

**OFFICE OF THE
LABOUR COMMISSIONER: ODISHA: BHUBANESWAR**

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NOTIFICATION

No. 2602/LC, Bhubaneswar, dated 30.04.2025

Whereas the minimum rate of wages for unskilled, semi skilled, skilled and highly skilled categories of employees in 91 scheduled employments were fixed/ revised by the Government in Notification No. 5308— LESI-LL1-III-0081-2017/LESI dtd.18.07.2024 of the Labour & ESI Department, Odisha published in the Extraordinary Issue No. 1367 of the Odisha Gazette dtd. 18.07.2024 read with Notification No.6471 dtd. 20.08.2024 and Notification No.6471 dtd. 20.08.2024 of the Government.

And whereas, the State Minimum Wages Advisory Board in its 53rd Meeting have advised to adopt a system of revision of the special allowance called Variable Dearness Allowances @ Rs. 2.60 paise per point rise in All India Consumer Price Index Number for Industrial Workers (base 2016-100) as may be notified by the Labour Commissioner, Odisha at half yearly interval i.e. on 1st April and 1st October, from the date of notification of the revised wages.

And whereas, the Variable Dearness Allowance for the half year commencing w.e.f. 1st April, 2024 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers reaching 143.55 from 139.6 as on 31.12.2024 and thereby resulting in an increase of 3.95 points.

Now therefore, I Sri Indramani Tripathy, I.A.S., Labour Commissioner, Odisha in exercise of the powers delegated in the aforesaid Notification do hereby notify that the Variable Dearness Allowance (VDA) @ Rs. 10.00 per day (after rounding off) shall be payable to the unskilled, semi-skilled, skilled and highly skilled categories of employees in all 91 scheduled employments (list enclosed in the Schedule) w.e.f. 1st April, 2025 in addition to the minimum rate of wages notified vide the aforesaid Notification of Government in Labour & ESI Department, Odisha. Accordingly, the present rate of minimum wages including VDA per day w.e.f. 1st April, 2025 shall be as under:

Category of Employee	Minimum Wage per day w.e.f. 18.07.2024	V.D.A. per day w.e.f. 01.04.2025	Total V.D.A. per day w.e.f. 01.04.2025	Minimum Wage with VDA per day w.e.f. 01.04.2025
Unskilled	Rs.450/-	Rs.10/-	Rs.12/-	Rs.462/-
Semi skilled	Rs.500/-	Rs.10/-	Rs.12/-	Rs.512/-
Skilled	Rs.550/-	Rs.10/-	Rs.12/-	Rs.562/-
Highly Skilled	Rs.600/-	Rs.10/-	Rs.12/-	Rs.612/-

Labour Commissioner, Odisha

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Memo No. 2603 /dtd. 30.04.2025

Copy forwarded to all Joint Labour Commissioners / all Divisional Labour Commissioners / all District Labour Officers / all Assistant Labour Officers for information and necessary action. They are requested to circulate the same among all concerned immediately.

Labour Commissioner, Odisha

Memo No. 2604 /dtd. 30.04.2025

Copy forwarded to all Heads of Departments of Odisha /All District Collectors of Odisha for kind information.

Labour Commissioner, Odisha

Memo No. 2605 /dtd. 30.04.2025

Copy submitted to the Secretaries to Government of Odisha, all Departments for kind information.

Labour Commissioner, Odisha

Memo No. 2606 /dtd. 30.04.2025

Copy submitted to the Principal Secretary to Government, Labour & ESI Department, Odisha, Bhubaneswar for kind information.

Labour Commissioner, Odisha

Memo No. 2607 /dtd. 30.04.2025

Copy forwarded to the Private Secretary to Hon'ble Minister, Labour & ESI, Odisha for kind information.

Labour Commissioner, Odisha

Memo No. 2608 /dtd. 30.04.2025

Copy submitted to the Private Secretary to Hon'ble Chief Minister, Odisha for kind information.

Labour Commissioner, Odisha

Memo No. 2609 /dtd. 30.04.2025

Copy forwarded to the Director, Printing Stationery and Publication, Odisha, Madhupatna, Cuttack with a request to publish the above notification in the next issue of Odisha Gazette and supply 200 copies to this office.

Labour Commissioner, Odisha

SCHEDULE

Sl. No.	Name of the Employment
1	2
1.	Agriculture
2.	Agarbati and Candle making Establishments
3.	Automobile servicing, repairing garages and workshops
4.	Ayurvedic and Unani Pharmacy
5.	Bakeries and Confectionaries including Biscuit making
6.	Bamboo Forest Establishment
7.	Brass and Bell Metal Industry
8.	Carpet Weaving Industry
9.	Cashew processing establishments
10.	Cement pipe making and allied products industry
11.	Ceramic and Pottery Industry
12.	Chemical Industry
13.	Cinema Industry and Film Production
14.	Clay Pottery
15.	Coir Industry
16.	Collection of Sal Seeds
17.	Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.
18.	Construction or maintenance of roads or in building operations
19.	Contingent and Casual Employees in Govt. and other establishments, Courier and Cargo Services
20.	Cotton Ginning and Pressing Industry
21.	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory, Private Nursing Homes, Private Medical College Hospitals, Super Specialty Hospitals, clinic, laboratory etc.
22.	Distilleries
23.	Domestic Workers (shall be calculated as per hours of work)
24.	Electricity transmission, generation and distribution
25.	Employment in NGO & Voluntary Social Organization
26.	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators.
27.	Finishing Dying of yarn and fabrics, painting, knitting and embroidery
28.	Fisheries and Sea food Industry
29.	Forest produce such as Genduligum, Mahua making of coal and resin.
30.	Foundry Industry with or without attached machine shop
31.	Glass Industries
32.	Gold and Silver Ornaments and articles of artistic design
33.	Graphite Industry including beneficiation
34.	Handloom and Hosiery
35.	Hotels, Eating Houses and Restaurants
36.	Ice Factory and Cold Storage
37.	Jute Industry and Jute Twine Industry
38.	Kendu Leaf Collection
39.	Khadi Village Industries including manufacture of Khandasari and other products
40.	Laundry including dry-washing
41.	Leather Industry
42.	Liquified Petroleum Gas manufacture and distribution
43.	Local Authority
44.	Manufacture of brush and brooms

45.	Manufacture of Coke and Burning Coals
46.	Manufacture of Cold drinks, Soda and other allied products
47.	Manufacture of Electrical Bulbs and all allied electrical equipments
48.	Manufacture of matches, fireworks and explosives
49.	Manufacture of nails and pines
50.	Manufacture of paints and varnishes
51.	Manufacture of plastic products including toys
52.	Manufacture of Radio by assembling with parts
53.	Manufacture of ropes
54.	Manufacture of Utensils including Aluminum and Hindaliem products
55.	Metal Industry(except the cottage and village scale units)
56.	Major or Minor Engineering Industry including Sponge, Secondary Steel, Rolling Mills, Ferro Alloys, Metal Industries (employment less than 50 persons)
57.	Motor body building
58.	Non-teaching staff of all private Educational Institutions including ITI & Training Institute Coaching Centre.
59.	Oil Mill
60.	Paper and Cardboard Industry
61.	Petrol and Diesel Oil pumps
62.	Pharmaceutical Industry
63.	Powerloom Industry
64.	Printing Press, DTP centre and off set printing press
65.	Private Road Transport
66.	Private Security Agencies and Private Security Services
67.	Public Health Engineering
68.	Public Motor Transport
69.	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry
70.	Refractory Industry
71.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.
72.	Rice Mill, Flour Mill or Dal Mill, Chuda mill and Masala Mill
73.	Rubber and Rubber Products Industry
74.	Salt Pans
75.	Saw Mills
76.	Shops, Commercial Establishments, saloon, beauty parlour, Spa, massaging centre, Xerox shop, STD booth, tent house, newspaper hawkers and newspaper establishments.
77.	Siali leaf pluckers & Sal leaf pluckers
78.	Soap and Detergent Manufactory
79.	Social Forestry
80.	Spinning Mills
81.	Stone breaking or Stone crushing
82.	Tamarind collection
83.	Tile and Brick Making
84.	Timber Trading (excluding felling and sawing)
85.	Timber Trading (including felling and sawing)
86.	Tobacco(including Bidi making)Manufactory
87.	Trunks, Suit case and Bucket manufactory
88.	Wood works and furniture making industries
89.	Minor Ports
90.	Sericulture Activities (As per Notification No.6471 dtd.20.08.2024 of Govt.)
91.	Swachha Karmi (As per Notification No.6477 dtd.20.08.2024 of Govt.)

**OFFICE OF THE
LABOUR COMMISSIONER: ODISHA: BHUBANESWAR**

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NOTIFICATION

No. 6432 /LC, Bhubaneswar, dated 30.09.2024

Whereas the minimum rate of wages for unskilled, semi-skilled, skilled and highly skilled categories of employees in 91 scheduled employments were fixed/ revised by the Government in Notification No. 5308- LESI-LL1-III-0081-2017/LESI dtd.18.07.2024 of the Labour & ESI Department, Odisha published in the Extraordinary Issue No. 1367 of the Odisha Gazette dtd. 18.07.2024 read with Notification No.6471 dtd. 20.08.2024 and Notification No.6477 dtd. 20.08.2024 of the Government.

And whereas, the State Minimum Wages Advisory Board in its 53rd Meeting have advised to adopt a system of revision of the special allowance called Variable Dearness Allowances @ Rs. 2.60 paise per point rise in All India Consumer Price Index Number for Industrial Workers (base 2016-100) as may be notified by the Labour Commissioner, Odisha at half yearly interval i.e. on 1st April and 1st October, from the date of notification of the revised wages. And whereas, the Variable Dearness Allowance for the half year commencing w.e.f. 1st October, 2024 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers reaching 139.6 from 138.8 as on 30.06.2024 and thereby resulting in an increase of 0.8 points.

Now therefore, I Sri Vijay Amruta Kulange, I.A.S., Labour Commissioner, Odisha in exercise of the powers delegated in the aforesaid Notification do hereby notify that the Variable Dearness Allowance (VDA) @ Rs. 2/- per day (after rounding off) shall be payable to the unskilled, semi-skilled, skilled and highly skilled categories of employees in all 91 scheduled employments (list enclosed in the Schedule) w.e.f. 1st October, 2024 in addition to the minimum rate of wages notified vide the aforesaid Notification of Government in Labour & ESI Department, Odisha. Accordingly, the present rate of minimum wages including VDA per day w.e.f. 1st October, 2024 shall be as under:

Category of Employee	Minimum Wage per day w.e.f. 18.07.2024	V.D.A. per day w.e.f. 1.10.2024	Minimum Wage with VDA per day w.e.f. 01.10.2024
Unskilled	Rs.450/-	Rs.2/-	Rs.452/-
Semi-skilled	Rs.500/-	Rs.2/-	Rs.502/-
Skilled	Rs.550/-	Rs.2/-	Rs.552/-
Highly Skilled	Rs.600/-	Rs.2/-	Rs.602/-

Labour Commissioner, Odisha

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Memo No. 6433 /**dtd.** 30.09.2024

Copy forwarded to All Joint Labour Commissioners / All Divisional Labour Commissioners / All District Labour Officers / All Assistant Labour Officers for information and necessary action. They are requested to circulate the same among all concerned.

Labour Commissioner, Odisha

Memo No. 6434 /**dtd.** 30.09.2024

Copy forwarded to the Director, Printing Stationery and Publication, Odisha, Madhupatna, Cuttack with a request to publish the above notification in the next issue of Odisha Gazette and supply 200 copies to this office.

Labour Commissioner, Odisha

Memo No. 6435 /**dtd.** 30.09.2024

Copy forwarded to All Heads of Departments of Odisha /All District Collectors of Odisha for information.

Labour Commissioner, Odisha

Memo No. 6436 /**dtd.** 30.09.2024

Copy submitted to All Secretaries to Government of Odisha for kind information.

Labour Commissioner, Odisha

Memo No. 6437 /**dtd.** 30.09.2024

Copy submitted to the Principal Secretary to Government, Labour & ESI Department, Odisha, Bhubaneswar for kind information.

Labour Commissioner, Odisha

SCHEDULE

Sl. No.	Name of the Employment
1	2
1.	Agriculture
2.	Agarbati and Candle making Establishments
3.	Automobile servicing, repairing garages and workshops
4.	Ayurvedic and Unani Pharmacy
5.	Bakeries and Confectionaries including Biscuit making
6.	Bamboo Forest Establishment
7.	Brass and Bell Metal Industry
8.	Carpet Weaving Industry
9.	Cashew processing establishments
10.	Cement pipe making and allied products industry
11.	Ceramic and Pottery Industry
12.	Chemical Industry
13.	Cinema Industry and Film Production
14.	Clay Pottery
15.	Coir Industry
16.	Collection of Sal Seeds
17.	Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.
18.	Construction or maintenance of roads or in building operations
19.	Contingent and Casual Employees in Govt. and other establishments, Courier and Cargo Services
20.	Cotton Ginning and Pressing Industry
21.	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory, Private Nursing Homes, Private Medical College Hospitals, Super Specialty Hospitals, clinic, laboratory etc.
22.	Distilleries
23.	Domestic Workers (shall be calculated as per hours of work)
24.	Electricity transmission, generation and distribution
25.	Employment in NGO & Voluntary Social Organization
26.	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators.
27.	Finishing Dying of yarn and fabrics, painting, knitting and embroidery
28.	Fisheries and Sea food Industry
29.	Forest produce such as Genduli-gum, Mahua making of coal and resin.
30.	Foundry Industry with or without attached machine shop
31.	Glass Industries
32.	Gold and Silver Ornaments and articles of artistic design
33.	Graphite Industry including beneficiation
34.	Handloom and Hosiery
35.	Hotels, Eating Houses and Restaurants
36.	Ice Factory and Cold Storage
37.	Jute Industry and Jute Twine Industry
38.	Kendu Leaf Collection
39.	Khadi Village Industries including manufacture of Khandasari and other products
40.	Laundry including dry-washing
41.	Leather Industry
42.	Liquified Petroleum Gas manufacture and distribution
43.	Local Authority
44.	Manufacture of brush and brooms
45.	Manufacture of Coke and Burning Coals

46.	Manufacture of Cold drinks, Soda and other allied products
47.	Manufacture of Electrical Bulbs and all allied electrical equipment
48.	Manufacture of matches, fireworks and explosives
49.	Manufacture of nails and pines
50.	Manufacture of paints and varnishes
51.	Manufacture of plastic products including toys
52.	Manufacture of Radio by assembling with parts
53.	Manufacture of ropes
54.	Manufacture of Utensils including Aluminum and Hindaliem products
55.	Metal Industry (except the cottage and village scale units)
56.	Major or Minor Engineering Industry including Sponge, Secondary Steel, Rolling Mills, Ferro Alloys, Metal Industries (employment less than 50 persons)
57.	Motor body building
58.	Non-teaching staff of all private Educational Institutions including ITI & Training Institute Coaching Centre.
59.	Oil Mill
60.	Paper and Cardboard Industry
61.	Petrol and Diesel Oil pumps
62.	Pharmaceutical Industry
63.	Powerloom Industry
64.	Printing Press, DTP centre and offset printing press
65.	Private Road Transport
66.	Private Security Agencies and Private Security Services
67.	Public Health Engineering
68.	Public Motor Transport
69.	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry
70.	Refractory Industry
71.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.
72.	Rice Mill, Flour Mill or Dal Mill, Chuda mill and Masala Mill
73.	Rubber and Rubber Products Industry
74.	Salt Pans
75.	Saw Mills
76.	Shops, Commercial Establishments, saloon, beauty parlour, Spa, massaging centre, Xerox shop, STD booth, tent house, newspaper hawkers and newspaper establishments.
77.	Siali leaf pluckers & Sal leaf pluckers
78.	Soap and Detergent Manufactory
79.	Social Forestry
80.	Spinning Mills
81.	Stone breaking or Stone crushing
82.	Tamarind collection
83.	Tile and Brick Making
84.	Timber Trading (excluding felling and sawing)
85.	Timber Trading (including felling and sawing)
86.	Tobacco (including Bidi making) Manufactory
87.	Trunks, Suit case and Bucket manufactory
88.	Wood works and furniture making industries
89.	Minor Ports
90.	Sericulture Activities (As per Notification No.6471 dtd.20.08.2024 of Govt.)
91.	Swachha Karmi (As per Notification No.6477 dtd.20.08.2024 of Govt.)

The Odisha Gazette

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No.1367, CUTTACK, THURSDAY, JULY 18, 2024/ASADHA 27, 1946

LABOUR & ESI DEPARTMENT

NOTIFICATION

The 18th July, 2024

No. 5308— LESI-LL1-III-0081-2017/LESI— Whereas, certain proposals to revise the minimum rates of wages payable to 89 Nos. of category of employees employed in scheduled employment were published as required under clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948) in the Extraordinary issue of the *Odisha Gazette* No. 565 dated the 13th March, 2024 under the notification of the Government of Odisha in the Labour & Employees' State Insurance Department No. 2278—LESI-LL1-III-0081/2017/LESI., dated the 13th March, 2024, inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Odisha Gazette*;

And, whereas, the Advisory Board appointed under section 7 of the said Act, has been consulted and the representations received within the period so specified in respect of the said proposal have been duly considered by the State Government;

Now, therefore, in exercise of the powers conferred by clause(b) of sub-section (1) of Section 3 read with Section 4 and sub-section (2) of Section 5 of the said Act and in supersession of all previous notifications issued in this regard, the State Government do hereby revise the minimum rates of wages payable to Unskilled, Semiskilled, Skilled, Highly Skilled categories of employees employed in 89 employments as mentioned in the Schedule to this notification in the whole of the State of Odisha to Rs.450.00, Rs.500.00, Rs.550.00 and Rs.600.00 per day respectively, with effect from the date of publication of this notification in the *Odisha Gazette*. The revised minimum rates of wages shall consist of the rates of wages as set out in column (4) of the Schedule to this notification and payable to the categories of employees as mentioned

in column (3) thereof. In addition to the said rates of wages, Variable Dearness Allowance (VDA) as admissible shall be declared at half-yearly interval i.e. on the 1st April and the 1st October of the year, at the rate of Rs. 2.60 paise per point rise in All India Consumer Price Index Number for Industrial Workers (base 2016-100) as may be notified by the Labour Commissioner, Odisha.

SCHEDULE

Sl. No.	Name of the Employment	Category of Employees	Revised minimum rates of wages per day
(1)	(2)	(3)	(4)
1.	Agriculture	Unskilled Semi-skilled Skilled Highly skilled	Rs. 450.00 Rs. 500.00 Rs. 550.00 Rs. 600.00
2.	Agarbati and Candle making Worker's Establishments		
3.	Automobile servicing, repairing garages and Workshops		
4.	Ayurvedic and Unani Pharmacy		
5.	Bakeries and Confectionaries including Biscuit making		
6.	Bamboo Forest Establishment		
7.	Brass and Bell Metal Industry		
8.	Carpet Weaving Industry		
9.	Cashew processing establishments		
10.	Cement pipe making and allied products industry		
11.	Ceramic and Pottery Industry		
12.	Chemical Industry		
13.	Cinema Industry and Film Production		
14.	Clay Pottery		
15.	Coir Industry		
16.	Collection of Sal Seeds		
17.	Construction or maintenance of Dams, Embankments, Irrigation Projects and Sinking of wells and tanks.		
18.	Construction or maintenance of roads or in building operations		
19.	Contingent and Casual Employees in Government and other establishments, Courier and Cargo Services		
20.	Cotton Ginning and Pressing Industry		
21.	Dispensary of Medical Practitioner in any establishment of Medical Consultant or in any Chemical or Pathological Laboratory, Private Nursing Homes, Private Medical College Hospitals, Super Specialty Hospitals, Clinic, Laboratory etc.		
22.	Distilleries		
23.	Domestic Workers (shall be calculated as per hours of work)		
24.	Electricity transmission, generation and distribution		
25.	Employment in NGO and Voluntary Social Organization		
26.	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators.		
27.	Finishing and Dying of yarn and fabrics, Painting, Knitting and Embroidery		
28.	Fisheries and Sea food Industry		
29.	Forest produce such as Genduli gum, