
| 4                | Brick or Roof Tiles                                                                                                                         | -                                    | 268.00 | 42.40 | 310.40 |
| 5                | Buffalo or Cow Milk Premises                                                                                                                | -                                    | 268.00 | 42.40 | 310.40 |
| 6                | Canteen and Clubs not falling under entry 13 of Part I of this schedule                                                                     | -                                    | 268.00 | 42.40 | 310.40 |
| 7                | Cashew Processing Industry                                                                                                                  | -                                    | 268.00 | 42.40 | 310.40 |
| 8                | Cement and Cement Based Industry                                                                                                            | -                                    | 268.00 | 42.40 | 310.40 |
| 9                | Charcoal Kilns                                                                                                                              | -                                    | 268.00 | 42.40 | 310.40 |
| 10               | Chemical and Fertilizer Manufactory                                                                                                         | -                                    | 268.00 | 42.40 | 310.40 |
| 11               | Cinema                                                                                                                                      | -                                    | 268.00 | 42.40 | 310.40 |
| 12               | Cloth Dyeing and/or Printing                                                                                                                | -                                    | 268.00 | 42.40 | 310.40 |
| 13               | Construction or Maintenance of Roads or in Building operation                                                                               | -                                    | 268.00 | 42.40 | 310.40 |
| 14               | Cotton Ginning or Cotton Pressing Manufactory                                                                                               | -                                    | 268.00 | 42.40 | 310.40 |
| 15               | Cycle Mechanic Workshops                                                                                                                    | -                                    | 268.00 | 42.40 | 310.40 |
| 16               | Dairy Industry                                                                                                                              | -                                    | 268.00 | 42.40 | 310.40 |
| 17               | Dispensary, not being a Dispensary in any Hospital                                                                                          | -                                    | 268.00 | 42.40 | 310.40 |
| 18               | Drugs and Pharmaceuticals                                                                                                                   | -                                    | 268.00 | 42.40 | 310.40 |
| 19               | Eatable Tobacco                                                                                                                             | -                                    | 268.00 | 42.40 | 310.40 |
| 20               | Employment in any factory as defined under clause(m) or Section 2 of Factories Act, 1948 (LXIII of 1948), not covered by any of the entries | -                                    | 268.00 | 42.40 | 310.40 |
| 21               | Engineering Industry                                                                                                                        | -                                    | 268.00 | 42.40 | 310.40 |
| 22               | Exercise Books                                                                                                                              | -                                    | 268.00 | 42.40 | 310.40 |
| 23               | Film Production Industry                                                                                                                    | -                                    | 268.00 | 42.40 | 310.40 |
| 24               | Forest and/or Forestry                                                                                                                      | -                                    | 268.00 | 42.40 | 310.40 |
| 25               | Fountain Pens, etc.                                                                                                                         | -                                    | 268.00 | 42.40 | 310.40 |
| 26               | Glass Bulb Manufactory                                                                                                                      | -                                    | 268.00 | 42.40 | 310.40 |
| 27               | Glass Industry                                                                                                                              | -                                    | 268.00 | 42.40 | 310.40 |
| 28               | Grass Cutting                                                                                                                               | -                                    | 268.00 | 42.40 | 310.40 |
| 29               | Hair Cutting Saloon                                                                                                                         | -                                    | 268.00 | 42.40 | 310.40 |
| 30               | Hand Made Paper and Hand Paper Board Manufactory                                                                                            | -                                    | 268.00 | 42.40 | 310.40 |
| 31               | Handloom Industry                                                                                                                           | -                                    | 268.00 | 42.40 | 310.40 |
| 32               | Hospitals (not falling under entry 6 in this Schedule)                                                                                      | -                                    | 268.00 | 42.40 | 310.40 |
| 33               | Hotel, Restaurant or Eating House                                                                                                           | -                                    | 268.00 | 42.40 | 310.40 |
| 34               | Ice and Cold Drinks                                                                                                                         | -                                    | 268.00 | 42.40 | 310.40 |
| 35               | Jari Work Industry                                                                                                                          | -                                    | 268.00 | 42.40 | 310.40 |
| 36               | Khandsari/Sugar Manufactory                                                                                                                 | -                                    | 268.00 | 42.40 | 310.40 |
| 37               | Lac manufactory                                                                                                                             | -                                    | 268.00 | 42.40 | 310.40 |
| 38               | Laundry Industry                                                                                                                            | -                                    | 268.00 | 42.40 | 310.40 |
| 39               | Local Authority                                                                                                                             | -                                    | 268.00 | 42.40 | 310.40 |
| 40               | Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard                                                        | -                                    | 268.00 | 42.40 | 310.40 |
| 41               | Mica Works                                                                                                                                  | -                                    | 268.00 | 42.40 | 310.40 |
| 42               | Oil Mill                                                                                                                                    | -                                    | 268.00 | 42.40 | 310.40 |
| 43               | Optical Frames                                                                                                                              | -                                    | 268.00 | 42.40 | 310.40 |
| 44               | Paints and Varnishers                                                                                                                       | -                                    | 268.00 | 42.40 | 310.40 |
| 45               | Paper and Paper Board Manufactory                                                                                                           | -                                    | 268.00 | 42.40 | 310.40 |



TABLE 3

|    | NAME OF THE SCHEDULED EMPLOYMENT               | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|----|------------------------------------------------|--------------------------------------|--------|-------|--------|
|    |                                                | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 46 | Plantation                                     | -                                    | 268.00 | 42.40 | 310.40 |
| 47 | Poha, Murmura, Churmura, etc.                  | -                                    | 268.00 | 42.40 | 310.40 |
| 48 | Potteries                                      | -                                    | 268.00 | 42.40 | 310.40 |
| 49 | Powerloom Industry                             | -                                    | 268.00 | 42.40 | 310.40 |
| 50 | Printing Presses                               | -                                    | 268.00 | 42.40 | 310.40 |
| 51 | Public Motor Transport                         | -                                    | 268.00 | 42.40 | 310.40 |
| 52 | Readymade Garments                             | -                                    | 268.00 | 42.40 | 310.40 |
| 53 | Rice, Flour or Dal Mill                        | -                                    | 268.00 | 42.40 | 310.40 |
| 54 | Rubber Balloon Industry                        | -                                    | 268.00 | 42.40 | 310.40 |
| 55 | Rubber Manufacturing Industry                  | -                                    | 268.00 | 42.40 | 310.40 |
| 56 | Salt Pan Industry                              | -                                    | 268.00 | 42.40 | 310.40 |
| 57 | Saw Mill                                       | -                                    | 268.00 | 42.40 | 310.40 |
| 58 | Seafood Industry                               | -                                    | 268.00 | 42.40 | 310.40 |
| 59 | Shop or Commercial Establishments              | -                                    | 268.00 | 42.40 | 310.40 |
| 60 | Silver Industry                                | -                                    | 268.00 | 42.40 | 310.40 |
| 61 | Soaps and Cosmetics                            | -                                    | 268.00 | 42.40 | 310.40 |
| 62 | Steel Furniture                                | -                                    | 268.00 | 42.40 | 310.40 |
| 63 | Stone Breaking or Stone Crushing               | -                                    | 268.00 | 42.40 | 310.40 |
| 64 | Sweepers or Scavengers                         | -                                    | 268.00 | 42.40 | 310.40 |
| 65 | Tanneries and Leather Manufactory              | -                                    | 268.00 | 42.40 | 310.40 |
| 66 | Tobacco (including Bidi making)                | -                                    | 268.00 | 42.40 | 310.40 |
| 67 | Transforming Plastic in various Solid Moulding | -                                    | 268.00 | 42.40 | 310.40 |
| 68 | Utensils or other Household Articles           | -                                    | 268.00 | 42.40 | 310.40 |
| 69 | Watch Strap Manufactory                        | -                                    | 268.00 | 42.40 | 310.40 |
| 70 | Wooden Furniture                               | -                                    | 268.00 | 42.40 | 310.40 |
| 71 | Wooden Photo Picture Frame Making              | -                                    | 268.00 | 42.40 | 310.40 |
| 72 | Woolen, Carpet Making or Shawl Weaving         | -                                    | 268.00 | 42.40 | 310.40 |

TABLE 3

|          | NAME OF THE SCHEDULED EMPLOYMENT                                                                            | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |       |        |
|----------|-------------------------------------------------------------------------------------------------------------|--------------------------------------|--------|-------|--------|
|          |                                                                                                             | AREA/ ZONE                           | BASIC  | D.A.  | TOTAL  |
| 35.DELHI |                                                                                                             |                                      |        |       |        |
| 1        | Agriculture                                                                                                 | -                                    | 538.00 | 31.00 | 569.00 |
| 2        | Automobile Engineering                                                                                      | -                                    | 538.00 | 31.00 | 569.00 |
| 3        | Cement Working Establishments                                                                               | -                                    | 538.00 | 31.00 | 569.00 |
| 4        | Chemicals                                                                                                   | -                                    | 538.00 | 31.00 | 569.00 |
| 5        | Clubs                                                                                                       | -                                    | 538.00 | 31.00 | 569.00 |
| 6        | Confectionery and Diary products, food preservation etc.                                                    | -                                    | 538.00 | 31.00 | 569.00 |
| 7        | Construction or Maintenance of Roads or in Building Operations                                              | -                                    | 538.00 | 31.00 | 569.00 |
| 8        | Dal and Flour Mills                                                                                         | -                                    | 538.00 | 31.00 | 569.00 |
| 9        | Delhi Transport Corporation                                                                                 | -                                    | 538.00 | 31.00 | 569.00 |
| 10       | Employment in all registered factories not covered by the employments elsewhere                             | -                                    | 538.00 | 31.00 | 569.00 |
| 11       | Foundaries                                                                                                  | -                                    | 538.00 | 31.00 | 569.00 |
| 12       | Hospital and Nursing Homes not carried on by Govt. or Local Authorities                                     | -                                    | 538.00 | 31.00 | 569.00 |
| 13       | Ice Factories / Cold Storage                                                                                | -                                    | 538.00 | 31.00 | 569.00 |
| 14       | Laundry Services and Cleaning and Dyeing Plants i.e Factory/Shops                                           | -                                    | 538.00 | 31.00 | 569.00 |
| 15       | Radio including assembling of Radio parts.                                                                  | -                                    | 538.00 | 31.00 | 569.00 |
| 16       | Metal Working Establishments                                                                                | -                                    | 538.00 | 31.00 | 569.00 |
| 17       | Oil Mills                                                                                                   | -                                    | 538.00 | 31.00 | 569.00 |
| 18       | Plastic, Rubber, PVC including Cable                                                                        | -                                    | 538.00 | 31.00 | 569.00 |
| 19       | Pottery Industry                                                                                            | -                                    | 538.00 | 31.00 | 569.00 |
| 20       | Printing Press                                                                                              | -                                    | 538.00 | 31.00 | 569.00 |
| 21       | Private unrecognised Teaching Institutions                                                                  | -                                    | 538.00 | 31.00 | 569.00 |
| 22       | Public Motor Transport                                                                                      | -                                    | 538.00 | 31.00 | 569.00 |
| 23       | Ready-made Garments                                                                                         | -                                    | 538.00 | 31.00 | 569.00 |
| 24       | Shops & Establishments                                                                                      | -                                    | 538.00 | 31.00 | 569.00 |
| 25       | Stone Breaking and Stone Crushing                                                                           | -                                    | 538.00 | 31.00 | 569.00 |
| 26       | Textile including Hosiery, Niwar, Handloom, Lace, Thread balls, Name Label, Dyeing and Printing of Textiles | -                                    | 538.00 | 31.00 | 569.00 |
| 27       | Wood working Establishments including Saw Mills                                                             |                                      | 538.00 | 31.00 | 569.00 |
| 28       | Brick Kiln                                                                                                  |                                      | 538.00 | 31.00 | 569.00 |
| 29       | Local Authority                                                                                             | -                                    | 538.00 | 31.00 | 569.00 |

TABLE 3

|                | NAME OF THE SCHEDULED EMPLOYMENT | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |        |        |
|----------------|----------------------------------|--------------------------------------|--------|--------|--------|
|                |                                  | AREA/ ZONE                           | BASIC  | D.A.   | TOTAL  |
| 36.LAKSHADWEEP |                                  |                                      |        |        |        |
| 1              | Agriculture                      | -                                    | 200.00 | 124.80 | 324.80 |
| 2              | Animal Husbandry                 | -                                    | 200.00 | 124.80 | 324.80 |
| 3              | Electricity                      | -                                    | 200.00 | 124.80 | 324.80 |
| 4              | Fisheries                        | -                                    | 200.00 | 124.80 | 324.80 |
| 5              | Industrial Establishments        | -                                    | 200.00 | 124.80 | 324.80 |
| 6              | Development Corporation          | -                                    | 200.00 | 124.80 | 324.80 |
| 7              | Harbour Works                    | -                                    | 200.00 | 124.80 | 324.80 |
| 8              | Panchayat                        | -                                    | 200.00 | 124.80 | 324.80 |
| 9              | Public Works Department          | -                                    | 200.00 | 124.80 | 324.80 |

TABLE 3

|               | NAME OF THE SCHEDULED EMPLOYMENT            | MINIMUM WAGES( Rs.) AS ON 31.12.2019 |        |        |        |
|---------------|---------------------------------------------|--------------------------------------|--------|--------|--------|
|               |                                             | AREA/ ZONE                           | BASIC  | D.A.   | TOTAL  |
| 37.PUDUCHERRY |                                             |                                      |        |        |        |
| 1             | Agriculture Mahe 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                        | -                                    | 308.70 | -      | 308.70 |
| 5             | Bakeries and Biscuit Manufactory            | -                                    | 212.30 | -      | 212.30 |
| 6             | Bricks & Tiles Manufactory                  | -                                    | 174.00 | 17.25  | 191.25 |
| 7             | Building Operations                         | -                                    | 313.00 | 9.36   | 322.36 |
| 8             | Carpentary and Blacksmithy                  | -                                    | 287.00 | -      | 287.00 |
| 9             | Chemical Industry                           | -                                    | 285.90 | 9.00   | 294.90 |
| 10            | Detergent Industries                        | -                                    | 295.00 | 9.20   | 304.20 |
| 11            | Electronics Industry                        | -                                    | 293.70 | 5.50   | 299.20 |
| 12            | General Engineering & Fabrication           | -                                    | 336.00 | 10.40  | 346.40 |
| 13            | Hospitals & Nursing Homes                   | -                                    | 287.90 | 8.80   | 296.70 |
| 14            | Hotels & Restaurants                        | -                                    | 320.20 | 10.80  | 331.00 |
| 15            | Loading and Unloading Operations            | -                                    | 149.00 | 18.00  | 167.00 |
| 16            | Oil Mills                                   | -                                    | 300.00 | 13.40  | 313.40 |
| 17            | Paper & Paper Products Industry             | -                                    | 227.80 | 7.00   | 234.80 |
| 18            | Plastic Industry                            | -                                    | 290.70 | 8.90   | 299.60 |
| 19            | Printing Press                              | -                                    | 225.00 | 6.90   | 231.90 |
| 20            | Private Educational Institutions            | -                                    | 156.70 | 13.30  | 170.00 |
| 21            | Public Motor Transport                      | -                                    | 368.10 | 7.30   | 375.40 |
| 22            | Rice, Flour and Dal Mills                   | -                                    | 283.00 | 5.25   | 288.25 |
| 23            | Security Guards                             | -                                    | 246.20 | 7.40   | 253.60 |
| 24            | Shops & Esstt.                              | -                                    | 258.40 | 4.60   | 263.00 |
| 26            | Sweeping and Cleaning                       | -                                    | 166.00 | 104.00 | 270.00 |
| 27            | Tailoring Industry                          | -                                    | 301.20 | -      | 301.20 |
| 28            | Taxies and Auto Drivers                     | -                                    | 450.00 | -      | 450.00 |
| 29            | Domestic Workes                             | -                                    | 137.00 | 11.53  | 148.53 |
| 30            | Distribution of petroleum gas cylinders     | -                                    | 255.40 | 49.80  | 305.20 |
| 31            | Pharmaceuticals                             | -                                    | 414.00 | 87.20  | 501.20 |
| 32            | Leather Goods Manufactory                   | -                                    | 244.50 | -      | 244.50 |
| 33            | Food Processing Industries                  | -                                    | 277.60 | -      | 277.60 |

**TABLE 4**

**NUMBER OF SCHEDULED EMPLOYMENTS IN CENTRAL SPHERE/  
STATE/U.T'S AND RANGE OF MINIMUM WAGES AS ON 31-12-2019**

| SR.<br>NO. | CENTRAL<br>GOVERNMENT/<br>STATES/UNION<br>TERRITORIES | NO OF SCHEDULED<br>EMPLOYMENTS IN<br>WHICH MINIMUM<br>WAGES FIXED/<br>REVISED | RANGE OF MINIMUM<br>WAGES PER DAY (RS.) |        | RANGE<br>(Max-Min) |
|------------|-------------------------------------------------------|-------------------------------------------------------------------------------|-----------------------------------------|--------|--------------------|
|            |                                                       |                                                                               | MIN.                                    | MAX.   |                    |
| 1          | 2                                                     | 3                                                                             | 4                                       | 5      | 6                  |
| 1          | C.L.C.(Central)                                       | 45                                                                            | 326.00                                  | 797.00 | 471.00             |
| 2          | Andhra Pradesh*                                       | 73                                                                            | 69.27                                   | 371.39 | 302.12             |
| 3          | Arunachal Pradesh*                                    | 30                                                                            | 150.00                                  | 150.00 | 0.00               |
| 4          | Assam                                                 | 103                                                                           | 277.83                                  | 467.49 | 189.66             |
| 5          | Bihar                                                 | 88                                                                            | 254.00                                  | 277.00 | 23.00              |
| 6          | Chhattisgarh*                                         | 41                                                                            | 226.88                                  | 226.88 | 0.00               |
| 7          | Goa                                                   | 20                                                                            | 347.00                                  | 347.00 | 0.00               |
| 8          | Gujarat                                               | 46                                                                            | 268.00                                  | 276.00 | 8.00               |
| 9          | Haryana                                               | 50                                                                            | 347.08                                  | 347.08 | 0.00               |
| 10         | Himachal Pradesh                                      | 20                                                                            | 250.00                                  | 250.00 | 0.00               |
| 11         | Jammu & Kashmir                                       | 46                                                                            | 225.00                                  | 225.00 | 0.00               |
| 12         | Jharkhand                                             | 90                                                                            | 274.81                                  | 274.81 | 0.00               |
| 13         | Karnataka                                             | 82                                                                            | 295.72                                  | 558.68 | 262.96             |
| 14         | Kerala                                                | 78                                                                            | 330.96                                  | 789.00 | 458.04             |
| 15         | Madhya Pradesh                                        | 66                                                                            | 305.78                                  | 305.78 | 0.00               |
| 16         | Maharashtra*                                          | 67                                                                            | 209.12                                  | 560.76 | 351.64             |
| 17         | Meghalaya                                             | 29                                                                            | 324.00                                  | 324.00 | 0.00               |
| 18         | Manipur                                               | 15                                                                            | 225.00                                  | 225.00 | 0.00               |
| 19         | Mizoram                                               | 1                                                                             | 380.00                                  | 380.00 | 0.00               |
| 20         | Nagaland                                              | 54                                                                            | 115.00                                  | 115.00 | 0.00               |
| 21         | Odisha                                                | 89                                                                            | 298.00                                  | 298.00 | 0.00               |
| 22         | Punjab*                                               | 71                                                                            | 293.62                                  | 293.62 | 0.00               |
| 23         | Rajasthan                                             | 62                                                                            | 225.00                                  | 280.03 | 55.03              |
| 24         | Sikkim                                                | 26                                                                            | 300.00                                  | 300.00 | 0.00               |
| 25         | Tamil Nadu                                            | 80                                                                            | 146.00                                  | 660.60 | 514.60             |
| 26         | Tripura*#                                             | 24                                                                            | 67.04                                   | 421.14 | 354.10             |
| 27         | Telangana                                             | 73                                                                            | 107.00                                  | 461.00 | 354.00             |
| 28         | Uttarakhand*                                          | 58                                                                            | 217.69                                  | 307.16 | 89.47              |
| 29         | Uttar Pradesh*                                        | 63                                                                            | 175.00                                  | 284.63 | 109.63             |
| 30         | West Bengal*                                          | 61                                                                            | 162.88                                  | 257.00 | 94.12              |
| 31         | A.& N. Islands                                        | 7                                                                             | 297.00                                  | 327.00 | 30.00              |
| 32         | Chandigarh                                            | 44                                                                            | 401.00                                  | 401.00 | 0.00               |
| 33         | D & N Haveli                                          | 56                                                                            | 310.40                                  | 310.40 | 0.00               |
| 34         | Daman & Diu                                           | 72                                                                            | 310.40                                  | 310.40 | 0.00               |
| 35         | Delhi                                                 | 29                                                                            | 569.00                                  | 569.00 | 0.00               |
| 36         | Lakshadweep                                           | 9                                                                             | 324.80                                  | 324.80 | 0.00               |
| 37         | Puducherry                                            | 33                                                                            | 55.00                                   | 501.20 | 446.20             |

**Source:** Annual Returns/reports under the Minimum Wages Act, 1948 for the year 2019

# Plus food items at subsidized rates.

\* data repeated from the Annual Report 2018 due to not receiving of Annual Return

