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Report on Minimum Wages Act, 1948 for the year 2017

Government of India
Ministry of Labour & Employment
Labour Bureau

FOREWORD

The Minimum Wages Act, 1948, is an important piece of legislation that sets the framework for the minimum wage machinery and its procedures. The Act empowers the Central and State Governments to fix and revise the minimum rates of wages payable to workers in scheduled employments in sweated and unorganized industries and helps in preventing exploitation of labourers. The wage rates so fixed not only regulate the cost of production to an extent but also have an important bearing on the standard of living and well being of the work force. India was amongst the first developing countries to introduce a minimum wage policy under its Minimum Wages Act, 1948, which is one of the most important pieces of legislation in this matter.

Labour Bureau under Ministry of Labour & Employment, Govt. of India brings out an Annual Report on the working of the Minimum Wages Act, 1948 keeping in view the significance of minimum wages particularly for the welfare of Labour. The present Report pertains to the year 2017. It presents information on employments added, employments in which the Minimum Wages were fixed for the first time, the Minimum Wages in different scheduled employments prevalent during the year, the range of Minimum Wages, comparative Minimum Wage Rates prevailing in scheduled employments and number of Inspections etc. Information contained in this volume is based on the annual reports/returns received from the Chief Labour Commissioner (Central) as well as the concerned authorities of the State Governments and Union Territories. Labour Bureau, therefore, expresses its gratitude to all of them for their co-operation.

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

I look forward to the suggestions/comments for improvements.

I. S. NEGI
DIRECTOR GENERAL

CHANDIGARH
Dated : 27th April , 2022

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EXECUTIVE SUMMARY

- The report on the working of the Minimum Wages Act, 1948 pertains to the year 2017.
- The report is based on the Statistics/Returns received from all the States/Union Territories and Chief Labour Commissioner (CLC) Central for the year 2017.
- Two State/UTs namely Assam and Himachal Pradesh have added new employments to the scheduled employment.
- Amongst the States, maximum numbers of scheduled employments were reported from Assam (103) and the minimum number was reported from Mizoram (3).
- In case of Union Territories, maximum numbers of scheduled employments were reported from Daman and Diu (72) and the minimum were reported from A&N Islands (7).
- There was no uniformity in the wage structure among the various States/Union Territories as some States/UTs pay consolidated wages (Basic + Dearness Allowance) and the others report D.A. as a separate component.
- The maximum difference of highest and lowest paid minimum wages is Rs. 420.00 for C.L.C.(Central).
- The Highest Minimum wages of Rs. 710.00 paid by the C.L.C.(Central) in Watch and Ward (with arms) and the lowest of Rs. 55.00 by Puducherry in the scheduled employment of Agriculture (Yanam region).
- Total of 454 different types of scheduled employments were reported where the minimum wage rates have been fixed by the States/Union Territories/CLC.
- Among the reporting establishments, the lowest response rate of about 0.37% was for Chandigarh whereas it was as high as 100% in the Nagaland and Sikkim State.
- The highest numbers of inspections (111016) were reported from the state of Tamil Nadu and the lowest numbers were reported from Mizoram (05).
- The highest numbers of irregularities detected were reported by Karnataka (10269) and the lowest (12) were observed in Telangana.
- The highest number of prosecutions launched were reported by Uttar Pradesh (1021) and the lowest number of prosecutions launched were reported by Chandigarh (09).
- The highest number of claims were preferred by Karnataka (6965) and the lowest were preferred by Assam (02).

CHAPTER-1

THE MINIMUM WAGES ACT, 1948

1. INTRODUCTION

1.1 Background

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

1.2 The purpose of seeking employment is to sell labour to earn wages so as to attain a 'decent' or 'dignified' standard of living. The wage or income that a worker obtains from his

/her work is therefore, what enables him/her to achieve a fair standard of living. One seeks a fair wage both to fulfill one's basic needs and to feel reassured that one receives a fair portion of the wealth in return for one's work Society and the appropriate Government has a duty to ensure a fair wage to every worker, to ward off starvation and poverty, to promote the growth of human resources, and to ensure social justice without which likely threats to law and order may undermine economic progress.

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

The Committee on Fair Wages defined three different levels of wages viz;

(i) Living wage

(ii) Fair wage

(iii) Minimum Wage

1.3.1 Living Wage

According to the Committee, the "living" wage was defined as the highest level of the wage which should enable the worker to provide for himself and his family not merely the basic essentials of food, clothing and shelter but a measure of comfort including education for children, protection against ill health, requirements of essential social needs and a measure of insurance against more important misfortunes including old age. But the Committee felt that when such a wage is to be determined, the considerations of national income and the capacity to pay of the industry concerned has to be taken into account and the Committee was of the opinion that living wage had to be the ultimate goal or the target.

1.4 Fair Wage

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

industry to pay should, therefore, be assessed by the Wage Boards in the light of this very important consideration."

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

1.4.3 With regard to the machinery to be adopted for the fixation of fair wages, the Committee favored the setting up of Wage Boards. It recommended that there should be a State Board for each State, composed of independent members and representatives of employers and employees in equal numbers. In addition to the State Board, there should be a Regional Board for each of the industry taken up for wage regulation. Finally, there should be a Central Appellate Board to which appeals may be preferred on the decision of the Wage Boards. On the recommendations of the Committee on Fair Wages, a bill was introduced in the Parliament in August 1950, known as Fair Wages Bill. It aimed at fixing fair wages for workers employed in the first instance, in factories and mines. It contained various other useful provisions also. But the bill now stands lapsed.

1.4.4 The Fair Wages Committee drew a distinction between a minimum and a living wage and observed that the minimum wage is less than the living wage. With regard to the fair wage, the Committee recommended that it should be above the minimum wage and below the living wage.

1.5 Minimum Wage

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

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

1.5.3 The question of establishing statutory wage fixing machinery in India was, therefore, discussed at the third and fourth meetings of the *Standing Labour Committee* held in 1943 and

1944 respectively and at successive sessions of the *Tripartite Labour Conference* in the year 1943, 1944 and 1945. The last of these approved the enactment of minimum wages legislation in principle. On April 11, 1946, a Minimum Wages Bill was introduced in Parliament but the passage of the Bill was considerably delayed by the constitutional changes in India. It was, however, passed into an Act in March, 1948.

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

CHAPTER-2

ILO CONVENTIONS, RECOMMENDATIONS AND GUIDELINES ON MINIMUM WAGES

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

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

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

2.3 Fifty fourth Session of ILC (1970)/Conventions No. 131: The General Conference of the ILO met in its 54th Session held on 3rd June, 1970 in Geneva and passed the Convention concerning Minimum Wage Fixing, with special reference to developing countries on 22nd June, 1970. A comprehensive report in the matter was published in 1968 and thus this report set the foundation of the adoption of the ILO Convention No. 131 – in which minimum wages are meant to be part of the development strategy for developing countries. It was thought that the earlier Conventions with regard to the Minimum Wages had played a valuable part in protecting disadvantaged groups of wage earners and that another Convention was needed to complement the earlier ones, which, while of general application, will pay special regard to the needs of developing countries. The criteria for setting the minimum wage are another relevant feature of the Convention, which are accompanied by a balanced set of indicators. The criteria should be viewed in the light of the following concepts:

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

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

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

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

CHAPTER-3

NORMS FOR FIXATION/REVISION OF MINIMUM WAGES

3.1 Norms for fixation of Minimum Wages

3.1.1 FIFTEENTH SESSION OF ILC (1957)

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

(i) The standard working class family should be taken to comprise three consumption units for one wage earner without incorporating the earnings of women, children and adolescents;

(ii) Minimum food requirements should be calculated on the basis of a net intake of 2700 calories per average Indian adult of moderate activity;

(iii) Clothing requirements 72 yards per year per standard working class family;

(iv) In respect of housing, the norm should be the minimum rent charged by Government in any area for houses provided under the Subsidised Industrial Housing Scheme for low – income groups ; and

(v) Fuel, lighting and other miscellaneous items of expenditure should constitute 20 per cent of the total minimum wage.

The Resolution further lay down that wherever the minimum wage fixed was below the norms recommended above, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the aforesaid norms. The Resolution, thus, tried to give concreteness to the whole concept of minimum wage.

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

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

3.1.2 THE THIRTIETH SESSION (1992)

The Indian Labour Conference in its Thirtieth (30th) Session in September, 1992 expressed the view that while the tendency to fix minimum wages at unrealistically high levels must be checked, implementation of wages once fixed must be ensured. It felt that the implementation machinery, consisting of labour administration in the States had been far from effective. It was desirable that workers' organizations and non-governmental voluntary organizations etc., played a greater role instead of engaging an army of inspectors for this purpose.

3.1.3 METHODS OF FIXATION/REVISION

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

As per the Act, the appropriate government means (i) In relation to any scheduled employment carried on by or under the authority of the Central Government or a railway administration or in relation to a mine, oilfield or major port or any corporation established by a Central Act, the Central Government and (ii) In relation to any other scheduled employment, the State Government.
"Scheduled employment" means an employment specified in the Schedule, or any process or branch of work forming part of such employment;

3.1.4 PROCEDURE FOR FIXATION/REVISION

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

(i) **COMMITTEE METHOD**

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

(ii) **NOTIFICATION METHOD**

In this method, Government proposals are published in the Official Gazette for information of the persons likely to be affected thereby and specify a date not less than two months from the date of the notification on which the proposals will be taken into consideration.

After considering advice of the Committees/Sub-committees and all the representations received by the specified date in Notification method, the appropriate Government shall, by notification in the Official Gazette, fix/revise the minimum wages

in respect of the concerned scheduled employment and it shall come into force on expiry of three months from the date of its issue.

3.1.5 LABOUR MINISTERS' CONFERENCE (1985)

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

3.1.6 VARIABLE DEARNESS ALLOWANCE (VDA)

It was recommended in the Labour Ministers' Conference held in the year 1988, to evolve a mechanism to protect wages against inflation by linking it to rise in the Consumer Price Index numbers for Industrial Workers (CPI-IW). This wage adjustment, known as the Variable Dearness Allowance (VDA), provides for the revision of minimum wages in scheduled employments to neutralize the effect of inflation. Accordingly, the appropriate governments are required to revise the minimum rates of wages from time to time, twice a year or annually. For the schedule employments in the central sphere, the minimum rates of wages are revised at an interval of every six months commencing on the 1st April and 1st October every year on the basis of the average Consumer Price Index Number for Industrial Workers (Base 2001=100) for the preceding period of six months ending on the 30th June and the 31st December every year respectively

3.1.7 ENFORCEMENT MACHINERY

The enforcement of the Minimum Wages Act, 1948 is secured at two levels. While in the Central Sphere, the enforcement is secured through the Inspecting officers' .of the Chief Labour Commissioner (Central) commonly designated as Industrial Relations Machinery (CIRM), the compliance in the State Sphere is ensured through the State Enforcement Machinery. They conduct regular inspections and in the event of detection of any case of non-payment or under-payment of minimum wages, they advise the employers to make payment of the shortfall of wages. In case of noncompliance, penal provisions prescribed in the Act are taken recourse to. Statement showing the strength of Enforcement Machinery available in different States/Union Territories for enforcement of Minimum Wages Act, 1948 during the year 2016 is given in Annexure II.

3.1.8 NATIONAL WAGE POLICY

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

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

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

3.2 MAIN PROVISIONS OF THE MINIMUM WAGES ACT, 1948

Following are the main provisions of the Act:-

3.2.1 FIXING OF MINIMUM RATES OF WAGES

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

3.2.2 The Act provides for the fixation of

(a)A minimum time rate

(b)A minimum piece rate

(c) A guaranteed time rate

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

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

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

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

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

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

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

3.2.4 PAYMENT OF MINIMUM RATE OF WAGES

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

3.2.5 FIXING HOURS FOR NORMAL WORKING DAY

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

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

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

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

3.2.6 WAGES FOR TWO OR MORE CLASSES OF WORK

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

3.2.7 MAINTENANCE OF REGISTERS AND RECORDS

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

3.2.8 INSPECTIONS

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

3.2.9 CLAIMS

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

3.2.10 AUTHORISED DEDUCTIONS

The deductions can be made on account of:

(a) Fines

(b) Damage or Loss

(c) Breach of Contract

3.3 REGIONAL COMMITTEES TO REDUCE DISPARITIES IN WAGES

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

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

CHAPTER-4

NATIONAL FLOOR LEVEL MINIMUM WAGE

In order to have a uniform wage structure and to reduce the wide disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage (NFLMW) was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) constituted in the year 1991 and the NFLMW would be applicable to all employees. As the NCRL's main concern was the issue of wages in rural employment, it anchored the NFLMW norms on the basis of the Planning Commission's rural poverty line and set the minimum wage at Rs. 20 per day at October 1990. The government introduced the NFLMW in 1996 and at the implementation stage it set the daily wage at Rs. 35 per day by undertaking the necessary price adjustment. The norms for determining the NFLMW were subsequently revised in 2003 as per the recommendations of the Working Group constituted by the Central Advisory Board under the Minimum Wages Act of 1948. The norms suggested by the Working Group were in accordance with the 15th ILC 1957 and Hon'ble SC 1992 judgment, but they recommend that values for each of these norms be determined by the results of the NSSO Consumer Expenditure Survey (55th Round). The NFLMW has been updated from time to time, taking into account the rise in the consumer price index and the recommendations made by the Central Advisory Board. The Central Government has increased the National Floor Level Minimum Wage from Rs. 80/- to Rs. 100/- per day with effect from 1.11.2010. These have further been revised to Rs 137.00 w.e.f. 01.07.2013 and Rs. 160 w.e.f 1st July 2015. This rate has gradually been scaled up to Rs. 176 per day w.e.f. 1st July 2017.

Year	1996	1998	01.12.99	01.9.2002	1.2.2004	1.9.2007	1.11.2010	1.7.13	1.7.15	1.7.17
NFLMW (Rs.)	35	40	45	50	66	80	100	137	160	176

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

CHAPTER-5

STATISTICS COLLECTED UNDER THE MINIMUM WAGES ACT, 1948

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

5.2 ADDITION OF NEW EMPLOYMENTS

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

5.2.2 During the year 2017, two States namely Assam and Himachal Pradesh have added new employments to the schedule appended to the Act (Table 1).

5.3 FIXATION OF MINIMUM WAGES FOR THE FIRST TIME

Table 2 shows that during the year 2017, the minimum wages were fixed for the first time by the States of Assam (1) and Mizoram (2).

5.4 SCHEDULED EMPLOYMENTS AND PREVAILING MINIMUM WAGE RATES

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

Table 3 presents the data for 37 States/Union Territories and CLC (Central) on Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2017. The number of scheduled employments varies from State to State and so do the minimum wages. Amongst the States, the largest number of scheduled employments were reported from Assam which stood at 103 and the lowest number i.e. 3 was reported from Mizoram. In case of Union Territories, the maximum numbers of scheduled employments i.e. 72 were reported from Daman & Diu and the minimum i.e. 7 from Andaman & Nicobar Islands. An analysis of the table also shows that there is no uniformity in the wage structure as some States pay consolidated wages (Basic + Dearness Allowance) and some are reporting D.A. as a separate component.

5.5 SCHEDULED EMPLOYMENTS AND RANGE OF MINIMUM WAGE RATES

5.5.1 The total number of employments in respect of which the minimum wage rates have been fixed / revised and the range of minimum wage rates in different States / Union Territories as on 31.12.2017 have been presented in Table 4.

5.5.2 It emerges from the table that the number of scheduled employments was highest in the State of Assam (103) followed by Jharakhand (90) Bihar (88), Odisha (88), Karnataka (82), Tamil Nadu (75), Kerala (74), Andhra Pradesh and Telangana (73), Daman and Diu (72) and Punjab (71).

5.5.3 The dispersion of wage rates as measured by the range between the lowest minimum wage rate and the highest minimum wage rate at all States / U.Ts. level is 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 C.L.C (Central) i.e. Rs. 420.00.

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

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

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

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

5.6.2 It is clear from Table 5 that as on 31.12.2017 there were in all 454 different types of scheduled employments all over India for which minimum wage rates have been fixed / revised by the Central Government / States / Union Territories submitting returns. However differences in the range of minimum wages were found in the same scheduled employment in States or U.Ts. For instance, in Agriculture, the minimum wage rates of Rs. 55.00 per day were reported from the State of Puducherry (Yanam Region) and Rs. 522.00 were prevalent in Delhi. Similarly in Public Motor Transport, minimum wage rates of Rs. 67.04 were observed in the States of Tripura and Rs. 522.00 per day were found in Delhi. Further in Construction/Maintenance of Building and Roads, minimum wage rates of Rs.115.00 per day were found in Nagaland and Rs. 522.00 in Delhi. In case of Dal/Flour/Rice Mills, minimum

wage rates of Rs. 77.00 per day were reported from the U.T. of Puducherry and Rs. 522.00 per day was prevalent in Delhi. In the case of Oil Mills, minimum wage rates of Rs. 78.00 per day were reported from the Union Territory of Puducherry and maximum of Rs. 522.00 in Delhi. In Shops and Commercial Establishments, minimum wage rates of Rs. 55.77 per day were reported from the Union Territory of Puducherry (Karaikal Region) and Rs. 522.00 per day were prevalent in Delhi. The same pattern is observable in the other scheduled employments as well. Table-3 shows that highest minimum wages are being paid by C.L.C (Central) which stood at Rs. 710.00 in the scheduled employment.

5.7 SUBMISSION OF RETURNS

Details regarding the number of establishments covered under the Minimum Wages Act, 1948 and those submitting returns as well as average daily employment have been presented in Table 6. In the State sphere, the response rate was as low as 0.37 per cent in the Union Territory of Chandigarh and as high as 100.00 per cent in Nagaland and Sikkim.

5.8 INSPECTIONS

5.8.1 The State-wise details of Inspections made, irregularities detected, prosecutions launched and claims preferred have been given in Table 7. Data in this regard was not submitted by the Central Sphere/States/Union Territories of C.L.C, Arunachal Pradesh, Tripura, Delhi and Lakshadweep.

5.8.2 In the States/U.Ts., the highest numbers of inspections (111016) were reported from the state of Tamil Nadu followed by (12177) the State of Gujarat and the highest numbers of irregularities were detected by Karnataka (10269) and followed by (9215) by Goa. On the other hand the Lowest (05) inspections were made by Mizoram whereas no irregularities were observed in Bihar, Punjab, Mizoram, Nagaland, Sikkim, Daman & Diu and Lakshadweep. In the State sphere, the highest numbers of prosecutions were launched by Uttar Pradesh (1021) whereas no prosecutions were launched in Assam, Bihar, Meghalaya, Mizoram, Nagaland, Sikkim, A&N Islands, D&N Haveli, Daman & Diu and Lakshadweep. The highest numbers of claims were preferred by Karnataka (6965) followed by Maharashtra (2631) whereas no claims were preferred by Bihar, Goa, Meghalaya, Mizoram, Nagaland, Sikkim, Uttarakhand, A&N Islands, D&N Haveli, Daman & Diu and Lakshadweep.

5.9 ENFORCEMENT OF THE ACT

Mere fixation / revision of wages would not be sufficient unless it is ensured that the workers are paid accordingly. Thus provision of adequate staff is a must for successful implementation of the Minimum Wages Act. However, in most of the States and Union Territories, there was no machinery appointed exclusively for the enforcement of the Minimum Wages Act and the inspection staff appointed under other labour Acts was entrusted with the enforcement of the Minimum Wages Act also. The Statement showing the strength of the machinery for enforcement of the Minimum Wages Act, 1948 during the year 2017 has been given in Annexure- II.

TABLE- 1

EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2017

SR.NO.	STATE / UNION TERRITORY	EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2017	
1	2	3	
1	Assam	1	Domestic Workers
2	Himachal Pradesh	1	Hydro Power Projects
		2	Pharmaceauticals' Industries
		3	Hospitals/ Nursing Homes and Clinics
		4	Domestic Workers
		5	Safai Karamchari Employment
		6	Security Service
		7	Temples and Religious Places/ Dharamshala
		8	Workers Working in Toll Tax Barriers

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2017.

TABLE – 2

EMPLOYMENTS IN WHICH THE MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2017

SR.NO.	STATE/ UNION TERRITORY	EMPLOYMENTS IN WHICH MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2017		MINIMUM WAGES FIXED PER DAY (In Rs.)
1	2	3		4
1	Assam	1	Domestic Workers	240.00
2	Mizoram	1	Road & Building Operations	270.00
		2	Employment in registered factories not elsewhere certified	270.00

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2017.

TABLE 3

MINIMUM WAGES PER DAY FOR UNSKILLED WORKERS IN SCHEDULED EMPLOYMENTS AS ON 31.12.2017

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	1.CHIEF LABOUR COMMISSIONER (CENTRAL)**				
1	Agriculture	Area - A	333.00	8.00	341.00
		Area - B	303.00	8.00	311.00
		Area - C	300.00	8.00	308.00
2	Asbestos Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
3	Barytes Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
4	Bauxite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
5	Construction / Maintenance of	Area - A	523.00	13.00	536.00
	Roads and Building operations	Area - B	437.00	11.00	448.00
		Area - C	350.00	9.00	359.00
6	China Clay Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
7	Copper Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
8	Construction and maintenance of	Area - A	523.00	13.00	536.00
	Runways	Area - B	437.00	11.00	448.00
		Area - C	350.00	9.00	359.00
9	Clay Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
10	Chromite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
11	Dolomite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
12	Employment in laying of Underground	Area - A	523.00	13.00	536.00
	electric, wireless, radio, television,	Area - B	437.00	11.00	448.00
	telephone, telegraph and overseas	Area - C	350.00	9.00	359.00
	communication cables and similar				
	other underground cabling, electric				
	lines, water supply lines and				
	sewerage pipe lines				
13	Fire Clay Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
14	Felspar Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
15	Gypsum Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
16	Graphite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
17	Granite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
18	Gravel Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
19	Hematite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
20	Iron Ore Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
21	Kyanite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
22	Laterite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
23	Loading and Unloading in Goods-Sheds, Parcel Offices of Railways, other Goodsheds, Godowns, Warehouses, etc. and Docks and Ports	Area - A	523.00	13.00	536.00
		Area - B	437.00	11.00	448.00
		Area - C	350.00	9.00	359.00
24	Lignite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
25	Mica Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
26	Manganese Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
27	Magnesite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
28	Magnetite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
29	Marble and Calcite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
30	Ochre Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
31	Quartz Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
32	Quartzite Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
33	Red Oxide Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
34	Rock Phosphate Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
35	Stone Breaking and Stone Crushing		283.00	7.00	290.00
36	Stone Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
37	Steatite (including Mines producing Soap Stone and Talc)Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
38	Silica Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
39	Slate Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
40	Sweeping and Cleaning	Area - A	523.00	13.00	536.00
		Area - B	437.00	11.00	448.00
		Area - C	350.00	9.00	359.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
41	Watch and Ward	Area - A	637.00	16.00	653.00
		Area - B	579.00	14.00	593.00
		Area - C	494.00	12.00	506.00
42	Watch and Ward (with arms)	Area - A	693.00	17.00	710.00
		Area - B	637.00	16.00	653.00
		Area - C	579.00	14.00	593.00
43	Uranium Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
44	White Clay Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00
45	Wolfram Mines	Above Ground	350.00	9.00	359.00
		Below Ground	437.00	11.00	448.00

TABLE 3

AREA"A"

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

AREA"B"

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

NOTE:

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

U.A. = Urban Agglomeration

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	2.ANDHRA PRADESH *				
1	Agriculture	-	159.00	106.75	265.75
2	Aerated water manufacturing units and Soft Drinks	-	96.31	125.77	222.08
3	Any 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	-	77.85	100.62	178.47
4	Automobile Engineering workshops including servicing and repairs	-	146.50	171.77	318.27
5	Baking process including Biscuits Manufactory	-	122.35	143.34	265.69
6	Betal Vines	-	87.69	93.37	181.06
7	Brick Kiln Industry	-	112.00	142.55	254.55
8	Canteens and Clubs	-	101.73	129.03	230.76
9	Cashew and Coconut gardens	-	125.00	-	125.00
10	Cashew Processing Establishments	-	149.46	155.18	304.64
11	Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory	-	112.12	142.55	254.67
12	Chemicals and Pharmaceuticals	-	134.46	157.55	292.01
13	Cinema Industry	-	141.27	157.97	299.24
14	Coffee Plantations	-	89.00	120.27	209.27
15	Colour Printing and Yarn Dyeing	-	128.85	150.45	279.30
16	Construction of Projects Including Dams and Multipurpose Projects	-	130.42	161.90	292.32
17	Construction or Maintenance of Roads and Building Operations	-	129.62	151.63	281.25
18	Cotton Carpet Weaving Establishments	-	135.00	151.00	286.00
19	Cotton Ginning and pressing Factories	-	164.00	159.32	323.32
20	Dairy Farming	-	191.38	93.37	284.75
21	Distilleries and Breweries	-	149.85	175.32	325.17
22	Domestic Workers	-	173.88	63.55	237.43
23	Electronic Industry	-	132.50	155.18	287.68
24	Fisheries and Sea Foods	-	125.08	145.71	270.79
25	Forestry and Timbering Operations	-	69.27	-	69.27
26	Glass Industry	-	129.46	151.63	281.09
27	Garment and Allied Manufacturing Industry	-	153.65	56.26	209.91
28	Gold Covering and Gold Coating Industry	-	129.62	151.63	281.25
29	Handloom (Silk)Weaving Establishments	-	83.00	117.54	200.54
30	Handloom Weaving Establishments	-		Piece Rated	
31	Handloom Weaving Establishments- Additional Categories	-	91.42	117.54	208.96
32	Horticulture	-	217.27	106.60	323.87
33	Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries	-	238.81	82.55	321.36
34	Hostels of all colleges and all other educational Institutions	-	251.73	91.80	343.53
35	Hotels and Restaurants and Eating Houses	-	127.58	158.25	285.83
36	Jute and Coir Industry	-	244.35	89.45	333.80
37	Khandsari Factories	-	135.23	157.55	292.78
38	Lime stone Kilns	-	93.19	119.48	212.67
39	Marketing Societies, Consumer Co-op. Societies and Co-op. Banks	-	123.96	144.52	268.48
40	Match and Fire Works	-	104.46	129.03	233.49
41	Mesta used Twine Mills	-	125.50	146.89	272.39
42	Metal Foundaries and General Engineering	-	66.00	79.88	145.88
43	Mica Works	-	131.15	152.82	283.97
44	Mini and Tiny Cement Factories	-	107.00	124.38	231.38
45	Motion Picture Industry including Production, Distribution and Publicity	-	112.12	141.32	253.44
46	Oil Mills	-	248.88	91.09	339.97
47	Paper and Paper Board including Straw Board including hand made Paper Manufactory	-	250.00	91.21	341.21
48	Petrol Bunks	-	134.46	157.55	292.01
49	Poultry farming including Feeding units	-	200.00	92.81	292.81
50	Powerloom Industry	-	101.73	248.77	350.50
51	Printing Press including Litho and offset Printing	-	135.23	157.55	292.78

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
52	Private Motor Transport	-	129.62	151.63	281.25
53	Professionals such as Chartered,Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates	-	161.50	159.76	321.26
54	Public Motor Transport	-	101.73	129.03	230.76
55	Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills	-	135.50	158.74	294.24
56	Safai Karamcharis	-	192.31	179.08	371.39
57	Salt Pans	-	96.88	122.88	219.76
58	Security Services	-	153.85	143.05	296.90
59	Seed Processing Units	-	123.31	163.60	286.91
60	Sericulture	-	173.27	-	173.27
61	Shops and Commercial Establishments	-	129.62	151.63	281.25
62	Slate Factories	-	123.19	144.52	267.71
63	Steel Mills and Steel re-rolling Mills	-	123.35	144.52	267.87
64	Stone Breaking and Stone Crushing Operations	-	123.00	141.68	264.68
65	Tanneries and Leather Manufactory	-	132.88	165.55	298.43
66	Tiles and Potteries	-	123.27	144.52	267.79
67	Tobacco (excluding Beedi making)Manufactory	-	113.00	129.36	242.36
68	Tobacco (including Beedi making)Manufactory	-	173.08	72.50	245.58
69	Toddy Tapping including Selling and Conveyance industry	-	106.27	131.47	237.74
70	Wood Working Establishments including Furniture (excluding Timbering Operations)	-	128.73	150.45	279.18
71	Woollen Carpet Making and Shawl Weaving Establishments	-	96.88	122.88	219.76
72	Non-teaching staff working in Private Educational Institutions	-	203.62	70.67	274.29
73	Spinning Mills	-	148.23	51.45	199.68
Note:- *Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2016					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	3.ARUNACHAL PRADESH				
1	Agriculture	-	150.00	-	150.00
2	Cement Industry	-	150.00	-	150.00
3	Cinema and Video Hall	-	150.00	-	150.00
4	Construction or Maintenance of Roads or Building Operation	-	150.00	-	150.00
5	Distrilleries and Brewing Units	-	150.00	-	150.00
6	Educational/Coaching Institutions	-	150.00	-	150.00
7	Employment in any bank in respect of which Govt.of Arunachal Pradesh is the appropriate Govt.to fix or revise the minimum wages	-	150.00	-	150.00
8	Employment in any residential,hotel,restaurant or earting house.		150.00		150.00
9	Employment under any Govt. Authority (Casual Contingency Employee)	-	150.00	-	150.00
10	Forest Operations	-	150.00	-	150.00
11	Hospital, Nursing Homes, Dispensaries, Pharmacies and consultation clinics	-	150.00	-	150.00
12	Load carrying i.e.Porter Porting Goods from One Area to Another Area	-	150.00	-	150.00
13	Loading and Un-Loading except under Department of Co-operation	-	150.00	-	150.00
14	Local Authority	-	150.00	-	150.00
15	Motor Mechanical Garage Including Tyre Retreading or Repairing Industry	-	150.00	-	150.00
16	Oil Mill	-	150.00	-	150.00
17	Plantation (Cinchona, Rubber, Tea & Coffee)	-	150.00	-	150.00
18	Printing Press	-	150.00	-	150.00
19	Printing Process by Lithography,photography or other similar work or book binding	-	150.00	-	150.00
20	Private co-operative society,welfare or voluntary organisation	-	150.00	-	150.00
21	Public Motor Transport	-	150.00	-	150.00
22	Rice / Flour /Dal Mill	-	150.00	-	150.00
23	Safai Karamcharis	-	150.00	-	150.00
24	Saw ,Vaneer and Plywood Mills/Industry	-	150.00	-	150.00
25	Security Guard and Watch and Ward	-	150.00	-	150.00
26	Shops or Commercial Establishments	-	150.00	-	150.00
27	Stone breaking or Stone crushing	-	150.00	-	150.00
28	Superior Kerosene/petrol/diesel oil delivery depot	-	150.00	-	150.00
29	Tobacco manufactory (including Bidi making industries)	-	150.00	-	150.00
30	Woollen Carpet making or Shawl Weaving establishments	-	150.00	-	150.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	4.ASSAM				
1	Agarbatti	-	252.81	-	252.81
2	Agarwood Industry	-	252.81	-	252.81
3	Agriculture	-	252.81	-	252.81
4	Aluminium Industry	-	252.81	-	252.81
5	Asbests	-	252.81	-	252.81
6	Bakeries	-	252.81	-	252.81
7	Beedi Making	-	252.81	-	252.81
8	Beverages Manufacturing and Vending Estt.	-	252.81	-	252.81
9	Biscuit Manufacturing	-	252.81	-	252.81
10	Blacksmith	-	252.81	-	252.81
11	Bought Tea Leaf Factory	-	252.81	-	252.81
12	Breweries and Distillery	-	252.81	-	252.81
13	Brick Making and Brick Kiln	-	252.81	-	252.81
14	Candle Manufacturing	-	252.81	-	252.81
15	Canteen and Clubs	-	252.81	-	252.81
16	Carpentary and Masenary	-	252.81	-	252.81
17	Casual/Master control workers in Flood Control Department	-	252.81	-	252.81
18	Casual/Master Roll Workers Employed in Public Health Department	-	252.81	-	252.81
19	Casual/Master Roll Workers Irrigation Department.	-	252.81	-	252.81
20	Cement Based Industry	-	252.81	-	252.81
21	Chakki Mill	-	252.81	-	252.81
22	Chemical and Pharmaceutical Industry	-	252.81	-	252.81
23	Cleaner	-	252.81	-	252.81
24	Coaching Academics including nurshing and English Medium Schools and Technical Institutes	-	252.81	-	252.81
25	Coffee and Rubber Plantation	-	252.81	-	252.81
26	Construction or maintenance of (1) roads or in building operation and stone breaking and stone crushing	-	252.81	-	252.81
27	Contracts Estt. Of the Forest Deptt.	-	252.81	-	252.81
28	Cooperative Banks	-	252.81	-	252.81
29	Cooperative Consumer Societies	-	252.81	-	252.81
30	Cooperative Markeing Societies	-	252.81	-	252.81
31	Cotton Textiles Mills	-	252.81	-	252.81
32	Dairy and Poultry firms	-	252.81	-	252.81
33	Dispensaries	-	252.81	-	252.81
34	Domestic Workers	-	240.00	-	240.00
35	Earth Cutting and Removing Earth Filling, & Earth leveling Operations	-	252.81	-	252.81
36	Eating house and Restaurants	-	252.81	-	252.81
37	Edible Oil Workers	-	252.81	-	252.81
38	Employment in Electricity Board	-	252.81	-	252.81
39	Engineering Industries including Motor Garage and Workers	-	252.81	-	252.81
40	Film (production, distribution & Exibition)	-	252.81	-	252.81
41	Fishing	-	252.81	-	252.81
42	Flour Mills	-	252.81	-	252.81
43	Food Processing	-	252.81	-	252.81
44	Forestry and Timbering Operation	-	252.81	-	252.81
45	Fruit Preservation	-	252.81	-	252.81
46	Gold and Silver ornaments and other articles of Artistic Design Manufacturing	-	252.81	-	252.81
47	Goldsmith	-	252.81	-	252.81
48	Grass Cutting and Wood Cutting	-	252.81	-	252.81
49	Hair Cutting saloons	-	252.81	-	252.81
50	Handicrafts	-	252.81	-	252.81
51	Handloom Weaving Project	-	252.81	-	252.81
52	Helpers & Weldes in Minor Engineering.	-	252.81	-	252.81

