Report
On The Working Of
The Minimum Wages Act, 1948
For The Year 2008

Government of India
Ministry of Labour and Employment
Labour Bureau
Chandigarh/Shimla

PREFACE

In an emerging economy like India, where about 90 per cent of the workers work in the informal sector, workers are devoid of collective bargaining power. This makes it difficult to leave the wages to be determined entirely by the interplay of market forces and intervention on the part of the government becomes essential. It is with the objective of protecting the vulnerable and less privileged strata of the society from exploitation in the work place that the Government of India enacted the Minimum Wages Act, 1948. The Act provides for fixation/ revision of minimum rates of wages in sweating employments through the authority of the state. The minimum rates of wages also help in reducing the inequalities in the standard of living of different social groups of workers by statutorily prescribing minimum wage rates.

The Labour Bureau brings out an annual report on the working of the Minimum Wages Act, 1948. The present report pertains to the year 2008. It presents information on employments added, employments in which the Minimum Wages were fixed for the first time, the Minimum Wages in different scheduled employments prevalent during the year, the range of Minimum Wages, comparative Minimum Wage Rates prevailing in scheduled employments and number of Inspections etc. Information contained in this volume is based on the annual reports received from the Chief Labour Commissioner (Central) as well as the authorities of the State Governments and Union Territories. The Labour Bureau, therefore, expresses its gratitude to all of them for their co-operation.

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

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

B.N.NANDA
DIRECTOR GENERAL

CHANDIGARH/SHIMLA
Dated the 21st August, 2010

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EXECUTIVE SUMMARY

- The present report on the working of the Minimum Wages Act, 1948 pertains to the year 2008.
- The report is based on the returns received from fourteen States, four Union Territories and CLC (Central) for the year 2008. The rest of the States/Union Territories either submitted defective returns or did not submit returns at all.
- Andhra Pradesh, Kerala, Mizoram and Rajasthan were four States which added new employments to the schedule appended to the Act.
- Amongst the States, maximum number of scheduled employments (83) were reported from Orissa and the minimum number (4) were reported from Mizoram.
- In case of Union Territories, maximum number of scheduled employments were reported from Chandigarh (48) and the minimum were reported from Andaman & Nicobar Islands (6).
- There exists no uniformity in the wage structure across the various States/Union Territories as some states pay consolidated wages (Basic + Dearness Allowance) and the others report D.A. as a separate component.
- The Range of wages varies from 0 to Rs. 287.68. It is zero in case of all the States/U.T.s which are paying equal wages to all the unskilled workers in all the scheduled employments whereas it is maximum in case of the State of Kerala i.e. Rs. 287.68.
- Highest minimum wages are being paid in the scheduled employment “Collection of River Sand and its loading and unloading” by the State of Kerala which stood

at Rs. 359.68 and the lowest Rs. 43.88 are being paid in scheduled employment "Handloom and Powerloom (Cotton) Industry" in the State of Karnataka.

- Total of 281 different types of scheduled employments were reported where the minimum wage rates have been fixed by the States/Union Territories/CLC.
- The response rate in case of the establishments covered under the Act is as low as 0.10 per cent for Uttarakhand and as high as 94.25 per cent for Manipur.
- The highest number of inspections (79,014) were reported from the state of Maharashtra and the lowest number were reported from Lakshadweep (1).
- The highest number of irregularities were detected in the State of Maharashtra (71,651) and the lowest (7) were observed in Arunachal Pradesh.
- The highest number of prosecutions were launched by the State of Gujarat (4313) and the lowest number of prosecutions launched were reported by Rajasthan (99) in the State sphere.
- The highest number of claims were preferred by the State of Andhra Pradesh (17,279) and the lowest were preferred by Arunachal Pradesh (2).

REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948 FOR THE YEAR 2008

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 to generate for society. Society 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 frugal 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 The Fair Wages Committee in this connection 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 The 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 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 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 Parts 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 under the various International Labour Organisation Conferences from time to time is traced in the following paragraphs.

1.6.2 CONVENTION NO.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 NO. 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 NO.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, 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)

1.7.2 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.

1.7.3 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.

1.7.4 REVISION

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

1.7.5 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.

1.7.6 VARIABLE DEARNESS ALLOWANCE (VDA)

It was recommended in the Labour Ministers' Conference held in 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.

1.7.7 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.

1.7.8 NATIONAL WAGE POLICY

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

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

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

1.7.9 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, Orissa, 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, 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 1.11.2009. 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 employments[1], the minimum wage is less than National Floor Level Minimum Wage.

II. MAIN PROVISIONS OF THE MINIMUM WAGES ACT, 1948

Following are the main provisions of the Act:-

2.1 FIXING OF MINIMUM RATES OF WAGES

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

2.1.2 The Act provides for the fixation of

(a)A minimum time rate

(b)A minimum piece rate

(c) A guaranteed time rate

(d)An overtime rate appropriate to different occupations and different classes of workers.

2.1.3 The minimum wage fixed or revised by the appropriate Government[2] 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

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

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

as nearly as practicable with the variation in the cost of living index number[3] applicable to such workers.

(b) A basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of suppliers of essential commodities at concession rates, where so authorised: or

(c) An all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any.

(d) The cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concession rate shall be computed by the competent authority[4] at such intervals and in accordance with such directions as may be specified or given by the appropriate government. The Act lays down that wages should be paid in cash, although it empowers the appropriate Governments for the payment of minimum wages wholly or partly in kind.

2.2 PAYMENT OF MINIMUM RATE OF WAGES

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

2.3 FIXING HOURS FOR NORMAL WORKING DAY

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

(a) fix the number of hours of work which shall constitute a normal working day, inclusive of one or more specified intervals;

(b) provide for a day of rest in every period of seven days which shall be allowed to all employees or to any specified class of employees and for the payment of remuneration in respect of such days of rest;

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

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

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

2.4 WAGES FOR TWO OR MORE CLASSES OF WORK

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

2.5 MAINTENANCE OF REGISTERS AND RECORDS

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

2.6 INSPECTIONS

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

2.7 CLAIMS

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

2.8 AUTHORISED DEDUCTIONS

The deductions can be made on account of:

(a) Fines

(b) Damage or Loss

(c) Breach of Contract

III. STATISTICS COLLECTED UNDER THE MINIMUM WAGES ACT, 1948

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

3.2 ADDITION OF NEW EMPLOYMENTS

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

3.2.2 During the year 2008, four States namely Andhra Pradesh, , Kerala, Mizoram and Rajasthan have added new employments to the Schedule appended to the Act (Table 1).

3.3 FIXATION OF MINIMUM WAGES FOR THE FIRST TIME

Table 2 shows that during the year 2008, the minimum wages were fixed for the first time by the States of Andhra Pradesh and Rajasthan in scheduled employment "Domestic Workers". Maharashtra fixed the minimum wages for the first time in scheduled employment "Dyes and Chemical".

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 19 States/Union Territories and CLC (Central) on Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2008.

The number of scheduled employments varies from State to State and so do the minimum wages. Amongst the States, the largest number of scheduled employments were reported from Orissa which stood at 83 and the lowest number i.e. 4 were reported from Mizoram. In case of Union Territories, the maximum number of scheduled employments i.e. 48 were reported from Chandigarh and the minimum i.e. 6 from Andaman and Nicobar Islands. An analysis of the table also shows that there is no uniformity in the wage structure as some States pay consolidated wages (Basic + Dearness Allowance) and some are reporting D.A. as a separate component. Only 6 States, 1 U.T. and the CLC (Central) have linked wages to periodic revision of DA. Further, 10 States/Union Territories were paying by and large equal wages to all the unskilled workers in all the scheduled employments.

3.5 SCHEDULED EMPLOYMENTS AND RANGE OF MINIMUM WAGE RATES

3.5.1 The total number of employments in respect of which the minimum wage rates have been fixed / revised and the range of minimum wage rates in different States / Union Territories as on 31.12.2008 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 Orissa (83) followed by Karnataka (76) and Andhra Pradesh (69).

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 large, which is reflected by the fact that it is zero in case of the States/Union Territories which are paying equal wages to all the unskilled workers in all the scheduled employments whereas it is the maximum in case of the State of Kerala i.e. Rs. 287.68.

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

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

(a) to study the inter-State variations in the minimum wage rates in a particular scheduled employment and

(b) to present the number and names of the States / U.Ts. fixing minimum wages for a particular employment at one place.

3.6.2 It is clear from the Table that as on 31.12.2008 there were in all 281 different types of scheduled employments all over India for which minimum wage rates have been fixed / revised by the Central Government / States / Union Territories submitting returns . However differences in the range of minimum wages were found in the same scheduled employment in States or U.Ts. For instance, in Agriculture, the minimum wage rates of Rs.55.00 per day were reported from the State of Arunachal Pradesh and Rs. 146.00 per day were prevalent in Haryana. Similarly in Bakery/Confectionery, minimum wage rates of Rs.70.00 were observed in the States of Meghalaya and Orissa and Rs.143.90 per day were found in Chandigarh. Further in Construction/Maintenance of Building and Roads, minimum wage rates of Rs.70.00 per day were found in Meghalaya and Orissa and and Rs.194.27 per day were found in Maharashtra. In case of Dal/Flour/Rice Mills, minimum wage rates of Rs. 55.00 per day were reported from the State of Arunachal Pradesh and Rs. 164.68 per day was prevalent in Kerala. In the case of Stone Breaking and Stone Crushing, minimum wage rates of Rs. 55.00 per day were reported from the State of Arunachal Pradesh and Rs. 188.14 per day were found in Kerala. In Forestry/Timber Operations and Social Forestry, minimum wage rates of Rs. 55.00 per day were reported from the State of Arunachal Pradesh and Rs. 213.68 per day were prevalent in the State of Kerala. The same pattern is observable in the other scheduled employments as well. Highest minimum wages are being paid in the scheduled employment "Collection of River Sand and its loading and unloading" by the State of Kerala which stood at Rs. 359.68 and the lowest Rs. 43.88 are being paid in the scheduled employment "Handloom and Powerloom (Cotton) Industry." in the State of Karnataka. Almost in all the scheduled employments the highest wages are being paid in the state of Kerala and lowest in the State of Arunachal Pradesh.

3.7 SUBMISSION OF RETURNS

Details regarding the number of establishments covered under the Minimum Wages Act, 1948 and those submitting returns as well as average daily employment have been presented in Table 6. In the State sphere, the response rate was as low as 0.10 per cent in the State of Uttarakhand and as high as 94.25 per cent in Manipur.

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 number of inspections (79,014) were conducted in Maharashtra and highest number of irregularities (71651) were detected in Maharashtra. On the other hand, the lowest number of inspections (1) were conducted in Lakshadweep as well as lowest number of irregularities (7) were observed in Arunachal Pradesh. The highest number of prosecutions (4313) were launched in Gujarat whereas the lowest number of prosecutions were launched in Rajasthan (99). In the State sphere highest number of claims preferred were in Andhra Pradesh (17279) and lowest in Arunachal Pradesh (2).

3.9 ENFORCEMENT OF THE ACT

Mere fixation / revision of wages would not be sufficient unless it is ensured that the workers are paid accordingly. Thus provision of adequate staff is a must for successful implementation of the Minimum Wages Act. However, in most of the States and Union Territories, there was no machinery appointed exclusively for the enforcement of the Minimum Wages Act and the inspection staff appointed under other labour Acts was entrusted with the enforcement of the Minimum Wages Act also. The Statement showing the strength of the machinery for enforcement of the Minimum Wages Act, 1948 during the year 2008 has been given in Annexure- II.

3.10 LIMITATIONS OF THE DATA

The following States/U.Ts. have not submitted their returns for the year 2008 despite repeated reminders or have submitted defective returns and are, therefore, excluded.

States/Union Territories which did not submit the returns	**States/Union Territories which submitted defective returns**
1. Chattisgarh 2. Jammu & Kashmir 3. Jharkhand 4. Madhya Pradesh 5. Nagaland 6. Punjab 7. Sikkim 8. Uttar Pradesh 9. West Bengal 10. Dadra & Nagar Haveli 11. Daman & Diu 12. Puducherry	1. Assam 2. Bihar 3. Goa 4. Tamil Nadu 5. Tripura

TABLE- 1

EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2008

S.NO.	STATE / UNION TERRITORY	EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2008
1.	Andhra Pradesh	Domestic Workers
2.	Kerala	Furniture Industry
3.	Mizoram	Plantations
4.	Rajasthan	Domestic Workers

TABLE – 2

EMPLOYMENTS IN WHICH THE MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2008

S.NO.	STATE/ UNION TERRITORY	EMPLOYMENTS IN WHICH MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2008	MINIMUM WAGES FIXED PER DAY (In Rs.)
1	2	3	4
1.	Andhra Pradesh	Domestic Workers	100.00
2.	Rajasthan	Domestic Workers	81.00
3.	Maharashtra	Dyes and Chemical	Zone I -183.26 Zone II -167.87 Zone III-144.79

TABLE 3

MINIMUM WAGES FOR UNSKILLED WORKERS IN SCHEDULED EMPLOYMENTS

AS ON 31.12.2008

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT		MINIMUM WAGES AS ON 31.12.2008 (In Rs.)		
			BASIC	D.A.	TOTAL
	1.CHIEF LABOUR COMMISSIONER (CENTRAL)				
1	Agriculture	Area -C	102.00	19.00	121.00
		Area - A	114.00	21.00	135.00
2	Asbestos Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
3	Barytes Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
4	Bauxite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
5	Construction / Maintenance of	Area -C	66.00	12.00	78.00
	Roads and Building operations	Area - A	81.00	14.00	95.00
6	China Clay Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
7	Copper Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
8	Construction and maintenance of	Area -C	66.00	12.00	78.00
	Runways	Area - A	81.00	14.00	95.00
9	Clay Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
10	Chromite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
11	Dolomite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
12	Employment in laying of Underground	Area -C	66.00	12.00	78.00
	electric, wireless, radio, television,	Area - A	81.00	14.00	95.00
	telephone, telegraph and overseas				
	communication cables and similar				
	other underground cabling, electric				
	lines, water supply lines and				
	sewerage pipe lines				
13	Fire Clay Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
14	Felspar Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
15	Gypsum Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00

16	Graphite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
17	Granite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
18	Gravel Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
19	Hematite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
20	Iron Ore Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
21	Kyanite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
22	Laterite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
23	Loading, Unloading in Railway Goods Sheds, Parcel Offices, Godowns, Ware Houses, Docks and Ports	Area -C	66.00	12.00	78.00
		Area - A	89.00	16.00	105.00
24	Lignite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
25	Maintainance of Buildings	Area -C	66.00	12.00	78.00
		Area-A	81.00	14.00	95.00
26	Mica Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
27	Manganese Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
28	Magnesite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
29	Magnetite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
30	Marble and Calcite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
31	Ochre Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00

32	Quartz Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
33	Quartzite Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
34	Redoxide Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
35	Rock Phosphate Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
36	Stone Breaking and Stone Crushing		82.44	17.39	99.83
37	Stone Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
38	Steatite (including Mines producing Soap Stone and Talc)Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
39	Silica Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
40	Slate Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
41	Sweeping and Cleaning	Area C	120.00	4.00	124.00
		Area A	180.00	6.00	186.00
42	Watch and Ward	Area C	120.00	4.00	124.00
		Area A	180.00	6.00	186.00
43	Uranium Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
44	White Clay Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00
45	Wolfram Mines	Above Ground	66.00	12.00	78.00
		Below Ground	78.00	14.00	92.00

AREA"A"

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

AREA"B"

Agra	(U.A.)	Ghaziabad	(U.A.)	Meerut	(U.A.)
Ajmer	(U.A.)	Gorakhpur	(U.A.)	Moradabad	(U.A.)
Aligarh	(U.A.)	Guwahati		Mysore	(U.A.)
Allahabad	(U.A.)	Guntur		Nasik	(U.A.)
Amaravati	(U.A.)	Gwalior	(U.A.)	Pune	(U.A.)
Aurangabad	(U.A.)	Indore	(U.A.)	Patna	(U.A.)
Bareilly	(U.A.)	Hubli-Dharwad		Raipur	
Bhavnagar/Bhopal		Jabalpur	(U.A.)	Rajkot	
Bikaner		Jaipur	(U.A.)	Ranchi	(U.A.)
Bhubaneshwar		Jalandhar		Sholapur	(U.A.)
Amritsar		Jamshedpur	(U.A.)	Srinagar	(U.A.)
Calicut	(U.A.)	Jodhpur		Surat	(U.A.)
Chandigarh	U.A.)	Kolhapur	(U.A.)	Thiruvananthapuram	(U.A.)
Cochin	(U.A.)	Kalyan		Ulhasnagar	
Coimbatore	(U.A.)	Kota		Vadodara	(U.A.)
Cuttack	(U.A.)	Ludhiana		Varanasi	(U.A.)
Durgapur		Madurai	(U.A.)	Vijaywada	(U.A.)
Faridabad Complex				Vishakhapatnam	(U.A.)
				Warangal	

NOTE:

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

U.A. = Urban Agglomeration

2.ANDHRA PRADESH

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	112.00	-	112.00
2	Aerated water manufacturing units and Soft Drinks	96.00	24.00	120.00
3	Any Manfacturing 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	78.00	18.00	96.00
4	Automobile Engineering workshops including servicing and repairs	70.00	74.00	144.00
5	Baking process including Biscuits Manufactory	122.00	20.00	142.00
6	Betal Vines	88.00	-	88.00
7	Brick Kiln Industry	112.00	24.00	136.00
8	Canteens and Clubs	102.00	21.00	123.00
9	Cashew and Coconut gardens	58.25	-	58.25
10	Cashew Processing Establishments	150.00	21.00	171.00
11	Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory	112.00	24.00	136.00
12	Chemicals and Pharmaceuticals	134.00	22.00	156.00
13	Cinema Industry	67.00	63.00	130.00
14	Coffee Plantations	89.00	19.00	108.00
15	Colour Printing and Yarn Dyeing	129.00	21.00	150.00
16	Construction of Projects Including Dams and Multipurpose Projects	130.00	26.00	156.00
17	Construction or Maintenance of Roads and Building Operations	130.00	20.00	150.00
18	Cotton Carpet Weaving Establishments	55.00	70.00	125.00
19	Cotton Ginning and pressing Factories	81.00	65.00	146.00
20	Dairy Farming	69.00	-	69.00
21	Distilleries and Breweries	150.00	24.00	174.00
22	Domestic Workers	100.00	-	100.00
23	Electronic Industry	133.00	21.00	154.00
24	Fisheries and Sea Foods	125.00	20.00	145.00
25	Forestry and Timbering Operations	69.00	-	69.00
26	Glass Industry	129.00	21.00	150.00
27	Garment and Allied Manufacturing Industry	75.00	16.00	91.00
28	Gold Covering and Gold Coating Industry	130.00	20.00	150.00
29	Handloom (Silk)Weaving Establishments	83.00	22.00	105.00
30	Handloom Weaving Establishments		Piece Rated	
31	Handloom Weaving Establishments- Additional Categories	91.00	22.00	113.00
32	Horticulture	89.00	-	89.00
33	Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries	73.00	69.00	142.00
34	Hostels of all colleges and all other educational Institutions	76.00	73.00	149.00
35	Hotels and Restaurants and Eating Houses	128.00	25.00	153.00
36	Jute and Coir Industry	77.00	65.00	142.00
37	Khandsari Factories	135.00	22.00	157.00
38	Lime stone Kilns	93.00	23.00	116.00
39	Marketing Societies, Consumer Co-op. Societies and Co-op. Banks	124.00	20.00	144.00
40	Match and Fire Works	104.00	22.00	126.00
41	Mesta used Twine Mills	66.00	13.00	79.00
42	Metal Foundaries and General Engineering	126.00	20.00	146.00
43	Mica Works	131.00	21.00	152.00
44	Mini and Tiny Cement Factories	107.00	17.00	124.00
45	Motion Picture Industry including Production, Distribution and Publicity	112.00	24.00	136.00
46	Oil Mills	81.00	65.00	146.00

47	Paper and Paper Board including Straw Board including hand made Paper Manufactory	69.00	67.00	136.00
48	Petrol Bunks	134.00	22.00	156.00
49	Poultry farming including Feeding units	112.00	-	112.00
50	Powerloom Industry	33.00	67.00	100.00
51	Printing Press including Litho and offset Printing	135.00	22.00	157.00
52	Private Motor Transport	130.00	20.00	150.00
53	Professionals such as Chartered,Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates	79.00	65.00	144.00
54	Public Motor Transport	102.00	21.00	123.00
55	Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills	136.00	21.00	157.00
56	Salt Pans	97.00	20.00	117.00
57	Seed Processing Units	49.00	72.00	121.00
58	Sericulture	73.00	-	73.00
59	Shops and Commercial Establishments	130.00	20.00	150.00
60	Slate Factories	123.00	20.00	143.00
61	Steel Mills and Steel re-rolling Mills	123.00	20.00	143.00
62	Stone Breaking and Stone Crushing Operations	123.00	19.00	142.00
63	Tanneries and Leather Manufactory	70.00	73.00	143.00
64	Tiles and Potteries	123.00	19.00	142.00
65	Tobacco (excluding Beedi making)Manufactory	113.00	18.00	131.00
66	Tobacco (including Beedi making)Manufactory	67.00	10.00	77.00
67	Toddy Tapping including Selling and Conveyance industry	106.00	21.00	127.00
68	Wood Working Establishments including Furniture (excluding Timbering Operations)	129.00	20.00	149.00
69	Woollen Carpet Making and Shawl Weaving Establishments	97.00	20.00	117.00

3.ARUNACHAL PRADESH				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	55.00	-	55.00
2	Employment in any bank in respect of which Govt.of Arunachal Pradesh is the appropriate Govt.to fix or revise the minimum wages	55.00	-	55.00
3	Cement Industry	55.00	-	55.00
4	Cinema and Video Hall	55.00	-	55.00
5	Construction or Maintenance of Roads or Building Operation	55.00	-	55.00
6	Employment under any Govt. Authority (Casual Contingency Employee)	55.00	-	55.00
7	Forest Operations	55.00	-	55.00
8	Lac Manufactory	55.00	-	55.00
9	Loading and Un-Loading except under Department of Co-operation	55.00	-	55.00
10	Load carrying i.e.Porter Porting Goods from One Area to Another Area	55.00	-	55.00
11	Local Authority	55.00	-	55.00
12	Mica Works	55.00	-	55.00
13	Motor Mechanical Garage Including Tyre Retreading or Repairing Industry	55.00	-	55.00
14	Oil Mill	55.00	-	55.00
15	Plantation (Cinchona, Rubber, Tea & Coffee)	55.00	-	55.00
16	Printing Press	55.00	-	55.00
17	Printing Process by Lithography,photography or other similar work or book binding	55.00	-	55.00
18	Private co-operative society,welfare or voluntary organisation	55.00	-	55.00
19	Public Motor Transport	55.00	-	55.00
20	Residential Hotel, Restaurants or Eating House	55.00	-	55.00
21	Rice / Flour /Dal Mill	55.00	-	55.00
22	Saw ,Vaneer and Plywood Mills/Industry	55.00	-	55.00
23	Shops or Commercial Establishments	55.00	-	55.00
24	Stone breaking or Stone crushing	55.00	-	55.00
25	Superior Kerosene/petrol/diesel oil delivery depot	55.00	-	55.00
26	Tanneries and Leather Manufactory	55.00	-	55.00
27	Tobacco manufactory (including Bidi making industries)	55.00	-	55.00
28	Woollen Carpet making or Shawl Weaving establishments	55.00	-	55.00

4. GUJARAT					
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (Rs.)			
		ZONE	BASIC	D.A.	TOTAL
1	Agarbatti		55.00	-	55.00
2	Agriculture	Wages Not Reported			
3	Automobile repairing workshops and Garages	Zone- I	57.10	52.20	109.30
		Zone- II	56.10	52.20	108.30
4	Bakeries	Zone- I	57.40	52.20	109.60
		Zone- II	56.90	52.20	109.10
		Zone-III	56.30	52.20	108.50
5	Bobin Industry	Zone-I	57.60	52.20	109.80
		Zone-II	57.20	52.20	109.40
6	Bone Crushing Industry		56.90	52.20	109.10
7	Brick Manufacturing Industry	Zone-I	57.70	52.20	109.90
		Zone-II	57.30	52.20	109.50
8	Cement Prestressed Industry		60.10	52.20	112.30
9	Construction or Maintenance of Roads or in Buildings Operation	Zone-I	59.00	52.20	111.20
		Zone-II	58.70	52.20	110.90
10	Cotton Ginning and Pressing	Zone-I	60.00	52.20	112.20
		Zone-II	59.50	52.20	111.70
11	Dispensary of Medical practitioners	Zone-I	59.10	52.20	111.30
		Zone-II	58.30	52.20	110.50
12	Electronics and Allied or incidental Industries		59.50	52.20	111.70
13	Employment of non-teaching Staff in Private Non-grant -aided educational Institutions	Zone-I	93.40	28.60	122.00
		Zone-II	91.40	28.60	120.00
		Zone-III	89.40	28.60	118.00
14	Film Industry		61.30	52.20	113.50
15	Fisheries Industries		57.70	52.20	109.90
16	Forestry and Timber Operation		56.50	52.20	108.70
17	Hosiery Industry	Zone-I	60.00	52.20	112.20
		Zone-II	57.90	52.20	110.10
18	Hospitals and Nursing Homes	Zone-I	59.60	52.20	111.80
		Zone-II	58.70	52.20	110.90

19	Industrial Engineering Establishments (more than 50 workers)	Zone-I	58.70	52.20	110.90
		Zone-II	58.20	52.20	110.40
		Zone-III	57.60	52.20	109.80
20	Industrial Engineering Establishments(less than 50 workers)	Zone-I	58.70	52.20	110.90
		Zone-II	58.20	52.20	110.40
		Zone-III	57.60	52.20	109.80
21	Jari Industry	Zone I	58.30	52.20	110.50
		Zone II	57.10	52.20	109.30
22	Khandsari Industry		57.40	52.20	109.60
23	Local Authorities (Municipality or Nagar Panchayat)	Zone I	59.60	52.20	111.80
		Zone II	59.00	52.20	111.20
		Zone III	58.30	52.20	110.50
24	(i)Local Authorities (Municipal Corporation)		59.60	52.20	111.80
	(ii)Employment under any Gram Panchayat		57.90	52.20	110.10
25	Manufacturing Process as defined under section 2(k) of the Factories Act 1948	Zone I	56.80	52.20	109.00
		Zone II	54.80	52.20	107.00
26	Oil Mills	Zone I	59.70	52.20	111.90
		Zone II	59.40	52.20	111.60
27	Petrol / Diesel pumps	Zone I	59.70	52.20	111.90
		Zone II	59.20	52.20	111.40
		Zone III	58.80	52.20	111.00
28	Pharmaceutical Industry	Zone I	58.90	52.20	111.10
		Zone II	58.30	52.20	110.50
		Zone III	57.80	52.20	110.00
29	Plastic Industry	Zone I	57.90	52.20	110.10
		Zone II	56.90	52.20	109.10
30	Potteries Industry		58.10	52.20	110.30
31	Powerloom Industry	Zone I	59.00	52.20	111.20
		Zone II	58.60	52.20	110.80
32	Printing by letter press lithography, photograver or book binding	Zone I	58.90	52.20	111.10
		Zone II	58.60	52.20	110.80
		Zone III	58.30	52.20	110.50
33	Private Security Guard Services	Zone I	94.00	20.60	114.60
		Zone II	93.00	20.60	113.60
34	Public Motor Transport		62.60	52.20	114.80

35	Pulp and Paper or Paper Board Manufactory		57.60	52.20	109.80
36	Ready-made Garments and tailoring Establishments.	Zone I	59.00	52.20	111.20
		Zone II	58.10	52.20	110.30
		Zone III	57.20	52.20	109.40
37	Residential Hotels, Restaurants, or Eating House	Zone I	58.70	52.20	110.90
		Zone II	58.20	52.20	110.40
		Zone III	57.90	52.20	110.10
38	Rice, Flour or Dal Mills	Zone I	59.10	52.20	111.30
		Zone II	58.40	52.20	110.60
		Zone III	57.90	52.20	110.10
39	Roof Tiles Manufactory		56.90	52.20	109.10
40	Rubber and Rubber Products Industry		57.40	52.20	109.60
41	Salt Pan Industry		76.80	37.60	114.40
42	Shops and Commercial Establishments	Zone I	39.70	76.40	116.10
		Zone II	39.20	76.40	115.60
		Zone III	38.80	76.40	115.20
43	Soap Making Industry	Zone I	59.20	52.20	111.40
		Zone II	58.10	52.20	110.30
44	Stone Breaking or Stone Crushing	Zone I	57.20	52.20	109.40
		Zone II	56.60	52.20	108.80
		Zone III	55.80	52.20	108.00
45	Sugar Cane Cutting (per tonne)	Wages Not Reported			
46	Sugar Industry		58.70	52.20	110.90
47	Tanneries and Leather Manufactory	Zone I	60.20	52.20	112.40
		Zone II	59.60	52.20	111.80
48	Textile Processing Industry	Zone I	59.90	52.20	112.10
		Zone II	59.50	52.20	111.70
49	Tobacco processing Establishments		Wages Not Reported		
50	Tobacco(including Beedi making) Manufactory	Zone I	56.50	52.20	108.70
		Zone II	56.20	52.20	108.40
51	Tube-well drilling operations		59.50	52.20	111.70
52	Woollen Carpet making or Shawl Weaving Establishments		60.70	52.20	112.90

5.HARYANA				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	140.96	-	140.96
2	Agriculture	146.00	-	146.00
3	Any Manufacturing process wherein Manufacturing Process as defined under Section 2(k) of the Factories Act,1948	140.96	-	140.96
4	Any Shop or Commercial Establishment other than covered under any of the entries in the Schedule	140.96	-	140.96
5	Asbestos Cement Factories and other Cement Products	140.96	-	140.96
6	Automobile repair workshop	140.96	-	140.96
7	Ayurvedic & Unani Pharmaceuticals	140.96	-	140.96
8	Brick Kiln Industry	140.96	-	140.96
9	Chemical and Distillery Industry	140.96	-	140.96
10	Cinema Industry	140.96	-	140.96
11	Contractor's Establishments of Forest Department	140.96	-	140.96
12	Co-operative Credit and Service Societies and Mini Banks	140.96	-	140.96
13	Cotton Ginning & pressing Industry	140.96	-	140.96
14	Construction and Maintenance of Road and Building Operation	140.96	-	140.96
15	Electronics and allied or incidental Industries	140.96	-	140.96
16	Electroplating using salts or chromium, nickle or any other compound and connected buffing and polishing Industry	140.96	-	140.96
17	Ferrous Metal Rolling and Re-rolling Industry	140.96	-	140.96
18	Food Products, Dairy Products, Grain Mills Products and Bakery Products	140.96	-	140.96
19	Forestry or any other development work related thereto	140.96	-	140.96
20	Foundries with or without attached Machine Shops	140.96	-	140.96
21	Glass, Glass Fibre and Glass Processing Industry	140.96	-	140.96
22	Hospital and Nursing Homes	140.96	-	140.96
23	Local Authorities	140.96	-	140.96
24	Manufacture of Khandsari, Gur and Shakkar	140.96	-	140.96
25	Manufacturing of Soap in any form,other washing Products, Synthetic detergents and Cosmetics	140.96	-	140.96
26	Non-Ferrous Metal Rolling	140.96	-	140.96
27	Oil Mills	140.96	-	140.96
28	Operation of Tubewell	140.96	-	140.96
29	Public Works Department (Irrigation)	140.96	-	140.96
30	Public Works Department (Public Health)	140.96	-	140.96
31	Packing Industry	140.96	-	140.96
32	Paper Cardboard and Typewriter Ribbon Industry	140.96	-	140.96
33	Petrol and Diesel Oil Pumps	140.96	-	140.96
34	Plastic Industries	140.96	-	140.96
35	Potteries, Ceramics and Refractory Industry	140.96	-	140.96
36	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	140.96	-	140.96
37	Private Printing Presses	140.96	-	140.96
38	Public Motor Transport	140.96	-	140.96
39	Rags Cleaning and Sorting	140.96	-	140.96
40	Readymade Garments	140.96	-	140.96
41	Rice Mills, Flour Mills and Dal Mills	140.96	-	140.96
42	Rubber Industry	140.96	-	140.96
43	Saw Mills and Timber Trade Industry	140.96	-	140.96

44	Scientific Industry	140.96	-	140.96
45	Shops and Commercial Establishments	140.96	-	140.96

6.HIMACHAL PRADESH				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	100.00	-	100.00
2	Chemicals and Chemical Products	100.00	-	100.00
3	Construction or Maintenance of Roads or in Building Operations	100.00	-	100.00
4	Engineering Industries	100.00	-	100.00
5	Forestry Industry	100.00	-	100.00
6	Hotels and Restaurants	100.00	-	100.00
7	Establishments with Manufacturing Process as defined in clause (k) of Section 2 of Factories Act., 1948	100.00	-	100.00
8	Private Educational Institutions	100.00	-	100.00
9	Public Motor Transport	100.00	-	100.00
10	Shops and Commercial Establishments	100.00	-	100.00
11	Stone Breaking and Stone Crushing	100.00	-	100.00
12	Tea Plantations	100.00	-	100.00

7.KARNATAKA				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Aerated Water Manufacturing	82.26	27.15	109.41
2	Agarbatti Industry	78.03	36.46	114.49
3	Agriculture	100.00	7.92	107.92
4	Agriculture Soil Conservation	74.80	24.40	99.20
5	Automobile Industry	70.15	26.01	96.16
6	Bakery Industry	76.76	21.15	97.91
7	Bidi Manufacturing	82.15	8.63	90.78
8	Biscuit Industry	77.65	21.15	98.80
9	Brass and Copper Industry	92.34	11.22	103.56
10	Brick Industry	87.10	17.26	104.36
11	Cardamom Malaise & Cardamom Gardens	72.90	12.06	84.96
12	Carpentry and Saw Mill Industry	98.10	17.06	115.16
13	Cashew Industry	90.70	24.40	115.10
14	Ceramics & Potteries Industry	74.00	32.65	106.65
15	Chemical Industry	87.36	14.79	102.15
16	Chincona, Rubber, Tea or Coffee Plantations	84.50	7.92	92.42
17	Chincona, Rubber, Tea or Coffee Plantations - non staff workers	66.76	28.26	95.02
18	Clubs	87.80	21.15	108.95
19	Coffee curing works	67.03	42.52	109.55
20	Confectionary Industry	62.88	31.35	94.23
21	Construction or Maintenance of Roads or Building Operations	81.30	24.40	105.70
22	Cotton Ginning & Pressing Manufacturing	95.60	19.90	115.50
23	Domestic Workers	61.54	24.40	85.94
24	Electric Industry	82.07	21.75	103.82
25	Electroplating Industry	82.73	24.68	107.41
26	Engineering Industry	99.30	19.90	119.20
27	Film Industry	33.46	115.26	148.72
28	Fishing, Fish Curing, Fish Peeling and Frog legs exporting	87.76	28.46	116.22
29	Food Processing, Packing of food Products (including Coffee, Tea and Spices)	80.03	21.15	101.18
30	Forestry & Timbering Industry	69.30	32.64	101.94
31	Foundry (with or without Machine Shaft)	58.00	31.33	89.33
32	Glass & Glass Ware Industry	80.03	21.15	101.18
33	Granite Stones and Marbles Industry	70.69	28.26	98.95
34	Handloom and Powerloom (Cotton) Industry	8.65	35.23	43.88
35	Hospitals and Nursing Homes	85.57	23.96	109.53
36	Hostels	78.13	26.01	104.14
37	Hotel Industry	91.57	21.15	112.72
38	Ice factory & Cold Storage Industry	76.15	26.01	102.16
39	Khandsari and Sugar Industry	62.69	36.50	99.19
40	Laundry Industry	59.75	17.85	77.60
41	Local Authority	72.76	17.06	89.82
42	Manufacturing of Ayurvedic and Allopathic Medicines	76.30	26.00	102.30
43	Manufacturing of Liquor (Breweries, Distilleries including Bottling of Liquor)	83.03	24.68	107.71
44	Match Box Industry	92.34	20.82	113.16
45	Metal Rolling & Re-Rolling (Non-Ferrous) Industry	76.30	26.01	102.31
46	Metal Rolling and Re-Rolling (Ferrous) Industry	85.61	14.79	100.40
47	Mini Cement Industry	80.03	21.15	101.18
48	Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry	87.36	14.79	102.15
49	Oil Mills	74.50	32.64	107.14
50	Petrol & Diesel Oil Pumps	85.63	14.79	100.42
51	Plastic, Plastic Rubber and PVC Pipes Manufacturing. Industry	87.69	24.68	112.37
52	Plywood Industry	87.00	17.06	104.06
53	Printing Press	75.30	38.10	113.40

54	Private Finance Corporation and Chit Funds	80.00	21.15	101.15
55	Procurement, processing and distribution of Milk	75.23	23.97	99.20
56	Public Motor Transport	91.42	11.22	102.64
57	Rice,Flour or Dal Mills	74.00	32.64	106.64
58	Rubber Products (including Foam & Coir Rubberized Products) Industry	92.16	20.83	112.99
59	Safai Karamchari	79.80	17.06	96.86
60	Sales Representatives in Medicines	80.73	28.10	108.83
61	Security Agency	79.00	23.97	102.97
62	Sericulture	99.00	15.10	114.10
63	Shops & Commercial Establishments	82.53	23.97	106.50
64	Spinning Mill	93.18	17.25	110.43
65	Spun Pipes, Concrete Pipes, Sanitary Fittings, PCC,RCS Poles & RCC Pipes Manufacturing Industry	112.50	17.85	130.35
66	Steel Almirah, Tables, Chairs and other Steel furniture Industry	71.23	26.00	97.23
67	Stone Breaking & Stone Crushing	83.49	14.79	98.28
68	Supari(Arecanut)	84.54	17.85	102.39
69	Tailoring Industry	71.70	30.01	101.71
70	Tanneries and Leather Industry	86.00	12.94	98.94
71	Textile (Silk) Industry	99.20	24.02	123.22
72	Tile Industry	61.55	47.07	108.62
73	Timber Depot	82.96	20.82	103.78
74	Tobacco Processing Industries	72.34	28.29	100.63
75	Toddy Tapping	69.23	21.15	90.38
76	Veneer Industry	68.00	28.30	96.30

8.KERALA				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agricultural Operations	72.00	-	72.00
2	Ayurvedic and Allopathic medicines	96.23	55.76	151.99
3	Beedi & Cigar Industry	66.50	47.76	114.26
4	Block Rubber Factories	85.00	59.68	144.68
5	Brick Manufacturers	85.20	129.20	214.40
6	Cashew Industry	98.10	13.12	111.22
7	Cinema Theatres	97.10	47.91	145.01
8	Coir Manufacturing		Piece Rated	
9	Collection of river sand and it's loading and unloading	N 250.00	43.92	293.92
		S 300.00	59.68	359.68
10	Construction or Maintenance of Roads or Building Operations	112.46	75.68	188.14
11	Drying of coconut for making copra	40.65	111.72	152.37
12	Pharmacists in Medical Shops	86.54	96.55	183.09
13	Fish Peeling and Canning	30.50	87.49	117.99
14	Forests	146.00	67.68	213.68
15	Handling and Care of elephants	77.62	42.15	119.77
16	Handloom Industry	40.00	83.16	123.16
17	Hill Produce Industry	128.00	55.76	183.76
18	Hosiery manufacturing	65.00	82.00	147.00
19	Hostels	68.19	72.77	140.96
20	Ice Factories	72.96	65.86	138.82
21	L.P.G.(Cooking Gas)	38.85	95.85	134.70
22	Light Motor Vehicles	148.00	42.23	190.23
23	Liquor Trading and Vending	90.69	88.15	178.84
24	Manufacturing and sale of Umbrellas		Piece Rated	
25	Match Industry	59.31	61.49	120.80
26	Minor Engineering	58.35	69.48	127.83
27	Minor Ports	75.00	186.90	261.90
28	Oil Mills	123.00	55.76	178.76
29	Oil Palm Plantations	108.00	52.48	160.48
30	Plantations I) Tea	40.28	68.46	108.74
	II) Coffee	39.93	68.46	108.39
	II) Rubber	51.08	68.46	119.54
	III) Cardamom	40.28	68.46	108.74
31	Plywood Industry	101.00	55.76	156.76
32	Powerloom Industry	71.80	67.68	139.48
33	Printing Press	79.20	58.88	138.08
34	Private Hospitals	66.35	130.70	197.05
35	Rice , Flour and Dal Mills	89.00	75.68	164.68
36	Rubber Products	85.00	75.68	160.68
37	Rubber Crape Mills	30.23	101.22	131.45
38	Shops and Establishments	31.58	100.95	132.53
39	Stone Breaking or Stone Crushing	112.46	75.68	188.14
40	Tile Industry	120.20	37.73	157.93
41	Timber Industry	101.00	55.76	156.76
42	Toddy tapping		Piece Rated	
* Out of 80 Scheduled Employments reported in Kerala, wages have been reported for 42				
Scheduled Employments only.				
N = Northern Region				
S = Southern Region				

9. MAHARASHTRA					
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (Rs.)			
		ZONE	BASIC	D.A.	TOTAL
1	Agriculture	I	72.00	0.00	72.00
		II	70.00	0.00	70.00
		III	68.00	0.00	68.00
		IV	66.00	0.00	66.00
2	Advocates or Attorneys	I	142.31	26.97	169.27
		II	134.62	26.97	161.58
		III	126.92	26.97	153.89
3	Any Factory registered under Section 2m of under Factories Act, 1948	I	115.38	26.97	142.35
		II	107.69	26.97	134.66
		III	100.00	26.97	126.97
4	Automobile Repairing Workshop Garages	I	73.08	30.56	103.63
		II	69.23	30.56	99.79
		III	65.38	30.56	95.94
5	Bakeries	I	73.08	30.56	103.63
		II	69.23	30.56	99.79
		III	65.38	30.56	95.94
6	Bricks & Roof Tiles Manufacturing	Piece Rated			
7	Canteen & Club	I	117.31	26.97	144.27
		II	109.62	26.97	136.58
		III	103.85	26.97	130.81
8	Card board & Paper Boxes	I	86.54	32.58	119.12
		II	84.62	32.58	117.19
		III	63.46	32.58	96.04
9	Cashew Processing	I	115.38	22.95	138.33
10	Cement and Cement based Industry	I	46.31	55.66	101.97
		II	44.31	55.66	99.97
		III	43.31	55.66	98.97
11	Chemical & Fertilizer	I	127.31	26.97	154.27
		II	123.46	26.97	150.43
		III	108.08	26.97	135.04
12	Cinema Exhibition	I	8.46	136.38	144.85
		II	5.96	136.38	142.35
		III	4.42	136.38	140.81
		IV	4.23	88.65	92.88
13	Cloth Dyeing & Printing	I	55.77	68.71	124.48
		II	53.85	68.71	122.55
14	Cosmetics & Soaps	I	136.15	26.97	163.12
		II	128.46	26.97	155.43
		III	120.77	26.97	147.73
15	Cotton Ginning & Pressing	I	42.50	87.29	129.79
		II	40.00	87.29	127.29
		III	38.08	87.29	125.37
16	Cycle reparing Shop	I	63.46	28.38	91.84
		II	57.69	28.38	86.07
17	Dairy Industry	I	71.15	33.61	104.76
		II	67.31	33.61	100.92
18	Dispensary	I	171.54	26.97	198.50
		II	156.15	26.97	183.12
		III	136.92	26.97	163.89
19	Drugs & Pharmaceutical	I	119.62	26.97	146.58
		II	115.77	26.97	142.73
		III	104.23	26.97	131.20
20	Dyes and Chemical	I	161.54	21.72	183.26
		II	146.15	21.72	167.87
		III	123.08	21.72	144.79
21	Eatable Tobacco	I	35.00	12.72	47.72
22	Engineering Industry	I	135.77	26.97	162.73
		II	131.92	26.97	158.89
		III	120.38	26.97	147.35

23	Exercise Books	I	110.77	26.97	137.73
		II	103.08	26.97	130.04
		III	95.38	26.97	122.35
24	Film Production & Studios	I	15.85	152.77	168.62
		II	13.08	116.92	130.00
25	Forest & Forestry	I	65.38	19.73	85.12
26	Fountain Pens & Ball Pens	I	140.40	37.82	178.22
		II	136.54	37.82	174.36
27	Glass Bulb	I	136.54	26.97	163.50
		II	132.69	26.97	159.66
		III	109.62	26.97	136.58
28	Glass Industry	I	130.00	26.97	156.97
		II	122.31	26.97	149.27
		III	114.62	26.97	141.58
29	Hair Cutting Saloon	I	131.92	26.97	158.89
		II	120.38	26.97	147.35
		III	112.69	26.97	139.66
30	Handlooms Industry	I	76.92	26.19	103.12
		II	65.38	26.19	91.58
		III	57.69	26.19	83.88
31	Hospital	I	125.38	24.92	150.30
		II	121.54	24.92	146.45
		III	117.69	24.92	142.61
32	Hotel & Restaurant	I	117.31	26.97	144.27
		II	109.62	26.97	136.58
		III	103.85	26.97	130.81
33	Ice & Cold drinks Manufactory	I	108.85	26.97	135.81
		II	105.00	26.97	131.97
		III	101.15	26.97	128.12
34	Laundry	I	143.46	26.97	170.43
		II	128.08	26.97	155.04
		III	116.54	26.97	143.50
35	Liquor Manufactory	I	150.38	26.97	177.35
		II	138.85	26.97	165.81
		III	127.31	26.97	154.27
36	Local Authority	I	79.62	19.73	99.35
		II	71.92	19.73	91.65
		III	64.23	19.73	83.96
37	Oil Mill	I	78.85	30.56	109.40
		II	75.00	30.56	105.56
		III	71.15	30.56	101.71
38	Onion Sorting & Cleaning	I	75.00	0.00	75.00
		II	65.00	0.00	65.00
39	Optical Frames	I	115.77	26.97	142.73
		II	111.92	26.97	138.89
		III	108.08	26.97	135.04
40	Paints & Varnish	I	143.85	26.97	170.81
		II	136.15	26.97	163.12
		III	128.46	26.97	155.43
41	Paper & Paper Board	I	139.62	26.97	166.58
		II	135.77	26.97	162.73
		III	131.92	26.97	158.89