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                       | SL NO. | CENTRAL SPHERE/ STATES/ UNION TERRITORIES | MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2019 |
|---------|----------------------------------------------------------------------------------------------------|--------|-------------------------------------------|--------------------------------------------------|
| 1       | 2                                                                                                  | 3      |                                           | 4                                                |
| 1       | Agarbati Manufacturing/ Incense and Incense Sticks                                                 | 1      | Assam                                     | 282.38                                           |
|         |                                                                                                    | 2      | Bihar                                     | 266.00                                           |
|         |                                                                                                    | 3      | Dadra and Nagar Haveli                    | 310.40                                           |
|         |                                                                                                    | 4      | Karnataka                                 | 351.37                                           |
|         |                                                                                                    | 5      | Madhya Pradesh                            | Piece Rated                                      |
|         |                                                                                                    | 6      | Odisha                                    | 298.00                                           |
|         |                                                                                                    | 7      | Tamilnadu                                 | 295.54                                           |
|         |                                                                                                    | 8      | Tripura*                                  | 190.65                                           |
|         |                                                                                                    |        |                                           |                                                  |
| 2       | Advocates or Attorneys                                                                             | 1      | Madhya Pradesh                            | 305.78                                           |
|         |                                                                                                    | 2      | Maharashtra*                              | 358.62                                           |
|         |                                                                                                    |        |                                           |                                                  |
| 3       | Agarwood Industry                                                                                  | 1      | Assam                                     | 282.38                                           |
|         |                                                                                                    |        |                                           |                                                  |
| 4       | Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry | 1      | Haryana                                   | 347.08                                           |
|         |                                                                                                    | 2      | Chandigarh                                | 401.00                                           |
|         |                                                                                                    | 3      | Dadra and Nagar Haveli                    | 310.40                                           |
|         |                                                                                                    | 4      | Jammu & Kashmir*                          | 225.00                                           |
|         |                                                                                                    | 5      | Punjab*                                   | 293.62                                           |
|         |                                                                                                    |        |                                           |                                                  |
| 5       | Agriculture                                                                                        | 1      | C.L.C (Central)                           | 347.00                                           |
|         |                                                                                                    | 2      | A & N Islands*                            | 297.00                                           |
|         |                                                                                                    | 3      | Andhra Pradesh*                           | 265.75                                           |
|         |                                                                                                    | 4      | Arunachal Pradesh*                        | 150.00                                           |
|         |                                                                                                    | 5      | Assam                                     | 282.38                                           |
|         |                                                                                                    | 6      | Bihar                                     | 266.00                                           |
|         |                                                                                                    | 7      | Chandigarh                                | 401.00                                           |
|         |                                                                                                    | 8      | Chhatisgarh*                              | 226.88                                           |
|         |                                                                                                    | 9      | Dadra and Nagar Haveli                    | 310.40                                           |
|         |                                                                                                    | 10     | Daman and Diu                             | 310.40                                           |
|         |                                                                                                    | 11     | Delhi                                     | 569.00                                           |
|         |                                                                                                    | 12     | Goa                                       | 347.00                                           |
|         |                                                                                                    | 13     | Haryana                                   | 347.08                                           |
|         |                                                                                                    | 14     | Himachal Pradesh                          | 250.00                                           |
|         |                                                                                                    | 15     | Jammu & Kashmir*                          | 225.00                                           |
|         |                                                                                                    | 16     | Jharkhand                                 | 274.81                                           |
|         |                                                                                                    | 17     | Karnataka                                 | 337.72                                           |
|         |                                                                                                    | 18     | Kerala                                    | 410.00                                           |
|         |                                                                                                    | 19     | Lakshadweep                               | 324.80                                           |
|         |                                                                                                    | 20     | Madhya Pradesh                            | 305.78                                           |
|         |                                                                                                    | 21     | Maharashtra*                              | 209.12                                           |
|         |                                                                                                    | 22     | Manipur                                   | 225.00                                           |
|         |                                                                                                    | 23     | Meghalaya                                 | 324.00                                           |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                                           | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|------------------------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                                      | 3      |                                                 | 4                                                      |
|         |                                                                                                                        | 24     | Nagaland                                        | 115.00                                                 |
|         |                                                                                                                        | 25     | Odisha                                          | 298.00                                                 |
|         |                                                                                                                        | 26     | Puducherry                                      | 55.00                                                  |
|         |                                                                                                                        | 27     | Punjab*                                         | 293.62                                                 |
|         |                                                                                                                        | 28     | Rajasthan                                       | 225.00                                                 |
|         |                                                                                                                        | 29     | Tamilnadu                                       | 146.00                                                 |
|         |                                                                                                                        | 30     | Telangana                                       | 265.00                                                 |
|         |                                                                                                                        | 31     | Tripura*                                        | 306.96                                                 |
|         |                                                                                                                        | 32     | Uttar Pradesh*                                  | 175.00                                                 |
|         |                                                                                                                        | 33     | Uttarakhand*                                    | 217.69                                                 |
|         |                                                                                                                        | 34     | West Bengal*                                    | 201.00                                                 |
| 6       | Ahatas attached to Wine and Liquor shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated Water | 1      | Punjab*                                         | 293.62                                                 |
| 7       | Aluminium Industry                                                                                                     | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                                                        | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                                                                        | 3      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                                        | 4      | Nagaland                                        | 115.00                                                 |
| 8       | Aluminium and Tin Products                                                                                             | 1      | Kerala                                          | 377.25                                                 |
| 9       | Animal Husbandry and Veterinary                                                                                        | 1      | Meghalaya                                       | 324.00                                                 |
|         |                                                                                                                        | 2      | Lakshadweep                                     | 324.80                                                 |
|         |                                                                                                                        | 3      | Sikkim                                          | 300.00                                                 |
| 10      | Any Manufacturing Process as defined under section 2(k)/2(a)2(m) of the Factories Act, 1948                            | 1      | Andhra Pradesh*                                 | 178.47                                                 |
|         |                                                                                                                        | 2      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                                                        | 3      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                                                        | 4      | Gujarat                                         | 268.00                                                 |
|         |                                                                                                                        | 5      | Haryana                                         | 347.08                                                 |
|         |                                                                                                                        | 6      | Punjab*                                         | 293.62                                                 |
|         |                                                                                                                        | 7      | Telangana                                       | 373.00                                                 |
| 11      | Aerated Water Manufactory                                                                                              | 1      | Andhra Pradesh*                                 | 222.08                                                 |
|         |                                                                                                                        | 2      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                                                        | 3      | Karnataka                                       | 399.06                                                 |
|         |                                                                                                                        | 4      | Tamilnadu                                       | 306.27                                                 |
|         |                                                                                                                        | 5      | Telangana                                       | 274.00                                                 |
|         |                                                                                                                        | 6      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                                                        | 7      | Uttarakhand*                                    | 250.38                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-----------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                           | 3      |                                                 | 4                                                      |
| 12      | Appalam Manufactory                                                         | 1      | Tamilnadu                                       | 372.57                                                 |
| 13      | Apprentices in Textile Mills                                                | 1      | Tamilnadu                                       | 433.80                                                 |
| 14      | Arecanut (Supari)                                                           | 1      | Karnataka                                       | 418.74                                                 |
| 15      | Asbestos Mines                                                              | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 16      | Asbestos/ Cement Factory/Cement Products                                    | 1      | Assam                                           | 282.38                                                 |
|         |                                                                             | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                             | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                                                             | 4      | Haryana                                         | 347.08                                                 |
|         |                                                                             | 5      | Jharkhand                                       | 274.81                                                 |
|         |                                                                             | 6      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                             | 7      | Nagaland                                        | 115.00                                                 |
|         |                                                                             | 8      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                             | 9      | Uttarakhand*                                    | 247.69                                                 |
| 17      | Automobile Engineering Workshops/Auto Body Fabrication/Automobile Repairing | 1      | Andhra Pradesh*                                 | 318.27                                                 |
|         |                                                                             | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                             | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                                                             | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                             | 5      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                             | 6      | Delhi                                           | 569.00                                                 |
|         |                                                                             | 7      | Goa                                             | 347.00                                                 |
|         |                                                                             | 8      | Gujarat                                         | 268.00                                                 |
|         |                                                                             | 9      | Haryana                                         | 347.08                                                 |
|         |                                                                             | 10     | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                             | 11     | Jharkhand                                       | 274.81                                                 |
|         |                                                                             | 12     | Karnataka                                       | 399.06                                                 |
|         |                                                                             | 13     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                             | 14     | Nagaland                                        | 115.00                                                 |
|         |                                                                             | 15     | Odisha                                          | 298.00                                                 |
|         |                                                                             | 16     | Puducherry                                      | 308.70                                                 |
|         |                                                                             | 17     | Punjab*                                         | 293.62                                                 |
|         |                                                                             | 18     | Rajasthan                                       | 225.00                                                 |
|         |                                                                             | 19     | Sikkim                                          | 300.00                                                 |
|         |                                                                             | 20     | Tamilnadu                                       | 469.73                                                 |
|         |                                                                             | 21     | Telangana                                       | 395.00                                                 |
|         |                                                                             | 22     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                             | 23     | Uttarakhand*                                    | 251.34                                                 |



**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                           | 3      |                                                 | 4                                                      |
| 18      | Autorickshaw/Taxi Drivers,etc.                              | 1      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                             | 2      | Puducherry                                      | 450.00                                                 |
|         |                                                             | 3      | Rajasthan                                       | 225.00                                                 |
|         |                                                             | 4      | Tamilnadu                                       | 595.96                                                 |
|         |                                                             | 5      | Tripura*                                        | 110.35                                                 |
|         |                                                             |        |                                                 |                                                        |
| 19      | Ayurvedic/Allopathic & Unani Pharmacy                       | 1      | Haryana                                         | 347.08                                                 |
|         |                                                             | 2      | Karnataka                                       | 399.06                                                 |
|         |                                                             | 3      | Kerala                                          | 421.69                                                 |
|         |                                                             | 4      | Odisha                                          | 298.00                                                 |
|         |                                                             | 5      | Punjab*                                         | 293.62                                                 |
|         |                                                             | 6      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                             | 7      | Uttarakhand*                                    | Allopathic 251.34                                      |
|         |                                                             |        |                                                 | Unani 247.50                                           |
|         |                                                             |        |                                                 |                                                        |
| 20      | Bakery / Baking Process including<br>Biscuits/Confectionery | 1      | Andhra Pradesh*                                 | 265.69                                                 |
|         |                                                             | 2      | Assam                                           | 282.38                                                 |
|         |                                                             | 3      | Bihar                                           | 277.00                                                 |
|         |                                                             | 4      | Chandigarh                                      | 401.00                                                 |
|         |                                                             | 5      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                             | 6      | Daman and Diu                                   | 310.40                                                 |
|         |                                                             | 7      | Delhi                                           | 569.00                                                 |
|         |                                                             | 8      | Gujarat                                         | 268.00                                                 |
|         |                                                             | 9      | Haryana                                         | 347.08                                                 |
|         |                                                             | 10     | Jharkhand                                       | 274.81                                                 |
|         |                                                             | 11     | Karnataka                                       | Bakery 418.74                                          |
|         |                                                             |        |                                                 | Biscuits 418.74                                        |
|         |                                                             |        |                                                 | Confectionery 418.74                                   |
|         |                                                             | 12     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                             | 13     | Maharashtra*                                    | 329.46                                                 |
|         |                                                             | 14     | Meghalaya                                       | 324.00                                                 |
|         |                                                             | 15     | Nagaland                                        | 115.00                                                 |
|         |                                                             | 16     | Odisha                                          | 298.00                                                 |
|         |                                                             | 17     | Puducherry                                      | 212.30                                                 |
|         |                                                             | 18     | Punjab*                                         | 293.62                                                 |
|         |                                                             | 19     | Sikkim                                          | 300.00                                                 |
|         |                                                             | 20     | Tamilnadu                                       | 302.30                                                 |
|         |                                                             | 21     | Telangana                                       | 329.00                                                 |
|         |                                                             | 22     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                             | 23     | Uttarakhand*                                    | 247.69                                                 |
|         |                                                             | 24     | West Bengal*                                    | 245.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 21      | Bamboo Forest Establishments                                | 1      | Nagaland                                        | 115.00                                                 |
|         |                                                             | 2      | Odisha                                          | 298.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                               | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                          | 3      |                                                 | 4                                                      |
| 22      | Barytes Mines                                              | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 23      | Bauxite Mines                                              | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 24      | Beedi Making                                               | 1      | Assam                                           | 282.38                                                 |
| 25      | Beedi Leaf Plucking                                        | 1      | West Bengal*                                    | 216.00                                                 |
| 26      | Beverages / Distilleries Manufaturing<br>and Vending Estt. | 1      | Andhra Pradesh*                                 | 325.17                                                 |
|         |                                                            | 2      | Assam                                           | 282.38                                                 |
|         |                                                            | 3      | Bihar                                           | 277.00                                                 |
|         |                                                            | 4      | Goa                                             | 347.00                                                 |
|         |                                                            | 5      | Karnataka                                       | 399.06                                                 |
|         |                                                            | 6      | Nagaland                                        | 115.00                                                 |
|         |                                                            | 7      | Odisha                                          | 298.00                                                 |
|         |                                                            | 8      | Tamilnadu                                       | 503.62                                                 |
|         |                                                            | 9      | Telangana                                       | 403.00                                                 |
| 27      | Betal Vines                                                | 1      | Andhra Pradesh*                                 | 181.06                                                 |
|         |                                                            | 2      | Telangana                                       | 365.00                                                 |
| 28      | Biscuit Manufacturing                                      | 1      | Assam                                           | 282.38                                                 |
|         |                                                            | 2      | Bihar                                           | 277.00                                                 |
|         |                                                            | 3      | Jharkhand                                       | 274.81                                                 |
| 29      | Blacksmith                                                 | 1      | Assam                                           | 282.38                                                 |
|         |                                                            | 2      | Puducherry                                      | 287.00                                                 |
|         |                                                            | 3      | Tamilnadu                                       | 472.27                                                 |
| 30      | Bleaching and Dyeing Industry                              | 1      | Tamilnadu                                       | 331.07                                                 |
| 31      | Bobin Industry                                             | 1      | Gujarat                                         | 268.00                                                 |
| 32      | Bone Crushing Industry                                     | 1      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                            | 2      | Gujarat                                         | 268.00                                                 |
|         |                                                            | 3      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                            | 4      | West Bengal*                                    | 245.00                                                 |
| 33      | Book Selling/Exercise Books & Binding                      | 1      | Bihar                                           | 277.00                                                 |
|         |                                                            | 2      | Chandigarh                                      | 401.00                                                 |
|         |                                                            | 3      | Daman and Diu                                   | 310.40                                                 |
|         |                                                            | 4      | Jharkhand                                       | 274.81                                                 |
|         |                                                            | 5      | Maharashtra*                                    | 269.24                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT           | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|----------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                      | 3      |                                                 | 4                                                      |
|         |                                        | 6      | Punjab*                                         | 293.62                                                 |
|         |                                        | 7      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                        | 8      | Uttarakhand*                                    | 247.69                                                 |
|         |                                        |        |                                                 |                                                        |
| 34      | Bought Tea Leaf Factory                | 1      | Assam                                           | 282.38                                                 |
|         |                                        | 2      | Tamilnadu                                       | 318.83                                                 |
|         |                                        |        |                                                 |                                                        |
| 35      | Brass and Copper Industry              | 1      | Karnataka                                       | 418.74                                                 |
|         |                                        |        |                                                 |                                                        |
| 36      | Brick Making and Brick Kiln            | 1      | Andhra Pradesh*                                 | 254.55                                                 |
|         |                                        | 2      | Assam                                           | 282.38                                                 |
|         |                                        | 3      | Bihar                                           | 277.00                                                 |
|         |                                        | 4      | Chandigarh                                      | 401.00                                                 |
|         |                                        | 5      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                        | 6      | Delhi                                           | 569.00                                                 |
|         |                                        | 7      | Goa                                             | 347.00                                                 |
|         |                                        | 8      | Haryana                                         | 347.08                                                 |
|         |                                        | 9      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                        | 10     | Jharkhand                                       | 274.81                                                 |
|         |                                        | 11     | Karnataka                                       | 418.74                                                 |
|         |                                        | 12     | Kerala                                          | 402.10                                                 |
|         |                                        | 13     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                        | 14     | Nagaland                                        | 115.00                                                 |
|         |                                        | 15     | Puducherry                                      | 191.25                                                 |
|         |                                        | 16     | Punjab*                                         | 293.62                                                 |
|         |                                        | 17     | Rajasthan                                       | 225.00                                                 |
|         |                                        | 18     | Tamilnadu                                       | 286.90                                                 |
|         |                                        | 19     | Telangana                                       | 315.00                                                 |
|         |                                        | 20     | Tripura*                                        | 261.85                                                 |
|         |                                        | 21     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                        | 22     | Uttarakhand*                                    | 219.80                                                 |
|         |                                        | 23     | West Bengal*                                    | 199.54                                                 |
|         |                                        |        |                                                 |                                                        |
| 37      | Brick of Roof Tiles                    | 1      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                        | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                        | 3      | Maharashtra*                                    | 325.23                                                 |
|         |                                        |        |                                                 |                                                        |
| 38      | Buffalo and Cow Milk Premises          | 1      | Daman and Diu                                   | 310.40                                                 |
|         |                                        | 2      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                        |        |                                                 |                                                        |
| 39      | Building Material & Hardware/Operation | 1      | Chandigarh                                      | 401.00                                                 |
|         |                                        | 2      | Puducherry                                      | 322.36                                                 |
|         |                                        |        |                                                 |                                                        |
| 40      | Cable Operator & Allied Service        | 1      | Rajasthan                                       | 225.00                                                 |
|         |                                        |        |                                                 |                                                        |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                           | 3      |                                                 | 4                                                      |
| 41      | Candle and Wax Industry                                     | 1      | Assam                                           | 282.38                                                 |
|         |                                                             | 2      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                             | 3      | Meghalaya                                       | 324.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 42      | Canteen and Clubs                                           | 1      | Andhra Pradesh*                                 | 230.76                                                 |
|         |                                                             | 2      | Assam                                           | 282.38                                                 |
|         |                                                             | 3      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                             | 4      | Daman and Diu                                   | 310.40                                                 |
|         |                                                             | 5      | Jharkhand                                       | 274.81                                                 |
|         |                                                             | 6      | Maharashtra*                                    | 338.46                                                 |
|         |                                                             | 7      | Telangana                                       | 286.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 43      | Canvas Industry                                             | 1      | Nagaland                                        | 115.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 44      | Carpentry and Masonary                                      | 1      | Assam                                           | 282.38                                                 |
|         |                                                             | 2      | Karnataka                                       | 418.74                                                 |
|         |                                                             | 3      | Puducherry                                      | 287.00                                                 |
|         |                                                             | 4      | Tamilnadu                                       | 472.27                                                 |
|         |                                                             |        |                                                 |                                                        |
| 45      | Cashew Factories and Establishments                         | 1      | Andhra Pradesh*                                 | 304.64                                                 |
|         |                                                             | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                                             | 3      | Goa                                             | 347.00                                                 |
|         |                                                             | 4      | Karnataka                                       | 389.62                                                 |
|         |                                                             | 5      | Kerala                                          | 330.96                                                 |
|         |                                                             | 6      | Maharashtra*                                    | 301.69                                                 |
|         |                                                             | 7      | Odisha                                          | 298.00                                                 |
|         |                                                             | 8      | Tamilnadu                                       | 365.50                                                 |
|         |                                                             | 9      | Telangana                                       | 373.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 46      | Cashew/Coconut/Cardamom Gardens                             | 1      | Andhra Pradesh*                                 | 125.00                                                 |
|         |                                                             | 2      | Karnataka                                       | 418.74                                                 |
|         |                                                             | 3      | Telangana                                       | 125.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 47      | Casting Industries                                          | 1      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                             |        |                                                 |                                                        |
| 48      | Casual /Master Roll Workers in Flood Control Department     | 1      | Assam                                           | 282.38                                                 |
|         |                                                             | 2      | Mizoram                                         | 380.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 49      | Casual Contingency Employees under Semi- Govt. Authorities. | 1      | Nagaland                                        | 115.00                                                 |
|         |                                                             | 2      | Sikkim                                          | 300.00                                                 |
|         |                                                             |        |                                                 |                                                        |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                   | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                              | 3      |                                                 | 4                                                      |
| 50      | Casual / Master Roll Workers<br>Employed in Public Health Department           | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                | 2      | Nagaland                                        | 115.00                                                 |
|         |                                                                                | 3      | Rajasthan                                       | 225.00                                                 |
| 51      | Casual / Master Roll Workers in<br>Irrigation Department                       | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                | 2      | Nagaland                                        | 115.00                                                 |
| 52      | Cement and Hume Pipe/Cement<br>Prestressed Product/Cement Products<br>Industry | 1      | Andhra Pradesh*                                 | 254.67                                                 |
|         |                                                                                | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                                | 3      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                | 5      | Gujarat                                         | 268.00                                                 |
|         |                                                                                | 6      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                | 7      | Maharashtra*                                    | 269.35                                                 |
|         |                                                                                | 8      | Nagaland                                        | 115.00                                                 |
|         |                                                                                | 9      | Odisha                                          | 298.00                                                 |
|         |                                                                                | 10     | Punjab*                                         | 293.62                                                 |
|         |                                                                                | 11     | Rajasthan                                       | 225.00                                                 |
|         |                                                                                | 12     | Telangana                                       | 315.00                                                 |
| 53      | Cement Industry/Cement Working<br>Establishments                               | 1      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                                | 2      | Assam                                           | 282.38                                                 |
|         |                                                                                | 3      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                | 4      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                | 5      | Delhi                                           | 569.00                                                 |
|         |                                                                                | 6      | Jammu & Kashmir*                                | 225.00                                                 |
| 54      | Chakki Mills                                                                   | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                | 2      | West Bengal*                                    | 245.00                                                 |
| 55      | Chemical and Distillery Industry                                               | 1      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                | 2      | Haryana                                         | 347.08                                                 |
|         |                                                                                | 3      | Karnataka                                       | 418.76                                                 |
|         |                                                                                | 4      | Nagaland                                        | 115.00                                                 |
|         |                                                                                | 5      | Odisha                                          | 298.00                                                 |
|         |                                                                                | 6      | Puducherry                                      | 294.90                                                 |
|         |                                                                                | 7      | Punjab*                                         | 293.62                                                 |
|         |                                                                                | 8      | Tamilnadu                                       | 517.31                                                 |
| 56      | Chemical and Fertilizer Manufactory                                            | 1      | Daman and Diu                                   | 310.40                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                 | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                            | 3      |                                                 | 4                                                      |
|         |                                                              | 2      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                              | 3      | Maharashtra*                                    | 303.91                                                 |
|         |                                                              | 4      | Tamilnadu                                       | 362.19                                                 |
| 57      | Chemical/Medical Shop /Drugs and<br>Pharmaceuticals Industry | 1      | Andhra Pradesh*                                 | 292.01                                                 |
|         |                                                              | 2      | Assam                                           | 282.38                                                 |
|         |                                                              | 3      | Bihar                                           | 277.00                                                 |
|         |                                                              | 4      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                              | 5      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                              | 6      | Daman and Diu                                   | 310.40                                                 |
|         |                                                              | 7      | Delhi                                           | 569.00                                                 |
|         |                                                              | 8      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                              | 9      | Jharkhand                                       | 274.81                                                 |
|         |                                                              | 10     | Kerala                                          | 547.46                                                 |
|         |                                                              | 11     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                              | 12     | Maharashtra*                                    | 338.46                                                 |
|         |                                                              | 13     | Rajasthan                                       | 225.00                                                 |
|         |                                                              | 14     | Tamilnadu                                       | 453.69                                                 |
|         |                                                              | 15     | Telangana                                       | 361.00                                                 |
| 58      | Chemist and Drug Shops                                       | 1      | Chandigarh                                      | 401.00                                                 |
| 59      | Chicken Work Manufactory                                     | 1      | Uttarakhand*                                    | 247.69                                                 |
|         |                                                              | 2      | Uttar Pradesh*                                  | 284.63                                                 |
| 60      | China Clay Mines                                             | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 61      | Chromite Mines                                               | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 62      | Charcoal Kilns                                               | 1      | Daman and Diu                                   | 310.40                                                 |
| 63      | Cigarette Manufacturing                                      | 1      | West Bengal*                                    | Wages not Reported                                     |
| 64      | Cinema / Theatre                                             | 1      | Andhra Pradesh*                                 | 299.24                                                 |
|         |                                                              | 2      | Assam                                           | 282.38                                                 |
|         |                                                              | 3      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                              | 4      | Bihar                                           | 277.00                                                 |
|         |                                                              | 5      | Chandigarh                                      | 401.00                                                 |
|         |                                                              | 6      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                              | 7      | Daman and Diu                                   | 310.40                                                 |
|         |                                                              | 8      | Goa                                             | 347.00                                                 |
|         |                                                              | 9      | Haryana                                         | 347.08                                                 |
|         |                                                              | 10     | Jharkhand                                       | 274.81                                                 |
|         |                                                              | 11     | Kerala                                          | 632.85                                                 |
|         |                                                              | 12     | Madhya Pradesh                                  | 305.78                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                   | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019      |
|---------|------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|-------------------------------------------------------------|
| 1       | 2                                                                                              | 3      |                                                 | 4                                                           |
|         |                                                                                                | 13     | Maharashtra*                                    | 255.10                                                      |
|         |                                                                                                | 14     | Nagaland                                        | 115.00                                                      |
|         |                                                                                                | 15     | Odisha                                          | 298.00                                                      |
|         |                                                                                                | 16     | Punjab*                                         | 293.62                                                      |
|         |                                                                                                | 17     | Rajasthan                                       | 225.00                                                      |
|         |                                                                                                | 18     | Sikkim                                          | 300.00                                                      |
|         |                                                                                                | 19     | Tamilnadu                                       | 514.42                                                      |
|         |                                                                                                | 20     | Telangana                                       | 370.00                                                      |
|         |                                                                                                | 21     | Uttar Pradesh*                                  | 284.63                                                      |
|         |                                                                                                | 22     | Uttarakhand*                                    | i) More than 2 lakhs 251.34<br>ii) Less than 2 lakhs 247.69 |
|         |                                                                                                | 23     | West Bengal*                                    | 162.88                                                      |
| 65      | Clay Mines                                                                                     | 1      | C.L.C (Central)                                 | 403.00                                                      |
| 66      | Clay Pottery                                                                                   | 1      | Odisha                                          | 298.00                                                      |
| 67      | Cleaner                                                                                        | 1      | Assam                                           | 282.38                                                      |
| 68      | Clubs & Canteens                                                                               | 1      | Delhi                                           | 569.00                                                      |
|         |                                                                                                | 2      | Karnataka                                       | 399.06                                                      |
|         |                                                                                                | 3      | Madhya Pradesh                                  | 305.78                                                      |
|         |                                                                                                | 4      | Uttar Pradesh*                                  | 284.63                                                      |
|         |                                                                                                | 5      | Uttarakhand*                                    | 247.69                                                      |
| 69      | Cloth Dyings Polishing                                                                         | 1      | Daman and Diu                                   | 310.40                                                      |
|         |                                                                                                | 2      | Karnataka                                       | 312.41                                                      |
| 70      | Coaching Academics including<br>nursing and English Medium Schools<br>and Technical Institutes | 1      | Assam                                           | 282.38                                                      |
|         |                                                                                                | 2      | Tamilnadu                                       | 337.93                                                      |
| 71      | Chartered / Cost Accountants, Auditors,<br>Tax consultancy and Architects                      | 1      | Andhra Pradesh*                                 | 321.26                                                      |
|         |                                                                                                | 2      | Jharkhand                                       | 274.81                                                      |
|         |                                                                                                | 3      | Kerala                                          | 377.25                                                      |
|         |                                                                                                | 4      | Telangana                                       | 398.00                                                      |
|         |                                                                                                | 5      | West Bengal*                                    | 257.00                                                      |
| 72      | Coal Briquette Industry                                                                        | 1      | Bihar                                           | 277.00                                                      |
|         |                                                                                                | 2      | Jharkhand                                       | 274.81                                                      |
|         |                                                                                                | 3      | Odisha                                          | 298.00                                                      |
| 73      | Coconut Peeling / Copra Making                                                                 | 1      | Tamilnadu                                       | 313.20                                                      |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                        | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-----------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                   | 3      |                                                 | 4                                                      |
|         |                                                                                                     | 2      | Kerala                                          | 343.72                                                 |
| 74      | Coffee Curing and Rubber Plantation                                                                 | 1      | Andhra Pradesh*                                 | 209.27                                                 |
|         |                                                                                                     | 2      | Assam                                           | 282.38                                                 |
|         |                                                                                                     | 3      | Karnataka                                       | 305.09                                                 |
|         |                                                                                                     | 4      | Tamilnadu                                       | 285.40                                                 |
|         |                                                                                                     | 5      | Telangana                                       | 271.00                                                 |
|         |                                                                                                     | 6      | Tripura*                                        | 288.31                                                 |
| 75      | Coke (Fuel)/Hard Coke Industry                                                                      | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                                     | 2      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                                     | 3      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                     | 4      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                     | 5      | Odisha                                          | 298.00                                                 |
| 76      | Cold Storage                                                                                        | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                                     | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                     | 3      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                     | 4      | Rajasthan                                       | 225.00                                                 |
|         |                                                                                                     | 5      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                                     | 6      | Uttarakhand*                                    | 247.69                                                 |
|         |                                                                                                     | 7      | West Bengal*                                    | Wages yet to be fixed                                  |
| 77      | Collection of Sal Seeds                                                                             | 1      | Odisha                                          | 298.00                                                 |
| 78      | Colleges and Research Stations under the Tamilnadu                                                  | 1      | Tamilnadu                                       | 146.00                                                 |
| 79      | Computer Coaching Institutes                                                                        | 1      | Jharkhand                                       | 274.81                                                 |
| 80      | Computer Hardwae Industry and services                                                              | 1      | Rajasthan                                       | 225.00                                                 |
| 81      | Computer Software                                                                                   | 1      | Kerala                                          | 463.02                                                 |
| 82      | Commercial or Industrial Establishments engaged in Commercial manufacturing and service activities. | 1      | Goa                                             | 347.00                                                 |
|         |                                                                                                     | 2      | Uttarakhand*                                    | i) More than 1 lakh People in City 251.34              |
|         |                                                                                                     |        |                                                 | ii) Less than 1 lakh People in City 247.69             |
| 83      | Construction & Maintenance of Runways                                                               | 1      | C.L.C (Central)                                 | 403.00                                                 |



**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                    | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                               | 3      |                                                 | 4                                                      |
| 84      | Construction of Dams, Irrigation Works          | 1      | Andhra Pradesh*                                 | 292.32                                                 |
|         |                                                 | 2      | Bihar                                           | 277.00                                                 |
|         |                                                 | 3      | Jharkhand                                       | 274.81                                                 |
|         |                                                 | 4      | Kerala                                          | 476.10                                                 |
|         |                                                 | 5      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                 | 6      | Manipur                                         | 225.00                                                 |
|         |                                                 | 7      | Odisha                                          | 298.00                                                 |
|         |                                                 | 8      | Telangana                                       | 362.00                                                 |
|         |                                                 | 9      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                 | 10     | Uttarakhand*                                    | 250.38                                                 |
| 85      | Construction/ Maintenance of<br>Buildings/Roads | 1      | A & N Islands*                                  | 297.00                                                 |
|         |                                                 | 2      | Andhra Pradesh*                                 | 281.25                                                 |
|         |                                                 | 3      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                 | 4      | Assam                                           | 282.38                                                 |
|         |                                                 | 5      | Bihar                                           | 277.00                                                 |
|         |                                                 | 6      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                 | 7      | Chandigarh                                      | 401.00                                                 |
|         |                                                 | 8      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                 | 9      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                 | 10     | Daman and Diu                                   | 310.40                                                 |
|         |                                                 | 11     | Delhi                                           | 569.00                                                 |
|         |                                                 | 12     | Goa                                             | 347.00                                                 |
|         |                                                 | 13     | Gujarat                                         | 268.00                                                 |
|         |                                                 | 14     | Haryana                                         | 347.08                                                 |
|         |                                                 | 15     | Himachal Pradesh                                | 250.00                                                 |
|         |                                                 | 16     | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                 | 17     | Jharkhand                                       | 274.81                                                 |
|         |                                                 | 18     | Karnataka                                       | 418.68                                                 |
|         |                                                 | 19     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                 | 20     | Maharashtra*                                    | 448.08                                                 |
|         |                                                 | 21     | Manipur                                         | 225.00                                                 |
|         |                                                 | 22     | Meghalaya                                       | 324.00                                                 |
|         |                                                 | 23     | Mizoram                                         | Wages yet to be fixed                                  |
|         |                                                 | 24     | Nagaland                                        | 115.00                                                 |
|         |                                                 | 25     | Odisha                                          | 298.00                                                 |
|         |                                                 | 26     | Punjab*                                         | 293.62                                                 |
|         |                                                 | 27     | Rajasthan                                       | 225.00                                                 |
|         |                                                 | 28     | Sikkim                                          | 300.00                                                 |
|         |                                                 | 29     | Tamilnadu                                       | 584.35                                                 |
|         |                                                 | 30     | Telangana                                       | 349.00                                                 |
|         |                                                 | 31     | Tripura*                                        | 216.46                                                 |
|         |                                                 | 32     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                 | 33     | Uttarakhand*                                    | 247.69                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                             | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                        | 3      |                                                 | 4                                                      |
|         |                                                                          | 34     | West Bengal*                                    | 245.00                                                 |
| 86      | Construction of Pandals                                                  | 1      | Tamilnadu                                       | 271.00                                                 |
| 87      | Contract Estt. Of the Forest Deptt.                                      | 1      | Punjab*                                         | 293.62                                                 |
|         |                                                                          | 2      | Haryana                                         | 347.08                                                 |
|         |                                                                          | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                                                          | 4      | Assam                                           | 282.38                                                 |
| 88      | Co-operative Sector / Banks                                              | 1      | Assam                                           | 282.38                                                 |
|         |                                                                          | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                          | 3      | Haryana                                         | 347.08                                                 |
|         |                                                                          | 4      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                          | 5      | Odisha                                          | 298.00                                                 |
| 89      | Co-operative Consumer Societies                                          | 1      | Assam                                           | 282.38                                                 |
|         |                                                                          | 2      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                          | 3      | Odisha                                          | 298.00                                                 |
|         |                                                                          | 4      | Rajasthan                                       | 225.00                                                 |
| 90      | Co-operative Marketing Societies                                         | 1      | Andhra Pradesh*                                 | 268.48                                                 |
|         |                                                                          | 2      | Assam                                           | 282.38                                                 |
|         |                                                                          | 3      | Jharkhand                                       | 274.81                                                 |
|         |                                                                          | 4      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                          | 5      | Rajasthan                                       | 225.00                                                 |
|         |                                                                          | 6      | Telangana                                       | 345.00                                                 |
| 91      | Copper Mines                                                             | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 92      | Cotton Textiles Mills                                                    | 1      | Assam                                           | 282.38                                                 |
| 93      | Cotton Dyeing, Printing & Washing<br>Factories/Cloth Dyeing and Printing | 1      | Rajasthan                                       | 225.00                                                 |
| 94      | Cotton Ginning and Pressing                                              | 1      | Andhra Pradesh*                                 | 323.32                                                 |
|         |                                                                          | 2      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                          | 3      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                          | 4      | Goa                                             | 347.00                                                 |
|         |                                                                          | 5      | Gujarat                                         | 268.00                                                 |
|         |                                                                          | 6      | Haryana                                         | 347.08                                                 |
|         |                                                                          | 7      | Karnataka                                       | 401.63                                                 |
|         |                                                                          | 8      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                          | 9      | Maharashtra*                                    | 286.08                                                 |
|         |                                                                          | 10     | Odisha                                          | 298.00                                                 |
|         |                                                                          | 11     | Punjab*                                         | 293.62                                                 |
|         |                                                                          | 12     | Rajasthan                                       | 225.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                         | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                    | 3      |                                                 | 4                                                      |
|         |                                                      | 13     | Tamilnadu                                       | 369.54                                                 |
|         |                                                      | 14     | Telangana                                       | 406.00                                                 |
|         |                                                      |        |                                                 |                                                        |
| 95      | Cotton Carpet Weaving Establishments                 | 1      | Andhra Pradesh*                                 | 286.00                                                 |
|         |                                                      | 2      | Odisha                                          | 280.00                                                 |
|         |                                                      | 3      | Telangana                                       | 354.00                                                 |
|         |                                                      |        |                                                 |                                                        |
| 96      | Cotton Waste Spinning Factories                      | 1      | Rajasthan                                       | 225.00                                                 |
|         |                                                      | 2      | Tamilnadu                                       | 369.54                                                 |
|         |                                                      |        |                                                 |                                                        |
| 97      | Courier Service                                      | 1      | Bihar                                           | 277.00                                                 |
|         |                                                      | 2      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                      |        |                                                 |                                                        |
| 98      | Coir Manufactory                                     | 1      | Kerala                                          | Piece Rated                                            |
|         |                                                      | 2      | Odisha                                          | 298.00                                                 |
|         |                                                      | 3      | Tamilnadu                                       | 301.50                                                 |
|         |                                                      |        |                                                 |                                                        |
| 99      | Crystal/ Diamond Cutting Polishing                   | 1      | Karnataka                                       | 418.74                                                 |
|         |                                                      | 2      | Kerala                                          | 372.72                                                 |
|         |                                                      |        |                                                 |                                                        |
| 100     | Cycle Industry/Cycle<br>Repairing/Mechanic Workshops | 1      | Maharashtra*                                    | 289.74                                                 |
|         |                                                      | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                                      |        |                                                 |                                                        |
| 101     | Data Processing                                      | 1      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                      |        |                                                 |                                                        |
| 102     | Distrilleries and Brewing Units                      | 1      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                      | 2      | Assam                                           | 282.38                                                 |
|         |                                                      | 3      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                      | 4      | Jharkhand                                       | 274.81                                                 |
|         |                                                      | 5      | Kerala                                          | 440.92                                                 |
|         |                                                      | 6      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                      | 7      | Nagaland                                        | 115.00                                                 |
|         |                                                      | 8      | Sikkim                                          | 300.00                                                 |
|         |                                                      |        |                                                 |                                                        |
| 103     | Dairy and Poultry Farms                              | 1      | Andhra Pradesh*                                 | 284.75                                                 |
|         |                                                      | 2      | Assam                                           | 282.38                                                 |
|         |                                                      | 3      | Bihar                                           | 277.00                                                 |
|         |                                                      | 4      | Daman and Diu                                   | 310.40                                                 |
|         |                                                      | 5      | Jharkhand                                       | 274.81                                                 |
|         |                                                      | 6      | Maharashtra*                                    | 300.45                                                 |
|         |                                                      | 7      | Nagaland                                        | 115.00                                                 |
|         |                                                      | 8      | Sikkim                                          | 300.00                                                 |
|         |                                                      | 9      | Telangana                                       | 338.00                                                 |
|         |                                                      |        |                                                 |                                                        |
| 104     | Dairy and Dairy Products                             | 1      | Chandigarh                                      | 401.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                   | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                              | 3      |                                                 | 4                                                      |
|         |                                                                                | 2      | Delhi                                           | 569.00                                                 |
|         |                                                                                | 3      | Haryana                                         | 347.08                                                 |
|         |                                                                                | 4      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                | 5      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                | 6      | Uttarakhand*                                    | 250.38                                                 |
|         |                                                                                |        |                                                 |                                                        |
| 105     | Dealer in Medicines and Chemicals                                              | 1      | Punjab*                                         | 293.62                                                 |
|         |                                                                                |        |                                                 |                                                        |
| 106     | Decoration/Decoration of Pandals                                               | 1      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                | 2      | West Bengal*                                    | 245.00                                                 |
|         |                                                                                |        |                                                 |                                                        |
| 107     | Dispensaries                                                                   | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                | 3      | Gujarat                                         | 268.00                                                 |
|         |                                                                                | 4      | Maharashtra*                                    | 400.00                                                 |
|         |                                                                                |        |                                                 |                                                        |
| 108     | Development Corporation                                                        | 1      | Lakshadweep                                     | 324.80                                                 |
|         |                                                                                |        |                                                 |                                                        |
| 109     | Dolomite Mines                                                                 | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                                |        |                                                 |                                                        |
| 110     | Domestic Workers                                                               | 1      | Andhra Pradesh*                                 | 237.43                                                 |
|         |                                                                                | 2      | Assam                                           | 277.83                                                 |
|         |                                                                                | 3      | Bihar                                           | 254.04                                                 |
|         |                                                                                | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                | 5      | Haryana                                         | 347.08                                                 |
|         |                                                                                | 6      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                                | 7      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                | 8      | Karnataka                                       | 418.68                                                 |
|         |                                                                                | 9      | Kerala                                          | 448.50                                                 |
|         |                                                                                | 10     | Meghalaya                                       | 324.00                                                 |
|         |                                                                                | 11     | Mizoram                                         | Wages yet to be fixed                                  |
|         |                                                                                | 12     | Odisha                                          | Fixed Separately                                       |
|         |                                                                                | 13     | Puducherry                                      | 148.53                                                 |
|         |                                                                                | 14     | Punjab*                                         | 293.62                                                 |
|         |                                                                                | 15     | Rajasthan                                       | 225.00                                                 |
|         |                                                                                | 16     | Tamilnadu                                       | 269.31                                                 |
|         |                                                                                | 17     | Telangana                                       | 294.00                                                 |
|         |                                                                                | 18     | Tripura*                                        | 83.81                                                  |
|         |                                                                                |        |                                                 |                                                        |
| 111     | Dafti, Card Board, Mill Board,<br>Corrugated Board, Gatta Board<br>Manufactory | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                | 3      | Maharashtra*                                    | 268.51                                                 |
|         |                                                                                |        |                                                 |                                                        |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                         | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|----------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                    | 3      |                                                 | 4                                                      |
| 112     | Drilling Operation and Maintenance of Tube Wells                     | 1      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                      |        |                                                 |                                                        |
| 113     | Dye and Chemical                                                     | 1      | Maharashtra*                                    | 282.31                                                 |
|         |                                                                      |        |                                                 |                                                        |
| 114     | Earth Cutting Operation                                              | 1      | Assam                                           | 282.38                                                 |
|         |                                                                      | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                      | 3      | Jharkhand                                       | 274.81                                                 |
|         |                                                                      |        |                                                 |                                                        |
| 115     | Educational /Coaching Institutions                                   | 1      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                      | 2      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                      | 3      | Delhi                                           | 569.00                                                 |
|         |                                                                      | 4      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                      |        |                                                 |                                                        |
| 116     | Edible Oil Workers                                                   | 1      | Assam                                           | 282.38                                                 |
|         |                                                                      |        |                                                 |                                                        |
| 117     | Walnut Processing Unit                                               | 1      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                      |        |                                                 |                                                        |
| 118     | Electricity Generation and Distribution                              | 1      | Jharkhand                                       | 274.81                                                 |
|         |                                                                      | 2      | Lakshadweep                                     | 324.80                                                 |
|         |                                                                      | 3      | Manipur                                         | 225.00                                                 |
|         |                                                                      | 4      | Meghalaya                                       | 324.00                                                 |
|         |                                                                      | 5      | Rajasthan                                       | 225.00                                                 |
|         |                                                                      |        |                                                 |                                                        |
| 119     | Electro Casting Industry                                             | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                      |        |                                                 |                                                        |
| 120     | Electronic Electroplating (Electronic Industry)                      | 1      | Karnataka                                       | 399.06                                                 |
|         |                                                                      |        |                                                 |                                                        |
| 121     | Electronic/Electric/Electrical Industry, Sale and Distribution/SEEPZ | 1      | Andhra Pradesh*                                 | 287.68                                                 |
|         |                                                                      | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                      | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                                                      | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                      | 5      | Karnataka                                       | 399.06                                                 |
|         |                                                                      | 6      | Kerala                                          | 378.41                                                 |
|         |                                                                      | 7      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                      | 8      | Maharashtra*                                    | 340.23                                                 |
|         |                                                                      | 9      | Nagaland                                        | 115.00                                                 |
|         |                                                                      | 10     | Puducherry                                      | 299.20                                                 |
|         |                                                                      | 11     | Punjab*                                         | 293.62                                                 |
|         |                                                                      | 12     | Sikkim                                          | 300.00                                                 |
|         |                                                                      | 13     | Tamilnadu                                       | 362.69                                                 |
|         |                                                                      | 14     | Telangana                                       | 357.00                                                 |
|         |                                                                      |        |                                                 |                                                        |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                       | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                  | 3      |                                                 | 4                                                      |
| 122     | Electric and other type of Bulb and<br>Florence Tube Manufacture Industry          | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                    | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                    | 3      | Odisha                                          | 298.00                                                 |
|         |                                                                                    |        |                                                 |                                                        |
| 123     | Electric Equipments/Home Appliances<br>and operation of software system            | 1      | Kerala                                          | 403.79                                                 |
|         |                                                                                    |        |                                                 |                                                        |
| 124     | Electronics and Allied or Incidental<br>Industries                                 | 1      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                    | 2      | Gujarat                                         | 268.00                                                 |
|         |                                                                                    | 3      | Haryana                                         | 347.08                                                 |
|         |                                                                                    | 4      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                    |        |                                                 |                                                        |
| 125     | Electroplating / Buffing / Polishing                                               | 1      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                    | 2      | Haryana                                         | 347.08                                                 |
|         |                                                                                    | 3      | Punjab*                                         | 293.62                                                 |
|         |                                                                                    |        |                                                 |                                                        |
| 126     | Employment in any Bank                                                             | 1      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                                    |        |                                                 |                                                        |
| 127     | Employment in Electricity Board                                                    | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                    | 2      | Odisha                                          | 298.00                                                 |
|         |                                                                                    |        |                                                 |                                                        |
| 128     | Employment in Non-Government<br>Organisation and Voluntary Social<br>Organisation  | 1      | Odisha                                          | 298.00                                                 |
|         |                                                                                    |        |                                                 |                                                        |
| 129     | Employment under any Govt. Authority<br>(Casual Contingency Employee)              | 1      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                                    | 2      | Meghalaya                                       | 324.00                                                 |
|         |                                                                                    | 3      | Odisha                                          | 298.00                                                 |
|         |                                                                                    |        |                                                 |                                                        |
| 130     | Employment in Ornament making<br>Polishing Repairing and selling<br>Establishments | 1      | Punjab*                                         | 293.62                                                 |
|         |                                                                                    |        |                                                 |                                                        |
| 131     | Employment under any Gram<br>Panchayat                                             | 1      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                    | 2      | Gujarat                                         | 268.00                                                 |
|         |                                                                                    |        |                                                 |                                                        |
| 132     | Employment in Dharamshalas                                                         | 1      | Uttarakhand*                                    | 250.38                                                 |
|         |                                                                                    | 2      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                    |        |                                                 |                                                        |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                          | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                     | 3      |                                                 | 4                                                      |
| 133     | Government or Semi Government Undertakings                                                            | 1      | Punjab*                                         | 293.62                                                 |
| 134     | Employment in Toll Plaza Establishments                                                               | 1      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                                                       | 2      | Punjab*                                         | 293.62                                                 |
| 135     | Employment in Draught Relief Works                                                                    | 1      | Rajasthan                                       | 225.00                                                 |
| 136     | Employment in Laying of Under-ground Electric Lines, Water Supply Lines and Sewerage Pipe Lines, etc. | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                                                       | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                       | 3      | Odisha                                          | 298.00                                                 |
| 137     | Employment in registered Factories not elsewhere classified                                           | 1      | Delhi                                           | 569.00                                                 |
|         |                                                                                                       | 2      | Karnataka                                       | 418.74                                                 |
|         |                                                                                                       | 3      | Meghalaya                                       | 324.00                                                 |
|         |                                                                                                       | 4      | Mizoram                                         | Wages yet to be fixed                                  |
|         |                                                                                                       | 5      | Nagaland                                        | 115.00                                                 |
|         |                                                                                                       | 6      | Rajasthan                                       | 225.00                                                 |
|         |                                                                                                       | 7      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                                       | 8      | Uttarakhand*                                    | 250.38                                                 |
| 138     | Employment in Zoo and places where caring of Wild Animals is done.                                    | 1      | Punjab*                                         | 293.62                                                 |
| 139     | Employment of non-teaching staff in Private Non-grant-aided educational institutions                  | 1      | Andhra Pradesh*                                 | 274.29                                                 |
|         |                                                                                                       | 2      | Gujarat                                         | 268.00                                                 |
|         |                                                                                                       | 3      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                                       | 4      | Kerala                                          | 383.02                                                 |
|         |                                                                                                       | 5      | Odisha                                          | 298.00                                                 |
|         |                                                                                                       | 6      | Telangana                                       | 340.00                                                 |
| 140     | Employment of Sailors                                                                                 | 1      | Bihar                                           | 266.00                                                 |
| 141     | Employment of Bus and Truck Driver/Conductor and Cleaners                                             | 1      | Jharkhand                                       | 274.81                                                 |
| 142     | Employment in Malls and Shopping Complexes Establishments                                             | 1      | Punjab*                                         | 293.62                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                                                                                                                                                              | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                                                                                                                                                         | 3      |                                                 | 4                                                      |
| 143     | 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*                                         | 293.62                                                 |
| 144     | Engineering Industries including Motor Garage Workers                                                                                                                                                                                     | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                                                                                                                                                                           | 2      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                                                                                                                                                                           | 3      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                                                                                                                                                                                           | 4      | Karnataka                                       | 418.74                                                 |
|         |                                                                                                                                                                                                                                           | 5      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                                                                                                                                                           | 6      | Maharashtra*                                    | 338.46                                                 |
|         |                                                                                                                                                                                                                                           | 7      | Meghalaya                                       | 324.00                                                 |
|         |                                                                                                                                                                                                                                           | 8      | Rajasthan                                       | 225.00                                                 |
|         |                                                                                                                                                                                                                                           | 9      | Sikkim                                          | 300.00                                                 |
| 145     | Engineering Industry employing less than 50 workers                                                                                                                                                                                       | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                                                                                                                                                                           | 2      | Uttarakhand*                                    | 250.38                                                 |
|         |                                                                                                                                                                                                                                           | 3      | Uttar Pradesh*                                  | 284.63                                                 |
| 146     | Engineering Industry employing more than 50 workers                                                                                                                                                                                       | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                                                                                                                                                                           | 2      | Uttarakhand*                                    | More than 50 to 500 workers-<br>292.73                 |
|         |                                                                                                                                                                                                                                           |        |                                                 | More than 500 workers-<br>307.16                       |
| 147     | Establishments defined under Section 2(1)(VII) of Shops and Commercial Establishments Act, 1958                                                                                                                                           | 1      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                                                                                                                                                                           | 2      | Kerala                                          | 424.00                                                 |
|         |                                                                                                                                                                                                                                           | 3      | Punjab*                                         | 293.62                                                 |
| 148     | Establishments with manufacturing Process as defined in clause (k) of Section 2 of Factories Act, 1948                                                                                                                                    | 1      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                                                                                                                                                                                           | 2      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                                                                                                                                                                           | 3      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                                                                                                                                                           | 4      | Punjab*                                         | 293.62                                                 |
| 149     | Excavation                                                                                                                                                                                                                                | 1      | Madhya Pradesh                                  | 305.78                                                 |



**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                                                                 | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                                                            | 3      |                                                 | 4                                                      |
| 150     | Employment in any factory as defined under Clause (m) or Section 2 of Factories Act, 1948 (LXIII of 1948), not covered by any of the entries | 1      | Maharashtra*                                    | 285.89                                                 |
|         |                                                                                                                                              | 2      | Daman and Diu                                   | 310.40                                                 |
| 151     | Employment in Mobile tower                                                                                                                   | 1      | Jharkhand                                       | 274.81                                                 |
| 152     | Establishments not covered by notification no-24-MW dt. 21.02.85                                                                             | 1      | West Bengal*                                    | Wages not reported                                     |
| 153     | Shops and Commercial Establishments                                                                                                          | 1      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                                                                              | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                                                              | 3      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                                                              | 4      | Maharashtra*                                    | 294.47                                                 |
|         |                                                                                                                                              | 5      | Punjab*                                         | 293.62                                                 |
|         |                                                                                                                                              | 6      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                                                                              | 7      | West Bengal*                                    | Wages not Reported                                     |
| 154     | Felspar Mines                                                                                                                                | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 155     | Ferro Alloys Industries                                                                                                                      | 1      | Sikkim                                          | 300.00                                                 |
| 156     | Film Production/Motion Picture/Studios, Distribution and Publicity                                                                           | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                                                                              | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                                                              | 3      | Gujarat                                         | 268.00                                                 |
|         |                                                                                                                                              | 4      | Karnataka                                       | 399.06                                                 |
|         |                                                                                                                                              | 5      | Kerala                                          | 508.10                                                 |
|         |                                                                                                                                              | 6      | Maharashtra*                                    | 328.39                                                 |
| 157     | Fisheries/Fishing/Sea Food/Fish Peeling and Canning                                                                                          | 1      | Andhra Pradesh*                                 | 270.79                                                 |
|         |                                                                                                                                              | 2      | Assam                                           | 282.38                                                 |
|         |                                                                                                                                              | 3      | Bihar                                           | 277.00                                                 |
|         |                                                                                                                                              | 4      | Gujarat                                         | 268.00                                                 |
|         |                                                                                                                                              | 5      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                                                              | 6      | Karnataka                                       | 424.06                                                 |
|         |                                                                                                                                              | 7      | Kerala                                          | 422.80                                                 |
|         |                                                                                                                                              | 8      | Lakshadweep                                     | 324.80                                                 |
|         |                                                                                                                                              | 9      | Odisha                                          | 298.00                                                 |
|         |                                                                                                                                              | 10     | Telangana                                       | 335.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                       | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                  | 3      |                                                 | 4                                                      |
|         |                                                                    | 11     | West Bengal*                                    | 216.00                                                 |
| 158     | Fire Clay Mines                                                    | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 159     | Zardosi Works                                                      | 1      | Gujarat                                         | 268.00                                                 |
| 160     | Food Processing/Food Preservation/<br>Food Products                | 1      | Assam                                           | 282.38                                                 |
|         |                                                                    | 2      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                    | 3      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                    | 4      | Karnataka                                       | 399.06                                                 |
|         |                                                                    | 5      | Kerala                                          | 370.31                                                 |
|         |                                                                    | 6      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                    | 7      | Puducherry                                      | 277.60                                                 |
|         |                                                                    | 8      | Tamilnadu                                       | 372.54                                                 |
| 161     | Forestry /Timbering Operations &<br>Social Forestry/Forest Produce | 1      | Assam                                           | 282.38                                                 |
|         |                                                                    | 2      | Andhra Pradesh*                                 | 69.27                                                  |
|         |                                                                    | 3      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                    | 4      | Bihar                                           | 277.00                                                 |
|         |                                                                    | 5      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                    | 6      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                    | 7      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                    | 8      | Gujarat                                         | 268.00                                                 |
|         |                                                                    | 9      | Haryana                                         | 347.08                                                 |
|         |                                                                    | 10     | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                    | 11     | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                    | 12     | Jharkhand                                       | 274.81                                                 |
|         |                                                                    | 13     | Kerala                                          | 729.00                                                 |
|         |                                                                    | 14     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                    | 15     | Maharashtra*                                    | 308.33                                                 |
|         |                                                                    | 16     | Meghalaya                                       | 324.00                                                 |
|         |                                                                    | 17     | Odisha                                          | 298.00                                                 |
|         |                                                                    | 18     | Punjab*                                         | 293.62                                                 |
|         |                                                                    | 19     | Sikkim                                          | 300.00                                                 |
|         |                                                                    | 20     | Tamilnadu                                       | 418.40                                                 |
|         |                                                                    | 21     | Telangana                                       | 107.00                                                 |
|         |                                                                    | 22     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                    | 23     | Uttarakhand*                                    | Category A 248.27                                      |
|         |                                                                    |        |                                                 | Category B 248.27                                      |
|         |                                                                    |        |                                                 | Category C 248.27                                      |
|         |                                                                    | 24     | West Bengal*                                    | 216.00                                                 |
| 162     | Foundries with or without attached<br>Machine shops                | 1      | Bihar                                           | 277.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT      | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-----------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                 | 3      |                                                 | 4                                                      |
|         |                                   | 2      | Chandigarh                                      | 401.00                                                 |
|         |                                   | 3      | Delhi                                           | 569.00                                                 |
|         |                                   | 4      | Haryana                                         | 347.08                                                 |
|         |                                   | 5      | Karnataka                                       | 399.06                                                 |
|         |                                   | 6      | Odisha                                          | 298.00                                                 |
|         |                                   | 7      | Punjab*                                         | 293.62                                                 |
|         |                                   | 8      | Rajasthan                                       | 225.00                                                 |
|         |                                   | 9      | Telangana                                       | 338.00                                                 |
|         |                                   | 10     | Uttarakhand*                                    | 250.38                                                 |
| 163     | Fountain Pens                     | 1      | Maharashtra*                                    | 339.47                                                 |
|         |                                   | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                   | 3      | West Bengal*                                    | 245.00                                                 |
| 164     | Footwear making Industry          | 1      | Tamilnadu                                       | 264.02                                                 |
|         |                                   | 2      | Kerala                                          | 534.00                                                 |
| 165     | Fruit Preservation /Fruit Juice   | 1      | Assam                                           | 282.38                                                 |
|         |                                   | 2      | Meghalaya                                       | 324.00                                                 |
|         |                                   | 3      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                   | 4      | Uttarakhand*                                    | 250.38                                                 |
| 166     | Furniture Industry                | 1      | Kerala                                          | 659.00                                                 |
|         |                                   | 2      | Meghalaya                                       | 324.00                                                 |
| 167     | General Engineering               | 1      | Andhra Pradesh*                                 | 145.88                                                 |
|         |                                   | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                   | 3      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                   | 4      | Puducherry                                      | 346.40                                                 |
|         |                                   | 5      | Tamilnadu                                       | 430.92                                                 |
| 168     | Glass /Chinaware Industry/Bangles | 1      | Andhra Pradesh*                                 | 281.09                                                 |
|         |                                   | 2      | Bihar                                           | 277.00                                                 |
|         |                                   | 3      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                   | 4      | Daman and Diu                                   | 310.40                                                 |
|         |                                   | 5      | Haryana                                         | 347.08                                                 |
|         |                                   | 6      | Jharkhand                                       | 274.81                                                 |
|         |                                   | 7      | Karnataka                                       | 399.06                                                 |
|         |                                   | 8      | Maharashtra*                                    | 338.46                                                 |
|         |                                   | 9      | Odisha                                          | 298.00                                                 |
|         |                                   | 10     | Rajasthan                                       | 259.15                                                 |
|         |                                   | 11     | Telangana                                       | 348.00                                                 |
|         |                                   | 12     | Uttar Pradesh*                                  | 254.01                                                 |
|         |                                   | 13     | West Bengal*                                    | 195.00                                                 |
| 169     | Glass Sheet Manufacturing         | 1      | Bihar                                           | 277.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                     | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                | 3      |                                                 | 4                                                      |
|         |                                                                  | 2      | Jharkhand                                       | 274.81                                                 |
| 170     | Godowns                                                          | 1      | West Bengal*                                    | 245.00                                                 |
| 171     | Gold and Silver Ornaments and Gold<br>Coating/Covering/Jewellery | 1      | Andhra Pradesh*                                 | 281.25                                                 |
|         |                                                                  | 2      | Assam                                           | 282.38                                                 |
|         |                                                                  | 3      | Bihar                                           | 277.00                                                 |
|         |                                                                  | 4      | Jharkhand                                       | 274.81                                                 |
|         |                                                                  | 5      | Kerala                                          | 489.00                                                 |
|         |                                                                  | 6      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                  | 7      | Maharashtra*                                    | 307.75                                                 |
|         |                                                                  | 8      | Odisha                                          | 298.00                                                 |
|         |                                                                  | 9      | Tamilnadu                                       | 516.20                                                 |
|         |                                                                  | 10     | Telangana                                       | 349.00                                                 |
| 172     | Goldsmith                                                        | 1      | Assam                                           | 282.38                                                 |
|         |                                                                  | 2      | Tripura*                                        | 197.70                                                 |
| 173     | Gota Kinari Industry                                             | 1      | Rajasthan                                       | 225.00                                                 |
| 174     | Government Offices contingency and<br>works                      | 1      | Rajasthan                                       | 225.00                                                 |
| 175     | Granite Mines                                                    | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 176     | Granite Stones and Marbles Industry                              | 1      | Karnataka                                       | 418.74                                                 |
|         |                                                                  | 2      | Kerala                                          | 442.55                                                 |
|         |                                                                  | 3      | Tamilnadu                                       | 520.61                                                 |
| 177     | Graphite Mines and Graphite Industries                           | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                  | 2      | Odisha                                          | 298.00                                                 |
| 178     | Grass Cutting /Wood Cutting                                      | 1      | Assam                                           | 282.38                                                 |
|         |                                                                  | 2      | Chandigarh                                      | 401.00                                                 |
|         |                                                                  | 3      | Daman and Diu                                   | 310.40                                                 |
| 179     | Gravel Mines                                                     | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 180     | Grill Industry                                                   | 1      | Sikkim                                          | 300.00                                                 |
| 181     | Grinding and crushing of mineral ore                             | 1      | Jharkhand                                       | 274.81                                                 |
| 182     | Gun Factories/Arms and Ammunition                                | 1      | Bihar                                           | 277.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                 | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|----------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                            | 3      |                                                 | 4                                                      |
|         |                                              | 2      | Jharkhand                                       | 274.81                                                 |
| 183     | Gunny Industry                               | 1      | Tamilnadu                                       | 449.35                                                 |
| 184     | Gypsum Mines                                 | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 185     | Hair Cutting Saloon                          | 1      | Assam                                           | 282.38                                                 |
|         |                                              | 2      | Bihar                                           | 277.00                                                 |
|         |                                              | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                              | 4      | Daman and Diu                                   | 310.40                                                 |
|         |                                              | 5      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                              | 6      | Jharkhand                                       | 274.81                                                 |
|         |                                              | 7      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                              | 8      | Maharashtra*                                    | 326.92                                                 |
|         |                                              | 9      | Nagaland                                        | 115.00                                                 |
|         |                                              | 10     | Punjab*                                         | 293.62                                                 |
| 186     | Handicraft                                   | 1      | Assam                                           | 282.38                                                 |
|         |                                              | 2      | Kerala                                          | 639.00                                                 |
| 187     | Handloom Weaving Establishment<br>Additional | 1      | Andhra Pradesh*                                 | 208.96                                                 |
|         |                                              | 2      | Assam                                           | 282.38                                                 |
|         |                                              | 3      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                              | 4      | Jharkhand                                       | 274.81                                                 |
|         |                                              | 5      | Nagaland                                        | 115.00                                                 |
|         |                                              | 6      | Odisha                                          | 298.00                                                 |
|         |                                              | 7      | Sikkim                                          | 300.00                                                 |
|         |                                              | 8      | Tamilnadu                                       | Piece Rated                                            |
|         |                                              | 9      | Telangana                                       | 258.00                                                 |
|         |                                              | 10     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                              | 11     | Uttarakhand*                                    | 250.57                                                 |
|         |                                              | 12     | West Bengal*                                    | 216.00                                                 |
| 188     | Handloom and Powerloom (Cotton)              | 1      | Bihar                                           | 277.00                                                 |
|         |                                              | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                              | 3      | Karnataka                                       | 377.31                                                 |
|         |                                              | 4      | Kerala                                          | Handloom 465                                           |
|         |                                              |        |                                                 | Monthly Paid Employee<br>496.31                        |
|         |                                              |        |                                                 | Powerloom 376.10                                       |
|         |                                              | 5      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                              | 6      | Maharashtra*                                    | 280.31                                                 |
|         |                                              | 7      | Rajasthan                                       | 225.00                                                 |
|         |                                              | 8      | Telangana                                       | Piece Rated                                            |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                    | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                               | 3      |                                                 | 4                                                      |
| 189     | Handloom Silk Weaving industry                  | 1      | Andhra Pradesh*                                 | 200.54                                                 |
|         |                                                 | 2      | Tamilnadu                                       | Piece Rated                                            |
|         |                                                 | 3      | Telangana                                       | 258.00                                                 |
| 190     | Handmade Paper and Paper Board                  | 1      | Daman and Diu                                   | 310.40                                                 |
| 191     | Handling and care of Elephants                  | 1      | Kerala                                          | 545.15                                                 |
| 192     | Helpers & Welder in Minor Engineering           | 1      | Assam                                           | 282.38                                                 |
|         |                                                 | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                 | 3      | Kerala                                          | 357.38                                                 |
| 193     | Hematite Mines                                  | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 194     | Workshops                                       | 1      | Jammu & Kashmir*                                | 225.00                                                 |
| 195     | Hill Produce Industry                           | 1      | Kerala                                          | 509.00                                                 |
| 196     | Horticulture                                    | 1      | Andhra Pradesh*                                 | 323.87                                                 |
|         |                                                 | 2      | Assam                                           | 282.38                                                 |
|         |                                                 | 3      | Nagaland                                        | 115.00                                                 |
|         |                                                 | 4      | Telangana                                       | 384.00                                                 |
| 197     | Hosiery                                         | 1      | Bihar                                           | 277.00                                                 |
|         |                                                 | 2      | Gujarat                                         | 268.00                                                 |
|         |                                                 | 3      | Jharkhand                                       | 274.81                                                 |
|         |                                                 | 4      | Kerala                                          | 351.10                                                 |
|         |                                                 | 5      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                 | 6      | Odisha                                          | 280.00                                                 |
|         |                                                 | 7      | Tamilnadu                                       | 196.46                                                 |
|         |                                                 | 8      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                 | 9      | Uttarakhand*                                    | 255.77                                                 |
|         |                                                 | 10     | West Bengal*                                    | 245.00                                                 |
| 198     | Hospitals and Nursing Homes and Private Clinics | 1      | Andhra Pradesh*                                 | 321.36                                                 |
|         |                                                 | 2      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                 | 3      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                 | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                 | 5      | Daman and Diu                                   | 310.40                                                 |
|         |                                                 | 6      | Delhi                                           | 569.00                                                 |
|         |                                                 | 7      | Gujarat                                         | 268.00                                                 |
|         |                                                 | 8      | Haryana                                         | 347.08                                                 |
|         |                                                 | 9      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                 | 10     | Jharkhand                                       | 274.81                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                                    | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-----------------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                               | 3      |                                                 | 4                                                      |
|         |                                                                                                                 | 11     | Karnataka                                       | 418.68                                                 |
|         |                                                                                                                 | 12     | Kerala                                          | 718.95                                                 |
|         |                                                                                                                 | 13     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                                 | 14     | Maharashtra*                                    | 324.14                                                 |
|         |                                                                                                                 | 15     | Puducherry                                      | 296.70                                                 |
|         |                                                                                                                 | 16     | Tamilnadu                                       | 557.73                                                 |
|         |                                                                                                                 | 17     | Telangana                                       | 398.00                                                 |
|         |                                                                                                                 | 18     | West Bengal*                                    | 245.00                                                 |
| 199     | Hostels of all colleges and all other educational institutions                                                  | 1      | Andhra Pradesh*                                 | 343.53                                                 |
|         |                                                                                                                 | 2      | Karnataka                                       | 399.06                                                 |
|         |                                                                                                                 | 3      | Kerala                                          | 487.46                                                 |
|         |                                                                                                                 | 4      | Telangana                                       | 426.00                                                 |
| 200     | Hotels and Restaurants or Eating Houses covered by the schedule employments (shops & commercial Establishments) | 1      | Andhra Pradesh*                                 | 285.83                                                 |
|         |                                                                                                                 | 2      | Assam                                           | 282.38                                                 |
|         |                                                                                                                 | 3      | Bihar                                           | 277.00                                                 |
|         |                                                                                                                 | 4      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                                                 | 5      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                                                 | 6      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                                 | 7      | Goa                                             | 347.00                                                 |
|         |                                                                                                                 | 8      | Gujarat                                         | 268.00                                                 |
|         |                                                                                                                 | 9      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                                                                 | 10     | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                                                 | 11     | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                                 | 12     | Karnataka                                       | 399.06                                                 |
|         |                                                                                                                 | 13     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                                 | 14     | Maharashtra*                                    | 338.46                                                 |
|         |                                                                                                                 | 15     | Meghalaya                                       | 324.00                                                 |
|         |                                                                                                                 | 16     | Nagaland                                        | 115.00                                                 |
|         |                                                                                                                 | 17     | Odisha                                          | 298.00                                                 |
|         |                                                                                                                 | 18     | Puducherry                                      | 331.00                                                 |
|         |                                                                                                                 | 19     | Punjab*                                         | 293.62                                                 |
|         |                                                                                                                 | 20     | Rajasthan                                       | 225.00                                                 |
|         |                                                                                                                 | 21     | Sikkim                                          | 300.00                                                 |
|         |                                                                                                                 | 22     | Tamilnadu                                       | 424.53                                                 |
|         |                                                                                                                 | 23     | Telangana                                       | 355.00                                                 |
|         |                                                                                                                 | 24     | Tripura*                                        | 277.22                                                 |
|         |                                                                                                                 | 25     | Uttarakhand*                                    |                                                        |
|         |                                                                                                                 |        | i) Less than 10 employees Area A                | 264.61                                                 |
|         |                                                                                                                 |        | ii) Less than 10 employees Area B               | 258.27                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                 | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                            | 3      |                                                 | 4                                                      |
|         |                                                              |        | iii) Less than 10 employees Area C              | 241.92                                                 |
|         |                                                              |        | i) 10 or more than 10 employees Area A          | 271.15                                                 |
|         |                                                              |        | ii) 10 or more than 10 employees Area B         | 264.61                                                 |
|         |                                                              |        | iii) 10 or more than 10 employees Area C        | 248.46                                                 |
|         |                                                              |        | Star Hotel Area A                               | 287.50                                                 |
|         |                                                              |        | Star Hotel Area B                               | 274.42                                                 |
|         |                                                              |        | Star Hotel Area C                               | 264.61                                                 |
|         |                                                              | 26     | West Bengal*                                    | 245.00                                                 |
| 201     | Hydro Electric Projects                                      | 1      | Assam                                           | 282.38                                                 |
|         |                                                              | 2      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                              | 3      | Nagaland                                        | 115.00                                                 |
|         |                                                              | 4      | Sikkim                                          | 300.00                                                 |
| 202     | Ice Cream / Ice Candy Ice Products                           | 1      | Assam                                           | 282.38                                                 |
|         |                                                              | 2      | Bihar                                           | 277.00                                                 |
|         |                                                              | 3      | Jharkhand                                       | 274.81                                                 |
|         |                                                              | 4      | Nagaland                                        | 115.00                                                 |
|         |                                                              | 5      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                              | 6      | Uttarakhand*                                    | 247.69                                                 |
| 203     | Ice Factory, Cold Drinks and Cold Storage                    | 1      | Assam                                           | 282.38                                                 |
|         |                                                              | 2      | Bihar                                           | 277.00                                                 |
|         |                                                              | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                                              | 4      | Daman and Diu                                   | 310.40                                                 |
|         |                                                              | 5      | Delhi                                           | 569.00                                                 |
|         |                                                              | 6      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                              | 7      | Jharkhand                                       | 274.81                                                 |
|         |                                                              | 8      | Karnataka                                       | 399.06                                                 |
|         |                                                              | 9      | Kerala                                          | 495.15                                                 |
|         |                                                              | 10     | Maharashtra*                                    | 298.32                                                 |
|         |                                                              | 11     | Odisha                                          | 298.00                                                 |
|         |                                                              | 12     | Punjab*                                         | 293.62                                                 |
|         |                                                              | 13     | Rajasthan                                       | 225.00                                                 |
|         |                                                              | 14     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                              | 15     | Uttarakhand*                                    | 247.69                                                 |
| 204     | Industrial Engineering Establishments (more than 50 workers) | 1      | Gujarat                                         | 268.00                                                 |
| 205     | Industrial Engineering Establishments (less than 50 workers) | 1      | Gujarat                                         | 268.00                                                 |
|         |                                                              | 2      | Odisha                                          | 298.00                                                 |