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
53	Horticulture	-	252.81	-	252.81
54	Hotel Restaurent and Eating Houses covered by the schedule employments (shops & commercial Establishments)	-	252.81	-	252.81
55	Hydro Electric Project	-	252.81	-	252.81
56	Ice cream and Ice candy Manufacturing and vending Estt.	-	252.81	-	252.81
57	Ice factory and Cold Storage	-	252.81	-	252.81
58	Jute Bailing Industries	-	252.81	-	252.81
59	Jute Mills	-	252.81	-	252.81
60	Khadi and Village Industries	-	252.81	-	252.81
61	Loading and Unloading Operation	-	Per Bag Rate		
62	Loading and Unloading of Urea Bags	-	Per Bag Rate		
63	L.P.G.Distributiion	-	252.81	-	252.81
64	Match Manufacturing	-	252.81	-	252.81
65	Metal Rolling and Re-rolling Industry	-	252.81	-	252.81
66	Motor Body Building	-	252.81	-	252.81
67	Municipalities and Town Committee	-	252.81	-	252.81
68	Oil and Gas Drilling Workers	-	252.81	-	252.81
69	Pan Masala & Gutkha Manufacturing Industries	-	252.81	-	252.81
70	Paper Industry	-	252.81	-	252.81
71	Pathological Laboratories	-	252.81	-	252.81
72	Petrol Pump Workers	-	252.81	-	252.81
73	Photo and Picture frame Manufacturing	-	252.81	-	252.81
74	Sales Promotion Employees	-	452.03	-	452.03
75	Plywood Industries	-	252.81	-	252.81
76	Pottery Industries	-	252.81	-	252.81
77	Poultry and Cattle Feed Manufacturing	-	252.81	-	252.81
78	Premises wherein cows and buffalos or both kept for milking fooding and all other similar process	-	252.81	-	252.81
79	Printing and Dyeing Cloth	-	252.81	-	252.81
80	Printing Press	-	252.81	-	252.81
81	Private Hospital	-	252.81	-	252.81
82	Security Service	-	174.59	-	174.59
83	Private Transport	-	252.81	-	252.81
84	Public Motor Transport including A.S.T.C.	-	252.81	-	252.81
85	Readymade Garments	-	252.81	-	252.81
86	Rice and Oil Mills	-	252.81	-	252.81
87	Rubber processing and Rubber Manufacturing	-	252.81	-	252.81
88	Saw Mills	-	252.81	-	252.81
89	Seasonal Spray Squads of NMEP under the H. & F.W. Deptt.	-	252.81	-	252.81
90	Sericulture Operation	-	252.81	-	252.81
91	Shops and Commercial Establishments covered by the schedule of shop & commercial Establishments	-	252.81	-	252.81
92	Small Establishments Selling Cooked Food Stuff	-	252.81	-	252.81
93	Small Scale Industry	-	252.81	-	252.81
94	Soap Making Industries	-	252.81	-	252.81
95	Streamerghat	-	252.81	-	252.81
96	Sugar Industry	-	252.81	-	252.81
97	Tailoring Industries.	-	252.81	-	252.81
98	Tanneries and Leather Manufacturing	-	252.81	-	252.81
99	Theatres	-	252.81	-	252.81
100	Tiles Manufacturing	-	252.81	-	252.81
101	Transportation, Marketing and Distribution of Petroleum Products	-	252.81	-	252.81
102	Trunk and Bucket Manufacturing	-	252.81	-	252.81
103	Tubewell Sinking	-	252.81	-	252.81
	Note:- Minimum Wages/VDA for Unskilled Workers calculate for Thirty Days (30).				

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		5.BIHAR			
1	Agarbati Industry	-	232.00	5.00	237.00
2	Agriculture	-	232.00	5.00	237.00
3	Aluminium Industry	-	237.00	5.00	242.00
4	Asbestos Cement Industry	-	237.00	5.00	242.00
5	Automobile Engineering Workshops	-	237.00	5.00	242.00
6	Bakeries and Confectioneries	-	237.00	5.00	242.00
7	Bidi Making	-	242.00	5.00	247.00
8	Biscuit Industry	-	237.00	5.00	242.00
9	Book Binding Industry	-	237.00	5.00	242.00
10	Brick Manufactory and Ceremic Industry	-	242.00	5.00	247.00
11	Cement and Hume Pipe, Electric Pole and Railway Sleeper Manufacturing Industry	-	237.00	5.00	242.00
12	Cement Prestressed Product Industry	-	237.00	5.00	242.00
13	Chemical and Pharmaceutical Industry	-	237.00	5.00	242.00
14	Cinema Industry	-	237.00	5.00	242.00
15	Coal Briquette Industry	-	237.00	5.00	242.00
16	Cold Storage	-	237.00	5.00	242.00
17	Construction, Maintenance of Roads or in Building Construction	-	237.00	5.00	242.00
18	Co-operative Sector	-	237.00	5.00	242.00
19	Courier Service	-	237.00	5.00	242.00
20	Dafti Card Board, Mill Board, Paper Board, Corrugated Board, Straw Board or Gatta Paper Board Manufacturing	-	237.00	5.00	242.00
21	Dairy and Poultry Farms	-	237.00	5.00	242.00
22	Dams Construction and Irrigation	-	237.00	5.00	242.00
23	Distilleries	-	237.00	5.00	242.00
24	Domestic Workers	-	221.46	4.42	225.88
25	Earth Cutting Operation	-	242.00	5.00	247.00
26	Educational, University, Research or Cultural Institutions	-	237.00	5.00	242.00
27	Electric and Other Types of Bulbs and Florescent Tubes Manufacturing Industry	-	237.00	5.00	242.00
28	Electro Casting and Metal Finishing Industry	-	237.00	5.00	242.00
29	Electronics Industry	-	237.00	5.00	242.00
30	Employment of Sailors	-	232.00	5.00	237.00
31	Fire Bricks, Ceramics Industry and Refractories	-	237.00	5.00	242.00
32	Fisheries	-	237.00	5.00	242.00
33	Forestry and Timbering Operations	-	242.00	5.00	247.00
34	Foundry Industry	-	237.00	5.00	242.00
35	Frittered Rice	-	237.00	5.00	242.00
36	Glass Industry(excluding Glass Sheet)	-	237.00	5.00	242.00
37	Glass Sheet Industry	-	237.00	5.00	242.00
38	Gun Factories	-	237.00	5.00	242.00
39	Hair Cutting Saloons	-	242.00	5.00	247.00
40	Handloom Industry	-	237.00	5.00	242.00
41	Hard Coke Industry	-	237.00	5.00	242.00
42	Hosiery Manufactory	-	237.00	5.00	242.00
43	Hotels, Eating Houses and Restaurants	-	237.00	5.00	242.00
44	Icecream and Cold Drinks	-	237.00	5.00	242.00
45	Information Technology	-	237.00	5.00	242.00
46	Jute Industry and Similar Works	-	237.00	5.00	242.00
47	Khadi and Village Industry	-	237.00	5.00	242.00
48	Khandsari Industry	-	237.00	5.00	242.00
49	Lac Manufactory	-	242.00	5.00	247.00
50	Laundry and Washing	-	237.00	5.00	242.00
51	Loading and Un-loading Operations	-	242.00	5.00	247.00
52	Manufacturing Of Gold and Silver Ornaments and articles of artistic design	-	237.00	5.00	242.00
53	Manufacturing of Leather Goods	-	237.00	5.00	242.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
54	Mica Works (Factory and Establishment excluding Mines)	-	237.00	5.00	242.00
55	Mineral Grinding Industry	-	237.00	5.00	242.00
56	Minor Engineering Industry (Excluding Automobile Engineering Workshops) employing less than 50 workers	-	237.00	5.00	242.00
57	Minor Engineering Industry employing more than 50 workers	-	237.00	5.00	242.00
58	Oil Mills	-	237.00	5.00	242.00
59	Papad Industry	-	232.00	5.00	237.00
60	Paper Industry	-	237.00	5.00	242.00
61	Petrol and Diesel Pumps	-	237.00	5.00	242.00
62	Plastic Industry	-	237.00	5.00	242.00
63	Plucking and Processing of Tendu Leaves	-	242.00	5.00	247.00
64	Plywood Industry	-	237.00	5.00	242.00
65	Potteries Industry	-	237.00	5.00	242.00
66	Powerloom Industry	-	242.00	5.00	247.00
67	Printing Press	-	237.00	5.00	242.00
68	Private Ferries and L.T.C.	-	237.00	5.00	242.00
69	Private Hospitals, Nursing Homes and Clinics	-	237.00	5.00	242.00
70	Private Security	-	237.00	5.00	242.00
71	Public Motor Transport	-	237.00	5.00	242.00
72	Religious and Social Institutions	-	237.00	5.00	242.00
73	Rice , Flour or Dal Mills	-	237.00	5.00	242.00
74	Rolling of Iron Rods, Plates, Angles, etc. works	-	237.00	5.00	242.00
75	Rubber and Rubber compound Industry	-	237.00	5.00	242.00
76	Safai Karmacharis (excluding scavenging)	-	232.00	5.00	237.00
77	Sales Promotion of Medicine Employment	-	221.00	4.00	225.00
78	Shops and Commercial Establishments	-	237.00	5.00	242.00
79	Shops Selling Cooked Food Stuff	-	237.00	5.00	242.00
80	Silk Industry including Manufactury from Pure Silk, Artificial Silk and other Staple Yarn	-	242.00	5.00	247.00
81	Sindur and Rang Manufacturing	-	237.00	5.00	242.00
82	Soap Making Industry	-	237.00	5.00	242.00
83	Stone Breaking or Stone Crushing	-	242.00	5.00	247.00
84	Tailoring Industry	-	237.00	5.00	242.00
85	Tanneries and Leather Technology	-	237.00	5.00	242.00
86	Tea Plantations	-	242.00	5.00	247.00
87	Wood works and Furniture	-	237.00	5.00	242.00
88	Woollen Carpet making or Shawl Weaving Establishments	-	237.00	5.00	242.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	6. CHHATISGARH *				
1	Agriculture	-	147.00	79.88	226.88
2	Bone Mills	-	147.00	79.88	226.88
3	Bricks	-	147.00	79.88	226.88
4	Building and Construction	-	147.00	79.88	226.88
5	Cement Factories	-	147.00	79.88	226.88
6	Cement Poles and Cement Products	-	147.00	79.88	226.88
7	Chemicals and Pharmaceuticals	-	147.00	79.88	226.88
8	Construction, Maintenance of Roads or in Building Construction	-	147.00	79.88	226.88
9	Educational Institutiion and Private Coaching Centres	-	147.00	79.88	226.88
10	Employment in Kosa	-	147.00	79.88	226.88
11	Engieneering Industry	-	147.00	79.88	226.88
12	Food Products, Bakery, Confectionery, Ice Cream, Aerated Drinks	-	147.00	79.88	226.88
13	Forest Produce and Forestry	-	147.00	79.88	226.88
14	Fuel Coke	-	147.00	79.88	226.88
15	Handloom	-	147.00	79.88	226.88
16	Hospitals, Nursing Homes and Pathology Labs	-	147.00	79.88	226.88
17	Irrigation	-	147.00	79.88	226.88
18	Kambal Industry	-	147.00	79.88	226.88
19	Khandsari Industry/Sugar	-	147.00	79.88	226.88
20	Lime stone Kilns	-	147.00	79.88	226.88
21	Local Bodies	-	147.00	79.88	226.88
22	Mandi Mazdoors	-	147.00	79.88	226.88
23	Manufacturing Process as defined under section 2(k) of the Factories Act 1948 not classified elsewhere	-	147.00	79.88	226.88
24	Murra Poha	-	147.00	79.88	226.88
25	Oil Mills	-	147.00	79.88	226.88
26	Petrol/Diesel/L.P.G.Distribution	-	147.00	79.88	226.88
27	Plastic Industry	-	147.00	79.88	226.88
28	Potteries	-	147.00	79.88	226.88
29	Poultry farming including Feeding units	-	147.00	79.88	226.88
30	Powerloom Sizing and Pressing	-	147.00	79.88	226.88
31	Printing Press	-	147.00	79.88	226.88
32	Public Motor Transport	-	147.00	79.88	226.88
33	Rice, Dal and Flour Mills	-	147.00	79.88	226.88
34	Sale Promotion Workers	-	147.00	79.88	226.88
35	Saw Mills, Wood Works	-	147.00	79.88	226.88
36	Security Guard	-	156.00	79.88	235.88
37	Shops and Commercial Establishments, Hotels, Restaurants and Cinema Houses	-	147.00	79.88	226.88
38	Solevent Plants and Refinery	-	147.00	79.88	226.88
39	Stone Breaking	-	147.00	79.88	226.88
40	Stone Crushing	-	147.00	79.88	226.88
41	Tiles Manufacturing	-	147.00	79.88	226.88

Note:-*Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2016

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		7.GOA			
1	Agriculture	-	307.00	7.00	314.00
2	Automobile Repairing Workshop and Garages	-	307.00	7.00	314.00
3	Breweries and Distilleries	-	307.00	7.00	314.00
4	Brick and Tiles Manufacture	-	307.00	7.00	314.00
5	Cashew Factories and Establishments	-	307.00	7.00	314.00
6	Cinema Exhibition Industry	-	307.00	7.00	314.00
7	Commercial or Industrial Establishments engaged in commercial, manufacturing and service activities other than that covered under any of the other entries contained in the schedule	-	307.00	7.00	314.00
8	Construction or maintenance of Roads or in Building Operations	-	307.00	7.00	314.00
9	Cotton Textiles, cotton spinning, cotton pressing, manufacturing of cotton fiber, thread yarn spinning and weaving including handloom weaving	-	307.00	7.00	314.00
10	Manufacture, assembling of Electronic Goods and components and distribution and the sale of Electronic Products	-	307.00	7.00	314.00
11	Pharmaceutical industry and units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products	-	307.00	7.00	314.00
12	Printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding	-	307.00	7.00	314.00
13	Private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinic including such establishments where medical treatment is given to patients	-	307.00	7.00	314.00
14	Processing and canning of food stuff including fish and beverages	-	307.00	7.00	314.00
15	Public Motor Transport undertaking and Private Motor Transport undertaking	-	307.00	7.00	314.00
16	Readymade garments manufactory	-	307.00	7.00	314.00
17	Residential Hotel, Restaurant or eating house	-	307.00	7.00	314.00
18	Saw Mills	-	307.00	7.00	314.00
19	Shop and Commercial Establishments other than a residential hotel, restaurant or eating house	-	307.00	7.00	314.00
20	Watch and ward	-	307.00	7.00	314.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		8. GUJARAT			
1	Automobile repairing workshops and Garages	Zone- I	276.00	-	276.00
		Zone- II	268.00	-	268.00
2	Bakeries	Zone- I	276.00	-	276.00
		Zone- II	268.00	-	268.00
3	Bobin Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
4	Bone Crushing Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
5	Cement Prestressed Products Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
6	Construction or Maintenance of Roads or in Buildings Operation	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
7	Cotton Ginning and Pressing Manufactory	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
8	Dispensary of Medical practitioners	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
9	Electronics and Allied or incidental Industries	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
10	Employment of non-teaching Staff in Private Non-grant-in-aided educational Institutions	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
11	Film Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
12	Fisheries Industries	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
13	Forestry and Timber Operation	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
14	Hosiery Industry	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
15	Hospitals and Nursing Homes	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
16	Industrial Engineering Establishments (more than 50 workers)	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
17	Industrial Engineering Establishments(less than 50 workers)	Zone-I	276.00	-	276.00
		Zone-II	268.00	-	268.00
18	Khandsari Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
19	Local Authorities (Municipality or Nagar Panchayat)	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
20	Local Authorities (Municipal Corporation)	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
21	Employment under any Gram Panchayat	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
22	Manufacturing Process as defined under section 2(k) of the Factories Act 1948 not covered under any entry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
23	Oil Mills	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
24	Petrol / Diesel pumps	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
25	Pharmaceutical Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
26	Plastic Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
27	Potteries Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
28	Powerloom Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
29	Printing by letter press lithography, photogravure or book binding	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
30	Private Security Guard Services	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
31	Public Motor Transport	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
32	Pulp and Paper or Paper Board Manufactory	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
33	Residential Hotels, Restaurants, or Eating House	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
34	Rice, Flour or Dal Mills	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
35	Roof Tiles Manufactory	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
36	Rubber and Rubber Products Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
37	Shops and Commercial Establishments	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
38	Soap Making Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
39	Stone Breaking or Stone Crushing	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
40	Sugar Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
41	Tanneries and Leather Manufactory	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
42	Textile Processing and Pre Weaving Industry	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
43	Tobacco processing Establishments	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
44	Tube-well drilling operations and maintenance	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
45	Woollen Carpet making or Shawl Weaving Establishments	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00
46	Zardosi Works	Zone I	276.00	-	276.00
		Zone II	268.00	-	268.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	9.HARYANA				
1	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	-	318.46	-	318.46
2	Agriculture	-	318.46	-	318.46
3	Any Manufacturing process wherein Manufacturing Process as defined under Section 2(k) of the Factories Act,1948	-	318.46	-	318.46
4	Any Shop or Commercial Establishment other than covered under any of the entries in the Schedule	-	318.46	-	318.46
5	Asbestos Cement Factories and other Cement Products	-	318.46	-	318.46
6	Automobile repair workshop	-	318.46	-	318.46
7	Ayurvedic & Unani Pharmaceuticals	-	318.46	-	318.46
8	Brick Kiln Industry	-	318.46	-	318.46
9	Chemical and Distillery Industry	-	318.46	-	318.46
10	Cinema Industry	-	318.46	-	318.46
11	i) Construction and Maintenance of Road and Building Operation ii) Stone breaking and stone crushing iii) P.W.D. (Public Health)	-	318.46	-	318.46
12	Contractor's Establishments of Forest Department	-	318.46	-	318.46
13	Co-operative Credit and Service Societies and Mini Banks	-	318.46	-	318.46
14	Cotton Ginning & pressing Industry	-	318.46	-	318.46
15	Domestic Worker	-	318.46	-	318.46
16	Electronics and allied or incidental Industries	-	318.46	-	318.46
17	Electroplating using salts or chromium, nickle or any other compound and connected buffing and polishing Industry	-	318.46	-	318.46
18	Ferrous Metal Rolling and Re-rolling Industry	-	318.46	-	318.46
19	Food Products, Dairy Products, Grain Mills Products and Bakery Products	-	318.46	-	318.46
20	Forestry or any other development work related	-	318.46	-	318.46
21	Foundries with or without attached Machine Shops	-	318.46	-	318.46
22	Glass, Glass Fibre and Glass Processing Industry	-	318.46	-	318.46
23	Hospital and Nursing Homes	-	318.46	-	318.46
24	Local Authorities	-	318.46	-	318.46
25	Manufacture of Khandsari, Gur and Shakkar	-	318.46	-	318.46
26	Manufacturing of Soap in any form,other washing Products, Synthetic detergents and Cosmetics	-	318.46	-	318.46
27	Non-Ferrous Metal Rolling	-	318.46	-	318.46
28	Oil Mills	-	318.46	-	318.46
29	Operation of Tubewell	-	318.46	-	318.46
30	Packing Industry	-	318.46	-	318.46
31	Paper Cardboard and Typewriter Ribbon Industry	-	318.46	-	318.46
32	Petrol and Diesel Oil Pumps	-	318.46	-	318.46
33	Plastic Industries	-	318.46	-	318.46
34	Potteries, Ceramics and Refractory Industry	-	318.46	-	318.46
35	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	-	318.46	-	318.46
36	Private Printing Presses	-	318.46	-	318.46
37	Public Motor Transport	-	318.46	-	318.46
38	Public Works Department (Irrigation)	-	318.46	-	318.46
39	Rags Cleaning and Sorting	-	318.46	-	318.46
40	Readymade Garments	-	318.46	-	318.46
41	Rice Mills, Flour Mills and Dal Mills	-	318.46	-	318.46
42	Rubber Industry	-	318.46	-	318.46
43	Safai Karamcharis	-	318.46	-	318.46
44	Saw Mills and Timber Trade Industry	-	318.46	-	318.46
45	Scientific Industry	-	318.46	-	318.46
46	Shops and Commercial Establishments	-	318.46	-	318.46
47	Tailoring, Stitching and Embroidery Esablishments	-	318.46	-	318.46
48	Tanneries and Leather Manufacturing	-	318.46	-	318.46
49	Textiles Industry	-	318.46	-	318.46
50	Woollen Carpet making or Shawl Weaving Establishments run on Powerloom or Handloom	-	318.46	-	318.46

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	10.HIMACHAL PRADESH				
1	Agriculture	-	210.00	-	210.00
2	Chemicals and Chemical Products	-	210.00	-	210.00
3	Construction or Maintenance of Roads or in Building Operations	-	210.00	-	210.00
4	Domestic Workers	-	210.00	-	210.00
5	Engineering Industries	-	210.00	-	210.00
6	Forestry Industry	-	210.00	-	210.00
7	Hospital and Nursing Homes & Clinic	-	210.00	-	210.00
8	Hotels and Restaurants	-	210.00	-	210.00
9	Hydro Power Project	-	210.00	-	210.00
10	Establishments with Manufacturing Process as defined in clause (k) of Section 2 of Factories Act., 1948	-	210.00	-	210.00
11	Pharmaceutical Industry	-	210.00	-	210.00
12	Private Educational Institutions	-	210.00	-	210.00
13	Public Motor Transport	-	210.00	-	210.00
14	Safai Karamcharis	-	210.00	-	210.00
15	Security Services	-	210.00	-	210.00
16	Shops and Commercial Establishments	-	210.00	-	210.00
17	Stone Breaking and Stone Crushing	-	210.00	-	210.00
18	Tea Plantations	-	210.00	-	210.00
19	Temple and Religious Places/Dharmshala	-	210.00	-	210.00
20	Working in Toll Tax Barriers	-	210.00	-	210.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	11.JAMMU & KASHMIR				
1	Embroidery including Chain Stitching	-	225.00	-	225.00
2	Ice Factory and Cold Storage	-	225.00	-	225.00
3	Light Engineering Works.	-	225.00	-	225.00
4	Local Authority	-	225.00	-	225.00
5	Manufacturing & Tailoring of Garments	-	225.00	-	225.00
6	Manufacturing of Arms & Ammunition	-	225.00	-	225.00
7	Manufacturing of Drinks & Brewaries	-	225.00	-	225.00
8	Manufacturing of Food Products	-	225.00	-	225.00
9	Manufacturing of Medicines & Hospitals Equipments	-	225.00	-	225.00
10	Manufacturing of Metal Steel Utensils	-	225.00	-	225.00
11	Manufacturing of Soap & Detergents	-	225.00	-	225.00
12	Manufacturing of Sports Goods.	-	225.00	-	225.00
13	Manufacturing of Wood Products	-	225.00	-	225.00
14	Oil Mills(including Kohloos)	-	225.00	-	225.00
15	Private Brick and Tile Making	-	225.00	-	225.00
16	Rosin and Terpentine Products	-	225.00	-	225.00
17	Shops & Establishments	-	225.00	-	225.00
18	Silicate & Chemical Works	-	225.00	-	225.00
19	Steel Metal Rolling Works	-	225.00	-	225.00
20	Tanneries,Leather Manufacturing	-	225.00	-	225.00
21	Wood Carving	-	225.00	-	225.00
22	Woollen Carpet Making or Shawl Weaving	-	225.00	-	225.00
23	Workshops	-	225.00	-	225.00
24	Rice Mill, Floor Mill or Dal Mill	-	225.00	-	225.00
25	Tobacco (Including bidi making)	-	225.00	-	225.00
26	Plantation (Growing Cinchona, rubber, tea or coffe)	-	225.00	-	225.00
27	Construction or maintenance of roads or in building operation	-	225.00	-	225.00
28	Stone Breaking or Stone Crushing	-	225.00	-	225.00
29	Lac Manufacturing	-	225.00	-	225.00
30	Mica Work	-	225.00	-	225.00
31	Public Motor Transport	-	225.00	-	225.00
32	Private Transport Industry	-	225.00	-	225.00
33	Forest Industry	-	225.00	-	225.00
34	Auto body Fabrication	-	225.00	-	225.00
35	Saw Mill and Joinery Product	-	225.00	-	225.00
36	Electricals and Electric Goods	-	225.00	-	225.00
37	Hair Cutting Saloons	-	225.00	-	225.00
38	Walnut Processing Unit	-	225.00	-	225.00
39	Private Educational Institutions	-	225.00	-	225.00
40	Private Coaching Centres	-	225.00	-	225.00
41	Sweeping and Cleaning	-	225.00	-	225.00
42	Brick Kiln Industry	-	225.00	-	225.00
43	Cement Industry	-	225.00	-	225.00
44	Plastic Industry	-	225.00	-	225.00
45	Hotel/Restaurant/Tea Stall & Cinemas	-	225.00	-	225.00
46	Agriculture	-	225.00	-	225.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	12.JHARKHAND*				
1	Agriculture	-	210.00	14.93	224.93
2	Aluminium Industry	-	210.00	14.93	224.93
3	Asbestos Cement Factory	-	210.00	14.93	224.93
4	Automobile Engineering Workshops	-	210.00	14.93	224.93
5	Bakeries and confectioneries	-	210.00	14.93	224.93
6	Book Binding Industry	-	210.00	14.93	224.93
7	Biscuit Industry	-	210.00	14.93	224.93
8	Cement Prestressed Products	-	210.00	14.93	224.93
9	Chemical and Pharmaceutical Industry	-	210.00	14.93	224.93
10	Coal Briquette Industry	-	210.00	14.93	224.93
11	Cement Hume Pipe, Electric Pole and Railway Sleeper Manufacture Industry	-	210.00	14.93	224.93
12	Cinema Industry	-	210.00	14.93	224.93
13	Cold Storages	-	210.00	14.93	224.93
14	Construction of Dams or for Irrigation Purpose	-	210.00	14.93	224.93
15	Computer Coaching Institutes	-	210.00	14.93	224.93
16	Construction or Maintenance of Roads or Building Construction	-	210.00	14.93	224.93
17	Cooperative Sectors	-	210.00	14.93	224.93
18	Dairy and Poultry Farms	-	210.00	14.93	224.93
19	Distilleries	-	210.00	14.93	224.93
20	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	-	210.00	14.93	224.93
21	Employment of Bus and Truck Driver/Conductor and Cleaners	-	210.00	14.93	224.93
22	Electric and other type of Bulb and Florence Tube Manufacture Industry	-	210.00	14.93	224.93
23	Motor Garages and Workshops	-	210.00	14.93	224.93
24	Motor Body Building	-	210.00	14.93	224.93
25	Sweeping and Cleaning	-	210.00	14.93	224.93
26	Electronic Industry	-	210.00	14.93	224.93
27	Mess, Canteens and Clubs	-	210.00	14.93	224.93
28	Laying of under ground cables, electric lines, water supply lines and sewerage pipe line	-	210.00	14.93	224.93
29	Charted/Cost Accountants, Auditors, Tax consultancy and Architects	-	210.00	14.93	224.93
30	Electricity Generator and supply	-	210.00	14.93	224.93
31	Employment of Mobile Tower etc.	-	210.00	14.93	224.93
32	Decoration of Pandal, etc.	-	210.00	14.93	224.93
33	Fire Bricks and Ceraamics Industry (Tiles) and Refractories	-	210.00	14.93	224.93
34	Fisheries	-	210.00	14.93	224.93
35	Foundry Industry	-	210.00	14.93	224.93
36	Glass Sheet Manufactoring	-	210.00	14.93	224.93
37	Grinding and Crushing of Mineral Ore	-	210.00	14.93	224.93
38	Gun Factory	-	210.00	14.93	224.93
39	Handloom Industry	-	210.00	14.93	224.93
40	Hard Coke Kilns	-	210.00	14.93	224.93
41	Hosiery Manufactoring	-	210.00	14.93	224.93
42	Hotel, Eating Houses and Restaurants	-	210.00	14.93	224.93
43	Ice Cream and Cold Drinks	-	210.00	14.93	224.93
44	Khadi and Village Industry	-	210.00	14.93	224.93
45	Khandsari Industry	-	210.00	14.93	224.93
46	Laundry and Washing	-	210.00	14.93	224.93
47	Manufacuring of Leather Goods	-	210.00	14.93	224.93
48	Manufacturing of Gold and Silver Ornaments	-	210.00	14.93	224.93
49	Minor Engineering Industry	-	210.00	14.93	224.93
50	Mineral Grinding Industry	-	210.00	14.93	224.93
51	Mica Works(Factories and Establishment Excluding Mines)	-	210.00	14.93	224.93
52	Rice, Flour or Dal Mills, Oil Mills	-	210.00	14.93	224.93

