



Report on
Minimum Wages Act, 1948
for the year 2022

Government of India
Ministry of Labour & Employment
Labour Bureau

Report
On the Working Of
The Minimum Wages Act, 1948
For the Year 2022

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Ministry of Labour and Employment
Labour Bureau
Chandigarh
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CONTENTS

SECTION	SUBJECT	PAGE NO.
1	2	3

Executive Summary

1-2

Section- I	Introduction	3-11
Section-II	Main Provisions of the Act	11-14
Section-III	Statistics collected under the Minimum Wages Act, 1948	15-18

Statistical Tables

Table-1	Employments Added Subsequently to the Schedule Appended to the Minimum Wages Act, 1948 during the year 2022.	19
Table-2	Employments in which Minimum Wages were fixed for the first time during the year 2022.	19
Table-3	Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2022.	20-82
Table-4	Range of Minimum Wages as on 31.12.2022.	83
Table-5	Comparative Minimum Wage Rates prevailing in Scheduled Employments in Central Sphere/States/Union Territories as on 31.12.2022.	84-137
Table-6	Number of establishments covered, number of establishments submitting return under the Minimum Wages Act, 1948, and the average daily number of persons employed during the year 2022.	138-139
Table-7	Number of inspections made, irregularities detected, prosecutions launched and claims preferred in the Central Sphere/State and U.Ts for the year 2022.	140-141
Annexure I	List of original employments included in the Schedule under Minimum Wages Act, 1948	142
Annexure II	Machinery for Enforcement of Minimum Wages Act, 1948 for the year 2022.	143-146
Annexure III	Prescribed Consolidated Return under the Minimum Wages Act, 1948	147-155

Annexure IV	List of reports brought out on the subject till date.	156-157
Annexure V	Officers / Officials Associated with the Preparation of the Report	158

EXECUTIVE SUMMARY

- The report on the working of the Minimum Wages Act, 1948 pertains to the year 2022.
- The report is based on the Statistics>Returns received from all the States/Union Territories and Chief Labour Commissioner (CLC) Central for the year 2022.
- Amongst the States, maximum numbers of scheduled employments were reported from Assam (103) and the minimum number was reported from Mizoram (6).
- 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. 563.30 for Kerala.
- The Highest Minimum wages of Rs. 940 paid by the CLC (Central) in the employment of Ward and Watch (with Arms) and the lowest of Rs. 55.00 by Puducherry in the scheduled employment of Agriculture (Yanam region).
- Total of 451 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 0.06% was for Chandigarh whereas it was as high as 100% in the Nagaland State.
- The highest numbers of inspections (28684) were reported from the state of Tamil Nadu and the lowest numbers were reported from A&N Islands (01).
- The highest numbers of irregularities detected were reported by Odisha (2802) and the lowest (02) were observed in Chandigarh.

- The highest number of prosecutions launched were reported by Madhya Pradesh (1883) and the lowest number of prosecutions launched were reported by A&N Islands (01).
- The highest number of claims were preferred by Rajasthan (4450) and the lowest were preferred by Chandigarh and Assam (01).

REPORT ON THE WORKING OF THE MINIMUM WAGES

ACT, 1948 FOR THE YEAR 2022

I. INTRODUCTION

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

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

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

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

1.3.1 Living Wage

The living wage, according to the Committee, represented the highest level of the wage which should enable the worker to provide for himself and his family not merely the basic essentials of food, clothing and shelter but a measure of comfort including education for children, protection against ill health, requirements of essential social needs and a measure of

insurance against more important misfortunes including old age. But the Committee felt that when such a wage is to be determined, the considerations of national income and the capacity to pay of the industry concerned has to be taken into account and the Committee was of the opinion that living wage had to be the ultimate goal or the target.

1.4 Fair Wage

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

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

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

workers employed in the first instance, in factories and mines. It contained various other useful provisions also. But the bill now stands lapsed.

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

1.5 Minimum Wage

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

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

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

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

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

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

1.6.2 CONVENTION # 26

ELEVENTH SESSION (1928)

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

1.6.4 CONVENTION # 99

THIRTY FOURTH SESSION (1951)

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

1.6.6 CONVENTION # 131

FIFTY FOURTH SESSION (1970)

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

complement the earlier ones, which, while of general application, will pay special regard to the needs of developing countries.

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

1.7.1 FIFTEENTH SESSION, (1957)

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

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

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

In 1991, the Supreme Court in its judgment expressed the view that children's education, medical requirement, minimum recreation, including festivals, ceremonies,

provision for old age and marriage should further constitute 25 per cent and be used as a guide for fixing the minimum wage.

1.7.2 THE THIRTIETH SESSION (1992)

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

1.7.3. REVISION

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

1.7.4 PROCEDURE FOR FIXATION/REVISION

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

(i) COMMITTEE METHOD

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

(ii) NOTIFICATION METHOD

In this method, Government proposals are published in the Official Gazette for information of the persons likely to be affected thereby and specify a date not less than two months from the date of the notification on which the proposals will be taken into consideration. After considering advice of the Committees/Sub-committees and all the representations received by the specified date in Notification method, the

appropriate Government shall, by notification in the Official Gazette, fix/revise the minimum wages in respect of the concerned scheduled employment and it shall come into force on expiry of three months from the date of its issue.

1.7.5 VARIABLE DEARNESS ALLOWANCE (VDA)

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

1.7.6 ENFORCEMENT MACHINERY

The enforcement of the provisions of the Minimum Wages Act in the Central Sphere is secured through the officers of Central Industrial Relations Machinery. In so far as State Sphere is concerned, the enforcement is the responsibility of the respective State Government/Union Territory. Statement showing the strength of Enforcement Machinery available in different States/Union Territories for enforcement of Minimum Wages Act, 1948 during the year 2021 is given in Annexure II.

1.7.7 NATIONAL WAGE POLICY

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

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

Accordingly, the Government issued guidelines in July, 1987 for setting up of Regional Minimum Wages Advisory Committees. These Committees renamed subsequently as Regional Labour Ministers' Conference, made a number of recommendations which

include reduction in disparities in minimum wages in different states of a region, setting up of inter-state Coordination Council, consultation with neighbouring States while fixing/revising minimum wages etc.

1.7.8 REGIONAL COMMITTEES TO REDUCE DISPARITIES IN WAGES

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

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

1.8 CONCEPT OF NATIONAL FLOOR LEVEL MINIMUM WAGE

In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) in 1991. Keeping in view the recommendation of NCRL and subsequent rise in price indices, the National Floor Level Minimum Wage was fixed at Rs. 35/- per day in 1996. The Central Government raised the National Floor Level Minimum Wage to Rs. 40/- per day in 1998 and further to Rs. 45/- with effect from 01.12.1999, and Rs. 50/- per day with effect from 1.9.2002. Based on the norms suggested by the Working Group and its acceptance by the Central Advisory Board subsequently in its meeting held on 19.12.2003, national floor level minimum wage was revised upward to Rs. 66/- per day with effect from 1.02.2004 and subsequently it was increased to Rs. 80.00 per day with effect from 1.9.2007. The Central Government has increased the National Floor Level Minimum Wage from Rs. 80/- to Rs. 100/- per day with effect from 1.11.2010. These have further been revised to Rs. 115.00 and Rs. 137.00 per day w.e.f. 01.07.2013 and Rs. 160 w.e.f. 1st July 2015. This rate has gradually been scaled up to Rs. 176 per day w.e.f. 1st July 2017. The National Floor Level Minimum Wage, however, has no statutory backing. The State Governments are persuaded to fix minimum wages such that in none of the scheduled employment¹, the minimum wage is less than National Floor Level Minimum Wage.

II. MAIN PROVISIONS OF THE MINIMUM WAGES ACT, 1948

Following are the main provisions of the Act:-

2.1 FIXING OF MINIMUM RATES OF WAGES

2.1.1 It provides for fixing minimum wages in certain employments where labour is ignorant or less organised and is vulnerable to exploitation. Minimum wages are not to be fixed in respect of any industry in which there are less than 1,000 employees in the whole State.

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

(Under the 1957 amendment to the Act of 1948, this limiting condition has been substantially relaxed.)

2.1.2 The Act provides for the fixation of

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

2.1.3 The minimum wage fixed or revised by the appropriate Government² will include the following

- (a) A basic rate of wages and a special allowance at a rate to be adjusted, at such intervals and in such manner as the appropriate government may direct, to accord as nearly as practicable with the variation in the cost of living index number³ applicable to such workers.
- (b) A basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of suppliers of essential commodities at concession rates, where so authorised: or
- (c) An all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any.
- (d) The cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concession rate shall be computed by the competent authority⁴ at such intervals and in accordance with such directions as may

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

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

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

be specified or given by the appropriate government. The Act lays down that wages should be paid in cash, although it empowers the appropriate Governments for the payment of minimum wages wholly or partly in kind.

2.2 PAYMENT OF MINIMUM RATE OF WAGES

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

2.3 FIXING HOURS FOR NORMAL WORKING DAY

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

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

2.4 WAGES FOR TWO OR MORE CLASSES OF WORK

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

2.5 MAINTENANCE OF REGISTERS AND RECORDS

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

2.6 INSPECTIONS

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

2.7 CLAIMS

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

2.8 AUTHORISED DEDUCTIONS

The deductions can be made on account of:

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

III. STATISTICS COLLECTED UNDER THE MINIMUM WAGES ACT, 1948

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

3.2 ADDITION OF NEW EMPLOYMENTS

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

3.2.2 During the year 2022, there is no scheduled employment added to the schedule appended to the minimum wages act, 1948 (Table 1).

3.3 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. During the year 2022, Kerala State fixed the minimum wages for the first time in two scheduled employment viz. Media Sector and Steel Casting Sector.

3.4 SCHEDULED EMPLOYMENTS AND PREVAILING MINIMUM WAGE RATES

The Central Government and the different State Governments have been maintaining a set of scheduled employments for fixing minimum rates of wages under their respective jurisdiction. This set undergoes a change as and when there is an addition of an employment

in the schedule appended to the Minimum Wages Act, 1948 by these appropriate Governments.

Table 3 presents the data for 37 States/Union Territories and CLC (Central) on Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2022. The number of scheduled employments varies from State to State and so does 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. 6 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.

3.5 SCHEDULED EMPLOYMENTS AND RANGE OF MINIMUM WAGE RATES

3.5.1 The total number of employments in respect of which the minimum wage rates have been fixed / revised and the range of minimum wage rates in different States / Union Territories as on 31.12.2022 have been presented in Table 4.

3.5.2 It emerges from the table that the number of scheduled employments was highest in the State of Assam (103) followed by Odisha (89), Bihar (88), Kerala (84), West Bengal (83), Karnataka (82) & Uttar Pradesh (78).

3.5.3 The dispersion of wage rates as measured by the range between the lowest minimum wage rate and the highest minimum wage rate at all States / U.Ts. level is 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 Kerala i.e. Rs. 563.30.

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

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

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

3.6.2 It is observed from Table 5 that as on 31.12.2022 there were in all 451 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. 646.00 was prevalent in Delhi. Similarly, in Public Motor Transport, minimum wage rate of Rs. 62.29 was observed in the States of Tripura and Rs. 646.00 per day was found in Delhi. Further in Construction/Maintenance of Building and Roads, minimum wage rate of Rs.176.00 per day was found in Nagaland and Rs. 646.00 per day in Delhi. In case of Dal/Flour/Rice Mills, minimum wage rate of Rs. 200.00 per day was reported from the Arunachal Pradesh and Rs. 646.00 per day was prevalent in Delhi. In the case of Oil Mills, minimum wage rate of Rs. 200.00 per day was reported from the Arunachal Pradesh and maximum of Rs. 646.00 in Delhi. In Shops and Commercial Establishments, minimum wage rate of Rs. 176.00 per day was reported from Nagaland and Rs. 646.00 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 CLC (Central) which stood at Rs. 940 in the Employment in Watch and Wards (with Arms).

3.7 SUBMISSION OF RETURNS

Details regarding the number of establishments covered under the Minimum Wages Act, 1948 and those submitting returns as well as average daily employment have been presented in Table 6. In the State/UTs, the response rate was as low as 0.06 per cent in the Chandigarh and as high as 100.00 per cent in Nagaland.

3.8 INSPECTIONS

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

3.8.2 In the States/U.Ts., the highest numbers of inspections (28684) were reported from the state of Tamilnadu followed by (8547) the State of Assam and the highest numbers of irregularities were detected by Odisha (2802) and followed by (2721) by Kerala. On the other hand the Lowest (01) inspections were made by Andaman & Nicobar Islands. In the State sphere, the highest numbers of prosecutions were launched by Madhya Pradesh (1883). On the other hand, lowest number of prosecutions were launched by Andaman & Nicobar Island (1). The highest numbers of claims were preferred by Rajasthan (4450) followed by Delhi (743) whereas lowest number of claims preferred by Chandigarh(1) & Assam (1).

3.9 ENFORCEMENT OF THE ACT

Mere fixation / revision of wages would not be sufficient unless it is ensured that the workers are paid accordingly. Thus provision of adequate staff is a must for successful implementation of the Minimum Wages Act. The Statement showing the strength of the machinery for enforcement of the Minimum Wages Act, 1948 during the year 2022 has been given in Annexure- II.

TABLE- 1**EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2022**

SR.NO.	STATE / UNION TERRITORY	EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2022
There is no scheduled employment added to the schedule appended to the minimum wages act, 1948 during the year 2022.		

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2022.

TABLE - 2**EMPLOYMENTS IN WHICH THE MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2022**

SR.NO.	STATE/ UNION TERRITORY	EMPLOYMENTS IN WHICH MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2022	MINIMUM WAGES FIXED PER DAY (In Rs.)
1	Kerala	Employment in Media Sector	924.38
		Steel Casting Sector	720.76

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2022.

TABLE 3

MINIMUM WAGES PER DAY FOR UNSKILLED WORKERS IN SCHEDULED EMPLOYMENTS					
AS ON 31.12.2022					
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
1.CHIEF LABOUR COMMISSIONER (CENTRAL)*					
1	Agriculture	Area - A	333.00	121.00	454.00
		Area - B	303.00	111.00	414.00
		Area - C	300.00	109.00	409.00
2	Asbestos Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
3	Barytes Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
4	Bauxite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
5	Construction / Maintenance of	Area - A	523.00	188.00	711.00
	Roads and Building operations	Area - B	437.00	158.00	595.00
		Area - C	350.00	127.00	477.00
6	China Clay Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
7	Copper Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
8	Construction and maintenance of	Area - A	523.00	188.00	711.00
	Runways	Area - B	437.00	158.00	595.00
		Area - C	350.00	127.00	477.00
9	Clay Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
10	Chromite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
11	Dolomite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
12	Employment in laying of Underground	Area - A	523.00	188.00	711.00
	electric, wireless, radio, television,	Area - B	437.00	158.00	595.00
	telephone, telegraph and overseas	Area - C	350.00	127.00	477.00
	communication cables and similar				
	other underground cabling, electric				
	lines, water supply lines and				
	sewerage pipe lines				
13	Fire Clay Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
14	Felspar Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
15	Gypsum Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
16	Graphite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
17	Granite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
18	Gravel Mines	Above Ground	350.00	127.00	477.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Below Ground	437.00	158.00	595.00
19	Hematite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
20	Iron Ore Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
21	Kyanite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
22	Laterite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
23	Loading and Unloading in Goods-Sheds, Parcel Offices of Railways, other Goodsheds, Godowns, Warehouses, etc. and Docks and Ports	Area - A	523.00	188.00	711.00
		Area - B	437.00	158.00	595.00
		Area - C	350.00	127.00	477.00
24	Lignite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
25	Mica Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
26	Manganese Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
27	Magnesite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
28	Magnetite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
29	Marble and Calcite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
30	Ochre Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
31	Quartz Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
32	Quartzite Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
33	Red Oxide Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
34	Rock Phosphate Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
35	Stone Breaking and Stone Crushing		283.00	103.00	386.00
36	Stone Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
37	Steatite (including Mines producing Soap Stone and Talc) Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
38	Silica Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
39	Slate Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
40	Sweeping and Cleaning	Area - A	523.00	188.00	711.00
		Area - B	437.00	158.00	595.00
		Area - C	350.00	127.00	477.00
41	Watch and Ward	Area - A	637.00	229.00	866.00
		Area - B	579.00	209.00	788.00
		Area - C	494.00	177.00	671.00
42	Watch and Ward (with arms)	Area - A	693.00	247.00	940.00
		Area - B	637.00	229.00	866.00
		Area - C	579.00	209.00	788.00
43	Uranium Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
44	White Clay Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
45	Wolfram Mines	Above Ground	350.00	127.00	477.00
		Below Ground	437.00	158.00	595.00
Note:- *Due to non receipt of Annual Return, Information downloaded from CLC Website					

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.)
Bhubaneswar		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		Thiruvananthapuram	(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					
Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
2.ANDHRA PRADESH					
1	Agriculture	-	159.00	160.25	319.25
2	Aerated water manufacturing units and Soft Drinks	-	96.31	216.73	313.04
3	Any Manufacturing Process carried out in any Factory as defined under Sec.2(m) or Sec. 85 of the Factories Act other than those notified under Part-I and Part-II of the Schedule of Minimum Wages Act, 1948	-	223.92	202.08	426.00
4	Automobile Engineering workshops including servicing and repairs	-	146.50	303.66	450.16
5	Baking process including Biscuits Manufactory	-	122.35	253.40	375.75
6	Betal Vines	-	217.92	216.78	434.71
7	Brick Kiln Industry	-	112.00	248.06	360.06
8	Canteens and Clubs	-	101.73	224.54	326.27
9	Cashew and Coconut gardens	-	125.00	0.00	125.00
10	Cashew Processing Establishments	-	149.46	274.34	423.81
11	Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory	-	112.12	248.06	360.18
12	Chemicals and Pharmaceuticals	-	134.46	278.53	412.99
13	Cinema Industry	-	141.27	281.68	422.95
14	Coffee Plantations	-	89.00	210.14	299.14
15	Colour Printing and Yarn Dyeing	-	128.85	265.97	394.81
16	Construction of Projects Including Dams and Multipurpose Projects	-	130.42	282.88	413.30
17	Construction or Maintenance of Roads and Building Operations	-	129.62	268.06	397.68
18	Cotton Carpet Weaving Establishments	-	135.00	269.25	404.25
19	Cotton Ginning and pressing Factories	-	164.00	291.76	455.76
20	Dairy Farming	-	191.38	216.78	408.17
21	Distilleries and Breweries	-	149.85	309.95	459.79
22	Domestic Workers	-	173.88	161.79	335.68
23	Electronic Industry	-	132.50	274.34	406.84
24	Fisheries and Sea Foods	-	125.08	257.59	382.67
25	Forestry and Timbering Operations	-	69.27	-	69.27
26	Glass Industry	-	129.46	268.06	397.52
27	Garment and Allied Manufacturing Industry	-	153.65	143.22	296.87
28	Gold Covering and Gold Coating Industry	-	129.62	268.06	397.68
29	Handloom (Silk)Weaving Establishments	-	83.00	202.68	285.68
30	Handloom Weaving Establishments	-		Piece Rated	
31	Handloom Weaving Establishments- Additional Categories	-	91.42	202.68	294.10
32	Horticulture	-	217.27	247.50	464.77
33	Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries	-	238.81	215.35	454.16
34	Hostels of all colleges and all other educational Institutions	-	251.73	233.70	485.43
35	Hotels and Restaurants and Eating Houses	-	127.58	276.50	404.08
36	Jute and Coir Industry	-	244.35	227.70	472.05
37	Khandsari Factories	-	135.23	278.53	413.76
38	Lime stone Kilns	-	93.19	205.89	299.09
39	Marketing Societies, Consumer Co-op. Societies and Co-op. Banks	-	123.96	255.50	379.46
40	Match and Fire Works	-	104.46	224.54	329.00
41	Mesta used Twine Mills	-	66.00	139.00	205.00
42	Metal Foundaries and General Engineering	-	125.50	259.68	385.18
43	Mica Works	-	131.15	270.16	401.31
44	Mini and Tiny Cement Factories	-	107.00	219.89	326.89
45	Motion Picture Industry including Production, Distribution and Publicity	-	112.12	245.92	358.04
46	Oil Mills	-	248.88	231.90	480.79
47	Paper and Paper Board including Straw Board including hand made Paper Manufactory	-	250.00	232.20	482.20
48	Petrol Bunks	-	134.46	278.53	412.99
49	Poultry farming including Feeding units	-	200.00	215.49	415.49
50	Powerloom Industry	-	101.73	209.42	311.15
51	Printing Press including Litho and offset Printing	-	135.23	278.53	413.76
52	Private Motor Transport	-	129.62	268.06	397.68
53	Professionals such as Chartered,Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates	-	161.50	292.56	454.06

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
54	Public Motor Transport	-	101.73	224.54	326.27
55	Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills	-	135.50	280.63	416.13
56	Safai Karamcharis	-	192.31	332.80	525.11
57	Salt Pans	-	96.88	213.85	310.73
58	Security Services	-	153.85	265.85	419.69
59	Seed Processing Units	-	123.31	281.75	405.06
60	Sericulture	-	173.27	0.00	173.27
61	Shops and Commercial Establishments	-	129.62	268.06	397.68
62	Slate Factories	-	123.19	255.50	378.69
63	Steel Mills and Steel re-rolling Mills	-	123.35	255.50	378.84
64	Stone Breaking and Stone Crushing Operations	-	129.00	250.47	379.47
65	Tanneries and Leather Manufactory	-	132.88	289.26	422.15
66	Tiles and Potteries	-	123.27	255.50	378.77
67	Tobacco (excluding Beedi making)Manufactory	-	113.00	228.69	341.69
68	Tobacco (including Beedi making)Manufactory	-	173.08	238.22	411.30
69	Toddy Tapping including Selling and Conveyance industry	-	106.27	229.71	335.98
70	Wood Working Establishments including Furniture (excluding Timbering Operations)	-	128.73	265.97	394.70
71	Woollen Carpet Making and Shawl Weaving Establishments	-	96.88	213.85	310.73
72	Non-teaching staff working in Private Educational Institutions	-	203.62	184.38	387.99
73	Spinning Mills	-	148.23	134.23	282.46
74	Footwear and Leather Industry	-	303.84	27.51	331.35

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
3.ARUNACHAL PRADESH					
1	Agriculture	Area I	200.00	-	200.00
		Area II	220.00		220.00
2	Cement Industry	Area I	200.00	-	200.00
		Area II	220.00		220.00
3	Cinema and Video Hall	Area I	200.00	-	200.00
		Area II	220.00		220.00
4	Construction or Maintenance of Roads or Building Operation	Area I	200.00	-	200.00
		Area II	220.00		220.00
5	Distrilleries and Brewing Units	Area I	200.00	-	200.00
		Area II	220.00		220.00
6	Educational/Coaching Institutions	Area I	200.00	-	200.00
		Area II	220.00		220.00
7	Employment in any bank in respect of which Govt.of Arunachal Pradesh is the appropriate Govt.to fix or revise the minimum wages	Area I	200.00	-	200.00
		Area II	220.00		220.00
8	Employment in any residential,hotel,restaurant or earting house.	Area I	200.00	-	200.00
		Area II	220.00		220.00
9	Employment under any Govt. Authority (Casual Contingency Employee)	Area I	200.00	-	200.00
		Area II	220.00		220.00
10	Forest Operations	Area I	200.00	-	200.00
		Area II	220.00		220.00
11	Hospital, Nursing Homes, Dispensaries, Pharmacies and consultation clinics	Area I	200.00	-	200.00
		Area II	220.00		220.00
12	Load carrying i.e.Porter Porting Goods from One Area to Another Area	Area I	200.00	-	200.00
		Area II	220.00		220.00
13	Loading and Un-Loading except under Department of Co-operation	Area I	200.00	-	200.00
		Area II	220.00		220.00
14	Local Authority	Area I	200.00	-	200.00
		Area II	220.00		220.00
15	Motor Mechanical Garage Including Tyre Retreading or Repairing Industry	Area I	200.00	-	200.00
		Area II	220.00		220.00
16	Oil Mill	Area I	200.00	-	200.00
		Area II	220.00		220.00
17	Plantation (Cinchona, Rubber, Tea & Coffee)	Area I	200.00	-	200.00
		Area II	220.00		220.00
18	Printing Press	Area I	200.00	-	200.00
		Area II	220.00		220.00
19	Printing Process by Lithography,photography or other similar work or book binding	Area I	200.00	-	200.00
		Area II	220.00		220.00
20	Private co-operative society,welfare or voluntary organisation	Area I	200.00	-	200.00
		Area II	220.00		220.00
21	Public Motor Transport	Area I	200.00	-	200.00
		Area II	220.00		220.00
22	Rice / Flour /Dal Mill	Area I	200.00	-	200.00
		Area II	220.00		220.00
23	Safai Karamcharis	Area I	200.00	-	200.00
		Area II	220.00		220.00
24	Saw ,Vaneer and Plywood Mills/Industry	Area I	200.00	-	200.00
		Area II	220.00		220.00
25	Security Guard and Watch and Ward	Area I	200.00	-	200.00
		Area II	220.00		220.00
26	Shops or Commercial Establishments	Area I	200.00	-	200.00
		Area II	220.00		220.00
27	Stone breaking or Stone crushing	Area I	200.00	-	200.00
		Area II	220.00		220.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
28	Superior Kerosene/petrol/diesel oil delivery depot	Area I	200.00	-	200.00
		Area II	220.00		220.00
29	Tobacco manufactory (including Bidi making industries)	Area I	200.00	-	200.00
		Area II	220.00		220.00
30	Woollen Carpet making or Shawl Weaving establishments	Area I	200.00	-	200.00
		Area II	220.00		220.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
4.ASSAM					
1	Agarbatti	-	313.62	-	313.62
2	Agarwood Industry	-	313.62	-	313.62
3	Agriculture	-	313.62	-	313.62
4	Aluminium Industry	-	313.62	-	313.62
5	Asbestos	-	313.62	-	313.62
6	Bakeries	-	313.62	-	313.62
7	Beedi Making	-	313.62	-	313.62
8	Beverages Manufacturing and Vending Estt.	-	313.62	-	313.62
9	Biscuit Manufacturing	-	313.62	-	313.62
10	Blacksmith	-	313.62	-	313.62
11	Bought Tea Leaf Factory	-	313.62	-	313.62
12	Breweries and Distillery	-	313.62	-	313.62
13	Brick Making and Brick Kiln	-	313.62	-	313.62
14	Candle Manufacturing	-	313.62	-	313.62
15	Canteen and Clubs	-	313.62	-	313.62
16	Carpentary and Masenary	-	313.62	-	313.62
17	Casual/Master control workers in Flood Control Department	-	313.62	-	313.62
18	Casual/Master Roll Workers Employed in Public Health Department	-	313.62	-	313.62
19	Casual/Master Roll Workers Irrigation Department.	-	313.62	-	313.62
20	Cement Based Industry	-	313.62	-	313.62
21	Chakki Mill	-	313.62	-	313.62
22	Chemical and Pharmaceutical Industry	-	313.62	-	313.62
23	Cleaner	-	313.62	-	313.62
24	Coaching Academis including nursing and English Medium Schools and Technical Institutes	-	313.62	-	313.62
25	Coffee and Rubber Plantation	-	313.62	-	313.62
26	Construction or maintenance of (1) roads or in building operation and stone breaking and stone crushing	-	313.62	-	313.62
27	Contracts Estt. Of the Forest Deptt.	-	313.62	-	313.62
28	Cooperative Banks	-	313.62	-	313.62
29	Cooperative Consumer Societies	-	313.62	-	313.62
30	Cooperative Markeing Societies	-	313.62	-	313.62
31	Cotton Textiles Mills	-	313.62	-	313.62
32	Dairy and Poultry firms	-	313.62	-	313.62
33	Dispensaries	-	313.62	-	313.62
34	Domestic Workers	-	305.78	-	305.78
35	Earth Cutting and Removing Earth Filling, & Earth leveling Operations	-	313.62	-	313.62
36	Eating house and Restaurants	-	313.62	-	313.62
37	Edible Oil Workers	-	313.62	-	313.62
38	Employment in Electricity Board	-	313.62	-	313.62
39	Engineering Industries including Motor Garage and Workers	-	313.62	-	313.62
40	Film (production, distribution & Exhibition)	-	313.62	-	313.62
41	Fishing	-	313.62	-	313.62
42	Flour Mills	-	313.62	-	313.62
43	Food Processing	-	313.62	-	313.62
44	Forestry and Timbering Operation	-	313.62	-	313.62
45	Fruit Preservation	-	313.62	-	313.62
46	Gold and Silver ornaments and other articles of Artistic Design Manufacturing	-	313.62	-	313.62
47	Goldsmith	-	313.62	-	313.62
48	Grass Cutting and Wood Cutting	-	313.62	-	313.62
49	Hair Cutting saloons	-	313.62	-	313.62
50	Handicrafts	-	313.62	-	313.62
51	Handloom Weaving Project	-	313.62	-	313.62
52	Helpers & Weldes in Minor Engineering.	-	313.62	-	313.62
53	Horticulture	-	313.62	-	313.62
54	Hotel Restaurent and Eating Houses covered by the schedule employments (shops & commercial Establishments)	-	313.62	-	313.62
55	Hydro Electric Project	-	313.62	-	313.62
56	Ice cream and Ice candy Manufacturing and vending Estt.	-	313.62	-	313.62
57	Ice factory and Cold Storage	-	313.62	-	313.62
58	Jute Bailing Industries	-	313.62	-	313.62