**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT          | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|---------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                     | 3      |                                                 | 4                                                      |
|         |                                       | 3      | West Bengal*                                    | Wages under consideration                              |
| 206     | Industrial Establishments             | 1      | Lakshadweep                                     | 324.80                                                 |
| 207     | Information Technology                | 1      | Bihar                                           | 277.00                                                 |
| 208     | Iron Foundry                          | 1      | Jharkhand                                       | 274.81                                                 |
|         |                                       | 2      | West Bengal*                                    | Wages not reported                                     |
| 209     | Iron Ore Mine                         | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 210     | Irrigation Works                      | 1      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                       | 2      | Rajasthan                                       | 225.00                                                 |
| 211     | Jari Industry/ Hand Embroidery & Jari | 1      | Daman and Diu                                   | 310.40                                                 |
|         |                                       | 2      | Tamilnadu                                       | 495.70                                                 |
| 212     | Jute and Coir Mills                   | 1      | Andhra Pradesh*                                 | 333.80                                                 |
|         |                                       | 2      | Assam                                           | 282.38                                                 |
|         |                                       | 3      | Odisha                                          | 298.00                                                 |
|         |                                       | 4      | Telangana                                       | 413.00                                                 |
| 213     | Jute Bailing Industry                 | 1      | Assam                                           | 282.38                                                 |
|         |                                       | 2      | Bihar                                           | 277.00                                                 |
| 214     | Jute Patti Industry                   | 1      | Rajasthan                                       | 225.00                                                 |
| 215     | Kambal Industry                       | 1      | Chhatisgarh*                                    | 226.88                                                 |
| 216     | Khadi & Village Industry              | 1      | Assam                                           | 282.38                                                 |
|         |                                       | 2      | Bihar                                           | 277.00                                                 |
|         |                                       | 3      | Jharkhand                                       | 274.81                                                 |
|         |                                       | 4      | Kerala                                          | 436.60                                                 |
|         |                                       | 5      | Nagaland                                        | 115.00                                                 |
|         |                                       | 6      | Odisha                                          | 298.00                                                 |
|         |                                       | 7      | Rajasthan                                       | 225.00                                                 |
| 217     | Khandsari / Sugar Factories           | 1      | Andhra Pradesh*                                 | 292.78                                                 |
|         |                                       | 2      | Bihar                                           | 257.00                                                 |
|         |                                       | 3      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                       | 4      | Daman and Diu                                   | 310.40                                                 |
|         |                                       | 5      | Gujarat                                         | 268.00                                                 |
|         |                                       | 6      | Haryana                                         | 347.08                                                 |
|         |                                       | 7      | Jharkhand                                       | 274.81                                                 |
|         |                                       | 8      | Karnataka                                       | 418.74                                                 |
|         |                                       | 9      | Madhya Pradesh                                  | 305.78                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT           | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|----------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                      | 3      |                                                 | 4                                                      |
|         |                                        | 10     | Nagaland                                        | 115.00                                                 |
|         |                                        | 11     | Telangana                                       | 362.00                                                 |
|         |                                        | 12     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                        | 13     | Uttarakhand*                                    | 247.69                                                 |
|         |                                        |        |                                                 |                                                        |
| 218     | Catechu Industry/Katha Industry        | 1      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                        |        |                                                 |                                                        |
| 219     | Kosa Industry                          | 1      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                        | 2      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                        |        |                                                 |                                                        |
| 220     | Kyanite Mines                          | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                        |        |                                                 |                                                        |
| 221     | Lac Manufacturing                      | 1      | Bihar                                           | 277.00                                                 |
|         |                                        | 2      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                        | 3      | Daman and Diu                                   | 310.40                                                 |
|         |                                        | 4      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                        | 5      | West Bengal*                                    | 216.00                                                 |
|         |                                        |        |                                                 |                                                        |
| 222     | Harbour Works                          | 1      | Lakshadweep                                     | 324.80                                                 |
|         |                                        |        |                                                 |                                                        |
| 223     | LAMPS/PACS/OMC                         | 1      | Tripura*                                        | 169.63                                                 |
|         |                                        |        |                                                 |                                                        |
| 224     | Laterite Mines                         | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                        |        |                                                 |                                                        |
| 225     | Laundries / Dry Washing /Dyeing Plants | 1      | Bihar                                           | 277.00                                                 |
|         |                                        | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                        | 3      | Delhi                                           | 569.00                                                 |
|         |                                        | 4      | Jharkhand                                       | 274.81                                                 |
|         |                                        | 5      | Karnataka                                       | 399.06                                                 |
|         |                                        | 6      | Maharashtra*                                    | 338.46                                                 |
|         |                                        | 7      | Nagaland                                        | 115.00                                                 |
|         |                                        | 8      | Odisha                                          | 298.00                                                 |
|         |                                        | 9      | Punjab*                                         | 293.62                                                 |
|         |                                        | 10     | Tamilnadu                                       | 558.40                                                 |
|         |                                        | 11     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                        | 12     | Uttarakhand*                                    | 247.69                                                 |
|         |                                        |        |                                                 |                                                        |
| 226     | Leather Industries                     | 1      | Odisha                                          | 298.00                                                 |
|         |                                        | 2      | Sikkim                                          | 300.00                                                 |
|         |                                        |        |                                                 |                                                        |
| 227     | Libraries / Pvt. Libraries             | 1      | Uttarakhand*                                    | More than 50,000 books<br>252.69                       |
|         |                                        |        |                                                 | 15,000 to 50,000 books<br>250.38                       |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                             | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                        | 3      |                                                 | 4                                                      |
|         |                                                                          |        |                                                 | Less than 15,000 books<br>248.07                       |
|         |                                                                          | 2      | Uttar Pradesh*                                  | 284.63                                                 |
| 228     | Lignite Mines                                                            | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 229     | Liquor trading and vending                                               | 1      | Kerala                                          | 414.41                                                 |
|         |                                                                          | 2      | Maharashtra*                                    | 353.04                                                 |
| 230     | Lime Stone Industry/Kilns                                                | 1      | Andhra Pradesh*                                 | 212.67                                                 |
|         |                                                                          | 2      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                          | 3      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                          | 4      | Telangana                                       | 262.00                                                 |
| 231     | Loading and Unloading / Urea Bags/<br>River Sand Collection              | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                          | 2      | A & N Islands*                                  | 297.00                                                 |
|         |                                                                          | 3      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                          | 4      | Assam                                           | Piece Rated                                            |
|         |                                                                          | 5      | Bihar                                           | 277.00                                                 |
|         |                                                                          | 6      | Jharkhand                                       | 274.81                                                 |
|         |                                                                          | 7      | Kerala                                          | Piece Rated                                            |
|         |                                                                          | 8      | Nagaland                                        | Per Basket                                             |
|         |                                                                          | 9      | Puducherry                                      | 167.00                                                 |
|         |                                                                          | 10     | Tamilnadu                                       | 327.60                                                 |
|         |                                                                          | 11     | Tripura*                                        | 421.14                                                 |
| 232     | Load carrying i.e. porter porting goods<br>from one area to another area | 1      | Arunachal Pradesh*                              | 150.00                                                 |
| 233     | Local Authority/Municipality/Municipal<br>Corporation/Gram Panchayat     | 1      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                          | 2      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                          | 3      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                          | 4      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                          | 5      | Delhi                                           | 569.00                                                 |
|         |                                                                          | 6      | Gujarat                                         | 268.00                                                 |
|         |                                                                          | 7      | Haryana                                         | 347.08                                                 |
|         |                                                                          | 8      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                          | 9      | Jharkhand                                       | 274.81                                                 |
|         |                                                                          | 10     | Karnataka                                       | 434.06                                                 |
|         |                                                                          | 11     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                          | 12     | Maharashtra*                                    | 292.30                                                 |
|         |                                                                          | 13     | Meghalaya                                       | 324.00                                                 |
|         |                                                                          | 14     | Nagaland                                        | 115.00                                                 |
|         |                                                                          | 15     | Odisha                                          | 298.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                         | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                    | 3      |                                                 | 4                                                      |
|         |                                                                                      | 16     | Punjab*                                         | 293.62                                                 |
|         |                                                                                      | 17     | Rajasthan                                       | 225.00                                                 |
|         |                                                                                      | 18     | Tamilnadu                                       | 385.50                                                 |
|         |                                                                                      | 19     | West Bengal*                                    | Wages not Reported                                     |
|         |                                                                                      |        |                                                 |                                                        |
| 234     | LPG Distribution/Manufactory                                                         | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                      | 2      | Kerala                                          | 341.30                                                 |
|         |                                                                                      | 3      | Nagaland                                        | 115.00                                                 |
|         |                                                                                      | 4      | Odisha                                          | 298.00                                                 |
|         |                                                                                      | 5      | Rajasthan                                       | 225.00                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 235     | Mandi Mazdoors                                                                       | 1      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 236     | Magnesite Mines                                                                      | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 237     | Magnetite Mines                                                                      | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 238     | Maintenance of Silk Worm Plan in the Sericulture Forms                               | 1      | Manipur                                         | 225.00                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 239     | Mandakki Bhatti                                                                      | 1      | Karnataka                                       | 418.74                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 240     | Manganese Mines                                                                      | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 241     | Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard | 1      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 242     | Manufacture of Dolls and Toys and Brass and Bell Metal                               | 1      | Manipur                                         | 225.00                                                 |
|         |                                                                                      | 2      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                      | 3      | Odisha                                          | 298.00                                                 |
|         |                                                                                      | 4      | West Bengal*                                    | 245.00                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 243     | Manufacturing of Small/Miniature bulbs, Glass Products                               | 1      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                      | 2      | Maharashtra*                                    | 338.46                                                 |
|         |                                                                                      | 3      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                      | 4      | Uttarakhand*                                    | 247.69                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 244     | Manufacture of Medicines and Hospital Equipments                                     | 1      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 245     | Manufacture of Ramraj Geru                                                           | 1      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                      |        |                                                 |                                                        |
| 246     | Manufacture of Wood Products                                                         | 1      | A & N Islands*                                  | 297.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                            | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|---------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                       | 3      |                                                 | 4                                                      |
|         |                                                         | 2      | Jammu & Kashmir*                                | 225.00                                                 |
| 247     | Manufacture assembling of Electronic Goods and Products | 1      | Goa                                             | 347.00                                                 |
| 248     | Manufacturing of Arms & Ammunition                      | 1      | Jammu & Kashmir*                                | 225.00                                                 |
| 249     | Manufacturing of Brush and Brooms                       | 1      | Odisha                                          | 298.00                                                 |
| 250     | Manufacturing of Leather Goods                          | 1      | Bihar                                           | 277.00                                                 |
|         |                                                         | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                         | 3      | Puducherry                                      | 244.50                                                 |
|         |                                                         | 4      | Tamilnadu                                       | 264.02                                                 |
|         |                                                         | 5      | Uttar Pradesh*                                  | 284.63                                                 |
| 251     | Manufacturing of Nails and Pins                         | 1      | Odisha                                          | 298.00                                                 |
| 252     | Marble and Calcite Mines                                | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 253     | Mat Weaving and Basket Making                           | 1      | Tamilnadu                                       | 317.45                                                 |
| 254     | Match Manufacturing                                     | 1      | Andhra Pradesh*                                 | 233.49                                                 |
|         |                                                         | 2      | Assam                                           | 282.38                                                 |
|         |                                                         | 3      | Karnataka                                       | 308.46                                                 |
|         |                                                         | 4      | Kerala                                          | 342.10                                                 |
|         |                                                         | 5      | Odisha                                          | 298.00                                                 |
|         |                                                         | 6      | Tamilnadu                                       | Match manufacturing<br>216.30                          |
|         |                                                         |        |                                                 | Fire works 193.38                                      |
|         |                                                         | 7      | Telangana                                       | 288.00                                                 |
|         |                                                         | 8      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                         | 9      | Uttarakhand*                                    | 247.69                                                 |
| 255     | Meat Selling                                            | 1      | Chandigarh                                      | 401.00                                                 |
| 256     | Mechanized Fish Catching                                | 1      | Kerala                                          | Piece Rated                                            |
| 257     | Medical Plants Plantation                               | 1      | West Bengal*                                    | 216.00                                                 |
| 258     | Medical and Sales Representatives                       | 1      | Tamilnadu                                       | 450.76                                                 |
| 259     | Mesta used Twine Mills                                  | 1      | Andhra Pradesh*                                 | 272.39                                                 |
|         |                                                         | 2      | Telangana                                       | 180.00                                                 |
| 260     | Metal Rolling & Re-rolling (Ferrous)                    | 1      | Assam                                           | 282.38                                                 |
|         |                                                         | 2      | Chandigarh                                      | 401.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                           | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|----------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                      | 3      |                                                 | 4                                                      |
|         |                                                                                        | 3      | Haryana                                         | 347.08                                                 |
|         |                                                                                        | 4      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                        | 5      | Karnataka                                       | 418.74                                                 |
|         |                                                                                        | 6      | Punjab*                                         | 293.62                                                 |
| 261     | Metal Rolling / Re-rolling (Non-Ferrous)                                               | 1      | Haryana                                         | 347.08                                                 |
|         |                                                                                        | 2      | Karnataka                                       | 418.74                                                 |
|         |                                                                                        | 3      | Nagaland                                        | 115.00                                                 |
|         |                                                                                        | 4      | Punjab*                                         | 293.62                                                 |
| 262     | Metal/Alloy Industry                                                                   | 1      | Manipur                                         | 225.00                                                 |
|         |                                                                                        | 2      | Odisha                                          | 298.00                                                 |
|         |                                                                                        | 3      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                        | 4      | Uttarakhand*                                    | 250.38                                                 |
| 263     | Metal Working Establishments                                                           | 1      | Delhi                                           | 569.00                                                 |
| 264     | Mica Mines                                                                             | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                                        | 2      | Andhra Pradesh*                                 | 283.97                                                 |
|         |                                                                                        | 3      | Telangana                                       | 352.00                                                 |
| 265     | Mica Works (Excluding Mines)                                                           | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                        | 2      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                        | 3      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                        | 4      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                        | 5      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                        | 6      | Rajasthan                                       | 225.00                                                 |
| 266     | Midday Meal Programme in Schools                                                       | 1      | Kerala                                          | 437.83                                                 |
| 267     | Milk Processing and Milk Products Manufacturing Establishments excluding Halwais shops | 1      | Punjab*                                         | 293.62                                                 |
| 268     | Mineral Grinding/Crushing Industry                                                     | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                        | 2      | Jharkhand                                       | 274.81                                                 |
| 269     | Mines and Minerals                                                                     | 1      | Meghalaya                                       | 324.00                                                 |
| 270     | Mini Cement Industry                                                                   | 1      | Andhra Pradesh*                                 | 231.38                                                 |
|         |                                                                                        | 2      | Karnataka                                       | 399.06                                                 |
|         |                                                                                        | 3      | Telangana                                       | 287.00                                                 |
| 271     | Mines (Exemplified for See-3 of Mines Act)                                             | 1      | Madhya Pradesh                                  | 305.78                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                                               | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|----------------------------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                                          | 3      |                                                 | 4                                                      |
|         |                                                                                                                            |        |                                                 |                                                        |
| 272     | Minor Port                                                                                                                 | 1      | Kerala                                          | 755.50                                                 |
|         |                                                                                                                            | 2      | Odisha                                          | 298.00                                                 |
|         |                                                                                                                            |        |                                                 |                                                        |
| 273     | Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry                                                                     | 1      | Karnataka                                       | 418.74                                                 |
|         |                                                                                                                            | 2      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                                            |        |                                                 |                                                        |
| 274     | Motor Body Builders/ Mechanical/ Local Transport Workshops/Automobile Repairing Workshops and Garages/ Light Motor Vehicle | 1      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                                                                            | 2      | Assam                                           | 282.38                                                 |
|         |                                                                                                                            | 3      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                                            | 4      | Kerala                                          | 520.12                                                 |
|         |                                                                                                                            | 5      | Maharashtra*                                    | 310.80                                                 |
|         |                                                                                                                            | 6      | Nagaland                                        | 115.00                                                 |
|         |                                                                                                                            | 7      | Odisha                                          | 298.00                                                 |
|         |                                                                                                                            | 8      | Punjab*                                         | 293.62                                                 |
|         |                                                                                                                            | 9      | Tripura*                                        | 251.14                                                 |
|         |                                                                                                                            | 10     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                                                            | 11     | Uttarakhand*                                    | 251.34                                                 |
|         |                                                                                                                            |        |                                                 |                                                        |
| 275     | Motion Picture Industry                                                                                                    | 1      | Andhra Pradesh*                                 | 253.44                                                 |
|         |                                                                                                                            | 2      | Tamilnadu                                       | 437.42                                                 |
|         |                                                                                                                            | 3      | Telangana                                       | 314.00                                                 |
|         |                                                                                                                            |        |                                                 |                                                        |
| 276     | Municipalities and Town Committee                                                                                          | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                                                            |        |                                                 |                                                        |
| 277     | Murra, Poha, Churmura / Frittered Rice                                                                                     | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                                                            | 2      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                                                            | 3      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                                            | 4      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                                            | 5      | Maharashtra*                                    | 289.50                                                 |
|         |                                                                                                                            |        |                                                 |                                                        |
| 278     | Mushroom Growing and Allied Works                                                                                          | 1      | Tamilnadu                                       | 319.85                                                 |
|         |                                                                                                                            |        |                                                 |                                                        |
| 279     | Neera Tapping                                                                                                              | 1      | Tamilnadu                                       | 660.60                                                 |
|         |                                                                                                                            |        |                                                 |                                                        |
| 280     | Non-Govt. Organisations                                                                                                    | 1      | Rajasthan                                       | 225.00                                                 |
|         |                                                                                                                            |        |                                                 |                                                        |
| 281     | Ochre Mines                                                                                                                | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                                                                            |        |                                                 |                                                        |
| 282     | Oil and Gas Drilling Works                                                                                                 | 1      | Assam                                           | 282.38                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT   | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                              | 3      |                                                 | 4                                                      |
| 283     | Oil Mills                      | 1      | Andhra Pradesh*                                 | 339.97                                                 |
|         |                                | 2      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                | 3      | Bihar                                           | 277.00                                                 |
|         |                                | 4      | Chandigarh                                      | 401.00                                                 |
|         |                                | 5      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                | 6      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                | 7      | Daman and Diu                                   | 310.40                                                 |
|         |                                | 8      | Delhi                                           | 569.00                                                 |
|         |                                | 9      | Gujarat                                         | 268.00                                                 |
|         |                                | 10     | Haryana                                         | 347.08                                                 |
|         |                                | 11     | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                | 12     | Karnataka                                       | 399.06                                                 |
|         |                                | 13     | Kerala                                          | 479.00                                                 |
|         |                                | 14     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                | 15     | Maharashtra*                                    | 349.92                                                 |
|         |                                | 16     | Odisha                                          | 298.00                                                 |
|         |                                | 17     | Puducherry                                      | 313.40                                                 |
|         |                                | 18     | Punjab*                                         | 293.62                                                 |
|         |                                | 19     | Rajasthan                                       | 225.00                                                 |
|         |                                | 20     | Tamilnadu                                       | 365.69                                                 |
|         |                                | 21     | Telangana                                       | 421.00                                                 |
|         |                                | 22     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                | 23     | Uttarakhand*                                    | More than 10 workers<br>251.34                         |
|         |                                |        |                                                 | Less than 10 workers<br>247.69                         |
|         |                                | 24     | West Bengal*                                    | 245.00                                                 |
| 284     | Onion Sorting & Cleaning       | 1      | Maharashtra*                                    | 241.08                                                 |
| 285     | Optical and Photographic Goods | 1      | Daman and Diu                                   | 310.40                                                 |
|         |                                | 2      | Maharashtra*                                    | 301.32                                                 |
|         |                                | 3      | Punjab*                                         | 293.62                                                 |
| 286     | Public Works Department        | 1      | Lakshadweep                                     | 324.80                                                 |
|         |                                | 2      | Rajasthan                                       | 225.00                                                 |
| 287     | Panchayat                      | 1      | Lakshadweep                                     | 324.80                                                 |
| 288     | Packing Industry               | 1      | Chandigarh                                      | 401.00                                                 |
|         |                                | 2      | Haryana                                         | 347.08                                                 |
| 289     | Paints and Varnishes           | 1      | Maharashtra*                                    | 346.15                                                 |
|         |                                | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                | 3      | Odisha                                          | 298.00                                                 |



**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT          | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019                                   |
|---------|---------------------------------------|--------|-------------------------------------------------|------------------------------------------------------------------------------------------|
| 1       | 2                                     | 3      |                                                 | 4                                                                                        |
|         |                                       | 4      | West Bengal*                                    | 245.00                                                                                   |
| 290     | Pan Masala and Gutkha Manufacturing   | 1      | Assam                                           | 282.38                                                                                   |
| 291     | Palm Oil                              | 1      | Kerala                                          | 543.33                                                                                   |
| 292     | Papad Industry                        | 1      | Bihar                                           | 266.00                                                                                   |
|         |                                       | 2      | Rajasthan                                       | Piece Rated                                                                              |
| 293     | Paper and Paper Board/ Paper Industry | 1      | Andhra Pradesh*                                 | 341.21                                                                                   |
|         |                                       | 2      | Assam                                           | 282.38                                                                                   |
|         |                                       | 3      | Bihar                                           | 277.00                                                                                   |
|         |                                       | 4      | Chandigarh                                      | 401.00                                                                                   |
|         |                                       | 5      | Dadra and Nagar Haveli                          | 310.40                                                                                   |
|         |                                       | 6      | Daman and Diu                                   | 310.40                                                                                   |
|         |                                       | 7      | Haryana                                         | 347.08                                                                                   |
|         |                                       | 8      | Jharkhand                                       | 274.81                                                                                   |
|         |                                       | 9      | Kerala                                          | 512.85                                                                                   |
|         |                                       | 10     | Maharashtra*                                    | 314.13                                                                                   |
|         |                                       | 11     | Odisha                                          | 298.00                                                                                   |
|         |                                       | 12     | Puducherry                                      | 234.80                                                                                   |
|         |                                       | 13     | Punjab*                                         | 293.62                                                                                   |
|         |                                       | 14     | Sikkim                                          | 300.00                                                                                   |
|         |                                       | 15     | Tamilnadu                                       | Paper and other incidental<br>Processes connected with<br>handmade paper - 289.54        |
|         |                                       |        |                                                 | Paper and other incidental<br>Processes connected with<br>machine made paper -<br>302.65 |
|         |                                       | 16     | Telangana                                       | 423.00                                                                                   |
|         |                                       | 17     | Uttar Pradesh*                                  | 284.63                                                                                   |
|         |                                       | 18     | West Bengal*                                    | 245.00                                                                                   |
| 294     | Pathological Laboratories             | 1      | Assam                                           | 282.38                                                                                   |
|         |                                       | 2      | Dadra and Nagar Haveli                          | 310.40                                                                                   |
|         |                                       | 3      | Nagaland                                        | 115.00                                                                                   |
| 295     | Petrol Pump/Bunks/ Diesel Worker      | 1      | Assam                                           | 282.38                                                                                   |
| 296     | Petrol Bunks/Petrol, Diesel Oil Pumps | 1      | Andhra Pradesh*                                 | 292.01                                                                                   |
|         |                                       | 2      | Bihar                                           | 277.00                                                                                   |
|         |                                       | 3      | Chandigarh                                      | 401.00                                                                                   |
|         |                                       | 4      | Chhatisgarh*                                    | 226.88                                                                                   |
|         |                                       | 5      | Dadra and Nagar Haveli                          | 310.40                                                                                   |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                                                     | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|----------------------------------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                                                | 3      |                                                 | 4                                                      |
|         |                                                                                                                                  | 6      | Gujarat                                         | 268.00                                                 |
|         |                                                                                                                                  | 7      | Haryana                                         | 347.08                                                 |
|         |                                                                                                                                  | 8      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                                                  | 9      | Karnataka                                       | 418.74                                                 |
|         |                                                                                                                                  | 10     | Kerala                                          | 386.62                                                 |
|         |                                                                                                                                  | 11     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                                                  | 12     | Nagaland                                        | 115.00                                                 |
|         |                                                                                                                                  | 13     | Odisha                                          | 298.00                                                 |
|         |                                                                                                                                  | 14     | Rajasthan                                       | 225.00                                                 |
|         |                                                                                                                                  | 15     | Telangana                                       | 361.00                                                 |
|         |                                                                                                                                  | 16     | Tripura*                                        | 195.98                                                 |
|         |                                                                                                                                  | 17     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                                                                  | 18     | Uttarakhand*                                    | 250.38                                                 |
|         |                                                                                                                                  |        |                                                 |                                                        |
| 297     | Petroleum Supply Stations<br>Establishments/ Distribution of Liquid<br>Petroleum Gas Cylinders                                   | 1      | Punjab*                                         | 293.62                                                 |
|         |                                                                                                                                  | 2      | Puducherry                                      | 305.20                                                 |
|         |                                                                                                                                  | 3      | Tamilnadu                                       | 330.31                                                 |
|         |                                                                                                                                  |        |                                                 |                                                        |
| 298     | Pharmaceutical industry and units<br>engaged in the manufacture, sale and<br>distribution and the sale of Electronic<br>products | 1      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                                                                  | 2      | Goa                                             | 347.00                                                 |
|         |                                                                                                                                  | 3      | Gujarat                                         | 268.00                                                 |
|         |                                                                                                                                  | 4      | Odisha                                          | 298.00                                                 |
|         |                                                                                                                                  | 5      | Puducherry                                      | 501.20                                                 |
|         |                                                                                                                                  |        |                                                 |                                                        |
| 299     | Plantations (Tea, Coffee, Rubber,<br>Cardamom, Cinchona, etc.)                                                                   | 1      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                                                                                  | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                                                                                  | 3      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                                                                  | 4      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                                                  | 5      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                                                                                  | 6      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                                                                  | 7      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                                                  | 8      | Karnataka                                       | 332.85                                                 |
|         |                                                                                                                                  | 9      | Kerala                                          | Tea/cardamom 339.78                                    |
|         |                                                                                                                                  |        |                                                 | Rubber 419.78                                          |
|         |                                                                                                                                  |        |                                                 | Coffee 339.78                                          |
|         |                                                                                                                                  | 10     | Nagaland                                        | 115.00                                                 |
|         |                                                                                                                                  | 11     | Sikkim                                          | 300.00                                                 |
|         |                                                                                                                                  | 12     | Tamilnadu                                       | Tea 317.33                                             |
|         |                                                                                                                                  |        |                                                 | Coffee 315.83                                          |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                      | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|---------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                 | 3      |                                                 | 4                                                      |
|         |                                                                                                   |        |                                                 | Rubber 322.33                                          |
|         |                                                                                                   | 13     | Tripura*                                        | Rubber 288.31                                          |
|         |                                                                                                   |        |                                                 | Tea 176.00                                             |
|         |                                                                                                   | 14     | Uttarakhand*                                    | 247.69                                                 |
|         |                                                                                                   | 15     | West Bengal*                                    | Cinchona 216.00                                        |
|         |                                                                                                   |        |                                                 | Tea Plantation Wages not<br>Reported                   |
| 300     | Plantation Labour Chindhona, Rubber                                                               | 1      | Karnataka                                       | 324.62                                                 |
| 301     | Plantation of Silk Worm Food Plants for<br>Silk Workms (i.e.Mulberry, Oak, Tasar,<br>Caster etc.) | 1      | Manipur                                         | 225.00                                                 |
| 302     | Photo and Picture Frame<br>Manufacturing                                                          | 1      | Assam                                           | 282.38                                                 |
| 303     | Plastic Industry                                                                                  | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                                   | 2      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                                   | 3      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                                   | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                                   | 5      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                   | 6      | Gujarat                                         | 268.00                                                 |
|         |                                                                                                   | 7      | Haryana                                         | 347.08                                                 |
|         |                                                                                                   | 8      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                                   | 9      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                   | 10     | Karnataka                                       | 399.06                                                 |
|         |                                                                                                   | 11     | Kerala                                          | 359.56                                                 |
|         |                                                                                                   | 12     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                   | 13     | Maharashtra*                                    | 289.74                                                 |
|         |                                                                                                   | 14     | Puducherry                                      | 299.60                                                 |
|         |                                                                                                   | 15     | West Bengal*                                    | 245.00                                                 |
| 304     | Plastic and Plastic Products                                                                      | 1      | Odisha                                          | 298.00                                                 |
|         |                                                                                                   | 2      | Uttarakhand*                                    | 250.38                                                 |
|         |                                                                                                   | 3      | Uttar Pradesh*                                  | 284.63                                                 |
| 305     | Plastic, Rubber, PVC including Cable                                                              | 1      | Delhi                                           | 569.00                                                 |
| 306     | Sales Promotion Employees                                                                         | 1      | Assam                                           | 467.49                                                 |
|         |                                                                                                   | 2      | Jharkhand                                       | 274.81                                                 |
| 307     | Wolfram Mines                                                                                     | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 308     | Plucking and Collection of<br>Tendu/Kendu Leaves                                                  | 1      | Bihar                                           | 277.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                           | 3      |                                                 | 4                                                      |
|         |                                                             | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                             | 3      | Odisha                                          | 298.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 309     | Plywood Industry                                            | 1      | Assam                                           | 282.38                                                 |
|         |                                                             | 2      | Bihar                                           | 277.00                                                 |
|         |                                                             | 3      | Jharkhand                                       | 274.81                                                 |
|         |                                                             | 4      | Karnataka                                       | 418.74                                                 |
|         |                                                             | 5      | Kerala                                          | 444.00                                                 |
|         |                                                             | 6      | Meghalaya                                       | 324.00                                                 |
|         |                                                             | 7      | Nagaland                                        | 115.00                                                 |
|         |                                                             | 8      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                             | 9      | Uttarakhand*                                    | 250.38                                                 |
|         |                                                             | 10     | West Bengal*                                    | 245.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 310     | Polythene foam manufacturing or<br>processing of foam items | 1      | Tamilnadu                                       | 376.12                                                 |
|         |                                                             | 2      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                             |        |                                                 |                                                        |
| 311     | Potteries / Ceramics / Fire Bricks                          | 1      | Assam                                           | 282.38                                                 |
|         |                                                             | 2      | Bihar                                           | 277.00                                                 |
|         |                                                             | 3      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                             | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                             | 5      | Daman and Diu                                   | 310.40                                                 |
|         |                                                             | 6      | Delhi                                           | 569.00                                                 |
|         |                                                             | 7      | Gujarat                                         | 268.00                                                 |
|         |                                                             | 8      | Haryana                                         | 347.08                                                 |
|         |                                                             | 9      | Jharkhand                                       | 274.81                                                 |
|         |                                                             | 10     | Karnataka                                       | 399.06                                                 |
|         |                                                             | 11     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                             | 12     | Maharashtra*                                    | 280.31                                                 |
|         |                                                             | 13     | Odisha                                          | 298.00                                                 |
|         |                                                             | 14     | Punjab*                                         | 293.62                                                 |
|         |                                                             | 15     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                             | 16     | Uttarakhand*                                    | 247.69                                                 |
|         |                                                             | 17     | West Bengal*                                    | 245.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 312     | Poultry and Cattle Feed Manufacturing                       | 1      | Andhra Pradesh*                                 | 292.81                                                 |
|         |                                                             | 2      | Assam                                           | 282.38                                                 |
|         |                                                             | 3      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                             | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                             | 5      | Telangana                                       | 346.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 313     | Wool Cleaning and Pressing Factories                        | 1      | Rajasthan                                       | 225.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 314     | Powerloom Industry                                          | 1      | Andhra Pradesh*                                 | 350.50                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                           | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                      | 3      |                                                 | 4                                                      |
|         |                                                                        | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                        | 3      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                        | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                        | 5      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                        | 6      | Gujarat                                         | 268.00                                                 |
|         |                                                                        | 7      | Jharkhand                                       | 274.81                                                 |
|         |                                                                        | 8      | Maharashtra*                                    | 362.08                                                 |
|         |                                                                        | 9      | Odisha                                          | 298.00                                                 |
|         |                                                                        | 10     | Rajasthan                                       | 225.00                                                 |
|         |                                                                        | 11     | Tamilnadu                                       | 447.20                                                 |
|         |                                                                        | 12     | Telangana                                       | 461.00                                                 |
|         |                                                                        | 13     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                        | 14     | West Bengal*                                    | Less than Ten Persons 245.00                           |
|         |                                                                        |        |                                                 | More than Ten Persons 245.00                           |
|         |                                                                        |        |                                                 |                                                        |
| 315     | Preparation of Soil, Land Development and other Agricultural Operation | 1      | Manipur                                         | 225.00                                                 |
|         |                                                                        |        |                                                 |                                                        |
| 316     | Premises wherein Cows / Buffalos kept for Milking                      | 1      | Assam                                           | 282.38                                                 |
|         |                                                                        |        |                                                 |                                                        |
| 317     | Procurement, Processing and distribution of Milk                       | 1      | Karnataka                                       | 399.06                                                 |
|         |                                                                        |        |                                                 |                                                        |
| 318     | Printing Presses/Lithography, Photography and other similar works      | 1      | Andhra Pradesh*                                 | 292.78                                                 |
|         |                                                                        | 2      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                        | 3      | Assam                                           | 282.38                                                 |
|         |                                                                        | 4      | Bihar                                           | 277.00                                                 |
|         |                                                                        | 5      | Chandigarh                                      | 401.00                                                 |
|         |                                                                        | 6      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                        | 7      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                        | 8      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                        | 9      | Delhi                                           | 569.00                                                 |
|         |                                                                        | 10     | Goa                                             | 347.00                                                 |
|         |                                                                        | 11     | Gujarat                                         | 268.00                                                 |
|         |                                                                        | 12     | Haryana                                         | 347.08                                                 |
|         |                                                                        | 13     | Jharkhand                                       | 274.81                                                 |
|         |                                                                        | 14     | Karnataka                                       | 399.06                                                 |
|         |                                                                        | 15     | Kerala                                          | Printing Press 480.35                                  |
|         |                                                                        |        |                                                 | Photography 464.77                                     |
|         |                                                                        | 16     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                        | 17     | Maharashtra*                                    | 277.49                                                 |
|         |                                                                        | 18     | Meghalaya                                       | 324.00                                                 |
|         |                                                                        | 19     | Nagaland                                        | 115.00                                                 |
|         |                                                                        | 20     | Odisha                                          | 298.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                 | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|----------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                            | 3      |                                                 | 4                                                      |
|         |                                                                                              | 21     | Puducherry                                      | 231.90                                                 |
|         |                                                                                              | 22     | Punjab*                                         | 293.62                                                 |
|         |                                                                                              | 23     | Rajasthan                                       | 225.00                                                 |
|         |                                                                                              | 24     | Sikkim                                          | 300.00                                                 |
|         |                                                                                              | 25     | Tamilnadu                                       | 290.00                                                 |
|         |                                                                                              | 26     | Telangana                                       | 362.00                                                 |
|         |                                                                                              | 27     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                              | 28     | Uttarakhand*                                    | 251.34                                                 |
|         |                                                                                              | 29     | West Bengal*                                    | 245.00                                                 |
|         |                                                                                              |        |                                                 |                                                        |
| 319     | Printing and Dyeing Cloth                                                                    | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                              | 2      | Maharashtra*                                    | 297.19                                                 |
|         |                                                                                              |        |                                                 |                                                        |
| 320     | Private co-operative society welfare                                                         | 1      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                                              | 2      | Karnataka                                       | 418.74                                                 |
|         |                                                                                              |        |                                                 |                                                        |
| 321     | Private Temple                                                                               | 1      | Kerala                                          | 371.48                                                 |
|         |                                                                                              |        |                                                 |                                                        |
| 322     | Private Coaching Classes, Schools<br>including Nursery Schools and<br>Technical Institutions | 1      | A & N Islands*                                  | 297.00                                                 |
|         |                                                                                              | 2      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                              | 3      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                              | 4      | Haryana                                         | 347.08                                                 |
|         |                                                                                              | 5      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                                              | 6      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                              | 7      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                              | 8      | Nagaland                                        | 115.00                                                 |
|         |                                                                                              | 9      | Puducherry                                      | 170.00                                                 |
|         |                                                                                              | 10     | Punjab*                                         | 293.62                                                 |
|         |                                                                                              | 11     | Rajasthan                                       | 225.00                                                 |
|         |                                                                                              | 12     | Tripura*                                        | 225.53                                                 |
|         |                                                                                              | 13     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                              | 14     | Uttarakhand*                                    | 247.68                                                 |
|         |                                                                                              |        |                                                 |                                                        |
| 323     | Private Ferries and L.T.C.                                                                   | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                              | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                              |        |                                                 |                                                        |
| 324     | Private Finance Corporation and Chit<br>Fund                                                 | 1      | Karnataka                                       | 399.06                                                 |
|         |                                                                                              | 2      | Kerala                                          | 526.63                                                 |
|         |                                                                                              |        |                                                 |                                                        |
| 325     | Private Motor Transport                                                                      | 1      | Andhra Pradesh*                                 | 281.25                                                 |
|         |                                                                                              | 2      | Assam                                           | 282.38                                                 |
|         |                                                                                              | 3      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                              | 4      | Nagaland                                        | 115.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                                             | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                                        | 3      |                                                 | 4                                                      |
|         |                                                                                                                          | 5      | Odisha                                          | 298.00                                                 |
|         |                                                                                                                          | 6      | Sikkim                                          | 300.00                                                 |
|         |                                                                                                                          | 7      | Telangana                                       | 349.00                                                 |
|         |                                                                                                                          |        |                                                 |                                                        |
| 326     | Processing and Canning of food stuff<br>including fish and beverages                                                     | 1      | Goa                                             | 347.00                                                 |
|         |                                                                                                                          | 2      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                                                                          |        |                                                 |                                                        |
| 327     | Private Hospital,Nursing Homes,<br>Dispensaries, Medical Clinics<br>Radiology, Pathology Laboratories<br>Surgical Clinic | 1      | Assam                                           | 282.38                                                 |
|         |                                                                                                                          | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                                                                          | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                                                          | 4      | Goa                                             | 347.00                                                 |
|         |                                                                                                                          | 5      | Odisha                                          | 298.00                                                 |
|         |                                                                                                                          | 6      | Punjab*                                         | 293.62                                                 |
|         |                                                                                                                          | 7      | Rajasthan                                       | 225.00                                                 |
|         |                                                                                                                          | 8      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                                                          | 9      | Uttarakhand*                                    | 250.38                                                 |
|         |                                                                                                                          |        |                                                 |                                                        |
| 328     | Private Security Agency Services                                                                                         | 1      | Assam                                           | 359.57                                                 |
|         |                                                                                                                          | 2      | Bihar                                           | 277.00                                                 |
|         |                                                                                                                          | 3      | Gujarat                                         | 268.00                                                 |
|         |                                                                                                                          | 4      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                                          | 5      | Kerala                                          | 500.15                                                 |
|         |                                                                                                                          | 6      | Odisha                                          | 298.00                                                 |
|         |                                                                                                                          | 7      | Telangana                                       | 368.00                                                 |
|         |                                                                                                                          | 8      | Tripura*                                        | 300.39                                                 |
|         |                                                                                                                          |        |                                                 |                                                        |
| 329     | Public Motor Transport                                                                                                   | 1      | Andhra Pradesh*                                 | 230.76                                                 |
|         |                                                                                                                          | 2      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                                                                          | 3      | Assam                                           | 282.38                                                 |
|         |                                                                                                                          | 4      | Bihar                                           | 277.00                                                 |
|         |                                                                                                                          | 5      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                                                          | 6      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                                                          | 7      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                                                          | 8      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                                          | 9      | Delhi                                           | 569.00                                                 |
|         |                                                                                                                          | 10     | Goa                                             | 347.00                                                 |
|         |                                                                                                                          | 11     | Gujarat                                         | 268.00                                                 |
|         |                                                                                                                          | 12     | Haryana                                         | 347.08                                                 |
|         |                                                                                                                          | 13     | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                                                                          | 14     | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                                                          | 15     | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                                          | 16     | Karnataka                                       | 399.06                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                           | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                      | 3      |                                                 | 4                                                      |
|         |                                                        | 17     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                        | 18     | Maharashtra*                                    | 304.89                                                 |
|         |                                                        | 19     | Manipur                                         | 225.00                                                 |
|         |                                                        | 20     | Mizoram                                         | Wages yet to be fixed                                  |
|         |                                                        | 21     | Meghalaya                                       | 324.00                                                 |
|         |                                                        | 22     | Nagaland                                        | 115.00                                                 |
|         |                                                        | 23     | Odisha                                          | 298.00                                                 |
|         |                                                        | 24     | Puducherry                                      | 375.40                                                 |
|         |                                                        | 25     | Punjab*                                         | 293.62                                                 |
|         |                                                        | 26     | Rajasthan                                       | 225.00                                                 |
|         |                                                        | 27     | Tamilnadu                                       | 547.84                                                 |
|         |                                                        | 28     | Telangana                                       | 286.00                                                 |
|         |                                                        | 29     | Tripura*                                        | 67.04                                                  |
|         |                                                        | 30     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                        | 31     | Uttarakhand*                                    | 251.34                                                 |
|         |                                                        | 32     | West Bengal*                                    | 235.00                                                 |
|         |                                                        |        |                                                 |                                                        |
| 330     | Public Works Department (Irrigation)                   | 1      | Haryana                                         | 347.08                                                 |
|         |                                                        | 2      | Punjab*                                         | 293.62                                                 |
|         |                                                        |        |                                                 |                                                        |
| 331     | Public Works Department (Public Health)                | 1      | Odisha                                          | 298.00                                                 |
|         |                                                        | 2      | Punjab*                                         | 293.62                                                 |
|         |                                                        |        |                                                 |                                                        |
| 332     | Pulp and Paper, Paper Board and Card Board Manufactory | 1      | Gujarat                                         | 268.00                                                 |
|         |                                                        | 2      | Karnataka                                       | 418.74                                                 |
|         |                                                        | 3      | Punjab*                                         | 293.62                                                 |
|         |                                                        |        |                                                 |                                                        |
| 333     | Quartz Mines                                           | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                        |        |                                                 |                                                        |
| 334     | Quartzite Mines                                        | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                        |        |                                                 |                                                        |
| 335     | Rags Cleaning & Sorting                                | 1      | Haryana                                         | 347.08                                                 |
|         |                                                        |        |                                                 |                                                        |
| 336     | Readymade Garments                                     | 1      | Andhra Pradesh*                                 | 209.91                                                 |
|         |                                                        | 2      | Assam                                           | 282.38                                                 |
|         |                                                        | 3      | Daman and Diu                                   | 310.40                                                 |
|         |                                                        | 4      | Delhi                                           | 569.00                                                 |
|         |                                                        | 5      | Goa                                             | 347.00                                                 |
|         |                                                        | 6      | Haryana                                         | 347.08                                                 |
|         |                                                        | 7      | Kerala                                          | 463.23                                                 |
|         |                                                        | 8      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                        | 9      | Maharashtra*                                    | 365.39                                                 |
|         |                                                        | 10     | Odisha                                          | 298.00                                                 |
|         |                                                        | 11     | Punjab*                                         | 293.62                                                 |



**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                 | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                            | 3      |                                                 | 4                                                      |
|         |                                                              | 12     | Rajasthan                                       | 225.00                                                 |
|         |                                                              | 13     | Telangana                                       | 260.00                                                 |
|         |                                                              | 14     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                              | 15     | Uttarakhand*                                    | 250.38                                                 |
|         |                                                              |        |                                                 |                                                        |
| 337     | Rexene Cloth                                                 | 1      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                              |        |                                                 |                                                        |
| 338     | Radio including assembling of Radio parts                    | 1      | Delhi                                           | 569.00                                                 |
|         |                                                              | 2      | Odisha                                          | 298.00                                                 |
|         |                                                              |        |                                                 |                                                        |
| 339     | Temples and Religious Places Social/Dharamshala Institutions | 1      | Bihar                                           | 277.00                                                 |
|         |                                                              | 2      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                              |        |                                                 |                                                        |
| 340     | Red Oxide Mines                                              | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                              |        |                                                 |                                                        |
| 341     | Refractory Industry                                          | 1      | Odisha                                          | 298.00                                                 |
|         |                                                              | 2      | West Bengal*                                    | 204.00                                                 |
|         |                                                              |        |                                                 |                                                        |
| 342     | Rice / Flour / Dal Mill                                      | 1      | Andhra Pradesh*                                 | 294.24                                                 |
|         |                                                              | 2      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                              | 3      | Assam                                           | 282.38                                                 |
|         |                                                              | 4      | Bihar                                           | 277.00                                                 |
|         |                                                              | 5      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                              | 6      | Chandigarh                                      | 401.00                                                 |
|         |                                                              | 7      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                              | 8      | Daman and Diu                                   | 310.40                                                 |
|         |                                                              | 9      | Delhi                                           | 569.00                                                 |
|         |                                                              | 10     | Gujarat                                         | 268.00                                                 |
|         |                                                              | 11     | Haryana                                         | 347.08                                                 |
|         |                                                              | 12     | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                              | 13     | Jharkhand                                       | 274.81                                                 |
|         |                                                              | 14     | Karnataka                                       | 418.74                                                 |
|         |                                                              | 15     | Kerala                                          | 368.65                                                 |
|         |                                                              | 16     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                              | 17     | Maharashtra*                                    | 289.50                                                 |
|         |                                                              | 18     | Nagaland                                        | 115.00                                                 |
|         |                                                              | 19     | Odisha                                          | 298.00                                                 |
|         |                                                              | 20     | Punjab*                                         | 293.62                                                 |
|         |                                                              | 21     | Puducherry                                      | 288.25                                                 |
|         |                                                              | 22     | Rajasthan                                       | 225.00                                                 |
|         |                                                              | 23     | Tamilnadu                                       | 350.90                                                 |
|         |                                                              | 24     | Tripura*                                        | 333.29                                                 |
|         |                                                              | 25     | Telangana                                       | 365.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                         | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                    | 3      |                                                 | 4                                                      |
|         |                                                      | 26     | Uttarakhand*                                    | i) More than 10 employees<br>251.34                    |
|         |                                                      |        |                                                 | ii) Less than 10 employees<br>247.69                   |
|         |                                                      | 27     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                      | 28     | West Bengal*                                    | Rice Mill 216.00                                       |
|         |                                                      |        |                                                 | Dal Mill 245.00                                        |
|         |                                                      |        |                                                 | Floor Mill 245.00                                      |
| 343     | Rock Phosphate Mines                                 | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 344     | Rolling of Iron Rods, Plates and<br>Angles,etc.      | 1      | Bihar                                           | 277.00                                                 |
|         |                                                      | 2      | Jharkhand                                       | 274.81                                                 |
| 345     | Rope Industry                                        | 1      | Odisha                                          | 298.00                                                 |
|         |                                                      | 2      | West Bengal*                                    | 245.00                                                 |
| 346     | Rosin and Terpentine Products                        | 1      | Jammu & Kashmir*                                | 225.00                                                 |
| 347     | Rubber Baloon Manufacturing/ Rubber<br>Crepe Mills   | 1      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                      | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                                      | 3      | Kerala                                          | 409.00                                                 |
|         |                                                      | 4      | Maharashtra*                                    | 289.50                                                 |
| 348     | Block rubber factories                               | 1      | Kerala                                          | 549.00                                                 |
| 349     | Rubber/Rubber Products(including<br>Tyres and Tubes) | 1      | Assam                                           | 282.38                                                 |
|         |                                                      | 2      | Bihar                                           | 277.00                                                 |
|         |                                                      | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                                      | 4      | Daman and Diu                                   | 310.40                                                 |
|         |                                                      | 5      | Gujarat                                         | 268.00                                                 |
|         |                                                      | 6      | Haryana                                         | 347.08                                                 |
|         |                                                      | 7      | Jharkhand                                       | 274.81                                                 |
|         |                                                      | 8      | Karnataka                                       | 418.74                                                 |
|         |                                                      | 9      | Kerala                                          | 559.00                                                 |
|         |                                                      | 10     | Maharashtra*                                    | 338.46                                                 |
|         |                                                      | 11     | Odisha                                          | 298.00                                                 |
|         |                                                      | 12     | Punjab*                                         | 293.62                                                 |
|         |                                                      | 13     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                      | 14     | Uttarakhand*                                    | 250.38                                                 |
|         |                                                      | 15     | West Bengal*                                    | 195.65                                                 |
|         |                                                      |        |                                                 |                                                        |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                       | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|----------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                  | 3      |                                                 | 4                                                      |
| 350     | Rural Development Department sponsored Employment Generation Scheme (Mahatma Gandhi Rozgar Yojana) | 1      | Rajasthan                                       | 225.00                                                 |
| 351     | Sago Industry                                                                                      | 1      | Tamilnadu                                       | 407.69                                                 |
| 352     | Safai Karamcharies                                                                                 | 1      | Andhra Pradesh*                                 | 371.39                                                 |
|         |                                                                                                    | 2      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                                                    | 3      | Bihar                                           | 266.00                                                 |
|         |                                                                                                    | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                                    | 5      | Haryana                                         | 347.08                                                 |
|         |                                                                                                    | 6      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                                                    | 7      | Karnataka                                       | 558.68                                                 |
|         |                                                                                                    | 8      | Meghalaya                                       | 324.00                                                 |
|         |                                                                                                    | 9      | Telangana                                       | 460.00                                                 |
|         |                                                                                                    | 10     | Tripura*                                        | 210.06                                                 |
| 353     | Sale of Medicines/Medical Representatives                                                          | 1      | Karnataka                                       | 399.06                                                 |
|         |                                                                                                    | 2      | Kerala                                          | 663.23                                                 |
|         |                                                                                                    | 3      | West Bengal*                                    | Wages not Reported                                     |
| 354     | Sale Promotion Workers                                                                             | 1      | Bihar                                           | 254.00                                                 |
|         |                                                                                                    | 2      | Chhatisgarh*                                    | 226.88                                                 |
| 355     | Sale of Automobiles                                                                                | 1      | Nagaland                                        | 115.00                                                 |
| 356     | Salt Pan Industry                                                                                  | 1      | Andhra Pradesh*                                 | 219.76                                                 |
|         |                                                                                                    | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                    | 3      | Maharashtra*                                    | 289.74                                                 |
|         |                                                                                                    | 4      | Odisha                                          | 298.00                                                 |
|         |                                                                                                    | 5      | Rajasthan                                       | 259.15                                                 |
|         |                                                                                                    | 6      | Tamilnadu                                       | 377.20                                                 |
|         |                                                                                                    | 7      | Telangana                                       | 272.00                                                 |
|         |                                                                                                    | 8      | West Bengal*                                    | 216.00                                                 |
| 357     | Saw Mills                                                                                          | 1      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                                                    | 2      | Assam                                           | 282.38                                                 |
|         |                                                                                                    | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                                    | 4      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                                    | 5      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                    | 6      | Goa                                             | 347.00                                                 |
|         |                                                                                                    | 7      | Haryana                                         | 347.08                                                 |
|         |                                                                                                    | 8      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                                    | 9      | Madhya Pradesh                                  | 305.78                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                           | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|--------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                      | 3      |                                                 | 4                                                      |
|         |                                                        | 10     | Maharashtra*                                    | 303.44                                                 |
|         |                                                        | 11     | Meghalaya                                       | 324.00                                                 |
|         |                                                        | 12     | Nagaland                                        | 115.00                                                 |
|         |                                                        | 13     | Odisha                                          | 298.00                                                 |
|         |                                                        | 14     | Punjab*                                         | 293.62                                                 |
|         |                                                        | 15     | West Bengal*                                    | 245.00                                                 |
| 358     | Sales, Distribution and Handling of Petroleum Products | 1      | Meghalaya                                       | 324.00                                                 |
| 359     | Scientific Industry                                    | 1      | Haryana                                         | 347.08                                                 |
|         |                                                        | 2      | Punjab*                                         | 293.62                                                 |
| 360     | Seasonal Spray Squads of NMEP                          | 1      | Assam                                           | 282.38                                                 |
| 361     | Sea Food Processing Industry                           | 1      | Daman and Diu                                   | 310.40                                                 |
|         |                                                        | 2      | Tamilnadu                                       | 318.69                                                 |
| 362     | Seed Processing Units                                  | 1      | Andhra Pradesh*                                 | 286.91                                                 |
|         |                                                        | 2      | Telangana                                       | 355.00                                                 |
| 363     | Security Agencies (Private)/Watch and Ward             | 1      | Andhra Pradesh*                                 | 296.9                                                  |
|         |                                                        | 2      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                        | 3      | Chhatisgarh*                                    | 235.88                                                 |
|         |                                                        | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                        | 5      | Himachal Pradesh                                | 250.00                                                 |
|         |                                                        | 6      | Karnataka                                       | 418.68                                                 |
|         |                                                        | 7      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                        | 8      | Meghalaya                                       | 324.00                                                 |
|         |                                                        | 9      | Puducherry                                      | 253.60                                                 |
|         |                                                        | 10     | Punjab*                                         | 293.62                                                 |
|         |                                                        | 11     | Sikkim                                          | 300.00                                                 |
|         |                                                        | 12     | Tamilnadu                                       | 467.89                                                 |
|         |                                                        | 13     | West Bengal*                                    | 245.00                                                 |
| 364     | Sericulture                                            | 1      | Andhra Pradesh*                                 | 173.27                                                 |
|         |                                                        | 2      | Assam                                           | 282.38                                                 |
|         |                                                        | 3      | Karnataka                                       | 418.74                                                 |
|         |                                                        | 4      | Meghalaya                                       | 324.00                                                 |
|         |                                                        | 5      | Nagaland                                        | 115.00                                                 |
|         |                                                        | 6      | Tamilnadu                                       | 410.15                                                 |
|         |                                                        | 7      | Telangana                                       | 173.00                                                 |
|         |                                                        | 8      | West Bengal*                                    | 216.00                                                 |
| 365     | Screen Printing                                        | 1      | Kerala                                          | 401.15                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                  | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-----------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                             | 3      |                                                 | 4                                                      |
| 366     | Solevent Plants and Refinery                                                                  | 1      | Chhatisgarh*                                    | 226.88                                                 |
| 367     | Shoe/Footwear Industry and Dealers                                                            | 1      | Punjab*                                         | 293.62                                                 |
|         |                                                                                               | 2      | West Bengal*                                    | 245.00                                                 |
| 368     | Shops & Commercial Establishments covered by the Schedule of Shop & Commercial Establishment. | 1      | Andhra Pradesh*                                 | 281.25                                                 |
|         |                                                                                               | 2      | A & N Islands*                                  | 314.00                                                 |
|         |                                                                                               | 3      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                                               | 4      | Assam                                           | 282.38                                                 |
|         |                                                                                               | 5      | Bihar                                           | 277.00                                                 |
|         |                                                                                               | 6      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                               | 7      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                                                               | 8      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                               | 9      | Delhi                                           | 569.00                                                 |
|         |                                                                                               | 10     | Goa                                             | 347.00                                                 |
|         |                                                                                               | 11     | Gujarat                                         | 268.00                                                 |
|         |                                                                                               | 12     | Haryana                                         | 347.08                                                 |
|         |                                                                                               | 13     | Himachal Pradesh                                | 250.00                                                 |
|         |                                                                                               | 14     | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                               | 15     | Karnataka                                       | 418.74                                                 |
|         |                                                                                               | 16     | Manipur                                         | 225.00                                                 |
|         |                                                                                               | 17     | Meghalaya                                       | 324.00                                                 |
|         |                                                                                               | 18     | Mizoram                                         | Wages yet to be fixed                                  |
|         |                                                                                               | 19     | Nagaland                                        | 115.00                                                 |
|         |                                                                                               | 20     | Odisha                                          | 298.00                                                 |
|         |                                                                                               | 21     | Puducherry                                      | 263.00                                                 |
|         |                                                                                               | 22     | Punjab*                                         | 293.62                                                 |
|         |                                                                                               | 23     | Rajasthan                                       | 225.00                                                 |
|         |                                                                                               | 24     | Sikkim                                          | 300.00                                                 |
|         |                                                                                               | 25     | Tamilnadu                                       | 335.27                                                 |
|         |                                                                                               | 26     | Telangana                                       | 349.00                                                 |
|         |                                                                                               | 27     | Tripura*                                        | 213.25                                                 |
|         |                                                                                               | 28     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                               | 29     | Uttarakhand*                                    | 247.69                                                 |
| 369     | Shops Selling Cooked Food Stuff                                                               | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                               | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                               | 3      | Tamilnadu                                       | 509.15                                                 |
| 370     | Siali leave Pluckers                                                                          | 1      | Odisha                                          | 298.00                                                 |
| 371     | Silica Mines                                                                                  | 1      | C.L.C (Central)                                 | 403.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                            | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|---------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                       | 3      |                                                 | 4                                                      |
| 372     | Silicate and Chemical Works                             | 1      | Jammu & Kashmir*                                | 225.00                                                 |
| 373     | Silk Printing                                           | 1      | West Bengal*                                    | 245.00                                                 |
| 374     | Silk Twisting Industry                                  | 1      | Bihar                                           | 277.00                                                 |
|         |                                                         | 2      | Tamilnadu                                       | 408.00                                                 |
| 375     | Silk Sari or Jari Works (Handloom)                      | 1      | Uttar Pradesh*                                  | 284.63                                                 |
| 376     | Silk Spinning and or weaving<br>(Handloom)              | 1      | West Bengal*                                    | 216.00                                                 |
| 377     | Silver Industry                                         | 1      | Daman and Diu                                   | 310.40                                                 |
| 378     | Sindur and Rang Manufacturing                           | 1      | Bihar                                           | 277.00                                                 |
|         |                                                         | 2      | Jharkhand                                       | 274.81                                                 |
| 379     | Slate Mines                                             | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 380     | Slate Pencil Manufactory                                | 1      | Andhra Pradesh*                                 | 267.71                                                 |
|         |                                                         | 2      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                         | 3      | Telangana                                       | 332.00                                                 |
| 381     | Small Scale Establishments Selling<br>Cooked Food Staff | 1      | Assam                                           | 282.38                                                 |
| 382     | Small Scale Industry                                    | 1      | Assam                                           | 282.38                                                 |
|         |                                                         | 2      | Rajasthan                                       | 225.00                                                 |
| 383     | Soap / Detergent Making/Cosmetics                       | 1      | Assam                                           | 282.38                                                 |
|         |                                                         | 2      | Bihar                                           | 277.00                                                 |
|         |                                                         | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                                         | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                         | 5      | Daman and Diu                                   | 310.40                                                 |
|         |                                                         | 6      | Gujarat                                         | 268.00                                                 |
|         |                                                         | 7      | Haryana                                         | 347.08                                                 |
|         |                                                         | 8      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                         | 9      | Jharkhand                                       | 274.81                                                 |
|         |                                                         | 10     | Kerala                                          | 360.14                                                 |
|         |                                                         | 11     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                         | 12     | Maharashtra*                                    | 334.61                                                 |
|         |                                                         | 13     | Nagaland                                        | 115.00                                                 |
|         |                                                         | 14     | Odisha                                          | 298.00                                                 |
|         |                                                         | 15     | Puducherry                                      | 304.20                                                 |
|         |                                                         | 16     | Punjab*                                         | 293.62                                                 |
|         |                                                         | 17     | Tamilnadu                                       | 537.73                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                          | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                     | 3      |                                                 | 4                                                      |
|         |                                                                                                       | 18     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                                                       | 19     | Uttarakhand*                                    | 247.69                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 384     | Soap Stone Factories                                                                                  | 1      | Rajasthan                                       | 225.00                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 385     | Soil Conservation (workers engaged in<br>Plantation, reclamation etc.)                                | 1      | Meghalaya                                       | 324.00                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 386     | Spinning, Knitting, Printing, Dyeing,<br>Finishing, Bleaching of Silk Pina,<br>Fibre/Silk Industry    | 1      | Karnataka                                       | 303.50                                                 |
|         |                                                                                                       | 2      | Manipur                                         | 225.00                                                 |
|         |                                                                                                       | 3      | Odisha                                          | 298.00                                                 |
|         |                                                                                                       | 4      | Tamilnadu                                       | 196.46                                                 |
|         |                                                                                                       | 5      | Telangana                                       | 247.00                                                 |
|         |                                                                                                       | 6      | West Bengal*                                    | 245.00                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 387     | Wooden Photo Frame                                                                                    | 1      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                       | 2      | Maharashtra*                                    | 338.46                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 388     | Sports Goods Industry                                                                                 | 1      | Punjab*                                         | 293.62                                                 |
|         |                                                                                                       | 2      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 389     | Spun Pipes, Concrete Pipes, Sanitary<br>Fittisngs, PCC,RCS Poles & RCC Pipe<br>Manufacturing Industry | 1      | Karnataka                                       | 399.06                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 390     | Star Hotel                                                                                            | 1      | Kerala                                          | 403.16                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 391     | Starch Industry                                                                                       | 1      | Punjab*                                         | 293.62                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 392     | Stable                                                                                                | 1      | Maharashtra*                                    | 311.54                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 393     | STD, ISD, PCO and Allied Services                                                                     | 1      | Rajasthan                                       | 225.00                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 394     | Steatite Mines                                                                                        | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 395     | Steel Almirah, Tables, Chairs and Steel<br>Furniture                                                  | 1      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                       | 2      | Karnataka                                       | 399.06                                                 |
|         |                                                                                                       | 3      | Maharashtra*                                    | 338.46                                                 |
|         |                                                                                                       | 4      | Punjab*                                         | 293.62                                                 |
|         |                                                                                                       |        |                                                 |                                                        |
| 396     | Steel Mill Fabrication and Concerte<br>Products                                                       | 1      | Andhra Pradesh*                                 | 267.87                                                 |
|         |                                                                                                       | 2      | Meghalaya                                       | 324.00                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                          | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                     | 3      |                                                 | 4                                                      |
|         |                                                       | 3      | Telangana                                       | 332.00                                                 |
| 397     | Stone Breaking & Stone Crushing                       | 1      | C.L.C (Central)                                 | 326.00                                                 |
|         |                                                       | 2      | Andhra Pradesh*                                 | 264.68                                                 |
|         |                                                       | 3      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                       | 4      | Bihar                                           | 277.00                                                 |
|         |                                                       | 5      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                       | 6      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                       | 7      | Daman and Diu                                   | 310.40                                                 |
|         |                                                       | 8      | Delhi                                           | 569.00                                                 |
|         |                                                       | 9      | Gujarat                                         | 268.00                                                 |
|         |                                                       | 10     | Himachal Pradesh                                | 250.00                                                 |
|         |                                                       | 11     | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                       | 12     | Jharkhand                                       | 274.81                                                 |
|         |                                                       | 13     | Karnataka                                       | 418.74                                                 |
|         |                                                       | 14     | Kerala                                          | 789.00                                                 |
|         |                                                       | 15     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                       | 16     | Maharashtra*                                    | 321.31                                                 |
|         |                                                       | 17     | Meghalaya                                       | 324.00                                                 |
|         |                                                       | 18     | Nagaland                                        | 115.00                                                 |
|         |                                                       | 19     | Odisha                                          | 298.00                                                 |
|         |                                                       | 20     | Punjab*                                         | 293.62                                                 |
|         |                                                       | 21     | Rajasthan                                       | 259.15                                                 |
|         |                                                       | 22     | Sikkim                                          | 300.00                                                 |
|         |                                                       | 23     | Telangana                                       | Piece Rated                                            |
|         |                                                       | 24     | Tripura*                                        | Piece Rated                                            |
|         |                                                       | 25     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                       | 26     | Uttarakhand*                                    | 247.69                                                 |
|         |                                                       | 27     | West Bengal*                                    | 245.00                                                 |
| 398     | Stone Mines                                           | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 399     | Streamergahats                                        | 1      | Assam                                           | 282.38                                                 |
| 400     | Superior Kerosene/Petrol/Diesel Oil<br>delivery Depot | 1      | Arunachal Pradesh*                              | 150.00                                                 |
| 401     | Sugar Industry                                        | 1      | Assam                                           | 282.38                                                 |
|         |                                                       | 2      | Gujarat                                         | 268.00                                                 |
|         |                                                       | 3      | Punjab*                                         | 293.62                                                 |
|         |                                                       | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
| 402     | Sugar Pan Industry (without mechanical<br>Power)      | 1      | Rajasthan                                       | 225.00                                                 |



**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                      | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|---------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                 | 3      |                                                 | 4                                                      |
| 403     | Surgical and Clinical Instruments making industry | 1      | Punjab*                                         | 293.62                                                 |
| 404     | Sweeping & Sanitation Works/Safai Karamcharis     | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                   | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                                   | 3      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                   | 4      | Jharkhand                                       | 274.81                                                 |
|         |                                                   | 5      | Kerala                                          | 484.00                                                 |
|         |                                                   | 6      | Maharashtra*                                    | 401.38                                                 |
|         |                                                   | 7      | Puducherry                                      | 270.00                                                 |
|         |                                                   | 8      | Punjab*                                         | 293.62                                                 |
|         |                                                   | 9      | Rajasthan                                       | 225.00                                                 |
|         |                                                   | 10     | West Bengal*                                    | 245.00                                                 |
| 405     | Sweet Shops/Industry                              | 1      | Uttarakhand*                                    | 250.38                                                 |
|         |                                                   | 2      | Uttar Pradesh*                                  | 284.63                                                 |
| 406     | Sweet Meats                                       | 1      | Tripura*                                        | 321.69                                                 |
| 407     | Synthetic Gem Cutting Industry                    | 1      | Tamilnadu                                       | Piece Rated                                            |
| 408     | Tailoring, Stitching and Embroidery               | 1      | Assam                                           | 282.38                                                 |
|         |                                                   | 2      | Bihar                                           | 277.00                                                 |
|         |                                                   | 3      | Chandigarh                                      | 401.00                                                 |
|         |                                                   | 4      | Haryana                                         | 347.08                                                 |
|         |                                                   | 5      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                   | 6      | Jharkhand                                       | 274.81                                                 |
|         |                                                   | 7      | Karnataka                                       | 295.72                                                 |
|         |                                                   | 8      | Meghalaya                                       | 324.00                                                 |
|         |                                                   | 9      | Nagaland                                        | 115.00                                                 |
|         |                                                   | 10     | Odisha                                          | 298.00                                                 |
|         |                                                   | 11     | Puducherry                                      | 301.20                                                 |
|         |                                                   | 12     | Punjab*                                         | 293.62                                                 |
|         |                                                   | 13     | Rajasthan                                       | 225.00                                                 |
|         |                                                   | 14     | Tamilnadu                                       | 321.27                                                 |
|         |                                                   | 15     | Tripura*                                        | Piece Rated                                            |
|         |                                                   | 16     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                   | 17     | Uttarakhand*                                    | 247.69                                                 |
|         |                                                   | 18     | West Bengal*                                    | 245.00                                                 |
| 409     | Tanneries & Leather Manufacturing                 | 1      | Andhra Pradesh*                                 | 298.43                                                 |
|         |                                                   | 2      | Assam                                           | 282.38                                                 |
|         |                                                   | 3      | Bihar                                           | 277.00                                                 |
|         |                                                   | 4      | Chandigarh                                      | 401.00                                                 |
|         |                                                   | 5      | Dadra and Nagar Haveli                          | 310.40                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                           | 3      |                                                 | 4                                                      |
|         |                                                             | 6      | Daman and Diu                                   | 310.40                                                 |
|         |                                                             | 7      | Gujarat                                         | 268.00                                                 |
|         |                                                             | 8      | Haryana                                         | 347.08                                                 |
|         |                                                             | 9      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                             | 10     | Jharkhand                                       | 274.81                                                 |
|         |                                                             | 11     | Karnataka                                       | 312.72                                                 |
|         |                                                             | 12     | Kerala                                          | 371.10                                                 |
|         |                                                             | 13     | Maharashtra*                                    | 327.38                                                 |
|         |                                                             | 14     | Punjab*                                         | 293.62                                                 |
|         |                                                             | 15     | Tamilnadu                                       | 291.40                                                 |
|         |                                                             | 16     | Telangana                                       | 370.00                                                 |
|         |                                                             | 17     | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                             | 18     | West Bengal*                                    | 245.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 410     | Telecommunication Establishments                            | 1      | Nagaland                                        | 115.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 411     | Tent dealers,Crockery and household<br>Goods Establishments | 1      | Chandigarh                                      | 401.00                                                 |
|         |                                                             | 2      | Nagaland                                        | 115.00                                                 |
|         |                                                             | 3      | Punjab*                                         | 293.62                                                 |
|         |                                                             |        |                                                 |                                                        |
| 412     | Textile (Silk) Industry                                     | 1      | Karnataka                                       | 314.49                                                 |
|         |                                                             | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                             |        |                                                 |                                                        |
| 413     | Textile Industry                                            | 1      | Chandigarh                                      | 401.00                                                 |
|         |                                                             | 2      | Haryana                                         | 347.08                                                 |
|         |                                                             | 3      | Punjab*                                         | 293.62                                                 |
|         |                                                             | 4      | Rajasthan                                       | 225.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 414     | Textile Printing/Yarn Dyeing                                | 1      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                             | 2      | Delhi                                           | 569.00                                                 |
|         |                                                             | 3      | Telangana                                       | 336.00                                                 |
|         |                                                             | 4      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                             | 5      | Uttarakhand*                                    | 247.69                                                 |
|         |                                                             |        |                                                 |                                                        |
| 415     | Textile Processing                                          | 1      | Gujarat                                         | 268.00                                                 |
|         |                                                             |        |                                                 |                                                        |
| 416     | Tiles Manufacturing, Cermic and<br>Potteries                | 1      | Andhra Pradesh*                                 | 267.79                                                 |
|         |                                                             | 2      | Assam                                           | 282.38                                                 |
|         |                                                             | 3      | Bihar                                           | 277.00                                                 |
|         |                                                             | 4      | Chhatisgarh*                                    | 226.88                                                 |
|         |                                                             | 5      | Gujarat                                         | 268.00                                                 |
|         |                                                             | 6      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                             | 7      | Karnataka                                       | 418.74                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                        | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|---------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                   | 3      |                                                 | 4                                                      |
|         |                                                                     | 8      | Kerala                                          | 455.00                                                 |
|         |                                                                     | 9      | Odisha                                          | 298.00                                                 |
|         |                                                                     | 10     | Rajasthan                                       | 225.00                                                 |
|         |                                                                     | 11     | Telangana                                       | 332.00                                                 |
|         |                                                                     |        |                                                 |                                                        |
| 417     | Timber Trading Industry<br>(including/excluding felling and sawing) | 1      | Karnataka                                       | 327.72                                                 |
|         |                                                                     | 2      | Kerala                                          | 459.00                                                 |
|         |                                                                     | 3      | Odisha                                          | 298.00                                                 |
|         |                                                                     | 4      | Tamilnadu                                       | 527.60                                                 |
|         |                                                                     |        |                                                 |                                                        |
| 418     | Timber /cutting                                                     | 1      | Kerala                                          | 486.10                                                 |
|         |                                                                     |        |                                                 |                                                        |
| 419     | Tin Container Manufactory                                           | 1      | Tamilnadu                                       | 387.00                                                 |
|         |                                                                     |        |                                                 |                                                        |
| 420     | Tobacco Godowns                                                     | 1      | West Bengal*                                    | 216.00                                                 |
|         |                                                                     |        |                                                 |                                                        |
| 421     | Tobacco Manufactory - Snuff Industry                                | 1      | Tamilnadu                                       | 305.55                                                 |
|         |                                                                     | 2      | Maharashtra*                                    | 232.11                                                 |
|         |                                                                     |        |                                                 |                                                        |
| 422     | Tobacco Manufacturing/Eatable<br>Tobacco                            | 1      | Andhra Pradesh*                                 | 242.36                                                 |
|         |                                                                     | 2      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                     | 3      | Maharashtra*                                    | 244.84                                                 |
|         |                                                                     | 4      | Tamilnadu                                       | 215.30                                                 |
|         |                                                                     | 5      | Telangana                                       | 326.00                                                 |
|         |                                                                     | 6      | Uttar Pradesh*                                  | 284.63                                                 |
|         |                                                                     | 7      | Uttarakhand*                                    | 266.34                                                 |
|         |                                                                     |        |                                                 |                                                        |
| 423     | Tobacco/Beedi Making/Cigar Industry                                 | 1      | Andhra Pradesh*                                 | 245.58                                                 |
|         |                                                                     | 2      | Arunachal Pradesh*                              | 150.00                                                 |
|         |                                                                     | 3      | Bihar                                           | 277.00                                                 |
|         |                                                                     | 4      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                     | 5      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                     | 6      | Gujarat                                         | 268.00                                                 |
|         |                                                                     | 7      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                     | 8      | Jharkhand                                       | 274.81                                                 |
|         |                                                                     | 9      | Karnataka                                       | Tobacco 418.74                                         |
|         |                                                                     |        |                                                 | Bidi 419.62                                            |
|         |                                                                     | 10     | Kerala                                          | 399.00                                                 |
|         |                                                                     | 11     | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                     | 12     | Odisha                                          | 298.00                                                 |
|         |                                                                     | 13     | Rajasthan                                       | Tobacco 259.15                                         |
|         |                                                                     |        |                                                 | Beedi 280.03                                           |
|         |                                                                     | 14     | Tamilnadu                                       | Beedi 336.34                                           |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                        | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|---------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                   | 3      |                                                 | 4                                                      |
|         |                                                                     |        |                                                 | Beedi Rolling Piece Rated                              |
|         |                                                                     | 15     | Tripura*                                        | Piece Rated                                            |
|         |                                                                     | 16     | Telangana                                       | 305.00                                                 |
|         |                                                                     | 17     | Uttar Pradesh*                                  | 228.07                                                 |
|         |                                                                     | 18     | West Bengal*                                    | 180.32                                                 |
| 424     | Toddy Tapping including Selling                                     | 1      | Andhra Pradesh*                                 | 237.74                                                 |
|         |                                                                     | 2      | Karnataka                                       | 418.74                                                 |
|         |                                                                     | 3      | Kerala                                          | Toddy Selling 513.52                                   |
|         |                                                                     |        |                                                 | Toddy tapping -Piece rated                             |
|         |                                                                     | 4      | Telangana                                       | 294.00                                                 |
| 425     | Tours and Travels                                                   | 1      | Sikkim                                          | 300.00                                                 |
| 426     | Transportation, Marketing and<br>Distribution of Petroleum Products | 1      | Assam                                           | 282.38                                                 |
| 427     | Transport Corporation                                               | 1      | Delhi                                           | 569.00                                                 |
| 428     | Tree Climbing                                                       | 1      | Kerala                                          | 429.00                                                 |
|         |                                                                     | 2      | Tamilnadu                                       | 146.00                                                 |
| 429     | Trunks/Buckets/Suitcases<br>Manufacturing/ Tin Plate Shaping and    | 1      | Assam                                           | 282.38                                                 |
|         |                                                                     | 2      | Odisha                                          | 298.00                                                 |
|         |                                                                     | 3      | Uttarakhand*                                    | 250.38                                                 |
|         |                                                                     | 4      | Uttar Pradesh*                                  | 284.63                                                 |
| 430     | Tubewell Sinking/Drilling Operations                                | 1      | Assam                                           | 282.38                                                 |
|         |                                                                     | 2      | Gujarat                                         | 268.00                                                 |
|         |                                                                     | 3      | Haryana                                         | 347.08                                                 |
|         |                                                                     | 4      | Madhya Pradesh                                  | 305.78                                                 |
|         |                                                                     | 5      | Nagaland                                        | 115.00                                                 |
|         |                                                                     | 6      | Punjab*                                         | 293.62                                                 |
| 431     | Tamarind Collection                                                 | 1      | Odisha                                          | 298.00                                                 |
| 432     | Tyre/Tyre Retreading & Repairing<br>Industry                        | 1      | Nagaland                                        | 115.00                                                 |
|         |                                                                     | 2      | Sikkim                                          | 300.00                                                 |
| 433     | Uranium Mines                                                       | 1      | C.L.C (Central)                                 | 403.00                                                 |
| 334     | Utensil Shops                                                       | 1      | Punjab*                                         | 293.62                                                 |
| 435     | Metal Steel Utensils Manufacturing                                  | 1      | Daman and Diu                                   | 310.40                                                 |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                                                              | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|-----------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                                                                                                         | 3      |                                                 | 4                                                      |
|         |                                                                                                           | 2      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                                           | 3      | Maharashtra*                                    | 403.85                                                 |
|         |                                                                                                           | 4      | Odisha                                          | 298.00                                                 |
|         |                                                                                                           | 5      | Tamilnadu                                       | 284.40                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 436     | Manufacture and Sale of Umbrellas                                                                         | 1      | Kerala                                          | 343.15                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 437     | University, Education Research or Cultural Institutions                                                   | 1      | Bihar                                           | 277.00                                                 |
|         |                                                                                                           | 2      | Jharkhand                                       | 274.81                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 438     | Vaneer Industry                                                                                           | 1      | Karnataka                                       | 399.06                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 439     | Vegetable and Fruit Shops                                                                                 | 1      | Chandigarh                                      | 401.00                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 440     | Various Departments /Office/Industrial Establishments                                                     | 1      | A & N Islands*                                  | 297.00                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 441     | Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments                                    | 1      | Punjab*                                         | 293.62                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 442     | Water Supply (Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage | 1      | Manipur                                         | 225.00                                                 |
| 443     | Watch and ward                                                                                            | 1      | C.L.C (Central)                                 | 569.00                                                 |
|         |                                                                                                           | 2      | Goa                                             | 347.00                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 444     | Watch and Ward (with arms)                                                                                | 1      | C.L.C (Central)                                 | 666.00                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 445     | Watch Straps                                                                                              | 1      | Daman and Diu                                   | 310.40                                                 |
|         |                                                                                                           | 2      | Maharashtra*                                    | 312.58                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 446     | Watch Manufacturing                                                                                       | 1      | Dadra and Nagar Haveli                          | 310.40                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 447     | Water Boat Transport                                                                                      | 1      | Kerala                                          | 553.50                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 448     | White Clay Mines                                                                                          | 1      | C.L.C (Central)                                 | 403.00                                                 |
|         |                                                                                                           |        |                                                 |                                                        |
| 449     | Wood Carving                                                                                              | 1      | Jammu & Kashmir*                                | 225.00                                                 |
|         |                                                                                                           | 2      | Uttarakhand*                                    | Under Municipal Corporation- 267.88                    |
|         |                                                                                                           |        |                                                 | Other municipal committee and Cantt.- 266.73           |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT                                        | SL NO. | CENTRAL SPHERE/ STATES/ UNION TERRITORIES | MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2019 |
|---------|---------------------------------------------------------------------|--------|-------------------------------------------|--------------------------------------------------|
| 1       | 2                                                                   | 3      |                                           | 4                                                |
|         |                                                                     |        |                                           | Rest of Uttarakhand*-<br>265.57                  |
|         |                                                                     | 3      | Uttar Pradesh*                            | 284.63                                           |
| 450     | Wood / Bamboo, Cane Furniture and fixtures                          | 1      | Andhra Pradesh*                           | 279.18                                           |
|         |                                                                     | 2      | Dadra and Nagar Haveli                    | 310.40                                           |
|         |                                                                     | 3      | Daman and Diu                             | 310.40                                           |
|         |                                                                     | 4      | Kerala                                    | 510.80                                           |
|         |                                                                     | 5      | Maharashtra*                              | 338.46                                           |
|         |                                                                     | 6      | Manipur                                   | 225.00                                           |
|         |                                                                     | 7      | Nagaland                                  | 115.00                                           |
|         |                                                                     | 8      | Rajasthan                                 | 225.00                                           |
| 451     | Wood Works, Carpentry and Masonry                                   | 1      | Bihar                                     | 277.00                                           |
|         |                                                                     | 2      | Delhi                                     | 569.00                                           |
|         |                                                                     | 3      | Jharkhand                                 | 274.81                                           |
|         |                                                                     | 4      | Karnataka                                 | 399.06                                           |
|         |                                                                     | 5      | Odisha                                    | 298.00                                           |
|         |                                                                     | 6      | Sikkim                                    | 300.00                                           |
|         |                                                                     | 7      | Telangana                                 | 346.00                                           |
| 452     | Woollen Blanket Manufactory                                         | 1      | Madhya Pradesh                            | 305.78                                           |
|         |                                                                     | 2      | Uttarakhand*                              | 247.69                                           |
|         |                                                                     | 3      | Uttar Pradesh*                            | 284.63                                           |
| 453     | Woollen Carpet/Shawl Making/Weaving Industry                        | 1      | Andhra Pradesh*                           | 219.76                                           |
|         |                                                                     | 2      | Arunachal Pradesh*                        | 150.00                                           |
|         |                                                                     | 3      | Bihar                                     | 277.00                                           |
|         |                                                                     | 4      | Dadra and Nagar Haveli                    | 310.40                                           |
|         |                                                                     | 5      | Daman and Diu                             | 310.40                                           |
|         |                                                                     | 6      | Gujarat                                   | 268.00                                           |
|         |                                                                     | 7      | Haryana                                   | 347.08                                           |
|         |                                                                     | 8      | Jammu & Kashmir*                          | 225.00                                           |
|         |                                                                     | 9      | Jharkhand                                 | 274.81                                           |
|         |                                                                     | 10     | Rajasthan                                 | 259.15                                           |
|         |                                                                     | 11     | Tamilnadu                                 | Deferred for 2 years                             |
|         |                                                                     | 12     | Telangana                                 | 272.00                                           |
|         |                                                                     | 13     | Uttarakhand*                              | 278.27                                           |
|         |                                                                     | 14     | Uttar Pradesh*                            | 265.83                                           |
| 454     | Woollen Spinning, Knitting and Weaving Factories or Cotton Spinning | 1      | Andhra Pradesh*                           | 199.68                                           |

**TABLE 5**  
**COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL**  
**SPHERE/STATES/UNION TERRITORIES**  
**AS ON 31.12.2019**

| SL. NO. | NAME OF SCHEDULED EMPLOYMENT | SL NO. | CENTRAL SPHERE/<br>STATES/ UNION<br>TERRITORIES | MINIMUM WAGE RATE<br>(Rs.) PER DAY AS ON<br>31.12.2019 |
|---------|------------------------------|--------|-------------------------------------------------|--------------------------------------------------------|
| 1       | 2                            | 3      |                                                 | 4                                                      |
|         |                              | 2      | Manipur                                         | 225.00                                                 |
|         |                              | 3      | Rajasthan                                       | 225.00                                                 |

Source: Annual Returns Received from State/U.T's Labour Commissioner under the  
Minimum Wages Act, 1948 for the year 2019

\*Data Repeated from previous year due to non-receipt of Annual Return.