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
53	Paper Industry	-	210.00	14.93	224.93
54	Petrol and Diesel Pumps	-	210.00	14.93	224.93
55	Private Technical Institution, Coaching Institute and Private Schools (Non-teaching)	-	210.00	14.93	224.93
56	Potteries Industry	-	210.00	14.93	224.93
57	Plywood Industry	-	210.00	14.93	224.93
58	Private Security Agency	-	210.00	14.93	224.93
59	Printing Press	-	210.00	14.93	224.93
60	Private Ferries and L.T.C.	-	210.00	14.93	224.93
61	Private Hospitals, Nursing Homes and Clinics	-	210.00	14.93	224.93
62	Public Motor Transport	-	210.00	14.93	224.93
63	Plastic Industry	-	210.00	14.93	224.93
64	Religious and Social Institutions	-	210.00	14.93	224.93
65	Glass Industry (excluding Glass Sheet)	-	210.00	14.93	224.93
66	Rubber and Rubber Compound Industry (in which manufacture of Tyres and Tubes is also included)	-	210.00	14.93	224.93
67	Shops and Commercial Establishments	-	210.00	14.93	224.93
68	Shops selling Cooked Food Stuff	-	210.00	14.93	224.93
69	Sponge Iron, Rod Manufacturing and Manufacturing of angle from Iron and Ingots	-	210.00	14.93	224.93
70	Sindur and Rang Manufacturing	-	210.00	14.93	224.93
71	Soap Making Industry	-	210.00	14.93	224.93
72	Tailoring Industry	-	210.00	14.93	224.93
73	Tanneries and Leather Manufactory	-	210.00	14.93	224.93
74	University, Education Research or Cultural Institutions	-	210.00	14.93	224.93
75	Wood Works and Furniture	-	210.00	14.93	224.93
76	Woollen Carpet Making or Shawl Weaving Establishments	-	210.00	14.93	224.93
77	Employment of Sales Promotion (Regulation and Abolition Act, 1976	-	210.00	14.93	224.93
78	Plucking and Processing of Kendo Leaves	-	210.00	14.93	224.93
79	Loading and Unloading Operation	-	210.00	14.93	224.93
80	Earth Cutting Operation	-	210.00	14.93	224.93
81	Brick Manufacturing	-	210.00	14.93	224.93
82	Beedi Manufactory	-	210.00	14.93	224.93
83	Power Loom Industry	-	210.00	14.93	224.93
84	Forestry and Timbering Operation	-	210.00	14.93	224.93
85	Hair Cutting Saloon	-	210.00	14.93	224.93
86	Silk Industry Manufactory from pure Silk artificial silk and other staple yarn	-	210.00	14.93	224.93
87	Stone Bracking and Stone Crusher Operation	-	210.00	14.93	224.93
88	Tea Plantation	-	210.00	14.93	224.93
89	Employment of Domestic Servant	-	210.00	14.93	224.93
90	Employent of workeres engaged in Government Offices/ Undertakings/ Boards and Local Bodies in the state of Jharkhand	-	210.00	14.93	224.93
Note:- *Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2016					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	13.KARNATAKA				
1	Aerated Water Manufacturing	-	379.45	-	379.45
2	Agarbatti Industry	-	359.06	-	359.06
3	Agriculture	-	318.11	-	318.11
4	Arecanut (Supari)	-	271.38	-	271.38
5	Automobile Industry	-	379.45	-	379.45
6	Bakery Industry	-	275.33	-	275.33
7	Bidi Manufacturing	-	275.39	-	275.39
8	Tobacco Processing Industries	-	293.11	-	293.11
9	Biscuit Industry	-	271.57	-	271.57
10	Brass and Copper Industry	-	288.11	-	288.11
11	Brick Industry	-	272.62	-	272.62
12	Cardamom Malaise & Cardamom Gardens	-	273.60	-	273.60
13	Carpentry including wood work	-	319.81	-	319.81
14	Cashew Industry	-	293.11	-	293.11
15	Ceramics stone wave & Potteries Industry	-	379.45	-	379.45
16	Chemical Industry	-	278.98	-	278.98
17	Plantations labour Chincona, Rubber,	-	277.42	-	277.42
18	Clubs	-	379.45	-	379.45
19	Coffee curing works	-	279.81	-	279.81
20	Confectionary Industry	-	288.36	-	288.36
21	Construction or Maintenance of Roads or Building Operations	-	399.06	-	399.06
22	Cotton Ginning & Pressing Manufacturing	-	285.89	-	285.89
23	Domestic Workers	-	399.06	-	399.06
24	Electronics Industry	-	379.45	-	379.45
25	Electronics and Electroplating	-	379.45	-	379.45
26	Employment not covered scheduled employment	-	293.11	-	293.11
27	Engineering Industry	-	296.95	-	296.95
28	Film Industry	-	379.45	-	379.45
29	Fishing, Fish Curing, Fish Peeling and Frog legs exporting	-	466.67	-	466.67
30	Food Processing, Packing of food Products	-	379.45	-	379.45
31	Foundry (with or without Machine Shaft)	-	379.45	-	379.45
32	Glass & Glass Ware Industry	-	404.45	-	404.45
33	Granite Stones and Marbles Industry	-	278.11	-	278.11
34	Handloom and Powerloom (Cotton) Industry	-	262.40	-	262.40
35	Hospitals and Nursing Homes	-	399.06	-	399.06
36	Hostels	-	379.45	-	379.45
37	Hotel Industry	-	379.45	-	379.45
38	Ice factory & Cold Storage Industry	-	379.45	-	379.45
39	Khandsari and Sugar Industry	-	296.95	-	296.95
40	Laundry Industry	-	379.45	-	379.45
41	Manufacturing of Ayurvedic and Allopathic Medicines	-	379.45	-	379.45
42	Manufacturing of Liquor (Breweries, Distilleries including Bottling of Liquor)	-	379.45	-	379.45
43	Match Box Industry	-	288.85	-	288.85
44	Mandakki Bhatti	-	258.80	-	258.80
45	Metal Rolling (Non-Ferrous)	-	267.78	-	267.78
46	Metal Rolling and Re-Rolling (Ferrous)	-	275.45	-	275.45
47	Mini Cement Industry	-	379.45	-	379.45
48	Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry	-	270.28	-	270.28
49	Oil Mills	-	379.45	-	379.45
50	Pulp, Paper and Straw Board	-	288.11	-	288.11
51	Plantations Coffee and Tea (Non-Staff)	-	272.42	-	272.42
52	Petrol & Diesel Oil Pumps	-	270.78	-	270.78

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
53	Plastic,Poly Plastic	-	379.45	-	379.45
54	Plywood Industry	-	270.24	-	270.24
55	Printing Press	-	379.45	-	379.45
56	Private Finance Corporation and Chit Funds	-	379.45	-	379.45
57	Private Safai Karamchari	-	519.45	-	519.45
58	Procurement, processing and distribution of Milk	-	379.45	-	379.45
59	Public Motor Transport	-	379.45	-	379.45
60	Rice,Flour or Dal Mills	-	288.11	-	288.11
61	Rubber Products	-	287.08	-	287.08
62	Sales Representatives in Medicines	-	379.45	-	379.45
63	Security Agency	-	399.25	-	399.25
64	Sericulture Part-I	-	298.11	-	298.11
65	Sericulture Part-II	-	280.22	-	280.22
66	Shops & Commercial Establishments	-	280.11	-	280.11
67	Spinning Mill	-	283.89	-	283.89
68	Spun Pipes, Concrete Pipes, Sanitary Fittings, PCC,RCS Poles & RCC Pipes Manufacturing Industry	-	379.45	-	379.45
69	Steel Almirahs, other Steel furniture Industries	-	379.45	-	379.45
70	Stone Breaking & Stone Crushing	-	266.57	-	266.57
71	Tailoring Industry	-	291.60	-	291.60
72	Tanneries and Leather Industry	-	296.71	-	296.71
73	Textile (Silk) Industry	-	294.87	-	294.87
74	Tile Industry	-	308.11	-	308.11
75	Forestry & Timbering Industry	-	308.11	-	308.11
76	Wood Work includingTimber Depot	-	379.45	-	379.45
77	Toddy Tapping	-	277.70	-	277.70
78	Vaneer Industry	-	420.45	-	420.45
79	Urban and Local Bodies	-	414.45	-	414.45
80	Cooperative Societies	-	278.42	-	278.42
81	Crystal Cuttings Polishing	-	297.42	-	297.42
82	Cloth Dyings Polishing	-	292.79	-	292.79

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		14.KERALA*			
1	Agricultural Operations	-	150.00	-	150.00
2	Ayurvedic and Allopathic Medicine	-	96.23	141.04	237.27
3	Aluminium and Tin Products	-	154.03	153.00	307.03
4	Beedi and Cigars	-	115.00	120.19	235.19
5	Block Rubber Factories	-	128.00	164.00	292.00
6	Bricks Manufactures	-	191.00	153.00	344.00
7	Cane and Bamboo Industry	-	360.00	60.00	420.00
8	Charted Accounted Offices	-	150.00	153.00	303.00
9	Construction and maintenance of Dam	-	155.00	153.00	308.00
10	Coir Manufacturing	-	Piece rated		
11	Cinema Theatres	-	165.00	160.80	325.80
12	Cashew Industry	-	285.00	19.11	304.11
13	Computer Software	-	172.30	153.00	325.30
14	Diamond Cutting and Polishing	-	146.15	135.00	281.15
15	Domestic Workers @	-	195.00	136.05	331.05
16	Drying of Coconut for making copra	-	142.00	164.00	306.00
17	Electric Equipments, Home Appliances and Operation of Software System	-	154.03	153.00	307.03
18	Electronic Industry	-	172.30	153.00	325.30
19	Fish Peeling and Canning	-	138.00	139.40	277.40
20	Food Processing	-	143.34	162.80	306.14
21	Forests	-	290.00	153.00	443.00
22	Furniture Industry	-	225.00	153.00	378.00
23	Garment Making	-	107.69	139.40	247.09
24	Gold and Silver Ornaments	-	360.00	50.00	410.00
25	Handicarafts	-	200.00	161.50	361.50
26	Hosiery Manufacturing	-	140.00	153.00	293.00
27	a) Handloom Industries	-	124.00	147.60	271.60
	b) Monthly Paid employees	-	118.07	148.84	266.91
28	Hill Produce Industry	-	128.00	164.00	292.00
29	Hostels	-	375.76	50.00	425.76
30	Handling and care of Elephants	-	436.15	50.00	486.15
31	Ice Factories	-	355.00	50.00	405.00
32	Liquor trading and vending	-	185.19	158.88	344.07
33	L.P.G. (Cooking Gas)	-	119.23	170.00	289.23
34	Light Motor Vehicle	-	148.00	164.00	312.00
35	Minor Engineering	-	138.00	164.00	302.00
36	Minor Port	-	230.00	255.00	485.00
37	Match Industry	-	129.00	153.00	282.00
38	Oil Palm	-	255.00	124.20	379.20
39	Oil Mill	-	123.00	164.00	287.00
40	Private Educational Institutions (Non-teaching)	-	153.84	153.00	306.84
41	Marble and Granite	-	225.00	161.50	386.50
42	Mechanised Fish Catching	-	Piece rated		
43	Printing Press	-	340.00	57.50	397.50
44	Power loom Industry	-	160.00	153.00	313.00
45	Pharmacist in Medical Shop	-	167.30	162.30	329.60
46	Petrol Pumps	-	143.34	162.80	306.14
47	Plantations: i) Tea	-	256.21	53.71	309.92
	ii) Coffee	-	336.21	53.71	389.92
	iii) Rubber	-	256.21	53.71	309.92
	iv) Cardamom	-	256.21	53.71	309.92
48	Plastic Industry	-	153.46	158.88	312.34
49	Private Hospitals	-	299.03	102.50	401.53
50	Private Temples	-	144.23	102.50	246.73

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
51	Rice, Flour and Dal Mills	-	167.00	144.50	311.50
52	Rubber Crepe Mills	-	300.00	50.00	350.00
53	Rubber Products	-	179.00	144.50	323.50
54	Shops and Establishments	-	285.00	60.00	345.00
55	Star Hotels	-	166.92	162.80	329.72
56	a) Toddy tapping	-	Piece rated		
	b) Toddy Selling	-	107.03	192.94	299.97
57	Tile Industry	-	225.00	170.00	395.00
58	a)Timber Industry	-	327.00	70.00	397.00
	b) Plywood	-	312.00	70.00	382.00
59	Manufacture and Sale of Umbrellas	-	155.00	139.26	294.26
60	River sand collection and its loading and unloading	Northern Region	350.00	155.70	505.70
		Southern Region	420.00	153.00	573.00
61	Sale Promotion of Pharmaceutical Product	-	554.23	50.00	604.23
62	Screen Printing	-	137.53	174.25	311.78
63	Khadi Industries	-	115.00	147.60	262.60
64	Soap Manufacturing	-	143.46	153.00	296.46
65	Stone Breaking, Crushing, Constructing Building	-	236.00	127.50	363.50
66	Sweeping and Cleaning	-	135.00	139.40	274.40
67	Security Services	-	164.38	162.80	327.18
68	Tanneries and Leather Manufacturing	-	155.00	153.00	308.00
69	Telefilm and Moton Picture	-	275.00	135.00	410.00
70	Timber Cutting	-	280.00	127.80	407.80
71	Tree Climbing	-	Piece rated		
72	Water Boat Transport	-	205.00	225.50	430.50
73	Employment in Breweries	-	196.88	170	366.88
74	Miday Meal Programme in Schools	-	350.00	44	394.00
Note:-*Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2016					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	15.MADHYA PRADESH*				
1	Agarbati	-	Piece Rated		
2	Agriculture	-	195.00	0.00	195.00
3	Blanket Manufacturing	-	267.00	0.00	267.00
4	Bone Mills	-	267.00	0.00	267.00
5	Brick Kiln	-	267.00	0.00	267.00
6	Catechu Industy / Katha Industry	-	267.00	0.00	267.00
7	Cement Poles or Cement Products	-	267.00	0.00	267.00
8	Chemicals and Pharmaceuticals	-	267.00	0.00	267.00
9	Construction , Maintenance or Irrigation Work	-	267.00	0.00	267.00
10	Construction or Maintenance of Roads or Building Operations	-	267.00	0.00	267.00
11	Cotton Ginning and Pressing Factory	-	267.00	0.00	267.00
12	Engineering Industry	-	267.00	0.00	267.00
13	Food Products (including Cakes, Biscuits, Confectionary, Ice-Creams, Ice Candy) Beverages	-	267.00	0.00	267.00
14	Forestry and Forest Produce	-	267.00	0.00	267.00
15	Fuel Coke	-	267.00	0.00	267.00
16	Handloom Industry	-	267.00	0.00	267.00
17	Khandsari Industry	-	267.00	0.00	267.00
18	Kosa Industry	-	267.00	0.00	267.00
19	Lime Stone Kiln	-	267.00	0.00	267.00
20	Local Authority	-	267.00	0.00	267.00
21	Manufacture of Ramraj Geru	-	267.00	0.00	267.00
22	Manufacture of Tiles Including Mangalore Tiles (Excluding Cement Tiles)	-	267.00	0.00	267.00
23	Manufacturing Processes as defined under Section 2k of the Factories Act., 1948 has been carried out and which is not covered under any other entry in the Schedule	-	267.00	0.00	267.00
24	Murrah Poha Industry	-	267.00	0.00	267.00
25	Oil Mills	-	267.00	0.00	267.00
26	Plastic Industry	-	267.00	0.00	267.00
27	Potteries including Manufacture of Refractory goods, Fire Bricks and Sanitary ware etc.Insulated Tiles (Except Cement Tiles), Stone Ware Pipes, Furnance, Lining Bricks & other Ceremic Products	-	267.00	0.00	267.00
28	Powerlooms	-	267.00	0.00	267.00
29	Printing Press	-	267.00	0.00	267.00
30	Public Motor Transport	-	267.00	0.00	267.00
31	Rice Mills, Flour Mills, Dal Mills	-	267.00	0.00	267.00
32	Saw Mills	-	267.00	0.00	267.00
33	Shops and Commercial Establishments , Hotels, Restaurants & Cinema	-	267.00	0.00	267.00
34	Slate Pencil Manufactory	-	267.00	0.00	267.00
35	Stone Breaking and Stone Crushing	-	267.00	0.00	267.00
36	Private Hospital/Pathology, etc.	-	267.00	0.00	267.00
37	Private Educational Institutions	-	267.00	0.00	267.00
38	Tobacco (Including Beedi Making) Manufactory Workers	-	221.00	0.00	221.00
39	Readymade Clothes		267.00	0.00	267.00
40	Mines (Exemplied for See-3 of Mines Act)		267.00	0.00	267.00
41	Automobile Workshop		267.00	0.00	267.00
42	Bakery		267.00	0.00	267.00
43	Cold Storage		267.00	0.00	267.00
44	Cinema Theatre		267.00	0.00	267.00
45	Club		267.00	0.00	267.00
46	Distillery		267.00	0.00	267.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
47	Advocate/Attorney Office		267.00	0.00	267.00
48	Hair Cutting Saloon/Beauty Parlour		267.00	0.00	267.00
49	Fertilizer/Pesticides Manufacturing		267.00	0.00	267.00
50	Drilling		267.00	0.00	267.00
51	Electronics		267.00	0.00	267.00
52	Petrol Pump		267.00	0.00	267.00
53	Excavation		267.00	0.00	267.00
54	Jewellery Making		267.00	0.00	267.00
55	Auto Rickshaw/ Texi		267.00	0.00	267.00
56	Marketing Society/ Cooperative Society/ Bank		267.00	0.00	267.00
57	Hosiery		267.00	0.00	267.00
58	Soap Making		267.00	0.00	267.00
59	Dairy		267.00	0.00	267.00
60	Toy marking		267.00	0.00	267.00
61	Security & Detective Service		267.00	0.00	267.00
62	Courier		267.00	0.00	267.00
63	Data Processing		267.00	0.00	267.00
64	Food Processing		267.00	0.00	267.00
65	Shops and Commercial Establishments		267.00	0.00	267.00
66	Hotels and Restaurants		267.00	0.00	267.00
Note:-*Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2016					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		16.MAHARASHTRA			
1	Agriculture	Zone I	180.00	54.12	234.12
		Zone II	170.00	54.12	224.12
		Zone III	160.00	54.12	214.12
		Zone IV	155.00	54.12	209.12
2	Advocates or Attorneys	Zone I	257.69	116.31	374.00
		Zone II	242.31	116.31	358.62
3	Any Factory registered under Section 2m of under Factories Act, 1948	Zone I	173.08	135.89	308.97
		Zone II	161.54	135.89	297.43
		Zone III	150.00	135.89	285.89
4	Automobile Repairing Workshop Garages	Zone I	184.62	149.26	333.88
		Zone II	173.08	149.26	322.34
		Zone III	161.54	149.26	310.80
5	Bakeries	Zone I	317.31	41.00	358.31
		Zone II	303.85	41.00	344.85
		Zone III	288.46	41.00	329.46
6	Bricks & Roof Tiles Manufacturing	Zone I	288.46	56.00	344.46
		Zone II	269.23	56.00	325.23
7	Canteen & Club	Zone I	250.00	107.69	357.69
		Zone II	238.46	107.69	346.15
		Zone III	230.77	107.69	338.46
8	Card board & Paper Boxes	Zone I	159.62	128.13	287.75
		Zone II	150.00	128.13	278.13
		Zone III	140.38	128.13	268.51
9	Cashew Processing	Zone I	250.00	51.69	301.69
10	Cement and Cement based Industry	Zone I	135.00	157.43	292.43
		Zone II	123.46	157.43	280.89
		Zone III	111.92	157.43	269.35
11	Chemical & Fertilizer	Zone I	176.92	142.37	319.29
		Zone II	169.23	142.37	311.60
		Zone III	161.54	142.37	303.91
12	Cinema Exhibition	Zone I	173.08	139.72	312.80
		Zone II	153.85	139.72	293.57
		Zone III	134.62	139.72	274.34
		Zone IV	115.38	139.72	255.10
13	Cloth Dyeing & Printing	Zone I	157.69	151.04	308.73
		Zone II	146.15	151.04	297.19
14	Cosmetics & Soaps	Zone I	250.00	107.69	357.69
		Zone II	238.46	107.69	346.15
		Zone III	226.92	107.69	334.61
15	Cotton Ginning & Pressing	Zone I	161.54	139.93	301.47
		Zone II	153.85	139.93	293.78
		Zone III	146.15	139.93	286.08
16	Cycle reparing Shop	Zone I	173.08	135.89	308.97
		Zone II	153.85	135.89	289.74
17	Dairy Industry	Zone I	173.08	146.60	319.68
		Zone II	163.46	146.60	310.06
		Zone III	153.85	146.60	300.45
18	Dispensary	Zone I	326.92	111.54	438.46
		Zone II	307.69	111.54	419.23
		Zone III	288.46	111.54	400.00
19	Drugs & Pharmaceutical	Zone I	250.00	107.69	357.69
		Zone II	238.46	107.69	346.15
		Zone III	230.77	107.69	338.46
20	Dyes and Chemical	Zone I	276.92	70.77	347.69
		Zone II	250.00	70.77	320.77
		Zone III	211.54	70.77	282.31
21	Eatable Tobacco	Zone I	115.38	129.46	244.84
22	Engineering Industry	Zone I	253.85	107.69	361.54
		Zone II	246.15	107.69	353.84
		Zone III	230.77	107.69	338.46
23	Exercise Books	Zone I	215.38	84.62	300.00
		Zone II	200.00	84.62	284.62
		Zone III	184.62	84.62	269.24
24	Film Production & Studios	Zone I	180.77	155.31	336.08
		Zone II	173.08	155.31	328.39
25	Forest & Forestry	Zone I	200.00	127.56	327.56
		Zone II	180.77	127.56	308.33
26	Fountain Pens & Ball Pens	Zone I	184.62	162.55	347.17
		Zone II	176.92	162.55	339.47
27	Glass Bulb	Zone I	253.85	107.69	361.54
		Zone II	246.15	107.69	353.84
		Zone III	230.77	107.69	338.46
28	Glass Industry	Zone I	250.00	107.69	357.69
		Zone II	238.46	107.69	346.15
		Zone III	230.77	107.69	338.46
29	Hair Cutting Saloon	Zone I	250.00	107.69	357.69
		Zone II	238.46	107.69	346.15
		Zone III	219.23	107.69	326.92
30	Handlooms Industry	Zone I	230.77	49.54	280.31
		Zone II	269.23	49.54	318.77

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone III	288.46	49.54	338.00
31	Hospital	Zone I	203.85	135.68	339.53
		Zone II	196.15	135.68	331.83
		Zone III	188.46	135.68	324.14
32	Hotel & Restaurant	Zone I	250.00	107.69	357.69
		Zone II	238.46	107.69	346.15
		Zone III	230.77	107.69	338.46
33	Ice & Cold drinks Manufactory	Zone I	192.31	117.55	309.86
		Zone II	180.77	117.55	298.32
34	Laundry	Zone I	250.00	107.69	357.69
		Zone II	238.46	107.69	346.15
		Zone III	230.77	107.69	338.46
35	Liquor Manufactory	Zone I	362.69	45.73	408.42
		Zone II	335.00	45.73	380.73
		Zone III	307.31	45.73	353.04
36	A) Local Authority (Village Panchayat)	Zone I	226.92	96.15	323.07
		Zone II	219.23	96.15	315.38
		Zone III	196.15	96.15	292.30
	B) Local Authority (Excluding Villg. Panchayat)	Zone I	442.30	118.46	560.76
		Zone II	384.62	118.46	503.08
		Zone III	326.92	118.46	445.38
37	Oil Mill	Zone I	326.92	44.15	371.07
		Zone II	305.77	44.15	349.92
38	Onion Sorting & Cleaning	Zone I	210.00	31.08	241.08
39	Optical Frames	Zone I	176.92	139.78	316.70
		Zone II	169.23	139.78	309.01
		Zone III	161.54	139.78	301.32
40	Paints & Varnish	Zone I	269.23	107.69	376.92
		Zone II	253.85	107.69	361.54
		Zone III	238.46	107.69	346.15
41	Paper & Paper Board	Zone I	215.38	133.36	348.74
		Zone II	188.46	133.36	321.82
		Zone III	180.77	133.36	314.13
42	Plastic	Zone I	165.38	135.89	301.27
		Zone II	159.62	135.89	295.51
		Zone III	153.85	135.89	289.74
43	Poha Curmure Churmure Industry	Zone I	146.15	151.04	297.19
		Zone II	138.46	151.04	289.50
44	Potteries	Zone I	269.23	49.54	318.77
		Zone II	250.00	49.54	299.54
		Zone III	230.77	49.54	280.31
45	Powerlooms	Zone I	346.15	73.62	419.77
		Zone II	326.92	73.62	400.54
		Zone III	288.46	73.62	362.08
46	Printing Press	Zone I	169.23	142.87	312.10
		Zone II	157.69	142.87	300.56
		Zone III	134.62	142.87	277.49
47	Public Motor Transport	Zone I	161.54	151.04	312.58
		Zone II	153.85	151.04	304.89
48	Readymade Garments	Zone I	284.62	111.54	396.16
		Zone II	276.92	111.54	388.46
		Zone III	253.85	111.54	365.39
49	Rice, Flour & Dal Mill	Zone I	146.15	151.04	297.19
		Zone II	138.46	151.04	289.50
50	Road Construction, Building Operation & Maintenance	Zone I	342.31	136.54	478.85
		Zone II	326.92	136.54	463.46
		Zone III	311.54	136.54	448.08
51	Rubber	Zone I	250.00	107.69	357.69
		Zone II	238.46	107.69	346.15
		Zone III	230.77	107.69	338.46
52	Rubber Balloon Manufacturing	Zone I	146.15	151.04	297.19
		Zone II	142.31	151.04	293.35
		Zone III	138.46	151.04	289.50
53	Salt Pan	Zone II	153.85	135.89	289.74
54	Saw Mill	Zone I	300.00	28.44	328.44
		Zone II	288.46	28.44	316.90
		Zone III	275.00	28.44	303.44
55	Seepz(Electronics)	Zone I	203.85	136.38	340.23
56	Shops & Commercial Establishment	Zone I	192.31	125.24	317.55
		Zone II	180.77	125.24	306.01
		Zone III	169.23	125.24	294.47
57	Silver Articals or Ornaments	Zone I	173.08	142.37	315.45
		Zone II	165.38	142.37	307.75
58	Stable	Zone I	307.69	53.85	361.54
		Zone II	280.77	53.85	334.62
		Zone III	257.69	53.85	311.54
59	Steel Furniture	Zone I	261.54	107.69	369.23
		Zone II	246.15	107.69	353.84
		Zone III	230.77	107.69	338.46
60	Stone Breaking & Crushing	Zone I	307.69	29.00	336.69
		Zone II	292.31	29.00	321.31
61	Sweeper and Scavengers	Zone I	384.62	37.92	422.54
		Zone II	375.00	37.92	412.92

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone III	363.46	37.92	401.38
62	Tanneries & Leather	Zone I	307.69	58.15	365.84
		Zone II	288.46	58.15	346.61
		Zone III	269.23	58.15	327.38
63	Tobacco Bidi Making	Zone I	204.62	40.19	244.81
		Zone II	191.92	40.19	232.11
64	Utensils	Zone I	307.69	123.08	430.77
		Zone II	300.00	123.08	423.08
		Zone III	280.77	123.08	403.85
65	Watch Straps	Zone I	184.62	151.04	335.66
		Zone II	173.08	151.04	324.12
		Zone III	161.54	151.04	312.58
66	Wooden Furniture	Zone I	246.15	107.69	353.84
		Zone II	238.46	107.69	346.15
		Zone III	230.77	107.69	338.46
67	Wooden Photo Frame	Zone I	250.00	107.69	357.69
		Zone II	238.46	107.69	346.15
		Zone III	230.77	107.69	338.46

Zone I shall comprise of the areas falling within the local limits of all Municipal Corporations.

Zone II shall comprise of the areas falling within the local limits of all A and B class Municipal Councils.

Zone III shall comprise of all other areas in the State not included in Zone I and Zone II.

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		17.MEGHALAYA			
1	Agriculture	-	160.00	29.00	189.00
2	Animal Husbandry and Veterinary	-	160.00	29.00	189.00
3	Bakery	-	160.00	29.00	189.00
4	Candle and Wax industry	-	160.00	29.00	189.00
5	Construction and maintenance of Buildings including public Health Engineering etc.	-	160.00	29.00	189.00
6	Construction,Generation and Distribution of Power, Water Supply, Land Development, Excavation and Reclamation	-	160.00	29.00	189.00
7	Engineering Industry (Motor Workshop etc.)	-	160.00	29.00	189.00
8	Employment in Registered Factories not elsewhere classified	-	160.00	29.00	189.00
9	Employment under Government Authority (casual contingency employees)	-	160.00	29.00	189.00
10	Forestry	-	160.00	29.00	189.00
11	Fruit Preservation	-	160.00	29.00	189.00
12	Furniture Industry	-	160.00	29.00	189.00
13	Hotels and Restaurants	-	160.00	29.00	189.00
14	Local Authority	-	160.00	29.00	189.00
15	Mines and Minerals	-	160.00	29.00	189.00
16	Plywood Industry	-	160.00	29.00	189.00
17	Printing Press	-	160.00	29.00	189.00
18	Public Motor Transport	-	160.00	29.00	189.00
19	Sales, Distribution and Handling of Petroleum Products	-	160.00	29.00	189.00
20	Saw Mills Industry	-	160.00	29.00	189.00
21	Safai Karamcharis	-	160.00	29.00	189.00
22	Sericulture and Weaving	-	160.00	29.00	189.00
23	Shops and Establishments	-	160.00	29.00	189.00
24	Soil Conservation (Workers engaged in plantation, reclamation etc.)	-	160.00	29.00	189.00
25	Steel Fabrication and Concrete Products (including Brick Making)	-	160.00	29.00	189.00
26	Stone Breaking and Stone Crushing Operations	-	160.00	29.00	189.00
27	Tailoring	-	160.00	29.00	189.00
28	Domestic Workers	-	160.00	29.00	189.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	18. MANIPUR*				
1	Agriculture	-	225.00	-	225.00
2	Construction or Maintenance of Roads or Building Operations	-	225.00	-	225.00
3	Dam Construction and Irrigation works	-	225.00	-	225.00
4	Generation, Transmission, Distribution and Supply of Electricity or any other form of power	-	225.00	-	225.00
5	Maintenance of Silk Worm Plants in the Sericulture Farms	-	225.00	-	225.00
6	Manufacture of Dolls, Toys,Brass and Bell Metal	-	225.00	-	225.00
7	Metal and Alloy Industries	-	225.00	-	225.00
8	Plantation of Silk Worm Food Plants for Silk Worms (I.e. Mulberry, Oak, Tasar, Caster etc.)	-	225.00	-	225.00
9	Preparation of Soil, Land Development and other Agricultural Operations	-	225.00	-	225.00
10	Public Motor Transport	-	225.00	-	225.00
11	Shops and Establishments	-	225.00	-	225.00
12	Spinning, Dyeing, Finishing and Bleaching of Silk Pinafibre	-	225.00	-	225.00
13	Water Supply(Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	-	225.00	-	225.00
14	Wood / Bamboo, Cane furniture and fixtures	-	225.00	-	225.00
15	Wool Spinning and Knitting in Handloom or Cotton Spinning in Mills or Handloom.	-	225.00	-	225.00
Note:- *Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2016					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	19.MIZORAM				
1	Casual / Muster Roll Employees	-	270.00	-	270.00
2	Roads & Building Operations	-	270.00	-	270.00
3	Employment in registered factories not	-	270.00	-	270.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	20. NAGALAND				
1	Agriculture	-	115.00	-	115.00
2	Aluminium Industry	-	115.00	-	115.00
3	Asbestos , Cement Factories and other Cement Products	-	115.00	-	115.00
4	Automibile workshops, service stations	-	115.00	-	115.00
5	Bakeries and Biscuits Industry	-	115.00	-	115.00
6	Bamboo, Pulp & Paper and Forest Establishment	-	115.00	-	115.00
7	Beverage and Mineral Water, etc.	-	115.00	-	115.00
8	Brick Kilns	-	115.00	-	115.00
9	Canvas Industry	-	115.00	-	115.00
10	Casual Contingency Employees under Semi-Govt. Authorities	-	115.00	-	115.00
11	Casual/Muster Roll Workers in all Government Departments	-	115.00	-	115.00
12	Cement Concrete Pipes	-	115.00	-	115.00
13	Chemical Industry	-	115.00	-	115.00
14	Cinema Units	-	115.00	-	115.00
15	Construction of Building and Maintenance of Roads	-	115.00	-	115.00
16	Dairy, Piggery and Poultry Farm	-	115.00	-	115.00
17	Distillery Units	-	115.00	-	115.00
18	Electricals and Electronic Goods Repair	-	115.00	-	115.00
19	Employment in Registered Factories not elsewhere classified	-	115.00	-	115.00
20	Hair cutting and Dressing	-	115.00	-	115.00
21	Handloom, Weaving and Handicrafts	-	115.00	-	115.00
22	Horticulture Operation	-	115.00	-	115.00
23	Hotels, Restaurants	-	115.00	-	115.00
24	Hydro Electric Project	-	115.00	-	115.00
25	Ice and Milk Products	-	115.00	-	115.00
26	Khadi and Village Industries	-	115.00	-	115.00
27	Khandsari, Sugar Factories	-	115.00	-	115.00
28	Laundry and Washing Cloth	-	115.00	-	115.00
29	Loading and Unloading (Per Basket)	-	115.00	-	115.00
30	Local Authority	-	115.00	-	115.00
31	LPG Distribution	-	115.00	-	115.00
32	Metal Rolling and Re - rolling Steel Fabricating Industries(Non-ferrous)	-	115.00	-	115.00
33	Motor Body Builders	-	115.00	-	115.00
34	Pathological Laboratories	-	115.00	-	115.00
35	Petrol and Diesel Oil Pumps	-	115.00	-	115.00
36	Plantation :Tea, Coffee and Rubber	-	115.00	-	115.00
37	Plywood Industry	-	115.00	-	115.00
38	Printing Press	-	115.00	-	115.00
39	Private Teaching/Coaching/Training Institutions	-	115.00	-	115.00
40	Private Transport	-	115.00	-	115.00
41	Public Motor Transport	-	115.00	-	115.00
42	Rice, Flour , Oil and Dal Mills	-	115.00	-	115.00
43	Sale of Automobiles/Three Wheelers/Two Wheelers	-	115.00	-	115.00
44	Saw Mills and Timber Industry	-	115.00	-	115.00
45	Sericulture Operation	-	115.00	-	115.00
46	Shops and Commercial Establishments and Nursing Home Establishments	-	115.00	-	115.00
47	Soap and Candle Units	-	115.00	-	115.00
48	Stone Breaking and Stone Crushing	-	115.00	-	115.00
49	Tailoring, Stitching and Embroidery Establishments	-	115.00	-	115.00
50	Telecommunication Establishments	-	115.00	-	115.00
51	Tenthouse Services	-	115.00	-	115.00
52	Tubewell Sinking	-	115.00	-	115.00
53	Tyre Service	-	115.00	-	115.00
54	Wooden Furniture Works	-	115.00	-	115.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	21.ODISHA				
1	Agriculture	-	213.50	-	213.50
2	Agarabati and Candle making Worker's Establishments		213.50	-	213.50
3	Automobile Workshops	-	213.50	-	213.50
4	Ayurvedic and Unani Pharmacy	-	213.50	-	213.50
5	Bakeries and Confectionaries including biscuit making	-	213.50	-	213.50
6	Bamboo Forest Establishments	-	213.50	-	213.50
7	Brass and Bell Metal Industry	-	213.50	-	213.50
8	Carpet weaving Industry	-	213.50	-	213.50
9	Cashew Processing Establishments	-	213.50	-	213.50
10	Cement pipe making and allied products Industry	-	213.50	-	213.50
11	Ceramic and Pottery Industry	-	213.50	-	213.50
12	Chemical Industry	-	213.50	-	213.50
13	Cinema Industry	-	213.50	-	213.50
14	Clay Pottery	-	213.50	-	213.50
15	Coir Industry	-	213.50	-	213.50
16	Collection of Sal Seeds	-	213.50	-	213.50
17	Construction or Maintenance of Roads or Building Operations	-	213.50	-	213.50
18	Construction, Maintenance of Dams, Embankments, Irrigation projects, Sinking of wells and Tanks etc,	-	213.50	-	213.50
19	Contingent and Casual employees in Govt. and other Establishments.	-	213.50	-	213.50
20	Cotton ginning and processing Industry	-	213.50	-	213.50
21	Dispensary of a Medical Practitioner or any Chemical or Pathological Laboratory	-	213.50	-	213.50
22	Distilleries	-	213.50	-	213.50
23	Domestic Workers	-	Fixed Seperately		
24	Electricity Board	-	213.50	-	213.50
25	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators		213.50	-	213.50
26	Employment in Non Government Organisation and Voluntary Social Organisation		213.50	-	213.50
27	Finishing, Dyeing of yarn and fabrics, Printing, Knitting and embroidery	-	213.50	-	213.50
28	Fisheries and Sea food Industry	-	213.50	-	213.50
29	Forest Produce such as genduli, gum, mahua, making of coal and resin	-	213.50	-	213.50
30	Foundry Industry (with or without attached Machine Shop)	-	213.50	-	213.50
31	Glass Industry	-	213.50	-	213.50
32	Gold, Silver ornaments and articles of artistic designs	-	213.50	-	213.50
33	Graphite Industry (including benefication)	-	213.50	-	213.50
34	Handloom and Hosiery	-	213.50	-	213.50
35	Hotels, Eating houses and Restaurants	-	213.50	-	213.50
36	Ice Factories and Cold Storages	-	213.50	-	213.50
37	Jute and Jute twine Industry	-	213.50	-	213.50
38	Kendu leaf collection	-	213.50	-	213.50
39	Khadi and Village Industry (including manufacturing of Khandsari and other products)	-	213.50	-	213.50
40	Laundry including dry washing	-	213.50	-	213.50
41	Leather Industry	-	213.50	-	213.50
42	Liquified Petroleum Gas Manufacturing and Distribution	-	213.50	-	213.50
43	Local Authority	-	213.50	-	213.50
44	Manufacture of Coke and Burning Coal Industry	-	213.50	-	213.50
45	Manufacturing of Brush and Brooms	-	213.50	-	213.50
46	Manufacturing of Cold Drinks, Soda and other allied Products	-	213.50	-	213.50
47	Manufacturing of Electric Bulbs	-	213.50	-	213.50
48	Manufacturing of Matches, Fire works and Explosives	-	213.50	-	213.50
49	Manufacturing of Nails and Pins	-	213.50	-	213.50
50	Manufacturing of Paints and Varnishes	-	213.50	-	213.50

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
51	Manufacturing of Plastic Products including toys	-	213.50	-	213.50
52	Manufacturing of Radio by Assembling of parts	-	213.50	-	213.50
53	Manufacturing of Ropes	-	213.50	-	213.50
54	Manufacturing of Utensils including Aluminium & Hindalium products	-	213.50	-	213.50
55	Metal Industries (except cottage and village scale unit)	-	213.50	-	213.50
56	Minor Engineering Industries (Employment less than 50 persons)	-	213.50	-	213.50
57	Motor Body Building	-	213.50	-	213.50
58	Non-Teaching staff of all private Educational Institutions including Industrial Training Institute and Training Institute Coaching Centre		213.50	-	213.50
59	Oil Mills	-	213.50	-	213.50
60	Paper and Cardboard Industry	-	213.50	-	213.50
61	Petrol and Diesel Oil Pumps	-	213.50	-	213.50
62	Pharmaceutical Industry	-	213.50	-	213.50
63	Powerloom Industry	-	213.50	-	213.50
64	Printing Press	-	213.50	-	213.50
65	Private Motor Transport	-	213.50	-	213.50
66	Private Security Agencies Services	-	213.50	-	213.50
67	Public Health Engineering	-	213.50	-	213.50
68	Public Motor Transport	-	213.50	-	213.50
69	Readymade Garments Industry	-	213.50	-	213.50
70	Refractory Industry	-	213.50	-	213.50
71	Regulated market, Marketing societies, Co-operative societies and Banks	-	213.50	-	213.50
72	Rice, Flour or Dal Mills	-	213.50	-	213.50
73	Rubber and Rubber Products Industry	-	213.50	-	213.50
74	Salt Pan Industry	-	213.50	-	213.50
75	Saw Mills	-	213.50	-	213.50
76	Shops and Establishments	-	213.50	-	213.50
77	Siali Leave Pluckers	-	213.50	-	213.50
78	Soap and Detergent Manufacturing	-	213.50	-	213.50
79	Social Forestry	-	213.50	-	213.50
80	Spinning Mills	-	213.50	-	213.50
81	Stone Breaking and Crushing	-	213.50	-	213.50
82	Tamarind collection	-	213.50	-	213.50
83	Tiles and Brick making	-	213.50	-	213.50
84	Timber Trading (including felling & sawing)	-	213.50	-	213.50
85	Timber Trading (excluding felling and sawing)	-	213.50	-	213.50
86	Tobacco (including Bidi and Gudakhu making)	-	213.50	-	213.50
87	Trunks, Suitcases and Buckets manufacturing	-	213.50	-	213.50
88	Wood works and Furniture making Industries	-	213.50	-	213.50

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	22.PUNJAB				
1	Agricultural Implements,Machine tools and General Engineering including Cycle and Electrical goods Industry	-	293.62	-	293.62
2	Agriculture	-	293.62	-	293.62
3	Ahatas attached to Wine and Liquor Shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated water	-	293.62	-	293.62
4	Automobile Repair Shops and Service Stations not attached with any Public Motor Transport Company	-	293.62	-	293.62
5	Ayurvedic and Unani Pharmacies	-	293.62	-	293.62
6	Bakeries including Biscuits Making Establishments	-	293.62	-	293.62
7	Brick Kiln Industry	-	293.62	-	293.62
8	Cement Pipe Making Industries	-	293.62	-	293.62
9	Chemical and Distillery Industry	-	293.62	-	293.62
10	Cinema Industry	-	293.62	-	293.62
11	Construction or maintenance of Roads or Building Operations	-	293.62	-	293.62
12	Contractors' Establishments of forest department	-	293.62	-	293.62
13	Cotton Ginning and Pressing Factories	-	293.62	-	293.62
14	Dealer in tent, crockery and household goods	-	293.62	-	293.62
15	Dealers dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing Fixture and fitting of Metals	-	293.62	-	293.62
16	Dealers in Books selling,Stationers and Book Binding	-	293.62	-	293.62
17	Dealers in Electricals and Electrical Goods including Television, Radio, Gramophone, Public Address Equipments and Watch, Clock and repair shops	-	293.62	-	293.62
18	Dealers in footwear and travel goods like suitcases, bags etc.,	-	293.62	-	293.62
19	Dealers in Medicines and Chemicals	-	293.62	-	293.62
20	Dealers in Photographic and Optical Goods	-	293.62	-	293.62
21	Electro-plating by using salt of chromium, nickle or any other compound and connected buffing and polishing Industry	-	293.62	-	293.62
22	Employment in Government offices or Boards or Corporations or Semi Government Undertakings and other Organisations or Establishments for which the rates were earlier fixed by the respective Deputy Commissioners but not by the Appropriate Government undr the Minimum Wages Act, 1948.	-	293.62	-	293.62
23	Employment in Security Agencies	-	293.62	-	293.62
24	Employment in Sweeping and Cleaning, but excludng the activitiesprohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.	-	293.62	-	293.62
25	Employment in house as a Domestic Worker	-	293.62	-	293.62
26	Employment in Toll Plaza Establishments	-	293.62	-	293.62
27	Employment in Malls and Shopping Complexes Establishments	-	293.62	-	293.62
28	Employment in Ornament Making, Polishing , Repairing and Selling Establishments	-	293.62	-	293.62
29	Employment in the Shops and Commercial Establishments situated outside the Municipal and Notified Area Committees limit.	-	293.62	-	293.62
30	Employment in Wine and Liquor Shops establishments	-	293.62		293.62
31	Employment in Zoo and Places where Caring of Wild animals is done.	-	293.62	-	293.62
32	Employment in Building and Other constructions Work Establishments as defined in clause (d) of sub-section (1) of section 2 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.	-	293.62	-	293.62
33	Establishments defined under Section 2 (1) (viii) of the Punjab Shops and Commercial Establishments Act, 1958	-	293.62	-	293.62
34	Forestry and Logging	-	293.62	-	293.62
35	Foundaries with or without attached Machine Shops	-	293.62	-	293.62
36	Hair Dressing such as those done by Barbers, Hair Dressing Saloons and Beauty Shops	-	293.62	-	293.62
37	Hotels, Restaurants, Tea stalls and Halwais	-	293.62	-	293.62
38	Ice Factories and Cold Storages	-	293.62	-	293.62

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
39	Laundry Services and Cleaning and Dyeing Plant	-	293.62	-	293.62
40	Local Authority	-	293.62	-	293.62
41	Manufacture of Pulp, Paper and Paper Boards and Straw Boards including News Print	-	293.62	-	293.62
42	Manufacturing and refining of Sugar (Vaccum Pan Sugar Factories)	-	293.62	-	293.62
43	Manufacturing Process as defined under Sub Section 2 (k) of the Factories Act,1948	-	293.62	-	293.62
44	Metal Rolling and Re-rolling Industry (Ferrous and Non-Ferrous), Brass,Copper and Aluminium Utensils making Industries	-	293.62	-	293.62
45	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais Shops	-	293.62	-	293.62
46	Motor Body Builders	-	293.62	-	293.62
47	Oil Mills	-	293.62	-	293.62
48	Operation of Tubewell Industry	-	293.62	-	293.62
49	P.W.D.(Irrigation)	-	293.62	-	293.62
50	P.W.D.(Public Health)	-	293.62	-	293.62
51	Petroleum Supply Stations Establishments	-	293.62	-	293.62
52	Potteries, Ceramics and refractory Industry	-	293.62	-	293.62
53	Private Educational Institutions	-	293.62	-	293.62
54	Private Hospitals, Clinics, Dispensaries, Nursing Homes and Medical Shops	-	293.62	-	293.62
55	Private Press	-	293.62	-	293.62
56	Public Motor Transport Industry	-	293.62	-	293.62
57	Rice, Flour or Dal Mills	-	293.62	-	293.62
58	Rubber Industry	-	293.62	-	293.62
59	Saw Mills and Timber Trade	-	293.62	-	293.62
60	Scientific Industries	-	293.62	-	293.62
61	Shops and Commercial Establishments	-	293.62	-	293.62
62	Soap Making and Sillicate Manufacturing Establishments	-	293.62	-	293.62
63	Sports goods Industry	-	293.62	-	293.62
64	Starch Manufacturing	-	293.62	-	293.62
65	Stone Breaking or Stone Crushing	-	293.62	-	293.62
66	Surgical and Clinical Instruments making Industries	-	293.62	-	293.62
67	Tailors and Ready-made Garments Manufacturers	-	293.62	-	293.62
68	Tanneries and Leather Manufactories	-	293.62	-	293.62
69	Textile Industry (including employment in Woollen Carpet making or Shawl Weaving establishments)	-	293.62	-	293.62
70	Utensil Shops	-	293.62	-	293.62
71	Vegetable Ghee Manufacturing and	-	293.62	-	293.62

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	23.RAJASTHAN				
1	Agriculture	-	207.00	-	207.00
2	Automobile Workshops	-	207.00	-	207.00
3	Brick Kiln Industry	-	207.00	-	207.00
4	Cable Operater & Allied service	-	207.00	-	207.00
5	Cement Prestressed Products	-	207.00	-	207.00
6	Cinema Industries	-	207.00	-	207.00
7	Cold Storage	-	207.00	-	207.00
8	Computer Hardware Industry and Services	-	207.00	-	207.00
9	Construction or Maintenance of Roads or Building Operations	-	207.00	-	207.00
10	Cotton Dyeing, Printing and Washing factories	-	207.00	-	207.00
11	Cotton Ginning and Pressing Factories	-	207.00	-	207.00
12	Cotton Waste Spinning Factories	-	207.00	-	207.00
13	Domestic Workers	-	207.00	-	207.00
14	Electricity Generation, Distribution and supply etc.	-	207.00	-	207.00
15	Employment in Draught relief works	-	207.00	-	207.00
16	Engineering Industries	-	207.00	-	207.00
17	Glass and Chinaware	-	81.00	152.23	233.23
18	Employment in Gota Kinari and Lappa Establishments	-	207.00	-	207.00
19	Government Offices contingency and works	-	207.00	-	207.00
20	Handloom Industries	-	207.00	-	207.00
21	Hotels and Restaurants	-	207.00	-	207.00
22	Irrigation Works	-	207.00	-	207.00
23	Jute Patti Industry	-	207.00	-	207.00
24	Khadi , Handicrafts & Village Industry	-	207.00	-	207.00
25	L.P.G. Distribution and Allied Services	-	207.00	-	207.00
26	Local Authority	-	207.00	-	207.00
27	Manufacturing of Cold Drinks, Soda & Allied Products	-	207.00	-	207.00
28	Marketing and Consumer Co-operative Societies	-	207.00	-	207.00
29	Metal Foundries & General Engineering Industry	-	207.00	-	207.00
30	Mica Works (Except Mica Mines)	-	207.00	-	207.00
31	Non- Govt. Organisations	-	207.00	-	207.00
32	Oil Mills	-	207.00	-	207.00
33	Papad Udyog	-	Piece Rated		
34	Pesticides, Chemicals and Pharmaceuticals	-	207.00	-	207.00
35	Petrol Pumps and Allied Services	-	207.00	-	207.00
36	Powerloom Factories	-	207.00	-	207.00
37	Printing Press	-	207.00	-	207.00
38	Public Health Engineering Department	-	207.00	-	207.00
39	Public Motor Transport	-	207.00	-	207.00
40	Public Works Department	-	207.00	-	207.00
41	Pvt. Educational Institutions	-	207.00	-	207.00
42	Pvt.Hospital and Nursing Homes	-	207.00	-	207.00
43	Registered Factories which are not covered under any Scheduled Employment	-	207.00	-	207.00
44	Rice, Flour or Dal Mills	-	207.00	-	207.00
45	Rural Development Department sponsored employment generation Scheme(Mahatma Gandhi Rozgar Yojana)	-	207.00	-	207.00
46	S.T.D., I.S.D.,P.C.O.and Allied Services	-	207.00	-	207.00
47	Salt Industry	-	81.00	152.23	233.23
48	Shops and Commercial Establishments	-	207.00	-	207.00
49	Small Scale Industries	-	207.00	-	207.00
50	Soap Stone Factories	-	207.00	-	207.00
51	Stone Breaking or Stone Crushing	-	81.00	152.23	233.23
52	Sugar Pan Industry(without mechanical Power)	-	207.00	-	207.00
53	Sweeper and Sanitation Works (not elsewhere classified)	-	207.00	-	207.00
54	Tailoring and Garments Industries	-	207.00	-	207.00
55	Taxis, Autorickshaws and Travelling Agencies	-	207.00	-	207.00
56	Textiles Industries, etc.	-	207.00	-	207.00
57	Tiles Manufacturing & Potteries Industry	-	207.00	-	207.00
58	Tobacco				
	(I) Bidi	-	101.88	152.23	254.11
	(ii) Tobacco	-	81.00	152.23	233.23
59	Wood Works and Furniture Manufacturing	-	207.00	-	207.00
60	Wool Cleaning and Pressing factories	-	207.00	-	207.00
61	Woollen Carpet Weaving and Shawl Weaving Establishments	-	81.00	152.23	233.23
62	Woollen Spinning and Weaving Factories	-	207.00	-	207.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		24.SIKKIM			
1	Automobiles Engineering Works.	-	300.00	-	300.00
2	Bakeries and Confectioneries	-	300.00	-	300.00
3	Casual contigency employees engaged by Government, Semi- Government, Public Sectors	-	300.00	-	300.00
4	Cinema and Video Halls, Cable Operators	-	300.00	-	300.00
5	Construction of Projects including Dams, Tunnels, Hydro- electric and other multipurpose	-	300.00	-	300.00
6	Constructions or Maintenance of Roads and Buildings	-	300.00	-	300.00
7	Dairy, Poultry and Animal Husbandry farming	-	300.00	-	300.00
8	Distilleries and Breweries	-	300.00	-	300.00
9	Electronic Industries	-	300.00	-	300.00
10	Engineering Industries	-	300.00	-	300.00
11	Ferro Alloys Industries	-	300.00	-	300.00
12	Forestry and Timber Industries	-	300.00	-	300.00
13	Grill Industries	-	300.00	-	300.00
14	Handloom Industries	-	300.00	-	300.00
15	Hotels, Restaurants or Eating Houses/ Tea Shops	-	300.00	-	300.00
16	Leather Industries	-	300.00	-	300.00
17	Paper & Pulp Industries	-	300.00	-	300.00
18	Printing Press	-	300.00	-	300.00
19	Private Transportation	-	300.00	-	300.00
20	Security Guards	-	300.00	-	300.00
21	Shops & Commercial Establishments	-	300.00	-	300.00
22	Stone Breaking and Crushing	-	300.00	-	300.00
23	Tea Plantation	-	300.00	-	300.00
24	Tour & Travel Agencies	-	300.00	-	300.00
25	Tyres & Trading Industries	-	300.00	-	300.00
26	Wood works, Carpentry and Masonry	-	300.00	-	300.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	25.TAMIL NADU*				
1	Aerated Water Manufactory	-	80.50	152.46	232.96
2	Agarbatti Manufactory	-	80.19	131.35	211.54
3	Agriculture and works ancillary to Agriculture	-	146.00	-	146.00
4	Any Local Authority	To revise the Minimum Wages, Committee has been Constituted.			
5	Appalam Manufactory	-	107.42	176.62	284.04
6	Apprentices in Textile Mills	-	126.50	204.10	330.60
7	Automobile Workshops	-	226.73	132.31	359.04
8	Auto Rickshaws and Taxis	-	288.00	167.92	455.92
9	Bakeries and Biscuit Manufactory	-	90.00	141.30	231.30
10	Bricks & Tiles Manufactory	-	85.00	133.45	218.45
11	Bleaching and Dyeing Industry		92.31	164.54	256.85
12	Bought Leaf Tea Factories	To revise the Minimum Wages, Committee has been Constituted.			
13	Carpentary & Blacksmithy	-	276.00	170.85	446.85
14	Cashewnut Industry	-	209.50	108.00	317.50
15	Chemical Fertilizer Industry	-	216.81	126.54	343.35
16	Cinema Industry	-	148.04	244.58	392.62
17	Coaching Academics		163.15	95.08	258.23
18	Coconut Peeling	-	91.00	149.15	240.15
19	Coffee Curing Works	-	83.95	133.45	217.40
20	Coir Manufactory	-	103.50	181.15	284.65
21	Colleges and Research Stations under the Tamil Nadu Agricultural University and Agricultural Farms maintained by the Agricultural and Horticulture and other Govt. Departments	-	146.00	-	146.00
22	Construction or maintenance of Roads or Buildings Operations	-	282.00	206.80	488.80
23	Construction of Pandals	-	163.00	94.00	257.00
24	Cotton Ginning, Pressing	-	105.00	176.62	281.62
25	Cotton Waste	-	105.00	176.62	281.62
26	Distribution of Liquid Petroleum Gas Cylinders	-	95.12	157.00	252.12
27	Electronics Industry	-	217.31	126.54	343.85
28	I) Fire Works	-	68.00	114.73	182.73
	ii) Match Manufactory	-	79.00	125.60	204.60
29	Food Processing Industry	-	180.00	105.04	285.04
30	Footwear making Industry	-	150.23	87.67	237.90
31	Forestry	-	122.00	196.25	318.25
32	General Engineering & Fabrication Industry	-	120.00	208.35	328.35
33	Gold and Silver articles Manufactory	-	151.00	243.35	394.35
34	Granite Industry	-	149.81	247.58	397.39
35	Gunny Industry	-	269.00	157.00	426.00
36	Handloom Silk Weaving Industry	-	Piece Rate		
37	Handloom Weaving Industry	-	Piece Rate		
38	Hospitals and Nursing Homes	-	107.19	176.62	283.81
39	Hotels and Restaurants	-	232.38	167.23	399.61
40	Hosiery Manufactury	-	71.08	114.73	185.81
41	Knitting Industry	-	71.08	114.73	185.81
42	Laundries and Washing Clothes	-	162.00	266.90	428.90
43	Leather Goods Manufactory	-	150.23	87.67	237.90
44	Loading and Un-loading Operations	-	85.00	133.45	218.45
45	Mat Weaving and Basket Making	-	153.00	89.30	242.30
46	Medical and Sales Representatives	-	269.88	157.46	427.34
47	Medical Manufactoring	-	271.53	158.54	430.07
48	Motion Picture Industry	-	118.54	194.73	313.27
49	Mushroom Growing and Allied Works	-	191.50	111.73	303.23
50	Neera Tapping	-	319.00	186.10	505.10
51	Oil Mills	-	175.00	104.38	279.38
52	(i)Paper and Other incidental Processes connected with handmade paper	-	173.31	101.15	274.46
	(ii)Paper and Other incidental Processes connected with Machine Made Paper Industry	-	181.15	105.77	286.92

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
53	Plantations - Tea	-	90.00	137.88	227.88
	Plantations - Coffee	-	88.50	137.88	226.38
	Plantations - Rubber	-	94.00	137.88	231.88
54	Polythene Processing, Foam Items & Plastic Manufactory	-	225.12	131.42	356.54
55	Powerloom Industry	-	144.69	169.50	314.19
56	Printing Presses	-	173.69	101.23	274.92
57	Public Motor Transport	-	157.92	259.65	417.57
58	Rice, Flour and Dal Mills	-	102.00	164.85	266.85
59	Sago Industry	-	109.00	182.65	291.65
60	Salt Pans	-	182.00	103.40	285.40
61	Sea Food Processing Industry	-	91.92	150.96	242.88
62	Security Guards	-	225.89	131.77	357.66
63	Sericulture	-	198.00	114.70	312.70
64	Shops & Commercial Establishments	-	90.73	149.46	240.19
65	Silk Twisting Industry	-	112.00	180.55	292.55
66	Soap Manufactory	-	140.50	244.58	385.08
67	Synthetic Gem Cutting Industry		Piece Rate		
68	Tailoring Industry	-	192.31	112.27	304.58
69	Tanneries & Leather Manufactory	-	66.00	122.40	188.40
70	Timber Industry	-	152.50	251.20	403.70
71	Tin Container Manufactory	-	104.65	172.69	277.34
72	Tobacco Manufactory				
	i)Beedi Making other than Beedi Rolling	-	120.19	197.77	317.96
	ii)Scented & Chewing Tobacco	-	78.00	125.60	203.60
	iii)Snuff Industry	-	90.00	141.30	231.30
	iv) Beeding rolling (1000 beedies)	-	Piece Rate		
73	Tree Climbing	-	146.00	-	146.00
74	Vessels (Utensils) Manufactory	-	83.00	133.45	216.45
75	Woollen Carpet and shawl weaving industry	To revise the Minimum Wages, Committee has been Constituted.			
Out of 93 Scheduled Employments reported in Tamil Nadu, wages have been reported for 75 scheduled employments only					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		26.TRIPURA			
1	Agriculture	-	250.00	56.96	306.96
2	Auto Rickshaw	-	75.62	34.73	110.35*
3	Beedi Industry (per 1000 bidis)	-	Piece Rated		
4	Brick Manufacturing	-	261.85	-	261.85
5	Construction and Maintenance of Roads and Building Operations	-	150.00	66.46	216.46
6	Domestic Workers	-	61.54	22.27	83.81**
7	Hotels and Restaurants	-	269.23	7.99	277.22
8	Incense and Incense Sticks	-	140.00	50.65	190.65
9	LAMPS/PACS/OMC	-	119.23	50.40	169.63
10	Mechanical Workshops	-	188.15	62.99	251.14
11	Petrol Pumps	-	132.69	63.29	195.98
12	Private Security Guards	-	291.73	8.66	300.39
13	PrivateTeaching Institutions	-	219.03	6.50	225.53
14	Public Motor Transport	-	45.96	21.08	67.04
15	Rice Mills	-	288.46	44.83	333.29
16	Rubber Plantations	-	280.00	8.31	288.31
17	Safai Karamcharis	-	204.00	6.06	210.06
18	Shops and Establishments	-	207.11	6.14	213.25
19	Stone Breaking and Crushing	-	Piece Rated		
20	Sweets Meats	-	321.69	-	321.69
21	Tailoring	-	Piece Rated		
22	Tea Plantations	-	176.00	-	176.00
23	Gold Smith	-	161	36.7	197.70
24	Loading and Un-loading Operations	-	409	12.14	421.14
					* + Food allowance @ Rs. 98.00 per diem.
					** +Food, Lodging,clothing and medical allowance Rs. 83.81 per day

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	27.TELANGANA				
1	Agriculture	-	159.00	81.00	240.00
2	Aerated water manufacturing units and Soft	-	96.31	164.41	260.72
3	Any Manfacturing Process carried out in any	-	223.92	115.66	339.58
4	Automobile Engineering workshops including	-	146.50	209.41	355.91
5	Baking process including Biscuits Manufactory	-	122.35	177.08	299.43
6	Betal Vines	-	87.69	136.98	224.67
7	Brick Kiln Industry	-	112.00	174.89	286.89
8	Canteens and Clubs	-	141.27	158.31	299.58
9	Cashew and Coconut gardens	-	125.00	-	125.00
10	Cashew Processing Establishments	-	149.46	191.71	341.17
11	Cement Concrete Pipes and Cement ware	-	112.12	174.89	287.01
12	Chemicals and Pharmaceuticals	-	134.46	194.64	329.10
13	Cinema Industry	-	141.27	195.89	337.16
14	Coffee Plantations	-	89.00	141.74	230.74
15	Colour Printing and Yarn Dyeing	-	128.85	185.86	314.71
16	Construction of Projects Including Dams and	-	130.42	198.99	329.41
17	Construction or Maintenance of Roads and	-	129.62	187.32	316.94
18	Cotton Carpet Weaving Establishments	-	135.00	187.25	322.25
19	Cotton Ginning and pressing Factories	-	164.00	190.96	354.96
20	Dairy Farming	-	191.38	119.86	311.24
21	Distilleries and Breweries	-	149.85	216.59	366.44
22	Domestic Workers	-	173.88	93.67	267.55
23	Electronic Industry	-	132.50	191.71	324.21
24	Fisheries and Sea Foods	-	125.08	180.01	305.09
25	Forestry and Timbering Operations	-	69.27	-	69.27
26	Garment and Allied Manufacturing Industry	-	153.65	66.78	220.43
27	Glass Industry	-	129.46	187.32	316.78
28	Gold Covering and Gold Coating Industry	-	129.62	187.32	316.94
29	Handloom Weaving Establishments	-	Piece Rated		
30	Handloom (Silk) Weaving Establishments	-	83.00	137.88	220.88
31	Handloom Weaving Establishments- Additional	-	91.42	143.64	235.06
32	Horticulture	-	217.27	136.84	354.11
33	Hospitals, Nursing Homes and Clinics other than	-	238.81	123.26	362.07
34	Hostels of all colleges and all other educational	-	251.73	135.30	387.03
35	Hotels and Restaurants and Eating Houses	-	127.58	194.50	322.08
36	Jute and Coir Industry	-	244.35	131.83	376.18
37	Khandsari Factories	-	135.23	194.64	329.87
38	Lime stone Kilns	-	93.19	145.97	239.16
39	Marketing Societies, Consumer Co-op. Societies	-	123.96	178.54	302.50
40	Match and Fire Works	-	104.46	158.31	262.77
41	Mesta used Twine Mills	-	66.00	98.00	164.00
42	Metal Foundaries and General Engineering	-	125.50	181.47	306.97
43	Mica Works	-	131.15	188.79	319.94
44	Mini and Tiny Cement Factories	-	107.00	153.66	260.66
45	Motion Picture Industry including Production,	-	112.12	173.38	285.50
46	Non-teaching staff working in Private Educational	-	203.62	105.53	309.15
47	Oil Mills	-	248.88	134.26	383.14
48	Paper and Paper Board including Straw Board	-	250.00	134.43	384.43
49	Petrol Bunks	-	134.46	194.64	329.10
50	Poultry farming including Feeding units	-	200.00	119.15	319.15
51	Powerloom Industry	-	101.73	307.33	409.06

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
52	Printing Press including Litho and offset Printing	-	135.23	194.64	329.87
53	Private Motor Transport	-	129.62	194.95	324.57
54	Professionals such as Chartered,Cost Accounts	-	161.50	200.47	361.97
55	Public Motor Transport	-	101.73	158.31	260.04
56	Rice Mills, Flour Mills or Dal Mills including Roller	-	135.50	196.10	331.60
57	Safai Karamcharis	-	192.31	226.20	418.51
58	Salt Pans	-	96.88	150.77	247.65
59	Security Services	-	153.85	180.69	334.54
60	Seed Processing Units	-	123.31	196.00	319.31
61	Sericulture	-	173.27	-	173.27
62	Shops and Commercial Establishments	-	129.62	187.32	316.94
63	Slate Factories	-	123.19	178.54	301.73
64	Spinning Mills	-	148.23	76.83	225.06
65	Steel Mills and Steel re-rolling Mills	-	123.35	178.54	301.89
66	Stone Breaking and Stone Crushing Operations	-	123.00	167.67	290.67
67	Tanneries and Leather Manufactory	-	132.88	203.48	336.36
68	Tiles and Potteries	-	123.27	183.23	306.50
69	Tobacco (excluding Beedi making)Manufactory	-	113.00	153.09	266.09
70	Tobacco (including Beedi making)Manufactory	-	173.08	104.68	277.76
71	Toddy Tapping including Selling and Conveyance	-	106.27	161.58	267.85
72	Wood Working Establishments including	-	128.73	185.86	314.59
73	Woollen Carpet Making and Shawl Weaving	-	96.88	150.77	247.65

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	28.UTTARAKHAND				
1	Aerated Drinks	-	194.23	56.15	250.38
2	Agriculture	-	200.00	17.69	217.69
3	Allopathic, Unani or Ayurvedic Pharmacy	-			
	i) Allopathic	-	195.19	56.15	251.34
	ii) Unani or Ayurvedic Pharmacy	-	191.35	56.15	247.50
4	Asbestos, Cement Factory and other Cement Products	-	191.54	56.15	247.69
5	Automobile Repair Workshops	-	195.19	56.15	251.34
6	Book Binding	-	191.54	56.15	247.69
7	Brick Kiln	-	163.65	56.15	219.80
8	Bakeries and Biscuits	-	191.54	56.15	247.69
9	Carpet Manufacturing	-	222.12	56.15	278.27
10	Chicken Work Manufactory	-	191.54	56.15	247.69
11	Cinema Industry	-			
	i) More than 2 Lakhs	-	195.19	56.15	251.34
	ii) Less than 2 Lakhs	-	191.54	56.15	247.69
12	Clubs	-	191.54	56.15	247.69
13	Cold Storages	-	191.54	56.15	247.69
14	Commercial Establishments	-			
	i) More than 1 Lakh People in City	-	195.19	56.15	251.34
	ii) Less than 1Lakh People in City	-	191.54	56.15	247.69
15	Construction of Dams, Irrigation, Wells and Pond Digging	-	194.23	56.15	250.38
16	Construction and Maintenance of Roads or Building Operations	-	191.54	56.15	247.69
17	Dairy and Dairy Products	-	194.23	56.15	250.38
18	Foundry Industry	-	194.23	56.15	250.38
19	Forestry				
	i) Category A (Hill Area)		192.12	56.15	248.27
	ii) Category B (Vellay Area)		192.12	56.15	248.27
	iii) Category C (Plane Area)		192.12	56.15	248.27
20	Employment in Dharamshalas	-	194.23	56.15	250.38
21	Employments in any other registered Factories not elsewhere classified	-	194.23	56.15	250.38
22	Engineering Industry employment				
	i) Employing less than 50 workers	-	194.23	56.15	250.38
	ii) Employing more than 50 to 500 workes	-	97.50	195.23	292.73
	iii) Employing more than 500 workes	-	102.31	204.85	307.16
23	Employment in Fruit Juice	-	194.23	56.15	250.38
24	Handlooms and Powerloom	-	194.42	56.15	250.57
25	Hotels and Restaurants				
	i) Less than 10 employees	Area A	208.46	56.15	264.61
		Area B	202.12	56.15	258.27
		Area C	185.77	56.15	241.92
	ii) 10 or more than 10 employees	Area A	215.00	56.15	271.15
		Area B	208.46	56.15	264.61
		Area C	192.31	56.15	248.46
	iii) Star Hotel	Area A	231.35	56.15	287.50
		Area B	218.27	56.15	274.42
		Area C	208.46	56.15	264.61
26	Hosiary	-	199.62	56.15	255.77
27	Ice Manufactory	-	191.54	56.15	247.69
28	Ice Candy / Ice Cream Manufactory	-	191.54	56.15	247.69
29	Khandsari Manufactory	-	191.54	56.15	247.69
30	Laundry and Washing	-	191.54	56.15	247.69
31	Libraries				
	i) More than 50,000 books	-	196.54	56.15	252.69
	ii) 15,000 to 50,000 books	-	194.23	56.15	250.38
	iii) Less than 15,000 books	-	191.92	56.15	248.07
32	Manufacturing of Small/Miniature bulbs, Glass products	-	191.54	56.15	247.69
33	Match Manufactory	-	191.54	56.15	247.69
34	Mechanical Transport Workshops	-	195.19	56.15	251.34
35	Metal Industry	-	194.23	56.15	250.38

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
36	Oil Mills	-			
	i) More than 10 employees	-	195.19	56.15	251.34
	ii) Less than 10 employees	-	191.54	56.15	247.69
37	Petrol & Diesel Pumps	-	194.23	56.15	250.38
38	Plywood Manufacturing	-	194.23	56.15	250.38
39	Potteries, Ceramic or Refractory	-	191.54	56.15	247.69
40	Private Clinics and Medical Equipment shops	-	194.23	56.15	250.38
41	Private Coaching Classes and Private Schools	-	191.53	56.15	247.68
42	Private Printing Press	-	195.19	56.15	251.34
43	Plastic and Plastic Products	-	194.23	56.15	250.38
44	Public Motor Transport	-	195.19	56.15	251.34
45	Readymade Garments	-	194.23	56.15	250.38
46	Rice, Flour or Dal Mills	-			
	i) More than 10 employees	-	195.19	56.15	251.34
	ii) Less than 10 employees	-	191.54	56.15	247.69
47	Rubber and Rubber Products	-	194.23	56.15	250.38
48	Employment in Shops	-	191.54	56.15	247.69
49	Stone Breaking or Stone Crushing	-	191.54	56.15	247.69
50	Sweet Industry	-	194.23	56.15	250.38
51	Tailoring Industry	-	191.54	56.15	247.69
52	Tea Plantations	-	191.54	56.15	247.69
53	Textile Printing	-	191.54	56.15	247.69
54	Tin Plate shaping and tin printing	-	194.23	56.15	250.38
55	Tobacco Manufactory	-	210.19	56.15	266.34
56	Washing Soap, Silicate etc.	-	191.54	56.15	247.69
57	Wood Carving, Wooden Furniture and Saw Mills				
	(i) Under Municipal Corporation	-	211.73	56.15	267.88
	(ii) Other Municipal Committee and Cantt.	-	210.58	56.15	266.73
	(iii) Rest of Uttarkhand	-	209.42	56.15	265.57
58	Woollen Blankets Manufactory	-	191.54	56.15	247.69

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	29. UTTAR PRADESH				
1	Aerated Drinks	-	221.15	63.48	284.63
2	Agriculture	-	175.00	-	175.00
3	Allopathic, Unani or Ayurvedic Pharmacy	-	221.15	63.48	284.63
4	Asbestos Cement Factory	-	221.15	63.48	284.63
5	Automobile Workshops	-	221.15	63.48	284.63
6	Bakeries and confectioneries, Biscuits	-	221.15	63.48	284.63
7	Beedi Manufacturing	-	175.00	53.07	228.07
8	Book Binding Manufactory	-	221.15	63.48	284.63
9	Brick Kiln	-	221.15	63.48	284.63
10	Carpet Manufacturing	-	173.08	92.75	265.83
11	Casting Industry	-	221.15	63.48	284.63
12	Chicken Work Manufactory	-	221.15	63.48	284.63
13	Cinema Industry	-	221.15	63.48	284.63
14	Clubs	-	221.15	63.48	284.63
15	Cold Storages	-	221.15	63.48	284.63
16	Commercial Establishments	-	221.15	63.48	284.63
17	Construction and Maintenance of Roads or Building Operations	-	221.15	63.48	284.63
18	Construction of Dams, Establishments and Irrigation	-	221.15	63.48	284.63
19	Dairy and Milk Dairy	-	221.15	63.48	284.63
20	Employment in Dharamshalas	-	221.15	63.48	284.63
21	Employment in Registered Factories not elsewhere classified	-	221.15	63.48	284.63
22	Engineering Industry(employing less than 50 workers)	-	221.15	63.48	284.63
23	Forestry	-	221.15	63.48	284.63
24	Fruit Juice making factory	-	221.15	63.48	284.63
25	Glass Bangles Manufactory	-	165.38	88.63	254.01
26	Handloom Industry	-	221.15	63.48	284.63
27	Hosiery Industry	-	221.15	63.48	284.63
28	Ice Candy / Ice Cream Manufactory	-	221.15	63.48	284.63
29	Ice Manufactory	-	221.15	63.48	284.63
30	Khandsari Manufactory	-	221.15	63.48	284.63
31	Laundry and Washing	-	221.15	63.48	284.63
32	Local Transport Workshops	-	221.15	63.48	284.63
33	Manufacturing of Small Miniature Bulbs & Glass Products	-	221.15	63.48	284.63
34	Match Manufactory	-	221.15	63.48	284.63
35	Maufacturing of Leather Goods	-	221.15	63.48	284.63
36	Metal Industry	-	221.15	63.48	284.63
37	Oil Mills	-	221.15	63.48	284.63
38	Paper, Paper Board and Card Board	-	221.15	63.48	284.63
39	Petrol and Diesel Oil pumps	-	221.15	63.48	284.63
40	Plastic and Plastic Products	-	221.15	63.48	284.63
41	Plywood Manufacturing	-	221.15	63.48	284.63
42	Potteries, Ceramic Industry	-	221.15	63.48	284.63
43	Powerloom Industry	-	221.15	63.48	284.63
44	Private clinics, Nursing homes	-	221.15	63.48	284.63
45	Private Coaching classes in Private School including Nursary School	-	221.15	63.48	284.63
46	Private Libraries	-	221.15	63.48	284.63
47	Private Printing Press	-	221.15	63.48	284.63
48	Public Motor Transport	-	221.15	63.48	284.63
49	Ready made Garments	-	221.15	63.48	284.63
50	Rice, Flour or Dal Mills	-	221.15	63.48	284.63
51	Rubber and Rubber Products including Tyres and Tubes	-	221.15	63.48	284.63
52	Shops	-	221.15	63.48	284.63
53	Silk Sari or Jari Works (Handloom)	-	221.15	63.48	284.63
54	Stone Breaking or Stone Crushing	-	221.15	63.48	284.63
55	Sweet Shops	-	221.15	63.48	284.63
56	Tailoring Industry	-	221.15	63.48	284.63
57	Tanneries and Leather Manufactory	-	221.15	63.48	284.63
58	Textile Printing	-	221.15	63.48	284.63
59	Tin Plate shaping and tin printing	-	221.15	63.48	284.63
60	Tobacco Manufactory	-	221.15	63.48	284.63
61	Washing Soap, Silicate etc.	-	221.15	63.48	284.63
62	Wood Carving and Wooden Furniture and Saw	-	221.15	63.48	284.63
63	Woollen Blankets	-	221.15	63.48	284.63

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	30.WEST BENGAL*				
1	Agriculture		201.00	-	201.00
2	Bakery	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
3	Beedi Leaf Plucking		216.00	-	216.00
4	Beedi Manufacturing		180.32	-	180.32
5	Bell Metal & Brass Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
6	Bone Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
7	Brick Manufactories		199.54	-	199.54
8	Ceramic Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
9	Chakki Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
10	Cigarette Manufacturing		Wages Not Reported		
11	Cinchona Plantations		216.00	-	216.00
12	Cinema:		162.88	-	162.88
13	Clinical Nursing Homes	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
14	Construction or Maintenance of Roads or Building Operations	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
15	Cold Storage		Wages Yet to be fixed		
16	Dal Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
17	Decoration	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
18	Engineering Industry employing less than 50 workers		Wages under consideration		
19	Establishments not covered by Notification No.24-MW dt 21.2.85		Wages Not Reported		
20	Fishery		216.00	-	216.00
21	Flour Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
22	Forestry or Timbering Operations		216.00	-	216.00
23	Fountain Pen and Ball-point Pen Industry	Zone A	257.00		257.00
		Zone B	245.00		245.00
24	Glass Industry		195.00	-	195.00
25	Godowns	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
26	Handloom		216.00	-	216.00
27	Hosiery	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
28	Hotels & Restaurants	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
29	Iron Foundry	Zone A	Wages Not Reported		
		Zone B	Wages Not Reported		
30	Lac Manufacturies		216.00	-	216.00
31	Local Authority		Wages Not Reported		
32	Medicinal Plants Plantations		216.00	-	216.00
33	Oil Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
34	Paints and Chemicals Factories	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
35	Paper Board and Straw Board Manufacturing (Machine Dry Process)	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
36	Plastic Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
37	Plywood Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
38	Power Looms Employing Less than Ten Persons	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
39	Power Looms Employing Ten or More Persons	Zone A	257.00		257.00
		Zone B	245.00		245.00
40	Printing Press	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
41	Public Motor Transport		235.00	-	235.00
42	Refractory Industry		204.00	-	204.00
43	Rice Mills		216.00	-	216.00
44	Rope Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
45	Rubber and Rubber Products Mfg.		195.65	-	195.65
46	a) Sericulture Nursery and Cultivation		216.00	-	216.00
	b) Silk spinning and/or weaving (Handloom)		216.00	-	216.00
47	Sales Promotion in Medicines		Wages Not Reported		
48	Salt Manufacturing Industry		216.00	-	216.00
49	Saw Mills	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
50	Security Services	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
51	Shoe Making Industry	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
52	Shop		Wages Not Reported		
53	Silk Printing	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
54	Silk Mill	Zone A	257.00		257.00
		Zone B	245.00		245.00
55	Stone Breaking or Stone Crushing	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
56	Sweeping and Cleaning	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
57	Tabacco Godowns		216.00	-	216.00
58	Tailoring	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
59	Tanneries and Leather Manufactory	Zone A	257.00	-	257.00
		Zone B	245.00	-	245.00
60	Tea Plantations		Wages Not Reported		
61	Chartered/Cost Accountants/Auditors		257.00	-	257.00
	Zone-A = Areas notified under Development authorities.				
	Zone-B = Rest of West Bengal				
Note:- *Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2016					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	31.ANDAMAN AND NICOBAR ISLANDS				
1	Agriculture	ANDAMAN	156.00	141.00	297.00
		NICOBAR	167.00	141.00	308.00
2	Construction or Maintenance of road or in Building Operations including Stone Breaking and Stone Crushing	ANDAMAN	156.00	141.00	297.00
		NICOBAR	167.00	141.00	308.00
3	Loading & Unloading Sector	ANDAMAN	156.00	141.00	297.00
		NICOBAR	167.00	141.00	308.00
4	Private Educational Institutions	ANDAMAN	156.00	141.00	297.00
		NICOBAR	167.00	141.00	308.00
5	Shops and Commercial Establishments including Residential Hotels and Restaurants	ANDAMAN	173.00	141.00	314.00
		NICOBAR	186.00	141.00	327.00
6	Wood Based Industries	ANDAMAN	156.00	141.00	297.00
		NICOBAR	167.00	141.00	308.00
7	Various Departments/Office/Industrial	ANDAMAN	156.00	141.00	297.00
		NICOBAR	167.00	141.00	308.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	32.CHANDIGARH				
1	Agricultural Implements, Machine Tools and General Engineering including Cycle Parts & Electrical Goods Industry	-	350.00	-	350.00
2	Agriculture	-	350.00	-	350.00
3	Any establishment as defined under Section 2(1)(VIII) of the Punjab Shops and Commercial Establishements Act,1958	-	350.00	-	350.00
4	Asbestos Cement and Concrete Products	-	350.00	-	350.00
5	Automobile Repair Shops and Service Stations	-	350.00	-	350.00
6	Bakeries and Confectioneries Establishments	-	350.00	-	350.00
7	Book Selling Establishments	-	350.00	-	350.00
8	Brick Kiln Industry	-	350.00	-	350.00
9	Chemical and Distillery Industry	-	350.00	-	350.00
10	Chemist and Drug Shops	-	350.00	-	350.00
11	Cinema Industry	-	350.00	-	350.00
12	i) Construction or Maintenance of Roads or Building Operations ii) Stone breaking and stone crushing	-	350.00	-	350.00
13	Contractors' Establishment of Forest Department	-	350.00	-	350.00
14	Dairy and Dairy Products	-	350.00	-	350.00
15	Electronic Goods Manufacturing and Selling Establishments	-	350.00	-	350.00
16	Electroplating by using salt of Chromium, Nickle or any other compound and connected buffing and polishing Industry	-	350.00	-	350.00
17	Employment in any manufacturing Process as defined under Section 2(k) of the Factories Act.,1948	-	350.00	-	350.00
18	Employment in grass cutting	-	350.00	-	350.00
19	Employment in Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	-	350.00	-	350.00
20	Ferrous Metal Rolling and Re-rolling Mills	-	350.00	-	350.00
21	Foundries with or without attached Machine Shops	-	350.00	-	350.00
22	Hair Cutting Saloons and Beauty Parlours	-	350.00	-	350.00
23	Hardware and Building Material Shops	-	350.00	-	350.00
24	Hotels, Restaurants, Tea Stalls and Halwais	-	350.00	-	350.00
25	Ice Factories and Cold Storage	-	350.00	-	350.00
26	Meat Selling Establishments	-	350.00	-	350.00
27	Oil Mills	-	350.00	-	350.00
28	Paper Board and Packing Material Manufacturing Establishments	-	350.00	-	350.00
29	Petrol, Diesel and Kerosene Oil Pumps	-	350.00	-	350.00
30	Plastic and PVC goods Industry	-	350.00	-	350.00
31	Private Hospitals including Nursing Homes, Dispensaries etc. or a Medical Practitioner in any establishment or a Chemical or Pathological Laboratory	-	350.00	-	350.00
32	Private Press	-	350.00	-	350.00
33	Public Motor Transport Industry	-	350.00	-	350.00
34	Rice Mills, Flour Mills and Dal Mills	-	350.00	-	350.00
35	Rubber Industry	-	350.00	-	350.00
36	Saw Mills and Timber trade	-	350.00	-	350.00
37	Shops and Commerical Establishments	-	350.00	-	350.00
38	Soap Manufacturing Industry	-	350.00	-	350.00
39	Soft Drinks and Aerated Water	-	350.00	-	350.00
40	Tailoring , Stiching and Embroidery Establishments	-	350.00	-	350.00
41	Tanneries / Leather Manufacturing	-	350.00	-	350.00
42	Tents, Dealers Establishments, Crockery Trade Establishments and Household Goods Establishments	-	350.00	-	350.00
43	Textile Industry	-	350.00	-	350.00
44	Vegetable and Fruit Shops	-	350.00	-	350.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	33.DADRA AND NAGAR HAVELI				
1	Agarbatti unit, match box manufacturing unit, bidi manufacturing unit	-	268.00	19.50	287.50
2	Agriculture	-	268.00	19.50	287.50
3	Automobile repairing workshops and garages	-	268.00	19.50	287.50
4	Bakery and Confestionary	-	268.00	19.50	287.50
5	Brick or roof tiles	-	268.00	19.50	287.50
6	Candles Manufacturing	-	268.00	19.50	287.50
7	Canteens and Clubs	-	268.00	19.50	287.50
8	Cement priestessess products industry	-	268.00	19.50	287.50
9	Chemical or drug manufacturing	-	268.00	19.50	287.50
10	Cinema Exhibition	-	268.00	19.50	287.50
11	Constructiion or maintenance of roads or in building operation	-	268.00	19.50	287.50
12	Cotton Ginning or Cotton Pressing Manufactory	-	268.00	19.50	287.50
13	Drilling operation and maintenance of Tube Wells	-	268.00	19.50	287.50
14	Electronics and Allied or Incidental Industries	-	268.00	19.50	287.50
15	Engineering unit, dealing with manufacturing or processing or iron and steel item ferrous or non-ferrous material, electric and electronics items	-	268.00	19.50	287.50
16	Forestry and Timber Operations	-	268.00	19.50	287.50
17	Glass Industry	-	268.00	19.50	287.50
18	Gram Panchayats	-	268.00	19.50	287.50
19	Home workers	-	268.00	19.50	287.50
20	Hospitals	-	268.00	19.50	287.50
21	Lac Manufactory	-	268.00	19.50	287.50
22	Local Authority	-	268.00	19.50	287.50
23	Manufacruing process as defined under section 2(k) of the Factories Act, 1948	-	268.00	19.50	287.50
24	Medical practitiioner or any establishment of medical consultant or any clinical or pathological laboratory including Hospitals and Nursing Homes	-	268.00	19.50	287.50
25	Mica Works	-	268.00	19.50	287.50
26	Oil Mills	-	268.00	19.50	287.50
27	Paper ;and Paper Board Manufactory	-	268.00	19.50	287.50
28	Petrol and Diesel Pumps	-	268.00	19.50	287.50
29	Pharmaceutical Industry	-	268.00	19.50	287.50
30	Plantation maintained for growing Chichona, Rubber, Tea or Coffee	-	268.00	19.50	287.50
31	Plastic Industry	-	268.00	19.50	287.50
32	Polyurethane foam manufacturing or processing the foam items	-	268.00	19.50	287.50
33	Potteries	-	268.00	19.50	287.50
34	Poultry, Poultry Food Manufacturing unit, Fertilizer Manufacturing Unit or any other Agricultural Unit	-	268.00	19.50	287.50
35	Power loom Industry	-	268.00	19.50	287.50
36	Printing by letter press, lithography, photo-gravure or other similar works or incidental to such process or book binding	-	268.00	19.50	287.50
37	Private Teaching Institute	-	268.00	19.50	287.50
38	Public Motor Transport	-	268.00	19.50	287.50
39	Residential Restaurant or Eating House	-	268.00	19.50	287.50
40	Rexene cloth	-	268.00	19.50	287.50
41	Rice, Flour or Dal Mill	-	268.00	19.50	287.50
42	Rubber Manufacturing Industry	-	268.00	19.50	287.50
43	Safai Karmacharis (excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993	-	268.00	19.50	287.50
44	Sheds where buffaloes or cows are kept for milking, cleaning or feeding and for all other ancillary process	-	268.00	19.50	287.50
45	Shop or commercial establishments	-	268.00	19.50	287.50
46	Soaps and detergents	-	268.00	19.50	287.50
47	Stone Breaking or Stone Crushing	-	268.00	19.50	287.50
48	Sugar Industry	-	268.00	19.50	287.50
49	Tanneries & Leather Manufactory	-	268.00	19.50	287.50
50	Textile processing, dyeing, printisng or garments stitching	-	268.00	19.50	287.50
51	Tobacco (including Bidi Making Manufactory)	-	268.00	19.50	287.50
52	Toilet, cosmetic and other allied products	-	268.00	19.50	287.50
53	Watch and Ward	-	268.00	19.50	287.50
54	Watch Manufacturing	-	268.00	19.50	287.50
55	Wood cutting factory, wooden furniture making	-	268.00	19.50	287.50
56	Woollen Carpet Making or Shawl Weaving	-	268.00	19.50	287.50

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	34.DAMAN AND DIU				
1	Agriculture	-	268.00	19.50	287.50
2	Automobile Repairing Workshops and Garages	-	268.00	19.50	287.50
3	Bakeries	-	268.00	19.50	287.50
4	Brick of Roof Tiles	-	268.00	19.50	287.50
5	Buffalo or Cow Milk Premises	-	268.00	19.50	287.50
6	Canteen and Clubs not falling under entry 13 of Part I of this schedule	-	268.00	19.50	287.50
7	Cashew Processing Industry	-	268.00	19.50	287.50
8	Cement and Cement Based Industry	-	268.00	19.50	287.50
9	Charcoal Kilns	-	268.00	19.50	287.50
10	Chemical and Fertilizer Manufactory	-	268.00	19.50	287.50
11	Cinema	-	268.00	19.50	287.50
12	Cloth Dyeing and/or Printing	-	268.00	19.50	287.50
13	Construction or Maintenance of Roads or in Building operation	-	268.00	19.50	287.50
14	Cotton Ginning or Cotton Pressing Manufactory	-	268.00	19.50	287.50
15	Cycle Mechanic Workshops	-	268.00	19.50	287.50
16	Dairy Industry	-	268.00	19.50	287.50
17	Dispensary, not being a Dispensary in any Hospital	-	268.00	19.50	287.50
18	Drugs and Pharmaceuticals	-	268.00	19.50	287.50
19	Eatable Tobacco	-	268.00	19.50	287.50
20	Employment in any factory as defined under clause(m) or Section 2 of Factories Act, 1948 (LXIII of 1948), not covered by any of the entries	-	268.00	19.50	287.50
21	Engineering Industry	-	268.00	19.50	287.50
22	Exercise Books	-	268.00	19.50	287.50
23	Film Production Industry	-	268.00	19.50	287.50
24	Forest and/or Forestry	-	268.00	19.50	287.50
25	Fountain Pens, etc.	-	268.00	19.50	287.50
26	Glass Bulb Manufactory	-	268.00	19.50	287.50
27	Glass Industry	-	268.00	19.50	287.50
28	Grass Cutting	-	268.00	19.50	287.50
29	Hair Cutting Saloon	-	268.00	19.50	287.50
30	Hand Made Paper and Hand Paper Board Manufactory	-	268.00	19.50	287.50
31	Handloom Industry	-	268.00	19.50	287.50
32	Hospitals (not falling under entry 6 in this Schedule)	-	268.00	19.50	287.50
33	Hotel, Restaurant or Eating House	-	268.00	19.50	287.50
34	Ice and Cold Drinks	-	268.00	19.50	287.50
35	Jari Work Industry	-	268.00	19.50	287.50
36	Khandsari/Sugar Manufactory	-	268.00	19.50	287.50
37	Lac manufactory	-	268.00	19.50	287.50
38	Laundry Industry	-	268.00	19.50	287.50
39	Local Authority	-	268.00	19.50	287.50
40	Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard	-	268.00	19.50	287.50
41	Mica Works	-	268.00	19.50	287.50
42	Oil Mill	-	268.00	19.50	287.50
43	Optical Frames	-	268.00	19.50	287.50
44	Paints and Varnishers	-	268.00	19.50	287.50
45	Paper and Paper Board Manufactory	-	268.00	19.50	287.50
46	Plantation	-	268.00	19.50	287.50
47	Poha, Murmura, Churmura, etc.	-	268.00	19.50	287.50
48	Potteries	-	268.00	19.50	287.50
49	Powerloom Industry	-	268.00	19.50	287.50
50	Printing Presses	-	268.00	19.50	287.50
51	Public Motor Transport	-	268.00	19.50	287.50

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
52	Readymade Garments	-	268.00	19.50	287.50
53	Rice, Flour or Dal Mill	-	268.00	19.50	287.50
54	Rubber Baloon Industry	-	268.00	19.50	287.50
55	Rubber Manufacturing Industry	-	268.00	19.50	287.50
56	Salt Pan Industry	-	268.00	19.50	287.50
57	Saw Mill	-	268.00	19.50	287.50
58	Seafood Industry	-	268.00	19.50	287.50
59	Shop or Commercial Establishments	-	268.00	19.50	287.50
60	Silver Industry	-	268.00	19.50	287.50
61	Soaps and Cosmetics	-	268.00	19.50	287.50
62	Steel Furniture	-	268.00	19.50	287.50
63	Stone Breaking or Stone Crushing	-	268.00	19.50	287.50
64	Sweepers or Scavengers	-	268.00	19.50	287.50
65	Tanneries and Leather Manufactory	-	268.00	19.50	287.50
66	Tobacco (including Bidi making)	-	268.00	19.50	287.50
67	Transforming Plastic in various Solid Moulding	-	268.00	19.50	287.50
68	Utensils or other Household Articles	-	268.00	19.50	287.50
69	Watch Strap Manufactory	-	268.00	19.50	287.50
70	Wooden Furniture	-	268.00	19.50	287.50
71	Wooden Photo Picture Frame Making	-	268.00	19.50	287.50
72	Woolen, Carpet Making or Shawl Weaving	-	268.00	19.50	287.50

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		35.DELHI			
1	Agriculture	-	522.00	-	522.00
2	Automobile Engineering	-	522.00	-	522.00
3	Cement Working Establishments	-	522.00	-	522.00
4	Chemicals	-	522.00	-	522.00
5	Clubs	-	522.00	-	522.00
6	Confectionery and Diary products, food preservation etc.	-	522.00	-	522.00
7	Construction or Maintenance of Roads or in Building Operations	-	522.00	-	522.00
8	Dal and Flour Mills	-	522.00	-	522.00
9	Delhi Transport Corporation	-	522.00	-	522.00
10	Employment in all registered factories not covered by the employments elsewhere	-	522.00	-	522.00
11	Foundaries	-	522.00		522.00
12	Hospital and Nursing Homes not carried on by Govt. or Local Authorities	-	522.00	-	522.00
13	Ice Factories / Cold Storage	-	522.00	-	522.00
14	Laundry Services and Cleaning and Dyeing Plants i.e Factory/Shops	-	522.00	-	522.00
15	Radio including assembling of Radio parts.	-	522.00	-	522.00
16	Metal Working Establishments	-	522.00	-	522.00
17	Oil Mills	-	522.00	-	522.00
18	Plastic, Rubber, PVC including Cable	-	522.00	-	522.00
19	Pottery Industry	-	522.00	-	522.00
20	Printing Press	-	522.00	-	522.00
21	Private unrecognised Teaching Institutions	-	522.00	-	522.00
22	Public Motor Transport	-	522.00	-	522.00
23	Ready-made Garments	-	522.00	-	522.00
24	Shops & Establishments	-	522.00	-	522.00
25	Stone Breaking and Stone Crushing	-	522.00	-	522.00
26	Textile including Hosiery, Niwar, Handloom, Lace, Thread balls, Name Label, Dyeing and Printing of Textiles	-	522.00	-	522.00
27	Wood working Establishments including Saw Mills		522.00	-	522.00
28	Brick Kiln		522.00		522.00
29	Local Authority	-	522.00	-	522.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
	36.LAKSHADWEEP				
1	Agriculture	-	200.00	110.00	310.00
2	Animal Husbandry	-	200.00	110.00	310.00
3	Electricity	-	200.00	110.00	310.00
4	Fisheries	-	200.00	110.00	310.00
5	Industrial Establishments	-	200.00	110.00	310.00
6	Development Corporation	-	200.00	110.00	310.00
7	Harbour Works	-	200.00	110.00	310.00
8	Panchayat	-	200.00	110.00	310.00
9	Public Works Department	-	200.00	110.00	310.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2017			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		37.PUDUCHERRY *			
1	Agriculture Maha Region	Maha Region	120.00	-	120.00
2	Agriculture in Puducherry & Karaikal Region	Puducherry & Karaikal Region - Men	80.00	-	80.00
		Puducherry & Karaikal Region - Women	70.00		70.00
3	Agriculture Yanam Region	Yanam Region	55.00	-	55.00
4	Automobile Workshops	-	118.38	-	118.38
5	Bakeries and Biscuit Manufactory	-	120.00	-	120.00
6	Bricks & Tiles Manufactory		110.00	64.00	174.00
7	Building Operations	-	122.00	-	122.00
8	Carpentary and Blacksmithy	-	205.00	-	205.00
9	Chemical Industry	-	91.85	-	91.85
10	Detergent Industries	-	116.00	-	116.00
11	Electronics Industry	-	89.31	-	89.31
12	General Engineering & Fabrication	-	111.00	-	111.00
13	Hospitals & Nursing Homes	-	109.50	-	109.50
14	Hotels & Restaurants	-	107.65	-	107.65
15	Loading and Unloading Operations	-	149.00	-	149.00
16	Oil Mills	-	78.00	-	78.00
17	Paper & Paper Products Industry	-	79.69	-	79.69
18	Plastic Industry	-	95.35	-	95.35
19	Printing Press	-	87.06	-	87.06
20	Private Educational Institutions		101.92	54.69	156.61
21	Pubilc Motor Transport	-	119.38	-	119.38
22	Rice, Flour and Dal Mills	-	77.00	-	77.00
23	Security Guards	-	111.53	-	111.53
24	Shops & Esstt.	Yanam Region	77.69	-	77.69
25	Shops & Estt.	Puducherry & Karaikal Region	55.77	-	55.77
26	Sweeping and Cleaning		120.00	46.00	166.00
27	Tailoring Industry	-	128.57	-	128.57
28	Taxies and Auto Drivers	-	177.00	-	177.00
29	Domestic Workes	-	137.00	11.53	148.53
Note:- *Due to non receipt of Annual Return, all Information Repeated from the Annual Report 2016					

TABLE 4

NUMBER OF SCHEDULED EMPLOYMENTS IN CENTRAL SPHERE/ STATE/U.T'S AND RANGE OF MINIMUM WAGES AS ON 31-12-2017

SR. NO.	CENTRAL GOVERNMENT/ STATES/UNION TERRITORIES	NO OF SCHEDULED EMPLOYMENTS IN WHICH MINIMUM WAGES FIXED/ REVISED	RANGE OF MINIMUM WAGES PER DAY (RS.)		RANGE (Max-Min)
			MIN.	MAX.	
1	2	3		4	5
1	C.L.C.(Central)	45	290.00	710.00	420.00
2	Andhra Pradesh*	73	69.27	371.39	302.12
3	Arunachal Pradesh	30	150.00	150.00	0.00
4	Assam	103	174.59	452.03	277.44
5	Bihar	88	225.00	247.00	22.00
6	Chhattisgarh*	41	226.88	226.88	0.00
7	Goa	20	314.00	314.00	0.00
8	Gujarat	46	268.00	276.00	8.00
9	Haryana	50	318.46	318.46	0.00
10	Himachal Pradesh	20	210.00	210.00	0.00
11	Jammu & Kashmir	46	225.00	225.00	0.00
12	Jharkhand*	90	224.93	224.93	0.00
13	Karnataka	82	258.80	519.45	260.65
14	Kerala*	74	267.59	629.23	361.64
15	Madhya Pradesh*	66	195.00	267.00	72.00
16	Maharashtra	67	209.12	560.76	351.64
17	Meghalaya	28	189.00	189.00	0.00
18	Manipur*	15	225.00	225.00	0.00
19	Mizoram	3	270.00	270.00	0.00
20	Nagaland	54	115.00	115.00	0.00
21	Odisha	88	213.50	213.50	0.00
22	Punjab	71	293.62	293.62	0.00
23	Rajasthan	62	207.00	254.11	47.11
24	Sikkim	26	300.00	300.00	0.00
25	Tamil Nadu	75	146.00	505.10	359.10
26	Tripura#	24	67.04	421.14	354.10
27	Telangana	73	69.27	418.51	349.24
28	Uttarakhand	58	217.69	307.16	89.47
29	Uttar Pradesh	63	175.00	284.63	109.63
30	West Bengal*	61	162.88	257.00	94.12
31	A.& N. Islands	7	297.00	327.00	30
32	Chandigarh	44	350.00	350.00	0.00
33	D & N Haveli	56	287.50	287.50	0.00
34	Daman & Diu	72	287.50	287.50	0.00
35	Delhi	29	522.00	522.00	0.00
36	Lakshadweep	9	310.00	310.00	0.00
37	Puducherry*	29	55.00	205.00	150.00

Source: Annual Returns/reports under the Minimum Wages Act, 1948 for the year 2017

Plus food items at subsidized rates.

* data repeated from the Annual Report 2016 due to not receiving of Annual Return

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
1	Agarbati Manufacturing/ Incense and Incense Sticks	1	Assam	252.81
		2	Bihar	237.00
		3	Dadra and Nagar Haveli	287.50
		4	Karnataka	359.06
		5	Madhya Pradesh*	Piece Rated
		6	Odisha	213.50
		7	Tamilnadu	211.54
		8	Tripura	190.65
2	Advocates or Attorneys	1	Madhya Pradesh*	267.00
		2	Maharashtra	358.62
3	Agarwood Industry	1	Assam	252.81
4	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	1	Haryana	318.46
		2	Chandigarh	350.00
		3	Dadra and Nagar Haveli	287.50
		4	Jammu & Kashmir	225.00
		5	Punjab	293.62
5	Agriculture	1	C.L.C (Central)	308.00
		2	A & N Islands	297.00
		3	Andhra Pradesh*	265.75
		4	Arunachal Pradesh	150.00
		5	Assam	252.81
		6	Bihar	237.00
		7	Chandigarh	350.00
		8	Chhatisgarh*	226.88
		9	Dadra and Nagar Haveli	287.50
		10	Daman and Diu	287.50
		11	Delhi	522.00
		12	Goa	314.00
		13	Haryana	318.46
		14	Himachal Pradesh	210.00
		15	Jammu & Kashmir	225.00
		16	Jharkhand*	224.93
		17	Karnataka	318.11
		18	Kerala*	150.00
		19	Lakshadweep	310.00
		20	Madhya Pradesh*	195.00
		21	Maharashtra	209.12
		22	Manipur*	225.00
		23	Meghalaya	189.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		24	Nagaland	115.00
		25	Odisha	213.50
		26	Puducherry*	55.00
		27	Punjab	293.62
		28	Rajasthan	207.00
		29	Tamilnadu	146.00
		30	Telangana	240.00
		31	Tripura	306.96
		32	Uttar Pradesh	175.00
		33	Uttarakhand	217.69
		34	West Bengal*	201.00
6	Ahatas attached to Wine and Liquor shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated Water	1	Punjab	293.62
7	Aluminium Industry	1	Assam	252.81
		2	Bihar	242.00
		3	Jharkhand*	224.93
		4	Nagaland	115.00
8	Aluminium and Tin Products	1	Kerala*	307.03
9	Animal Husbandry and Veterinary	1	Meghalaya	189.00
		2	Lakshadweep	310.00
		3	Sikkim	300.00
10	Any Manufacturing Process as defined under section 2(k)/2(a)2(m) of the Factories Act, 1948	1	Andhra Pradesh*	178.47
		2	Chhatisgarh*	226.88
		3	Dadra and Nagar Haveli	287.50
		4	Gujarat	268.00
		5	Haryana	318.46
		6	Punjab	293.62
		7	Telangana	339.58
11	Aerated Water Manufactory	1	Andhra Pradesh*	222.08
		2	Chandigarh	350.00
		3	Karnataka	379.45
		4	Tamilnadu	232.96
		5	Telangana	260.72
		6	Uttar pradesh	284.63
		7	Uttarakhand	250.38

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
12	Appalam Manufactory	1	Tamilnadu	284.04
13	Apprentices in Textile Mills	1	Tamilnadu	330.60
14	Arecanut (Supari)	1	Karnataka	271.38
15	Asbestos Mines	1	C.L.C (Central)	359.00
16	Asbestos/ Cement Factory/Cement Products	1	Assam	252.81
		2	Bihar	242.00
		3	Chandigarh	350.00
		4	Haryana	318.46
		5	Jharkhand*	224.93
		6	Madhya Pradesh*	267.00
		7	Nagaland	115.00
		8	Uttar Pradesh	284.63
		9	Uttarakhand	247.69
17	Automobile Engineering Workshops/Auto Body Fabrication/Automobile Repairing	1	Andhra Pradesh*	318.27
		2	Bihar	242.00
		3	Chandigarh	350.00
		4	Dadra and Nagar Haveli	287.50
		5	Daman and Diu	287.50
		6	Delhi	522.00
		7	Goa	314.00
		8	Gujarat	268.00
		9	Haryana	318.46
		10	Jammu & Kashmir	225.00
		11	Jharkhand*	224.93
		12	Karnataka	379.45
		13	Kerala*	267.00
		14	Nagaland	115.00
		15	Odisha	213.50
		16	Puducherry*	118.38
		17	Punjab	293.62
		18	Rajasthan	207.00
		19	Sikkim	300.00
		20	Tamilnadu	359.04
		21	Telangana	355.91
		22	Uttar Pradesh	284.63
		23	Uttarakhand	251.34

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
18	Autorickshaw/Taxi Drivers,etc.	1	Madhya Pradesh*	267.00
		2	Puducherry*	177.00
		3	Rajasthan	207.00
		4	Tamilnadu	455.92
		5	Tripura	110.35
19	Ayurvedic/Allopathic & Unani Pharmacy	1	Haryana	318.46
		2	Karnataka	379.45
		3	Kerala*	237.27
		4	Odisha	213.50
		5	Punjab	293.62
		6	Uttar Pradesh	284.63
		7	Uttarakhand	Allopathic 251.34
				Unani 247.50
20	Bakery / Baking Process including Biscuits/Confectionery	1	Andhra Pradesh*	265.69
		2	Assam	252.81
		3	Bihar	242.00
		4	Chandigarh	350.00
		5	Dadra and Nagar Haveli	287.50
		6	Daman and Diu	287.50
		7	Delhi	522.00
		8	Gujarat	268.00
		9	Haryana	318.46
		10	Jharkhand*	224.93
		11	Karnataka	Bakery 275.33
				Biscuits 271.57
				Confectionery 288.36
		12	Madhya Pradesh*	267.00
		13	Maharashtra	329.46
		14	Meghalaya	189.00
		15	Nagaland	115.00
		16	Odisha	213.50
		17	Puducherry*	120.00
		18	Punjab	293.62
		19	Sikkim	300.00
		20	Tamilnadu	231.30
		21	Telangana	299.43
		22	Uttar Pradesh	284.63
		23	Uttarakhand	247.69
		24	West Bengal*	245.00
21	Bamboo Forest Establishaments	1	Nagaland	115.00
		2	Odisha	213.50

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
22	Barytes Mines	1	C.L.C (Central)	359.00
23	Bauxite Mines	1	C.L.C (Central)	359.00
24	Beedi Making	1	Assam	252.81
25	Beedi Leaf Plucking	1	West Bengal*	216.00
26	Beverages / Distilleries Manufaturing and Vending Estt.	1	Andhra Pradesh*	325.17
		2	Assam	252.81
		3	Bihar	242.00
		4	Goa	314.00
		5	Karnataka	379.45
		6	Nagaland	115.00
		7	Odisha	213.50
		8	Telangana	366.44
27	Betal Vines	1	Andhra Pradesh*	181.06
		2	Telangana	224.67
28	Biscuit Manufacturing	1	Assam	252.81
		2	Bihar	242.00
29	Blacksmith	1	Assam	252.81
		2	Puducherry*	205.00
		3	Tamilnadu	446.85
30	Bleaching and Dyeing Industry	1	Tamilnadu	256.85
31	Bobin Industry	1	Gujarat	268.00
32	Bone Crushing Industry	1	Chhatisgarh*	226.88
		2	Gujarat	268.00
		3	Madhya Pradesh*	267.00
		4	West Bengal*	245.00
33	Book Selling/Exercise Books & Binding	1	Bihar	242.00
		2	Chandigarh	350.00
		3	Daman and Diu	287.50
		4	Jharkhand*	224.93
		5	Maharashtra	269.24
		6	Punjab	293.62
		7	Uttar Pradesh	284.63

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		8	Uttarakhand	247.69
34	Bought Tea Leaf Factory	1	Assam	252.81
		2	Tamilnadu	To revise the Minimum Wages, Committee has been constituted
35	Brass and Copper Industry	1	Karnataka	288.11
36	Brick Making and Brick Kiln	1	Andhra Pradesh*	254.55
		2	Assam	252.81
		3	Bihar	247.00
		4	Chandigarh	350.00
		5	Chhatisgarh*	226.88
		6	Delhi	522.00
		7	Goa	314.00
		8	Haryana	318.46
		9	Jammu & Kashmir	225.00
		10	Karnataka	272.62
		11	Kerala*	344.00
		12	Madhya Pradesh*	267.00
		13	Nagaland	115.00
		14	Puducherry*	174.00
		15	Punjab	293.62
		16	Rajasthan	207.00
		17	Tamilnadu	218.45
		18	Telangana	286.89
		19	Tripura	261.85
		20	Uttar Pradesh	284.63
		21	Uttarakhand	219.80
		22	West Bengal*	199.54
37	Brick of Roof Tiles	1	Dadra and Nagar Haveli	287.50
		2	Daman and Diu	287.50
		3	Maharashtra	325.23
38	Buffalo and Cow Milk Premises	1	Daman and Diu	287.50
		2	Dadra and Nagar Haveli	287.50
39	Building Material & Hardware/Operation	1	Chandigarh	350.00
		2	Puducherry*	122.00
40	Cable Operator & Allied Service	1	Rajasthan	207.00
41	Candle and Wax Industry	1	Assam	252.81

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		2	Dadra and Nagar Haveli	287.50
		3	Meghalaya	189.00
42	Canteen and Clubs	1	Andhra Pradesh*	230.76
		2	Assam	252.81
		3	Dadra and Nagar Haveli	287.50
		4	Daman and Diu	287.50
		5	Jharkhand*	224.93
		6	Maharashtra	338.46
		7	Telangana	299.58
43	Canvas Industry	1	Nagaland	115.00
44	Carpentery and Masonary	1	Assam	252.81
		2	Karnataka	319.81
		3	Puducherry*	205.00
		4	Tamilnadu	446.85
45	Cashew Factories and Establishments	1	Andhra Pradesh*	304.64
		2	Daman and Diu	287.50
		3	Goa	314.00
		4	Karnataka	293.11
		5	Kerala*	304.11
		6	Maharashtra	301.69
		7	Odisha	213.50
		8	Tamilnadu	317.50
		9	Telangana	341.17
46	Cashew/Coconut/Cardamom Gardens	1	Andhra Pradesh*	125.00
		2	Karnataka	273.60
		3	Telangana	125.00
47	Casting Industries	1	Uttar Pradesh	284.63
48	Casual /Master Roll Workers in Flood Control Department	1	Assam	252.81
		2	Mizoram	270.00
49	Casual Contingency Employees under Semi- Govt. Authorities.	1	Nagaland	115.00
		2	Sikkim	300.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
50	Casual / Master Roll Workers Employed in Public Health Department	1	Assam	252.81
		2	Nagaland	115.00
		3	Rajasthan	207.00
51	Casual / Master Roll Workers in Irrigation Department	1	Assam	252.81
		2	Nagaland	115.00
52	Cement and Hume Pipe/Cement Prestressed Product/Cement Products Industry	1	Andhra Pradesh*	254.67
		2	Bihar	242.00
		3	Chhatisgarh*	226.88
		4	Dadra and Nagar Haveli	287.50
		5	Gujarat	268.00
		6	Jharkhand*	224.93
		7	Maharashtra	269.35
		8	Nagaland	115.00
		9	Odisha	213.50
		10	Punjab	293.62
		11	Rajasthan	207.00
		12	Telangana	287.01
53	Cement Industry/Cement Working Establishments	1	Arunachal Pradesh	150.00
		2	Assam	252.81
		3	Chhatisgarh*	226.88
		4	Daman and Diu	287.50
		5	Delhi	522.00
		6	Jammu & Kashmir	225.00
54	Chakki Mills	1	Assam	252.81
		2	West Bengal*	245.00
55	Chemical and Distillery Industry	1	Chandigarh	350.00
		2	Haryana	318.46
		3	Karnataka	278.98
		4	Nagaland	115.00
		5	Odisha	213.50
		6	Puducherry*	91.85
		7	Punjab	293.62
56	Chemical and Fertilizer Manufactory	1	Daman and Diu	287.50
		2	Madhya Pradesh*	267.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		3	Maharashtra	303.91
		4	Tamilnadu	343.35
57	Chemical/Medical Shop /Drugs and Pharmaceuticals Industry	1	Andhra Pradesh*	292.01
		2	Assam	252.81
		3	Bihar	242.00
		4	Chhatisgarh*	226.88
		5	Dadra and Nagar Haveli	287.50
		6	Daman and Diu	287.50
		7	Delhi	522.00
		8	Himachal Pradesh	210.00
		9	Jharkhand*	224.93
		10	Kerala*	329.60
		11	Madhya Pradesh*	267.00
		12	Maharashtra	338.46
		13	Rajasthan	207.00
		14	Tamilnadu	430.07
		15	Telangana	329.10
58	Chemist and Drug Shops	1	Chandigarh	350.00
59	Chicken Work Manufactory	1	Uttarakhand	247.69
		2	Uttar Pradesh	284.63
60	China Clay Mines	1	C.L.C (Central)	359.00
61	Chromite Mines	1	C.L.C (Central)	359.00
62	Charcoal Kilns	1	Daman and Diu	287.50
63	Cigarette Manufacturing	1	West Bengal*	Wages not Reported
64	Cinema / Theatre	1	Andhra Pradesh*	299.24
		2	Assam	252.81
		3	Arunachal Pradesh	150.00
		4	Bihar	242.00
		5	Chandigarh	350.00
		6	Dadra and Nagar Haveli	287.50
		7	Daman and Diu	287.50
		8	Goa	314.00
		9	Haryana	318.46
		10	Jharkhand*	224.93
		11	Kerala*	325.80
		12	Madhya Pradesh*	267.00
		13	Maharashtra	255.10

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		14	Nagaland	115.00
		15	Odisha	213.50
		16	Punjab	293.62
		17	Rajasthan	207.00
		18	Sikkim	300.00
		19	Tamilnadu	392.62
		20	Telangana	337.16
		21	Uttar Pradesh	284.63
		22	Uttarakhand	i) More than 2 lakhs 251.34
				ii) Less than 2 lakhs 247.69
		23	West Bengal*	162.88
65	Clay Mines	1	C.L.C (Central)	359.00
66	Clay Pottery	1	Odisha	213.50
67	Cleaner	1	Assam	252.81
68	Clubs & Canteens	1	Delhi	522.00
		2	Karnataka	379.45
		3	Madhya Pradesh*	267.00
		4	Uttar Pradesh	284.63
		5	Uttarakhand	247.69
69	Cloth Dyings Polishing	1	Daman and Diu	287.50
		2	Karnataka	292.79
70	Coaching Academics including nurshing and English Medium Schools and Technical Institutes	1	Assam	252.81
		2	Tamilnadu	258.23
71	Charted / Cost Accountants, Auditors, Tax consultancy and Architects	1	Andhra Pradesh*	321.26
		2	Jharkhand*	224.93
		3	Kerala*	303.00
		4	Telangana	361.97
		5	West Bengal*	257.00
72	Coal Briquette Industry	1	Bihar	242.00
		2	Jharkhand*	224.93
		3	Odisha	213.50
73	Coconut Peeling	1	Tamilnadu	240.15
		2	Kerala*	306.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
74	Coffee Curing and Rubber Plantation	1	Andhra Pradesh*	209.27
		2	Assam	252.81
		3	Karnataka	279.81
		4	Tamilnadu	217.40
		5	Telangana	230.74
		6	Tripura	288.31
75	Coke (Fuel)/Hard Coke Industry	1	Bihar	242.00
		2	Chhatisgarh*	226.88
		3	Jharkhand*	224.93
		4	Madhya Pradesh*	267.00
		5	Odisha	213.50
76	Cold Storage	1	Bihar	242.00
		2	Jharkhand*	224.93
		3	Madhya Pradesh*	267.00
		4	Rajasthan	207.00
		5	Uttar Pradesh	284.63
		6	Uttarakhand	247.69
		7	West Bengal*	Wages yet to be fixed
77	Collection of Sal Seeds	1	Odisha	213.50
78	Colleges and Research Stations under the Tamilnadu	1	Tamilnadu	146.00
79	Computer Coaching Institutes	1	Jharkhand*	224.93
80	Computer Hardwae Industry and services	1	Rajasthan	207.00
81	Computer Software	1	Kerala*	325.30
82	Commercial or Industrial Establishments engaged in Commercial manufacturing and service activities.	1	Goa	314.00
		2	Uttarakhand	i) More than 1 lakh People in City 251.34
				ii) Less than 1 lakh People in City 247.69
83	Construction & Maintenance of Runways	1	C.L.C (Central)	359.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
84	Construction of Dams, Irrigation Works	1	Andhra Pradesh*	292.32
		2	Bihar	242.00
		3	Jharkhand*	224.93
		4	Kerala*	308.00
		5	Madhya Pradesh*	267.00
		6	Manipur*	225.00
		7	Odisha	213.50
		8	Telangana	329.41
		9	Uttar Pradesh	284.63
		10	Uttarakhand	250.38
85	Construction/ Maintenance of Buildings/Roads	1	A & N Islands	297.00
		2	Andhra Pradesh*	281.25
		3	Arunachal Pradesh	150.00
		4	Assam	252.81
		5	Bihar	242.00
		6	C.L.C (Central)	359.00
		7	Chandigarh	350.00
		8	Chhatisgarh*	226.88
		9	Dadra and Nagar Haveli	287.50
		10	Daman and Diu	287.50
		11	Delhi	522.00
		12	Goa	314.00
		13	Gujarat	268.00
		14	Haryana	318.46
		15	Himachal Pradesh	210.00
		16	Jammu & Kashmir	225.00
		17	Jharkhand*	224.93
		18	Karnataka	399.06
		19	Madhya Pradesh*	267.00
		20	Maharashtra	448.08
		21	Manipur*	225.00
		22	Meghalaya	189.00
		23	Mizoram	270.00
		24	Nagaland	115.00
		25	Odisha	213.50
		26	Punjab	293.62
		27	Rajasthan	207.00
		28	Sikkim	300.00
		29	Tamilnadu	488.80
		30	Telangana	316.94
		31	Tripura	216.46
		32	Uttar Pradesh	284.63
		33	Uttarakhand	247.69

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		34	West Bengal*	245.00
86	Construction of Pandals	1	Tamilnadu	257.00
87	Contract Estt. Of the Forest Deptt.	1	Punjab	293.62
		2	Haryana	318.46
		3	Chandigarh	350.00
		4	Assam	252.81
88	Co-operative Sector / Banks	1	Assam	252.81
		2	Bihar	242.00
		3	Haryana	318.46
		4	Madhya Pradesh*	267.00
		5	Odisha	213.50
89	Co-operative Consumer Societies	1	Assam	252.81
		2	Madhya Pradesh*	267.00
		3	Odisha	213.50
		4	Rajasthan	207.00
90	Co-operative Marketing Societies	1	Andhra Pradesh*	268.48
		2	Assam	252.81
		3	Jharkhand*	224.93
		4	Madhya Pradesh*	267.00
		5	Telangana	302.50
91	Copper Mines	1	C.L.C (Central)	359.00
92	Cotton Textiles Mills	1	Assam	252.81
93	Cotton Dyeing, Printing & Washing Factories/Cloth Dyeing and Printing	1	Rajasthan	207.00
94	Cotton Ginning and Pressing	1	Andhra Pradesh*	323.32
		2	Dadra and Nagar Haveli	287.50
		3	Daman and Diu	287.50
		4	Goa	314.00
		5	Gujarat	268.00
		6	Haryana	318.46
		7	Karnataka	285.89
		8	Madhya Pradesh*	267.00
		9	Maharashtra	286.08
		10	Odisha	213.50
		11	Punjab	293.62
		12	Rajasthan	207.00
		13	Tamilnadu	281.62

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		14	Telangana	354.96
95	Cotton Carpet Weaving Establishments	1	Andhra Pradesh*	286.00
		2	Odisha	213.50
		3	Telangana	322.25
96	Cotton Waste Spinning Factories	1	Rajasthan	207.00
		2	Tamilnadu	281.62
97	Courier Service	1	Bihar	242.00
		2	Madhya Pradesh*	267.00
98	Coir Manufactory	1	Kerala*	Piece Rated
		2	Odisha	213.50
		3	Tamilnadu	284.65
99	Crystal Cutting Polishing	1	Karnataka	297.42
100	Cycle Industry/Cycle Repairing/Mechanic Workshops	1	Maharashtra	289.74
		2	Daman and Diu	287.50
101	Data Processing	1	Madhya Pradesh*	267.00
102	Distrilleries and Brewing Units	1	Arunachal Pradesh	150.00
		2	Assam	252.81
		3	Jammu & Kashmir	225.00
		4	Jharkhand*	224.93
		5	Kerala*	366.88
		6	Madhya Pradesh*	267.00
		7	Nagaland	115.00
		8	Sikkim	300.00
103	Dairy and Poultry Firms	1	Andhra Pradesh*	284.75
		2	Assam	252.81
		3	Bihar	242.00
		4	Daman and Diu	287.50
		5	Jharkhand*	224.93
		6	Maharashtra	300.45
		7	Nagaland	115.00
		8	Sikkim	300.00
		9	Telangana	311.24
104	Dairy and Dairy Products	1	Chandigarh	350.00
		2	Delhi	522.00
		3	Haryana	318.46

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		4	Madhya Pradesh*	267.00
		5	Uttar Pradesh	284.63
		6	Uttarakhand	250.38
105	Dealer in Medicines and Chemicals	1	Punjab	293.62
106	Decoration/Decoration of Pandals	1	Jharkhand*	224.93
		2	West Bengal*	245.00
107	Dispensaries	1	Assam	252.81
		2	Daman and Diu	287.50
		3	Gujarat	268.00
		4	Maharashtra	400.00
108	Development Corporation	1	Lakshadweep	310.00
109	Dolomite Mines	1	C.L.C (Central)	359.00
110	Domestic Workers	1	Andhra Pradesh*	237.43
		2	Assam	240.00
		3	Bihar	225.88
		4	Dadra and Nagar Haveli	287.50
		5	Haryana	318.46
		6	Himachal Pradesh	210.00
		7	Karnataka	399.06
		8	Kerala*	331.05
		9	Meghalaya	189.00
		10	Odisha	Fixed Separately
		11	Puducherry*	148.53
		12	Punjab	293.62
		13	Rajasthan	207.00
		14	Telangana	267.55
		15	Tripura	83.81
111	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	1	Bihar	242.00
		2	Jharkhand*	224.93
		3	Maharashtra	268.51
112	Drilling Operation and Maintenance of Tube Wells	1	Dadra and Nagar Haveli	287.50
113	Dye and Chemical	1	Maharashtra	282.31

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
114	Earth Cutting Operation	1	Assam	252.81
		2	Bihar	247.00
115	Educational /Coaching Institutions	1	Arunachal Pradesh	150.00
		2	Chhatisgarh*	226.88
		3	Delhi	522.00
		4	Madhya Pradesh*	267.00
116	Edible Oil Workers	1	Assam	252.81
117	Walnut Processing Unit	1	Jammu & Kashmir	225.00
118	Electricity Generation and Distribution	1	Jharkhand*	224.93
		2	Lakshadweep	310.00
		3	Manipur*	225.00
		4	Meghalaya	189.00
		5	Rajasthan	207.00
119	Electro Casting Industry	1	Bihar	242.00
120	Electronic Electroplating (Electronic Industry)	1	Karnataka	379.45
121	Electronic/Electric/Electrical Industry, Sale and Distribution/SEEPZ	1	Andhra Pradesh*	287.68
		2	Bihar	242.00
		3	Chandigarh	350.00
		4	Dadra and Nagar Haveli	287.50
		5	Karnataka	379.45
		6	Kerala*	325.30
		7	Madhya Pradesh*	267.00
		8	Maharashtra	340.23
		9	Nagaland	115.00
		10	Puducherry*	89.31
		11	Punjab	293.62
		12	Sikkim	300.00
		13	Tamilnadu	343.85
		14	Telangana	324.21
122	Electric and other type of Bulb and Florence Tube Manufacture Industry	1	Bihar	242.00
		2	Jharkhand*	224.93
		3	Odisha	213.50

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
123	Electric Equipments/Home Appliances and operation of software system	1	Kerala*	307.03
124	Electronics and Allied or Incidental Industries	1	Dadra and Nagar Haveli	287.50
		2	Gujarat	268.00
		3	Haryana	318.46
		4	Jharkhand*	224.93
125	Electroplating / Buffing / Polishing	1	Chandigarh	350.00
		2	Haryana	318.46
		3	Punjab	293.62
126	Employment in any Bank	1	Arunachal Pradesh	150.00
127	Employment in Electricity Board	1	Assam	252.81
		2	Odisha	213.50
128	Employment in Non-Government Organisation and Voluntary Social Organisation	1	Odisha	213.50
129	Employment under any Govt. Authority (Casual Contingency Employee)	1	Arunachal Pradesh	150.00
		2	Meghalaya	189.00
		3	Odisha	213.50
130	Employment in Ornament making Polishing Repairing and selling Establishments	1	Punjab	293.62
		2	Kerala*	281.15
131	Employment under any Gram Panchayat	1	Dadra and Nagar Haveli	287.50
		2	Gujarat	268.00
132	Employment in Dharamshalas	1	Uttarakhand	250.38
		2	Uttar Pradesh	284.63
133	Government or Semi Government Undertakings	1	Punjab	293.62

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
134	Employment in Toll Plaza Establishments	1	Himachal Pradesh	210.00
		2	Punjab	293.62
135	Employment in Draught Relief Works	1	Rajasthan	207.00
136	Employment in Laying of Under-ground Electric Lines, Water Supply Lines and Sewerage Pipe Lines, etc.	1	C.L.C (Central)	359.00
		2	Jharkhand*	224.93
		3	Odisha	213.50
137	Employment in registered Factories not elsewhere classified	1	Delhi	522.00
		2	Karnataka	293.11
		3	Meghalaya	189.00
		4	Mizoram	270.00
		5	Nagaland	115.00
		6	Rajasthan	207.00
		7	Uttar Pradesh	284.63
		8	Uttarakhand	250.38
138	Employment in Zoo and places where caring of Wild Animals is done.	1	Punjab	293.62
139	Employment of non-teaching staff in Private Non-grant-aided educational institutions	1	Andhra Pradesh*	274.29
		2	Gujarat	268.00
		3	Jammu & Kashmir	225.00
		4	Kerala*	306.84
		5	Odisha	213.50
		6	Telangana	309.15
140	Employment of Sailors	1	Bihar	237.00
141	Employment of Bus and Truck Driver/Conductor and Cleaners	1	Jharkhand*	224.93
142	Employment in Malls and Shopping Complexes Establishments	1	Punjab	293.62

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
143	Employment in Building and other constructions work establishments as defined in clause (d)of sub-section(1) of section 2 of the Building and Other Construction Workers (Regulation of Employment and conditions of Service) Act, 1996.	1	Punjab	293.62
144	Engineering Industries including Motor Garage Workers	1	Assam	252.81
		2	Chhatisgarh*	226.88
		3	Himachal Pradesh	210.00
		4	Karnataka	296.95
		5	Madhya Pradesh*	267.00
		6	Maharashtra	338.46
		7	Meghalaya	189.00
		8	Rajasthan	207.00
		9	Sikkim	300.00
145	Engineering Industry employing less than 50 workers	1	Bihar	242.00
		2	Uttarakhand	250.38
		3	Uttar Pradesh	284.63
146	Engineering Industry employing more than 50 workers	1	Bihar	242.00
		2	Uttarakhand	More than 50 to 500 workers-292.73
				More than 500 workers-307.16
147	Establishments defined under Section 2(1)(VII) of Shops and Commercial Establishments Act, 1958	1	Chandigarh	350.00
		2	Kerala*	345.00
		3	Punjab	293.62
148	Establishments with manufacturing Process as defined in clause (k) of Section 2 of Factories Act, 1948	1	Himachal Pradesh	210.00
		2	Chandigarh	350.00
		3	Madhya Pradesh*	267.00
		4	Punjab	293.62
149	Excavation	1	Madhya Pradesh*	267.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
150	Employment in any factory as defined under Clause (m) or Section 2 of Factories Act, 1948 (LXIII of 1948), not covered by any of the entries	1	Maharashtra	285.89
		2	Daman and Diu	287.50
151	Employment in Mobile tower	1	Jharkhand*	224.93
152	Establishments not covered by notification no-24-MW dt. 21.02.85	1	West Bengal*	Wages not reported
153	Shops and Commercial Establishments	1	Dadra and Nagar Haveli	287.50
		2	Madhya Pradesh*	267.00
		3	Maharashtra	294.47
		4	Punjab	293.62
		5	Uttar Pradesh	284.63
		6	West Bengal*	Wages not Reported
154	Felspar Mines	1	C.L.C (Central)	359.00
155	Ferro Alloys Industries	1	Sikkim	300.00
156	Film Production/Motion Picture/Studios, Distribution and Publicity	1	Assam	252.81
		2	Daman and Diu	287.50
		3	Gujarat	268.00
		4	Karnataka	379.45
		5	Kerala*	410.00
		6	Maharashtra	328.39
157	Fisheries/Fishing/Sea Food/Fish Peeling and Canning	1	Andhra Pradesh*	270.79
		2	Assam	252.81
		3	Bihar	242.00
		4	Gujarat	268.00
		5	Jharkhand*	224.93
		6	Karnataka	466.67
		7	Kerala*	277.40
		8	Lakshadweep	310.00
		9	Odisha	213.50
		10	Telangana	305.09
		11	West Bengal*	216.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
158	Fire Clay Mines	1	C.L.C (Central)	359.00
159	Zardosi Works	1	Gujarat	268.00
160	Food Processing/Food Preservation/ Food Products	1	Assam	252.81
		2	Chhatisgarh*	226.88
		3	Jammu & Kashmir	225.00
		4	Karnataka	379.45
		5	Kerala*	306.14
		6	Madhya Pradesh*	267.00
		7	Tamilnadu	285.04
161	Forestry /Timbering Operations & Social Forestry/Forest Produce	1	Assam	252.81
		2	Andhra Pradesh*	69.27
		3	Arunachal Pradesh	150.00
		4	Bihar	247.00
		5	Chhatisgarh*	226.88
		6	Dadra and Nagar Haveli	287.50
		7	Daman and Diu	287.50
		8	Gujarat	268.00
		9	Haryana	318.46
		10	Himachal Pradesh	210.00
		11	Jammu & Kashmir	225.00
		12	Kerala*	443.00
		13	Madhya Pradesh*	267.00
		14	Maharashtra	308.33
		15	Meghalaya	189.00
		16	Odisha	213.50
		17	Punjab	293.62
		18	Sikkim	300.00
		19	Tamilnadu	318.25
		20	Telangana	69.27
		21	Uttar Pradesh	284.63
		22	Uttarakhand	Category A 248.27
				Category B 248.27
				Category C 248.27
		23	West Bengal*	216.00
162	Foundries with or without attached Machine shops	1	Bihar	242.00
		2	Chandigarh	350.00
		3	Delhi	522.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		4	Haryana	318.46
		5	Karnataka	379.45
		6	Punjab	293.62
		7	Rajasthan	207.00
		8	Telangana	306.97
		9	Uttarakhand	250.38
163	Fountain Pens	1	Maharashtra	339.47
		2	Daman and Diu	287.50
		3	West Bengal*	245.00
164	Footwear making Industry	1	Tamilnadu	237.90
165	Fruit Preservation /Fruit Juice	1	Assam	252.81
		2	Meghalaya	189.00
		3	Uttar Pradesh	284.63
		4	Uttarakhand	250.38
166	Furniture Industry	1	Kerala*	378.00
		2	Meghalaya	189.00
167	General Engineering	1	Andhra Pradesh*	145.88
		2	Daman and Diu	287.50
		3	Jammu & Kashmir	225.00
		4	Puducherry*	111.00
		5	Tamilnadu	328.35
168	Glass /Chinaware Industry/Bangles	1	Andhra Pradesh*	281.09
		2	Bihar	242.00
		3	Dadra and Nagar Haveli	287.50
		4	Daman and Diu	287.50
		5	Haryana	318.46
		6	Karnataka	404.45
		7	Maharashtra	338.46
		8	Odisha	213.50
		9	Rajasthan	233.23
		10	Telangana	316.78
		11	Uttar Pradesh	254.01
		12	West Bengal*	195.00
169	Glass Sheet Manufacturing	1	Bihar	242.00
		2	Jharkhand*	224.93
170	Godowns	1	West Bengal*	245.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
171	Gold and Silver Ornaments and Gold Coating/Covering/Jewellery	1	Andhra Pradesh*	281.25
		2	Assam	252.81
		3	Bihar	242.00
		4	Jharkhand*	224.93
		5	Kerala*	410.00
		6	Madhya Pradesh*	267.00
		7	Maharashtra	307.75
		8	Odisha	213.50
		9	Tamilnadu	394.35
		10	Telangana	316.94
172	Goldsmith	1	Assam	252.81
		2	Tripura	197.70
173	Gota Kinari Industry	1	Rajasthan	207.00
174	Government Offices contingency and works	1	Rajasthan	207.00
175	Granite Mines	1	C.L.C (Central)	359.00
176	Granite Stones and Marbles Industry	1	Karnataka	278.11
		2	Kerala*	386.50
		3	Tamilnadu	397.39
177	Graphite Mines and Graphite Industries	1	C.L.C (Central)	359.00
		2	Odisha	213.50
178	Grass Cutting /Wood Cutting	1	Assam	252.81
		2	Chandigarh	350.00
		3	Daman and Diu	287.50
179	Gravel Mines	1	C.L.C (Central)	359.00
180	Grill Industry	1	Sikkim	300.00
181	Grinding and crushing of mineral ore	1	Jharkhand*	224.93
182	Gun Factories/Arms and Ammunition	1	Bihar	242.00
		2	Jharkhand*	224.93
183	Gunny Industry	1	Tamilnadu	426.00
184	Gypsum Mines	1	C.L.C (Central)	359.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
185	Hair Cutting Saloon	1	Assam	252.81
		2	Bihar	247.00
		3	Chandigarh	350.00
		4	Daman and Diu	287.50
		5	Jammu & Kashmir	225.00
		6	Madhya Pradesh*	267.00
		7	Maharashtra	326.92
		8	Punjab	293.62
186	Handicraft	1	Assam	252.81
		2	Kerala*	361.50
187	Handloom Weaving Establishment Additional	1	Andhra Pradesh*	208.96
		2	Assam	252.81
		3	Chhatisgarh*	226.88
		4	Jharkhand*	224.93
		5	Nagaland	115.00
		6	Odisha	213.50
		7	Sikkim	300.00
		8	Tamilnadu	Piece Rated
		9	Telangana	235.06
		10	Uttar Pradesh	284.63
		11	Uttarakhand	250.57
		12	West Bengal*	216.00
188	Handloom and Powerloom (Cotton)	1	Bihar	242.00
		2	Daman and Diu	287.50
		3	Karnataka	262.40
		4	Kerala*	271.60
				Monthly Paid Employee 266.91
				Powerloom 306.70
		5	Madhya Pradesh*	267.00
		6	Maharashtra	280.31
		7	Rajasthan	207.00
		8	Telangana	Piece Rated
189	Handloom Silk Weaving industry	1	Andhra Pradesh*	200.54
		2	Tamilnadu	Piece Rated
		3	Telangana	220.88
190	Handmade Paper and Paper Board	1	Daman and Diu	287.50
191	Handling and care of Elephants	1	Kerala*	486.15

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
192	Helpers & Welder in Minor Engineering	1	Assam	252.81
		2	Jharkhand*	224.93
		3	Kerala*	302.00
193	Hematite Mines	1	C.L.C (Central)	359.00
194	Workshops	1	Jammu & Kashmir	225.00
195	Hill Produce Industry	1	Kerala*	292.00
196	Horticulture	1	Andhra Pradesh*	323.87
		2	Assam	252.81
		3	Nagaland	115.00
		4	Telangana	354.11
197	Hosiery	1	Bihar	242.00
		2	Gujarat	268.00
		3	Jharkhand*	224.93
		4	Kerala*	293.00
		5	Madhya Pradesh*	267.00
		6	Odisha	213.50
		7	Tamilnadu	185.81
		8	Uttar Pradesh	284.63
		9	Uttarakhand	255.77
		10	West Bengal*	245.00
198	Hospitals and Nursing Homes and Private Clinics	1	Andhra Pradesh*	321.36
		2	Arunachal Pradesh	150.00
		3	Chhatisgarh*	226.88
		4	Dadra and Nagar Haveli	287.50
		5	Daman and Diu	287.50
		6	Delhi	522.00
		7	Gujarat	268.00
		8	Haryana	318.46
		9	Himachal Pradesh	210.00
		10	Jharkhand*	224.93
		11	Karnataka	399.06
		12	Kerala*	401.53
		13	Madhya Pradesh*	267.00
		14	Maharashtra	324.14
		15	Puducherry*	109.50
		16	Tamilnadu	283.81
		17	Telangana	362.07

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		18	West Bengal*	245.00
199	Hostels of all colleges and all other educational institutions	1	Andhra Pradesh*	343.53
		2	Karnataka	379.45
		3	Kerala*	425.76
		4	Telangana	387.03
200	Hotels and Restaurants or Eating Houses covered by the schedule employments (shops & commercial Establishments)	1	Andhra Pradesh*	285.83
		2	Assam	252.81
		3	Bihar	242.00
		4	Chandigarh	350.00
		5	Dadra and Nagar Haveli	287.50
		6	Daman and Diu	287.50
		7	Goa	314.00
		8	Gujarat	268.00
		9	Himachal Pradesh	210.00
		10	Jammu & Kashmir	225.00
		11	Jharkhand*	224.93
		12	Karnataka	379.45
		13	Madhya Pradesh*	267.00
		14	Maharashtra	338.46
		15	Meghalaya	189.00
		16	Nagaland	115.00
		17	Odisha	213.50
		18	Puducherry*	107.65
		19	Punjab	293.62
		20	Rajasthan	207.00
		21	Sikkim	300.00
		22	Tamilnadu	399.61
		23	Telangana	322.08
		24	Tripura	277.22
		25	Uttarakhand	
			i) Less than10 employees Area A	264.61
			ii) Less than10 employees Area B	258.27
			iii) Less than10 employees Area C	241.92
			i)10 or more than 10 employees Area A	271.15
			ii)10 or more than 10 employees Area B	264.61
			iii)10 or more than 10 employees Area C	248.46
			Star Hotel Area A	287.50
			Star Hotel Area B	274.42
			Star Hotel Area C	264.61

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		26	West Bengal*	245.00
201	Hydro Electric Projects	1	Assam	252.81
		2	Himachal Pradesh	210.00
		3	Nagaland	115.00
		4	Sikkim	300.00
202	Ice Cream / Ice Candy Ice Products	1	Assam	252.81
		2	Bihar	242.00
		3	Jharkhand*	224.93
		4	Nagaland	115.00
		5	Uttar Pradesh	284.63
		6	Uttarakhand	247.69
203	Ice Factory, Cold Drinks and Cold Storage	1	Assam	252.81
		2	Bihar	242.00
		3	Chandigarh	350.00
		4	Daman and Diu	287.50
		5	Delhi	522.00
		6	Jammu & Kashmir	225.00
		7	Jharkhand*	224.93
		8	Karnataka	379.45
		9	Kerala*	405.00
		10	Maharashtra	298.32
		11	Odisha	213.50
		12	Punjab	293.62
		13	Rajasthan	207.00
		14	Uttar Pradesh	284.63
		15	Uttarakhand	247.69
204	Industrial Engineering Establishments (more than 50 workers)	1	Gujarat	268.00
205	Industrial Engineering Establishments (less than 50 workers)	1	Gujarat	268.00
		2	Odisha	213.50
		3	West Bengal*	Wages under consideration
206	Industrial Establishments	1	Lakshadweep	310.00
207	Information Technology	1	Bihar	242.00
208	Iron Foundry	1	Jharkhand*	224.93
		2	Odisha	213.50
		3	West Bengal*	Wages not reported

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
209	Iron Ore Mine	1	C.L.C (Central)	359.00
210	Irrigation Works	1	Chhatisgarh*	226.88
		2	Rajasthan	207.00
211	Jari Industry	1	Daman and Diu	287.50
212	Jute and Coir Mills	1	Andhra Pradesh*	333.8
		2	Assam	252.81
		3	Odisha	213.50
		4	Telangana	376.18
213	Jute Bailing Industry	1	Assam	252.81
		2	Bihar	242.00
214	Jute Patti Industry	1	Rajasthan	207.00
215	Kambal Industry	1	Chhatisgarh*	226.88
216	Khadi & Village Industry	1	Assam	252.81
		2	Bihar	242.00
		3	Jharkhand*	224.93
		4	Kerala*	262.60
		5	Nagaland	115.00
		6	Odisha	213.50
		7	Rajasthan	207.00
217	Khandsari / Sugar Factories	1	Andhra Pradesh*	292.78
		2	Bihar	242.00
		3	Chhatisgarh*	226.88
		4	Daman and Diu	287.50
		5	Gujarat	268.00
		6	Haryana	318.46
		7	Jharkhand*	224.93
		8	Karnataka	296.95
		9	Madhya Pradesh*	267.00
		10	Nagaland	115.00
		11	Telangana	329.87
		12	Uttar Pradesh	284.63
		13	Uttarakhand	247.69
218	Catechu Industry/Katha Industry	1	Madhya Pradesh*	267.00
219	Kosa Industry	1	Chhatisgarh*	226.88
		2	Madhya Pradesh*	267.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
220	Kyanite Mines	1	C.L.C (Central)	359.00
221	Lac Manufacturing	1	Bihar	247.00
		2	Dadra and Nagar Haveli	287.50
		3	Daman and Diu	287.50
		4	Jammu & Kashmir	225.00
		5	West Bengal*	216.00
222	Harbour Works	1	Lakshadweep	310.00
223	LAMPS/PACS/OMC	1	Tripura	169.63
224	Laterite Mines	1	C.L.C (Central)	359.00
225	Laundries / Dry Washing /Dyeing Plants	1	Bihar	242.00
		2	Daman and Diu	287.50
		3	Delhi	522.00
		4	Jharkhand*	224.93
		5	Karnataka	379.45
		6	Maharashtra	338.46
		7	Nagaland	115.00
		8	Odisha	213.50
		9	Punjab	293.62
		10	Tamilnadu	428.90
		11	Uttar Pradesh	284.63
		12	Uttarakhand	247.69
226	Leather Industries	1	Odisha	213.50
		2	Sikkim	300.00
227	Libraries / Pvt. Libraries	1	Uttarakhand	More than 50,000 books 252.69
				15,000 to 50,000 books 250.38
				Less than 15,000 books 248.07
		2	Uttar Pradesh	284.63
228	Lignite Mines	1	C.L.C (Central)	359.00
229	Liquor trading and vending	1	Kerala*	344.07
		2	Maharashtra	353.04
230	Lime Stone Industry/Kilns	1	Andhra Pradesh*	212.67

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		2	Chhatisgarh*	226.88
		3	Madhya Pradesh*	267.00
		4	Telangana	239.16
231	Loading and Unloading / Urea Bags	1	C.L.C (Central)	359.00
		2	A & N Islands	297.00
		3	Arunachal Pradesh	150.00
		4	Assam	Piece Rated
		5	Bihar	247.00
		6	Kerala*	Northern Region 505.70
				Southern Region 573.00
		7	Nagaland	Per Basket
		8	Puducherry*	149.00
		9	Tamilnadu	218.45
		10	Tripura	421.14
232	Load carrying i.e. porter porting goods from one area to another area	1	Arunachal Pradesh	150.00
233	Local Authority/Municipality/Municipal Corporation/Gram Panchayat	1	Arunachal Pradesh	150.00
		2	Chhatisgarh*	226.88
		3	Dadra and Nagar Haveli	287.50
		4	Daman and Diu	287.50
		5	Delhi	522.00
		6	Gujarat	268.00
		7	Haryana	318.46
		8	Jammu & Kashmir	225.00
		9	Karnataka	414.45
		10	Madhya Pradesh*	267.00
		11	Maharashtra	292.30
		12	Meghalaya	189.00
		13	Nagaland	115.00
		14	Odisha	213.50
		15	Punjab	293.62
		16	Rajasthan	207.00
		17	Tamilnadu	To revise the Minimum Wages, Committee has been constituted
		18	West Bengal*	Wages not Reported
234	LPG Distribution/Manufactory	1	Assam	252.81
		2	Kerala*	289.23
		3	Nagaland	115.00
		4	Odisha	213.50
		5	Rajasthan	207.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
235	Mandi Mazdoors	1	Chhatisgarh*	226.88
236	Magnesite Mines	1	C.L.C (Central)	359.00
237	Magnetite Mines	1	C.L.C (Central)	359.00
238	Maintenance of Silk Worm Plan in the Sericulture Forms	1	Manipur*	225.00
239	Mandakki Bhatti	1	Karnataka	258.80
240	Manganese Mines	1	C.L.C (Central)	359.00
241	Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard	1	Daman and Diu	287.50
242	Manufacture of Dolls and Toys and Brass and Bell Metal	1	Manipur*	225.00
		2	Madhya Pradesh*	267.00
		3	Odisha	213.50
		4	West Bengal*	245.00
243	Manufacturing of Small/Miniature bulbs, Glass Products	1	Daman and Diu	287.50
		2	Maharashtra	338.46
		3	Uttar Pradesh	284.63
		4	Uttarakhand	247.69
244	Manufacture of Medicines and Hospital Equipments	1	Jammu & Kashmir	225.00
245	Manufacture of Ramraj Geru	1	Madhya Pradesh*	267.00
246	Manufacture of Wood Products	1	A & N Islands	297.00
		2	Jammu & Kashmir	225.00
247	Manufacture assembling of Electronic Goods and Products	1	Goa	314.00
248	Manufacturing of Arms & Ammunition	1	Jammu & Kashmir	225.00
249	Manufacturing of Brush and Brooms	1	Odisha	213.50
250	Manufacturing of Leather Goods	1	Bihar	242.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		2	Jharkhand*	224.93
		3	Tamilnadu	237.90
		4	Uttar Pradesh	284.63
251	Manufacturing of Nails and Pins	1	Odisha	213.50
252	Marble and Calcite Mines	1	C.L.C (Central)	359.00
253	Mat Weaving and Basket Making	1	Tamilnadu	242.30
254	Match Manufacturing	1	Andhra Pradesh*	233.49
		2	Assam	252.81
		3	Karnataka	288.85
		4	Kerala*	282.00
		5	Odisha	213.50
		6	Tamilnadu	Match manufacturing 204.60
				Fire works 182.73
		7	Telangana	262.77
		8	Uttar Pradesh	284.63
		9	Uttarakhand	247.69
255	Meat Selling	1	Chandigarh	350.00
256	Mechanized Fish Catching	1	Kerala*	Piece Rated
257	Medical Plants Plantation	1	West Bengal*	216.00
258	Medical and Sales Representatives	1	Tamilnadu	427.34
259	Mesta usted Twine Mills	1	Andhra Pradesh*	272.39
		2	Telangana	164.00
260	Metal Rolling & Re-rolling (Ferrous)	1	Assam	252.81
		2	Chandigarh	350.00
		3	Haryana	318.46
		4	Jammu & Kashmir	225.00
		5	Karnataka	275.45
		6	Punjab	293.62
261	Metal Rolling / Re-rolling (Non-Ferrous)	1	Haryana	318.46
		2	Karnataka	267.78
		3	Nagaland	115.00
		4	Punjab	293.62

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
262	Metal/Alloy Industry	1	Manipur*	225.00
		2	Odisha	213.50
		3	Uttar Pradesh	284.63
		4	Uttarakhand	250.38
263	Metal Working Establishments	1	Delhi	522.00
264	Mica Mines	1	C.L.C (Central)	359.00
		2	Andhra Pradesh*	283.97
		3	Telangana	319.94
265	Mica Works (Excluding Mines)	1	Bihar	242.00
		2	Dadra and Nagar Haveli	287.50
		3	Daman and Diu	287.50
		4	Jammu & Kashmir	225.00
		5	Jharkhand*	224.93
		6	Rajasthan	207.00
266	Miday Meal Programme in Schools	1	Kerala*	394.00
267	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais shops	1	Punjab	293.62
268	Mineral Grinding/Crushing Industry	1	Bihar	242.00
		2	Jharkhand*	224.93
269	Mines and Minerals	1	Meghalaya	189.00
270	Mini Cement Indusry	1	Andhra Pradesh*	231.38
		2	Karnataka	379.45
		3	Telangana	260.66
271	Mines (Exemplied for See-3 of Mines Act)	1	Madhya Pradesh*	267.00
272	Minor Port	1	Kerala*	485.00
273	Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry	1	Karnataka	270.28
		2	Madhya Pradesh*	267.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
274	Motor Body Builders/ Mechanical/ Local Transport Workshops/Automobile Repairing Workshops and Garages/ Light Motor Vehicle	1	Arunachal Pradesh	150.00
		2	Assam	252.81
		3	Jharkhand*	224.93
		4	Kerala*	312.00
		5	Maharashtra	310.80
		6	Nagaland	115.00
		7	Odisha	213.50
		8	Punjab	293.62
		9	Tripura	251.14
		10	Uttar Pradesh	284.63
		11	Uttarakhand	251.34
275	Motion Picture Industry	1	Andhra Pradesh*	253.44
		2	Tamilnadu	313.27
		3	Telangana	285.50
276	Municipalities and Town Committee	1	Assam	252.81
277	Murra, Poha, Churmura / Frittered Rice	1	Bihar	242.00
		2	Chhatisgarh*	226.88
		3	Daman and Diu	287.50
		4	Madhya Pradesh*	267.00
		5	Maharashtra	289.50
278	Mushroom Growing and Allied Works	1	Tamilnadu	303.23
279	Neera Tapping	1	Tamilnadu	505.10
280	Non-Govt. Organisations	1	Rajasthan	207.00
281	Ochre Mines	1	C.L.C (Central)	359.00
282	Oil and Gas Drilling Works	1	Assam	252.81
283	Oil Mills	1	Andhra Pradesh*	339.97
		2	Arunachal Pradesh	150.00
		3	Bihar	242.00
		4	Chandigarh	350.00
		5	Chhatisgarh*	226.88
		6	Dadra and Nagar Haveli	287.50
		7	Daman and Diu	277.70

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		8	Delhi	522.00
		9	Gujarat	268.00
		10	Haryana	318.46
		11	Jammu & Kashmir	225.00
		12	Karnataka	379.45
		13	Kerala*	287.00
		14	Madhya Pradesh*	267.00
		15	Maharashtra	349.92
		16	Odisha	213.50
		17	Puducherry*	78.00
		18	Punjab	293.62
		19	Rajasthan	207.00
		20	Tamilnadu	279.38
		21	Telangana	383.14
		22	Uttar Pradesh	284.63
		23	Uttarakhand	More than 10 workers 251.34
				Less than 10 workers 247.69
		24	West Bengal*	245.00
284	Onion Sorting & Cleaning	1	Maharashtra	241.08
285	Optical and Photographic Goods	1	Daman and Diu	287.50
		2	Maharashtra	301.32
		3	Punjab	293.62
286	Public Works Department	1	Lakshadweep	310.00
		2	Rajasthan	207.00
287	Panchayat	1	Lakshadweep	310.00
288	Packing Industry	1	Chandigarh	350.00
		2	Haryana	318.46
289	Paints and Varnishes	1	Maharashtra	346.15
		2	Daman and Diu	287.50
		3	Odisha	213.50
		4	West Bengal*	245.00
290	Pan Masala and Gutkha Manufacturing	1	Assam	252.81
291	Palm Oil	1	Kerala*	379.20
292	Papad Industry	1	Bihar	237.00
		2	Rajasthan	Piece Rated

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
293	Paper and Paper Board	1	Andhra Pradesh*	341.21
		2	Assam	252.81
		3	Bihar	242.00
		4	Chandigarh	350.00
		5	Dadra and Nagar Haveli	287.50
		6	Daman and Diu	287.50
		7	Haryana	318.46
		8	Jharkhand*	224.93
		9	Maharashtra	314.13
		10	Odisha	213.50
		11	Puducherry*	79.69
		12	Punjab	293.62
		13	Sikkim	300.00
		14	Tamilnadu	Paper and other incidental Processes connected with handmade paper - 274.46
				Paper and other incidental Processes connected with machine made paper - 286.92
		15	Telangana	384.43
		16	Uttar Pradesh	284.63
		17	West Bengal*	245.00
294	Pathological Laboratories	1	Assam	252.81
		2	Dadra and Nagar Haveli	287.50
		3	Nagaland	115.00
295	Petrol Pump/Bunks/ Diesel Worker	1	Assam	252.81
296	Petrol Bunks/Petrol, Diesel Oil Pumps	1	Andhra Pradesh*	292.01
		2	Bihar	242.00
		3	Chandigarh	350.00
		4	Chhatisgarh*	226.88
		5	Dadra and Nagar Haveli	287.50
		6	Gujarat	268.00
		7	Haryana	318.46
		8	Jharkhand*	224.93
		9	Karnataka	270.78
		10	Kerala*	306.14
		11	Madhya Pradesh*	267.00
		12	Nagaland	115.00
		13	Odisha	213.50
		14	Rajasthan	207.00
		15	Telangana	329.10

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		16	Tripura	195.98
		17	Uttar Pradesh	284.63
		18	Uttarakhand	250.38
297	Petroleum Supply Stations Establishments/ Distribution of Liquid Petroleum Gas Cylinders	1	Punjab	293.62
		2	Tamilnadu	252.12
298	Pharmaceutical industry and units engaged in the manufacture, sale and distribution and the sale of Electronic	1	Dadra and Nagar Haveli	287.50
		2	Goa	314.00
		3	Gujarat	268.00
		4	Odisha	213.50
299	Plantations (Tea, Coffee, Rubber, Cardamom, Cinchona, etc.)	1	Arunachal Pradesh	150.00
		2	Bihar	247.00
		3	Dadra and Nagar Haveli	287.50
		4	Daman and Diu	287.50
		5	Himachal Pradesh	210.00
		6	Jammu & Kashmir	225.00
		7	Karnataka	272.42
		8	Kerala*	Tea/cardamom 309.92
				Rubber 309.92
				Coffee 389.92
		9	Nagaland	115.00
		10	Sikkim	300.00
		11	Tamilnadu	Tea 227.88
				Coffee 226.38
				Rubber 231.88
		12	Tripura	Rubber 288.31
				Tea 176.00
		13	Uttarakhand	247.69
		14	West Bengal*	Cinchona 216.00
				Tea Plantation Wages not Reported
300	Plantation Labour Chinhona, Rubber	1	Karnataka	277.42
301	Plantation of Silk Worm Food Plants for Silk Workms (i.e.Mulberry, Oak, Tasar, Caster etc.)	1	Manipur*	225.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
302	Photo and Picture Frame Manufacturing	1	Assam	252.81
303	Plastic Industry	1	Bihar	242.00
		2	Chandigarh	350.00
		3	Chhatisgarh*	226.88
		4	Dadra and Nagar Haveli	287.50
		5	Daman and Diu	287.50
		6	Gujarat	268.00
		7	Haryana	318.46
		8	Jammu & Kashmir	225.00
		9	Karnataka	379.45
		10	Kerala*	312.34
		11	Madhya Pradesh*	267.00
		12	Maharashtra	289.74
		13	Puducherry*	95.35
		14	West Bengal*	245.00
304	Plastic and Plastic Products	1	Odisha	213.50
		2	Uttarakhand	250.38
		3	Uttar Pradesh	284.63
305	Plastic, Rubber, PVC including Cable	1	Delhi	522.00
306	Sales Promotion Employees	1	Assam	452.03
307	Wolfram Mines	1	C.L.C (Central)	359.00
308	Plucking and Collection of Tendu/Kendu Leaves	1	Bihar	247.00
		2	Odisha	213.50
309	Plywood Industry	1	Assam	252.81
		2	Bihar	242.00
		3	Jharkhand*	224.93
		4	Karnataka	270.24
		5	Kerala*	382.00
		6	Meghalaya	189.00
		7	Nagaland	115.00
		8	Uttar Pradesh	284.63
		9	Uttarakhand	250.38
		10	West Bengal*	245.00
310	Polythene foam manufacturing or processing of foam items	1	Tamilnadu	356.54
		2	Dadra and Nagar Haveli	287.50

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
311	Potteries / Ceramics / Fire Bricks	1	Assam	252.81
		2	Bihar	242.00
		3	Chhatisgarh*	226.88
		4	Dadra and Nagar Haveli	287.50
		5	Daman and Diu	287.50
		6	Delhi	522.00
		7	Gujarat	268.00
		8	Haryana	318.46
		9	Jharkhand*	224.93
		10	Karnataka	379.45
		11	Madhya Pradesh*	267.00
		12	Maharashtra	280.31
		13	Odisha	213.50
		14	Punjab	293.62
		15	Uttar Pradesh	284.63
		16	Uttarakhand	247.69
		17	West Bengal*	245.00
312	Poultry and Cattle Feed Manufacturing	1	Andhra Pradesh*	292.81
		2	Assam	252.81
		3	Chhatisgarh*	226.88
		4	Dadra and Nagar Haveli	287.50
		5	Telangana	319.15
313	Wool Cleaning and Pressing Factories	1	Rajasthan	207.00
314	Powerloom Industry	1	Andhra Pradesh*	350.50
		2	Bihar	247.00
		3	Chhatisgarh*	226.88
		4	Dadra and Nagar Haveli	287.50
		5	Daman and Diu	287.50
		6	Gujarat	268.00
		7	Kerala*	313.00
		8	Maharashtra	362.08
		9	Odisha	213.50
		10	Rajasthan	207.00
		11	Tamilnadu	314.19
		12	Telangana	409.06
		13	Uttar Pradesh	284.63
		14	West Bengal*	Less than Ten Persons 245.00
				More than Ten Persons 245.00
315	Preparation of Soil, Land Development and other Agricultural Operation	1	Manipur*	225.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
316	Premises wherein Cows / Buffalos kept for Milking	1	Assam	252.81
317	Procurement, Processing and distribution of Milk	1	Karnataka	379.45
318	Printing Presses/Lithography, Photography and other similar works	1	Andhra Pradesh*	292.78
		2	Arunachal Pradesh	150.00
		3	Assam	252.81
		4	Bihar	242.00
		5	Chandigarh	350.00
		6	Chhatisgarh*	226.88
		7	Dadra and Nagar Haveli	287.50
		8	Daman and Diu	287.50
		9	Delhi	522.00
		10	Goa	314.00
		11	Gujarat	268.00
		12	Haryana	318.46
		13	Jharkhand*	224.93
		14	Karnataka	379.45
		15	Kerala*	397.50
		16	Madhya Pradesh*	267.00
		17	Maharashtra	277.49
		18	Meghalaya	189.00
		19	Nagaland	115.00
		20	Odisha	213.50
		21	Puducherry*	87.06
		22	Punjab	293.62
		23	Rajasthan	207.00
		24	Sikkim	300.00
		25	Tamilnadu	274.92
		26	Telangana	329.87
		27	Uttar Pradesh	284.63
		28	Uttarakhand	251.34
		29	West Bengal*	245.00
319	Printing and Dyeing Cloth	1	Assam	252.81
		2	Maharashtra	297.19
320	Private co-operative society welfare	1	Arunachal Pradesh	150.00
		2	Karnataka	278.42
321	Private Temple	1	Kerala*	246.73

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
322	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	1	A & N Islands	297.00
		2	Chandigarh	350.00
		3	Dadra and Nagar Haveli	287.50
		4	Himachal Pradesh	210.00
		5	Jammu & Kashmir	225.00
		6	Jharkhand*	224.93
		7	Nagaland	115.00
		8	Puducherry*	156.61
		9	Punjab	293.62
		10	Rajasthan	207.00
		11	Tripura	225.53
		12	Uttar Pradesh	284.63
		13	Uttarakhand	247.68
323	Private Ferries and L.T.C.	1	Bihar	242.00
		2	Jharkhand*	224.93
324	Private Finance Corporation and Chit Fund	1	Karnataka	379.45
325	Private Motor Transport	1	Andhra Pradesh*	281.25
		2	Assam	252.81
		3	Jammu & Kashmir	225.00
		4	Nagaland	115.00
		5	Odisha	213.50
		6	Sikkim	300.00
		7	Telangana	324.57
326	Processing and Canning of food stuff including fish and beverages	1	Goa	314.00
		2	Madhya Pradesh*	267.00
327	Private Hospital,Nursing Homes, Dispensaries, Medical Clinics Radiology, Pathology Laboratories Surgical Clinic	1	Assam	252.81
		2	Bihar	242.00
		3	Chandigarh	350.00
		4	Goa	314.00
		5	Odisha	213.50
		6	Punjab	293.62
		7	Rajasthan	207.00
		8	Uttar Pradesh	284.63
		9	Uttarakhand	250.38

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
328	Private Security Agency Services	1	Assam	174.59
		2	Bihar	242.00
		3	Gujarat	268.00
		4	Jharkhand*	224.93
		5	Kerala*	327.18
		6	Odisha	213.50
		7	Telangana	334.54
		8	Tripura	300.39
329	Public Motor Transport	1	Andhra Pradesh*	230.76
		2	Arunachal Pradesh	150.00
		3	Assam	252.81
		4	Bihar	242.00
		5	Chandigarh	350.00
		6	Chhatisgarh*	226.88
		7	Dadra and Nagar Haveli	287.50
		8	Daman and Diu	287.50
		9	Delhi	522.00
		10	Goa	314.00
		11	Gujarat	268.00
		12	Haryana	318.46
		13	Himachal Pradesh	210.00
		14	Jammu & Kashmir	225.00
		15	Jharkhand*	224.93
		16	Karnataka	379.45
		17	Madhya Pradesh*	267.00
		18	Maharashtra	304.89
		19	Manipur*	225.00
		20	Meghalaya	189.00
		21	Nagaland	115.00
		22	Odisha	213.50
		23	Puducherry*	119.38
		24	Punjab	293.62
		25	Rajasthan	207.00
		26	Tamilnadu	417.57
		27	Telangana	260.04
		28	Tripura	67.04
		29	Uttar Pradesh	284.63
		30	Uttarakhand	251.34
		31	West Bengal*	235.00
330	Public Works Department (Irrigation)	1	Haryana	318.46
		2	Punjab	293.62

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
331	Public Works Department (Public Health)	1	Odisha	213.50
		2	Punjab	293.62
332	Pulp and Paper, Paper Board and Card Board Manufactory	1	Gujarat	268.00
		2	Karnataka	288.11
		3	Punjab	293.62
333	Quartz Mines	1	C.L.C (Central)	359.00
334	Quartzite Mines	1	C.L.C (Central)	359.00
335	Rags Cleaning & Sorting	1	Haryana	318.46
336	Readymade Garments	1	Andhra Pradesh*	209.91
		2	Assam	252.81
		3	Daman and Diu	287.50
		4	Delhi	522.00
		5	Goa	314.00
		6	Haryana	318.46
		7	Kerala*	247.09
		8	Madhya Pradesh*	267.00
		9	Maharashtra	365.39
		10	Odisha	213.50
		11	Punjab	293.62
		12	Rajasthan	207.00
		13	Telangana	220.43
		14	Uttar Pradesh	284.63
		15	Uttarakhand	250.38
337	Rexene Cloth	1	Dadra and Nagar Haveli	287.50
338	Radio including assembling of Radio parts	1	Delhi	522.00
		2	Odisha	213.50
339	Temples and Religious Places Social/Dharamshala Institutions	1	Bihar	242.00
		2	Himachal Pradesh	210.00
340	Red Oxide Mines	1	C.L.C (Central)	359.00
341	Refractory Industry	1	Odisha	213.50
		2	West Bengal*	204.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
342	Rice / Flour / Dal Mill	1	Andhra Pradesh*	294.24
		2	Arunachal Pradesh	150.00
		3	Assam	252.81
		4	Bihar	242.00
		5	Chhatisgarh*	226.88
		6	Chandigarh	350.00
		7	Dadra and Nagar Haveli	287.50
		8	Daman and Diu	287.50
		9	Delhi	522.00
		10	Gujarat	268.00
		11	Haryana	318.46
		12	Jammu & Kashmir	225.00
		13	Jharkhand*	224.93
		14	Karnataka	288.11
		15	Kerala*	311.50
		16	Madhya Pradesh*	267.00
		17	Maharashtra	289.50
		18	Nagaland	115.00
		19	Odisha	213.50
		20	Punjab	293.62
		21	Puducherry*	77.00
		22	Rajasthan	207.00
		23	Tamilnadu	266.85
		24	Tripura	333.29
		25	Telangana	331.60
		26	Uttarakhand	i) More than 10 employees 251.34
				ii) Less than 10 employees 247.69
		27	Uttar Pradesh	284.63
		28	West Bengal*	Rice Mill 216.00
				Dal Mill 245.00
				Floor Mill 245.00
343	Rock Phosphate Mines	1	C.L.C (Central)	359.00
344	Rolling of Iron Rods, Plates and Angles,etc.	1	Bihar	242.00
345	Rope Industry	1	Odisha	213.50
		2	West Bengal*	245.00
346	Rosin and Terpentine Products	1	Jammu & Kashmir	225.00
347	Rubber Baloon Manufacturing	1	Dadra and Nagar Haveli	287.50
		2	Daman and Diu	287.50

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		3	Maharashtra	289.50
348	Block rubber factories	1	Kerala*	292.00
349	Rubber/Rubber Products(including Tyres and Tubes)	1	Assam	252.81
		2	Bihar	242.00
		3	Chandigarh	350.00
		4	Daman and Diu	287.50
		5	Gujarat	268.00
		6	Haryana	318.46
		7	Karnataka	287.08
		8	Kerala*	323.50
		9	Maharashtra	338.46
		10	Odisha	213.50
		11	Punjab	293.62
		12	Uttar Pradesh	284.63
		13	Uttarakhand	250.38
		14	West Bengal*	195.65
350	Rural Development Department sponsored Employment Generation Scheme (Mahatma Gandhi Rozgar Yojana)	1	Rajasthan	207.00
351	Sago Industry	1	Tamilnadu	291.65
352	Safai Karamcharies	1	Andhra Pradesh*	371.39
		2	Arunachal Pradesh	150.00
		3	Bihar	237.00
		4	Dadra and Nagar Haveli	287.50
		5	Haryana	318.46
		6	Himachal Pradesh	210.00
		7	Karnataka	519.45
		8	Meghalaya	189.00
		9	Telangana	418.51
		10	Tripura	210.06
353	Sale of Medicines/Medical Representatives	1	Karnataka	379.45
		2	Kerala*	604.23
		3	West Bengal*	Wages not Reported
354	Sale Promotion Workers	1	Bihar	225.00
		2	Chhatisgarh*	226.88

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
355	Sale of Automobiles	1	Nagaland	115.00
356	Salt Pan Industry	1	Andhra Pradesh*	219.76
		2	Daman and Diu	287.50
		3	Maharashtra	289.74
		4	Odisha	213.50
		5	Rajasthan	233.23
		6	Tamilnadu	285.40
		7	Telangana	247.65
		8	West Bengal*	216.00
357	Saw Mills	1	Arunachal Pradesh	150.00
		2	Assam	252.81
		3	Chandigarh	350.00
		4	Chhatisgarh*	226.88
		5	Daman and Diu	287.50
		6	Goa	314.00
		7	Haryana	318.46
		8	Jammu & Kashmir	225.00
		9	Madhya Pradesh*	267.00
		10	Maharashtra	303.44
		11	Meghalaya	189.00
		12	Nagaland	115.00
		13	Odisha	213.50
		14	Punjab	293.62
		15	West Bengal*	245.00
358	Sales, Distribution and Handling of Petroleum Products	1	Meghalaya	189.00
359	Scientific Industry	1	Haryana	318.46
		2	Punjab	293.62
360	Seasonal Spray Squads of NMEP	1	Assam	252.81
361	Sea Food Processing Industry	1	Daman and Diu	287.50
		2	Tamilnadu	242.88
362	Seed Processing Units	1	Andhra Pradesh*	286.91
		2	Telangana	319.31
363	Security Agencies (Private)/Watch and Ward	1	Andhra Pradesh*	296.9
		2	Arunachal Pradesh	150.00
		3	Chhatisgarh*	235.88
		4	Dadra and Nagar Haveli	287.50

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		5	Himachal Pradesh	210.00
		6	Karnataka	399.25
		7	Madhya Pradesh*	267.00
		8	Puducherry*	111.53
		9	Punjab	293.62
		10	Sikkim	300.00
		11	Tamilnadu	375.66
		12	West Bengal*	245.00
364	Sericulture	1	Andhra Pradesh*	173.27
		2	Assam	252.81
		3	Karnataka	280.22
		4	Meghalaya	189.00
		5	Nagaland	115.00
		6	Tamilnadu	312.70
		7	Telangana	173.27
		8	West Bengal*	216.00
365	Screen Printing	1	Kerala*	311.78
366	Solevent Plants and Refinery	1	Chhatisgarh*	226.88
367	Shoe/Footwear Industry and Dealers	1	Punjab	293.62
		2	West Bengal*	245.00
368	Shops & Commercial Establishments covered by the Schedule of Shop & Commercial Establishment.	1	Andhra Pradesh*	281.25
		2	A & N Islands	314.00
		3	Arunachal Pradesh	150.00
		4	Assam	252.81
		5	Bihar	242.00
		6	Chandigarh	350.00
		7	Chhatisgarh*	226.88
		8	Daman and Diu	287.50
		9	Delhi	522.00
		10	Goa	314.00
		11	Gujarat	268.00
		12	Haryana	318.46
		13	Himachal Pradesh	210.00
		14	Jammu & Kashmir	225.00
		15	Karnataka	280.11
		16	Manipur*	225.00
		17	Meghalaya	189.00
		18	Nagaland	115.00
		19	Odisha	213.50

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		20	Puducherry*	55.77
		21	Punjab	293.62
		22	Rajasthan	207.00
		23	Sikkim	300.00
		24	Tamilnadu	240.19
		25	Telangana	316.94
		26	Tripura	213.25
		27	Uttar Pradesh	284.63
		28	Uttarakhand	247.69
369	Shops Selling Cooked Food Stuff	1	Bihar	242.00
370	Siali leave Pluckers	1	Odisha	213.50
371	Silica Mines	1	C.L.C (Central)	359.00
372	Silicate and Chemical Works	1	Jammu & Kashmir	225.00
373	Silk Printing	1	West Bengal*	245.00
374	Silk Twisting Industry	1	Bihar	247.00
		2	Tamilnadu	292.55
375	Silk Sari or Jari Works (Handloom)	1	Uttar Pradesh	284.63
376	Silk Spinning and or weaving (Handloom)	1	West Bengal*	216.00
377	Silver Industry	1	Daman and Diu	287.50
378	Sindur and Rang Manufacturing	1	Bihar	242.00
379	Slate Mines	1	C.L.C (Central)	359.00
380	Slate Pencil Manufactory	1	Andhra Pradesh*	267.71
		2	Madhya Pradesh*	267.00
		3	Telangana	301.73
381	Small Scale Establishments Selling Cooked Food Staff	1	Assam	252.81
382	Small Scale Industry	1	Assam	252.81
		2	Rajasthan	207.00
383	Soap / Detergent Making/Cosmetics	1	Assam	252.81
		2	Bihar	242.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		3	Chandigarh	350.00
		4	Dadra and Nagar Haveli	287.50
		5	Daman and Diu	287.50
		6	Gujarat	268.00
		7	Haryana	318.46
		8	Jammu & Kashmir	225.00
		9	Kerala*	296.46
		10	Madhya Pradesh*	267.00
		11	Maharashtra	334.61
		12	Nagaland	115.00
		13	Odisha	213.50
		14	Puducherry*	116.00
		15	Punjab	293.62
		16	Tamilnadu	385.08
		17	Uttar Pradesh	284.63
		18	Uttarakhand	247.69
384	Soap Stone Factories	1	Rajasthan	207.00
385	Soil Conservation (workers engaged in Plantation, reclamation etc.)	1	Meghalaya	189.00
386	Spinning, Knitting, Printing, Dyeing, Finishing, Bleaching of Silk Pina, Fibre/Silk Industry	1	Karnataka	283.89
		2	Manipur*	225.00
		3	Odisha	213.50
		4	Tamilnadu	185.81
		5	Telangana	225.06
		6	West Bengal*	245.00
387	Wooden Photo Frame	1	Daman and Diu	287.50
		2	Maharashtra	338.46
388	Sports Goods Industry	1	Punjab	293.62
		2	Jammu & Kashmir	225.00
389	Spun Pipes, Concrete Pipes, Sanitary Fittisngs, PCC,RCS Poles & RCC Pipe Manufacturing Industry	1	Karnataka	379.45
390	Star Hotel	1	Kerala*	329.72
391	Starch Industry	1	Punjab	293.62
392	Stable	1	Maharashtra	311.54

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
393	STD, ISD, PCO and Allied Services	1	Rajasthan	207.00
394	Steatite Mines	1	C.L.C (Central)	359.00
395	Steel Almirah, Tables, Chairs and Steel Furniture	1	Daman and Diu	287.50
		2	Karnataka	379.45
		3	Maharashtra	338.46
		4	Punjab	293.62
396	Steel Mill Fabrication and Concerte Products	1	Andhra Pradesh*	267.87
		2	Meghalaya	189.00
		3	Telangana	301.89
397	Stone Breaking & Stone Crushing	1	C.L.C (Central)	290.00
		2	Andhra Pradesh*	264.68
		3	Arunachal Pradesh	150.00
		4	Bihar	247.00
		5	Chhatisgarh*	226.88
		6	Dadra and Nagar Haveli	287.50
		7	Daman and Diu	287.50
		8	Delhi	522.00
		9	Gujarat	268.00
		10	Himachal Pradesh	210.00
		11	Jammu & Kashmir	225.00
		12	Karnataka	266.57
		13	Kerala*	363.50
		14	Madhya Pradesh*	267.00
		15	Maharashtra	321.31
		16	Meghalaya	189.00
		17	Nagaland	115.00
		18	Odisha	213.50
		19	Punjab	293.62
		20	Rajasthan	233.23
		21	Sikkim	300.00
		22	Telangana	290.67
		23	Tripura	Piece Rated
		24	Uttar Pradesh	284.63
		25	Uttarakhand	247.69
		26	West Bengal*	245.00
398	Stone Mines	1	C.L.C (Central)	359.00
399	Streamerghats	1	Assam	252.81

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
400	Superior Kerosene/Petrol/Diesel Oil delivery Depot	1	Arunachal Pradesh	150.00
401	Sugar Industry	1	Assam	252.81
		2	Gujarat	268.00
		3	Punjab	293.62
		4	Dadra and Nagar Haveli	287.50
402	Sugar Pan Industry (without mechanical Power)	1	Rajasthan	207.00
403	Surgical and Clinical Instruments making industry	1	Punjab	293.62
404	Sweeping & Sanitation Works/Safai Karamcharis	1	C.L.C (Central)	359.00
		2	Daman and Diu	287.50
		3	Jammu & Kashmir	225.00
		4	Jharkhand*	224.93
		5	Kerala*	274.40
		6	Maharashtra	401.38
		7	Puducherry*	166.00
		8	Punjab	293.62
		9	Rajasthan	207.00
		10	West Bengal*	245.00
405	Sweet Shops/Industry	1	Uttarakhand	250.38
		2	Uttar Pradesh	284.63
406	Sweet Meats	1	Tripura	321.69
407	Synthetic Gem Cutting Industry	1	Tamilnadu	Piece Rated
408	Tailoring, Stitching and Embroidery	1	Assam	252.81
		2	Bihar	242.00
		3	Chandigarh	350.00
		4	Haryana	318.46
		5	Jammu & Kashmir	225.00
		6	Karnataka	291.60
		7	Meghalaya	189.00
		8	Nagaland	115.00
		9	Odisha	213.50
		10	Puducherry*	128.57
		11	Punjab	293.62
		12	Rajasthan	207.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		13	Tamilnadu	304.58
		14	Tripura	Piece Rated
		15	Uttar Pradesh	284.63
		16	Uttarakhand	247.69
		17	West Bengal*	245.00
409	Tanneries & Leather Manufacturing	1	Andhra Pradesh*	298.43
		2	Assam	252.81
		3	Bihar	242.00
		4	Chandigarh	350.00
		5	Dadra and Nagar Haveli	287.50
		6	Daman and Diu	287.50
		7	Gujarat	268.00
		8	Haryana	318.46
		9	Jammu & Kashmir	225.00
		10	Karnataka	296.71
		11	Kerala*	308.00
		12	Maharashtra	327.38
		13	Punjab	293.62
		14	Tamilnadu	188.40
		15	Telangana	336.36
		16	Uttar Pradesh	284.63
		17	West Bengal*	245.00
410	Telecommmunication Establishments	1	Nagaland	115.00
411	Tent dealers,Crockery and household Goods Establishments	1	Chandigarh	350.00
		2	Nagaland	115.00
		3	Punjab	293.62
412	Textile (Silk) Industry	1	Karnataka	294.87
413	Textile Industry	1	Chandigarh	350.00
		2	Haryana	318.46
		3	Punjab	293.62
		4	Rajasthan	207.00
414	Textile Printing/Yarn Dyeing	1	Dadra and Nagar Haveli	287.50
		2	Delhi	522.00
		3	Telangana	314.71
		4	Uttar Pradesh	284.63
		5	Uttarakhand	247.69
415	Textile Processing	1	Gujarat	268.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
416	Tiles Manufacturing, Cermic and Potteries	1	Andhra Pradesh*	267.79
		2	Assam	252.81
		3	Bihar	242.00
		4	Chhatisgarh*	226.88
		5	Gujarat	268.00
		6	Jammu & Kashmir	225.00
		7	Karnataka	308.11
		8	Kerala*	395.00
		9	Odisha	213.50
		10	Rajasthan	207.00
		11	Telangana	306.50
417	Timber Trading Industry (including/excluding felling and sawing)	1	Karnataka	308.11
		2	Kerala*	397.00
		3	Odisha	213.50
		4	Tamilnadu	403.70
418	Timber /cutting	1	Kerala*	407.80
419	Tin Container Manufactory	1	Tamilnadu	277.34
420	Tobacco Godowns	1	West Bengal*	216.00
421	Tobacco Manufactory - Snuff Industry	1	Tamilnadu	231.30
		2	Maharashtra	232.11
422	Tobacco Manufacturing/Eatable Tobacco	1	Andhra Pradesh*	242.36
		2	Daman and Diu	287.50
		3	Maharashtra	244.84
		4	Tamilnadu	203.60
		5	Telangana	266.09
		6	Uttar Pradesh	284.63
		7	Uttarakhand	266.34
423	Tobacco/Beedi Making/Cigar Industry	1	Andhra Pradesh*	245.58
		2	Arunachal Pradesh	150.00
		3	Bihar	247.00
		4	Dadra and Nagar Haveli	287.50
		5	Daman and Diu	287.50
		6	Gujarat	268.00
		7	Jammu & Kashmir	225.00

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		8	Karnataka	Tobacco 293.11
				Bidi 275.39
		9	Kerala*	235.19
		10	Madhya Pradesh*	221.00
		11	Odisha	213.50
		12	Rajasthan	Tobacco 233.23
				Beedi 254.11
		13	Tamilnadu	Beedi 317.96
				Beedi Rolling Piece Rated
		14	Tripura	Piece Rated
		15	Telangana	277.76
		16	Uttar Pradesh	228.07
		17	West Bengal*	180.32
424	Toddy Tapping including Selling	1	Andhra Pradesh*	237.74
		2	Karnataka	277.70
		3	Kerala*	Toddy Selling 299.97
				Toddy tapping -Piece rated
		4	Telangana	267.85
425	Tours and Travels	1	Sikkim	300.00
426	Transportation, Marketing and Distribution of Petroleum Products	1	Assam	252.81
427	Transport Corporation	1	Delhi	522.00
428	Tree Climbing	1	Kerala*	Piece Rated
		2	Tamilnadu	146.00
429	Trunks/Buckets/Suitcases Manufacturing/ Tin Plate Shaping and	1	Assam	252.81
		2	Odisha	213.50
		3	Uttarakhand	250.38
		4	Uttar Pradesh	284.63
430	Tubewell Sinking/Drilling Operations	1	Assam	252.81
		2	Gujarat	268.00
		3	Haryana	318.46
		4	Madhya Pradesh*	267.00
		5	Nagaland	115.00
		6	Punjab	293.62
431	Tamarind Collection	1	Odisha	213.50

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
432	Tyre/Tyre Retreading & Repairing Industry	1	Nagaland	115.00
		2	Sikkim	300.00
433	Uranium Mines	1	C.L.C (Central)	359.00
334	Utensil Shops	1	Punjab	293.62
435	Metal Steel Utensils Manufacturing	1	Daman and Diu	287.50
		2	Jammu & Kashmir	225.00
		3	Maharashtra	403.85
		4	Odisha	213.50
		5	Tamilnadu	216.45
436	Manufacture and Sale of Umbrellas	1	Kerala*	294.26
437	University, Education Research or Cultural Institutions	1	Bihar	242.00
438	Vaneer Industry	1	Karnataka	420.45
439	Vegetable and Fruit Shops	1	Chandigarh	350.00
440	Various Departments /Office/Industrial Establishments	1	A & N Islands	297.00
441	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	1	Punjab	293.62
442	Water Supply (Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	1	Manipur*	225.00
443	Watch and ward	1	C.L.C (Central)	506.00
		2	Goa	314.00
444	Watch and Ward (with arms)	1	C.L.C (Central)	593.00
445	Watch Straps	1	Daman and Diu	287.50
		2	Maharashtra	312.58
446	Watch Manufacturing	1	Dadra and Nagar Haveli	287.50
447	Water Boat Transport	1	Kerala*	430.50

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
448	White Clay Mines	1	C.L.C (Central)	359.00
449	Wood Carving	1	Jammu & Kashmir	225.00
		2	Uttarakhand	Under Municipal Corporation- 267.88
				Other municipal committee and Cantt.- 266.73
				Rest of Uttarakhand- 265.57
		3	Uttar Pradesh	284.63
450	Wood / Bamboo, Cane Furniture and fixtures	1	Andhra Pradesh*	279.18
		2	Dadra and Nagar Haveli	287.50
		3	Daman and Diu	287.50
		4	Kerala*	420.00
		5	Maharashtra	338.46
		6	Manipur*	225.00
		7	Nagaland	115.00
		8	Rajasthan	207.00
451	Wood Works, Carpentary and Masonry	1	Bihar	242.00
		2	Delhi	522.00
		3	Karnataka	379.45
		4	Odisha	213.50
		5	Sikkim	300.00
		6	Telangana	314.59
452	Woollen Blanket Manufactory	1	Madhya Pradesh*	267.00
		2	Uttarakhand	247.69
		3	Uttar Pradesh	284.63
453	Woollen Carpet/Shawl Making/Weaving Industry	1	Andhra Pradesh*	219.76
		2	Arunachal Pradesh	150.00
		3	Bihar	242.00
		4	Dadra and Nagar Haveli	287.50
		5	Daman and Diu	287.50
		6	Gujarat	268.00
		7	Haryana	318.46
		8	Jammu & Kashmir	225.00
		9	Rajasthan	233.23

TABLE 5
EMPLOYMENTS IN CENTRAL SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2017

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2017
1	2	3		4
		10	Tamilnadu	To revise the Minimum Wages, Committee has been constituted
		11	Telangana	247.65
		12	Uttarakhand	278.27
		13	Uttar Pradesh	265.83
454	Woollen Spinning, Knitting and Weaving Factories or Cotton Spinning	1	Andhra Pradesh*	199.68
		2	Manipur*	225.00
		3	Rajasthan	207.00
		4	Telangana	318.50

Source: Annual Returns Received from State/U.T's Labour Commissioner under the Minimum Wages Act, 1948 for the year 2017

*Data Repeat from the Annual Return for the year 2016 due to Annual Return not Received.

TABLE -6

NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948 AND THE AVERAGE DAILY NUMBER OF PERSONS EMPLOYED DURING THE YEAR 2017

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	NUMBER OF PERSONS EMPLOYED
1	2	3	4	5	6
1	C.L.C. (CENTRAL)	NR	NR	NR	NR
2	Andhra Pradesh	RNR	RNR	RNR	RNR
3	Arunachal Pradesh	NR	NR	NR	NR
4	Assam	75412	7951	10.54	528741
5	Bihar	NA	NA	NA	NA
6	Chhattisgarh	RNR	RNR	RNR	RNR
7	Goa	52812	774	1.46	67032
8	Gujarat	209105	9285	4.44	694910
9	Haryana	207612	937	0.45	267028
10	Himachal Pradesh	91951	891	0.97	88375
11	Jammu & Kashmir	4311	2344	54.37	45970
12	Jharkhand	RNR	RNR	RNR	RNR
13	Karnataka	733030	39043	5.33	776741
14	Kerala	RNR	RNR	RNR	RNR
15	Madhya Pradesh	RNR	RNR	RNR	RNR
16	Maharashtra	694668	NR	NR	1803111
17	Meghalaya	18716	NIL	NIL	57556
18	Manipur	RNR	RNR	RNR	RNR
19	Mizoram	NR	2	NA	90
20	Nagaland	350	350	100.00	5
21	Odisha	156496	3373	2.15	3467642
22	Punjab	19039	NA	NA	NA
23	Rajasthan	568849	2447	0.43	1806534
24	Sikkim	6	6	100.00	15075
25	Tamil Nadu	104266	96577	92.62	1214527
26	Tripura	NR	NR	NR	NR
27	Telangana	114693	460	0.40	41441
28	Uttarakhand	20163	210	1.04	2440248
29	Uttar Pradesh	799978	3999	0.50	3199912
30	West Bengal	RNR	RNR	RNR	RNR
31	A.& N. Islands	1110	155	13.96	4660

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	NUMBER OF PERSONS EMPLOYED
1	**2**	**3**	**4**	**5**	**6**
32	Chandigarh	26168	96	0.37	5186
33	D.& N. Haveli	2989	152	5.08	92052
34	Daman & Diu	NR	105	NR	25970
35	Delhi	NR	NR	NR	NR
36	Lakshadweep	9	NIL	NIL	NIL
37	Puducherry	RNR	RNR	RNR	RNR

Source: Annual Returns/Reports under the Minimum Wages Act, 1948 for the year 2017

Note: RNR = Return not received.
NR = Not Reported
NIL= Figure not available

TABLE -7

NUMBER OF INSPECTIONS MADE, IRREGULARITIES DETECTED, PROSECUTIONS LAUNCHED AND CLAIMS PREFERRED IN CENTRAL SPHERE/STATE AND UNION TERRITORIES FOR THE YEAR 2017

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NUMBER OF INSPECTIONS MADE DURING THE YEAR	NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR	NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR	NUMBER OF CLAIMS PREFERRED DURING THE YEAR
1	2	3	4	5	6
1	C.L.C. (CENTRAL)	NR	NR	NR	NR
2	Andhra Pradesh	RNR	RNR	RNR	RNR
3	Arunachal Pradesh	NR	NR	NR	NR
4	Assam	10984	2415	NIL	2
5	Bihar	06	NIL	NIL	NIL
6	Chhattisgarh	RNR	RNR	RNR	RNR
7	Goa	1371	9215	11	NIL
8	Gujarat	12177	1544	240	664
9	Haryana	133	89	626	152
10	Himachal Pradesh	4712	385	385	353
11	Jammu & Kashmir	2333	264	264	7
12	Jharkhand	RNR	RNR	RNR	RNR
13	Karnataka	10766	10269	784	6965
14	Kerala	RNR	RNR	RNR	RNR
15	Madhya Pradesh	RNR	RNR	RNR	RNR
16	Maharashtra	1860	3849	422	2631
17	Meghalaya	2959	41	NIL	NIL
18	Manipur	RNR	RNR	RNR	RNR
19	Mizoram	05	NIL	NIL	NIL
20	Nagaland	350	NIL	NIL	NIL
21	Orissa	8902	7519	377	40
22	Punjab	3106	NIL	75	62
23	Rajasthan	1900	78	11	274
24	Sikkim	78	NIL	NIL	NIL
25	Tamil Nadu	111016	42	42	768
26	Tripura	NR	NR	NR	NR
27	Telangana	1542	12	21	309
28	Uttarakhand	648	339	56	NIL
29	Uttar Pradesh	8082	4433	1021	1366
30	West Bengal	RNR	RNR	RNR	RNR
31	A.& N. Islands	14	104	NIL	NIL
32	Chandigarh	108	80	9	4
33	D.& N. Haveli	32	19	NIL	NIL
34	Daman & Diu	115	NIL	NIL	NIL

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NUMBER OF INSPECTIONS MADE DURING THE YEAR	NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR	NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR	NUMBER OF CLAIMS PREFERRED DURING THE YEAR
1	**2**	**3**	**4**	**5**	**6**
35	Delhi	NR	NR	NR	NR
36	Lakshadweep	NIL	NIL	NIL	NIL
37	Puducherry	RNR	RNR	RNR	RNR

Source: Annual Returns/Reports under the Minimum Wages Act, 1948 for the year 2017

Note: RNR = Return not received.
NR = Not Reported
NIL = Figure not available

ANNEXURE – I

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

SCHEDULED EMPLOYMENTS

Part – I

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

(i) Employment in gypsum mines.
(ii) Employment in barytes mines.
(iii) Employment in bauxite mines.
(iv) Employment in manganese mines.
(v) Employment in the maintenance of buildings and employment in the construction and maintenance of runways.
(vi) Employment in china clay mines.
(vii) Employment in 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 2017

SL. NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF		NO. OF OFFICERS
1	2	3	4	5
1	C.L.C.(Central)	Not Reported		
2	Andhra Pradesh*	1	Commissioner of Labour	1
		2	Additional Commissioner of Labour.	1
		3	Joint Commissioner of Labour	5
		4	Deputy Commissioner of Labour	14
		5	Assistant Commissioner of Labour	35
		6	Assistant Labour Officer	173
3	Arunachal Pradesh	Not Reported		
4	Assam	1	Labour Commissioner	1
		2	Addl. Labour Commissioner	1
		3	Deputy Labour Commissioner	3
		4	Asstt. Labour Commissioner (H.Q)	1
		5	Asstt. Labour Commissioner (Field)	10
		6	Labour Officer	27
		7	Labour Welfare Officer (H.Q)	1
		8	Labour Inspector	77
5	Bihar	1	Joint Labour Commissioner	3
		2	Deputy Labour Commissioner	4
		3	Assistant Labour Commissioner	11
		4	Labour Superintendent	36
		5	Labour Enforcement Officer	220
		6	C.I.F	1
		7	Deputy C.I.F	2
		8	Factory Inspector	9
6	Chhattisgarh*	1	Labour Commissioner	1
		2	Addl. Labour Commissioner	2
		3	Deputy Labour Commissioner	3
		4	Assistant Labour Commissioner	7
		5	Labour Officer	27
		6	Asstt. Labour Officer	18
		7	Labour Inspector	102
		8	Labour Sub Inspector	47
7	Goa	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	2
		3	Assistant Labour Commissioner	5
		4	Labour Inspector	25

1	2	3	4	5
8	Gujarat	1	Additional Labour Commissioner	1
		2	Deputy Labour Commissioner	3
		3	Assistant Labour Commissioner	24
		4	Government Labour Officer	57
9	Haryana	1	Labour Commissioner	1
		2	Addl. Labour Commissioner	2
		3	Joint Labour Commissioner	1
		4	Deputy Labour Commissioner	9
		5	Assistant Labour Commissioner	31
		6	Labour Inspector	88
		7	Labour Welfare Officer (Women)	2
10	Himachal Pradesh	1	Labour Commissioner	1
		2	Joint Labour Commissioner	1
		3	Deputy Labour Commissioner	1
		4	Labour Officer	12
		5	Statistical Assistant	1
		6	Labour Inspector	27
11	Jammu & Kashmir	1	Labour Officer	25
12	Jharkhand*	1	Labour Superintendent	32
		2	Labour Enforcement Officer	64
13	Karnataka	1	Labour Commissioner	1
		2	Additional Labour Commissioner	2
		3	Joint Labour Commissioner	1
		4	Deputy Labour Commissioner	5
		5	Assistant Labour Commissioner	11
		6	Senior Labour Inspector	83
		7	Labour Inspector	146
14	Kerala*	1	Labour Commissioner	1
		2	Additional Labour Commissioner	3
		3	Joint Labour Commissioner	4
		4	Deputy Labour Commissioner (HQ)	1
		5	Chief Inspector of Plantations	1
		6	District Labour Officer	12
		7	Assistant Labour Officers	101
		8	Inspector of Plantations	10
15	Madhya Pradesh*	1	Assistant Labour Commissioner	10
		2	Labour Officer	32
		3	Assistant Labour Officer	31
		4	Labour Inspector	104
		5	Assistant Labour Inspector	17

1	2	3	4	5
16	Maharashtra	1	Labour Commissioner	1
		2	Additional Labour Commissioner	1
		3	Deputy Labour Commissioner	6
		4	Assistant Labour Commissioner	29
		5	Govt. Labour Officer	99
		6	Labour Inspectors (Minimum Wages)	1
		7	Labour Inspectors (Shop Inspectors)	105
17	Meghalaya	1	Labour Commissioner	1
		2	Joint Labour Commissioner	2
		3	Deputy Labour Commissioner	6
		4	Labour Inspectors	48
18	Manipur*	1	Labour Inspectors	29
19	Mizoram	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	1
		3	DLEO's	4
		4	Labour Officer	1
20	Nagaland	1	Labour Inspector	11
21	Odisha	1	District Labour Officers	37
		2	Assistant Labour Officers	29
		3	Rural Labour Inspectors	94
22	Punjab	1	Labour Commissioner	1
		2	Additional Labour Commissioner	1
		3	Deputy Labour Commissioner	1
		4	Assistant Labour Commissioner (HQ)	1
		5	Assistant Labour Commissioner	12
		6	Labour-Cum-Conciliation Officers	11
		7	Statistical Officers (Labour)	1
		8	Labour Inspectors Grade-I	41
		9	Labour Inspectors Grade-II	35
		10	Factory Inspectors	24
23	Rajasthan	1	Labour Inspector	188
24	Sikkim	1	Joint Labour Commissioner	1
		2	Deputy Labour Commissioner	2
		3	Assistant Labour Commissioner	3
		4	Labour Inspectors	17
25	Tamil Nadu	1	Chief Inspector of Plantations	1
		2	Deputy Labour Commissioner(MW)	1
		3	Deputy Labour Commissioner (Inspections)	1
		4	Deputy Labour Commissioner (Chennai)	10
		5	Labour Inspectors	30
		6	Inspector of Plantations	10
		7	Labour Inspectress	3
		8	Deputy Inspectors of Labour	67
		9	Asstt. Inspectors of Labour	218

1	2	3	4	5
26	Tripura	Not Reported		
27	Telangana	1	Joint Labour Commissioner	3
		2	Deputy Labour Commissioner	11
		3	Assistant Labour Commissioner	22
		4	Assistant Labour Officers	118
28	Uttarakhand	1	Labour Enforcement Officer	16
29	Uttar Pradesh	1	Additional Labour Commissioner	274
		2	Deputy Labour Commissioner	
		3	Assistant Labour Commissioner	
		4	Labour Enforcement Officer	
30	West Bengal*	1	Labour Commissioner	1
		2	Additional Labour Commissioner	6
		3	Joint Labour Commissioner	7
		4	Deputy Labour Commissioner	24
		5	Assistant Labour Commissioner	160
		6	Labour Inspector	689
31	A & N Islands	1	Assistant Labour Commissioner	3
		2	Labour Inspector	3
32	Chandigarh	1	Labour Commissioner	1
		2	Assistant Labour Commissioner	1
		3	Labour Inspector	2
33	Dadra & Nagar Haveli	1	Labour Enforcement Officer	1
34	Daman & Diu	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	1
		3	Chief Inspector of Factories & Boilers	1
		4	Labour Inspector	2
		5	UDC/Field Surveyor	1
		6	L.D.C	3
35	Delhi	Not Reported		
36	Lakshadweep	1	Labour Inspectors	4
37	Puducherry*	1	Labour Officer	2
		2	Assistant Inspectors of Labour	11

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2017.

* = Data repeated from Annual Report 2016.

ANNEXURE - III

THE MINIMUM WAGES ACT, 1948

FORM 'A'

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

Name of the State_____

Report for the period _____

I. SCHEDULED EMPLOYMENT

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

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

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

II. COMMITTEES ETC.

1. The composition of various Committees, Advisory Committees, etc. appointed under Section 5(1)(a) and 6 and Advisory Boards appointed under Section 7 of the Act.

2. Details regarding any enquiry undertaken by the State Government or any Committee appointed under Section 5 (1)(a).

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

III. FIXATION / REVISION OF MINIMUM RATES OF WAGES

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

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

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

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

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

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
29	Report on the Working of the Minimum Wages Act, 1948 for the year 2009
30	Report on the Working of the Minimum Wages Act, 1948 for the year 2010
31	Report on the Working of the Minimum Wages Act, 1948 for the year 2011
32	Report on the Working of the Minimum Wages Act, 1948 for the year 2012
33	Report on the Working of the Minimum Wages Act, 1948 for the year 2013
34	Report on the Working of the Minimum Wages Act, 1948 for the year 2014
35	Report on the Working of the Minimum Wages Act, 1948 for the year 2015
36	Report on the Working of the Minimum Wages Act, 1948 for the year 2016

ANNEXURE – V

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

SHRI BHARAT BHUSHAN
DEPUTY DIRECTOR GENERAL

SHRI NAVDEEP SINGH
DEPUTY DIRECTOR

SHRI AJAY SAINI	**INVESTIGATOR GRADE II**

PRINTING UNIT

SHRI ASHISH ATWAL	**MULTITASKING STAFF**

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