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
59	Jute Mills	-	313.62	-	313.62
60	Khadi and Village Industries	-	313.62	-	313.62
61	Loading and Unloading Operation	-	Per Bag Rate		
62	Loading and Unloading of Urea Bags	-	Per Bag Rate		
63	L.P.G.Distribution	-	313.62	-	313.62
64	Match Manufacturing	-	313.62	-	313.62
65	Metal Rolling and Re-rolling Industry	-	313.62	-	313.62
66	Motor Body Building	-	313.62	-	313.62
67	Municipalities and Town Committee	-	313.62	-	313.62
68	Oil and Gas Drilling Workers	-	313.62	-	313.62
69	Pan Masala & Gutkha Manufacturing Industries	-	313.62	-	313.62
70	Paper Industry	-	313.62	-	313.62
71	Pathological Laboratories	-	313.62	-	313.62
72	Petrol Pump Workers	-	313.62	-	313.62
73	Photo and Picture frame Manufacturing	-	313.62	-	313.62
74	Sales Promotion Employees	-	521.00	-	521.00
75	Plywood Industries	-	313.62	-	313.62
76	Pottery Industries	-	313.62	-	313.62
77	Poultry and Cattle Feed Manufacturing	-	313.62	-	313.62
78	Premises wherein cows and buffalos or both kept for milking fooding and all other similar process	-	313.62	-	313.62
79	Printing and Dyeing Cloth	-	313.62	-	313.62
80	Printing Press	-	313.62	-	313.62
81	Private Hospital	-	313.62	-	313.62
82	Security Service	-	437.74	-	437.74
83	Private Transport	-	313.62	-	313.62
84	Public Motor Transport including A.S.T.C.	-	313.62	-	313.62
85	Readymade Garments	-	313.62	-	313.62
86	Rice and Oil Mills	-	313.62	-	313.62
87	Rubber processing and Rubber Manufacturing	-	313.62	-	313.62
88	Saw Mills	-	313.62	-	313.62
89	Seasonal Spray Squads of NMEP under the H. & F.W. Deptt.	-	313.62	-	313.62
90	Sericulture Operation	-	313.62	-	313.62
91	Shops and Commercial Establishments covered by the schedule of shop & commercial Establishments	-	313.62	-	313.62
92	Small Establishments Selling Cooked Food Stuff	-	313.62	-	313.62
93	Small Scale Industry	-	313.62	-	313.62
94	Soap Making Industries	-	313.62	-	313.62
95	Streamergahat	-	313.62	-	313.62
96	Sugar Industry	-	313.62	-	313.62
97	Tailoring Industries.	-	313.62	-	313.62
98	Tanneries and Leather Manufacturing	-	313.62	-	313.62
99	Theatres	-	313.62	-	313.62
100	Tiles Manufacturing	-	313.62	-	313.62
101	Transportation, Marketing and Distribution of Petroleum Products	-	313.62	-	313.62
102	Trunk and Bucket Manufacturing	-	313.62	-	313.62
103	Tubewell Sinking	-	313.62	-	313.62
Note:- Minimum Wages/VDA for Unskilled Workers calculate for Thirty Days (30).					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
5.BIHAR*					
1	Agarbati Industry	-	357.00	-	357.00
2	Agriculture	-	348.00	-	348.00
3	Aluminium Industry	-	373.00	-	373.00
4	Asbestos Cement Industry	-	373.00	-	373.00
5	Automobile Engineering Workshops	-	373.00	-	373.00
6	Bakeries and Confectioneries	-	373.00	-	373.00
7	Bidi Making	-	373.00	-	373.00
8	Biscuit Industry	-	373.00	-	373.00
9	Book Binding Industry	-	373.00	-	373.00
10	Brick Manufactory and Ceramic Industry	-	373.00	-	373.00
11	Cement and Hume Pipe, Electric Pole and Railway Sleeper Manufacturing Industry	-	373.00	-	373.00
12	Cement Prestressed Product Industry	-	373.00	-	373.00
13	Chemical and Pharmaceutical Industry	-	373.00	-	373.00
14	Cinema Industry	-	373.00	-	373.00
15	Coal Briquette Industry	-	373.00	-	373.00
16	Cold Storage	-	373.00	-	373.00
17	Construction, Maintenance of Roads or in Building Construction	-	373.00	-	373.00
18	Co-operative Sector	-	373.00	-	373.00
19	Courier Service	-	373.00	-	373.00
20	Dafti Card Board, Mill Board, Paper Board, Corrugated Board, Straw Board or Gatta Paper Board Manufacturing	-	373.00	-	373.00
21	Dairy and Poultry Farms	-	373.00	-	373.00
22	Dams Construction and Irrigation	-	373.00	-	373.00
23	Distilleries	-	373.00	-	373.00
24	Domestic Workers	-	336.26	-	336.26
25	Earth Cutting Operation	-	373.00	-	373.00
26	Educational, University, Research or Cultural Institutions	-	373.00	-	373.00
27	Electric and Other Types of Bulbs and Florescent Tubes Manufacturing Industry	-	373.00	-	373.00
28	Electro Casting and Metal Finishing Industry	-	373.00	-	373.00
29	Electronics Industry	-	373.00	-	373.00
30	Employment of Sailors	-	357.00	-	357.00
31	Fire Bricks, Ceramics Industry and Refractories	-	373.00	-	373.00
32	Fisheries	-	373.00	-	373.00
33	Forestry and Timbering Operations	-	373.00	-	373.00
34	Foundry Industry	-	373.00	-	373.00
35	Frittered Rice	-	373.00	-	373.00
36	Glass Industry(excluding Glass Sheet)	-	373.00	-	373.00
37	Glass Sheet Industry	-	373.00	-	373.00
38	Gun Factories	-	373.00	-	373.00
39	Hair Cutting Saloons	-	373.00	-	373.00
40	Handloom Industry	-	373.00	-	373.00
41	Hard Coke Industry	-	373.00	-	373.00
42	Hosiery Manufactory	-	373.00	-	373.00
43	Hotels, Eating Houses and Restaurants	-	373.00	-	373.00
44	Icecream and Cold Drinks	-	373.00	-	373.00
45	Information Technology	-	373.00	-	373.00
46	Jute Industry and Similar Works	-	373.00	-	373.00
47	Khadi and Village Industry	-	373.00	-	373.00
48	Khandsari Industry	-	373.00	-	373.00
49	Lac Manufactory	-	373.00	-	373.00
50	Laundry and Washing	-	373.00	-	373.00
51	Loading and Un-loading Operations	-	373.00	-	373.00
52	Manufacturing Of Gold and Silver Ornaments and articles of artistic design	-	373.00	-	373.00
53	Manufacturing of Leather Goods	-	373.00	-	373.00
54	Mica Works (Factory and Establishment excluding Mines)	-	373.00	-	373.00
55	Mineral Grinding Industry	-	373.00	-	373.00
56	Minor Engineering Industry (Excluding Automobile Engineering Workshops) employing less than 50 workers	-	373.00	-	373.00
57	Minor Engineering Industry employing more than 50 workers	-	373.00	-	373.00
58	Oil Mills	-	373.00	-	373.00
59	Papad Industry	-	357.00	-	357.00
60	Paper Industry	-	373.00	-	373.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
61	Petrol and Diesel Pumps	-	373.00	-	373.00
62	Plastic Industry	-	373.00	-	373.00
63	Plucking and Processing of Kendu Leaves	-	373.00	-	373.00
64	Plywood Industry	-	373.00	-	373.00
65	Potteries Industry	-	373.00	-	373.00
66	Powerloom Industry	-	373.00	-	373.00
67	Printing Press	-	373.00	-	373.00
68	Private Ferries and L.T.C.	-	373.00	-	373.00
69	Private Hospitals, Nursing Homes and Clinics	-	373.00	-	373.00
70	Private Security	-	373.00	-	373.00
71	Public Motor Transport	-	373.00	-	373.00
72	Religious and Social Institutions	-	373.00	-	373.00
73	Rice , Flour or Dal Mills	-	373.00	-	373.00
74	Rolling of Iron Rods, Plates, Angles, etc. works	-	373.00	-	373.00
75	Rubber and Rubber compound Industry	-	373.00	-	373.00
76	Safai Karmacharis (excluding scavenging)	-	357.00	-	357.00
77	Sales Promotion of Medicine Employment	-	342.00	-	342.00
78	Shops and Commercial Establishments	-	373.00	-	373.00
79	Shops Selling Cooked Food Stuff	-	373.00	-	373.00
80	Silk Industry including Manufacture from Pure Silk, Artificial Silk and other Staple Yarn	-	373.00	-	373.00
81	Sindur and Rang Manufacturing	-	373.00	-	373.00
82	Soap Making Industry	-	373.00	-	373.00
83	Stone Breaking or Stone Crushing	-	373.00	-	373.00
84	Tailoring Industry	-	373.00	-	373.00
85	Tanneries and Leather Technology	-	373.00	-	373.00
86	Tea Plantations	-	373.00	-	373.00
87	Wood works and Furniture	-	373.00	-	373.00
88	Woollen Carpet making or Shawl Weaving Establishments	-	373.00	-	373.00
Note:- *Due to non receipt of Annual Return, Information downloaded from Bihar Labour Dept.'s Website					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
6. CHHATTISGARH *					
1	Power plant	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
2	Employment in steel plant	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
3	Sponge iron	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
4	employment in rolling mill	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
5	Employment in Casting Industries	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
6	Cement factory	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
7	Employment in security guard	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
8	Planning in building and other construction work	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
9	Planning in Stone Crushing	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
10	Stone grinding and breaking plant	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
11	Brick kiln	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
12	Employment in lime kiln	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
13	Manufacture of tiles including Mangalore tiles, Allahabad tiles and tiles known by other local names, but excluding tiles made from cement.	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
14	Industries including refractory goods, firebricks, sanitary wares, insulators, tiles (except tiles made of cement), stone wares, pipes, furnaces, linings, bricks and other ceramic goods.	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
15	Employment in cement pole or cement manufacturing	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
16	Employment in construction and maintenance of roads or building and construction works.	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
17	Employment in engineering industry	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
18	Planning in construction and maintenance of irrigation works	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
19	Planning and nursery in forest produce and afforestation	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
20	Employment in a local authority	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
21	Employment in any shop, commercial institution, residential hotel, restaurant and theater	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
22	Educational institutions and private training centers	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
23	Employment in hospital, nursing home, pathology	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
24	Sales Promotion Workers	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
25	Employment in a printing press	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
26	Petrol pumps/diesel pumps/gas distribution centers and godowns	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
27	Planning in solvet plants and refineries	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
28	Employment in an oil mill	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
29	Employment in chemicals and pharmaceuticals	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
30	Hamal, towel, porter, reza and market workers	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
31	Employment in any rice mill, flour mill or pulse mill	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
32	Employment in any Murra, Poha factory	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
33	Food products including cakes, biscuits, confectionery, ice cream, ice candies and employment in beverage manufacturing.	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
34	Employment in Khandsari Industry/Sugar Mill	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
35	Wood work in a sawmill	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
36	Employment in plastics industry	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
37	Employment in fuel coke	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
38	Employment in power looms including sizing and processing	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
39	Employment in Kosa Industry	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
40	Employment in hand loom industries	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
41	Employment in blanket manufacturing work	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
42	Bone Mill Planning	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
43	Employment in public motor transport	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
44	Employment in poultry farm	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
45	Any manufacturing process including manufacturing process which is governed by the Factories Act, 19	Zone A	320.00	73.08	393.08
		Zone B	310.00	73.08	383.08
		Zone C	300.00	73.08	373.08
46	Agriculture		230.00	42.50	272.50
47	Bidi making & Agarbatti Industry			piece rate	
48	Contract workers in Govt. Departments	Zone A	277.33	63.33	340.66
		Zone B	268.67	63.33	332.00
		Zone C	260.00	63.33	323.33
Note:- *Due to non receipt of Annual Return, Information downloaded from Chhattisgarh Labour Dept.'s Website					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
7.GOA					
1	Agriculture	-	307.00	92.00	399.00
2	Automobile Repairing Workshop and Garages	-	307.00	92.00	399.00
3	Breweries and Distilleries	-	307.00	92.00	399.00
4	Brick and Tiles Manufacture	-	307.00	92.00	399.00
5	Cashew Factories and Establishments	-	307.00	92.00	399.00
6	Cinema Exhibition Industry	-	307.00	92.00	399.00
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	92.00	399.00
8	Construction or maintenance of Roads or in Building Operations	-	307.00	92.00	399.00
9	Cotton Textiles, cotton spinning, cotton pressing, manufacturing of cotton fiber, thread yarn spinning and weaving including handloom weaving	-	307.00	92.00	399.00
10	Manufacture, assembling of Electronic Goods and components and	-	307.00	92.00	399.00
11	Pharmaceutical industry and units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products	-	307.00	92.00	399.00
12	Printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding	-	307.00	92.00	399.00
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	92.00	399.00
14	Processing and canning of food stuff including fish and beverages	-	307.00	92.00	399.00
15	Public Motor Transport undertaking and Private Motor Transport undertaking	-	307.00	92.00	399.00
16	Readymade garments manufactory	-	307.00	92.00	399.00
17	Residential Hotel, Restaurant or eating house	-	307.00	92.00	399.00
18	Saw Mills	-	307.00	92.00	399.00
19	Shop and Commercial Establishments other than a residential hotel, restaurant or eating house	-	307.00	92.00	399.00
20	Watch and ward	-	307.00	92.00	399.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
8. GUJARAT					
1	Automobile repairing workshops and Garages	Zone- I	276.00	83.30	359.30
		Zone- II	268.00	83.30	351.30
2	Bakeries	Zone- I	276.00	83.30	359.30
		Zone- II	268.00	83.30	351.30
3	Bobin Industry	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
4	Bone Crushing Industry	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
5	Cement Prestressed Products Industry	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
6	Construction or Maintenance of Roads or in Buildings Operation	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
7	Cotton Ginning and Pressing Manufactory	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
8	Dispensary of Medical practitioners	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
9	Electronics and Allied or incidental Industries	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
10	Employment of non-teaching Staff in Private Non-grant-in-aided educational Institutions	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
11	Film Industry	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
12	Fisheries Industries	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
13	Forestry and Timber Operation	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
14	Hosiery Industry	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
15	Hospitals and Nursing Homes	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
16	Industrial Engineering Establishments (more than 50 workers)	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
17	Industrial Engineering Establishments(less than 50 workers)	Zone-I	276.00	83.30	359.30
		Zone-II	268.00	83.30	351.30
18	Khandsari Industry	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
19	Local Authorities (Municipality or Nagar Panchayat)	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
20	Local Authorities (Municipal Corporation)	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
21	Employment under any Gram Panchayat	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
22	Manufacturing Process as defined under section 2(k) of the Factories Act 1948 not covered under any entry	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
23	Oil Mills	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
24	Petrol / Diesel pumps	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
25	Pharmaceutical Industry	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
26	Plastic Industry	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
27	Potteries Industry	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
28	Powerloom Industry	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
29	Printing by letter press lithography, photogravure or book binding	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
30	Private Security Guard Services	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
31	Public Motor Transport	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
32	Pulp and Paper or Paper Board Manufactory	Zone I	276.00	83.30	359.30

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone II	268.00	83.30	351.30
33	Residential Hotels, Restaurants, or Eating House	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
34	Rice, Flour or Dal Mills	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
35	Roof Tiles Manufactory	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
36	Rubber and Rubber Products Industry	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
37	Shops and Commercial Establishments	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
38	Soap Making Industry	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
39	Stone Breaking or Stone Crushing	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
40	Sugar Industry	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
41	Tanneries and Leather Manufactory	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
42	Textile Processing and Pre Weaving Industry	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
43	Tobacco processing Establishments	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
44	Tube-well drilling operations and maintenance	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
45	Woollen Carpet making or Shawl Weaving Establishments	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
46	Zardosi Works	Zone I	276.00	83.30	359.30
		Zone II	268.00	83.30	351.30
47	Employment in Sugarcane cutting and loading		238 per ton		
48	Employment in Sweeping and cleaning		133.35	93.00	226.35
49	Jari Industry		276.00	87.30	363.30
50	Salt Pan Industry		276.00	87.30	363.30
51	Brick Manufacturing		276.00	87.30	363.30
52	Bidi Making		276.00	87.30	363.30
53	Readymade Garments		254.00	87.30	341.30
54	Ship Breaking Activities		404.00		404.00
55	Agriculture		268.00		268.00
56	Agarbatti		Piece Rate		

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
9.HARYANA					
1	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	-	393.97	-	393.97
2	Agriculture	-	393.97	-	393.97
3	Any Manufacturing process wherein Manufacturing Process as defined under Section 2(k) of the Factories Act,1948	-	393.97	-	393.97
4	Any Shop or Commercial Establishment other than covered under any of the entries in the Schedule	-	393.97	-	393.97
5	Asbestos Cement Factories and other Cement Products	-	393.97	-	393.97
6	Automobile repair workshop	-	393.97	-	393.97
7	Ayurvedic & Unani Pharmaceuticals	-	393.97	-	393.97
8	Brick Kiln Industry	-	393.97	-	393.97
9	Chemical and Distillery Industry	-	393.97	-	393.97
10	Cinema Industry	-	393.97	-	393.97
11	i) Construction and Maintenance of Road and Building Operation	-	393.97	-	393.97
	ii) Stone breaking and stone crushing		393.97	-	393.97
	iii) P.W.D. (Public Health)		393.97	-	393.97
12	Contractor's Establishments of Forest Department	-	393.97	-	393.97
13	Co-operative Credit and Service Societies and Mini Banks	-	393.97	-	393.97
14	Cotton Ginning & pressing Industry	-	393.97	-	393.97
15	Domestic Worker	-	393.97	-	393.97
16	Electronics and allied or incidental Industries	-	393.97	-	393.97
17	Electroplating using salts or chromium, nickle or any other compound and connected buffing and polishing Industry	-	393.97	-	393.97
18	Ferrous Metal Rolling and Re-rolling Industry	-	393.97	-	393.97
19	Food Products, Dairy Products, Grain Mills Products and Bakery Products	-	393.97	-	393.97
20	Forestry or any other development work related thereto	-	393.97	-	393.97
21	Foundries with or without attached Machine Shops	-	393.97	-	393.97
22	Glass, Glass Fibre and Glass Processing Industry	-	393.97	-	393.97
23	Hospital and Nursing Homes	-	393.97	-	393.97
24	Local Authorities	-	393.97	-	393.97
25	Manufacture of Khandsari, Gur and Shakkar	-	393.97	-	393.97
26	Manufacturing of Soap in any form,other washing Products, Synthetic detergents and Cosmetics	-	393.97	-	393.97
27	Non-Ferrous Metal Rolling	-	393.97	-	393.97
28	Oil Mills	-	393.97	-	393.97
29	Operation of Tubewell	-	393.97	-	393.97
30	Packing Industry	-	393.97	-	393.97
31	Paper Cardboard and Typewriter Ribbon Industry	-	393.97	-	393.97
32	Petrol and Diesel Oil Pumps	-	393.97	-	393.97
33	Plastic Industries	-	393.97	-	393.97
34	Potteries, Ceramics and Refractory Industry	-	393.97	-	393.97
35	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	-	393.97	-	393.97
36	Private Printing Presses	-	393.97	-	393.97
37	Public Motor Transport	-	393.97	-	393.97
38	Public Works Department (Irrigation)	-	393.97	-	393.97
39	Rags Cleaning and Sorting	-	393.97	-	393.97
40	Readymade Garments	-	393.97	-	393.97
41	Rice Mills, Flour Mills and Dal Mills	-	393.97	-	393.97
42	Rubber Industry	-	393.97	-	393.97
43	Safai Karamcharis	-	393.97	-	393.97
44	Saw Mills and Timber Trade Industry	-	393.97	-	393.97
45	Scientific Industry	-	393.97	-	393.97
46	Shops and Commercial Establishments	-	393.97	-	393.97
47	Tailoring, Stitching and Embroidery Eshablishments	-	393.97	-	393.97
48	Tanneries and Leather Manufacturing	-	393.97	-	393.97
49	Textiles Industry	-	393.97	-	393.97
50	Woollen Carpet making or Shawl Weaving Establishments run on Powerloom or Handloom	-	393.97	-	393.97

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
10.HIMACHAL PRADESH					
1	Agriculture	-	350.00	-	350.00
2	Chemicals and Chemical Products	-	350.00	-	350.00
3	Construction or Maintenance of Roads or in Building Operations, Stone Breaking and Stone Crushing	-	350.00	-	350.00
4	Domestic Workers	-	350.00	-	350.00
5	Engineering Industries	-	350.00	-	350.00
6	Forestry Industry	-	350.00	-	350.00
7	Hospital and Nursing Homes & Clinic	-	350.00	-	350.00
8	Hotels and Restaurants	-	350.00	-	350.00
9	Hydro Power Project	-	350.00	-	350.00
10	Establishments with Manufacturing Process as defined in clause (k) of Section 2 of Factories Act., 1948	-	350.00	-	350.00
11	Pharmaceutical Industry	-	350.00	-	350.00
12	Private Educational Institutions	-	350.00	-	350.00
13	Public Motor Transport	-	350.00	-	350.00
14	Safai Karamcharis	-	350.00	-	350.00
15	Security Services	-	350.00	-	350.00
16	Shops and Commercial Establishments	-	350.00	-	350.00
17	Tea Plantations	-	350.00	-	350.00
18	Temple and Religious Places/Dharmshala	-	350.00	-	350.00
19	Working in Toll Tax Barriers	-	350.00	-	350.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
11.JAMMU & KASHMIR					
1	Embroidery including Chain Stitching	-	311.00	-	311.00
2	Ice Factory and Cold Storage	-	311.00	-	311.00
3	Light Engineering Works.	-	311.00	-	311.00
4	Local Authority	-	311.00	-	311.00
5	Manufacturing & Tailoring of Garments	-	311.00	-	311.00
6	Manufacturing of Arms & Ammunition	-	311.00	-	311.00
7	Manufacturing of Drinks & Brewaries	-	311.00	-	311.00
8	Manufacturing of Food Products	-	311.00	-	311.00
9	Manufacturing of Medicines & Hospitals Equipments	-	311.00	-	311.00
10	Manufacturing of Metal Steel Utensils	-	311.00	-	311.00
11	Manufacturing of Soap & Detergents	-	311.00	-	311.00
12	Manufacturing of Sports Goods.	-	311.00	-	311.00
13	Manufacturing of Wood Products	-	311.00	-	311.00
14	Oil Mills(including Kohloos)	-	311.00	-	311.00
15	Private Brick and Tile Making	-	311.00	-	311.00
16	Rosin and Terpentine Products	-	311.00	-	311.00
17	Shops & Establishments	-	311.00	-	311.00
18	Silicate & Chemical Works	-	311.00	-	311.00
19	Steel Metal Rolling Works	-	311.00	-	311.00
20	Tanneries,Leather Manufacturing	-	311.00	-	311.00
21	Wood Carving	-	311.00	-	311.00
22	Woollen Carpet Making or Shawl Weaving	-	311.00	-	311.00
23	Workshops	-	311.00	-	311.00
24	Rice Mill, Floor Mill or Dal Mill	-	311.00	-	311.00
25	Tobacco (Including bidi making)	-	311.00	-	311.00
26	Plantation (Growing Cinchona, rubber, tea or coffe)	-	311.00	-	311.00
27	Construction or maintenance of roads or in building operation	-	311.00	-	311.00
28	Stone Breaking or Stone Crushing	-	311.00	-	311.00
29	Lac Manufacturing	-	311.00	-	311.00
30	Mica Work	-	311.00	-	311.00
31	Public Motor Transport	-	311.00	-	311.00
32	Private Transport Industry	-	311.00	-	311.00
33	Forest Industry	-	311.00	-	311.00
34	Auto body Fabrication	-	311.00	-	311.00
35	Saw Mill and Joinery Product	-	311.00	-	311.00
36	Electricals and Electric Goods	-	311.00	-	311.00
37	Hair Cutting Saloons	-	311.00	-	311.00
38	Walnut Processing Unit	-	311.00	-	311.00
39	Private Educational Institutions	-	311.00	-	311.00
40	Private Coaching Centres	-	311.00	-	311.00
41	Sweeping and Cleaning	-	311.00	-	311.00
42	Brick Kiln Industry	-	311.00	-	311.00
43	Cement Industry	-	311.00	-	311.00
44	Plastic Industry	-	311.00	-	311.00
45	Hotel/Restaurant/Tea Stall & Cinemas	-	311.00	-	311.00
46	Agriculture	-	311.00	-	311.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
12.JHARKHAND*					
1	Agriculture	-	274.81	59.33	334.14
2	Aluminium Industry	-	274.81	59.33	334.14
3	Asbestos Cement Factory	-	274.81	59.33	334.14
4	Automobile Engineering Workshops	-	274.81	59.33	334.14
5	Bakeries and confectioneries	-	274.81	59.33	334.14
6	Book Binding Industry	-	274.81	59.33	334.14
7	Biscuit Industry	-	274.81	59.33	334.14
8	Cement Prestressed Products	-	274.81	59.33	334.14
9	Chemical and Pharmaceutical Industry	-	274.81	59.33	334.14
10	Coal Briquette Industry	-	274.81	59.33	334.14
11	Cement Hume Pipe, Electric Pole and Railway Sleeper Manufacture Industry	-	274.81	59.33	334.14
12	Cinema Industry	-	274.81	59.33	334.14
13	Cold Storages	-	274.81	59.33	334.14
14	Construction of Dams or for Irrigation Purpose	-	274.81	59.33	334.14
15	Computer Coaching Institutes	-	274.81	59.33	334.14
16	Construction or Maintenance of Roads or Building Construction	-	274.81	59.33	334.14
17	Cooperative Sectors	-	274.81	59.33	334.14
18	Dairy and Poultry Farms	-	274.81	59.33	334.14
19	Distilleries	-	274.81	59.33	334.14
20	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	-	274.81	59.33	334.14
21	Employment of Bus and Truck Driver/Conductor and Cleaners	-	274.81	59.33	334.14
22	Electric and other type of Bulb and Florence Tube Manufacture Industry	-	274.81	59.33	334.14
23	Motor Garages and Workshops	-	274.81	59.33	334.14
24	Motor Body Building	-	274.81	59.33	334.14
25	Sweeping and Cleaning	-	274.81	59.33	334.14
26	Electronic Industry	-	274.81	59.33	334.14
27	Mess, Canteens and Clubs	-	274.81	59.33	334.14
28	Laying of under ground cables, electric lines, water supply lines and sewerage pipe line	-	274.81	59.33	334.14
29	Chartered/Cost Accountants, Auditors, Tax consultancy and Architects	-	274.81	59.33	334.14
30	Electricity Generator and supply	-	274.81	59.33	334.14
31	Employment of Mobile Tower etc.	-	274.81	59.33	334.14
32	Decoration of Pandal, etc.	-	274.81	59.33	334.14
33	Fire Bricks and Ceramics Industry (Tiles) and Refractories	-	274.81	59.33	334.14
34	Fisheries	-	274.81	59.33	334.14
35	Foundry Industry	-	274.81	59.33	334.14
36	Glass Sheet Manufacturing	-	274.81	59.33	334.14
37	Grinding and Crushing of Mineral Ore	-	274.81	59.33	334.14
38	Gun Factory	-	274.81	59.33	334.14
39	Handloom Industry	-	274.81	59.33	334.14
40	Hard Coke Kilns	-	274.81	59.33	334.14
41	Hosiery Manufacturing	-	274.81	59.33	334.14
42	Hotel, Eating Houses and Restaurants	-	274.81	59.33	334.14
43	Ice Cream and Cold Drinks	-	274.81	59.33	334.14
44	Khadi and Village Industry	-	274.81	59.33	334.14
45	Khandsari Industry	-	274.81	59.33	334.14
46	Laundry and Washing	-	274.81	59.33	334.14
47	Manufacturing of Leather Goods	-	274.81	59.33	334.14
48	Manufacturing of Gold and Silver Ornaments	-	274.81	59.33	334.14
49	Minor Engineering Industry	-	274.81	59.33	334.14
50	Mineral Grinding Industry	-	274.81	59.33	334.14
51	Mica Works(Factories and Establishment Excluding Mines)	-	274.81	59.33	334.14
52	Rice, Flour or Dal Mills, Oil Mills	-	274.81	59.33	334.14
53	Paper Industry	-	274.81	59.33	334.14
54	Petrol and Diesel Pumps	-	274.81	59.33	334.14
55	Private Technical Institution, Coaching Institute and Private Schools (Non-teaching)	-	274.81	59.33	334.14
56	Potteries Industry	-	274.81	59.33	334.14
57	Plywood Industry	-	274.81	59.33	334.14
58	Private Security Agency	-	274.81	59.33	334.14
59	Printing Press	-	274.81	59.33	334.14
60	Private Ferries and L.T.C.	-	274.81	59.33	334.14
61	Private Hospitals, Nursing Homes and Clinics	-	274.81	59.33	334.14
62	Public Motor Transport	-	274.81	59.33	334.14
63	Plastic Industry	-	274.81	59.33	334.14
64	Religious and Social Institutions	-	274.81	59.33	334.14
65	Glass Industry (excluding Glass Sheet)	-	274.81	59.33	334.14

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
66	Rubber and Rubber Compound Industry (in which manufacture of Tyres and Tubes is also included)	-	274.81	59.33	334.14
67	Shops and Commercial Establishments	-	274.81	59.33	334.14
68	Shops selling Cooked Food Stuff	-	274.81	59.33	334.14
69	Sponge Iron, Rod Manufacturing and Manufacturing of angle from Iron and Ingots	-	274.81	59.33	334.14
70	Sindur and Rang Manufacturing	-	274.81	59.33	334.14
71	Soap Making Industry	-	274.81	59.33	334.14
72	Tailoring Industry	-	274.81	59.33	334.14
73	Tanneries and Leather Manufactory	-	274.81	59.33	334.14
74	University, Education Research or Cultural Institutions	-	274.81	59.33	334.14
75	Wood Works and Furniture	-	274.81	59.33	334.14
76	Woollen Carpet Making or Shawl Weaving Establishments	-	274.81	59.33	334.14
77	Employment of Sales Promotion (Regulation and Abolition Act, 1976	-	274.81	59.33	334.14
Note:- *Due to non receipt of Annual Return, Information downloaded from Jharkhand Labour Dept.'s Website					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
13.KARNATAKA*					
1	Aerated Water Manufacturing	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73
2	Agarbatti Industry		284.62	120.83	405.45
3	Agriculture		401.26	59.63	460.89
4	Arecanut (Supari)	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
5	Automobile Industry	Zone I	552.53	36.09	588.62
		Zone II	502.30	36.09	538.39
		Zone III	456.64	36.09	492.73
		Zone IV	410.97	36.09	447.06
6	Bakery Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
7	Bidi Manufacturing	-	188.46	71.77	260.23
8	Tobacco Processing Industries	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
9	Biscuit Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
10	Brass and Copper Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
11	Brick Industry		385.00	85.89	470.89
12	Cardamom Malaise & Cardamom Gardens	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
13	Carpentry including wood work	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
14	Cashew Industry		370.00	71.77	441.77
15	Ceramics stone ware & Potteries Industry	Zone I	552.53	36.09	588.62
		Zone II	502.30	36.09	538.39
		Zone III	456.64	36.09	492.73
		Zone IV	410.97	36.09	447.06
16	Chemical Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
17	Plantations labour Chincona, Rubber (Offices Staff)		314.00	71.77	385.77
18	Clubs	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73
19	Coffee curing works		399.00	71.77	470.77
20	Confectionary Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
21	Construction or Maintenance of Roads or Building Operations	Zone I	385.00	120.83	505.83
		Zone II	375.00	120.83	495.83
		Zone III	350.00	120.83	470.83
22	Cotton Ginning & Pressing Manufacturing	Zone I	404.68	85.89	490.57
		Zone II	394.61	85.89	480.50
		Zone III	367.88	85.89	453.77

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
23	Domestic Workers	Zone I	578.64	36.09	614.73
		Zone II	526.03	36.09	562.12
		Zone III	478.21	36.09	514.30
		Zone IV	430.39	36.09	466.48
24	Electronics Industry	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73
25	Electronics and Electroplating	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73
26	Employment not covered scheduled employment	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
27	Engineering Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
28	Film Industry	Zone I	385.00	101.22	486.22
		Zone II	375.00	101.22	476.22
		Zone III	350.00	101.22	451.22
29	Fishing, Fish Curing, Fish Peeling and Frog legs exporting		484.14	36.09	520.23
30	Food Processing, Packing of food Products (including Coffee, Tea and Spices)	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73
31	Foundry (with or without Machine Shaft)	Zone I	552.52	36.09	588.61
		Zone II	502.29	36.09	538.38
		Zone III	456.63	36.09	492.72
		Zone IV	410.97	36.09	447.06
32	Glass & Glass Ware Industry	Zone I	400.00	101.22	501.22
		Zone II	390.00	101.22	491.22
		Zone III	375.00	101.22	476.22
33	Granite Stones and Marbles Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
34	Handloom and Powerloom (Cotton) Industry		357.69	71.77	429.46
35	Hospitals and Nursing Homes	Zone I	385.00	120.83	505.83
		Zone II	375.00	120.83	495.83
		Zone III	350.00	120.83	470.83
36	Hostels	Zone I	385.00	36.09	421.09
		Zone II	375.00	36.09	411.09
		Zone III	350.00	36.09	386.09
37	Hotel Industry	Zone I	385.00	101.22	486.22
		Zone II	375.00	101.22	476.22
		Zone III	350.00	101.22	451.22
38	Ice factory & Cold Storage Industry	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73
39	Khandsari and Sugar Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
40	Laundry Industry	Zone I	385.00	101.22	486.22
		Zone II	375.00	101.22	476.22
		Zone III	350.00	101.22	451.22
41	Manufacturing of Ayurvedic and Allopathic Medicines	Zone I	574.46	19.62	594.08
		Zone II	522.24	19.62	541.86
		Zone III	474.76	19.62	494.38
		Zone IV	427.28	19.62	446.90