**TABLE -6**

**NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948 AND THE AVERAGE DAILY NUMBER OF PERSONS EMPLOYED DURING THE YEAR 2019**

| SL. NO. | CENTRAL GOVERNMENT STATES / UNION TERRITORIES | NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948 | NUMBER OF ESTABLISHMENTS WHICH SUBMITTED RETURNS | PERCENT-AGE RESPONSE RATE | NUMBER OF PERSONS EMPLOYED |
|---------|-----------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------|---------------------------|----------------------------|
| 1       | 2                                             | 3                                                                  | 4                                                | 5                         | 6                          |
| 1       | C.L.C. (CENTRAL)                              | NR                                                                 | NR                                               | NR                        | NR                         |
| 2       | Andhra Pradesh                                | 435286                                                             | 188                                              | 0.043                     | 11154705                   |
| 3       | Arunachal Pradesh                             | NIL                                                                | NIL                                              | NIL                       | NIL                        |
| 4       | Assam                                         | 79270                                                              | 7898                                             | 9.96                      | 1494630                    |
| 5       | Bihar                                         | NR                                                                 | NR                                               | NR                        | NR                         |
| 6       | Chhattisgarh                                  | RNR                                                                | RNR                                              | RNR                       | RNR                        |
| 7       | Goa                                           | 56117                                                              | 746                                              | 1.33                      | 52343                      |
| 8       | Gujarat                                       | 69750                                                              | 7625                                             | 10.93                     | 864459                     |
| 9       | Haryana                                       | 249854                                                             | 841                                              | 0.34                      | 266704                     |
| 10      | Himachal Pradesh                              | 118133                                                             | 913                                              | 0.77                      | 106152                     |
| 11      | Jammu & Kashmir                               | RNR                                                                | RNR                                              | RNR                       | RNR                        |
| 12      | Jharkhand                                     | 44204                                                              | 3962                                             | 8.96                      | 42402                      |
| 13      | Karnataka                                     | 945746                                                             | 41454                                            | 4.38                      | 1004441                    |
| 14      | Kerala                                        | 459960                                                             | 151643                                           | 32.97                     | 926229                     |
| 15      | Madhya Pradesh                                | 734300                                                             | 108420                                           | 14.76                     | 2639228                    |
| 16      | Maharashtra                                   | 201000                                                             | 55                                               | 0.027                     | 939345                     |
| 17      | Meghalaya                                     | 21188                                                              | NIL                                              | NIL                       | 62417                      |
| 18      | Manipur                                       | 1643                                                               | 732                                              | 44.55                     | 7                          |
| 19      | Mizoram                                       | NR                                                                 | 28                                               | NA                        | 335                        |
| 20      | Nagaland                                      | 345                                                                | 345                                              | 100.00                    | 5                          |
| 21      | Odisha                                        | 160411                                                             | 3506                                             | 2.18                      | 3576445                    |
| 22      | Punjab                                        | RNR                                                                | RNR                                              | RNR                       | RNR                        |
| 23      | Rajasthan                                     | 668010                                                             | 2071                                             | 0.31                      | 2206365                    |
| 24      | Sikkim                                        | NR                                                                 | NR                                               | NR                        | 2036                       |
| 25      | Tamil Nadu                                    | 111721                                                             | 93733                                            | 83.90                     | 1609083                    |
| 26      | Tripura                                       | 30227                                                              | 80                                               | 0.26                      | 528649                     |
| 27      | Telangana                                     | 138825                                                             | 5878                                             | 4.23                      | 137641                     |
| 28      | Uttarakhand                                   | RNR                                                                | RNR                                              | RNR                       | RNR                        |
| 29      | Uttar Pradesh                                 | 825000                                                             | 3510                                             | 0.42                      | 3325000                    |
| 30      | West Bengal                                   | RNR                                                                | RNR                                              | RNR                       | RNR                        |
| 31      | A.& N. Islands                                | RNR                                                                | RNR                                              | RNR                       | RNR                        |



| SL. NO. | CENTRAL GOVERNMENT STATES / UNION TERRITORIES | NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948 | NUMBER OF ESTABLISHMENTS WHICH SUBMITTED RETURNS | PERCENT-AGE RESPONSE RATE | NUMBER OF PERSONS EMPLOYED |
|---------|-----------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------|---------------------------|----------------------------|
| 1       | 2                                             | 3                                                                  | 4                                                | 5                         | 6                          |
| 32      | Chandigarh                                    | 26994                                                              | 26                                               | 0.09                      | 1089                       |
| 33      | D.& N. Haveli                                 | 2569                                                               | 142                                              | 5.53                      | 85347                      |
| 34      | Daman & Diu                                   | NR                                                                 | 120                                              | NR                        | 32004                      |
| 35      | Delhi                                         | 24384                                                              | 674                                              | 2.76                      | 126                        |
| 36      | Lakshadweep                                   | 9                                                                  | NIL                                              | NIL                       | NIL                        |
| 37      | Puducherry                                    | 7301                                                               | NIL                                              | NIL                       | 22427                      |

**Source:** Annual Returns/Reports under the Minimum Wages Act, 1948 for the year 2019

Note: RNR = Return not received.  
NR = Data Not Reported

**TABLE -7**

**NUMBER OF INSPECTIONS MADE, IRREGULARITIES DETECTED,  
PROSECUTIONS LAUNCHED AND CLAIMS PREFERRED IN CENTRAL  
SPHERE/STATE AND UNION TERRITORIES FOR THE YEAR 2019**

| <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)                                       | NR                                                | NR                                                       | NR                                                     | NR                                                |
| 2              | Andhra Pradesh                                         | 6756                                              | 614                                                      | 22                                                     | 389                                               |
| 3              | Arunachal Pradesh                                      | NIL                                               | NIL                                                      | NIL                                                    | NIL                                               |
| 4              | Assam                                                  | 11239                                             | 1347                                                     | 104                                                    | NIL                                               |
| 5              | Bihar                                                  | 06                                                | 06                                                       | 06                                                     | NIL                                               |
| 6              | Chhattisgarh                                           | RNR                                               | RNR                                                      | RNR                                                    | RNR                                               |
| 7              | Goa                                                    | 414                                               | 2688                                                     | 6                                                      | NIL                                               |
| 8              | Gujarat                                                | NR                                                | NR                                                       | 451                                                    | 849                                               |
| 9              | Haryana                                                | 364                                               | NR                                                       | 29                                                     | 164                                               |
| 10             | Himachal Pradesh                                       | 4477                                              | 231                                                      | 231                                                    | 184                                               |
| 11             | Jammu & Kashmir                                        | RNR                                               | RNR                                                      | RNR                                                    | RNR                                               |
| 12             | Jharkhand                                              | 1503                                              | 385                                                      | NIL                                                    | 08                                                |
| 13             | Karnataka                                              | 11707                                             | 11648                                                    | 881                                                    | 929                                               |
| 14             | Kerala                                                 | 28569                                             | 103461                                                   | 2425                                                   | 1302                                              |
| 15             | Madhya Pradesh                                         | 855                                               | 631                                                      | 145                                                    | 218                                               |
| 16             | Maharashtra                                            | 759                                               | 1264                                                     | 81                                                     | 20                                                |
| 17             | Meghalaya                                              | 2184                                              | 82                                                       | NIL                                                    | NIL                                               |
| 18             | Manipur                                                | 754                                               | 45                                                       | NIL                                                    | NIL                                               |
| 19             | Mizoram                                                | 05                                                | NIL                                                      | NIL                                                    | NIL                                               |
| 20             | Nagaland                                               | 345                                               | NIL                                                      | NIL                                                    | NIL                                               |
| 21             | Odisha                                                 | 8702                                              | 7735                                                     | 190                                                    | 59                                                |
| 22             | Punjab                                                 | RNR                                               | RNR                                                      | RNR                                                    | RNR                                               |
| 23             | Rajasthan                                              | 2583                                              | 125                                                      | 8                                                      | 334                                               |
| 24             | Sikkim                                                 | 25                                                | NIL                                                      | NIL                                                    | NIL                                               |
| 25             | Tamil Nadu                                             | 75091                                             | 353                                                      | 13                                                     | 306                                               |
| 26             | Tripura                                                | 5378                                              | 217                                                      | NIL                                                    | NIL                                               |
| 27             | Telangana                                              | 1441                                              | 253                                                      | 3                                                      | 253                                               |
| 28             | Uttarakhand                                            | RNR                                               | RNR                                                      | RNR                                                    | RNR                                               |
| 29             | Uttar Pradesh                                          | 782                                               | 375                                                      | 134                                                    | NIL                                               |
| 30             | West Bengal                                            | RNR                                               | RNR                                                      | RNR                                                    | RNR                                               |
| 31             | A. & N. Islands                                        | RNR                                               | RNR                                                      | RNR                                                    | RNR                                               |
| 32             | Chandigarh                                             | 184                                               | 01                                                       | 12                                                     | 02                                                |
| 33             | D. & N. Haveli                                         | 19                                                | 08                                                       | NIL                                                    | 08                                                |
| 34             | Daman & Diu                                            | NIL                                               | 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                                                  | 1775                                              | 964                                                      | 769                                                    | 1153                                              |
| 36             | Lakshadweep                                            | NIL                                               | NIL                                                      | NIL                                                    | NIL                                               |
| 37             | Puducherry                                             | 4563                                              | NIL                                                      | NIL                                                    | NIL                                               |

**Source:** Annual Returns/Reports under the Minimum Wages Act, 1948 for the year 2019

Note: RNR = Return not received.  
NR = Data Not Reported

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

**SCHEDULED EMPLOYMENTS**

**Part - I**

1. Employment in any woolen 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).

**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 2019**

| SL. NO. | CENTRAL SPHERE / STATE / UNION TERRITORIES | DESIGNATION OF INSPECTION STAFF |                                    | NO. OF OFFICERS |
|---------|--------------------------------------------|---------------------------------|------------------------------------|-----------------|
| 1       | 2                                          | 3                               | 4                                  | 5               |
| 1       | C.L.C.(Central)                            | Not Reported                    |                                    |                 |
| 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      | 13              |
|         |                                            | 5                               | Assistant Commissioner of Labour   | 35              |
|         |                                            | 6                               | Assistant Labour Officer           | 173             |
| 3       | Arunachal Pradesh                          | Not Reported                    |                                    |                 |
| 4       | Assam                                      | 1                               | Labour Commissioner                | 1               |
|         |                                            | 2                               | Addl. Labour Commissioner          | 1               |
|         |                                            | 3                               | Deputy Labour Commissioner         | 3               |
|         |                                            | 4                               | Asstt. Labour Commissioner (H.Q)   | 1               |
|         |                                            | 5                               | Asstt. Labour Commissioner (Field) | 10              |
|         |                                            | 6                               | Labour Officer                     | 27              |
|         |                                            | 7                               | Labour Welfare Officer (H.Q)       | 1               |
|         |                                            | 8                               | Labour Inspector                   | 77              |
| 5       | Bihar                                      | 1                               | Joint Labour Commissioner          | 3               |
|         |                                            | 2                               | Deputy Labour Commissioner         | 7               |
|         |                                            | 3                               | Assistant Labour Commissioner      | 13              |
|         |                                            | 4                               | Labour Superintendent              | 70              |
|         |                                            | 5                               | Labour Enforcement Officer         | 545             |
|         |                                            | 6                               | C.I.F                              | 1               |
|         |                                            | 7                               | Deputy C.I.F                       | 2               |
|         |                                            | 8                               | Factory Inspector                  | 18              |
| 6       | Chhattisgarh*                              | 1                               | Labour Commissioner                | 1               |
|         |                                            | 2                               | Addl. Labour Commissioner          | 2               |
|         |                                            | 3                               | Deputy Labour Commissioner         | 3               |
|         |                                            | 4                               | Assistant Labour Commissioner      | 7               |
|         |                                            | 5                               | Labour Officer                     | 27              |
|         |                                            | 6                               | Asstt. Labour Officer              | 18              |
|         |                                            | 7                               | Labour Inspector                   | 102             |
|         |                                            | 8                               | Labour Sub Inspector               | 47              |
| 7       | Goa                                        | 1                               | Labour Commissioner                | 1               |
|         |                                            | 2                               | Deputy Labour Commissioner         | 2               |
|         |                                            | 3                               | Assistant Labour Commissioner      | 4               |
|         |                                            | 4                               | Labour Inspector                   | 23              |

| 1  | 2                | 3                                         | 4                                                                                                                                                                                                                                                                          | 5                                               |
|----|------------------|-------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| 8  | Gujarat*         | 1<br>2<br>3<br>4                          | Additional Labour Commissioner<br>Deputy Labour Commissioner<br>Assistant Labour Commissioner<br>Government Labour Officer                                                                                                                                                 | 1<br>3<br>24<br>57                              |
| 9  | Haryana*         | 1<br>2<br>3<br>4<br>5<br>6<br>7           | Labour Commissioner<br>Addl. Labour Commissioner<br>Joint Labour Commissioner<br>Deputy Labour Commissioner<br>Assistant Labour Commissioner<br>Labour Inspector<br>Labour Welfare Officer (Women)                                                                         | 1<br>2<br>1<br>9<br>31<br>88<br>2               |
| 10 | Himachal Pradesh | 1<br>2<br>3<br>4<br>5<br>6                | Labour Commissioner<br>Joint Labour Commissioner<br>Deputy Labour Commissioner<br>Labour Officer<br>Statistical Assistant<br>Labour Inspector                                                                                                                              | 1<br>1<br>1<br>12<br>1<br>27                    |
| 11 | Jammu & Kashmir* | 1                                         | Labour Officer                                                                                                                                                                                                                                                             | 25                                              |
| 12 | Jharkhand        | 1                                         | Deputy Labour Commissioner,<br>Assistant Labour Commissioner,<br>Labour Suprintendent, Labour<br>Enforcement Officer                                                                                                                                                       | 48                                              |
| 13 | Karnataka        | 1<br>2<br>3<br>4<br>5<br>6<br>7           | Labour Commissioner<br>Additional Labour Commissioner<br>Joint Labour Commissioner<br>Deputy Labour Commissioner<br>Assistant Labour Commissioner<br>Senior Labour Inspector<br>Labour Inspector                                                                           | 1<br>2<br>1<br>5<br>11<br>90<br>164             |
| 14 | Kerala           | 1<br>2<br>3<br>4<br>5<br>6<br>7<br>8<br>9 | Labour Commissioner<br>Additional Labour Commissioner<br>Joint Labour Commissioner<br>Deputy Labour Commissioner (HQ)<br>Chief Inspector of Plantations<br>Inspector (Newspaper Estb.)<br>District Labour Officer<br>Assistant Labour Officers<br>Inspector of Plantations | 1<br>3<br>4<br>1<br>1<br>126<br>11<br>101<br>11 |
| 15 | Madhya Pradesh   | 1<br>2<br>3<br>4                          | Assistant Labour Commissioner<br>Labour Officer<br>Assistant Labour Officer<br>Labour Inspector                                                                                                                                                                            | 10<br>22<br>36<br>231                           |

| 1  | 2           | 3                                               | 4                                                                                                                                                                                                                                                                                                                                 | 5                                                   |
|----|-------------|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|
| 16 | Maharashtra | 1<br>2<br>3<br>4<br>5<br>6<br>7                 | Labour Commissioner<br>Additional Labour Commissioner<br>Deputy Labour Commissioner<br>Assistant Labour Commissioner<br>Govt. Labour Officer<br>Labour Inspectors (Minimum Wages)<br>Labour Inspectors (Shop Inspectors)                                                                                                          | 1<br>3<br>15<br>48<br>53<br>NIL<br>88               |
| 17 | Meghalaya   | 1<br>2<br>3<br>4<br>5                           | Labour Commissioner<br>Joint Labour Commissioner<br>Deputy Labour Commissioner<br>Assistant Labour Commissioner<br>Labour Inspectors                                                                                                                                                                                              | 1<br>2<br>6<br>4<br>47                              |
| 18 | Manipur     | 1                                               | Labour Inspectors                                                                                                                                                                                                                                                                                                                 | 17                                                  |
| 19 | Mizoram     | 1<br>2<br>3<br>4                                | Labour Commissioner<br>Joint Labour Commissioner<br>DLEO's<br>Labour Officer                                                                                                                                                                                                                                                      | 1<br>1<br>4<br>1                                    |
| 20 | Nagaland    | 1                                               | Labour Inspector                                                                                                                                                                                                                                                                                                                  | 11                                                  |
| 21 | Odisha      | 1<br>2<br>3<br>4                                | Divisional Labour Commissioner<br>District Labour Officers<br>Assistant Labour Officers<br>Rural Labour Inspectors                                                                                                                                                                                                                | 21<br>35<br>31<br>92                                |
| 22 | Punjab*     | 1<br>2<br>3<br>4<br>5<br>6<br>7<br>8<br>9<br>10 | Labour Commissioner<br>Additional Labour Commissioner<br>Deputy Labour Commissioner<br>Assistant Labour Commissioner (HQ)<br>Assistant Labour Commissioner<br>Labour-Cum-Conciliation Officers<br>Statistical Officers (Labour)<br>Labour Inspectors Grade-I<br>Labour Inspectors Grade-II<br>Factory Inspectors                  | 1<br>1<br>1<br>1<br>12<br>11<br>1<br>41<br>35<br>24 |
| 23 | Rajasthan   | 1                                               | Labour Inspector                                                                                                                                                                                                                                                                                                                  | 181                                                 |
| 24 | Sikkim      | 1<br>2<br>3<br>4                                | Joint Labour Commissioner<br>Deputy Labour Commissioner<br>Assistant Labour Commissioner<br>Labour Inspectors                                                                                                                                                                                                                     | 2<br>0<br>3<br>16                                   |
| 25 | Tamil Nadu  | 1<br>2<br>3<br>4<br>5<br>6<br>7<br>8<br>9       | Chief Inspector of Plantations<br>Joint Labour Commissioner(MW)<br>Additional Labour Commissioner (Inspections)<br>Joint Labour Commissioner<br>Assistant Labour Commissioner(Enf.)<br>Assistant Labour Commissioner(Plan.)<br>Assistant Labour Commissioner(Women)<br>Deputy Inspectors of Labour<br>Asstt. Inspectors of Labour | 1<br>1<br>1<br>10<br>30<br>10<br>3<br>67<br>215     |

| 1  | 2                    | 3            | 4                                               | 5   |
|----|----------------------|--------------|-------------------------------------------------|-----|
| 26 | Tripura              | 1            | Labour Inspector                                | 48  |
| 27 | Telangana            | 1            | Joint Labour Commissioner                       | 3   |
|    |                      | 2            | Deputy Labour Commissioner                      | 11  |
|    |                      | 3            | Assistant Labour Commissioner                   | 21  |
|    |                      | 4            | Assistant Labour Officers                       | 116 |
| 28 | Uttarakhand*         | 1            | Labour Enforcement Officer                      | 16  |
| 29 | Uttar Pradesh        | Not Reported |                                                 |     |
| 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                   | 3   |
|    |                      | 2            | Labour Inspector                                | 3   |
| 32 | Chandigarh           | 1            | Labour Commissioner                             | 1   |
|    |                      | 2            | Assistant Labour Commissioner                   | 1   |
|    |                      | 3            | Labour Inspector                                | 2   |
| 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   |
|    |                      | 5            | UDC/Field Surveyor                              | 1   |
|    |                      | 6            | L.D.C                                           | 3   |
| 35 | Delhi                | 1            | Labour Inspector                                | 29  |
| 36 | Lakshadweep          | 1            | Labour Inspectors                               | 4   |
| 37 | Puducherry           | 1            | Labour Officer / Assistant Inspectors of Labour | 12  |

**SOURCE:** Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2019.

\* = Data repeated from Annual Report 2018.



**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-yees | 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<br>or<br>Employment | Number of<br>Establishments<br>covered under the<br>Act | Number of<br>Establishments<br>submitted the returns<br>in Form III | Average daily Number of<br>persons employed |          |       | Number of<br>days worked<br>during the<br>year | Number of<br>mandays<br>worked during<br>the year | Total Wages           |                                              |       |
|------------------------------|---------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------|----------|-------|------------------------------------------------|---------------------------------------------------|-----------------------|----------------------------------------------|-------|
|                              |                                                         |                                                                     | Adults                                      | Children | Total |                                                |                                                   | Paid in cash<br>(Rs.) | Cash value of<br>wages paid in kind<br>(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.

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

| S.No. | Name of Publication                                                                     |
|-------|-----------------------------------------------------------------------------------------|
| 1     | Report on the Working of the Minimum Wages Act, 1948 for the years 1959-1960 (Combined) |
| 2     | Report on the Working of the Minimum Wages Act, 1948 for the years 1962-1963 (Combined) |
| 3     | Report on the Working of the Minimum Wages Act, 1948 for the years 1964-1965 (Combined) |
| 4     | Report on the Working of the Minimum Wages Act, 1948 for the year 1968                  |
| 5     | Report on the Working of the Minimum Wages Act, 1948 for the year 1973                  |
| 6     | Report on the Working of the Minimum Wages Act, 1948 for the year 1974                  |
| 7     | Report on the Working of the Minimum Wages Act, 1948 for the years 1975-1976 (Combined) |
| 8     | Report on the Working of the Minimum Wages Act, 1948 for the years 1977-1978 (Combined) |
| 9     | Report on the Working of the Minimum Wages Act, 1948 for the year 1979                  |
| 10    | Report on the Working of the Minimum Wages Act, 1948 for the year 1980                  |
| 11    | Report on the Working of the Minimum Wages Act, 1948 for the year 1981                  |
| 12    | Report on the Working of the Minimum Wages Act, 1948 for the year 1982                  |
| 13    | Report on the Working of the Minimum Wages Act, 1948 for the year 1983                  |
| 14    | Report on the Working of the Minimum Wages Act, 1948 for the year 1984                  |
| 15    | Report on the Working of the Minimum Wages Act, 1948 for the years 1985-1986 (Combined) |
| 16    | Report on the Working of the Minimum Wages Act, 1948 for the years 1989-1990 (Combined) |
| 17    | Report on the Working of the Minimum Wages Act, 1948 for the year 1993                  |
| 18    | Report on the Working of the Minimum Wages Act, 1948 for the year 1994                  |
| 19    | Report on the Working of the Minimum Wages Act, 1948 for the year 1995                  |
| 20    | Report on the Working of the Minimum Wages Act, 1948 for the year 1996                  |
| 21    | Report on the Working of the Minimum Wages Act, 1948 for the year 1998                  |
| 22    | Report on the Working of the Minimum Wages Act, 1948 for the year 1999                  |
| 23    | Report on the Working of the Minimum Wages Act, 1948 for the year 2001                  |
| 24    | Report on the Working of the Minimum Wages Act, 1948 for the year 2002                  |
| 23    | Report on the Working of the Minimum Wages Act, 1948 for the year 2003                  |
| 24    | Report on the Working of the Minimum Wages Act, 1948 for the year 2004                  |
| 25    | Report on the Working of the Minimum Wages Act, 1948 for the year 2005                  |
| 26    | Report on the Working of the Minimum Wages Act, 1948 for the year 2006                  |
| 27    | Report on the Working of the Minimum Wages Act, 1948 for the year 2007                  |
| 28    | Report on the Working of the Minimum Wages Act, 1948 for the year 2008                  |
| 29    | Report on the Working of the Minimum Wages Act, 1948 for the year 2009                  |
| 30    | Report on the Working of the Minimum Wages Act, 1948 for the year 2010                  |
| 31    | Report on the Working of the Minimum Wages Act, 1948 for the year 2011                  |
| 32    | Report on the Working of the Minimum Wages Act, 1948 for the year 2012                  |
| 33    | Report on the Working of the Minimum Wages Act, 1948 for the year 2013                  |
| 34    | Report on the Working of the Minimum Wages Act, 1948 for the year 2014                  |
| 35    | Report on the Working of the Minimum Wages Act, 1948 for the year 2015                  |
| 36    | Report on the Working of the Minimum Wages Act, 1948 for the year 2016                  |

|    |                                                                        |
|----|------------------------------------------------------------------------|
| 37 | Report on the Working of the Minimum Wages Act, 1948 for the year 2017 |
| 38 | Report on the Working of the Minimum Wages Act, 1948 for the year 2018 |

**ANNEXURE – V**

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

**SHRI BHARAT BHUSHAN  
DEPUTY DIRECTOR GENERAL**

**DR. NAVDEEP SINGH  
DEPUTY DIRECTOR**

**SHRI ARUN KUMAR**

**SENIOR STATISTICAL OFFICER**

**SHRI AJAY SAINI**

**INVESTIGATOR GRADE II**

**PRINTING UNIT**

**SHRI ASHISH ATWAL**

**MULTITASKING STAFF**

**PDLB-707**

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