42	Plastic	I	105.77	31.24	137.01
		II	101.92	31.24	133.16
		III	98.08	31.24	129.32
43	Poha Curmure Churmure Industry	I	37.69	41.90	79.59
		II	35.38	41.90	77.28
44	Potteries	I	69.23	26.25	95.48
		II	65.38	26.25	91.63
		III	61.54	26.25	87.79
45	Powerlooms	I	8.85	95.15	103.99
		II	6.92	95.12	102.05
		III	5.00	95.15	100.15
46	Printing Press	I	169.23	26.97	196.20
		II	157.69	26.97	184.66
		III	134.62	26.97	161.58
47	Public Motor Transport	I	73.08	30.56	103.63
		II	69.23	30.56	99.79
		III	65.38	30.56	95.94
48	Readymade Garments	I	152.31	26.97	179.27
		II	148.46	26.97	175.43
		III	136.92	26.97	163.89
49	Rice, Flour & Dal Mill	I	88.46	46.05	134.51
		II	61.54	46.05	107.59
		III	46.15	46.05	92.21
		IV	42.31	46.05	88.36
50	Road Construction, Building Operation & Maintenance	I	182.69	26.97	209.66
		II	175.00	26.97	201.97
		III	167.31	26.97	194.27
51	Rubber	I	123.08	8.66	131.74
		II	119.23	8.66	127.89
		III	115.38	8.66	124.05
52	Rubber Balloon Manufacturing	I	57.69	24.88	82.58
		II	50.00	24.88	74.88
53	Salt Pan	I	52.50	68.56	121.06
		II	51.92	68.56	120.48
54	Saw Mill	I	73.08	30.56	103.63
		II	69.23	30.56	99.79
		III	65.38	30.56	95.94
55	Seepz(Electronics)	I	42.31	39.62	81.92
56	Shops & Commercial Establishment	I	120.38	26.97	147.35
		II	116.54	26.97	143.50
		III	105.00	26.97	131.97
57	Silver Articals or Ornaments	I	67.31	19.73	87.04
		II	65.38	19.73	85.12
58	Stable	I	15.38	126.46	141.85
		II	12.50	101.15	113.65
		III	10.58	82.19	92.77
59	Steel Furniture	I	147.69	26.97	174.66
		II	140.00	26.97	166.97
		III	132.31	26.97	159.27
60	Stone Breaking & Crushing	I	42.31	41.50	83.81
		II	38.46	41.50	79.96
		III	35.38	41.50	76.88
61	Sweeper	I	123.08	23.02	146.10
		II	119.23	23.02	142.25
		III	115.38	23.02	138.40
62	Tanneries & Leather	I	123.08	26.97	150.04
		II	115.38	26.97	142.35
		III	107.69	26.97	134.66
63	Tobacco Bidi Making	Piece Rated			
64	Utensils	I	165.38	26.97	192.35
		II	161.54	26.97	188.50
		III	150.00	26.97	176.97
65	Watch Straps	I	44.23	43.98	88.21
		II	42.31	43.98	86.29

66	Wooden Furniture	I	131.15	26.97	158.12
		II	127.31	26.97	154.27
		III	123.46	26.97	150.43
67	Wooden Photo Frame	I	113.08	26.97	140.04
		II	105.38	26.97	132.35
		III	97.69	26.97	124.66

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.

10.MANIPUR				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	81.40	-	81.40
2	Construction or Maintenance of Roads or Building Operations	81.40	-	81.40
3	Dam Construction and Irrigation works	81.40	-	81.40
4	Generation, Transmission, Distribution and Supply of Electricity or any other form of power	81.40	-	81.40
5	Maintenance of Silk Worm Plants in the Sericulture Farms	81.40	-	81.40
6	Manufacture of Dolls and Toys,Brass and Bell Metal	81.40	-	81.40
7	Metal and Alloy Industries	81.40	-	81.40
8	Plantation of Silk Worm Food Plants for Silk Worms (I.e. Mulberry, Oak, Tasar, Caster etc.)	81.40	-	81.40
9	Preparation of Soil, Land Development and other Agricultural Operations	81.40	-	81.40
10	Public Motor Transport	81.40	-	81.40
11	Shops and Establishments	81.40	-	81.40
12	Spinning, Dyeing, Finishing and Bleaching of Silk Pinafibre	81.40	-	81.40
13	Water Supply(Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	81.40	-	81.40
14	Wood / Bamboo, Cane furniture and fixtures	81.40	-	81.40
15	Wool Spinning and Knitting in Handloom or Cotton Spinning in Mills or Handloom.	81.40	-	81.40

11.MEGHALAYA				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	70.00	-	70.00
2	Animal Husbandry	70.00	-	70.00
3	Bakery	70.00	-	70.00
4	Candle and Wax industry	70.00	-	70.00
5	Construction of Roads and Building Operations	70.00	-	70.00
6	Construction,Generation and Distribution of Power, Water Supply, Land Development, Excavation and Reclamation	70.00	-	70.00
7	Engineering Industry (Motor Workshop etc.)	70.00	-	70.00
8	Forest Operation not covered by agriculture such as Jungle clearance etc.	70.00	-	70.00
9	Fruit Preservation	70.00	-	70.00
10	Furniture Industry	70.00	-	70.00
11	Hotels and Restaurants	70.00	-	70.00
12	Local Authority	70.00	-	70.00
13	Mines and Minerals	70.00	-	70.00
14	Plywood Industry	70.00	-	70.00
15	Printing Press	70.00	-	70.00
16	Public Motor Transport	70.00	-	70.00
17	Sales, Distribution and Handling of Petroleum Products	70.00	-	70.00
18	Saw Mills Industry	70.00	-	70.00
19	Sericulture and Weaving	70.00	-	70.00
20	Shops and Establishments	70.00	-	70.00
21	Soil Conservation (Workers engaged in plantation, reclamation etc.)	70.00	-	70.00
22	Steel Fabrication and Concrete Products (including Brick Making)	70.00	-	70.00
23	Stone Breaking and Stone Crushing Operations	70.00	-	70.00
24	Tailoring	70.00	-	70.00

12.MIZORAM				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	103.00	-	103.00
2	Construction of Roads and Buildings	103.00	-	103.00
3	Industries	103.00	-	103.00
4	Transport	103.00	-	103.00

13.ORISSA				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	70.00	-	70.00
2	Automobile Workshops	70.00	-	70.00
3	Ayurvedic and Unani Pharmacy	70.00	-	70.00
4	Bakeries and Confectionaries including biscuit making	70.00	-	70.00
5	Bamboo Forest Establishments	70.00	-	70.00
6	Brass and Bell Metal Industry	70.00	-	70.00
7	Carpet weaving Industry	70.00	-	70.00
8	Cashew Processing Establishments	70.00	-	70.00
9	Cement pipe making and allied products Industry	70.00	-	70.00
10	Ceramic and Pottery Industry	70.00	-	70.00
11	Chemical Industry	70.00	-	70.00
12	Cinema Industry	70.00	-	70.00
13	Clay Pottery	70.00	-	70.00
14	Coir Industry	70.00	-	70.00
15	Collection of Sal Seeds	70.00	-	70.00
16	Construction, Maintenance of Dams, Embankments, Irrigation projects, Sinking of wells and Tanks etc,	70.00	-	70.00
17	Construction or Maintenance of Roads or Building Operations	70.00	-	70.00
18	Contingent and Casual employees in Govt. and other Establishments.	70.00	-	70.00
19	Cotton ginning and processing Industry	70.00	-	70.00
20	Dispensary of a Medical Practitioner or any Chemical or Pathological Laboratory	70.00	-	70.00
21	Distilleries	70.00	-	70.00
22	Electricity Board	70.00	-	70.00
23	Finishing, Dyeing of yarn and fabrics, Printing, Knitting and embroidery	70.00	-	70.00
24	Fisheries and Sea food Industry	70.00	-	70.00
25	Forest Produce such as genduli, gum, mahua, making of coal and resin	70.00	-	70.00
26	Foundry Industry (with or without attached Machine Shop)	70.00	-	70.00
27	Glass Industry	70.00	-	70.00
28	Gold, Silver ornaments and articles of artistic designs	70.00	-	70.00
29	Graphite Industry (including benefication)	70.00	-	70.00
30	Handloom and Hosiery	70.00	-	70.00
31	Hotels, Eating houses and Restaurants	70.00	-	70.00
32	Ice Factories and Cold Storages	70.00	-	70.00
33	Jute and Jute twine Industry	70.00	-	70.00
34	Khadi and Village Industry (including manufacturing of Khandsari and other products)	70.00	-	70.00
35	Laundry including dry washing	70.00	-	70.00
36	Leather Industry	70.00	-	70.00
37	Liquified Petroleum Gas Manufacturing and Distribution	70.00	-	70.00
38	Local Authority	70.00	-	70.00
39	Manufacturing of Brush and Brooms	70.00	-	70.00
40	Manufacturing of Cold Drinks, Soda and other allied Products	70.00	-	70.00
41	Manufacture of Coke and Burning Coal Industry	70.00	-	70.00
42	Manufacturing of Electric Bulbs	70.00	-	70.00
43	Manufacturing of Matches, Fire works and Explosives	70.00	-	70.00
44	Manufacturing of Nails and Pins	70.00	-	70.00
45	Manufacturing of Paints and Varnishes	70.00	-	70.00
46	Manufacturing of Plastic Products including toys	70.00	-	70.00

47	Manufacturing of Radio by Assembling of parts	70.00	-	70.00
48	Manufacturing of Ropes	70.00	-	70.00
49	Manufacturing of Utensils including Aluminium & Hindalium products	70.00	-	70.00
50	Metal Industries (except cottage and village scale unit)	70.00	-	70.00
51	Minor Engineering Industries (Employment less than 50 persons)	70.00	-	70.00
52	Motor Body Building	70.00	-	70.00
53	Oil Mills	70.00	-	70.00
54	Paper and Cardboard Industry	70.00	-	70.00
55	Petrol and Diesel Oil Pumps	70.00	-	70.00
56	Pharmaceutical Industry	70.00	-	70.00
57	Powerloom Industry	70.00	-	70.00
58	Printing Press	70.00	-	70.00
59	Private Motor Transport	70.00	-	70.00
60	Private Security Agencies Services	70.00	-	70.00
61	Public Health Engineering	70.00	-	70.00
62	Public Motor Transport	70.00	-	70.00
63	Readymade Garments Industry	70.00	-	70.00
64	Refractory Industry	70.00	-	70.00
65	Regulated market, Marketing societies, Co-operative societies and Banks	70.00	-	70.00
66	Rice, Flour or Dal Mills	70.00	-	70.00
67	Rubber and Rubber Products Industry	70.00	-	70.00
68	Salt Pan Industry	70.00	-	70.00
69	Saw Mills	70.00	-	70.00
70	Shops and Establishments	70.00	-	70.00
71	Siali Leave Pluckers	70.00	-	70.00
72	Soap and Detergent Manufacturing	70.00	-	70.00
73	Social Forestry	70.00	-	70.00
74	Spinning Mills	70.00	-	70.00
75	Stone Breaking and Crushing	70.00	-	70.00
76	Tamarind collection	70.00	-	70.00
77	Kendu leaf collection	70.00	-	70.00
78	Tiles and Brick making	70.00	-	70.00
79	Timber Trading (including felling & sawing)	70.00	-	70.00
80	Timber Trading (excluding felling and sawing)	70.00	-	70.00
81	Tobacco (including Bidi and Gudakhu making)	70.00	-	70.00
82	Trunks, Suitcases and Buckets manufacturing	70.00	-	70.00
83	Wood works and Furniture making Industries	70.00	-	70.00

14.RAJASTHAN				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	100.00	-	100.00
2	Automobile Workshops	100.00	-	100.00
3	Brick Kiln Industry	100.00	-	100.00
4	Cable Operater & Allied service	100.00	-	100.00
5	Cement Prestressed Products	100.00	-	100.00
6	Cinema Industries	100.00	-	100.00
7	Cold Storage	100.00	-	100.00
8	Computer Hardware Industry and Services	100.00	-	100.00
9	Construction or Maintenance of Roads or Building Operations	100.00	-	100.00
10	Cotton Dyeing, Printing and Washing factories	100.00	-	100.00
11	Cotton Ginning and Pressing Factories	100.00	-	100.00
12	Cotton Waste Spinning Factories	100.00	-	100.00
13	Domestic Workers	81.00	-	81.00
14	Electrical Production, Distribution and supply etc.	100.00	-	100.00
15	Employment in Draught relief works	100.00	-	100.00
16	Engineering Industries	100.00	-	100.00
17	Glass and Chinaware	60.00	42.12	102.12
18	Employment in Gota Kinari and Lappa Establishments	100.00	-	100.00
19	Government Offices contingency and works	100.00	-	100.00
20	Handloom Industries	100.00	-	100.00
21	Hotels and Restaurants	100.00	-	100.00
22	Irrigation Works	100.00	-	100.00
23	Jute Patti Industry	100.00	-	100.00
24	Khadi , Handicrafts & Village Industry	100.00	-	100.00
25	L.P.G. Distribution and Allied Services	100.00	-	100.00
26	Local Authority	100.00	-	100.00
27	Manufacturing of Cold Drinks, Soda & Allied Products	100.00	-	100.00
28	Marketing and Consumer Co-operative Societies	100.00	-	100.00
29	Metal Foundries & General Engineering Industry	100.00	-	100.00
30	Mica Works (Except Mica Mines)	100.00	-	100.00
31	Non- Govt. Organisations	100.00	-	100.00
32	Oil Mills	100.00	-	100.00
33	Papad Udyog		Piece Rated	
34	Pesticides, Chemicals and Pharmaceuticals	100.00	-	100.00
35	Petrol Pumps and Allied Services	100.00	-	100.00
36	Powerloom Factories	100.00	-	100.00
37	Printing Press	100.00	-	100.00
38	Public Health Engineering Department	100.00	-	100.00
39	Public Motor Transport	100.00	-	100.00
40	Public Works Department	100.00	-	100.00
41	Pvt. Educational Institutions	100.00	-	100.00
42	Pvt.Hospital and Nursing Homes	100.00	-	100.00
43	Registered Factories which are not covered under any Scheduled Employment	100.00	-	100.00
44	Rice, Flour or Dal Mills	100.00	-	100.00
45	Rural Development Department sponsored employment generation Scheme(Jawahar Rozgar Yojana)	100.00	-	100.00
46	S.T.D., I.S.D.,P.C.O.and Allied Services	100.00	-	100.00
47	Salt Industry	60.00	42.12	102.12
48	Shops and Commercial Establishments	100.00	-	100.00
49	Small Scale Industries	100.00	-	100.00
50	Soap Stone Factories	100.00	-	100.00
51	Stone Breaking or Stone Crushing	60.00	42.12	102.12
52	Sugar Pan Industry(without mechanical Power)	100.00	-	100.00

53	Sweeper and Sanitation Works (not elsewhere classified)	100.00	-	100.00
54	Tailoring and Garments Industries	100.00	-	100.00
55	Taxis, Autorickshaws and Travelling Agencies	100.00	-	100.00
56	Textiles Industries, etc.	100.00	-	100.00
57	Tiles Manufacturing & Potteries Industry	100.00	-	100.00
58	Tobacco			
	(I) Bidi	-	Piece Rated	-
	(ii) Tobacco	60.00	42.12	102.12
59	Wood Works and Furniture Manufacturing	100.00	-	100.00
60	Wool Cleaning and Pressing factories	100.00	-	100.00
61	Woollen Carpet Weaving and Shawl Weaving Establishments	60.00	42.12	102.12
62	Woollen Spinning and Weaving Factories	100.00	-	100.00

15.UTTARAKHAND				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Aerated Drinks	92.50	19.85	112.35
2	Agriculture	100.00	-	100.00
3	Allopathic, Unani or Ayurvedic Pharmacy	90.19	19.85	110.04
4	Asbestos, Cement Factory and other Cement Products	90.39	19.85	110.24
5	Automobile Repair Workshops	93.27	19.85	113.12
6	Book Binding	90.39	19.85	110.24
7	Brick Kiln	67.50	19.85	87.35
8	Bakeries and Biscuits	90.39	19.85	110.24
9	Carpet Manufacturing	48.08	71.15	119.23
10	Chicken Work Manufactory	90.39	19.85	110.24
11	Cinema Industry	90.39	19.85	110.24
12	Clubs	90.39	19.85	110.24
13	Cold Storages	90.39	19.85	110.24
14	Construction of Dams, Irrigation, Wells and Pond Digging	92.50	19.85	112.35
15	Construction and Maintenance of Roads or Building Operations	90.39	19.85	110.24
16	Dairy and Dairy Products	92.50	19.85	112.35
17	Employment in Dharamshalas	92.50	19.85	112.35
18	Employments in any other registered Factories not elsewhere classified	92.50	19.85	112.35
19	Engineering Industry employing less than 50 workers	92.50	19.85	112.35
20	Engineering Industry employing (i) 50 to 500 workers.	97.50	47.83	145.33
	(ii) employing more than 500 workers.	102.31	50.19	152.50
21	Forestry	90.77	19.85	110.62
22	Foundaries	92.50	19.85	112.35
23	Fruit Juice	92.50	19.85	112.35
24	Handloom / Powerloom Industry	25.00	76.58	101.58
25	Hosiery Industry	96.93	19.85	116.78
26	Hotels and Restaurants	85.58	19.85	105.43
27	Ice Manufactory	90.39	19.85	110.24
28	Ice Candy / Ice Cream Manufactory	90.39	19.85	110.24
29	Khandsari Manufactory	20.00	57.31	77.31
30	Laundry and Washing	90.39	19.85	110.24
31	Libraries	90.58	19.85	110.43
32	Manufacturing of Small/Miniature			
	(i) Bulbs	90.39	19.85	110.24
	(ii)Glass Products	93.27	19.85	113.12
33	Match Manufactory	90.39	19.85	110.24
34	Mechanical Transport Workshops	93.27	19.85	113.12
35	Metal Industry	92.50	19.85	112.35
36	Oil Mills	90.39	19.85	110.24
37	Petrol & Diesel Pumps	92.50	19.85	112.35
38	Plywood Manufacturing	92.50	19.85	112.35
39	Potteries, Ceramic Refractory	90.39	19.85	110.24
40	Private Clinics and Medical Equipment shops	92.50	19.85	112.35
41	Private Coaching Classes and Private Schools	90.39	19.85	110.24
42	Private Printing Press	93.27	19.85	113.12
43	Plastic and Plastic Products	92.50	19.85	112.35
44	Public Motor Transport	93.27	19.85	113.12
45	Readymade Garments	92.50	19.85	112.35
46	Rice, Flour or Dal Mills	90.39	19.85	110.24
47	Rubber and Rubber Products	92.50	19.85	112.35
48	Shops & Commercial Establishments	90.39	19.85	110.24
49	Stone Breaking or Stone Crushing	90.39	19.85	110.24
50	Sweet Industry	92.50	19.85	112.35
51	Tailoring Industry	90.39	19.85	110.24
52	Tea Plantations	58.00	22.51	80.51
53	Textile Printing	90.39	19.85	110.24

54	Tin Plate shaping and tin printing	92.50	19.85	112.35
55	Tobacco Manufactory	38.00	76.58	114.58
56	Washing Soap, Silicate etc.	20.00	57.31	77.31
57	Wood Carving, Wooden Furniture and Saw Mills	37.39	76.58	113.97
58	Woollen Blankets Manufactory	20.00	57.31	77.31

16.ANDAMAN AND NICOBAR ISLANDS						
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT		MINIMUM WAGES AS ON 31.12.2008 (Rs)			
			BASIC	DA		TOTAL
1	Agriculture	A	130.00	-	A	130.00
		N	139.00	-	N	139.00
2	Construction of Building and other Constructions Works	A	130.00	-	A	130.00
		N	139.00	-	N	139.00
3	Loading & Unloading Sector	A	130.00	-	A	130.00
		N	139.00	-	N	139.00
4	Private Educational Institutions	A	130.00	-	A	130.00
		N	139.00	-	N	139.00
5	Shops and Commercial Establishments	A	150.65	-	A	150.65
		N	161.77	-	N	161.77
6	Wood Based Industry	A	130.00	-	A	130.00
		N	139.00	-	N	139.00

A = ANDAMAN
N = NICOBAR

17.CHANDIGARH				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agricultural Implements, Machine Tools and General Engineering including Cycle Parts & Electrical Goods Industry	143.90	-	143.90
2	Agriculture	143.90	-	143.90
3	Any establishment as defined under Section 2(1)(VIII) of the Punjab Shops and Commercial Establishements Act,1958	143.90	-	143.90
4	Asbestos Cement and Concrete Products	143.90	-	143.90
5	Automobile Repair Shops and Service Stations	143.90	-	143.90
6	Bakeries and Confectioneries Establishments	143.90	-	143.90
7	Book Selling Establishments	143.90	-	143.90
8	Brick Kiln Industry	143.90	-	143.90
9	Chemical and Distillery Industry	143.90	-	143.90
10	Chemist and Drug Shops	143.90	-	143.90
11	Cinema Industry	143.90	-	143.90
12	Construction or Maintenance of Roads or Building Operations	143.90	-	143.90
13	Contractors' Establishment of Forest Department	143.90	-	143.90
14	Crockery Trade Establishments	143.90	-	143.90
15	Dairy and Dairy Products	143.90	-	143.90
16	Electronic Goods Manufacturing and Selling Establishments	143.90	-	143.90
17	Electroplating by using salt of Chromium, Nickle or any other compound and connected buffing and polishing Industry	143.90	-	143.90
18	Employment in any manufacturing Process as defined under Section 2(k) of the Factories Act.,1948	143.90	-	143.90
19	Employment in grass cutting	143.90	-	143.90
20	Employment in Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	143.90	-	143.90
21	Ferrous Metal Rolling and Re-rolling Mills	143.90	-	143.90
22	Foundries with or without attached Machine Shops	143.90	-	143.90
23	Hair Cutting Saloons and Beauty Parlours	143.90	-	143.90
24	Hardware and Building Material Shops	143.90	-	143.90
25	Hotels, Restaurants, Tea Stalls and Halwais	143.90	-	143.90
26	House Hold Goods Establishments	143.90	-	143.90
27	Ice Factories and Cold Storage	143.90	-	143.90
28	Meat Selling Establishments	143.90	-	143.90
29	Oil Mills	143.90	-	143.90
30	Paper Board and Packing Material Manufacturing Establishments	143.90	-	143.90
31	Petrol, Diesel and Kerosene Oil Pumps	143.90	-	143.90
32	Plastic and PVC goods Industry	143.90	-	143.90
33	Private Hospitals including Nursing Homes, Dispensaries etc. or a Medical Practitioner in any Estiblishment or a Chemical or Pathological Laboratory	143.90	-	143.90
34	Private Press	143.90	-	143.90
35	Public Motor Transport Industry	143.90	-	143.90
36	Rice Mills, Flour Mills and Dal Mills	143.90	-	143.90
37	Rubber Industry	143.90	-	143.90
38	Saw Mills	143.90	-	143.90
39	Shops and Commerical Establishments	143.90	-	143.90
40	Soap Manufacturing Industry	143.90	-	143.90
41	Soft Drinks and Aerated Water	143.90	-	143.90
42	Stone Breaking or Stone Crushing	143.90	-	143.90
43	Tailoring , Stiching and Embroidery Establishments	143.90	-	143.90

44	Tanneries / Leather Manufacturing	143.90	-	143.90
45	Tent dealers Establishments	143.90	-	143.90
46	Textile Industry	143.90	-	143.90
47	Timber Trade	143.90	-	143.90
48	Vegetable and Fruit Shops	143.90	-	143.90

18.DELHI				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	142.00	-	142.00
2	Automobile Engineering	142.00	-	142.00
3	Brick Kiln Industry	142.00	-	142.00
4	Cement Working Establishments	142.00	-	142.00
5	Chemicals	142.00	-	142.00
6	Clubs	142.00	-	142.00
7	Confectionery and Diary products, food preservation etc.	142.00	-	142.00
8	Construction or Maintenance of Roads or in Building Operations	142.00	-	142.00
9	Dal and Flour Mills	142.00	-	142.00
10	Delhi Transport Corporation	142.00	-	142.00
11	Employment in all registered factories not covered by the employments elsewhere	142.00	-	142.00
12	Foundaries	142.00	-	142.00
13	Hospital and Nursing Homes not carried on by Govt. or Local Authorities	142.00	-	142.00
14	Ice Factories / Cold Storage	142.00	-	142.00
15	Laundry Services and Cleaning and Dyeing Plants i.e Factory/Shops	142.00	-	142.00
16	Local Authorities	142.00	-	142.00
17	Radio including assembling of Radio parts.	142.00	-	142.00
18	Metal Working Establishments	142.00	-	142.00
19	Oil Mills	142.00	-	142.00
20	Plastic, Rubber, PVC including Cable	142.00	-	142.00
21	Pottery Industry	142.00	-	142.00
22	Printing Press	142.00	-	142.00
23	Private unrecognised Teaching Institutions	142.00	-	142.00
24	Public Motor Transport	142.00	-	142.00
25	Ready-made Garments	142.00	-	142.00
26	Shops & Establishments	142.00	-	142.00
27	Stone Breaking and Stone Crushing	142.00	-	142.00
28	Textile including Hosiery, Niwar, Handloom, Lace, Thread balls, Name Label, Dyeing and Printing of Textiles	142.00	-	142.00
29	Wood working Establishments including Saw Mills	142.00	-	142.00

19.LAKSHADWEEP				
S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES AS ON 31.12.2008 (IN Rs.)		
		BASIC	D.A.	TOTAL
1	Agriculture	115.00	0.90	115.90
2	Animal Husbandry	115.00	0.90	115.90
3	Electricity	115.00	0.90	115.90
4	Fisheries	115.00	0.90	115.90
5	Industrial Establishments	115.00	0.90	115.90
6	Lakshadweep Development Corporation Ltd.	115.00	0.90	115.90
7	Lakshadweep Harbour Works	115.00	0.90	115.90
8	Panchayat	115.00	0.90	115.90
9	Public Works Department	115.00	0.90	115.90

TABLE 4

RANGE OF MINIMUM WAGES AS ON 31-12-2008

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NO OF SCHEDULED EMPLOYMENTS IN WHICH MINIMUM WAGES FIXED / REVISED	RANGE OF MINIMUM WAGES PER DAY (RS.)		Range (Max-Min)
			MINIMUM	MAXIMUM	
1	2	3	5	4	
1	C.L.C. (Central)	45	78.00	186.00	108.00
2	Andhra Pradesh	69	58.25	174.00	115.75
3	Arunachal Pradesh	28	55.00	55.00	0.00
4	Gujarat	52	55.00	122.00	67.00
5	Haryana	50	140.96	146.00	5.04
6	Himachal Pradesh	12	100.00	100.00	0.00
7	Karnataka	76	43.88	148.72	104.84
8	Kerala	42	72.00	359.68	287.68
9	Maharashtra	67	47.72	209.66	161.94
10	Manipur	15	81.40	81.40	0.00
11	Meghalaya	24	70.00	70.00	0.00
12	Mizoram	4	103.00	103.00	0.00
13	Orissa	83	70.00	70.00	0.00
14	Rajasthan	62	81.00	102.12	21.12
15	Uttarakhand	58	77.31	152.50	75.19
16	A & N Islands	6	130.00	161.77	31.77
17	Chandigarh	48	143.90	143.90	0.00
18	Delhi	29	142.00	142.00	0.00
19	Lakshadweep	9	115.90	115.90	0.00

Note : Rest of the States / U.T.s have not submitted their Annual Returns for the year 2008.

Source: Annual Return under the Minimum Wages Act, 1948

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES AS ON 31.12.2008

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY
				AS ON 31.12.2008
1	Agriculture	1	Andhra Pradesh	112.00
		2	A & N Islands	A-130.00
				N-139.00
		3	Arunachal Pradesh	55.00
		4	C.L.C(Central)	121.00
		5	Chandigarh	143.90
		6	Delhi	142.00
		7	Haryana	146.00
		8	Himachal Pradesh	100.00
		9	Karnataka	107.92
		10	Kerala	72.00
		11	Lakshadweep	115.90
		12	Maharashtra	66.00
		13	Manipur	81.40
		14	Meghalaya	70.00
		15	Mizoram	103.00
		16	Orissa	70.00
		17	Rajasthan	100.00
		18	Uttarakhand	100.00
2	Advocates and Attorneys	1	Maharashtra	153.89
3	Agriculture Soil Conservation	1	Karnataka	99.20
		2	Meghalaya	70.00
4	Agricultural Implements, etc.	1	Chandigarh	143.90
		2	Haryana	140.96
5	Agarbati	1	Gujarat	55.00
		2	Karnataka	114.49
6	Animal Husbandry	1	Lakshadweep	115.90
		2	Meghalaya	70.00
7	Asbestos Mines	1	C.L.C.(Central)	78.00
8	Asbestos Cement Factory	1	Chandigarh	143.90
		2	Haryana	140.96
		3	Uttarakhand	110.24
9	Automobile Engineering	1	Andhra Pradesh	144.00
		2	Chandigarh	143.90
		3	Delhi	142.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
		4	Haryana	140.96
		5	Karnataka	96.16
		6	Orissa	70.00
		7	Rajasthan	100.00
		8	Uttarakhand	113.12
10	Ayurvedic/Allopathic & Unani	1	Haryana	140.96
		2	Karnataka	102.30
		3	Kerala	151.99
		4	Orissa	70.00
		5	Uttarakhand	110.04
11	Autorickshaw and Taxi	1	Rajasthan	100.00
12	Any Manufacturing Process carried out in any Factory 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.	1	Andhra Pradesh	96.00
		2	Maharashtra	126.97
13	Any Manufacturing Process as defined under section 2(k) of the Factories Act, 1948	1	Gujarat	107.00
14	Bakery / Baking Process including	1	Andhra Pradesh	142.00
	Biscuits / Confectionary	2	Chandigarh	143.90
		3	Delhi	142.00
		4	Gujarat	108.50
		5	Haryana	140.96
		6	Karnataka	Bakery 97.91
				Biscuit 98.80
				Confectionery 94.23
		7	Maharashtra	95.94
		8	Meghalaya	70.00
		9	Orissa	70.00
		10	Uttarakhand	110.24
15	Bamboo Forest Establishments	1	Orissa	70.00
16	Book Selling/Exercise Books & Binding	1	Arunachal Pradesh	55.00
		2	Chandigarh	143.90
		3	Gujarat	110.50
		4	Maharashtra	122.35
		5	Uttarakhand	110.24

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
17	Barytes Mines	1	CLC (Central)	78.00
18	Bauxite Mines	1	CLC (Central)	78.00
19	Betal Vines	1	Andhra Pradesh	88.00
20	Bone Crushing Industry	1	Gujarat	109.10
21	Brushes & Broom Mfg. Industry	1	Orissa	70.00
22	Building Material & Hardware	1	Chandigarh	143.90
23	Banks	1	Arunachal Pradesh	55.00
24	Brick Kiln Industry	1	Andhra Pradesh	136.00
		2	Chandigarh	143.90
		3	Delhi	142.00
		4	Haryana	140.96
		5	Karnataka	104.36
		6	Kerala	214.40
		7	Rajasthan	100.00
		8	Uttarakhand	87.35
25	Brick Making/ Tiles	1	Gujarat	109.50
		2	Kerala	157.93
		3	Orissa	70.00
26	Bell Metal and Brass Industry	1	Orissa	70.00
27	Brass and Copper Industry	1	Karnataka	103.56
28	Block Rubber Factories	1	Kerala	144.68
29	Bobin Industry	1	Gujarat	109.40
30	Candle and Wax Industry	1	Meghalaya	70.00
31	Cable Operator & Allied Service	1	Rajasthan	100.00
32	Cardamom Malaise and Cardamom Gardens	1	Karnataka	84.96
33	Cashew Processing	1	Andhra Pradesh	171.00
		2	Karnataka	115.10
		3	Kerala	111.22
		4	Maharashtra	138.33
		5	Orissa	70.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
34	Casual Employees/Govt. Offices contigency and works	1	Arunachal Pradesh	55.00
		2	Orissa	70.00
		3	Rajasthan	100.00
35	Card Board/Paper Boxes	1	Maharashtra	96.04
36	Cement Concrete Pipe, Cement Poles or Cement Products/Cement Prestressed Industry	1	Andhra Pradesh	136.00
		2	Gujarat	112.30
		3	Karnataka	130.35
		4	Orissa	70.00
		5	Rajasthan	100.00
37	Chemicals, Chemical Products and Pharmaceuticals	1	Andhra Pradesh	156.00
		2	Delhi	142.00
		3	Gujarat	110.00
		4	Himachal Pradesh	100.00
		5	Karnataka	102.15
		6	Orissa	70.00
		7	Rajasthan	100.00
38	Cement and Cement Based Industry	1	Arunachal Pradesh	55.00
		2	Delhi	142.00
		3	Maharashtra	98.97
39	Chemicals & Distilleries	1	Chandigarh	143.90
		2	Haryana	140.96
		3	Orissa	70.00
40	Chemicals and Fertilizers	1	Maharashtra	135.04
41	Chemist and Drug Shops	1	Chandigarh	143.90
42	China Clay Mines	1	CLC (Central)	78.00
43	Chromite Mines	1	CLC (Central)	78.00
44	Cinema / Theatre/Film Industry	1	Andhra Pradesh	130.00
		2	Arunachal Pradesh	55.00
		3	Chandigarh	143.90
		4	Haryana	140.96
		5	Karnataka	148.72
		6	Kerala	145.01
		7	Maharashtra	92.88
		8	Orissa	70.00
		9	Rajasthan	100.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
		10	Uttarakhand	110.24
45	Cigar and Bidi Industry	1	Kerala	114.26
46	Clay Mines	1	CLC(Central)	78.00
47	Clay Pottery	1	Orissa	70.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
48	Clubs & Canteens	1	Andhra Pradesh	123.00
		2	Delhi	142.00
		3	Karnataka	108.95
		4	Maharashtra	130.81
		5	Uttarakhand	110.24
49	Cloth Printing and Dyeing	1	Maharashtra	122.55
50	Coconut & Cashew Gardens	1	Andhra Pradesh	58.25
51	Coffee Curing Works		Karnataka	109.55
52	Colour Printing and Yarn Dyeing	1	Andhra Pradesh	150.00
53	Coir Industry	1	Orissa	70.00
54	Construction/ Maintenance of	1	Andhra Pradesh	150.00
	Building & Roads	2	A & N Islands	A-130.00
				N-139.00
		3	Arunachal Pradesh	55.00
		4	C.L.C (Central)	78.00
		5	Chandigarh	143.90
		6	Delhi	142.00
		7	Gujarat	110.90
		8	Haryana	140.96
		9	Himachal Pradesh	100.00
		10	Karnataka	105.70
		11	Kerala	188.14
		12	Maharashtra	194.27
		13	Manipur	81.40
		14	Meghalaya	70.00
		15	Mizoram	103.00
		16	Orissa	70.00
		17	Rajasthan	100.00
		18	Uttarakhand	110.24
55	Construction & Maintenance	1	C.L.C.(Central)	78.00
	of Runways			
56	Contractor's Establishments of	1	Chandigarh	143.90
	Forest Department	2	Haryana	140.96
57	Cotton Waste Spinning Factories	1	Rajasthan	100.00
58	Cotton Carpet Weaving Establishments	1	Andhra Pradesh	125.00
		2	Orissa	70.00
59	Computer Hardware Industry	1	Rajasthan	100.00
	and Services			

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
60	Chicken Work Manufactory	1	Uttarakhand	110.24
61	Coke (Fuel)	1	Orissa	70.00
62	Copper Mines	1	CLC (Central)	78.00
63	Construction of Dams, Irrigation Works	1	Andhra Pradesh	156.00
		2	Manipur	81.40
		3	Orissa	70.00
		4	Uttarakhand	112.35
64	Cotton Ginning and Pressing	1	Andhra Pradesh	146.00
		2	Gujarat	111.70
		3	Haryana	140.96
		4	Karnataka	115.50
		5	Maharashtra	125.37
		6	Orissa	70.00
		7	Rajasthan	100.00
65	Co-operative Credit Societies /	1	Andhra Pradesh	144.00
	Marketing Societies	2	Arunachal Pradesh	55.00
		3	Haryana	140.96
		4	Orissa	70.00
		5	Rajasthan	100.00
66	Cold Storage	1	Rajasthan	100.00
		2	Uttarakhand	110.24
67	Collection of River Sand and it's	1	Kerala	North - 293.92
	Loading and Unloading			South - 359.68
68	Cotton Dyeing, Printing & Washing Factories	1	Rajasthan	100.00
69	Crockery Trade Establishments	1	Chandigarh	143.90
70	Cycle Repairing Shop	1	Maharashtra	86.07
71	Dairy and Dairy Products/Procurement, processing and distribution of milk	1	Andhra Pradesh	69.00
		2	Chandigarh	143.90
		3	Delhi	142.00
		4	Haryana	140.96
		5	Karnataka	99.20
		6	Maharashtra	100.92
		7	Uttarakhand	112.35
72	Dal / Flour / Rice Mills	1	Andhra Pradesh	157.00
		2	Arunachal Pradesh	55.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
		3	Chandigarh	143.90
		4	Delhi	142.00
		5	Gujarat	110.10
		6	Haryana	140.96
		7	Karnataka	106.64
		8	Kerala	164.68
		9	Maharashtra	88.36
		10	Orissa	70.00
		11	Rajasthan	100.00
		12	Uttarakhand	110.24
73	Dispensaries	1	Gujarat	110.50
		2	Maharashtra	163.89
		3	Orissa	70.00
74	Distilleries & Breweries	1	Andhra Pradesh	174.00
		2	Karnataka	107.71
		3	Maharashtra	154.27
75	Dolomite Mines	1	CLC (Central)	78.00
76	Domestic Workers	1	Andhra Pradesh	100.00
		2	Karnataka	85.94
77	Drying of Coconut for making copra	1	Kerala	152.37
78	Dyes and Chemicals	1	Maharashtra	144.79
79	Drugs and Pharmaceuticals	1	Maharashtra	131.20
80	Electronic/Electric Industry	1	Andhra Pradesh	154.00
		2	Chandigarh	143.90
		3	Gujarat	111.70
		4	Haryana	140.96
		5	Karnataka	103.82
		6	Maharashtra	81.92
81	Electricity Board	1	Orissa	70.00
82	Electricity Generation and Distribution	1	Lakshadweep	115.90
		2	Manipur	81.40
		3	Meghalaya	70.00
		4	Rajasthan	100.00
83	Electroplating / Buffing / Polishing	1	Chandigarh	143.90
		2	Haryana	140.96
		3	Karnataka	107.41
84	Employment in Laying of Under-ground	1	C.L.C (Central)	78.00
	Electric Lines,			

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
	Water Supply Lines and Sewerage			
	Pipe Lines etc.			
85	Employment in Dharamshalas	1	Uttarakhand	112.35

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
86	Employment in registered Factories	1	Delhi	142.00
	not elsewhere classified	2	Rajasthan	100.00
		3	Uttarakhand	112.35
87	Employment of non-teaching staff in Private Non-grant-aided educational institutions	1	Gujarat	118.00
88	Elephants Handling and Care	1	Kerala	119.77
89	Establishments defined under	1	Chandigarh	143.90
	Section 2(1)(VIII) of Shops			
	and Commercial Establishments			
	Act, 1958			
90	Felspar Mines	1	C.L.C (Central)	78.00
91	Film Production/Motion Picture/Studios,	1	Andhra Pradesh	136.00
	Production, Distribution and Publicity	2	Gujarat	113.50
		3	Maharashtra	130.00
92	Fire Clay Mines	1	C.L.C (Central)	78.00
93	Food Processing/Food Products	1	Haryana	140.96
		2	Karnataka	101.18
94	Fisheries & Sea Food	1	Andhra Pradesh	145.00
		2	Gujarat	109.90
		3	Lakshadweep	115.90
		4	Orissa	70.00
95	Forestry /Timbering Operations &	1	Andhra Pradesh	69.00
	Social Forestry	2	Arunachal Pradesh	55.00
		3	Gujarat	108.70
		4	Haryana	140.96
		5	Himachal Pradesh	100.00
		6	Karnataka	101.94
		7	Kerala	213.68
		8	Maharashtra	85.12
		9	Meghalaya	70.00
		10	Orissa	70.00
		11	Uttarakhand	110.62
96	Fish Peeling and Fish Canning, etc.	1	Karnataka	116.22
		2	Kerala	117.99
97	Foundries	1	Chandigarh	143.90
		2	Delhi	142.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
		3	Haryana	140.96
		4	Karnataka	89.33
		5	Orissa	70.00
		6	Rajasthan	100.00
		7	Uttarakhand	112.35
98	Fountain Pens and Ball Pens	1	Maharashtra	174.36
99	Fruit Preservation /Fruit Juice	1	Meghalaya	70.00
		2	Uttarakhand	112.35
100	Finishing and Dyeing of Yarn and	1	Orissa	70.00
	Fabric Printing, etc.			
101	Florescent Tube and Electric Bulb	1	Maharashtra	136.58
	Industry	2	Orissa	70.00
		3	Uttarakhand	110.24
102	General Engineering	1	Andhra Pradesh	146.00
		2	Gujarat	109.80
		3	Himachal Pradesh	100.00
		4	Karnataka	119.20
		5	Maharashtra	147.35
		6	Rajasthan	100.00
		7	Uttarakhand	112.35
103	Glass /Chinaware Industry	1	Andhra Pradesh	150.00
		2	Haryana	140.96
		3	Karnataka	101.18
		4	Orissa	70.00
		5	Rajasthan	102.12
		6	Uttarakhand	113.12
104	Grass Cutting	1	Chandigarh	143.90
105	Granite Mines	1	C.L.C (Central)	78.00
106	Granite Stones and Marbles Industry	1	Karnataka	98.95
107	Graphite Mines and Graphite	1	C.L.C (Central)	78.00
	Industries	2	Orissa	70.00
108	Gold and Silver Ornaments and	1	Andhra Pradesh	150.00
	Gold Coating/Covering	2	Maharashtra	85.12
		3	Orissa	70.00
109	Gota Kinari Industry	1	Rajasthan	100.00
110	Gypsum Mines	1	C.L.C. (Central)	78.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
111	Gravel Mines	1	C.L.C.(Central)	78.00
112	Hair Cutting Saloon	1	Chandigarh	143.90
		2	Maharashtra	139.66
113	Hematite Mines	1	C.L.C. (Central)	78.00
114	Hosiery	1	Gujarat	110.10
		2	Kerala	147.00
		3	Orissa	70.00
		4	Uttarakhand	116.78
115	Hostels	1	Andhra Pradesh	149.00
		2	Karnataka	104.14
		3	Kerala	140.96
116	Hospitals and Nursing Homes and Private Clinics	1	Andhra Pradesh	142.00
		2	Chandigarh	143.90
		3	Delhi	142.00
		4	Gujarat	110.90
		5	Haryana	140.96
		6	Karnataka	109.53
		7	Kerala	197.05
		8	Maharashtra	142.61
		9	Rajasthan	100.00
		10	Uttarakhand	112.35
117	Hotels and Restaurants or Eating Houses	1	Andhra Pradesh	153.00
		2	Arunachal Pradesh	55.00
		3	Chandigarh	143.90
		4	Gujarat	110.10
		5	Himachal Pradesh	100.00
		6	Karnataka	112.72
		7	Maharashtra	130.81
		8	Meghalaya	70.00
		9	Orissa	70.00
		10	Rajasthan	100.00
		11	Uttarakhand	105.43
118	Handloom Silk Weaving Establishments	1	Andhra Pradesh	105.00
119	Handloom Weaving	1	Andhra Pradesh	113.00
		2	Karnataka	43.88
		3	Kerala	123.16
		4	Maharashtra	83.88
		5	Orissa	70.00
		6	Rajasthan	100.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
		7	Uttarakhand	101.58
120	Horticulture	1	Andhra Pradesh	89.00
121	Hill Produce Industry	1	Kerala	183.76
122	Ice Factory, Cold Drinks and Cold Storage	1	Chandigarh	143.90
		2	Delhi	142.00
		3	Karnataka	102.16
		4	Kerala	138.82
		5	Maharashtra	128.12
		6	Orissa	70.00
		7	Uttarakhand	110.24
123	Ice Cream / Ice Candy Ice Products	1	Uttarakhand	110.24
124	Irrigation Works	1	Rajasthan	100.00
125	Iron Ore Mine	1	C.L.C (Central)	78.00
126	Industrial Establishments	1	Lakshadweep	115.90
		2	Mizoram	103.00
127	Jari Industry	1	Gujarat	109.30
128	Jute and Coir Industry	1	Andhra Pradesh	142.00
		2	Orissa	70.00
129	Jute Patti Industry	1	Rajasthan	100.00
130	Khadi & Village Industry	1	Orissa	70.00
		2	Rajasthan	100.00
131	Khandsari / Sugar	1	Andhra Pradesh	157.00
		2	Gujarat	Sugar 110.90
				Khandsari 109.60
		3	Haryana	140.96
		4	Karnataka	99.19
		5	Orissa	70.00
		6	Uttarakhand	77.31
132	Kyanite Mines	1	C.L.C (Central)	78.00
133	Lac Manufacturing	1	Arunachal Pradesh	55.00
134	Lakshadweep Development Corporation	1	Lakshadweep	115.90
135	Lakshadweep Harbour Works	1	Lakshadweep	115.90