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
42	Manufacturing of Liquor (Breweries, Distilleries including Bottling of Liquor)	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73
43	Match Box Industry		155.20	205.57	360.77
44	Mandakki Bhatti (Making of Puffed Rice)	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
45	Metal Rolling (Non-Ferrous)	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
46	Metal Rolling and Re-Rolling (Ferrous)	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
47	Mini Cement Industry	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73
48	Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
49	Oil Mills	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73
50	Pulp, Paper and Straw Board	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
51	Plantations Coffee and Tea (Non-Staff)		314.00	71.77	385.77
52	Petrol & Diesel Oil Pumps	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
53	Plastic,Poly Plastic	Zone I	385.00	101.22	486.22
		Zone II	375.00	101.22	476.22
		Zone III	350.00	101.22	451.22
54	Plywood Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
55	Printing Press	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73
56	Private Finance Corporation and Chit Funds	Zone I	631.91	19.62	651.53
		Zone II	574.46	19.62	594.08
		Zone III	522.24	19.62	541.86
		Zone IV	474.76	19.62	494.38
57	Private Safai Karamchari	Zone I	731.90	36.09	767.99
		Zone II	697.01	36.09	733.10
		Zone III	663.82	36.09	699.91
		Zone IV	632.21	36.09	668.30
58	Procurement, processing and distribution of Milk	Zone I	607.78	36.09	643.87
		Zone II	552.53	36.09	588.62
		Zone III	502.30	36.09	538.39
		Zone IV	456.64	36.09	492.73

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
59	Public Motor Transport	Zone I	390.00	101.22	491.22
		Zone II	380.00	101.22	481.22
		Zone III	370.00	101.22	471.22
60	Rice,Flour or Dal Mills	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
61	Rubber Products	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
62	Sales Representatives in Medicines	Zone I	385.00	101.22	486.22
		Zone II	375.00	101.22	476.22
		Zone III	350.00	101.22	451.22
63	Security Agency	Zone I	571.06	36.09	607.15
		Zone II	543.87	36.09	579.96
		Zone III	517.97	36.09	554.06
		Zone IV	493.31	36.09	529.40
64	Sericulture Part-I	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
65	Sericulture Part-II	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
66	Shops & Commercial Establishments	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
67	Spinning Mill	Zone I	337.60	85.89	423.49
		Zone II	335.21	85.89	421.10
68	Spun Pipes, Concrete Pipes, Sanitary Fittings, PCC,RCS Poles & RCC Pipes Manufacturing Industry	Zone I	385.00	101.22	486.22
		Zone II	375.00	101.22	476.22
		Zone III	350.00	101.22	451.22
69	Steel Almirahs, other Steel furniture Industries	Zone I	574.46	19.62	594.08
		Zone II	522.24	19.62	541.86
		Zone III	474.76	19.62	494.38
		Zone IV	427.28	19.62	446.90
70	Stone Breaking & Stone Crushing	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
71	Tailoring Industry	Zone I	401.07	19.62	420.69
		Zone II	395.35	19.62	414.97
		Zone III	389.63	19.62	409.25
72	Tanneries and Leather Industry		178.60	189.88	368.48
73	Textile (Silk) Industry		402.52	85.89	488.41
74	Tile Industry	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
75	Forestry & Timbering Industry		471.95	59.63	531.58
76	Wood Work including Timber Depot	Zone I	385.00	101.22	486.22
		Zone II	375.00	101.22	476.22
		Zone III	350.00	101.22	451.22
77	Toddy Tapping	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
78	Vaneer Industry	Zone I	552.53	36.09	588.62
		Zone II	502.30	36.09	538.39
		Zone III	456.64	36.09	492.73
		Zone IV	410.97	36.09	447.06
79	Urban and Local Bodies				

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	BBMI All other CitY Corporations and Zilla Panchayat Institutions of the State		537.46	36.09	573.55
	All Municipalities and Talluk Panchayat Institution of the State (Grade-I)		525.41	36.09	561.50
	All Municipalities of the State (Grade- II)		513.29	36.09	549.38
	All Town Municipalities Pattana Panchayath and gram panchayats		495.14	36.09	531.23
80	Cooperative Societies	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
81	Crystal Cuttings Polishing	Zone I	445.69	85.89	531.58
		Zone II	424.46	85.89	510.35
		Zone III	404.25	85.89	490.14
		Zone IV	385.00	85.89	470.89
82	Cloth Dyings Polishing		347.04	85.89	432.93
Note:- *Due to non receipt of Annual Return, Information downloaded from Karnataka Labour Dept.'s Website					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
14.KERALA					
1	Agricultural Operations	-	410.00	159.00	569.00
2	Ayurvedic and Allopathic Medicine	-	312.69	159.00	471.69
3	Aluminium and Tin Products	-	502.31	109.00	611.31
4	Beedi and Cigars	-	290.00	159.00	449.00
5	Block Rubber Factories	-	490.00	109.00	599.00
6	Bricks Manufactures	-	610.00	66.70	676.70
7	Cane and Bamboo Industry	-	380.00	190.80	570.80
8	Charted Accounted Offices	-	171.15	251.10	422.25
9	Construction and maintenance of Dam	-	660.00	109.00	769.00
10	Coir Manufacturing	-	Piece rated		
11	Cinema Theatres	-	553.85	129.00	682.85
12	Cashew Industry	-	291.75	72.22	363.97
13	Computer Software	-	635.38	109.00	744.38
14	Diamond Cutting and Polishing	-	479.23	109.00	588.23
15	Domestic Workers	-	195.00	342.63	537.63
16	Drying of Coconut for making copra	-	142.00	250.10	392.10
17	Electric Equipments, Home Appliances and Operation of Software System	-	197.69	251.10	448.79
18	Electronic Industry	-	172.31	251.10	423.41
19	Fish Peeling and Canning	-	365.00	111.00	476.00
20	Food Processing	-	486.54	109.00	595.54
21	Forests	-	659.00	125.00	784.00
22	Furniture Industry	-	600.00	109.00	709.00
23	Garment Making	-	404.23	109.00	513.23
24	Gold and Silver Ornaments	-	380.00	159.00	539.00
25	Handicrafts	-	580.00	109.00	689.00
26	Hosiery Manufacturing	-	145.00	251.10	396.10
27	a) Handloom Industries	-	396.00	129.00	525.00
28	b) Monthly Paid employees	-	417.31	129.00	546.31
29	Hill Produce Industry	-	400.00	159.00	559.00
30	Hostels	-	378.46	159.00	537.46
31	Handling and care of Elephants	-	436.15	159.00	595.15
32	Ice Factories	-	386.15	159.00	545.15
33	Liquor trading and vending	-	556.92	109.00	665.92
34	L.P.G. (Cooking Gas)	-	451.15	109.00	560.15
35	Light Motor Vehicle	-	430.00	136.30	566.30
36	Minor Engineering	-	510.00	109.00	619.00
37	Minor Port	-	637.00	193.50	830.50
38	Match Industry	-	420.00	109.00	529.00
39	Oil Palm	-	447.00	143.67	590.67
40	Oil Mill	-	370.00	159.00	529.00
41	Private Educational Institutions (Non-teaching)	-	460.38	109.00	569.38
42	Marble and Granite	-	600.00	109.00	709.00
43	Mechanised Fish Catching	-	Piece rated		
44	Printing Press	-	355.00	182.85	537.85
45	Power loom Industry	-	515.00	66.70	581.70
46	Pharmacist in Medical Shop	-	438.46	159.00	597.46
47	Petrol Pumps	-	511.54	109.00	620.54
48	Plantations: i) Tea	-	308.21	119.45	427.66
	ii) Coffee	-	308.21	119.45	427.66
	iii) Rubber	-	388.21	119.45	507.66
	iv) Cardamom	-	308.21	119.45	427.66
49	Plastic Industry	-	459.62	109.00	568.62
50	Private Financial Institutions	-	442.31	198.75	641.06
51	Private Hospitals	-	680.00	90.20	770.20
52	Private Temples	-	493.46	109.00	602.46
53	Rice, Flour and Dal Mills	-	495.00	109.00	604.00
54	Rubber Crepe Mills	-	300.00	159.00	459.00
55	Rubber Products	-	500.00	109.00	609.00
56	Shops and Establishments	-	305.00	169.00	474.00
57	Star Hotels	-	537.31	109.00	646.31
58	Toddy tapping	-	448.85	120.83	569.68
59	Tile Industry	-	640.00	66.70	706.70
60	a)Timber Industry	-	630.00	66.70	696.70
61	b) Plywood	-	630.00	66.70	696.70
62	Manufacture and Sale of Umbrellas	-	484.23	109.00	593.23
63	River sand collection and its loading and unloading	-	Piece rated		
64	Sale Promotion of Pharmaceutical Product	-	554.23	159.00	713.23
65	Screen Printing	-	166.42	285.98	452.40
66	Khadi Industries	-	357.60	129.00	486.60

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
67	Soap Manufacturing	-	614.23	59.00	673.23
68	Stone Breaking, Crushing, Constructing Building	-	730.00	109.00	839.00
69	Sweeping and Cleaning	-	425.00	109.00	534.00
70	Security Services	-	391.15	159.00	550.15
71	Tanneries and Leather Manufacturing	-	545.00	66.70	611.70
72	Telefilm and Motion Picture	-	320.00	233.10	553.10
73	Timber Cutting	-	690.00	66.70	756.70
74	Tree Climbing	-	275.00	211.75	486.75
75	Water Boat Transport	-	720.00	66.70	786.70
76	Employment in Breweries	-	600.00	76.00	676.00
77	Midday Meal Programme in Schools	-	350.00	141	491.00
78	Footwear Manufacturing	-	425.00	159.00	584.00
79	Photography and Videography Sector	-	355.77	159.00	514.77
80	Cable Television	-	818.27	109.00	927.27
81	Medical Shops	-	357.69	159.00	516.69
82	Paper Industry	-	403.85	159.00	562.85
83	Media Sector	-	865.38	59.00	924.38
84	Steel Casting sector	-	653.84	66.92	720.76
Out of 93 Scheduled Employments reported in Kerala, wages have been reported for 84 scheduled employments only					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
15.MADHYA PRADESH					
1	Agarbati	-	228.42	120.19	348.61
2	Agriculture	-	178.83	67.80	246.63
3	Blanket Manufacturing	-	250.00	108.65	358.65
4	Bone Mills	-	250.00	108.65	358.65
5	Brick Kiln	-	250.00	108.65	358.65
6	Catechu Indusy / Katha Industry	-	250.00	108.65	358.65
7	Cement Poles or Cement Products	-	250.00	108.65	358.65
8	Chemicals and Pharmaceuticals	-	250.00	108.65	358.65
9	Construction , Maintenance or Irrigation Work	-	250.00	108.65	358.65
10	Construction or Maintenance of Roads or Building Operations	-	250.00	108.65	358.65
11	Cotton Ginning and Pressing Factory	-	250.00	108.65	358.65
12	Engineering Industry	-	250.00	108.65	358.65
13	Food Products (including Cakes, Biscuits, Confectionary, Ice-Creams, Ice Candy) Beverages	-	250.00	108.65	358.65
14	Forestry and Forest Produce	-	250.00	108.65	358.65
15	Fuel Coke	-	250.00	108.65	358.65
16	Handloom Industry	-	250.00	108.65	358.65
17	Khandsari Industry	-	250.00	108.65	358.65
18	Kosa Industry	-	250.00	108.65	358.65
19	Lime Stone Kiln	-	250.00	108.65	358.65
20	Local Authority	-	250.00	108.65	358.65
21	Manufacture of Ramraj Geru	-	250.00	108.65	358.65
22	Manufacture of Tiles Including Mangalore Tiles (Excluding Cement Tiles)	-	250.00	108.65	358.65
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	108.65	358.65
24	Murrah Poha Industry	-	250.00	108.65	358.65
25	Oil Mills	-	250.00	108.65	358.65
26	Plastic Industry	-	250.00	108.65	358.65
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	108.65	358.65
28	Powerlooms	-	250.00	108.65	358.65
29	Printing Press	-	250.00	108.65	358.65
30	Public Motor Transport	-	250.00	108.65	358.65
31	Rice Mills, Flour Mills, Dal Mills	-	250.00	108.65	358.65
32	Saw Mills	-	250.00	108.65	358.65
33	Shops and Commercial Establishments , Hotels, Restaurants & Cinema	-	250.00	108.65	358.65
34	Slate Pencil Manufactory	-	250.00	108.65	358.65
35	Stone Breaking and Stone Crushing	-	250.00	108.65	358.65
36	Private Hospital/Pathology, etc.	-	250.00	108.65	358.65
37	Private Educational Institutions	-	250.00	108.65	358.65
38	Tobacco (Including Beedi Making) Manufactory Workers	-	190.19	122.12	312.31
39	Readymade Clothes		250.00	108.65	358.65
40	Mines (Exemplified for See-3 of Mines Act)		250.00	108.65	358.65
41	Automobile Workshop		250.00	108.65	358.65
42	Bakery		250.00	108.65	358.65
43	Cold Storage		250.00	108.65	358.65
44	Cinema Theatre		250.00	108.65	358.65
45	Club		250.00	108.65	358.65
46	Distillery		250.00	108.65	358.65
47	Advocate/Attorney Office		250.00	108.65	358.65
48	Hair Cutting Saloon/Beauty Parlour		250.00	108.65	358.65
49	Fertilizer/Pesticides Manufacturing		250.00	108.65	358.65
50	Drilling		250.00	108.65	358.65
51	Electronics		250.00	108.65	358.65
52	Petrol Pump		250.00	108.65	358.65
53	Excavation		250.00	108.65	358.65
54	Jewellery Making		250.00	108.65	358.65
55	Auto Rickshaw/ Texi		250.00	108.65	358.65
56	Marketing Society/ Cooperative Society/ Bank		250.00	108.65	358.65
57	Hosiery		250.00	108.65	358.65
58	Soap Making		250.00	108.65	358.65
59	Dairy		250.00	108.65	358.65
60	Toy marking		250.00	108.65	358.65
61	Security & Detective Service		250.00	108.65	358.65
62	Courier		250.00	108.65	358.65

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
63	Data Processing		250.00	108.65	358.65
64	Food Processing of Pickles, papad etc.		250.00	108.65	358.65
65	Shops and Commercial Establishments		250.00	108.65	358.65
66	Hotels and Restaurants		250.00	108.65	358.65
67	Employment in Sales Promotion activities of medicines and other items		250.00	108.65	358.65
68	Employment in Cleaning activities		250.00	108.65	358.65
69	Employment in Information Technology		250.00	108.65	358.65
70	Employment in Archeology work		250.00	108.65	358.65
71	Contract workers in Govet. Departments	-	216.66	94.17	310.83

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
16.MAHARASHTRA					
1	Agriculture	Zone I	293.00		293.00
		Zone II	283.00		283.00
		Zone III	273.00		273.00
		Zone IV	268.00		268.00
2	Advocates or Attorneys	Zone I	496.77		496.77
		Zone II	481.38		481.38
3	Any Factory registered under Section 2m of under Factories Act, 1948	Zone I	461.54		461.54
		Zone II	436.73		436.73
		Zone III	409.62		409.62
4	Automobile Repairing Workshop Garages	Zone I	453.62		453.62
		Zone II	442.08		442.08
		Zone III	430.54		430.54
5	Bakeries	Zone I	472.31		472.31
		Zone II	460.00		460.00
		Zone III	443.46		443.46
6	Bricks & Roof Tiles Manufacturing	Zone I	458.46		458.46
		Zone II	439.23		439.23
7	Canteen & Club	Zone I	480.46		480.46
		Zone II	468.92		468.92
		Zone III	461.23		461.23
8	Card board & Paper Boxes	Zone I	393.62		393.62
		Zone II	384.00		384.00
		Zone III	374.38		374.38
9	Cashew Processing	Zone I	406.92		406.92
10	Cement and Cement based Industry	Zone I	365.54		365.54
		Zone II	354.00		354.00
		Zone III	342.46		342.46
11	Chemical & Fertilizer	Zone I	436.92		436.92
		Zone II	429.23		429.23
		Zone III	421.54		421.54
12	Cinema Exhibition	Zone I	411.38		411.38
		Zone II	389.08		389.08
		Zone III	372.92		372.92
		Zone IV	353.69		353.69
13	Cloth Dyeing & Printing	Zone I	421.00		421.00
		Zone II	409.46		409.46
14	Cosmetics & Soaps	Zone I	480.46		480.46
		Zone II	468.92		468.92
		Zone III	457.38		457.38
15	Cotton Ginning & Pressing	Zone I	413.73		413.73
		Zone II	406.04		406.04
		Zone III	398.35		398.35
16	Cycle repairing Shop	Zone I	421.23		421.23
		Zone II	402.00		402.00
17	Dairy Industry	Zone I	437.31		437.31
		Zone II	427.69		427.69
		Zone III	418.08		418.08
18	Dispensary	Zone I	464.62		464.62
		Zone II	456.92		456.92
		Zone III	449.23		449.23
19	Drugs & Pharmaceutical	Zone I	565.62		565.62
		Zone II	546.38		546.38
		Zone III	527.15		527.15
20	Dyes and Chemical	Zone I	448.54		448.54
		Zone II	421.62		421.62
		Zone III	383.15		383.15
21	Eatable Tobacco	Zone I	341.08		341.08
22	Engineering Industry	Zone I	484.31		484.31
		Zone II	476.62		476.62
		Zone III	430.46		430.46
23	Exercise Books	Zone I	396.46		396.46
		Zone II	381.08		381.08
		Zone III	365.69		365.69
24	Film Production & Studios	Zone I	464.38		464.38
		Zone II	456.69		456.69
25	Forest & Forestry	Zone I	445.19		445.19
		Zone II	425.96		425.96
26	Fountain Pens & Ball Pens	Zone I	470.12		470.12
		Zone II	462.42		462.42

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
27	Glass Bulb	Zone I	484.31		484.31
		Zone II	476.62		476.62
		Zone III	461.23		461.23
28	Glass Industry	Zone I	480.46		480.46
		Zone II	468.92		468.92
		Zone III	461.23		461.23
29	Hair Cutting Saloon	Zone I	484.31		484.31
		Zone II	468.92		468.92
		Zone III	449.69		449.69
30	Handlooms Industry	Zone I	381.15		381.15
		Zone II	419.62		419.62
		Zone III	438.85		438.85
31	Hospital Industry	Zone I	565.62		565.62
		Zone II	546.38		546.38
		Zone III	527.15		527.15
32	Hotel & Restaurant	Zone I	480.46		480.46
		Zone II	468.92		468.92
		Zone III	461.23		461.23
33	Ice & Cold drinks Manufactory	Zone I	425.35		425.35
		Zone II	413.81		413.81
34	Laundry	Zone I	467.54		467.54
		Zone II	456.00		456.00
		Zone III	448.31		448.31
35	Liquor Manufactory	Zone I	480.46		480.46
		Zone II	468.92		468.92
		Zone III	461.23		461.23
36	A) Local Authority (Village Panchayat)	Zone I	565.27		565.27
		Zone II	551.04		551.04
		Zone III	509.12		509.12
	B) Local Authority (Excluding Villg. Panchayat)	Zone I	714.23		714.23
		Zone II	656.54		656.54
		Zone III	556.54		556.54
37	Oil Mill	Zone I	493.85		493.85
		Zone II	472.69		472.69
		Zone III	437.08		437.08
38	Onion Sorting & Cleaning	Zone I	241.00		241.00
39	Optical Frames	Zone I	432.19		432.19
		Zone II	424.50		424.50
		Zone III	416.81		416.81
40	Paints & Varnish	Zone I	499.69		499.69
		Zone II	484.31		484.31
		Zone III	468.92		468.92
41	Paper & Paper Board	Zone I	452.46		452.46
		Zone II	444.77		444.77
		Zone III	437.08		437.08
42	Plastic	Zone I	413.54		413.54
		Zone II	407.77		407.77
		Zone III	402.00		402.00
43	Poha Curmure Churmure Industry	Zone I	409.46		409.46
		Zone II	401.77		401.77
44	Potteries	Zone I	419.62		419.62
		Zone II	400.38		400.38
		Zone III	381.15		381.15
45	Powerlooms	Zone I	546.92		546.92
		Zone II	527.69		527.69
		Zone III	489.23		489.23
46	Printing Press	Zone I	399.69		399.69
		Zone II	388.23		388.23
		Zone III	365.15		365.15
47	Public Motor Transport	Zone I	0.00		424.85
		Zone II	0.00		417.15

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
48	Readymade Garments	Zone I	523.31		523.31
		Zone II	515.54		515.54
		Zone III	492.54		492.54
49	Rice, Flour & Dal Mill	Zone I	409.46		409.46
		Zone II	401.77		401.77
50	Road Construction, Building Operation & Maintenance	Zone I	634.50		634.50
		Zone II	619.12		619.12
		Zone III	603.73		603.73
51	Rubber	Zone I	480.46		480.46
		Zone II	468.92		468.92
		Zone III	461.23		461.23
52	Rubber Balloon Manufacturing	Zone I	409.46		409.46
		Zone II	405.62		405.62
		Zone III	401.77		401.77
53	Salt Pan	Zone II	402.00		402.00
54	Saw Mill	Zone I	440.27		440.27
		Zone II	428.73		428.73
		Zone III	415.27		415.27
55	Seepz(Electronics)	Zone I	418.50		418.50
56	Shops & Commercial Establishment	Zone I	466.42		466.42
		Zone II	443.50		443.50
		Zone III	420.54		420.54
57	Silver Articals or Ornaments	Zone I	433.08		433.08
		Zone II	425.38		425.38
58	Stable (cow and buffaloes)	Zone I	471.15		471.15
		Zone II	444.23		444.23
		Zone III	421.15		421.15
59	Steel Furniture	Zone I	492.00		492.00
		Zone II	476.62		476.62
		Zone III	461.23		461.23
60	Stone Breaking & Crushing	Zone I	450.69		450.69
		Zone II	435.31		435.31
61	Sweeper and Scavengers	Zone I	571.62		571.62
		Zone II	562.00		562.00
		Zone III	550.46		550.46
62	Tanneries & Leather	Zone I	484.23		484.23
		Zone II	465.00		465.00
		Zone III	445.77		445.77
63	Tobacco Bidi Making	Zone I	Piece Rate		Piece Rate
64	Utensils	Zone II	Piece Rate		Piece Rate
		Zone I	571.08		571.08
		Zone II	563.38		563.38
		Zone III	544.15		544.15
65	Watch Straps	Zone I	447.92		447.92
		Zone II	436.38		436.38
		Zone III	424.85		424.85
66	Wooden Furniture	Zone I	476.62		476.62
		Zone II	468.92		468.92
		Zone III	461.23		461.23
67	Wooden Photo Frame	Zone I	480.46		480.46
		Zone II	468.92		468.92
		Zone III	461.23		461.23
Zone I shall comprise of the areas falling within the local limits of all Municipal Corporations.					
Zone II shall comprise of the areas falling within the local limits of all A and B class Municipal Councils.					
Zone III shall comprise of all other areas in the State not included in Zone I and Zone II.					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
17.MEGHALAYA					
1	Agriculture	-	300.00	81.00	381.00
2	Animal Husbandry and Veterinary	-	300.00	81.00	381.00
3	Bakery	-	300.00	81.00	381.00
4	Candle and Wax industry	-	300.00	81.00	381.00
5	Construction and maintenance of Buildings including public Health Engineering etc.	-	300.00	81.00	381.00
6	Construction,Generation and Distribution of Power, Water Supply, Land Development, Excavation and Reclamation	-	300.00	81.00	381.00
7	Engineering Industry (Motor Workshop etc.)	-	300.00	81.00	381.00
8	Employment in Registered Factories not elsewhere classified	-	300.00	81.00	381.00
9	Employment under Government Authority (casual contingency employees)	-	300.00	81.00	381.00
10	Forestry	-	300.00	81.00	381.00
11	Fruit Preservation	-	300.00	81.00	381.00
12	Furniture Industry	-	300.00	81.00	381.00
13	Hotels and Restaurants	-	300.00	81.00	381.00
14	Local Authority	-	300.00	81.00	381.00
15	Mines and Minerals	-	300.00	81.00	381.00
16	Plywood Industry	-	300.00	81.00	381.00
17	Printing Press	-	300.00	81.00	381.00
18	Public Motor Transport	-	300.00	81.00	381.00
19	Sales, Distribution and Handling of Petroleum Products	-	300.00	81.00	381.00
20	Saw Mills Industry	-	300.00	81.00	381.00
21	Safai Karamcharis	-	300.00	81.00	381.00
22	Sericulture and Weaving	-	300.00	81.00	381.00
23	Security Guards	-	300.00	81.00	381.00
24	Shops and Establishments	-	300.00	81.00	381.00
25	Soil Conservation (Workers engaged in plantation, reclamation etc.)	-	300.00	81.00	381.00
26	Steel Fabrication and Concrete Products (including Brick Making)	-	300.00	81.00	381.00
27	Stone Breaking and Stone Crushing Operations	-	300.00	81.00	381.00
28	Tailoring	-	300.00	81.00	381.00
29	Domestic Workers	-	300.00	81.00	381.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		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
16	Rice Mill, Flour Mill or Dal Mill	-	225.00	-	225.00
17	Sweeping and Cleaning	-	225.00	-	225.00
18	Local Authority	-	225.00	-	225.00
19	Private Hospitals, Nursing Homes or Clinic	-	225.00	-	225.00
20	Private Educational Institutions	-	225.00	-	225.00
21	Brick Kilns	-	225.00	-	225.00
22	Oil Mill	-	225.00	-	225.00
23	Domestic Workers	-	225.00	-	225.00
24	Stone Crushing or Stone Breaking	-	225.00	-	225.00
Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
19.MIZORAM					
1	Casual / Muster Roll Employees	-	380.00	-	380.00
2	Roads & Building Operations	-	270.00	-	270.00
3	Employment in registered factories not elsewhere certified.	-	270.00	-	270.00
4	Public Motor Transport	-	Wages to be fixed		
5	Shops & Establishments	-	Wages to be fixed		
6	Domestic Workers	-	Wages to be fixed		

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
20. NAGALAND					
1	All establishments covered under Factories Act, 1948	-	176.00	-	176.00
2	All establishments covered under Shops & Establishments Act, 1986	-	176.00	-	176.00
3	Plantation activities	-	176.00	-	176.00
4	Transportation & Storage	-	176.00	-	176.00
5	Mining & Quarrying	-	176.00	-	176.00
6	Hospital, Nursing Home & Health Services	-	176.00	-	176.00
7	Accommodation & Food Service Activities	-	176.00	-	176.00
8	Information & Communication	-	176.00	-	176.00
9	Veterinary & Animal Husbandry	-	176.00	-	176.00
10	Agriculture	-	176.00	-	176.00
11	Horticulture	-	176.00	-	176.00
12	Sericulture	-	176.00	-	176.00
13	Forestry	-	176.00	-	176.00
14	Khadi and Village Industries	-	176.00	-	176.00
15	Water Supply, Sewage & Extraction & Waste Management	-	176.00	-	176.00
16	Extraction & Management of Underground Water	-	176.00	-	176.00
17	Education & Educational Support Services	-	176.00	-	176.00
18	Government, Government Undertakings & Local Authority (Casual Contingency Employee)	-	176.00	-	176.00
19	Building & Other Construction works	-	176.00	-	176.00
Note:- *Scheduled employments revised & consolidated from 54 to 19 as per confirmation received by State Government.					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
21.ODISHA					
1	Agriculture	-	333.00	-	333.00
2	Agarabati and Candle making Worker's Establishments	-	333.00	-	333.00
3	Automobile Workshops	-	333.00	-	333.00
4	Ayurvedic and Unani Pharmacy	-	333.00	-	333.00
5	Bakeries and Confectionaries including biscuit making	-	333.00	-	333.00
6	Bamboo Forest Establishments	-	333.00	-	333.00
7	Brass and Bell Metal Industry	-	333.00	-	333.00
8	Carpet weaving Industry	-	333.00	-	333.00
9	Cashew Processing Establishments	-	333.00	-	333.00
10	Cement pipe making and allied products Industry	-	333.00	-	333.00
11	Ceramic and Pottery Industry	-	333.00	-	333.00
12	Chemical Industry	-	333.00	-	333.00
13	Cinema Industry	-	333.00	-	333.00
14	Clay Pottery	-	333.00	-	333.00
15	Coir Industry	-	333.00	-	333.00
16	Collection of Sal Seeds	-	333.00	-	333.00
17	Construction or Maintenance of Roads or Building Operations	-	333.00	-	333.00
18	Construction, Maintenance of Dams, Embankments, Irrigation projects, Sinking of wells and Tanks etc.	-	333.00	-	333.00
19	Contingent and Casual employees in Govt. and other Establishments.	-	333.00	-	333.00
20	Cotton ginning and processing Industry	-	333.00	-	333.00
21	Dispensary of a Medical Practitioner or any Chemical or Pathological Laboratory	-	333.00	-	333.00
22	Distilleries	-	333.00	-	333.00
23	Domestic Workers	-	Fixed Separately		
24	Electricity Board	-	333.00	-	333.00
25	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators	-	333.00	-	333.00
26	Employment in Non Government Organisation and Voluntary Social Organisation	-	333.00	-	333.00
27	Finishing, Dyeing of yarn and fabrics, Printing, Knitting and embroidery	-	333.00	-	333.00
28	Fisheries and Sea food Industry	-	333.00	-	333.00
29	Forest Produce such as genduli, gum, mahua, making of coal and resin	-	333.00	-	333.00
30	Foundry Industry (with or without attached Machine Shop)	-	333.00	-	333.00
31	Glass Industry	-	333.00	-	333.00
32	Gold, Silver ornaments and articles of artistic designs	-	333.00	-	333.00
33	Graphite Industry (including beneficiation)	-	333.00	-	333.00
34	Handloom and Hosiery	-	333.00	-	333.00
35	Hotels, Eating houses and Restaurants	-	333.00	-	333.00
36	Ice Factories and Cold Storages	-	333.00	-	333.00
37	Jute and Jute twine Industry	-	333.00	-	333.00
38	Kendu leaf collection	-	333.00	-	333.00
39	Khadi and Village Industry (including manufacturing of Khandsari and other products)	-	333.00	-	333.00
40	Laundry including dry washing	-	333.00	-	333.00
41	Leather Industry	-	333.00	-	333.00
42	Liquified Petroleum Gas Manufacturing and Distribution	-	333.00	-	333.00
43	Local Authority	-	333.00	-	333.00
44	Manufacture of Coke and Burning Coal Industry	-	333.00	-	333.00
45	Manufacturing of Brush and Brooms	-	333.00	-	333.00
46	Manufacturing of Cold Drinks, Soda and other allied Products	-	333.00	-	333.00
47	Manufacturing of Electric Bulbs	-	333.00	-	333.00
48	Manufacturing of Matches, Fire works and Explosives	-	333.00	-	333.00
49	Manufacturing of Nails and Pins	-	333.00	-	333.00
50	Manufacturing of Paints and Varnishes	-	333.00	-	333.00
51	Manufacturing of Plastic Products including toys	-	333.00	-	333.00
52	Manufacturing of Radio by Assembling of parts	-	333.00	-	333.00
53	Manufacturing of Ropes	-	333.00	-	333.00
54	Manufacturing of Utensils including Aluminium & Hindalium products	-	333.00	-	333.00
55	Metal Industries (except cottage and village scale unit)	-	333.00	-	333.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
56	Minor Engineering Industries (Employment less than 50 persons)	-	333.00	-	333.00
57	Minor Port	-	333.00	-	333.00
58	Motor Body Building	-	333.00	-	333.00
59	Non-Teaching staff of all private Educational Institutions including Industrial Training Institute and Training Institute Coaching Centre	-	333.00	-	333.00
60	Oil Mills	-	333.00	-	333.00
61	Paper and Cardboard Industry	-	333.00	-	333.00
62	Petrol and Diesel Oil Pumps	-	333.00	-	333.00
63	Pharmaceutical Industry	-	333.00	-	333.00
64	Powerloom Industry	-	333.00	-	333.00
65	Printing Press	-	333.00	-	333.00
66	Private Motor Transport	-	333.00	-	333.00
67	Private Security Agencies Services	-	333.00	-	333.00
68	Public Health Engineering	-	333.00	-	333.00
69	Public Motor Transport	-	333.00	-	333.00
70	Readymade Garments Industry	-	333.00	-	333.00
71	Refractory Industry	-	333.00	-	333.00
72	Regulated market, Marketing societies, Co-operative societies and Banks	-	333.00	-	333.00
73	Rice, Flour or Dal Mills	-	333.00	-	333.00
74	Rubber and Rubber Products Industry	-	333.00	-	333.00
75	Salt Pan Industry	-	333.00	-	333.00
76	Saw Mills	-	333.00	-	333.00
77	Shops and Establishments	-	333.00	-	333.00
78	Siali Leave Pluckers	-	333.00	-	333.00
79	Soap and Detergent Manufacturing	-	333.00	-	333.00
80	Social Forestry	-	333.00	-	333.00
81	Spinning Mills	-	333.00	-	333.00
82	Stone Breaking and Crushing	-	333.00	-	333.00
83	Tamarind collection	-	333.00	-	333.00
84	Tiles and Brick making	-	333.00	-	333.00
85	Timber Trading (including felling & sawing)	-	333.00	-	333.00
86	Timber Trading (excluding felling and sawing)	-	333.00	-	333.00
87	Tobacco (including Bidi and Gudakhu making)	-	333.00	-	333.00
88	Trunks, Suitcases and Buckets manufacturing	-	333.00	-	333.00
89	Wood works and Furniture making Industries	-	333.00	-	333.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
22.PUNJAB					
1	Agricultural Implements,Machine tools and General Engineering including Cycle and Electrical goods Industry	-	381.06	-	381.06
2	Agriculture	-	381.06	-	381.06
3	Ahatas attached to Wine and Liquor Shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated water	-	381.06	-	381.06
4	Automobile Repair Shops and Service Stations not attached with any Public Motor Transport Company	-	381.06	-	381.06
5	Ayurvedic and Unani Pharmacies	-	381.06	-	381.06
6	Bakeries including Biscuits Making Establishments	-	381.06	-	381.06
7	Brick Kiln Industry	-	381.06	-	381.06
8	Cement Pipe Making Industries	-	381.06	-	381.06
9	Chemical and Distillery Industry	-	381.06	-	381.06
10	Cinema Industry	-	381.06	-	381.06
11	Construction or maintenance of Roads or Building Operations	-	381.06	-	381.06
12	Contractors' Establishments of forest department	-	381.06	-	381.06
13	Cotton Ginning and Pressing Factories	-	381.06	-	381.06
14	Dealer in tent, crockery and household goods	-	381.06	-	381.06
15	Dealers dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing Fixture and fitting of Metals	-	381.06	-	381.06
16	Dealers in Books selling,Stationers and Book Binding	-	381.06	-	381.06
17	Dealers in Electricals and Electrical Goods including Television, Radio, Gramophone, Public Address Equipments and Watch, Clock and repair shops	-	381.06	-	381.06
18	Dealers in footwear and travel goods like suitcases, bags etc.,	-	381.06	-	381.06
19	Dealers in Medicines and Chemicals	-	381.06	-	381.06
20	Dealers in Photographic and Optical Goods	-	381.06	-	381.06
21	Electro-plating by using salt of chromium, nickle or any other compound and connected buffing and polishing Industry	-	381.06	-	381.06
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.	-	381.06	-	381.06
23	Employment in Security Agencies	-	381.06	-	381.06
24	Employment in Sweeping and Cleaning, but excludng the activitiesprohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.	-	381.06	-	381.06
25	Employment in house as a Domestic Worker	-	381.06	-	381.06
26	Employment in Toll Plaza Establishments	-	381.06	-	381.06
27	Employment in Malls and Shopping Complexes Establishments	-	381.06	-	381.06
28	Employment in Ornament Making, Polishing , Repairing and Selling Establishments	-	381.06	-	381.06
29	Employment in the Shops and Commercial Establishments situated outside the Municipal and Notified Area Committees limit.	-	381.06	-	381.06
30	Employment in Wine and Liquor Shops establishments	-	381.06	-	381.06
31	Employment in Zoo and Places where Caring of Wild animals is done.	-	381.06	-	381.06
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.	-	381.06	-	381.06
33	Establishments defined under Section 2 (1) (viii) of the Punjab Shops and Commercial Establishments Act, 1958	-	381.06	-	381.06
34	Forestry and Logging	-	381.06	-	381.06
35	Foundaries with or without attached Machine Shops	-	381.06	-	381.06
36	Hair Dressing such as those done by Barbers, Hair Dressing Saloons and Beauty Shops	-	381.06	-	381.06
37	Hotels, Restaurants, Tea stalls and Halwais	-	381.06	-	381.06
38	Ice Factories and Cold Storages	-	381.06	-	381.06
39	Laundry Services and Cleaning and Dyeing Plant	-	381.06	-	381.06
40	Local Authority	-	381.06	-	381.06
41	Manufacture of Pulp, Paper and Paper Boards and Straw Boards including News Print	-	381.06	-	381.06
42	Manufacturing and refining of Sugar (Vaccum Pan Sugar Factories)	-	381.06	-	381.06
43	Manufacturing Process as defined under Sub Section 2 (k) of the Factories Act,1948	-	381.06	-	381.06
44	Metal Rolling and Re-rolling Industry (Ferrous and Non-Ferrous), Brass,Copper and Aluminium Utensils making Industries	-	381.06	-	381.06

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
45	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais Shops	-	381.06	-	381.06
46	Motor Body Builders	-	381.06	-	381.06
47	Oil Mills	-	381.06	-	381.06
48	Operation of Tubewell Industry	-	381.06	-	381.06
49	P.W.D.(Irrigation)	-	381.06	-	381.06
50	P.W.D.(Public Health)	-	381.06	-	381.06
51	Petroleum Supply Stations Establishments	-	381.06	-	381.06
52	Potteries, Ceramics and refractory Industry	-	381.06	-	381.06
53	Private Educational Institutions	-	381.06	-	381.06
54	Private Hospitals, Clinics, Dispensaries, Nursing Homes and Medical Shops	-	381.06	-	381.06
55	Private Press	-	381.06	-	381.06
56	Public Motor Transport Industry	-	381.06	-	381.06
57	Rice, Flour or Dal Mills	-	381.06	-	381.06
58	Rubber Industry	-	381.06	-	381.06
59	Saw Mills and Timber Trade	-	381.06	-	381.06
60	Scientific Industries	-	381.06	-	381.06
61	Shops and Commercial Establishments	-	381.06	-	381.06
62	Soap Making and Silicate Manufacturing Establishments	-	381.06	-	381.06
63	Sports goods Industry	-	381.06	-	381.06
64	Starch Manufacturing	-	381.06	-	381.06
65	Stone Breaking or Stone Crushing	-	381.06	-	381.06
66	Surgical and Clinical Instruments making Industries	-	381.06	-	381.06
67	Tailors and Ready-made Garments Manufacturers	-	381.06	-	381.06
68	Tanneries and Leather Manufactories	-	381.06	-	381.06
69	Textile Industry (including employment in Woollen Carpet making or	-	381.06	-	381.06
70	Utensil Shops	-	381.06	-	381.06
71	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	-	381.06	-	381.06
72	Employment in Sectors not covered under other Schedule Employment		381.06	-	381.06
73	Employment in Food Agencies as Paliedar		381.06	-	381.06
74	Employment In Poultry, Dairy Farm and sericulture		381.06	-	381.06
75	Employment in unorganized sector except self-employed workers.		381.06	-	381.06
76	Employment in any Industry as defined under section 2(j) of the Industrial Dispute Act, 1948		381.06	-	381.06

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
23.RAJASTHAN					
1	Agriculture	-	259.00	-	259.00
2	Automobile Workshops	-	259.00	-	259.00
3	Brick Kiln Industry	-	259.00	-	259.00
4	Cable Operater & Allied service	-	259.00	-	259.00
5	Cement Prestressed Products	-	259.00	-	259.00
6	Cinema Industries	-	259.00	-	259.00
7	Cold Storage	-	259.00	-	259.00
8	Computer Hardware Industry and Services	-	259.00	-	259.00
9	Construction or Maintenance of Roads or Building Operations	-	259.00	-	259.00
10	Cotton Dyeing, Printing and Washing factories	-	259.00	-	259.00
11	Cotton Ginning and Pressing Factories	-	259.00	-	259.00
12	Cotton Waste Spinning Factories	-	259.00	-	259.00
13	Domestic Workers	-	283.00	-	283.00
14	Electricity Generation, Distribution and supply etc.	-	259.00	-	259.00
15	Sales Promotion Employees	-	333.00	-	333.00
16	Engineering Industries	-	259.00	-	259.00
17	Glass and Chinaware	-	81.00	217.58	298.58
18	Employment in Gota Kinari and Lappa Establishments	-	259.00	-	259.00
19	Government Offices contingency and works	-	259.00	-	259.00
20	Handloom Industries	-	259.00	-	259.00
21	Hotels and Restaurants	-	259.00	-	259.00
22	Irrigation Works	-	259.00	-	259.00
23	Jute Patti Industry	-	259.00	-	259.00
24	Khadi , Handicrafts & Village Industry	-	259.00	-	259.00
25	L.P.G. Distribution and Allied Services	-	259.00	-	259.00
26	Local Authority	-	259.00	-	259.00
27	Manufacturing of Cold Drinks, Soda & Allied Products	-	259.00	-	259.00
28	Marketing and Consumer Co-operative Societies	-	259.00	-	259.00
29	Metal Foundries & General Engineering Industry	-	259.00	-	259.00
30	Mica Works (Except Mica Mines)	-	259.00	-	259.00
31	Non- Govt. Organisations	-	259.00	-	259.00
32	Oil Mills	-	259.00	-	259.00
33	Papad Udyog	-	Piece Rated		
34	Pesticides, Chemicals and Pharmaceuticals	-	259.00	-	259.00
35	Petrol Pumps and Allied Services	-	259.00	-	259.00
36	Powerloom Factories	-	259.00	-	259.00
37	Printing Press	-	259.00	-	259.00
38	Public Health Engineering Department	-	259.00	-	259.00
39	Public Motor Transport	-	259.00	-	259.00
40	Public Works Department	-	259.00	-	259.00
41	Pvt. Educational Institutions	-	259.00	-	259.00
42	Pvt.Hospital and Nursing Homes	-	259.00	-	259.00
43	Registered Factories which are not covered under any Scheduled Employment	-	259.00	-	259.00
44	Rice, Flour or Dal Mills	-	259.00	-	259.00
45	Rural Development Department sponsored employment generation Scheme(Mahatma Gandhi Rozgar Yojana)	-	259.00	-	259.00
46	S.T.D., I.S.D.,P.C.O.and Allied Services	-	259.00	-	259.00
47	Salt Industry	-	81.00	217.58	298.58
48	Shops and Commercial Establishments	-	259.00	-	259.00
49	Small Scale Industries	-	259.00	-	259.00
50	Soap Stone Factories	-	259.00	-	259.00
51	Stone Breaking or Stone Crushing	-	81.00	217.58	298.58
52	Sugar Pan Industry(without mechanical Power)	-	259.00	-	259.00
53	Sweeper and Sanitation Works (not elsewhere classified)	-	259.00	-	259.00
54	Tailoring and Garments Industries	-	259.00	-	259.00
55	Taxis, Autorickshaws and Travelling Agencies	-	259.00	-	259.00
56	Textiles Industries, etc.	-	259.00	-	259.00
57	Tiles Manufacturing & Potteries Industry	-	259.00	-	259.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
58	Tobacco	-			
	(I) Bidi	-	101.88	217.58	319.45
	(ii) Tobacco	-	81.00	217.58	298.58
59	Wood Works and Furniture Manufacturing	-	259.00	-	259.00
60	Wool Cleaning and Pressing factories	-	259.00	-	259.00
61	Woollen Carpet Weaving and Shawl Weaving Establishments	-	81.00	217.58	298.58
62	Woollen Spinning and Weaving Factories	-	259.00	-	259.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
24.SIKKIM*					
1	Shops & Commercial Establishments	-	500.00	-	500.00
2	Industry Manufacturing Drugs and Pharmaceuticals	-	500.00	-	500.00
3	Hydro Projects		500.00		500.00
4	Distilleries and Breweries		500.00		500.00
5	Construction of Projects including Dams, Tunnels, Hydro- electric and other multipurpose		500.00		500.00
6	Hospital, Nursing Homes and Clinics other than Government Hospitals and Dispenseries		500.00		500.00
7	Private Educational Institutions including tutorial institutions and computer coaching centres excluding teaching staff		500.00		500.00
8	Casual contingency employees engaged by Government, Semi-Government, Public Sectors and Private Sectors	-	500.00	-	500.00
9	Employment in any other Industrial or manufacturing Units which are	-	500.00	-	500.00
* As per notification dated 14.09.2022, the scheduled employment has been revised from 26 to 9.					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
25.TAMILNADU*					
1	Agarbatti Manufactory	Zone A	236.07	-	236.07
		Zone B	231.88	-	231.88
		Zone C	229.86	-	229.86
		Zone D	227.34	-	227.34
2	Appalam Manufactory	-	Piece Rated		
3	Auto Rickshaws and Taxis	-	443.00	-	443.00
4	Bakeries and Biscuit Manufactory	-	228.00	-	228.00
5	Bricks & Tiles Manufactory	-	215.00	-	215.00
6	Bleaching and Dyeing Industry	-	257.54	-	257.54
7	Cashewnut Industry	-	277.00	-	277.00
8	Chemical Fertilizer Industry	-	268.85	-	268.85
9	Cinema Industry	Zone A	388.03	-	388.03
		Zone B	381.88		381.88
		Zone C	381.88		381.88
10	Coconut Peeling	-	234.50	-	234.50
11	Coffee Curing Works	-	213.50	-	213.50
12	Construction or maintenance of Roads or Buildings Operations	Zone A	445.00	-	445.00
		Zone B	440.00		440.00
		Zone C	434.00		434.00
13	Construction of Pandals	Zone A	310.00	-	310.00
		Zone B	272.00		272.00
		Zone C	233.00		233.00
		Zone D	202.00		202.00
14	Cotton Ginning, Pressing	-	273.00	-	273.00
15	Cotton Waste	-	273.00	-	273.00
16	Distillery	-	373.92	-	373.92
17	Electronics Industry	Zone A	274.38	-	274.38
		Zone B	269.46		269.46
18	i) Fire Works	-	361.53	-	361.53
	ii) Match Manufactory	-	361.53	-	361.53
19	Forestry	-	311.00	-	311.00
20	Gold and Silver articles Manufactory	-	386.00	-	386.00
21	Granite Industry	Zone A	392.50	-	392.50
		Zone B	390.46		390.46
		Zone C	388.46		388.46
		Zone D	386.50		386.50
22	Laundries and Washing Clothes	-	418.00	-	418.00
23	Mushroom Growing and Allied Works	-	253.00	-	253.00
24	Polythene Processing, Foam Items & Plastic Manufactory	-	279.15	-	279.15
25	Powerloom Industry	-	334.00	-	334.00
26	Printing Presses	Zone A	228.46	-	228.46
		Zone B	216.65		216.65
		Zone C	215.38		215.38
27	Rice, Flour and Dal Mills	-	261.00	-	261.00
28	Sago Industry	-	301.50	-	301.50
29	Sea Food Processing Industry	-	236.53	-	236.53
30	Sericulture	-	305.00	-	305.00
31	Silk Twisting Industry	-	305.00	-	305.00
32	Soap Manufactory	-	394.50	-	394.50
33	Tanneries & Leather Manufactory	-	198.50	-	198.50
34	Beedi Making other than Beedi Rolling	-	265.73	-	265.73
35	Vessels (Utensils) Manufactory	-	212.00	-	212.00
36	Domestic Workers	Zone A	362.23	-	362.23
		Zone B	326.04		326.04
		Zone C	307.88		307.88
*Out of 83 Scheduled Employments reported in Tamil Nadu, wages have been reported for 36 scheduled employments					
Further, DA figures have not been reported by the State of Tamilnadu.					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
26.TRIPURA					
1	Agriculture	-	385.00	4.69	389.69
2	Auto Rickshaw	-	140.00*	1.41	141.41*
3	Beedi Industry (per 1000 bidis)	-	195	2.34	197.34
4	Construction and Maintenance of Roads and Building Operations	-	292.00	2.81	294.81
5	Domestic Workers	-	111.53**	1.08	112.61**
6	Hotels and Restaurants	-	358.00	5.04	363.04
7	Incense and Incense Sticks	-	257.00	2.62	259.62
8	LAMPS/PACS/OMC	-	220.00	2.23	222.23
9	Mechanical Workshops	-	301.12	3.53	304.64
10	Petrol Pumps	-	270.00	2.48	272.48
11	Private Security Guards	-	386.00	5.46	391.46
12	PrivateTeaching Institutions	-	291.00	4.61	295.61
13	Public Motor Transport	-	61.65	0.64	62.29
14	Rice Mills	-	403.00	5.41	408.41
15	Rubber Plantations	-	372.00	5.25	377.25
16	Safai Karamcharis	-	300.00	3.82	303.82
17	Shops and Establishments	-	274.00	4.26	278.26
18	Stone Breaking and Crushing	-		Piece Rated	
19	Gold Smith	-	278.00	3.02	281.02
20	Loading and Un-loading Operations	-	510.00	8	518.00
* + Food allowance @ Rs. 125.26 per day.					
** +Food, Lodging, clothing and medical allowance Rs. 200 per month					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
27.TELANGANA					
1	Agriculture	Zone I	191.00	192.00	383.00
		Zone II	186.00	192.00	378.00
		Zone III	159.00	160.00	319.00
2	Aerated water manufacturing units and Soft Drinks	-	96.00	225.00	321.00
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	214.00	438.00
4	Automobile Engineering workshops including servicing and repairs	-	147.00	316.00	463.00
5	Baking process including Biscuits Manufactory	-	122.00	264.00	386.00
6	Betal Vines	-	218.00	217.00	435.00
7	Brick Kiln Industry	-	112.00	258.00	370.00
8	Canteens and Clubs	-	102.00	234.00	336.00
9	Cashew and Coconut gardens	-	125.00	-	125.00
10	Cashew Processing Establishments	-	133.00	284.00	417.00
11	Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory	-	112.00	258.00	370.00
12	Chemicals and Pharmaceuticals	-	134.00	290.00	424.00
13	Cinema Industry	Zone I	163.00	293.00	456.00
		Zone II	152.00	293.00	445.00
		Zone III	145.00	293.00	438.00
		Zone IV	141.00	293.00	434.00
14	Coffee Plantations	-	89.00	219.00	308.00
15	Colour Printing and Yarn Dyeing	-	129.00	277.00	406.00
16	Construction of Projects Including Dams and Multipurpose Projects	-	130.00	294.00	424.00
17	Construction or Maintenance of Roads and Building Operations	-	130.00	279.00	409.00
18	Cotton Carpet Weaving Establishments	-	135.00	281.00	416.00
19	Cotton Ginning and pressing Factories	-	165.00	312.00	477.00
20	Dairy Farming	-	191.00	217.00	408.00
21	Distilleries and Breweries	-	150.00	323.00	473.00
22	Domestic Workers	-	174.00	171.00	345.00
23	Electronic Industry	-	133.00	286.00	419.00
24	Fisheries and Sea Foods	-	125.00	268.00	393.00
25	Forestry and Timbering Operations	Zone I	107.00	-	107.00
		Zone II	107.00	-	107.00
		Zone III	107.00	-	107.00
		Zone IV	107.00	-	107.00
26	Garment and Allied Manufacturing Industry	Zone I	161	152	313.00
		Zone II	157.00	152	309.00
		Zone III	154.00	152	306.00
27	Glass Industry	-	129.00	279.00	408.00
28	Gold Covering and Gold Coating Industry	-	130.00	279.00	409.00
29	Handloom Weaving Establishments	-	Piece Rated		
30	Handloom (Silk) Weaving Establishments	-	91.00	211.00	302.00
31	Handloom Weaving Establishments- Additional Categories	-	91.00	211.00	302.00
32	Horticulture	-	217.00	248.00	465.00
33	Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries	-	239.00	228.00	467.00
34	Hostels of all colleges and all other educational Institutions	-	252.00	247.00	499.00
35	Hotels and Restaurants and Eating Houses	Zone I	140.00	288.00	428.00
		Zone II	128.00	288.00	416.00
36	Jute and Coir Industry	-	244.00	241.00	485.00
37	Khandsari Factories	-	135.00	290.00	425.00
38	Lime stone Kilns	-	93.00	214.00	307.00
39	Marketing Societies, Consumer Co-op. Societies and Co-op. Banks	-	136.00	266.00	402.00
40	Match and Fire Works	-	104.00	234.00	338.00
41	Mesta used Twine Mills	-	66.00	145.00	211.00
42	Metal Foundaries and General Engineering	-	126.00	271.00	397.00
43	Mica Works	-	131.00	281.00	412.00
44	Mini and Tiny Cement Factories	-	107.00	229.00	336.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
45	Motion Picture Industry including Production, Distribution and Publicity	-	112.00	256.00	368.00
46	Non-teaching staff working in Private Educational Institutions	Zone I	211.00	201.00	412.00
		Zone II	204.00	195.00	399.00
47	Oil Mills	-	249.00	247.00	496.00
48	Paper and Paper Board including Straw Board including hand made Paper Manufactory	Zone I	269.00	246.00	515.00
		Zone II	250.00	246.00	496.00
49	Petrol Bunks	Zone I	147.00	290.00	437.00
		Zone II	134.00	290.00	424.00
50	Poultry farming including Feeding units	-	200.00	216.00	416.00
51	Powerloom Industry	-	102.00	458.00	560.00
52	Printing Press including Litho and offset Printing	Zone I	148.00	290.00	438.00
		Zone II	135.00	290.00	425.00
53	Private Motor Transport	-	130.00	279.00	409.00
54	Professionals such as Chartered, Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates	-	162.00	305.00	467.00
55	Public Motor Transport	-	102.00	234.00	336.00
56	Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills	-	136.00	292.00	428.00
57	Safai Karamcharis	Zone I	210.00	347.00	557.00
		Zone II	200.00	347.00	547.00
		Zone III	192.00	347.00	539.00
58	Salt Pans	-	97.00	222.00	319.00
59	Security Services	Zone I	192.00	278.00	470.00
		Zone II	163.00	278.00	441.00
		Zone III	154.00	278.00	432.00
60	Seed Processing Units	-	130.00	-	130.00
61	Sericulture	-	173.00	-	173.00
62	Shops and Commercial Establishments	Zone I	142.00	279.00	421.00
		Zone II	130.00	279.00	409.00
63	Slate Factories	-	123.00	266.00	389.00
64	Spinning Mills	-	148.00	142.00	290.00
65	Steel Mills and Steel re-rolling Mills	-	123.00	251.00	374.00
66	Stone Breaking and Stone Crushing Operations	-	Piece Rated		
67	Tanneries and Leather Manufactory	-	133.00	301.00	434.00
68	Tiles and Potteries	-	123.00	266.00	389.00
69	Tobacco (excluding Beedi making)Manufactory	-	113.00	238.00	351.00
70	Tobacco (including Beedi making)Manufactory	-	173.00	185.00	358.00
71	Toddy Tapping including Selling and Conveyance industry	Zone I	117.00	239.00	356.00
		Zone II	106.00	239.00	345.00
		Zone III	106.00	239.00	345.00
72	Wood working Establishment including Wooden Furniture excluding Timber Operations	Zone I	129.00	276.00	405.00
		Zone II	129.00	276.00	405.00
73	Woollen Carpet Making and Shawl Weaving Establishments	-	97.00	223.00	320.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
28.UTTARAKHAND					
1	Aerated Drinks	-	319.23	50	369.23
2	Agriculture	-	200.00	50	250.00
3	Allopathic, Unani or Ayurvedic Pharmacy	-			
	i) Allopathic	-	320.42	50	370.42
	ii) Unani or Ayurvedic Pharmacy	-	315.65	50	365.65
4	Asbestos, Cement Factory and other Cement Products	-	315.88	50	365.88
5	Automobile Repair Workshops	-	320.42	50	370.42
6	Book Binding	-	315.88	50	365.88
7	Brick Kiln	-	281.38	50	331.38
8	Bakeries and Biscuits	-	315.88	50	365.88
9	Carpet Manufacturing	-	346.08	50	396.08
10	Chicken Work Manufactory	-	315.88	50	365.88
11	Cinema Industry	-			
	i) More than 2 Lakhs	-	320.42	50	370.42
	ii) Less than 2 Lakhs	-	315.88	50	365.88
12	Clubs	-	315.88	50	365.88
13	Cold Storages	-	315.88	50	365.88
14	Commercial Establishments	-			
	i) More than 1 Lakh People in City	-	320.42	50	370.42
	ii) Less than 1Lakh People in City	-	315.88	50	365.88
15	Construction of Dams, Irrigation, Wells and Pond Digging	-	319.23	50	369.23
16	Construction and Maintenance of Roads or Building Operations	-	319.23	50	369.23
17	Dairy and Dairy Products	-	319.23	50	369.23
18	Foundry Industry	-	319.23	50	369.23
19	Forestry	-			
	i) Category A (Hill Area)	-	316.62	50	366.62
	ii) Category B (Vellay Area)	-	316.62	50	366.62
	iii) Category C (Plane Area)	-	316.62	50	366.62
20	Employment in Dharamshalas	-	319.23	50	369.23
21	Employments in any other registered Factories not elsewhere classified	-	319.23	50	369.23
22	Engineering Industry employment	-			
	i) Employing less than 50 workers	-	319.23	50	369.23
23	Employment in Fruit Juice	-	319.23	50	369.23
24	Handlooms and Powerloom	-	319.46	50	369.46
25	Hotels and Restaurants	-			
	i) Less than 10 employees	Area A	328.96	50	378.96
		Area B	308.73	50	358.73
	ii) 10 or more than 10 employees	Area A	336.81	50	386.81
		Area B	316.85	50	366.85
	iii) Star Hotel	Area A	348.96	50	398.96
		Area B	336.81	50	386.81
26	Hosiary	-	325.88	50	375.88
27	Ice Manufactory	-	315.88	50	365.88
28	Ice Candy / Ice Cream Manufactory	-	315.88	50	365.88
29	Khandsari Manufactory	-	315.88	50	365.88
30	Laundry and Washing	-	315.88	50	365.88
31	Libraries	-			
	i) More than 50,000 books	-	322.08	50	372.08
	ii) 15,000 to 50,000 books	-	319.23	50	369.23
	iii) Less than 15,000 books	-	316.35	50	366.35
32	Manufacturing of Small/Miniature bulbs, Glass products	-	315.88	50	365.88
33	Match Manufactory	-	315.88	50	365.88
34	Mechanical Transport Workshops	-	320.42	50	370.42
35	Metal Industry	-	319.23	50	369.23
36	Oil Mills	-			
	i) More than 10 employees	-	320.42	50	370.42
	ii) Less than 10 employees	-	315.88	50	365.88
37	Petrol & Diesel Pumps	-	319.23	50	369.23
38	Plywood Manufacturing	-	319.23	50	369.23
39	Potteries, Ceramic or Refractory	-	315.88	50	365.88
40	Private Clinics and Medical Equipment shops	-	319.23	50	369.23
41	Private Coaching Classes and Private Schools	-	315.88	50	365.88
42	Private Printing Press	-	320.42	50	370.42
43	Plastic and Plastic Products	-	319.23	50	369.23
44	Public Motor Transport	-	320.42	50	370.42
45	Readymade Garments	-	319.23	50	369.23
46	Rice, Flour or Dal Mills	-			
	i) More than 10 employees	-	320.42	50	370.42
	ii) Less than 10 employees	-	315.88	50	365.88
47	Rubber and Rubber Products	-	319.23	50	369.23

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
48	Employment in Shops	-	315.88	50	365.88
49	Stone Breaking or Stone Crushing	-	315.88	50	365.88
50	Sweet Industry	-	319.23	50	369.23
51	Tailoring Industry	-	315.88	50	365.88
52	Tea Plantations	-	315.88	50	365.88
53	Textile Printing	-	315.88	50	365.88
54	Tin Plate shaping and tin printing	-	319.23	50	369.23
55	Tobacco Manufactory	-	338.96	50	388.96
56	Washing Soap, Silicate etc.	-	315.88	50	365.88
57	Wood Carving, Wooden Furniture and Saw Mills	-			
	(i) Under Municipal Corporation	-	340.85	50	390.85
	(ii) Other Municipal Committee and Cantt.	-	339.42	50	389.42
	(iii) Rest of Uttarkhand	-	338.00	50	388.00
58	Woollen Blankets Manufactory	-	315.88	50	365.88

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
29. UTTAR PRADESH					
1	Aerated Drinks	-	221.15	145.38	366.53
2	Allopathic, Unani or Ayurvedic Pharmacy	-	221.15	145.38	366.53
3	Asbestos Cement Factory	-	221.15	145.38	366.53
4	Automobile Workshops	-	221.15	145.38	366.53
5	Bakeries and confectioneries, Biscuits	-	221.15	145.38	366.53
6	Beedi Manufacturing	-	175.00	97.08	272.08
7	Book Binding Manufactory	-	221.15	145.38	366.53
8	Brick Kiln	-	221.15	145.38	366.53
9	Carpet Manufacturing	-	173.08	169.25	342.33
10	Casting Industry	-	221.15	145.38	366.53
11	Chicken Work Manufactory	-	221.15	145.38	366.53
12	Cinema Industry	-	221.15	145.38	366.53
13	Clubs	-	221.15	145.38	366.53
14	Cold Storages	-	221.15	145.38	366.53
15	Commercial Establishments	-	221.15	145.38	366.53
16	Construction and Maintenance of Roads or Building Operations	-	221.15	145.38	366.53
17	Construction of Dams, Establishments and Irrigation	-	221.15	145.38	366.53
18	Dairy and Milk Dairy	-	221.15	145.38	366.53
19	Employment in Dharamshalas	-	221.15	145.38	366.53
20	Employment in Registered Factories not elsewhere classified	-	221.15	145.38	366.53
21	Engineering Industry(employing less than 50 workers)	-	221.15	145.38	366.53
22	Forestry	-	221.15	145.38	366.53
23	Fruit Juice making factory	-	221.15	145.38	366.53
24	Glass Bangles Manufactory	-	165.38	149.85	315.23
25	Handloom Industry	-	221.15	145.38	366.53
26	Hosiery Industry	-	221.15	145.38	366.53
27	Ice Candy / Ice Cream Manufactory	-	221.15	145.38	366.53
28	Ice Manufactory	-	221.15	145.38	366.53
29	Khandsari Manufactory	-	221.15	145.38	366.53
30	Laundry and Washing	-	221.15	145.38	366.53
31	Local Transport Workshops	-	221.15	145.38	366.53
32	Manufacturing of Small Miniature Bulbs & Glass Products	-	221.15	145.38	366.53
33	Match Manufactory	-	221.15	145.38	366.53
34	Maufacturing of Leather Goods	-	221.15	145.38	366.53
35	Metal Industry	-	221.15	145.38	366.53
36	Oil Mills	-	221.15	145.38	366.53
37	Paper, Paper Board and Card Board	-	221.15	145.38	366.53
38	Petrol and Diesel Oil pumps	-	221.15	145.38	366.53
39	Plastic and Plastic Products	-	221.15	145.38	366.53
40	Plywood Manufacturing	-	221.15	145.38	366.53
41	Potteries, Ceramic Industry	-	221.15	145.38	366.53
42	Powerloom Industry	-	221.15	145.38	366.53
43	Private clinics, Nursing homes	-	221.15	145.38	366.53
44	Private Coaching classes in Private School including Nursary School	-	221.15	145.38	366.53
45	Private Libraries	-	221.15	145.38	366.53
46	Private Printing Press	-	221.15	145.38	366.53
47	Public Motor Transport	-	221.15	145.38	366.53
48	Ready made Garments	-	221.15	145.38	366.53
49	Rice, Flour or Dal Mills	-	221.15	145.38	366.53
50	Rubber and Rubber Products including Tyres and Tubes	-	221.15	145.38	366.53
51	Shops	-	221.15	145.38	366.53
52	Silk Sari or Jari Works (Handloom)	-	221.15	145.38	366.53
53	Stone Breaking or Stone Crushing	-	221.15	145.38	366.53
54	Sweet Shops	-	221.15	145.38	366.53
55	Tailoring Industry	-	221.15	145.38	366.53
56	Tanneries and Leather Manufactory	-	221.15	145.38	366.53
57	Textile Printing	-	221.15	145.38	366.53
58	Tin Plate shaping and tin printing	-	221.15	145.38	366.53
59	Tobacco Manufactory	-	221.15	145.38	366.53
60	Washing Soap, Silicate etc.	-	221.15	145.38	366.53
61	Wood Carving and Wooden Furniture and Saw Mills	-	221.15	145.38	366.53
62	Woollen Blankets	-	221.15	145.38	366.53
63	Ice Manufactory	-	221.15	145.38	366.53
64	Private Securty Gaurds (With or without arms)	-	221.15	145.38	366.53
65	Sweeping and Sanitation	-	221.15	145.38	366.53
66	Domestic Workers	-	221.15	145.38	366.53
67	Computer Hardware Industry and services	-	221.15	145.38	366.53
68	LPG Distribution and allied services	-	221.15	145.38	366.53
69	Taxi, Auto rikshaw and Tempo traveller	-	221.15	145.38	366.53

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
70	Cable operator and allied services	-	221.15	145.38	366.53
71	Non Government Organisations (NGO)	-	221.15	145.38	366.53
72	Sales Promotion employees	-	221.15	145.38	366.53
73	Hair cutting saloon and beauty parlour	-	221.15	145.38	366.53
74	Corporate Offices	-	221.15	145.38	366.53
75	Call centres/ IT industries/ telecalling services etc	-	221.15	145.38	366.53
76	Employment not covered under scheduled employment	-	221.15	145.38	366.53
77	Brass utensils, brass products manufactory	-	221.15	145.38	366.53
78	Lock industry	-	221.15	145.38	366.53

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
30.WEST BENGAL*					
1	Agriculture		284.00	-	284.00
2	Bakery	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
3	Beedi Leaf Plucking		284.00	-	284.00
4	Automobile engg repairing workshops	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
5	Bell Metal & Brass Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
6	Bone Mills	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
7	Brick Manufactories		384.00	-	284.00
8	Ceramic Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
9	Chakki Mills	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
10	Any establishment in which manufacturing activity as defined under section 2K of the Factories Act is carried out & is not covered under any of the other scheduled employment	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
11	Cinchona Plantations		284.00	-	284.00
12	Cinema Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
13	Clinical Nursing Homes	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
14	Construction or Maintenance of Roads or Building Operations	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
15	Beverage manufacturing & vending establishment	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
16	Dal Mills	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
17	Decoration	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
18	Biscuit Manufacturing	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
19	Botteling & Packaging Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
20	Fishery		284.00	-	284.00
21	Flour Mills	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
22	Forestry or Timbering Operations		284.00	-	284.00
23	Fountain Pen and Ball-point Pen Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
24	Glass Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
25	Godowns	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
26	Handloom		284.00	-	284.00
27	Hosiery	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
28	Hotels & Restaurants	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
29	Bought tea leaf factory	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
30	Lac Manufactories		284.00	-	284.00
31	Confectionary & Sweet manufacturing	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
32	Medicinal Plants Plantations		284.00	-	284.00
33	Oil Mills	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
34	Paints and Chemicals Factories	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
35	Paper Board and Straw Board Manufacturing (Machine Dry Process)	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
36	Plastic Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
37	Plywood Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
38	Power Looms Employing Less than Ten Persons	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
39	Power Looms Employing Ten or More Persons	Zone A	355.00		355.00
		Zone B	322.00		322.00
40	Printing Press	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
41	Co-operative societies	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
42	Refractory Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
43	Rice Mills		284.00	-	284.00
44	Rope Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
45	Rubber and Rubber Products Mfg.	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
46	a) Sericulture Nursery and Cultivation		284.00	-	284.00
47	Courier Services	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
48	Salt Manufacturing Industry		284.00	-	284.00
49	Saw Mills	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
50	Security Services	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
51	Shoe Making Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
52	Establishments as defined under shops establishment act	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
53	Silk Printing	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
54	Silk Mill	Zone A	355.00		355.00
		Zone B	322.00		322.00
55	Stone Breaking or Stone Crushing	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
56	Sweeping and Cleaning	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
57	Tabacco Godowns		284.00	-	284.00
58	Tailoring	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
59	Tanneries and Leather Manufactory	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
60	Fishing activity including river deep sea fishing		355.00	-	355.00
61	Chartered/Cost Accountants/Auditors		355.00	-	355.00
62	Floor & Wall Tile manufacturing	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
63	Garment manufacturing Industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
64	Ice cream & Candy Manufacturing	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
65	Information Technology industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
66	Jewellery manufacturing	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
67	Laundry service	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
68	Leather goods manufactory	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
69	Loading Unloading operations	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
70	Malls, multiplexes, departmental stores	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
71	Non banking private financial institutions	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
72	Private hospitals & research centres	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
73	Rolling of iron rods/ rolling mills	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
74	Saloon & Beauty parlours	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
75	Sponge iron, ferro alloys	Zone A	355.00	-	355.00
76	Wood works & furniture industry	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
77	Cold Storage		322.00	-	322.00
78	Employment in Meat & Meat Products and Feed Plants.		356.00	-	356.00
79	Employment in Engineering Units employing less than 50 persons.	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
80	Clinical Establishments including Pathological Laboratories and Diagnostic Centers	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
81	Public Motor Transport		347.00	-	347.00
82	Ice factory	Zone A	355.00	-	355.00
		Zone B	322.00	-	322.00
83	Silk spinning and/or weaving (Handloom)		284.00	-	284.00
Zone-A = Areas notified under Development authorities. Zone-B = Rest of West Bengal					
Note:- *Due to non receipt of Annual Return, Information downloaded from West Bengal Labour Dept.'s Website					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
31.ANDAMAN AND NICOBAR ISLANDS					
1	Agriculture		517.00	-	517.00
2	Construction or Maintenance of road or in Building Operations including Stone Breaking and Stone Crushing		517.00	-	517.00
3	Loading & Unloading Sector		517.00	-	517.00
4	Private Educational Institutions		517.00	-	517.00
5	Shops and Commercial Establishments including Residential Hotels		517.00	-	517.00
6	Wood Based Industries		517.00	-	517.00
7	Various Departments/Office/Industrial Establishments		517.00	-	517.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
32.CHANDIGARH					
1	Agricultural Implements, Machine Tools and General Engineering including Cycle Parts & Electrical Goods Industry	-	486.00	-	486.00
2	Agriculture	-	486.00	-	486.00
3	Any establishment as defined under Section 2(1)(VIII) of the Punjab Shops and Commercial Establishments Act,1958	-	486.00	-	486.00
4	Asbestos Cement and Concrete Products	-	486.00	-	486.00
5	Automobile Repair Shops and Service Stations	-	486.00	-	486.00
6	Bakeries and Confectioneries Establishments	-	486.00	-	486.00
7	Book Selling Establishments	-	486.00	-	486.00
8	Brick Kiln Industry	-	486.00	-	486.00
9	Chemical and Distillery Industry	-	486.00	-	486.00
10	Chemist and Drug Shops	-	486.00	-	486.00
11	Cinema Industry	-	486.00	-	486.00
12	i) Construction or Maintenance of Roads or Building Operations ii) Stone breaking and stone crushing	-	486.00	-	486.00
13	Contractors' Establishment of Forest Department	-	486.00	-	486.00
14	Dairy and Dairy Products	-	486.00	-	486.00
15	Electronic Goods Manufacturing and Selling Establishments	-	486.00	-	486.00
16	Electroplating by using salt of Chromium, Nickle or any other compound and connected buffing and polishing Industry	-	486.00	-	486.00
17	Employment in any manufacturing Process as defined under Section 2(k) of the Factories Act.,1948	-	486.00	-	486.00
18	Employment in grass cutting	-	486.00	-	486.00
19	Employment in Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	-	486.00	-	486.00
20	Ferrous Metal Rolling and Re-rolling Mills	-	486.00	-	486.00
21	Foundries with or without attached Machine Shops	-	486.00	-	486.00
22	Hair Cutting Saloons and Beauty Parlours	-	486.00	-	486.00
23	Hardware and Building Material Shops	-	486.00	-	486.00
24	Hotels, Restaurants, Tea Stalls and Halwais	-	486.00	-	486.00
25	Ice Factories and Cold Storage	-	486.00	-	486.00
26	Meat Selling Establishments	-	486.00	-	486.00
27	Oil Mills	-	486.00	-	486.00
28	Paper Board and Packing Material Manufacturing Establishments	-	486.00	-	486.00
29	Petrol, Diesel and Kerosene Oil Pumps	-	486.00	-	486.00
30	Plastic and PVC goods Industry	-	486.00	-	486.00
31	Private Hospitals including Nursing Homes, Dispensaries etc. or a Medical Practitioner in any establishment or a Chemical or Pathological Laboratory	-	486.00	-	486.00
32	Private Press	-	486.00	-	486.00
33	Public Motor Transport Industry	-	486.00	-	486.00
34	Rice Mills, Flour Mills and Dal Mills	-	486.00	-	486.00
35	Rubber Industry	-	486.00	-	486.00
36	Saw Mills and Timber trade	-	486.00	-	486.00
37	Shops and Commerical Establishments	-	486.00	-	486.00
38	Soap Manufacturing Industry	-	486.00	-	486.00
39	Soft Drinks and Aerated Water	-	486.00	-	486.00
40	Tailoring , Stching and Embroidery Establishments	-	486.00	-	486.00
41	Tanneries / Leather Manufacturing	-	486.00	-	486.00
42	Tents, Dealers Establishments, Crockery Trade Establishments and Household Goods Establishments	-	486.00	-	486.00
43	Textile Industry	-	486.00	-	486.00
44	Vegetable and Fruit Shops	-	486.00	-	486.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
33.DADRA AND NAGAR HAVELI'					
1	Agarbatti unit, match box manufacturing unit, bidi manufacturing unit	-	268.00	83.30	351.30
2	Agriculture	-	268.00	83.30	351.30
3	Automobile repairing workshops and garages	-	268.00	83.30	351.30
4	Bakery and Confectionary	-	268.00	83.30	351.30
5	Brick or roof tiles	-	268.00	83.30	351.30
6	Candles Manufacturing	-	268.00	83.30	351.30
7	Canteens and Clubs	-	268.00	83.30	351.30
8	Cement priestessess products industry	-	268.00	83.30	351.30
9	Chemical or drug manufacturing	-	268.00	83.30	351.30
10	Cinema Exhibition	-	268.00	83.30	351.30
11	Construction or maintenance of roads or in building operation	-	268.00	83.30	351.30
12	Cotton Ginning or Cotton Pressing Manufactory	-	268.00	83.30	351.30
13	Drilling operation and maintenance of Tube Wells	-	268.00	83.30	351.30
14	Electronics and Allied or Incidental Industries	-	268.00	83.30	351.30
15	Engineering unit, dealing with manufacturing or processing or iron and steel item ferrous or non-ferrous material, electric and electronics items	-	268.00	83.30	351.30
16	Forestry and Timber Operations	-	268.00	83.30	351.30
17	Glass Industry	-	268.00	83.30	351.30
18	Gram Panchayats	-	268.00	83.30	351.30
19	Home workers	-	268.00	83.30	351.30
20	Hospitals	-	268.00	83.30	351.30
21	Lac Manufactory	-	268.00	83.30	351.30
22	Local Authority	-	268.00	83.30	351.30
23	Manufacruing process as defined under section 2(k) of the Factories Act, 1948	-	268.00	83.30	351.30
24	Medical practitioner or any establishment of medical consultant or any clinical or pathological laboratory including Hospitals and Nursing Homes	-	268.00	83.30	351.30
25	Mica Works	-	268.00	83.30	351.30
26	Oil Mills	-	268.00	83.30	351.30
27	Paper ;and Paper Board Manufactory	-	268.00	83.30	351.30
28	Petrol and Diesel Pumps	-	268.00	83.30	351.30
29	Pharmaceutical Industry	-	268.00	83.30	351.30
30	Plantation maintained for growing Chichona, Rubber, Tea or Coffee	-	268.00	83.30	351.30
31	Plastic Industry	-	268.00	83.30	351.30
32	Polyurethane foam manufacturing or processing the foam items	-	268.00	83.30	351.30
33	Potteries	-	268.00	83.30	351.30
34	Poultry, Poultry Food Manufacturing unit, Fertilizer Manufacturing Unit or any other Agricultural Unit	-	268.00	83.30	351.30
35	Power loom Industry	-	268.00	83.30	351.30
36	Printing by letter press, lithography, photo-gravure or other similar works or incidental to such process or book binding	-	268.00	83.30	351.30
37	Private Teaching Institute	-	268.00	83.30	351.30
38	Public Motor Transport	-	268.00	83.30	351.30
39	Residential Restaurant or Eating House	-	268.00	83.30	351.30
40	Rexene cloth	-	268.00	83.30	351.30
41	Rice, Flour or Dal Mill	-	268.00	83.30	351.30
42	Rubber Manufacturing Industry	-	268.00	83.30	351.30
43	Safai Karmacharis (excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993	-	268.00	83.30	351.30
44	Sheds where buffaloes or cows are kept for milking, cleaning or feeding and for all other ancillary process	-	268.00	83.30	351.30
45	Shop or commercial establishments	-	268.00	83.30	351.30
46	Soaps and detergents	-	268.00	83.30	351.30
47	Stone Breaking or Stone Crushing	-	268.00	83.30	351.30
48	Sugar Industry	-	268.00	83.30	351.30
49	Tanneries & Leather Manufactory	-	268.00	83.30	351.30

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
50	Textile processing, dyeing, printing or garments stitching	-	268.00	83.30	351.30
51	Tobacco (including Bidi Making Manufactory)	-	268.00	83.30	351.30
52	Toilet, cosmetic and other allied products	-	268.00	83.30	351.30
53	Watch and Ward	-	268.00	83.30	351.30
54	Watch Manufacturing	-	268.00	83.30	351.30
55	Wood cutting factory, wooden furniture making unit, saw mill, wood processing unit including Katha Manufacturing	-	268.00	83.30	351.30
56	Woollen Carpet Making or Shawl Weaving	-	268.00	83.30	351.30
Note:- **Due to non receipt of Annual Return, Information downloaded from Daman and Diu and Dadra & Nagar Haveli Labour Dept.'s Website					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
34.DAMAN AND DIU*					
1	Agriculture	-	268.00	83.30	351.30
2	Automobile Repairing Workshops and Garages	-	268.00	83.30	351.30
3	Bakeries	-	268.00	83.30	351.30
4	Brick or Roof Tiles	-	268.00	83.30	351.30
5	Buffalo or Cow Milk Premises	-	268.00	83.30	351.30
6	Canteen and Clubs not falling under entry 13 of Part I of this schedule	-	268.00	83.30	351.30
7	Cashew Processing Industry	-	268.00	83.30	351.30
8	Cement and Cement Based Industry	-	268.00	83.30	351.30
9	Charcoal Kilns	-	268.00	83.30	351.30
10	Chemical and Fertilizer Manufactory	-	268.00	83.30	351.30
11	Cinema	-	268.00	83.30	351.30
12	Cloth Dyeing and/or Printing	-	268.00	83.30	351.30
13	Construction or Maintenance of Roads or in Building operation	-	268.00	83.30	351.30
14	Cotton Ginning or Cotton Pressing Manufactory	-	268.00	83.30	351.30
15	Cycle Mechanic Workshops	-	268.00	83.30	351.30
16	Dairy Industry	-	268.00	83.30	351.30
17	Dispensary, not being a Dispensary in any Hospital	-	268.00	83.30	351.30
18	Drugs and Pharmaceuticals	-	268.00	83.30	351.30
19	Eatable Tobacco	-	268.00	83.30	351.30
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	83.30	351.30
21	Engineering Industry	-	268.00	83.30	351.30
22	Exercise Books	-	268.00	83.30	351.30
23	Film Production Industry	-	268.00	83.30	351.30
24	Forest and/or Forestry	-	268.00	83.30	351.30
25	Fountain Pens, etc.	-	268.00	83.30	351.30
26	Glass Bulb Manufactory	-	268.00	83.30	351.30
27	Glass Industry	-	268.00	83.30	351.30
28	Grass Cutting	-	268.00	83.30	351.30
29	Hair Cutting Saloon	-	268.00	83.30	351.30
30	Hand Made Paper and Hand Paper Board Manufactory	-	268.00	83.30	351.30
31	Handloom Industry	-	268.00	83.30	351.30
32	Hospitals (not falling under entry 6 in this Schedule)	-	268.00	83.30	351.30
33	Hotel, Restaurant or Eating House	-	268.00	83.30	351.30
34	Ice and Cold Drinks	-	268.00	83.30	351.30
35	Jari Work Industry	-	268.00	83.30	351.30
36	Khandsari/Sugar Manufactory	-	268.00	83.30	351.30
37	Lac manufactory	-	268.00	83.30	351.30
38	Laundry Industry	-	268.00	83.30	351.30
39	Local Authority	-	268.00	83.30	351.30
40	Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard	-	268.00	83.30	351.30
41	Mica Works	-	268.00	83.30	351.30
42	Oil Mill	-	268.00	83.30	351.30
43	Optical Frames	-	268.00	83.30	351.30
44	Paints and Varnishers	-	268.00	83.30	351.30
45	Paper and Paper Board Manufactory	-	268.00	83.30	351.30
46	Plantation	-	268.00	83.30	351.30
47	Poha, Murmura, Churmura, etc.	-	268.00	83.30	351.30
48	Potteries	-	268.00	83.30	351.30
49	Powerloom Industry	-	268.00	83.30	351.30
50	Printing Presses	-	268.00	83.30	351.30
51	Public Motor Transport	-	268.00	83.30	351.30
52	Readymade Garments	-	268.00	83.30	351.30
53	Rice, Flour or Dal Mill	-	268.00	83.30	351.30
54	Rubber Baloon Industry	-	268.00	83.30	351.30

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
55	Rubber Manufacturing Industry	-	268.00	83.30	351.30
56	Salt Pan Industry	-	268.00	83.30	351.30
57	Saw Mill	-	268.00	83.30	351.30
58	Seafood Industry	-	268.00	83.30	351.30
59	Shop or Commercial Establishments	-	268.00	83.30	351.30
60	Silver Industry	-	268.00	83.30	351.30
61	Soaps and Cosmetics	-	268.00	83.30	351.30
62	Steel Furniture	-	268.00	83.30	351.30
63	Stone Breaking or Stone Crushing	-	268.00	83.30	351.30
64	Sweepers or Scavengers	-	268.00	83.30	351.30
65	Tanneries and Leather Manufactory	-	268.00	83.30	351.30
66	Tobacco (including Bidi making)	-	268.00	83.30	351.30
67	Transforming Plastic in various Solid Moulding	-	268.00	83.30	351.30
68	Utensils or other Household Articles	-	268.00	83.30	351.30
69	Watch Strap Manufactory	-	268.00	83.30	351.30
70	Wooden Furniture	-	268.00	83.30	351.30
71	Wooden Photo Picture Frame Making	-	268.00	83.30	351.30
72	Woolen, Carpet Making or Shawl Weaving	-	268.00	83.30	351.30
Note:- *Due to non receipt of Annual Return, Information downloaded from Daman and Diu and Dadra & Nagar Haveli Labour Dept.'s Website					

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
35.DELHI					
1	Agriculture	-	635.00	11.00	646.00
2	Automobile Engineering	-	635.00	11.00	646.00
3	Cement Working Establishments	-	635.00	11.00	646.00
4	Chemicals	-	635.00	11.00	646.00
5	Clubs	-	635.00	11.00	646.00
6	Confectionery and Diary products, food preservation etc.	-	635.00	11.00	646.00
7	Construction or Maintenance of Roads or in Building Operations	-	635.00	11.00	646.00
8	Dal and Flour Mills	-	635.00	11.00	646.00
9	Delhi Transport Corporation	-	635.00	11.00	646.00
10	Employment in all registered factories not covered by the employments elsewhere	-	635.00	11.00	646.00
11	Foundaries	-	635.00	11.00	646.00
12	Hospital and Nursing Homes not carried on by Govt. or Local Authorities	-	635.00	11.00	646.00
13	Ice Factories / Cold Storage	-	635.00	11.00	646.00
14	Laundry Services and Cleaning and Dyeing Plants i.e Factory/Shops	-	635.00	11.00	646.00
15	Radio including assembling of Radio parts.	-	635.00	11.00	646.00
16	Metal Working Establishments	-	635.00	11.00	646.00
17	Oil Mills	-	635.00	11.00	646.00
18	Plastic, Rubber, PVC including Cable	-	635.00	11.00	646.00
19	Pottery Industry	-	635.00	11.00	646.00
20	Printing Press	-	635.00	11.00	646.00
21	Private unrecognised Teaching Institutions	-	635.00	11.00	646.00
22	Public Motor Transport	-	635.00	11.00	646.00
23	Ready-made Garments	-	635.00	11.00	646.00
24	Shops & Establishments	-	635.00	11.00	646.00
25	Stone Breaking and Stone Crushing	-	635.00	11.00	646.00
26	Textile including Hosiery, Niwar, Handloom, Lace, Thread balls, Name	-	635.00	11.00	646.00
27	Wood working Establishments including Saw Mills	-	635.00	11.00	646.00
28	Brick Kiln	-	635.00	11.00	646.00
29	Local Authority	-	635.00	11.00	646.00

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		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

Sr. No.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2022			
		AREA/ ZONE	BASIC	D.A.	TOTAL
37.PUDUCHERRY					
1	Agriculture Mahe Region	Maha Region	120.00	-	120.00
2	Agriculture in Puducherry & Karaikal Region	y & Karaikal Reg	80.00	-	80.00
		Puducherry & Karaikal Regi	70.00		70.00
3	Agriculture Yanam Region	Yanam Region	55.00	-	55.00
4	Automobile Workshops	-	299.70	9.00	308.70
5	Bakeries and Biscuit Manufactory	-	206.00	6.24	212.24
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	52.69	339.69
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	Pubilc 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
25	Sweeping and Cleaning	-	166.00	104.00	270.00
26	Tailoring Industry	-	301.20	34.61	335.81
27	Taxies and Auto Drivers	-	450.00	51.80	501.80
28	Domestic Workes	-	137.00	11.53	148.53
29	Distribution of petroleum gas cylinders	-	255.40	49.80	305.20
30	Pharmaceuticals	-	414.00	87.20	501.20
31	Leather Goods Manufactory	-	244.50	55.00	299.50
32	Food Processing Industries	-	277.60	32.42	310.02

TABLE 4

**NUMBER OF SCHEDULED EMPLOYMENTS IN CENTRAL SPHERE/
STATE/U.T'S AND RANGE OF MINIMUM WAGES AS ON 31-12-2022**

SR. NO.	CENTRAL GOVERNMENT/ STATES/UNION TERRITORIES	NO OF SCHEDULED EMPLOYMENTS IN WHICH MINIMUM WAGES FIXED/ REVISED	RANGE OF MINIMUM WAGES PER DAY (RS.)		RANGE (Max-Min)
			MIN.	MAX.	
1	2	3	4	5	6
1	C.L.C.(Central)**	45	386.00	940.00	554.00
2	Andhra Pradesh	74	69.27	525.11	455.84
3	Arunachal Pradesh	30	200.00	220.00	20.00
4	Assam	103	305.78	521.00	215.22
5	Bihar**	88	336.26	373.00	36.74
6	Chhatisgarh**	48	272.50	393.08	120.58
7	Goa	20	399.00	399.00	0.00
8	Gujarat	56	226.35	404.00	177.65
9	Haryana	50	393.97	393.97	0.00
10	Himachal Pradesh	19	350.00	350.00	0.00
11	Jammu & Kashmir	46	311.00	311.00	0.00
12	Jharkhand**	77	334.14	334.14	0.00
13	Karnataka**	82	260.23	767.99	507.76
14	Kerala	84	363.97	927.27	563.30
15	Madhya Pradesh	71	246.63	358.65	112.02
16	Maharashtra	67	241.00	714.23	473.23
17	Meghalaya	29	381.00	381.00	0.00
18	Manipur	24	225.00	225.00	0.00
19	Mizoram	6	270.00	380.00	110.00
20	Nagaland	19	176.00	176.00	0.00
21	Odisha	89	333.00	333.00	0.00
22	Punjab	76	381.06	381.06	0.00
23	Rajasthan	62	259.00	333.00	74.00
24	Sikkim	9	500.00	500.00	0.00
25	Tamil Nadu	36	198.50	445.00	246.50
26	Tripura#	20	63.29	518.00	454.71
27	Telangana	73	107.00	560.00	453.00
28	Uttarakhand	58	250.00	398.96	148.96
29	Uttar Pradesh	78	272.08	366.53	94.45
30	West Bengal**	83	284.00	356.00	72.00
31	A.& N. Islands	7	517.00	517.00	0.00
32	Chandigarh	44	486.00	486.00	0.00
33	D & N Haveli**	56	351.30	351.30	0.00
34	Daman & Diu**	72	351.30	351.30	0.00
35	Delhi	29	646.00	646.00	0.00
36	Lakshadweep	9	324.80	324.80	0.00
37	Puducherry	32	55.00	501.20	446.20

Source: Annual Returns/reports under the Minimum Wages Act, 1948 for the year 2022

Plus food items at subsidized rates.

* data repeated from the Annual Report 2021 due to not receiving of Scheduled Employments/Annual Return

** Figures as reported on Official Website of State/UT.

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
1	Agarbati Manufacturing/ Incense and Incense Sticks	1	Assam	313.62
		2	Bihar*	357.00
		3	Dadra and Nagar Haveli*	351.30
		4	karnataka*	405.45
		5	Madhya Pradesh	348.61
		6	Odisha	333.00
		7	Tamil Nadu	227.34
		8	Tripura	259.62
		9	Chhatisgarh*	Piece Rated
		10	Gujarat	Piece Rated
2	Advocates or Attorneys	1	Madhya Pradesh	358.65
		2	Maharashtra	481.38
3	Agarwood Industry	1	Assam	313.62
4	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	1	Haryana	393.97
		2	Chandigarh	486.00
		3	Dadra and Nagar Haveli*	351.30
		4	Jammu & Kashmir	311.00
5	Agriculture	1	C.L.C (Central)	409.00
		2	A & N Islands	517.00
		3	Andhra Pradesh	319.25
		4	Arunachal Pradesh	200.00
		5	Assam	313.62
		6	Bihar*	348.00
		7	Chandigarh	486.00
		8	Chhatisgarh*	272.50
		9	Dadra and Nagar Haveli*	351.30
		10	Daman and Diu*	351.30
		11	Delhi	646.00
		12	Goa	399.00
		13	Gujarat	268.00
		14	Haryana	393.97
		15	Himachal Pradesh	350.00
		16	Jammu & Kashmir	311.00
		17	Jharkhand*	334.14
		18	karnataka*	460.89
		19	Kerala	569.00
		20	Lakshadweep	324.80
		21	Madhya Pradesh	246.63
		22	Maharashtra	268.00
		23	Manipur	225.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		24	Meghalaya	381.00
		25	Nagaland	176.00
		26	Odisha	333.00
		27	Puducherry	55.00
		28	Punjab	381.06
		29	Rajasthan	259.00
		30	Telangana	319.00
		31	Tripura	389.69
		32	Uttarakhand	250.00
		33	West Bengal*	284.00
6	Ahatas attached to Wine and Liquor shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated Water	1	Punjab	381.06
7	Aluminium Industry	1	Assam	313.62
		2	Bihar*	373.00
		3	Jharkhand*	334.14
8	Aluminium and Tin Products	1	Kerala	611.31
9	Animal Husbandry and Veterinary	1	Meghalaya	381.00
		2	Lakshadweep	324.80
		3	Nagaland	176.00
10	Any Manufacturing Process as defined under section 2(k)/2(a)2(m) of the Factories Act, 1948	1	Andhra Pradesh	426.00
		2	Chhatisgarh*	373.08
		3	Dadra and Nagar Haveli*	351.30
		4	Gujarat	351.30
		5	Haryana	393.97
		6	Punjab	381.06
		7	Telangana	438.00
		8	West Bengal*	322.00
11	Aerated Water Manufactory	1	Andhra Pradesh	313.04
		2	Chandigarh	486.00
		3	karnataka*	492.73
		4	Telangana	321.00
		5	Uttar Pradesh	366.53
		6	Uttarakhand	369.23
12	Appalam Manufactory	1	Tamil Nadu	Piece Rated
13	Arecanut (Supari)	1	karnataka*	470.89
14	Asbestos Mines	1	C.L.C (Central)	477.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
15	Asbestos/ Cement Factory/Cement Products	1	Assam	313.62
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Haryana	393.97
		5	Jharkhand*	334.14
		6	Madhya Pradesh	358.65
		7	Uttar Pradesh	366.53
		8	Uttarakhand	365.88
		9	Chhatisgarh*	373.08
16	Automobile Engineering Workshops/Auto Body Fabrication/Automobile Repairing	1	Andhra Pradesh	450.16
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Dadra and Nagar Haveli*	351.30
		5	Daman and Diu*	351.30
		6	Delhi	646.00
		7	Goa	399.00
		8	Gujarat	351.30
		9	Haryana	393.97
		10	Jammu & Kashmir	311.00
		11	Jharkhand*	334.14
		12	karnataka*	447.06
		13	Madhya Pradesh	358.65
		14	Odisha	333.00
		15	Puducherry	308.70
		16	Punjab	381.06
		17	Rajasthan	259.00
		19	Telangana	463.00
		20	Uttar Pradesh	366.53
		21	Uttarakhand	370.42
17	Autorickshaw/Taxi Drivers,etc.	1	Madhya Pradesh	358.65
		2	Puducherry	501.80
		3	Rajasthan	259.00
		4	Tamil Nadu	443.00
		5	Tripura	141.41
		6	Uttar Pradesh	366.53
18	Ayurvedic/Allopathic & Unani Pharmacy/ AYUSM manufacturing	1	Haryana	393.97
		2	karnataka*	446.90
		3	Kerala	471.69
		4	Odisha	333.00
		5	Punjab	381.06

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		6	Uttar Pradesh	366.53
		7	Uttarakhand	Allopathic 370.42
				Unani 365.65
19	Bakery / Baking Process including Biscuits/Confectionery, ice cream, ice candies	1	Andhra Pradesh	375.75
		2	Assam	313.62
		3	Bihar*	373.00
		4	Chandigarh	486.00
		5	Dadra and Nagar Haveli*	351.30
		6	Daman and Diu*	351.30
		7	Delhi	646.00
		8	Gujarat	351.30
		9	Haryana	393.97
		10	Jharkhand*	334.14
		11	karnataka*	Bakery 470.89
				Biscuits 470.89
				Confectionery 470.89
		12	Madhya Pradesh	358.65
		13	Maharashtra	443.46
		14	Meghalaya	381.00
		15	Odisha	333.00
		16	Puducherry	212.24
		17	Punjab	381.06
		19	Tamil Nadu	228.00
		20	Telangana	386.00
		21	Uttar Pradesh	366.53
		22	Uttarakhand	365.88
		23	West Bengal*	322.00
		24	Chhatisgarh*	373.08
20	Bamboo Forest Establishments	1	Odisha	333.00
21	Barytes Mines	1	C.L.C (Central)	477.00
22	Bauxite Mines	1	C.L.C (Central)	477.00
23	Beedi Making	1	Assam	313.62
24	Beedi Leaf Plucking	1	West Bengal*	284.00
25	Beverages / Distilleries Manufacturing and Vending Estt.	1	Andhra Pradesh	459.79
		2	Assam	313.62
		3	Bihar*	373.00
		4	Goa	399.00
		5	karnataka*	492.73
		6	Odisha	333.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		7	Tamil Nadu	373.92
		8	Telangana	473.00
		9	West Bengal	322.00
26	Betal Vines	1	Andhra Pradesh	434.71
		2	Telangana	435.00
27	Biscuit Manufacturing	1	Assam	313.62
		2	Bihar*	373.00
		3	Jharkhand*	334.14
		4	West Bengal	322.00
28	Blacksmith	1	Assam	313.62
		2	Puducherry	339.69
29	Bleaching and Dyeing Industry	1	Tamil Nadu	257.54
30	Bobbin Industry	1	Gujarat	351.30
31	Bone Crushing Industry	1	Chhatisgarh*	373.08
		2	Gujarat	351.30
		3	Madhya Pradesh	358.65
		4	West Bengal*	322.00
32	Book Selling/Exercise Books & Binding	1	Arunachal Pradesh	200.00
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Daman and Diu*	351.30
		5	Jharkhand*	334.14
		6	Maharashtra	365.69
		7	Punjab	381.06
		8	Uttar Pradesh	366.53
		9	Uttarakhand	365.88
33	Bought Tea Leaf Factory	1	Assam	313.62
		2	West Bengal*	322.00
34	Brass and Copper Industry	1	karnataka*	470.89
		2	Uttar Pradesh	366.53
35	Brick Making and Brick Kiln	1	Andhra Pradesh	360.06
		2	Assam	313.62
		3	Bihar*	373.00
		4	Chandigarh	486.00
		5	Chhatisgarh*	373.08
		6	Delhi	646.00
		7	Goa	399.00
		8	Haryana	393.97
		9	Jammu & Kashmir	311.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		10	karnataka*	470.89
		11	Kerala	676.70
		12	Madhya Pradesh	358.65
		13	Puducherry	191.25
		14	Punjab	381.06
		15	Rajasthan	259.00
		16	Tamil Nadu	215.00
		17	Telangana	370.00
		18	Uttar Pradesh	366.53
		19	Uttarakhand	331.38
		20	West Bengal*	284.00
		21	Manipur	225.00
		22	Gujarat	363.30
36	Brick of Roof Tiles	1	Dadra and Nagar Haveli*	351.30
		2	Daman and Diu*	351.30
		3	Maharashtra	439.23
37	Buffalo and Cow Milk Premises	1	Daman and Diu*	351.30
		2	Dadra and Nagar Haveli*	351.30
38	Building Material & Hardware/Operation	1	Chandigarh	486.00
		2	Puducherry	322.36
39	Cable Operator & Allied Service	1	Rajasthan	259.00
		2	Kerala	927.27
		3	Uttar Pradesh	366.53
40	Candle and Wax Industry	1	Assam	313.62
		2	Dadra and Nagar Haveli*	351.30
		3	Meghalaya	381.00
41	Canteen and Clubs	1	Andhra Pradesh	326.27
		2	Assam	313.62
		3	Dadra and Nagar Haveli*	351.30
		4	Daman and Diu*	351.30
		5	Jharkhand*	334.14
		6	Maharashtra	461.23
		7	Telangana	336.00
42	Woollen Spinning, Knitting and Weaving Factories or Cotton Spinning	1	Andhra Pradesh	310.73
		2	Manipur	225.00
		3	Rajasthan	259.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
43	Carpentry and Masonary	1	Assam	313.62
		2	karnataka*	470.89
		3	Puducherry	339.69
44	Cashew Factories and Establishments	1	Andhra Pradesh	423.81
		2	Daman and Diu*	351.30
		3	Goa	399.00
		4	karnataka*	441.77
		5	Kerala	363.97
		6	Maharashtra	406.92
		7	Odisha	333.00
		8	Tamil Nadu	277.00
		9	Telangana	417.00
45	Cashew/Coconut/Cardamom Gardens	1	Andhra Pradesh	125.00
		2	karnataka*	470.89
		3	Telangana	125.00
46	Casting Industries	1	Uttar Pradesh	366.53
		2	Chhatisgarh*	373.08
47	Casual /Master Roll Workers in Flood Control Department	1	Assam	313.62
		2	Mizoram	380.00
48	Casual Contingency Employees under Govt/Semi- Govt. Authorities.	1	Nagaland	176.00
		2	Sikkim	500.00
49	Casual / Master Roll Workers Employed in Public Health Department	1	Assam	313.62
50	Casual / Master Roll Workers in Irrigation Department	1	Assam	313.62
51	Cement and Hume Pipe/Cement Prestressed Product/Cement Products Industry	1	Andhra Pradesh	360.18
		2	Bihar*	373.00
		3	Chhatisgarh*	373.08
		4	Dadra and Nagar Haveli*	351.30
		5	Gujarat	351.30
		6	Jharkhand*	334.14
		7	Maharashtra	342.46

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		8	Odisha	333.00
		9	Punjab	381.06
		10	Rajasthan	259.00
		11	Telangana	370.00
52	Cement Industry/Cement Working Establishments	1	Arunachal Pradesh	200.00
		2	Assam	313.62
		3	Chhatisgarh*	373.08
		4	Daman and Diu*	351.30
		5	Delhi	646.00
		6	Jammu & Kashmir	311.00
53	Chakki Mills	1	Assam	313.62
		2	West Bengal*	322.00
54	Chemical and Distillery Industry	1	Chandigarh	486.00
		2	Haryana	393.97
		3	karnataka*	470.89
		4	Odisha	333.00
		5	Puducherry	294.90
		6	Punjab	381.06
55	Chemical and Fertilizer Manufactory	1	Daman and Diu*	351.30
		2	Madhya Pradesh	358.65
		3	Maharashtra	421.54
		4	Tamil Nadu	268.85
56	Chemical/Medical Shop /Drugs and Pharmaceuticals Industry	1	Andhra Pradesh	412.99
		2	Assam	313.62
		3	Bihar*	373.00
		4	Chhatisgarh*	373.08
		5	Dadra and Nagar Haveli*	351.30
		6	Daman and Diu*	351.30
		7	Delhi	646.00
		8	Himachal Pradesh	350.00
		9	Jharkhand*	334.14
		10	Kerala	Medical shop 516.69
				Pharmacist in medical shop 597.46
		11	Madhya Pradesh	358.65
		12	Maharashtra	527.15
		13	Rajasthan	259.00
		14	Telangana	424.00
		15	Sikkim	500.00
57	Chemist and Drug Shops	1	Chandigarh	486.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
58	Chicken Work Manufactory	1	Uttarakhand	365.88
		2	Uttar Pradesh	366.53
59	China Clay Mines	1	C.L.C (Central)	477.00
60	Chromite Mines	1	C.L.C (Central)	477.00
61	Charcoal Kilns	1	Daman and Diu*	351.30
62	Cigar Manufacturing	1	Kerala	449.00
63	Cinema / Theatre	1	Andhra Pradesh	422.95
		2	Assam	313.62
		3	Arunachal Pradesh	200.00
		4	Bihar*	373.00
		5	Chandigarh	486.00
		6	Dadra and Nagar Haveli*	351.30
		7	Daman and Diu*	351.30
		8	Goa	399.00
		9	Haryana	393.97
		10	Jharkhand*	334.14
		11	Kerala	682.85
		12	Madhya Pradesh	358.65
		13	Maharashtra	372.92
		14	Odisha	333.00
		15	Punjab	381.06
		16	Rajasthan	259.00
		17	Tamil Nadu	381.88
		18	Telangana	434.00
		19	Uttar Pradesh	366.53
		20	Uttarakhand	i) More than 2 lakhs 370.42 ii) Less than 2 lakhs 365.88
		21	West Bengal*	322.00
64	Clay Mines	1	C.L.C (Central)	477.00
65	Clay Pottery	1	Odisha	333.00
66	Cleaner	1	Assam	313.62
67	Clubs & Canteens	1	Delhi	646.00
		2	karnataka*	492.73
		3	Madhya Pradesh	358.65
		4	Uttar Pradesh	366.53
		5	Uttarakhand	365.88
68	Cloth Dyings Polishing	1	Daman and Diu*	351.30
		2	karnataka*	432.93

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
69	Coaching Academics including nursing and English Medium Schools and Technical Institutes	1	Assam	313.62
70	Chartered / Cost Accountants, Auditors, Tax consultancy and Architects	1	Andhra Pradesh	454.06
		2	Jharkhand*	334.14
		3	Kerala	422.25
		4	Telangana	467.00
		5	West Bengal*	355.00
71	Coal Briquette Industry	1	Bihar*	373.00
		2	Jharkhand*	334.14
		3	Odisha	333.00
72	Coconut Peeling / Copra Making	1	Tamil Nadu	234.50
		2	Kerala	392.10
73	Coffee Curing and Rubber Plantation	1	Andhra Pradesh	299.14
		2	Assam	313.62
		3	karnataka*	470.77
		4	Tamil Nadu	213.50
74	Coke (Fuel)/Hard Coke Industry	1	Bihar*	373.00
		2	Chhatisgarh*	373.08
		3	Jharkhand*	334.14
		4	Madhya Pradesh	358.65
		5	Odisha	333.00
75	Cold Storage	1	Bihar*	373.00
		2	Jharkhand*	334.14
		3	Madhya Pradesh	358.65
		4	Rajasthan	259.00
		5	Uttar Pradesh	366.53
		6	Uttarakhand	365.88
		7	West Bengal*	322.00
76	Collection of Sal Seeds	1	Odisha	333.00
77	Computer Coaching Institutes	1	Jharkhand*	334.14
78	Computer Hardware Industry and services	1	Rajasthan	259.00
		2	Uttar Pradesh	366.53
79	Computer Software	1	Kerala	744.38

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
80	Commercial or Industrial Establishments engaged in Commercial manufacturing and service activities.	1	Goa	399.00
		2	Uttarakhand	i) More than 1 lakh People in City 370.42
				ii) Less than 1 lakh People in City 365.88
81	Construction & Maintenance of Runways	1	C.L.C (Central)	477.00
82	Construction of Dams, Irrigation Works	1	Andhra Pradesh	413.30
		2	Bihar*	373.00
		3	Jharkhand*	334.14
		4	Kerala	769.00
		5	Madhya Pradesh	358.65
		6	Manipur	225.00
		7	Odisha	333.00
		8	Telangana	424.00
		9	Uttar Pradesh	366.53
		10	Uttarakhand	369.23
		11	Sikkim	500.00
83	Construction/ Maintenance of Buildings/Roads	1	A & N Islands	517.00
		2	Andhra Pradesh	397.68
		3	Arunachal Pradesh	200.00
		4	Assam	313.62
		5	Bihar*	373.00
		6	C.L.C (Central)	477.00
		7	Chandigarh	486.00
		8	Chhatisgarh*	373.08
		9	Dadra and Nagar Haveli*	351.30
		10	Daman and Diu*	351.30
		11	Delhi	646.00
		12	Goa	399.00
		13	Gujarat	351.30
		14	Haryana	393.97
		15	Himachal Pradesh	350.00
		16	Jammu & Kashmir	311.00
		17	Jharkhand*	334.14
		18	karnataka*	470.83
		19	Madhya Pradesh	358.65
		20	Maharashtra	603.73
		21	Manipur	225.00
		22	Meghalaya	381.00
		23	Mizoram	270.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		24	Nagaland	176.00
		25	Odisha	333.00
		26	Punjab	381.06
		27	Rajasthan	259.00
		29	Tamil Nadu	434.00
		30	Telangana	409.00
		31	Tripura	294.81
		32	Uttar Pradesh	366.53
		33	Uttarakhand	369.23
		34	West Bengal*	322.00
84	Construction of Pandals	1	Tamil Nadu	202.00
85	Contract Estt. Of the Forest Deptt.	1	Punjab	381.06
		2	Haryana	393.97
		3	Chandigarh	486.00
		4	Assam	313.62
86	Co-operative Sector / Banks	1	Assam	313.62
		2	Bihar*	373.00
		3	Haryana	393.97
		4	Madhya Pradesh	358.65
		5	Odisha	333.00
87	Co-operative Consumer Societies	1	Assam	313.62
		2	Madhya Pradesh	358.65
		3	Odisha	333.00
		4	Rajasthan	259.00
88	Co-operative Marketing Societies	1	Andhra Pradesh	379.46
		2	Assam	313.62
		3	Jharkhand*	334.14
		4	Madhya Pradesh	358.65
		5	Rajasthan	259.00
		6	Telangana	402.00
89	Copper Mines	1	C.L.C (Central)	477.00
90	Cotton Textiles Mills	1	Assam	313.62
91	Cotton Dyeing, Printing & Washing Factories/Cloth Dyeing and Printing	1	Rajasthan	259.00
92	Cotton Ginning and Pressing	1	Andhra Pradesh	455.76
		2	Dadra and Nagar Haveli*	351.30
		3	Daman and Diu*	351.30
		4	Goa	399.00
		5	Gujarat	351.30
		6	Haryana	393.97

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		7	karnataka*	453.77
		8	Madhya Pradesh	358.65
		9	Maharashtra	398.35
		10	Odisha	333.00
		11	Punjab	381.06
		12	Rajasthan	259.00
		13	Tamil Nadu	273.00
		14	Telangana	477.00
93	Cotton Carpet Weaving Establishments	1	Andhra Pradesh	404.25
		2	Odisha	333.00
		3	Telangana	416.00
94	Cotton Waste Spinning Factories	1	Rajasthan	259.00
		2	Tamil Nadu	420.77
				273.00
95	Courier Service	1	Bihar*	373.00
		2	Madhya Pradesh	358.65
		3	West Bengal*	322.00
96	Coir Manufactory	1	Kerala	Piece Rated
		2	Odisha	333.00
97	Crystal/ Diamond Cutting Polishing	1	karnataka*	470.89
		2	Kerala	588.23
98	Cycle Industry/Cycle Repairing/Mechanic Workshops	1	Maharashtra	402.00
		2	Daman and Diu*	351.30
99	Data Processing	1	Madhya Pradesh	358.65
100	Distrilleries and Brewing Units	1	Arunachal Pradesh	200.00
		2	Assam	313.62
		3	Jammu & Kashmir	311.00
		4	Jharkhand*	334.14
		5	Kerala	676.00
		6	Madhya Pradesh	358.65
		7	Sikkim	500.00
101	Dairy and Poultry Farms	1	Andhra Pradesh	408.17
		2	Assam	313.62
		3	Bihar*	373.00
		4	Daman and Diu*	351.30
		5	Jharkhand*	334.14
		6	Maharashtra	418.08
		8	Telangana	408.00
		9	Punjab	381.06
102	Dairy and Dairy Products	1	Chandigarh	486.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		2	Delhi	646.00
		3	Haryana	393.97
		4	Madhya Pradesh	358.65
		5	Uttar Pradesh	366.53
		6	Uttarakhand	369.23
103	Dealer in Medicines and Chemicals	1	Punjab	381.06
104	Decoration/Decoration of Pandals	1	Jharkhand*	334.14
		2	West Bengal*	322.00
105	Dispensaries	1	Assam	313.62
		2	Daman and Diu*	351.30
		3	Gujarat	351.30
		4	Maharashtra	449.23
106	Development Corporation	1	Lakshadweep	324.80
107	Dolomite Mines	1	C.L.C (Central)	477.00
108	Domestic Workers	1	Andhra Pradesh	335.68
		2	Assam	305.78
		3	Bihar*	336.26
		4	Dadra and Nagar Haveli*	351.30
		5	Haryana	393.97
		6	Himachal Pradesh	350.00
		7	karnataka*	466.48
		8	Kerala	537.63
		9	Meghalaya	381.00
		10	Mizoram	Wages yet to be fixed
		11	Odisha	Fixed Separately
		12	Puducherry	148.53
		13	Punjab	381.06
		14	Rajasthan	283.00
		15	Tamil Nadu	307.88
		16	Telangana	345.00
		17	Tripura	112.61
		18	Uttar Pradesh	366.53
		19	Manipur	225.00
109	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	1	Bihar*	373.00
		2	Jharkhand*	334.14
		3	Maharashtra	374.38
110	Drilling Operation and Maintenance of Tube Wells	1	Dadra and Nagar Haveli*	351.30

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
111	Dye and Chemical	1	Maharashtra	383.15
112	Earth Cutting Operation	1	Assam	313.62
		2	Bihar*	373.00
113	Educational /Coaching Institutions	1	Arunachal Pradesh	200.00
		2	Chhatisgarh*	373.08
		3	Delhi	646.00
		4	Madhya Pradesh	358.65
		5	Sikkim	500.00
114	Edible Oil Workers	1	Assam	313.62
115	Walnut Processing Unit	1	Jammu & Kashmir	311.00
116	Electricity Generation and Distribution/ power plants	1	Jharkhand*	334.14
		2	Lakshadweep	324.80
		3	Manipur	225.00
		4	Meghalaya	381.00
		5	Rajasthan	259.00
		6	Chhatisgarh*	373.08
117	Electro Casting Industry	1	Bihar*	373.00
118	Electronic Electroplating (Electronic Industry)	1	karnataka*	492.73
119	Electronic/Electric/Electrical Industry, Sale and Distribution/SEEPZ	1	Andhra Pradesh	406.84
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Dadra and Nagar Haveli*	351.30
		5	karnataka*	492.73
		6	Kerala	423.41
		7	Madhya Pradesh	358.65
		8	Maharashtra	418.50
		9	Puducherry	299.20
		10	Punjab	381.06
		11	Tamil Nadu	269.46
		12	Telangana	419.00
120	Electric and other type of Bulb and Florence Tube Manufacture Industry	1	Bihar*	373.00
		2	Jharkhand*	334.14
		3	Odisha	333.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
121	Electric Equipments/Home Appliances and operation of software system	1	Kerala	448.79
122	Electronics and Allied or Incidental Industries	1	Dadra and Nagar Haveli*	351.30
		2	Gujarat	351.30
		3	Haryana	393.97
		4	Jharkhand*	334.14
123	Electroplating / Buffing / Polishing	1	Chandigarh	486.00
		2	Haryana	393.97
		3	Punjab	381.06
124	Employment in any Bank/ Non banking Financial Institutions	1	Arunachal Pradesh	200.00
		2	West Bengal*	322.00
125	Employment in Electricity Board	1	Assam	313.62
		2	Odisha	333.00
126	Employment in Non-Government Organisation and Voluntary Social Organisation	1	Odisha	333.00
		2	Uttar Pradesh	366.53
127	Employment under any Govt. Authority (Casual Contingency Employee)/ Contract worker in Govt. Department	1	Arunachal Pradesh	200.00
		2	Meghalaya	381.00
		3	Odisha	333.00
		4	Chhatisgarh*	323.33
		5	Madhya Pradesh	310.83
128	Employment in Ornament making Polishing Repairing and selling Establishments	1	Punjab	381.06
129	Employment under any Gram Panchayat	1	Dadra and Nagar Haveli*	351.30
		2	Gujarat	351.30
130	Employment in Dharamshalas	1	Uttarakhand	369.23
		2	Uttar Pradesh	366.53
131	Government or Semi Government Undertakings	1	Punjab	381.06

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
132	Employment in Toll Plaza Establishments	1	Himachal Pradesh	350.00
		2	Punjab	381.06
133	Employment in White Clay Mines	1	C.L.C (Central)	477.00
134	Employment in Laying of Under-ground Electric Lines, Water Supply Lines and Sewerage Pipe Lines, etc.	1	C.L.C (Central)	477.00
		2	Jharkhand*	334.14
		3	Nagaland	176.00
		4	Odisha	333.00
135	Employment in registered Factories not elsewhere classified	1	Delhi	646.00
		2	karnataka*	470.89
		3	Meghalaya	381.00
		4	Mizoram	270.00
		5	Rajasthan	259.00
		6	Uttar Pradesh	366.53
		7	Uttarakhand	369.23
		8	Sikkim	500.00
136	Employment in Zoo and places where caring of Wild Animals is done.	1	Punjab	381.06
137	Employment of non-teaching staff in Private Non-grant-aided educational institutions	1	Andhra Pradesh	387.99
		2	Gujarat	351.30
		3	Jammu & Kashmir	311.00
		4	Kerala	569.38
		5	Odisha	333.00
		6	Telangana	399.00
138	Employment of Sailors	1	Bihar*	357.00
139	Employment of Bus and Truck Driver/Conductor and Cleaners	1	Jharkhand*	334.14
140	Employment in Malls and Shopping Complexes Establishments	1	Punjab	381.06

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
141	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	381.06
142	Engineering Industries including Motor Garage Workers	1	Assam	313.62
		2	Chhatisgarh*	373.08
		3	Himachal Pradesh	350.00
		4	karnataka*	470.89
		5	Madhya Pradesh	358.65
		6	Maharashtra	430.46
		7	Meghalaya	381.00
		8	Rajasthan	259.00
		9	Jharkhand*	334.14
143	Engineering Industry employing less than 50 workers	1	Bihar*	373.00
		2	Uttarakhand	369.23
		3	Uttar Pradesh	366.53
144	Engineering Industry employing more than 50 workers	1	Bihar*	373.00
		2	Uttarakhand	More than 50 to 500 workers- 292.73
				More than 500 workers- 307.16
145	Establishments defined under Section 2(1)(VII) of Shops and Commercial Establishments Act, 1958	1	Chandigarh	486.00
		2	Kerala	474.00
		3	Punjab	381.06
146	Establishments with manufacturing Process as defined in clause (k) of Section 2 of Factories Act, 1948	1	Himachal Pradesh	350.00
		2	Chandigarh	486.00
		3	Madhya Pradesh	358.65
		4	Punjab	381.06
147	Excavation	1	Madhya Pradesh	358.65
148	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	409.62

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		2	Daman and Diu*	351.30
		3	Nagaland	176.00
149	Employment in Mobile tower	1	Jharkhand*	334.14
150	Shops and Commercial Establishments	1	Dadra and Nagar Haveli*	351.30
		2	Jharkhand*	334.14
		3	Madhya Pradesh	358.65
		4	Maharashtra	420.54
		5	Punjab	381.06
		6	Uttar Pradesh	366.53
		7	West Bengal*	322.00
151	Felspar Mines	1	C.L.C (Central)	477.00
152	Ferro Alloys Industries	1	West Bengal*	355.00
153	Film Production/Motion Picture/Studios, Distribution and Publicity	1	Assam	313.62
		2	Daman and Diu*	351.30
		3	Gujarat	351.30
		4	karnataka*	451.22
		5	Kerala	553.10
		6	Maharashtra	456.69
154	Fisheries/Fishing/Sea Food/Fish Peeling and Canning	1	Andhra Pradesh	382.67
		2	Assam	313.62
		3	Bihar*	373.00
		4	Gujarat	351.30
		5	Jharkhand*	334.14
		6	karnataka*	520.23
		7	Kerala	476.00
		8	Lakshadweep	324.80
		9	Odisha	333.00
		10	Telangana	393.00
		11	West Bengal*	284.00
				Deep Sea 322
155	Fire Clay Mines	1	C.L.C (Central)	477.00
156	Zardosi Works	1	Gujarat	351.30
157	Food Processing/Food Preservation/ Food Products/ Food Agencies	1	Assam	313.62
		2	Jammu & Kashmir	311.00
		3	karnataka*	492.73

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		4	Kerala	595.54
		5	Madhya Pradesh	358.65
		6	Puducherry	310.02
		7	Punjab	381.06
158	Forestry /Timbering Operations & Social Forestry/Forest Produce	1	Assam	313.62
		2	Andhra Pradesh	69.27
		3	Arunachal Pradesh	200.00
		4	Bihar*	373.00
		5	Chhatisgarh*	373.08
		6	Dadra and Nagar Haveli*	351.30
		7	Daman and Diu*	351.30
		8	Gujarat	351.30
		9	Haryana	393.97
		10	Himachal Pradesh	350.00
		11	Jammu & Kashmir	311.00
		12	Kerala	784.00
		13	Madhya Pradesh	358.65
		14	Maharashtra	425.96
		15	Meghalaya	381.00
		16	Nagaland	176.00
		17	Odisha	333.00
		18	Punjab	381.06
		19	Tamil Nadu	311.00
		20	Telangana	107.00
		21	Uttar Pradesh	366.53
		22	Uttarakhand	Category A 366.62
				Category B 366.62
				Category C 366.62
		23	West Bengal*	284.00
159	Foundries with or without attached Machine shops	1	Bihar*	373.00
		2	Chandigarh	486.00
		3	Delhi	646.00
		4	Haryana	393.97
		5	karnataka*	447.06
		6	Odisha	333.00
		7	Punjab	381.06
		8	Rajasthan	259.00
		9	Telangana	397.00
		10	Uttarakhand	369.23
		11	Jharkhand*	334.14
160	Fountain Pens	1	Maharashtra	462.42
		2	Daman and Diu*	351.30
		3	West Bengal*	322.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
161	Footwear making Industry	1	Kerala	584.00
		2	Andhra Pradesh	331.35
162	Fruit Preservation /Fruit Juice	1	Assam	313.62
		2	Meghalaya	381.00
		3	Uttar Pradesh	366.53
		4	Uttarakhand	369.23
163	Furniture Industry	1	Kerala	709.00
		2	Meghalaya	381.00
164	General Engineering	1	Andhra Pradesh	385.18
		2	Daman and Diu*	351.30
		3	Jammu & Kashmir	311.00
		4	Puducherry	346.40
165	Glass /Chinaware Industry/Bangles	1	Andhra Pradesh	397.52
		2	Bihar*	373.00
		3	Dadra and Nagar Haveli*	351.30
		4	Daman and Diu*	351.30
		5	Haryana	393.97
		6	Jharkhand*	334.14
		7	karnataka*	476.22
		8	Maharashtra	461.23
		9	Odisha	333.00
		10	Rajasthan	298.58
		11	Telangana	408.00
		12	Uttar Pradesh	315.23
		13	West Bengal*	322.00
166	Glass Sheet Manufacturing	1	Bihar*	373.00
		2	Jharkhand*	334.14
167	Godowns	1	West Bengal*	322.00
168	Gold and Silver Ornaments and Gold Coating/Covering/Jewellery	1	Andhra Pradesh	397.68
		2	Assam	313.62
		3	Bihar*	373.00
		4	Jharkhand*	334.14
		5	Kerala	539.00
		6	Madhya Pradesh	358.65
		7	Maharashtra	425.38
		8	Odisha	333.00
		9	Tamil Nadu	386.00
		10	Telangana	409.00
		11	West Bengal*	322.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
169	Goldsmith	1	Assam	313.62
		2	Tripura	281.02
170	Gota Kinari Industry	1	Rajasthan	259.00
171	Government Offices contingency and works	1	Rajasthan	259.00
172	Granite Mines	1	C.L.C (Central)	477.00
173	Granite Stones and Marbles Industry	1	karnataka*	470.89
		2	Kerala	709.00
		3	Tamil Nadu	386.50
174	Graphite Mines and Graphite Industries	1	C.L.C (Central)	477.00
		2	Odisha	333.00
175	Grass Cutting /Wood Cutting	1	Assam	313.62
		2	Chandigarh	486.00
		3	Daman and Diu*	351.30
176	Gravel Mines	1	C.L.C (Central)	477.00
177	Grinding and crushing of mineral ore	1	Jharkhand*	334.14
178	Gun Factories/Arms and Ammunition	1	Bihar*	373.00
		2	Jharkhand*	334.14
		3	Jammu & Kashmir	311.00
179	Gypsum Mines	1	C.L.C (Central)	477.00
180	Hair Cutting Saloon/ Beauty Parlours	1	Assam	313.62
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Daman and Diu*	351.30
		5	Jammu & Kashmir	311.00
		6	Madhya Pradesh	358.65
		7	Maharashtra	449.69
		8	Punjab	381.06
		9	Uttar Pradesh	366.53
		10	West Bengal*	322.00
181	Handicraft	1	Assam	313.62
		2	Kerala	689.00
182	Handloom Weaving Establishment Additional	1	Andhra Pradesh	294.10
		2	Assam	313.62
		3	Chhatisgarh*	373.08

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		4	Jharkhand*	334.14
		5	Odisha	333.00
		6	Telangana	302.00
		7	Uttar Pradesh	366.53
		8	Uttarakhand	369.46
		9	West Bengal*	284.00
183	Handloom and Powerloom (Cotton)	1	Bihar*	373.00
		2	Daman and Diu*	351.30
		3	karnataka*	429.46
		4	Kerala	Handloom 525
				Monthly Paid Employee 546.31
				Powerloom 581.70
		5	Madhya Pradesh	358.65
		6	Maharashtra	438.85
		7	Rajasthan	259.00
		8	Telangana	Piece Rated
184	Handloom Silk Weaving industry	1	Andhra Pradesh	285.68
		2	Telangana	302.00
185	Handmade Paper and Paper Board	1	Daman and Diu*	351.30
186	Handling and care of Elephants	1	Kerala	595.15
187	Helpers & Welder in Minor Engineering	1	Assam	313.62
		2	Jharkhand*	334.14
		3	Kerala	619.00
188	Hematite Mines	1	C.L.C (Central)	477.00
189	Workshops	1	Jammu & Kashmir	311.00
190	Hill Produce Industry	1	Kerala	559.00
191	Horticulture	1	Andhra Pradesh	464.77
		2	Assam	313.62
		3	Nagaland	176.00
		4	Telangana	465.00
192	Hosiery	1	Bihar*	373.00
		2	Gujarat	351.30
		3	Jharkhand*	334.14
		4	Kerala	396.10
		5	Madhya Pradesh	358.65
		6	Odisha	333.00
		7	Uttar Pradesh	366.53
		8	Uttarakhand	375.88

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		9	West Bengal*	322.00
193	Hospitals and Nursing Homes and Private Clinics, hospital industry	1	Andhra Pradesh	454.16
		2	Arunachal Pradesh	200.00
		3	Chhatisgarh*	373.08
		4	Dadra and Nagar Haveli*	351.30
		5	Daman and Diu*	351.30
		6	Delhi	646.00
		7	Gujarat	351.30
		8	Haryana	393.97
		9	Himachal Pradesh	350.00
		10	Jharkhand*	334.14
		11	karnataka*	470.83
		12	Kerala	770.20
		13	Maharashtra	527.15
		14	Puducherry	296.70
		15	Telangana	467.00
		16	West Bengal*	322.00
194	Hostels of all colleges and all other educational institutions	1	Andhra Pradesh	485.43
		2	karnataka*	386.09
		3	Kerala	537.46
		4	Telangana	499.00
195	Hotels and Restaurants or Eating Houses covered by the schedule employments (shops & commercial Establishments)/Accommodation and Food Service Activities	1	Andhra Pradesh	404.08
		2	Arunachal Pradesh	200
		3	Assam	313.62
		4	Bihar*	373.00
		5	Chandigarh	486.00
		6	Dadra and Nagar Haveli*	351.30
		7	Daman and Diu*	351.30
		8	Goa	399.00
		9	Gujarat	351.30
		10	Himachal Pradesh	350.00
		11	Jammu & Kashmir	311.00
		12	Jharkhand*	334.14
		13	karnataka*	451.22
		14	Madhya Pradesh	358.65
		15	Maharashtra	461.23
		16	Meghalaya	381.00
		17	Nagaland	176.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		18	Odisha	333.00
		19	Puducherry	331.00
		20	Punjab	381.06
		21	Rajasthan	259.00
		22	Telangana	416.00
		23	Tripura	363.04
		24	Uttarakhand	
			i) Less than 10 employees Area A	378.96
			ii) Less than 10 employees Area B	358.73
			i) 10 or more than 10 employees Area A	386.81
			ii) 10 or more than 10 employees Area B	366.85
			Star Hotel Area A	398.96
			Star Hotel Area B	386.81
		25	West Bengal*	322.00
196	Hydro Electric Projects	1	Assam	313.62
		2	Himachal Pradesh	350.00
		3	Sikkim	500.00
197	Ice Cream / Ice Candy Ice Products	1	Assam	313.62
		2	Bihar*	373.00
		3	Jharkhand*	334.14
		4	Uttar Pradesh	366.53
		5	Uttarakhand	365.88
198	Ice Factory, Cold Drinks and Cold Storage	1	Assam	313.62
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Daman and Diu*	351.30
		5	Delhi	646.00
		6	Jammu & Kashmir	311.00
		7	karnataka*	492.73
		8	Kerala	545.15
		9	Maharashtra	413.81
		10	Odisha	333.00
		11	Punjab	381.06
		12	Rajasthan	259.00
		13	Uttar Pradesh	366.53
		14	Uttarakhand	365.88
199	Industrial Engineering Establishments (more than 50 workers)	1	Gujarat	351.30
200	Industrial Engineering Establishments (less than 50 workers)	1	Gujarat	351.30
		2	Odisha	333.00
		3	West Bengal*	322.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
201	Industrial Establishments	1	Lakshadweep	324.80
202	Information Technology	1	Bihar*	373.00
		2	West Bengal*	322.00
		3	Madhya Pradesh	358.65
203	Iron Foundry/ sponge Iron	1	Jharkhand*	334.14
		2	West Bengal*	355.00
		3	Chhatisgarh*	373.08
204	Iron Ore Mine	1	C.L.C (Central)	477.00
205	Irrigation Works	1	Chhatisgarh*	373.08
		2	Rajasthan	259.00
206	Jari Industry/ Hand Embroidery & Jari	1	Daman and Diu*	351.30
		2	Gujarat	363.3
207	Jute and Coir Mills	1	Andhra Pradesh	472.05
		2	Assam	313.62
		3	Odisha	333.00
		4	Telangana	485.00
208	Jute Bailing Industry	1	Assam	313.62
		2	Bihar*	373.00
209	Jute Patti Industry	1	Rajasthan	259.00
210	Kambal Industry	1	Chhatisgarh*	373.08
211	Khadi & Village Industry	1	Assam	313.62
		2	Bihar*	373.00
		3	Jharkhand*	334.14
		4	Kerala	486.60
		5	Nagaland	176.00
		6	Odisha	333.00
		7	Rajasthan	259.00
212	Khandsari / Sugar Factories	1	Andhra Pradesh	413.76
		2	Bihar*	257.00
		3	Chhatisgarh*	373.08
		4	Daman and Diu*	351.30
		5	Gujarat	351.30
		6	Haryana	393.97
		7	Jharkhand*	334.14
		8	karnataka*	470.89
		9	Madhya Pradesh	358.65
		10	Telangana	425.00
		11	Uttar Pradesh	366.53
		12	Uttarakhand	365.88

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
213	Catechu Industry/Katha Industry	1	Madhya Pradesh	358.65
214	Kosa Industry	1	Chhatisgarh*	373.08
		2	Madhya Pradesh	358.65
215	Kyanite Mines	1	C.L.C (Central)	477.00
216	Lac Manufacturing	1	Bihar*	373.00
		2	Dadra and Nagar Haveli*	351.30
		3	Daman and Diu*	351.30
		4	Jammu & Kashmir	311.00
		5	West Bengal*	284.00
217	Harbour Works	1	Lakshadweep	324.80
218	LAMPS/PACS/OMC	1	Tripura	222.23
219	Laterite Mines	1	C.L.C (Central)	477.00
220	Laundries / Dry Washing /Dyeing Plants	1	Bihar*	373.00
		2	Daman and Diu*	351.30
		3	Delhi	646.00
		4	Jharkhand*	334.14
		5	karnataka*	451.22
		6	Maharashtra	448.31
		7	Odisha	333.00
		8	Punjab	381.06
		9	Tamil Nadu	418.00
		10	Uttar Pradesh	366.53
		11	Uttarakhand	365.88
		12	West Bengal*	322.00
221	Leather Industries	1	Odisha	333.00
222	Libraries / Pvt. Libraries	1	Uttarakhand	More than 50,000 books 372.08
				15,000 to 50,000 books 369.23
				Less than 15,000 books 366.35
		2	Uttar Pradesh	366.53
223	Lignite Mines	1	C.L.C (Central)	477.00
224	Liquor manufacturer, trading and vending	1	Kerala	665.92
		2	Maharashtra	461.23

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
225	Lime Stone Industry/Kilns	1	Andhra Pradesh	299.09
		2	Chhatisgarh*	373.08
		3	Madhya Pradesh	358.65
		4	Telangana	307.00
226	Loading and Unloading / Urea Bags/ River Sand Collection	1	C.L.C (Central)	477.00
		2	A & N Islands	517.00
		3	Arunachal Pradesh	200.00
		4	Assam	Piece Rated
		5	Bihar*	373.00
		6	Kerala	Piece Rated
		7	Puducherry	167.00
		8	Tripura	518.00
		9	West Bengal*	322.00
227	Load carrying i.e. porter porting goods from one area to another area/ hamal, towel, porter, reza and market workers	1	Arunachal Pradesh	200.00
		2	Chhatisgarh*	373.08
228	Local Authority/Municipality/Municipal Corporation/Gram Panchayat	1	Arunachal Pradesh	200.00
		2	Chhatisgarh*	373.08
		3	Dadra and Nagar Haveli*	351.30
		4	Daman and Diu*	351.30
		5	Delhi	646.00
		6	Gujarat	351.30
		7	Haryana	393.97
		8	Jammu & Kashmir	311.00
		9	karnataka*	531.23
		10	Madhya Pradesh	358.65
		11	Maharashtra	509.12
			Excluding Gram Panchayat	556.54
		12	Meghalaya	381.00
		13	Odisha	333.00
		14	Punjab	381.06
		15	Rajasthan	259.00
		16	West Bengal*	Wages not Reported
		17	Manipur	225.00
229	LPG Distribution/Manufactory	1	Assam	313.62
		2	Kerala	560.15
		3	Odisha	333.00
		4	Rajasthan	259.00
		5	Uttar Pradesh	366.53

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
230	Magnesite Mines	1	C.L.C (Central)	477.00
231	Magnetite Mines	1	C.L.C (Central)	477.00
232	Maintenance of Silk Worm Plan in the Sericulture Forms	1	Manipur	225.00
233	Mandakki Bhatti	1	karnataka*	470.89
234	Manganese Mines	1	C.L.C (Central)	477.00
235	Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard	1	Daman and Diu*	351.30
236	Manufacture of Dolls and Toys and Brass and Bell Metal	1	Manipur	225.00
		2	Madhya Pradesh	358.65
		3	Odisha	333.00
		4	West Bengal*	322.00
237	Manufacturing of Small/Miniature bulbs, Glass Products	1	Daman and Diu*	351.30
		2	Maharashtra	461.23
		3	Uttar Pradesh	366.53
		4	Uttarakhand	365.88
238	Manufacture of Medicines and Hospital Equipments	1	Jammu & Kashmir	311.00
239	Manufacture of Ramraj Geru	1	Madhya Pradesh	358.65
240	Manufacture of Wood Products/work (timber Depot)	1	A & N Islands	517.00
		2	Jammu & Kashmir	311.00
		3	Karnataka*	451.22
241	Manufacture assembling of Electronic Goods and Products	1	Goa	399.00
242	Manufacturing of Arms & Ammunition	1	Jammu & Kashmir	311.00
243	Manufacturing of Brush and Brooms	1	Odisha	333.00
244	Manufacturing of Leather Goods	1	Bihar*	373.00
		2	Jharkhand*	334.14
		3	Puducherry	299.50
		4	Uttar Pradesh	366.53
		5	West Bengal*	322.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
245	Manufacturing of Nails and Pins	1	Odisha	333.00
246	Marble and Calcite Mines	1	C.L.C (Central)	477.00
247	Match Manufacturing	1	Andhra Pradesh	329
		2	Assam	313.62
		3	karnataka*	360.77
		4	Kerala	529.00
		5	Odisha	333.00
		6	Tamil Nadu	Match manufacturing 361.53
				Fire works 361.53
		7	Telangana	338.00
		8	Uttar Pradesh	366.53
		9	Uttarakhand	365.88
248	Meat Selling	1	Chandigarh	486.00
249	Mechanized Fish Catching	1	Kerala	Piece Rated
250	Medical Plants Plantation	1	West Bengal*	284.00
251	Medical and Sales Representatives	1	Bihar*	342.00
252	Mesta used Twine Mills	1	Andhra Pradesh	205.00
		2	Telangana	211.00
253	Metal Rolling & Re-rolling (Ferrous)	1	Assam	313.62
		2	Chandigarh	486.00
		3	Haryana	393.97
		4	Jammu & Kashmir	311.00
		5	karnataka*	470.89
254	Metal Rolling / Re-rolling (Non-Ferrous)	1	Haryana	393.97
		2	karnataka*	470.89
		3	Chhatisgarh*	373.08
255	Metal/Alloy Industry	1	Manipur	225.00
		2	Odisha	333.00
		3	Uttar Pradesh	366.53
		4	Uttarakhand	369.23
256	Metal Working Establishments	1	Delhi	646.00
257	Mica Mines	1	C.L.C (Central)	477.00
		2	Telangana	412.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
258	Mica Works (Excluding Mines)	1	Bihar*	373.00
		2	Dadra and Nagar Haveli*	351.30
		3	Daman and Diu*	351.30
		4	Jammu & Kashmir	311.00
		5	Jharkhand*	334.14
		6	Rajasthan	259.00
		7	Andhra Pradesh	401.31
259	Midday Meal Programme in Schools	1	Kerala	491.00
260	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais shops	1	Punjab	381.06
261	Mineral Grinding/Crushing Industry	1	Bihar*	373.00
		2	Jharkhand*	334.14
262	Mines and Minerals/ Mining and Quarrying	1	Meghalaya	381.00
		2	Nagaland	176.00
263	Mini Cement Industry	1	Andhra Pradesh	326.89
		2	karnataka*	492.73
		3	Telangana	336.00
264	Mines (Exempted for See-3 of Mines Act)	1	Madhya Pradesh	358.65
265	Minor Port	1	Kerala	830.50
		2	Odisha	333.00
266	Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry	1	karnataka*	470.89
		2	Madhya Pradesh	358.65
		3	West Bengal	322.00
267	Motor Body Builders/ Mechanical/ Local Transport Workshops/Automobile Repairing Workshops and Garages/ Light Motor Vehicle	1	Arunachal Pradesh	200.00
		2	Assam	313.62
		3	Jharkhand*	334.14
		4	Kerala	566.30
		5	Maharashtra	430.54
		6	Odisha	333.00
		7	Punjab	381.06
		8	Tripura	304.64
		9	Uttar Pradesh	366.53

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		10	Uttarakhand	370.42
		11	West Bengal	322.00
268	Motion Picture Industry	1	Andhra Pradesh	358.04
		2	Telangana	368.00
269	Municipalities and Town Committee	1	Assam	313.62
270	Murra, Poha, Churmura / Frittered Rice	1	Bihar*	373.00
		2	Chhatisgarh*	373.08
		3	Daman and Diu*	351.30
		4	Madhya Pradesh	358.65
		5	Maharashtra	401.77
271	Mushroom Growing and Allied Works	1	Tamil Nadu	253.00
272	Non-Govt. Organisations	1	Rajasthan	259.00
273	Ochre Mines	1	C.L.C (Central)	477.00
274	Oil and Gas Drilling Works	1	Assam	313.62
275	Oil Mills	1	Andhra Pradesh	480.79
		2	Arunachal Pradesh	200.00
		3	Bihar*	373.00
		4	Chandigarh	486.00
		5	Chhatisgarh*	373.08
		6	Dadra and Nagar Haveli*	351.30
		7	Daman and Diu*	351.30
		8	Delhi	646.00
		9	Gujarat	351.30
		10	Haryana	393.97
		11	Jammu & Kashmir	311.00
		12	karnataka*	492.73
		13	Kerala	529.00
		14	Madhya Pradesh	358.65
		15	Maharashtra	472.69
		16	Odisha	333.00
		17	Puducherry	313.40
		18	Punjab	381.06
		19	Rajasthan	259.00
		20	Telangana	496.00
		21	Uttar Pradesh	366.53
		22	Uttarakhand	More than 10 workers 370.42
				Less than 10 workers 365.88
		23	West Bengal*	322.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		24	Manipur	225.00
276	Onion Sorting & Cleaning	1	Maharashtra	241.00
277	Optical and Photographic Goods	1	Daman and Diu*	351.30
		2	Maharashtra	416.81
		3	Punjab	381.06
278	Public Works Department	1	Lakshadweep	324.80
		2	Rajasthan	259.00
279	Panchayat	1	Lakshadweep	324.80
280	Packing Industry	1	Chandigarh	486.00
		2	Haryana	393.97
281	Paints and Varnishes	1	Maharashtra	468.92
		2	Daman and Diu*	351.30
		3	Odisha	333.00
		4	West Bengal*	322.00
282	Pan Masala and Gutkha Manufacturing	1	Assam	313.62
283	Palm Oil	1	Kerala	590.67
284	Papad/Pickle Industry	1	Bihar*	357.00
		2	Rajasthan	Piece Rated
		3	Madhya Pradesh	358.65
285	Paper and Paper Board/ Paper Industry	1	Andhra Pradesh	482.20
		2	Assam	313.62
		3	Bihar*	373.00
		4	Chandigarh	486.00
		5	Dadra and Nagar Haveli*	351.30
		6	Daman and Diu*	351.30
		7	Haryana	393.97
		8	Jharkhand*	334.14
		9	Kerala	562.85
		10	Maharashtra	437.08
		11	Odisha	333.00
		12	Puducherry	234.80
		13	Punjab	381.06
		14	Telangana	496.00
		15	Uttar Pradesh	366.53
		16	West Bengal*	322.00
286	Pathological Laboratories	1	Assam	313.62

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		2	Dadra and Nagar Haveli*	351.30
287	Petrol Pump/Bunks/ Diesel Worker	1	Assam	313.62
288	Petrol Bunks/Petrol, Diesel Oil Pumps	1	Andhra Pradesh	412.99
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Chhatisgarh*	373.08
		5	Dadra and Nagar Haveli*	351.30
		6	Gujarat	351.30
		7	Haryana	393.97
		8	Jharkhand*	334.14
		9	karnataka*	470.89
		10	Kerala	620.54
		11	Madhya Pradesh	358.65
		12	Odisha	333.00
		13	Rajasthan	259.00
		14	Telangana	424.00
		15	Tripura	272.48
		16	Uttar Pradesh	366.53
		17	Uttarakhand	369.23
289	Petroleum Supply Stations Establishments/ Distribution of Liquid Petroleum Gas Cylinders	1	Punjab	381.06
		2	Puducherry	305.20
290	Pharmaceutical industry and units engaged in the manufacture, sale and distribution and the sale of Electronic products	1	Dadra and Nagar Haveli*	351.30
		2	Goa	399.00
		3	Gujarat	351.30
		4	Odisha	333.00
		5	Puducherry	501.20
		6	Himachal Pradesh	350.00
291	Plantations (Tea, Coffee, Rubber, Cardamom, Cinchona, etc.)	1	Arunachal Pradesh	200.00
		2	Andhra Pradesh	299.14
		3	Bihar*	373.00
		4	Dadra and Nagar Haveli*	351.30
		5	Daman and Diu*	351.30
		6	Himachal Pradesh	350.00
		7	Jammu & Kashmir	311.00
		8	karnataka*	Coffee and Tea 385.77

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		9	Kerala	Tea/cardamom 427.66
				Rubber 507.66
				Coffee 427.66
		10	Nagaland	176.00
		11	Tripura	Rubber 377.25
				Tea 176.00
		12	Uttarakhand	365.88
		13	West Bengal*	Cinchona 284.00
		14	Telangana	308.00
292	Plantation Labour Cinchona, Rubber	1	karnataka*	385.77
293	Plantation of Silk Worm Food Plants for Silk Workms (i.e.Mulberry, Oak, Tasar, Caster etc.)	1	Manipur	225.00
294	Photo and Picture Frame Manufacturing	1	Assam	313.62
295	Plastic Industry	1	Bihar*	373.00
		2	Chandigarh	486.00
		3	Chhatisgarh*	373.08
		4	Dadra and Nagar Haveli*	351.30
		5	Daman and Diu*	351.30
		6	Gujarat	351.30
		7	Haryana	393.97
		8	Jammu & Kashmir	311.00
		9	Jharkhand*	334.14
		10	karnataka*	451.22
		11	Kerala	568.62
		12	Madhya Pradesh	568.62
		13	Maharashtra	402.00
		14	Puducherry	299.60
		15	West Bengal*	322.00
296	Plastic and Plastic Products	1	Odisha	333.00
		2	Uttarakhand	369.23
		3	Uttar Pradesh	366.53
297	Plastic, Rubber, PVC including Cable	1	Delhi	646.00
298	Sales Promotion Employees	1	Assam	521.00
		2	Jharkhand*	334.14
		3	Rajasthan	333.00
		4	Uttar Pradesh	366.53
299	Wolfram Mines	1	C.L.C (Central)	477.00

TABLE 5
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SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
300	Plucking and Collection of Tendu/Kendu Leaves	1	Bihar*	373.00
		2	Odisha	333.00
301	Plywood Industry	1	Assam	313.62
		2	Bihar*	373.00
		3	Jharkhand*	334.14
		4	karnataka*	470.89
		5	Kerala	696.70
		6	Meghalaya	381.00
		7	Uttar Pradesh	366.53
		8	Uttarakhand	369.23
		9	West Bengal*	322.00
302	Polythene foam manufacturing or processing of foam items	1	Tamil Nadu	279.15
		2	Dadra and Nagar Haveli*	351.30
303	Potteries / Ceramics / Fire Bricks	1	Assam	313.62
		2	Bihar*	373.00
		3	Chhatisgarh*	373.08
		4	Dadra and Nagar Haveli*	351.30
		5	Daman and Diu*	351.30
		6	Delhi	646.00
		7	Gujarat	351.30
		8	Haryana	393.97
		9	Jharkhand*	334.14
		10	karnataka*	447.06
		11	Madhya Pradesh	358.65
		12	Maharashtra	381.15
		13	Odisha	333.00
		14	Punjab	381.06
		15	Uttar Pradesh	366.53
		16	Uttarakhand	365.88
		17	West Bengal*	322.00
304	Poultry and Cattle Feed Manufacturing	1	Andhra Pradesh	415.49
		2	Assam	313.62
		3	Chhatisgarh*	373.08
		4	Dadra and Nagar Haveli*	351.30
		5	Telangana	416.00
305	Wool Cleaning and Pressing Factories	1	Rajasthan	259.00
306	Powerloom Industry	1	Andhra Pradesh	311.15
		2	Bihar*	373.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		3	Chhatisgarh*	373.08
		4	Dadra and Nagar Haveli*	351.30
		5	Daman and Diu*	351.30
		6	Gujarat	351.30
		7	Maharashtra	489.23
		8	Odisha	333.00
		9	Rajasthan	259.00
		10	Tamil Nadu	334.00
		11	Telangana	560.00
		12	Uttar Pradesh	366.53
		13	West Bengal*	Less than Ten Persons 322.00 More than Ten Persons 322.00
		14	Madhya Pradesh	358.65
307	Preparation of Soil, Land Development and other Agricultural Operation	1	Manipur	225.00
308	Premises wherein Cows / Buffalos kept for Milking	1	Assam	313.62
309	Procurement, Processing and distribution of Milk	1	karnataka*	492.73
310	Printing Presses/Lithography, Photography and other similar works	1	Andhra Pradesh	413.76
		2	Arunachal Pradesh	200.00
		3	Assam	313.62
		4	Bihar*	373.00
		5	Chandigarh	486.00
		6	Chhatisgarh*	373.08
		7	Dadra and Nagar Haveli*	351.30
		8	Daman and Diu*	351.30
		9	Delhi	646.00
		10	Goa	399.00
		11	Gujarat	351.30
		12	Haryana	393.97
		13	Jharkhand*	334.14
		14	karnataka*	492.73
		15	Kerala	Printing Press 537.85 Photography 514.77
		16	Madhya Pradesh	358.65
		17	Maharashtra	365.15
		18	Meghalaya	381.00
		19	Odisha	333.00
		20	Puducherry	231.90
		21	Punjab	381.06
		22	Rajasthan	259.00
		23	Tamil Nadu	215.38

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		24	Telangana	425.00
		25	Uttar Pradesh	366.53
		26	Uttarakhand	370.42
		27	West Bengal*	322.00
311	Printing and Dyeing Cloth	1	Assam	313.62
		2	Maharashtra	409.46
312	Private co-operative society welfare/ Co-operative Society	1	Arunachal Pradesh	200.00
		2	karnataka*	470.89
		3	West Bengal	322.00
313	Private Temple	1	Kerala	602.46
314	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	1	A & N Islands	517.00
		2	Chandigarh	486.00
		3	Dadra and Nagar Haveli*	351.30
		4	Haryana	393.97
		5	Himachal Pradesh	350.00
		6	Jammu & Kashmir	311.00
		7	Jharkhand*	334.14
		8	Puducherry	170.00
		9	Punjab	381.06
		10	Rajasthan	259.00
		11	Tripura	295.61
		12	Uttar Pradesh	366.53
		13	Uttarakhand	365.88
		14	Manipur	225.00
315	Private Ferries and L.T.C.	1	Bihar*	373.00
		2	Jharkhand*	334.14
316	Private Finance Corporation and Chit Fund	1	karnataka*	494.38
		2	Kerala	641.06
317	Private Motor Transport	1	Andhra Pradesh	397.68
		2	Assam	313.62
		3	Jammu & Kashmir	311.00
		4	Odisha	333.00
		6	Telangana	409.00
318	Processing and Canning of food stuff including fish and beverages	1	Goa	399.00
		2	Madhya Pradesh	358.65

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
319	Private Hospital,Nursing Homes, Dispensaries, Medical Clinics Radiology, Pathology Laboratories Surgical Clinic	1	Assam	313.62
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Goa	399.00
		5	Nagaland	176.00
		6	Odisha	333.00
		7	Punjab	381.06
		8	Rajasthan	259.00
		9	Uttar Pradesh	366.53
		10	Uttarakhand	369.23
		11	Sikkim	500.00
		12	Manipur	225.00
		13	West Bengal*	322.00
		14	Madhya Pradesh	358.65
320	Private Security Agency Services	1	Assam	437.74
		2	Bihar*	373.00
		3	Gujarat	351.30
		4	Jharkhand*	334.14
		5	Kerala	550.15
		6	Odisha	333.00
		7	Telangana	432.00
		8	Tripura	391.46
		9	Uttar Pradesh	366.53
321	Public Motor Transport	1	Andhra Pradesh	326.27
		2	Arunachal Pradesh	200.00
		3	Assam	313.62
		4	Bihar*	373.00
		5	Chandigarh	486.00
		6	Chhatisgarh*	373.08
		7	Dadra and Nagar Haveli*	351.30
		8	Daman and Diu*	351.30
		9	Delhi	646.00
		10	Goa	399.00
		11	Gujarat	351.30
		12	Haryana	393.97
		13	Himachal Pradesh	350.00
		14	Jammu & Kashmir	311.00
		15	Jharkhand*	334.14
		16	karnataka*	471.22
		17	Madhya Pradesh	358.65
		18	Maharashtra	417.15
		19	Manipur	225.00
		20	Mizoram	Wages yet to be fixed
		21	Meghalaya	381.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		22	Odisha	333.00
		23	Puducherry	375.40
		24	Punjab	381.06
		25	Rajasthan	259.00
		26	Telangana	336.00
		27	Tripura	62.29
		28	Uttar Pradesh	366.53
		29	Uttarakhand	370.42
		30	West Bengal*	347.00
322	Public Works Department (Irrigation)	1	Haryana	393.97
		2	Punjab	381.06
323	Public Works Department (Public Health)/ Health Engineering	1	Odisha	333.00
		2	Punjab	381.06
		3	Rajasthan	259.00
324	Pulp and Paper, Paper Board and Card Board Manufactory	1	Gujarat	351.30
		2	karnataka*	470.89
		3	Punjab	381.06
325	Quartz Mines	1	C.L.C (Central)	477.00
326	Quartzite Mines	1	C.L.C (Central)	477.00
327	Rags Cleaning & Sorting	1	Haryana	393.97
328	Readymade Garments/ Garment Industry	1	Andhra Pradesh	296.87
		2	Assam	313.62
		3	Daman and Diu*	351.30
		4	Delhi	646.00
		5	Goa	399.00
		6	Haryana	393.97
		7	Kerala	513.23
		8	Madhya Pradesh	358.65
		9	Maharashtra	492.54
		10	Odisha	333.00
		11	Punjab	381.06
		12	Rajasthan	259.00
		13	Telangana	306.00
		14	Uttar Pradesh	366.53
		15	Uttarakhand	369.23
		16	West Bengal	322.00
		17	Gujarat	341.30
329	Rexene Cloth	1	Dadra and Nagar Haveli*	351.30

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
330	Radio including assembling of Radio parts	1	Delhi	646.00
		2	Odisha	333.00
331	Temples and Religious Places Social/Dharamshala Institutions	1	Bihar*	373.00
		2	Himachal Pradesh	350.00
		3	Jharkhand*	334.14
332	Red Oxide Mines	1	C.L.C (Central)	477.00
333	Refractory Industry	1	Odisha	333.00
		2	West Bengal*	322.00
334	Rice / Flour / Dal Mill	1	Andhra Pradesh	416.13
		2	Arunachal Pradesh	200.00
		3	Assam	313.62
		4	Bihar*	373.00
		5	Chhatisgarh*	373.08
		6	Chandigarh	486.00
		7	Dadra and Nagar Haveli*	351.30
		8	Daman and Diu*	351.30
		9	Delhi	646.00
		10	Gujarat	351.30
		11	Haryana	393.97
		12	Jammu & Kashmir	311.00
		13	Jharkhand*	334.14
		14	karnataka*	470.89
		15	Kerala	604.00
		16	Madhya Pradesh	358.65
		17	Maharashtra	401.77
		18	Odisha	333.00
		19	Punjab	381.06
		20	Puducherry	288.25
		21	Rajasthan	259.00
		22	Tamil Nadu	261.00
		23	Tripura	408.41
		24	Telangana	428.00
		25	Uttarakhand	i) More than 10 employees 370.42
				ii) Less than 10 employees 365.88
		26	Uttar Pradesh	366.53
		27	West Bengal*	Rice Mill 284.00
				Dal Mill 322.00
				Floor Mill 322.00
		28	Manipur	225.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
335	Rock Phosphate Mines	1	C.L.C (Central)	477.00
336	Rolling of Iron Rods, Plates and Angles, etc.	1	Bihar*	373.00
		2	Jharkhand*	334.40
		3	West Bengal*	322.00
337	Rope Industry	1	Odisha	333.00
		2	West Bengal*	322.00
338	Rosin and Terpentine Products	1	Jammu & Kashmir	311.00
339	Rubber Baloon Manufacturing/ Rubber Crepe Mills	1	Dadra and Nagar Haveli*	351.30
		2	Daman and Diu*	351.30
		3	Kerala	459.00
		4	Maharashtra	401.77
340	Block rubber factories	1	Kerala	599.00
341	Rubber/Rubber Products(including Tyres and Tubes)	1	Assam	313.62
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Daman and Diu*	351.30
		5	Gujarat	351.30
		6	Haryana	393.97
		7	Jharkhand*	334.14
		8	karnataka*	470.89
		9	Kerala	609.00
		10	Maharashtra	461.23
		11	Odisha	333.00
		12	Punjab	381.06
		13	Uttar Pradesh	366.53
		14	Uttarakhand	369.23
		15	West Bengal*	322.00
342	Rural Development Department sponsored Employment Generation Scheme (Mahatma Gandhi Rozgar Yojana)	1	Rajasthan	259.00
342	Sago Industry	1	Tamil Nadu	301.50
344	Safai Karamcharies/ Cleaning	1	Andhra Pradesh	525.11
		2	Arunachal Pradesh	200.00
		3	Bihar*	357.00
		4	Dadra and Nagar Haveli*	351.30
		5	Haryana	393.97

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		6	Himachal Pradesh	350.00
		7	karnataka*	668.30
		8	Meghalaya	381.00
		9	Telangana	539.00
		10	Tripura	303.82
		11	Madhya Pradesh	358.65
345	Sale of Medicines/Medical Representatives	1	karnataka*	451.22
		2	Kerala	713.23
		3	Madhya Pradesh	358.65
		4	Bihar*	342.00
346	Sale Promotion Workers	1	Chhatisgarh*	373.08
347	Information & Communication	1	Nagaland	176.00
348	Salt Pan Industry	1	Andhra Pradesh	310.73
		2	Daman and Diu*	351.30
		3	Maharashtra	402.00
		4	Odisha	333.00
		5	Rajasthan	298.58
		6	Telangana	319.00
		7	West Bengal*	284.00
		8	Gujarat	363.00
349	Saw Mills	1	Arunachal Pradesh	200.00
		2	Assam	313.62
		3	Chandigarh	486.00
		4	Chhatisgarh*	373.08
		5	Daman and Diu*	351.30
		6	Goa	399.00
		7	Haryana	393.97
		8	Jammu & Kashmir	311.00
		9	Madhya Pradesh	358.65
		10	Maharashtra	415.23
		11	Meghalaya	381.00
		12	Odisha	333.00
		13	Punjab	381.06
		14	West Bengal*	322.00
350	Sales, Distribution and Handling of Petroleum Products	1	Meghalaya	381.00
351	Scientific Industry	1	Haryana	393.97
		2	Punjab	381.06
352	Seasonal Spray Squads of NMEP	1	Assam	313.62

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
353	Sea Food Processing Industry	1	Daman and Diu*	351.30
		2	Tamil Nadu	236.53
354	Seed Processing Units	1	Andhra Pradesh	405.06
		2	Telangana	130.00
355	Security Agencies (Private)/Watch and Ward	1	Andhra Pradesh	419.69
		2	Arunachal Pradesh	200.00
		3	Chhatisgarh*	373.08
		4	Dadra and Nagar Haveli*	351.30
		5	Himachal Pradesh	350.00
		6	karnataka*	529.40
		7	Madhya Pradesh	358.65
		8	Meghalaya	381.00
		9	Puducherry	253.60
		10	Punjab	381.06
		11	West Bengal*	322.00
356	Sericulture	1	Andhra Pradesh	173.27
		2	Assam	313.62
		3	karnataka*	Part I - 470.89
				Part II - 470.09
		4	Meghalaya	381.00
		5	Nagaland	176.00
		6	Tamil Nadu	305.00
		7	Telangana	173.00
		8	West Bengal*	284.00
357	Screen Printing	1	Kerala	452.40
358	Solevent Plants and Refinery	1	Chhatisgarh*	373.08
359	Shoe/Footwear Industry and Dealers	1	Punjab	381.06
		2	West Bengal*	322.00
360	Shops & Commercial Establishments covered by the Schedule of Shop & Commercial Establishment.	1	Andhra Pradesh	397.68
		2	A & N Islands	517.00
		3	Arunachal Pradesh	200.00
		4	Assam	313.62
		5	Bihar*	373.00
		6	Chandigarh	486.00
		7	Chhatisgarh*	373.08
		8	Daman and Diu*	351.30
		9	Delhi	646.00
		10	Goa	399.00
		11	Gujarat	351.30

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		12	Haryana	393.97
		13	Himachal Pradesh	350.00
		14	Jammu & Kashmir	311.00
		15	karnataka*	470.89
		16	Manipur	225.00
		17	Meghalaya	381.00
		18	Mizoram	Wages yet to be fixed
		19	Nagaland	176.00
		20	Odisha	333.00
		21	Puducherry	263.00
		22	Punjab	381.06
		23	Rajasthan	259.00
		24	Sikkim	500.00
		25	Telangana	409.00
		26	Tripura	278.26
		27	Uttar Pradesh	366.53
		28	Uttarakhand	365.88
		29	Madhya Pradesh	358.65
361	Shops Selling Cooked Food Stuff	1	Bihar*	373.00
		2	Jharkhand*	334.14
362	Siali leave Pluckers	1	Odisha	333.00
363	Silica Mines	1	C.L.C (Central)	477.00
364	Silicate and Chemical Works	1	Jammu & Kashmir	311.00
365	Silk Printing	1	West Bengal*	322.00
366	Silk Twisting Industry/ Silk mill	1	Bihar*	373.00
		2	Tamil Nadu	305.00
		3	West Bengal*	322.00
367	Silk Sari or Jari Works (Handloom)	1	Uttar Pradesh	366.53
368	Silk Spinning and or weaving (Handloom)	1	West Bengal*	284.00
369	Silver Industry	1	Daman and Diu*	351.30
370	Sindur and Rang Manufacturing	1	Bihar*	373.00
		2	Jharkhand*	334.14
371	Slate Mines	1	C.L.C (Central)	477.00
372	Slate Pencil Manufactory	1	Andhra Pradesh	378.69
		2	Madhya Pradesh	358.65
		3	Telangana	389.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
373	Small Scale Establishments Selling Cooked Food Staff	1	Assam	313.62
374	Small Scale Industry	1	Assam	313.62
		2	Rajasthan	259.00
375	Soap / Detergent Making/Cosmetics	1	Assam	313.62
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Dadra and Nagar Haveli*	351.30
		5	Daman and Diu*	351.30
		6	Gujarat	351.30
		7	Haryana	393.97
		8	Jammu & Kashmir	311.00
		9	Jharkhand*	334.14
		10	Kerala	673.23
		11	Madhya Pradesh	358.65
		12	Maharashtra	457.38
		13	Odisha	333.00
		14	Puducherry	304.20
		15	Punjab	381.06
		16	Tamil Nadu	394.50
		17	Uttar Pradesh	366.53
		18	Uttarakhand	365.88
376	Soap Stone Factories	1	Rajasthan	259.00
377	Soil Conservation (workers engaged in Plantation, reclamation etc.)	1	Meghalaya	381.00
378	Spinning, Knitting, Printing, Dyeing, Finishing, Bleaching of Silk Pina, Fibre/Silk Industry	1	karnataka*	421.10
		2	Manipur	225.00
		3	Odisha	333.00
		4	Telangana	290.00
		5	West Bengal*	245.00
		6	Andhra Pradesh	282.46
379	Employment not covered under scheduled employment	1	Uttar Pradesh	366.53
		2	karnataka*	492.73
		3	Punjab	381.06
380	Sports Goods Industry	1	Punjab	381.06
		2	Jammu & Kashmir	311.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
381	Spun Pipes, Concrete Pipes, Sanitary Fittings, PCC, RCS Poles & RCC Pipe Manufacturing Industry	1	karnataka*	451.22
382	Star Hotel	1	Kerala	412.73
				646.31
383	Starch Industry	1	Punjab	381.06
384	Stable	1	Maharashtra	421.15
385	STD, ISD, PCO and Allied Services	1	Rajasthan	259.00
386	Steatite Mines	1	C.L.C (Central)	477.00
387	Steel Almirah, Tables, Chairs and Steel Furniture	1	Daman and Diu*	351.30
		2	karnataka*	446.90
		3	Maharashtra	461.23
		4	Punjab	381.06
388	Steel Mill Fabrication and Concrete Products/ steel plants	1	Andhra Pradesh	378.84
		2	Meghalaya	381.00
		3	Telangana	374.00
		4	Chhatisgarh*	373.08
389	Stone Breaking & Stone Crushing/ Stone Grinding	1	C.L.C (Central)	386.00
		2	Andhra Pradesh	379.47
		3	Arunachal Pradesh	200.00
		4	Bihar*	373.00
		5	Chhatisgarh*	373.08
		6	Dadra and Nagar Haveli*	351.30
		7	Daman and Diu*	351.30
		8	Delhi	646.00
		9	Gujarat	351.30
		10	Himachal Pradesh	350.00
		11	Jammu & Kashmir	311.00
		12	karnataka*	470.89
		13	Kerala	839.00
		14	Madhya Pradesh	358.65
		15	Maharashtra	435.31
		16	Meghalaya	381.00
		17	Odisha	333.00
		18	Punjab	381.06
		19	Rajasthan	298.58
		20	Telangana	Piece Rated
		21	Tripura	Piece Rated
		22	Uttar Pradesh	366.53

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		23	Uttarakhand	365.88
		24	West Bengal*	322.00
		25	Manipur	225
390	Stone Mines	1	C.L.C (Central)	477.00
391	Streamergahats	1	Assam	313.62
392	Superior Kerosene/Petrol/Diesel Oil delivery Depot	1	Arunachal Pradesh	200.00
393	Sugar Industry	1	Assam	313.62
		2	Gujarat	351.30
		3	Punjab	381.06
		4	Dadra and Nagar Haveli*	351.30
394	Sugar Pan Industry (without mechanical Power)	1	Rajasthan	259.00
395	Surgical and Clinical Instruments making industry	1	Punjab	381.06
396	Sweeping & Sanitation Works/Safai Karamcharis	1	C.L.C (Central)	477.00
		2	Daman and Diu*	351.30
		3	Jammu & Kashmir	311.00
		4	Jharkhand*	334.14
		5	Kerala	534.00
		6	Maharashtra	550.46
		7	Puducherry	270.00
		8	Punjab	381.06
		9	Rajasthan	259.00
		10	Uttar Pradesh	366.53
		11	West Bengal*	322.00
		12	Manipur	225.00
		13	Gujarat	226.35
397	Sweet Shops/Industry	1	Uttarakhand	369.23
		2	Uttar Pradesh	366.53
398	Sweet Meats			
399	Tailoring, Stitching and Embroidery	1	Assam	313.62
		2	Bihar*	373.00
		3	Chandigarh	486.00
		4	Haryana	393.97
		5	Jammu & Kashmir	311.00
		6	Jharkhand*	334.14
		7	karnataka*	409.25

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		8	Meghalaya	381.00
		9	Odisha	333.00
		10	Puducherry	335.81
		11	Punjab	381.06
		12	Rajasthan	259.00
		13	Uttar Pradesh	366.53
		14	Uttarakhand	365.88
		15	West Bengal*	322.00
400	Tanneries & Leather Manufacturing	1	Andhra Pradesh	422.15
		2	Assam	313.62
		3	Bihar*	373.00
		4	Chandigarh	486.00
		5	Dadra and Nagar Haveli*	351.30
		6	Daman and Diu*	351.30
		7	Gujarat	351.30
		8	Haryana	393.97
		9	Jammu & Kashmir	311.00
		10	Jharkhand*	334.14
		11	karnataka*	368.48
		12	Kerala	611.70
		13	Maharashtra	445.77
		14	Punjab	381.06
		15	Tamil Nadu	198.50
		16	Telangana	434.00
		17	Uttar Pradesh	366.53
		18	West Bengal*	322.00
401	Extraction & Management of Under ground water	1	Nagaland	176.00
402	Tent dealers, Crockery and household Goods Establishments	1	Chandigarh	486.00
		2	Punjab	381.06
403	Textile (Silk) Industry	1	karnataka*	488.41
404	Textile Industry/Home Textile	1	Chandigarh	486.00
		2	Haryana	393.97
		3	Punjab	381.06
		4	Rajasthan	259.00
404	Textile Printing/Yarn Dyeing/folding Textile	1	Andhra Pradesh	394.81
		2	Dadra and Nagar Haveli*	351.30
		3	Delhi	646.00
		4	Telangana	406.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		5	Uttar Pradesh	366.53
		6	Uttarakhand	365.88
405	Textile Processing	1	Gujarat	351.30
406	Tiles Manufacturing, Cermic and Potteries	1	Andhra Pradesh	378.77
		2	Assam	313.62
		3	Bihar*	373.00
		4	Chhatisgarh*	373.08
		5	Gujarat	351.30
		6	Jammu & Kashmir	311.00
		7	karnataka*	470.89
		8	Kerala	706.70
		9	Odisha	333.00
		10	Rajasthan	259.00
		11	Telangana	389.00
		12	Jharkhand*	334.14
407	Timber Trading Industry (including/excluding felling and sawing)	1	karnataka*	531.58
		2	Kerala	696.70
		3	Odisha	333.00
408	Timber /cutting	1	Kerala	756.70
409	Tobacco Godowns	1	West Bengal*	284.00
410	Tobacco Manufacturing/Eatable Tobacco	1	Andhra Pradesh	411.3
		2	Daman and Diu*	351.30
		3	Maharashtra	341.08
		4	Telangana	351.00
		5	Uttar Pradesh	366.53
		6	Uttarakhand	388.96
		7	Gujarat	351.30
411	Tobacco/Beedi Making/Cigar Industry	1	Andhra Pradesh	341.69
		2	Arunachal Pradesh	200.00
		3	Bihar*	373.00
		4	Dadra and Nagar Haveli*	351.30
		5	Daman and Diu*	351.30
		6	Gujarat	363.30
		7	Jammu & Kashmir	311.00
		8	karnataka*	Tobacco 470.89
				Bidi 260.23
		9	Kerala	449.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		10	Madhya Pradesh	312.31
		11	Odisha	333.00
		12	Rajasthan	Tobacco 298.58
				Beedi 319.45
		13	Tamil Nadu	265.73
		14	Tripura	197.34
		15	Telangana	358.00
		16	Uttar Pradesh	272.08
		17	West Bengal*	180.32
		18	Chhatisgarh*	Piece Rated
		19	Maharashtra	Piece Rate
412	Toddy Tapping including Selling	1	Andhra Pradesh	335.98
		2	karnataka*	470.89
		3	Kerala	569.68
		4	Telangana	345.00
413	Tours and Travels Agencies	1	Rajasthan	259.00
414	Transportation, Marketing and Distribution of Petroleum Products	1	Assam	313.62
415	Transport Corporation	1	Delhi	646.00
416	Tree Climbing	1	Kerala	486.75
417	Trunks/Buckets/Suitcases Manufacturing/ Tin Plate Shaping and	1	Assam	313.62
		2	Odisha	333.00
		3	Uttarakhand	369.23
		4	Uttar Pradesh	366.53
418	Tubewell Sinking/Drilling Operations	1	Assam	313.62
		2	Gujarat	351.30
		3	Haryana	393.97
		4	Madhya Pradesh	358.65
		5	Punjab	381.06
419	Tamarind Collection	1	Odisha	333.00
420	Tyre/Tyre Retreading & Repairing Industry			
421	Uranium Mines	1	C.L.C (Central)	477.00
422	Utensil Shops	1	Punjab	381.06
423	Metal Steel Utensils Manufacturing	1	Daman and Diu*	351.30
		2	Jammu & Kashmir	311.00
		3	Maharashtra	544.15

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
		4	Odisha	333.00
		5	Tamil Nadu	212.00
424	Manufacture and Sale of Umbrellas	1	Kerala	593.23
425	University, Education Research or Cultural Institutions	1	Bihar*	373.00
		2	Jharkhand*	334.14
		3	Nagaland	176.00
426	Vaneer Industry	1	karnataka*	447.06
426	Vegetable and Fruit Shops	1	Chandigarh	486.00
427	Various Departments /Office/Industrial Establishments	1	A & N Islands	517.00
428	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	1	Punjab	381.06
429	Water Supply (Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	1	Manipur	225.00
		2	Nagaland	176.00
430	Watch and ward	1	C.L.C (Central)	671.00
		2	Goa	399.00
431	Watch and Ward (with arms)	1	C.L.C (Central)	788.00
432	Watch Straps	1	Daman and Diu*	351.30
		2	Maharashtra	424.85
433	Watch Manufacturing	1	Dadra and Nagar Haveli*	351.30
434	Water Boat Transport	1	Kerala	786.70
435	Wood Carving	1	Jammu & Kashmir	311.00
		2	Uttarakhand	Under Municipal Corporation- 390.85
				Other municipal committee and Cantt.- 389.42
				Rest of Uttarakhand- 388.00
		3	Uttar Pradesh	366.53

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
436	Wood / Bamboo, Cane Furniture, fixtures and Wood Works	1	Andhra Pradesh	394.70
		2	Dadra and Nagar Haveli*	351.30
		3	Daman and Diu*	351.30
		4	Kerala	570.80
		5	Maharashtra	461.23
		6	Manipur	225.00
		7	Rajasthan	259.00
437	Wood Works, Carpentry and Masonry	1	Bihar*	373.00
		2	Delhi	646.00
		3	Jharkhand*	334.14
		4	karnataka*	470.89
		5	Odisha	333.00
		6	Telangana	405.00
		7	West Bengal*	322.00
438	Woollen Blanket Manufactory	1	Madhya Pradesh	358.65
		2	Uttarakhand	365.88
		3	Uttar Pradesh	366.53
439	Woollen Carpet/Shawl Making/Weaving Industry	1	Arunachal Pradesh	200.00
		2	Bihar*	373.00
		3	Dadra and Nagar Haveli*	351.30
		4	Daman and Diu*	351.30
		5	Gujarat	351.30
		6	Haryana	393.00
		7	Jammu & Kashmir	93.00
		8	Jharkhand*	334.14
		9	Rajasthan	298.58
		10	Telangana	320.00
		11	Uttarakhand	396.08
		12	Uttar Pradesh	342.33
440	Employment in Corporate Offices	1	Uttar Pradesh	366.53
441	Employment in Call Centres/ IT industries/ telecalling services etc	1	Uttar Pradesh	366.53
442	Employment in lock industry	1	Uttar Pradesh	366.53
443	Wooden Photo Frame	1	Daman and Diu*	351.30
		2	Maharashtra	461.23
444	Employment in Bottling and packaging Industry	1	West bengal*	322.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2022

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2022
1	2	3	4	5
445	Employment in Pathology and Diagnostic Industry	1	West bengal*	322.00
446	Employment in Archeology work	1	Madhya Pradesh	358.65
447	Employment in Unorganised Sector except self-employment workers	1	Punjab	381.03
448	Employment in any Industry as defined under section 2 (j) of the Industrial Dispute Act, 1948	1	Punjab	381.03
449	Employment in Ship Breaking Activities	1	Gujarat	404.00
450	Employment in Sugarcane Cutting and Loading	1	Gujarat	Piece Rated
451	Transport and Storage	1	Nagaland	176.00

Source: Annual Returns Received from State/U.T's Labour Commissioner under the Minimum Wages Act, 1948 for the year 2022

Note:- *Due to non receipt of Annual Return, Information downloaded from State/U.T. Labour Dept.'s Website

TABLE -6

NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948 AND THE AVERAGE DAILY NUMBER OF PERSONS EMPLOYED DURING THE YEAR 2022

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	AVERAGE DAILY NUMBER OF PERSONS EMPLOYED
1	2	3	4	5	6
1	C.L.C. (CENTRAL)	*	*	*	*
2	Andhra Pradesh	406529	370	0.09	773082
3	Arunachal Pradesh	-	-	-	-
4	Assam	87037	4991	5.73	499581
5	Bihar	*	*	*	*
6	Chhattisgarh	*	*	*	*
7	Goa	65703	919	1.40	74624
8	Gujarat	210777	8740	4.15	975503
9	Haryana	271306	1005	0.37	-
10	Himachal Pradesh	109542	1235	1.13	135669
11	Jammu & Kashmir	4384	1549	35.33	51723
12	Jharkhand	*	*	*	*
13	Karnataka	*	*	*	*
14	Kerala	265139	1334	0.50	41174
15	Madhya Pradesh	1209284	-	-	3433385
16	Maharashtra	267938	1002	0.37	806647
17	Meghalaya	23206	-	-	64770
18	Manipur	909	371	40.81	1225
19	Mizoram	-	40	-	330
20	Nagaland	45	45	100.00	333
21	Odisha	165406	1812	1.10	3626589
22	Punjab	20722	1599	7.72	813139
23	Rajasthan	710762	946	0.13	162667
24	Sikkim	-	-	-	10000
25	Tamil Nadu	115169	84448	73.33	1444359
26	Tripura	31110	83	0.27	417816
27	Telangana	175796	8214	4.67	3636
28	Uttarakhand	1703	394	23.14	166246
29	Uttar Pradesh	52336	3400	6.50	404333
30	West Bengal	*	*	*	*
31	A. & N. Islands	1225	200	16.33	4780

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	AVERAGE DAILY NUMBER OF PERSONS EMPLOYED
1	2	3	4	5	6
32	Chandigarh	35375	22	0.06	2067
33	D.& N. Haveli	*	*	*	*
34	Daman & Diu	*	*	*	*
35	Delhi	-	197	-	581
36	Lakshadweep	9	-	-	-
37	Puducherry	34282	123	0.36	100370

Source: Annual Returns/Reports under the Minimum Wages Act, 1948 for the year 2022

Note: * = Return not received.

- = Data Not Reported/NIL reported.

TABLE -7

**NUMBER OF INSPECTIONS MADE, IRREGULARITIES DETECTED,
PROSECUTIONS LAUNCHED AND CLAIMS PREFERRED IN CENTRAL
SPHERE/STATE AND UNION TERRITORIES FOR THE YEAR 2022**

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NUMBER OF INSPECTIONS MADE DURING THE YEAR	NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR	NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR	NUMBER OF CLAIMS PREFERRED DURING THE YEAR
1	2	3	4	5	6
1	C.L.C. (CENTRAL)	*	*	*	*
2	Andhra Pradesh	2454	420	59	420
3	Arunachal Pradesh	-	-	-	-
4	Assam	8547	1493	47	1
5	Bihar	*	*	*	*
6	Chhattisgarh	*	*	*	*
7	Goa	304	1825	3	-
8	Gujarat	-	-	725	-
9	Haryana	518	-	112	99
10	Himachal Pradesh	3608	50	50	82
11	Jammu & Kashmir	-	-	-	3
12	Jharkhand	*	*	*	*
13	Karnataka	*	*	*	*
14	Kerala	971	2721	73	95
15	Madhya Pradesh	5975	-	1883	289
16	Maharashtra	261	1517	181	5
17	Meghalaya	2684	-	-	-
18	Manipur	167	13	-	-
19	Mizoram	4	-	-	-
20	Nagaland	45	-	-	-
21	Odisha	4052	2802	104	14
22	Punjab	973	44	44	48
23	Rajasthan	2589	4	11	4450
24	Sikkim	42	-	-	-
25	Tamil Nadu	28684	395	11	814
26	Tripura	3215	68	-	-
27	Telangana	635	0	0	2
28	Uttarakhand	124	84	7	-
29	Uttar Pradesh	738	738	158	207
30	West Bengal	*	*	*	*
31	A.& N. Islands	1	9	1	-
32	Chandigarh	118	02	-	01
33	D.& N. Haveli	*	*	*	*
34	Daman & Diu	*	*	*	*

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NUMBER OF INSPECTIONS MADE DURING THE YEAR	NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR	NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR	NUMBER OF CLAIMS PREFERRED DURING THE YEAR
1	2	3	4	5	6
35	Delhi	837	163	117	743
36	Lakshadweep	-	-	-	-
37	Puducherry	5380	1135	-	-

Source: Annual Returns/Reports under the Minimum Wages Act, 1948 for the year 2022

Note: * = Return not received.

- = Data Not Reported/NIL 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 2022**

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 2 3 4 5 6	Commissioner of Labour Additional Commissioner of Labour. Joint Commissioner of Labour Deputy Commissioner of Labour Assistant Commissioner of Labour Assistant Labour Officer	1 1 5 13 35 173
3	Arunachal Pradesh	1 2 3 4 5	Deputy Labour Commissioner Asstt. Labour Commissioner -I Asstt. Labour Commissioner-II Labour Officer Labour Inspector	1 1 1 23 1
4	Assam	1 2 3 4 5 6 7 8	Labour Commissioner Addl. Labour Commissioner Deputy Labour Commissioner Asstt. Labour Commissioner (H.Q) Asstt. Labour Commissioner (Field) Labour Officer Labour Welfare Officer (H.Q) Labour Inspector	1 1 3 1 10 27 1 77
5	Bihar*	1 2 3 4 5 6 7 8	Joint Labour Commissioner Deputy Labour Commissioner Assistant Labour Commissioner Labour Superintendent Labour Enforcement Officer C.I.F Deputy C.I.F Factory Inspector	3 7 13 70 545 1 2 18
6	Chhattisgarh*	1 2 3 4 5 6 7 8	Labour Commissioner Addl. Labour Commissioner Deputy Labour Commissioner Assistant Labour Commissioner Labour Officer Asstt. Labour Officer Labour Inspector Labour Sub Inspector	1 2 3 7 27 18 102 47
7	Goa	1 2 3 4	Labour Commissioner Deputy Labour Commissioner Assistant Labour Commissioner Labour Inspector	1 2 5 23

1	2	3	4	5
8	Gujarat	1 2 3 4	Additional Labour Commissioner Deputy Labour Commissioner Assistant Labour Commissioner Government Labour Officer	1 3 22 57
9	Haryana	1 2 3 4 5 6 7	Labour Commissioner Addl. Labour Commissioner Joint Labour Commissioner Deputy Labour Commissioner Assistant Labour Commissioner Labour Inspector Labour Welfare Officer (Women)	1 2 1 9 31 88 2
10	Himachal Pradesh	1 2 3 4 5 6	Labour Commissioner Joint Labour Commissioner Deputy Labour Commissioner Labour Officer Statistical Assistant Labour Inspector	1 1 1 12 1 33
11	Jammu & Kashmir*	1	Labour Officer	25
12	Jharkhand*	1	Deputy Labour Commissioner, Assistant Labour Commissioner, Labour Suprintendent, Labour Enforcement Officer	41
13	Karnataka*	1 2 3 4 5 6 7	Labour Commissioner Additional Labour Commissioner Joint Labour Commissioner Deputy Labour Commissioner Assistant Labour Commissioner Senior Labour Inspector Labour Inspector	1 2 1 5 11 90 164
14	Kerala	1 2 3 4 5 6 7 8 9	Labour Commissioner Additional Labour Commissioner Joint Labour Commissioner Deputy Labour Commissioner (HQ) Chief Inspector of Plantations Inspector (Newspaper Estb.) District Labour Officer Assistant Labour Officers Inspector of Plantations	1 3 4 1 1 126 12 101 11
15	Madhya Pradesh	1 2 3 4	Assistant Labour Commissioner Labour Officer Assistant Labour Officer Labour Inspector	05 12 23 191

1	2	3	4	5
16	Maharashtra	1	Labour Commissioner	1
		2	Additional Labour Commissioner	3
		3	Deputy Labour Commissioner	7
		4	Assistant Labour Commissioner	30
		5	Govt. Labour Officer	39
		6	Labour Inspectors (Minimum Wages)	-
		7	Labour Inspectors (Shop Inspectors)	88
17	Meghalaya	1	Labour Commissioner	1
		2	Joint Labour Commissioner	2
		3	Deputy Labour Commissioner	5
		4	Assistant Labour Commissioner	4
		5	Labour Inspectors	47
18	Manipur	1	Labour Inspectors	9
19	Mizoram	1	Labour Commissioner	1
		2	Joint Labour Commissioner	1
		3	DLEO's	4
		4	Labour Officer	1
20	Nagaland	1	Labour Inspector	11
21	Odisha	1	Additional Labour Commissioner	2
		2	Joint Labour Commissioner	5
		3	Divisional Labour Commissioner	11
		4	District Labour Officers	32
		5	Assistant Labour Officers	50
		6	Rural Labour Inspectors	46
22	Punjab	1	Labour Commissioner	1
		2	Additional Labour Commissioner	1
		3	Deputy Labour Commissioner	1
		4	Assistant Labour Commissioner (HQ)	1
		5	Assistant Labour Commissioner	12
		6	Labour-Cum-Conciliation Officers	11
		7	Statistical Officers (Labour)	1
		8	Labour Inspectors Grade-I	41
		9	Labour Inspectors Grade-II	35
		10	Deputy Director of Factories	12
		11	Asst. Director of Factories (HQ)	1
		12	Asst. Director of Factories	11
23	Rajasthan	1	Labour Inspector	183
24	Sikkim	1	Special Labour Commissioner	1
		2	Additional Labour Commissioner	1
		3	Joint Labour Commissioner	1
		4	Deputy Labour Commissioner	1
		5	Assistant Labour Commissioner	5
		6	Labour Inspectors	12
25	Tamilnadu	1	Chief Inspector of Plantations	1
		2	Joint Labour Commissioner(MW)	1
		3	Additional Labour Commissioner	1
		4	Joint Labour Commissioner (Insp.)	10
		5	Assistant Labour Commissioner(Enf.)	30

		6	Assistant Labour Commissioner(Plan.)	8
		7	Assistant Labour Commissioner(Women)	3
		8	Deputy Inspectors of Labour	70
		9	Asstt. Inspectors of Labour	218

26	Tripura	1	Labour Inspector	33
27	Telangana	1	Commissioner of Labour	1
		2	Joint Labour Commissioner	4
		3	Deputy Labour Commissioner	12
		4	Assistant Labour Commissioner	24
28	Uttarakhand	1	Labour Enforcement Officer	21
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	33
36	Lakshadweep*	1	Labour Inspectors	4
37	Puducherry	1	Labour Officer / Assistant Inspectors of Labour	11

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2022.

* : Data repeated from Annual Report 2021.

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:-

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

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

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

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

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

IV – PAYMENT OF WAGES AND DEDUCTIONS THEREFROM

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

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

The number of cases and deductions made on account of								Disbursements from Fines Fund		Balance of Fines Fund at the end of the year
Fines		Damage or loss		Breach of contract		Total		Purpose (Rs.)	Amount (Rs.)	
A	B	A	B	A	B	A	B			
12	13	14	15	16	17	18	19	20	21	22

A - Number of cases

B – Amount of Deductions made (Rs.)

V. ENFORCEMENT

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

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

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

VI. CLAIMS

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

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

VII. RULES, NOTIFICATIONS ETC.

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

VIII. GENERAL

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

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

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

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

33	Report on the Working of the Minimum Wages Act, 1948 for the year 2013
34	Report on the Working of the Minimum Wages Act, 1948 for the year 2014
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
39	Report on the Working of the Minimum Wages Act, 1948 for the year 2019
40	Report on the Working of the Minimum Wages Act, 1948 for the year 2020
41	Report on the Working of the Minimum Wages Act, 1948 for the year 2021

ANNEXURE – V

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

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DEPUTY DIRECTOR GENERAL**

**DR. NAVDEEP SINGH
JOINT DIRECTOR**

**ARSHEE KHOSLA
DEPUTY DIRECTOR**

**ONKAR NATH MISHRA
ASSITANT DIRECTOR**

**ARUN
SENIOR STATISTICAL OFFICER**

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