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
136	Laterite Mines	1	C.L.C (Central)	78.00
137	Laundries / Dry Washing /Dyeing Plants	1	Delhi	142.00
		2	Karnataka	77.60
		3	Maharashtra	143.50
		4	Orissa	70.00
		5	Uttarakhand	110.24
138	LPG Distribution/Manufactory	1	Kerala	134.70
		2	Orissa	70.00
		3	Rajasthan	100.00
139	Leather Industry	1	Orissa	70.00
140	Loading and Unloading	1	Andaman & Nicobar	A. 130.00
				N. 139.00
		2	Arunachal Pradesh	55.00
		4	C.L.C (Central)	78.00
141	Lime Stone Kilns	1	Andhra Pradesh	116.00
142	Libraries	1	Uttarakhand	110.43
143	Liquor Trading & Vending	1	Kerala	178.84
144	Lignite Mines	1	C.L.C (Central)	78.00
145	Local Authority/Panchayat	1	Arunachal Pradesh	55.00
		2	Delhi	142.00
		3	Gujarat	110.10
		4	Haryana	140.96
		5	Karnataka	89.82
		6	Lakshadweep	115.90
		7	Maharashtra	83.96
		8	Meghalaya	70.00
		9	Orissa	70.00
		10	Rajasthan	100.00
146	Light Motor Vehicles	1	Kerala	190.23
147	Load Carrying	1	Arunachal Pradesh	55.00
148	Marble and Calcite Mines	1	C.L.C (Central)	78.00
149	Match, Fire Works & Explosives	1	Andhra Pradesh	126.00
		2	Karnataka	113.16
		3	Kerala	120.80
		4	Orissa	70.00
		5	Uttarakhand	110.24

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
150	Manufacture of Dolls and Toys and	1	Manipur	81.40
	Brass and Bell Metal			
151	Mica Works	1	Andhra Pradesh	152.00
		2	Arunachal Pradesh	55.00
		3	Rajasthan	100.00
152	Mica Mines	1	C.L.C. (Central)	78.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
153	Minor Engineering Industry	1	Gujarat	109.80
		2	Kerala	127.83
		3	Orissa	70.00
154	Metal Rolling / Re-rolling	1	Haryana	140.96
	(Non-Ferrous)	2	Karnataka	102.31
155	Metal Rolling & Re-rolling	1	Chandigarh	143.90
	(Ferrous)	2	Haryana	140.96
		3	Karnataka	100.40
156	Metal Industry	1	Delhi	142.00
		2	Orissa	70.00
		3	Uttarakhand	112.35
157	Metal and Alloy Industry	1	Manipur	81.40
158	Meat Selling	1	Chandigarh	143.90
159	Mesta Used Twine Mills	1	Andhra Pradesh	79.00
160	Motor Body Builders / Mechanical/Local Transport Workshops/Automobile Repairing Workshops and Garages	1	Meghalaya	70.00
		2	Arunachal Pradesh	55.00
		3	Gujarat	108.30
		4	Maharashtra	95.94
		5	Orissa	70.00
		6	Uttarakhand	113.12
161	Minor Ports	1	Kerala	261.90
162	Manufacture of Mosaic Tiles, Flooring Tiles or Glazing Tiles	1	Karnataka	102.15
163	Mini & Tiny Cement Factories	1	Andhra Pradesh	124.00
		2	Karnataka	101.18
164	Mines and Minerals	1	Meghalaya	70.00
165	Manufacture of Radio by Assembling	1	Delhi	142.00
	of Parts	2	Orissa	70.00
166	Magnetite Mines	1	C.L.C (Central)	78.00
167	Magnesite Mines	1	C.L.C (Central)	78.00
168	Manganese Mines	1	C.L.C.(Central)	78.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
169	Non-Govt. Organisations	1	Rajasthan	100.00
170	Nails and Pins Manufacturing	1	Orissa	70.00
171	Oil Mills	1	Andhra Pradesh	146.00
		2	Arunachal Pradesh	55.00
		3	Chandigarh	143.90
		4	Delhi	142.00
		5	Gujarat	111.60
		6	Haryana	140.96
		7	Karnataka	107.14
		8	Kerala	178.76
		9	Maharashtra	101.71
		10	Orissa	70.00
		11	Rajasthan	100.00
		12	Uttarakhand	110.24
172	Oil Palm Plantation	1	Kerala	160.48
173	Onion Sorting and Cleaning	1	Maharashtra	65.00
174	Ochre Mines	1	C.L.C. (Central)	78.00
175	Other Manufacturing Process Covered	1	Chandigarh	143.90
	under Section2k of the	2	Haryana	140.96
	Factories Act,1948	3	Himachal Pradesh	100.00
176	Optical Frames	1	Maharashtra	135.04
177	Poha Curmure Churmure Industry	1	Maharashtra	77.28
178	Pharmaceutical Industry	1	Orissa	70.00
179	Public Works Department	1	Haryana	140.96
		2	Lakshadweep	115.90
		3	Rajasthan	100.00
180	Public Motor Transport	1	Andhra Pradesh	123.00
		2	Arunachal Pradesh	55.00
		3	Chandigarh	143.90
		4	Gujarat	114.80
		5	Haryana	140.96
		6	Himachal Pradesh	100.00
		7	Karnataka	102.64
		8	Maharashtra	95.94
		9	Manipur	81.40
		10	Meghalaya	70.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
		11	Mizoram	103.00
		12	Orissa	70.00
		13	Rajasthan	100.00
181	Preparation of Soil, Land Development	1	Manipur	81.40
	and other Agricultural Operations			
182	Plantation of Silk Worm Food Plants	1	Manipur	81.40
	for Silk Worms			
183	Pharmacists in Medical shops	1	Kerala	183.09
184	Private Motor Transport	1	Andhra Pradesh	150.00
		2	Orissa	70.00
185	Private Finance Corporation and Chit Funds	1	Karnataka	101.15
186	Printing Presses/	1	Andhra Pradesh	157.00
	Lithography,Photography or other	2	Arunachal Pradesh	55.00
	similar work	3	Chandigarh	143.90
		4	Delhi	142.00
		5	Gujarat	110.50
		6	Haryana	140.96
		7	Karnataka	113.40
		8	Kerala	138.08
		9	Maharashtra	161.58
		10	Meghalaya	70.00
		11	Orissa	70.00
		12	Rajasthan	100.00
		13	Uttarakhand	113.12
187	Power Loom Industry	1	Andhra Pradesh	100.00
		2	Gujarat	110.80
		3	Karnataka	43.88
		4	Kerala	139.48
		5	Maharashtra	100.15
		6	Orissa	70.00
		7	Rajasthan	100.00
		8	Uttarakhand	101.58
188	Petrol Bunks/Petrol, Diesel Oil Pumps	1	Andhra Pradesh	156.00
		2	Arunachal Pradesh	55.00
		3	Chandigarh	143.90
		4	Gujarat	111.00
		5	Haryana	140.96
		6	Karnataka	100.42
		7	Meghalaya	70.00
		8	Orissa	70.00
		9	Rajasthan	100.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY
				AS ON 31.12.2008
		10	Uttarakhand	112.35
189	Poultry Farming	1	Andhra Pradesh	112.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
190	Potteries / Ceramics / Fire Bricks	1	Delhi	142.00
		2	Gujarat	110.30
		3	Haryana	140.96
		4	Karnataka	106.65
		5	Maharashtra	87.79
		6	Orissa	70.00
		7	Uttarakhand	110.24
191	Plastic Industry	1	Chandigarh	143.90
		2	Delhi	142.00
		3	Gujarat	109.10
		4	Haryana	140.96
		5	Karnataka	112.37
		6	Maharashtra	129.32
		7	Orissa	70.00
		8	Uttarakhand	112.35
192	Plucking and Collection of Kendu Leaves	1	Orissa	70.00
193	Paper and Paper Board	1	Andhra Pradesh	136.00
		2	Chandigarh	143.90
		3	Maharashtra	158.89
194	P.W.D. (Public Health)	1	Haryana	140.96
		2	Orissa	70.00
		3	Rajasthan	100.00
195	Packing Industry	1	Chandigarh	143.90
		2	Haryana	140.96
196	Plantations (Tea, Coffee, Rubber,	1	Andhra Pradesh	Coffee 108.00
	Cardamom, Cinchona etc.)	2	Arunachal Pradesh	55.00
		3	Himachal Pradesh	Tea - 100.00
		4	Karnataka	92.42
		5	Kerala	Tea - 108.74
				Coffee - 108.39
				Rubber - 119.54
				Caradmom - 108.74
		6	Uttarakhand	Tea - 80.51
197	Plantations (Tea, Coffee, Rubber, Cinchona) - non Staff Workers	1	Karnataka	95.02
198	Professionals such as Chartered	1	Andhra Pradesh	144.00
	Accountants, Auditors etc.			

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
199	Plywood Industry	1	Arunachal Pradesh	55.00
		2	Karnataka	104.06
		3	Kerala	156.76
		4	Meghalaya	70.00
		5	Uttarakhand	112.35
200	Paints and Varnishes	1	Maharashtra	155.43
		2	Orissa	70.00
201	P.W.D.(Irrigation)	1	Haryana	140.96
202	Pulp and Paper, Paper Board and Card Board Manufactory	1	Gujarat	109.80
		2	Haryana	140.96
		3	Orissa	70.00
203	Quartz Mines	1	C.L.C.(Central)	78.00
204	Quartzite Mines	1	C.L.C.(Central)	78.00
205	Red Oxide Mines	1	C.L.C.(Central)	78.00
206	Rock Phosphate Mines	1	C.L.C.(Central)	78.00
207	Rope Industry	1	Orissa	70.00
208	Readymade Garments	1	Andhra Pradesh	91.00
		2	Delhi	142.00
		3	Gujarat	109.40
		4	Haryana	140.96
		5	Maharashtra	163.89
		6	Orissa	70.00
		7	Uttarakhand	112.35
209	Refractory Industry	1	Orissa	70.00
210	Rubber & Rubber Products	1	Chandigarh	143.90
		2	Delhi	142.00
		3	Gujarat	109.60
		4	Haryana	140.96
		5	Karnataka	112.99
		6	Kerala	160.68
		7	Maharashtra	124.05
		8	Orissa	70.00
		9	Uttarakhand	112.35
211	Rubber Balloon Manufacturing	1	Maharashtra	74.88

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
212	Rubber Crape Mills	1	Kerala	131.45
213	Rural Development Department sponsored Employment Generation Scheme (Jawahar Rojgar Yojana)	1	Rajasthan	100.00
214	Rags Cleaning & Sorting	1	Haryana	140.96
215	Safai Karamcharis	1	Karnataka	96.86
216	Salt Industry	1	Rajasthan	102.12
217	Sales Representatives in Medicines	1	Karnatraka	108.83
218	Soft Drinks / Aerated Water /	1	Andhra Pradesh	120.00
	Beverages / Juices	2	Chandigarh	143.90
		3	Karnataka	109.41
		4	Maharashtra	128.12
		5	Orissa	70.00
		6	Rajasthan	100.00
		7	Uttarakhand	112.35
219	Spinning Mills	1	Orissa	70.00
220	Stone Breaking & Stone Crushing	1	Andhra Pradesh	142.00
		2	Arunachal Pradesh	55.00
		3	C.L.C. (Central)	99.83
		4	Chandigarh	143.90
		5	Delhi	142.00
		6	Gujarat	108.00
		7	Haryana	140.96
		8	Himachal Pradesh	100.00
		9	Karnataka	98.28
		10	Kerala	188.14
		11	Maharashtra	76.88
		12	Meghalaya	70.00
		13	Orissa	70.00
		14	Rajasthan	102.12
		15	Uttarakhand	110.24
221	Salt Pans	1	Andhra Pradesh	117.00
		2	Gujarat	114.40
		3	Maharashtra	120.48
		4	Orissa	70.00
222	Stone Mines	1	C.L.C.(Central)	78.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
223	Shops & Commercial	1	Andhra Pradesh	150.00
	Establishments	2	Arunachal Pradesh	55.00
		3	A & N Islands	A -150.65
				N -161.77
		4	Chandigarh	143.90
		5	Delhi	142.00
		6	Gujarat	115.20
		7	Haryana	140.96
		8	Himachal Pradesh	100.00
		9	Karnataka	106.50
		10	Kerala	132.53
		11	Maharashtra	131.97
		12	Manipur	81.40
		13	Meghalaya	70.00
		14	Orissa	70.00
		15	Rajasthan	100.00
		16	Uttarakhand	110.24
224	Slate Factories	1	Andhra Pradesh	143.00
225	Steel Mills/Steel Re-Rolling Mills	1	Andhra Pradesh	143.00
226	Small Scale Industry	1	Rajasthan	100.00
227	Sericulture	1	Andhra Pradesh	73.00
		2	Karnataka	114.10
		3	Manipur	81.40
		4	Meghalaya	70.00
228	Saw Mills	1	Arunachal Pradesh	55.00
		2	Chandigarh	143.90
		3	Delhi	142.00
		4	Haryana	140.96
		5	Karnataka	115.16
		6	Maharashtra	95.94
		7	Meghalaya	70.00
		8	Orissa	70.00
		9	Uttarakhand	113.97
229	Soap Making / Detergent Making	1	Chandigarh	143.90
		2	Gujarat	110.30
		3	Haryana	140.96
		4	Maharashtra	147.73
		5	Orissa	70.00
		6	Uttarakhand	77.31
230	Soap Stone Factories	1	Rajasthan	100.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
231	Sugar Pan Industry	1	Rajasthan	100.00
232	Scientific Industry	1	Haryana	140.96
233	Security Agencies (Private)/Watch and Ward	1	C.L.C.(Central)	124.00
		2	Gujarat	113.60
		3	Karnataka	102.97
		4	Orissa	70.00
234	Spinning, Knitting, Printing, Dyeing	1	Manipur	81.40
	Finishing, Bleaching of Silk Pina	2	Orissa	70.00
	Fibre			
235	Seed Processing Units	1	Andhra Pradesh	121.00
236	STD, ISD, PCO and Allied Services	1	Rajasthan	100.00
237	Silk Textile Industry	1	Karnataka	123.22
238	Steatite Mines	1	C.L.C (Central)	78.00
239	Silica Mines	1	C.L.C.(Central)	78.00
240	Sal Seeds Collection	1	Orissa	70.00
241	Siali Leave Pluckers	1	Orissa	70.00
242	Sweet Industry	1	Uttarakhand	112.35
243	Sweeping & Sanitation Works	1	C.L.C. (Central)	124.00
		2	Maharashtra	138.40
		3	Rajasthan	100.00
244	Slate Mines	1	C.L.C.(Central)	78.00
245	Steel Fabrication and Concerte	1	Meghalaya	70.00
	Products			
246	Steel Almirah, Tables, Chairs and	1	Karnataka	97.23
	Steel Furniture	2	Maharashtra	159.27
247	Stables	1	Maharashtra	92.77
248	Superior Kerosene etc.	1	Arunachal Pradesh	55.00
		2	Chandigarh	143.90
249	Supari (Arecanut)	1	Karnataka	102.39
250	Tent dealers Establishments	1	Chandigarh	143.90

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
251	Tamarind Collection	1	Orissa	70.00

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
252	Tanneries & Leather Manufacturing	1	Andhra Pradesh	143.00
		2	Arunachal Pradesh	55.00
		3	Chandigarh	143.90
		4	Gujarat	111.80
		5	Haryana	140.96
		6	Karnataka	98.94
		7	Maharashtra	134.66
253	Teaching Institutions (Private)	1	A & N Islands	A - 130.00
				N - 139.00
		2	Chandigarh	143.90
		3	Delhi	142.00
		4	Haryana	140.96
		5	Himachal Pradesh	100.00
		6	Rajasthan	100.00
		7	Uttarakhand	110.24
254	Textile Processing	1	Gujarat	111.70
255	Tobacco (including Bidi Making)	1	Andhra Pradesh	77.00
		2	Arunachal Pradesh	55.00
		3	Gujarat	108.40
		4	Karnataka	90.78
		5	Orissa	70.00
256	Toddy Tapping	1	Andhra Pradesh	127.00
		2	Karnataka	90.38
257	Tiles and Potteries	1	Andhra Pradesh	142.00
		2	Gujarat	110.30
		3	Karnataka	108.62
		4	Rajasthan	100.00
258	Tyre Retreading & Repairing Industry	1	Arunachal Pradesh	55.00
259	Textile Industry	1	Chandigarh	143.90
		2	Delhi	142.00
		3	Haryana	140.96
		4	Rajasthan	100.00
260	Textile Printing	1	Uttarakhand	110.24
261	Tubewell Drilling Operations	1	Gujarat	111.70
		2	Haryana	140.96

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
262	Tailoring, Stitching and Embroidery	1	Chandigarh	143.90
		2	Haryana	140.96
		3	Karnataka	101.71
		4	Meghalaya	70.00
		5	Rajasthan	100.00
		6	Uttarakhand	110.24
263	Timber Trading Industry	1	Chandigarh	143.90
	(including/excluding felling and sawing)	2	Haryana	140.96
		3	Karnataka	103.78
		4	Kerala	156.76
		5	Orissa	70.00
264	Trunks/Buckets/Suitcases	1	Orissa	70.00
	Manufacturing / Tin Plates Shaping	2	Uttarakhand	112.35
	and its Printing etc.			
265	Tobacco Manufacturing/Eatable Tobacco	1	Andhra Pradesh	131.00
		2	Karnataka	100.63
		3	Maharashtra	47.72
		4	Rajasthan	102.12
		5	Uttarakhand	114.58
266	Typewriter Ribbon Industry	1	Haryana	140.96
267	Utensils Manufacturing	1	Maharashtra	176.97
		2	Orissa	70.00
268	Uranium Mines	1	C.L.C.(Central)	78.00
269	Vegetable and Fruit Shops	1	Chandigarh	143.90
270	Veneer Industry	1	Arunachal Pradesh	55.00
		2	Karnataka	96.30
271	Watch Straps	1	Maharashtra	86.29
272	Wolfram Mines	1	C.L.C.(Central)	78.00
273	Woollen Spinning, Knitting and	1	Manipur	81.40
	Weaving Factories or Cotton Spinning	2	Rajasthan	100.00
274	Woollen Carpet Making/ Shawl	1	Andhra Pradesh	117.00
	Weaving Industry	2	Arunachal Pradesh	55.00
		3	Gujarat	112.90
		4	Haryana	140.96
		5	Orissa	70.00
		6	Rajasthan	102.12
		7	Uttarakhand	119.23

TABLE 5

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	CENTRAL SPHERE/ STATES/ UNION TERRITORIES		MINIMUM WAGE RATES(Rs.) PER DAY AS ON 31.12.2008
275	Woollen Blanket Manufactory	1	Uttarakhand	77.31
276	Wool Cleaning and Pressing Factories	1	Rajasthan	100.00
277	Wood Working Establishments/ Wood	1	Andhra Pradesh	149.00
	Furniture,Bamboo and Cane Furniture and	2	A & N Islands	A -130.00
	Fixtures			N -139.00
		3	Delhi	142.00
		4	Maharashtra	150.43
		5	Manipur	81.40
		6	Meghalaya	70.00
		7	Orissa	70.00
		8	Rajasthan	100.00
		9	Uttarakhand	113.97
278	Water Supply (Operation, Maintenance	1	Manipur	81.40
	of Water Treatment and Distribution			
	System), Sanitation and Drainage			
279	Wood Carving	1	Uttarakhand	106.04
280	Wooden Photo Frame		Maharashtra	124.66
281	White Clay Mines	1	C.L.C.(Central)	78.00

TABLE -6

NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT,1948 AND THE AVERAGE DAILY NUMBER OF PERSONS EMPLOYED DURING THE YEAR 2008

SL. NO.	CENTRAL GOVERNMENT STATES / UNION TERRITORIES	NUMBER OF ESTABLISH-MENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948	NUMBER OF ESTABLISH-MENTS WHICH SUBMITTED RETURNS	PERCENT-AGE RESPONSE RATE	AVERAGE DAILY NUMBER OF PERSONS EMPLOYED
1	C.L.C.(Central)	Not Reported			
2	Andhra Pradesh	190647	1860	0.98	634418
3	Arunachal Pradesh	Not Reported			
4	Gujarat	275203	11022	4.01	281279
5	Haryana	81261	1127	1.39	172464
6	Himachal Pradesh	58963	852	1.45	52815
7	Karnataka	305028	22850	7.49	678254
8	Kerala	172214	1302	0.76	104322
9	Maharashtra	2751239	NR	NR	3098891
10	Manipur	2485	2342	94.25	NR
11	Meghalaya	Not Reported			
12	Mizoram	NR	Nil	Nil	NR
13	Orissa	140843	3816	2.71	33587
14	Rajasthan	232299	1682	0.72	908656
15	Uttarakhand	18587	19	0.10	65722
16	A & N Islands	2011	656	32.62	4097
17	Chandigarh	21956*	278**	1.27	9278
18	Delhi	7921	1485	18.75	69815
19	Lakshadweep	9	Nil	Nil	NR

NOTE : For remaining States, Annual Returns / Reports have not been received.

* = Information pertaining to factories and shops and commercial establishments.

** = Information pertaining to factories registered under the Factories Act, 1948.

NR: Not Reported

TABLE -7

NUMBER OF INSPECTIONS MADE, IRREGULARITIES DETECTED, PROSECUTIONS LAUNCHED AND CLAIMS PREFERRED IN CENTRAL SPHERE/STATE AND U.TS FOR THE YEAR 2008

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	C.L.C.(Central)	Not Reported			
2	Andhra Pradesh	37558	282	342	17279
3	Arunachal Pradesh	35	7	Nil	2
4	Gujarat	23770	16972	4313	Nil
5	Haryana	2436	NR	315	313
6	Himachal Pradesh	2824	2824	353	309
7	Karnataka	NR	NR	1558	1182
8	Kerala	30250	63925	1079	167
9	Maharashtra	79014	71651	379	14
10	Manipur	595	45	Nil	Nil
11	Meghalaya	306	NR	NR	NR
12	Mizoram	Nil	Nil	Nil	Nil
13	Orissa	23003	17632	500	110
14	Rajasthan	9670	168	99	315
15	Uttarakhand	4519	1040	216	118
16	A & N Islands	168	840	Nil	Nil
17	Chandigarh	1789	711	446	1639
18	Delhi	7298	5925	959	237
19	Lakshadweep	1	Nil	Nil	Nil

NOTE : For remaining States, Annual Returns /Reports have not been received.
SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2008.
NR : Not Reported

ANNEXURE – I

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

SCHEDULED EMPLOYMENTS

Part - I

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

(i) Employment in gypsum mines.
(ii) Employment in barytes mines.
(iii) Employment in bauxite mines.
(iv) Employment in manganese mines.
(v) Employment in the maintenance of buildings and employment in the construction and maintenance of runways.
(vi) Employment in china clay mines.
(vii) Employment in kyantite mines.
(viii) Employment in copper mines.
(ix) Employment in clay mines covered under the mines Act, 1952(35 of 1952).
(x) Employment in magnesite mines covered under the mines Act,1952(35 of 1952)
(xi) Employment in white clay mines.
(xii) Employment in stone mines.

Part - II

13. Employment in agriculture, that is to say, in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing and harvesting of any agricultural or horticultural commodity, the raising of live stock, bees or poultry, and any practice performed by a farmer or on a farm as incidental to or in conjunction with farm operation (including any forestry or timbering operations and the preparation for market and delivery to storage or the market or to carriage for transportation to market of farm produce).

ANNEXURE II

STATEMENT SHOWING THE STRENGTH OF THE MACHINERY FOR ENFORCEMENT OF THE MINIMUM WAGES ACT, 1948 IN RESPECT OF CENTRAL SPHERE AND STATES/ UNION TERRITORIES DURING THE YEAR 2008

SL. NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF	NO. OF OFFICERS
1	Andhra Pradesh	1.Labour Commissioner 2.Additional Labour Commissioner 3.Joint Labour Commissioner 4.Deputy Commissioner of Labour 5.Assistant Commissioner of Labour 6.Assistant Labour Officer	1 1 9 25 59 292
2	Arunachal Pradesh	1. Deputy Labour Commissioner 2. Assistant Labour Commissioner 3. Labour Officer 4. Labour Inspector	1 1 13 2
3	Gujarat	1. Labour Commissioner 2. Additional Labour Commissioner 3.Deputy Labour Commissioner 4. Assistant Labour Commissioner 5. Labour Officer	1 1 6 39 71
4	Haryana	1. Labour Commissioner 2. Addl. Labour Commissioner 3. Joint Labour Commissioner 4. Deputy Labour Commissioner 5. Labour Officer-cum-conciliation Officer 6. Statistical Officer (Labour) 7. Labour Inspector 8. Welfare Officer (Woman)	1 1 2 8 27 1 87 1
5	Himachal Pradesh	1.Labour Commissioner 2. Joint Labour Commissioner 3.Deputy Labour Commissioner 4.Labour Officer 5.Statistical Assistant 6.Labour Inspectors	1 1 1 12 1 27
6	Kerala	1. Labour Commissioner 2. Additional Labour Commissioner 3. Joint Labour Commissioner 4. Chief Inspector of Plantations 5. Deputy Labour Commissioner 6. Distt. Labour Officer 7. Assistant Labour Officer 8 Inspector of Plantations 9 Inspector of Newspaper Establishments	1 2 4 1 1 11 101 10 1

SL. NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF	NO. OF OFFICERS
7	Maharashtra	1. Labour Officer 2. Minimum Wages Inspector 3. Shop Inspector	131 70 212
8	Meghalaya	1.Labour Commissioner 2. Joint Labour Commissioner 3. Labour Inspector	1 1 10
9	Manipur	1. Labour Inspector 2. Rural Labour Inspector	5 28
10	Mizoram	1. Labour Officer	5
11	Orissa	2. Labour Commissioner 3. Joint Labour Commissioner 4. Deputy Labour Commissioner 5. Assistant Labour Commissioner 6. Deputy Labour Officer 7. Assistant Labour Officer 8. Rural Labour Inspector	1 2 3 11 37 38 35
12	Rajasthan	Labour Inspector	94
13	Uttrakhand	Labour Enforcement Officer	19
14	A & N Islands	1. Assistant Labour Commissioner 2. Labour Inspector	3 2
15	Chandigarh	1. Labour Commissioner 2. Assistant Labour Commissioner 3. Labour Inspector	1 1 4
16	Delhi	1. Labour Commissioner 2. Joint Labour Commissioner 3. Deputy Labour Commissioner 4. Assistant Labour Commissioner 5. Labour Officer 6. Inspecting Officer 7. Labour Inspector	1 2 4 11 11 9 41
17	Lakshadweep	1. Deputy Secretary/Area Officer	1

Note : Annual Reports have not been received from other States / U.T's.
Source: Annual Reports under the Minimum Wages Act, 1948 for the year 2008.

ANNEXURE - III

THE MINIMUM WAGES ACT, 1948

FORM 'A'

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

Name of the State_____

Report for the period _____

I. SCHEDULED EMPLOYMENT

1. The scheduled employments in respect of which minimum rates of wages have been fixed under the Act and the number of establishments and workers employed in each such employment as on the last day of the year.

2. The employments, if any added to the Schedule under Section 27 of the Act and number of persons employed in each such employment.

3. The exemptions and exceptions granted under Section 26 of the Act together with reasons and other details such as duration thereof.

II. COMMITTEES ETC.

1. The composition of various Committees, Advisory Committees, etc. appointed under Section 5(1)(a) and 6 and

Advisory Boards appointed under Section 7 of the Act.

2. Details regarding any enquiry undertaken by the State Government or any Committee appointed under Section

5 (1)(a).

3. The important recommendation of the Committees, Advisory Committees and Advisory Boards during the period of the report and the action taken thereon. Copies of reports should be forwarded as appendices.

III. FIXATION / REVISION OF MINIMUM RATES OF WAGES

1. The procedure adopted under Section 5 of the Act in respect of each scheduled employment in respect of which minimum rates of wages have been fixed for the first time.

2. The minimum rates of wages fixed for the first time during the period of report should be given below:-

Industry or Employment	Area Or Locality	Category Of Employment	Number Of Establishments covered	Number Of Employees	Wage Period	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

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 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
16	17	18	19	20	21	22	23	24

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

IV – PAYMENT OF WAGES AND DEDUCTIONS THEREFROM

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

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

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

A - Number of cases

B – Amount of Deductions made (Rs.)

V. ENFORCEMENT

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

Industry or employment	Number of offences in respect of which prosecutions were pending from the previous year	Number of prosecutions launched during the year where only one offence was exclusively covered							Number of offences in respect of which prosecutions were pending at the end of the year	Convictions	
		Payment of Wages	Deductions	Hours of overtime work	Display of notice maintenance of registers and submission of return	Others (specify)	Total (Columns 3-7)	Where more than one off-ence 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

ANNEXURE – V

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

SHRI HARBINDER SINGH
DEPUTY DIRECTOR GENERAL

SHRI DEVINDER KUMAR GUPTA
ASSISTANT DIRECTOR

SHRI V.I.SHARMA
ECONOMIC OFFICER

SHRI S.P.DHAWAN	**INVESTIGATOR GRADE II**
SMT. BHUPINDER KAUR	**INVESTIGATOR GRADE II**
SHRI CHARAN DASS	**INVESTIGATOR GRADE II**

PRINTING UNIT

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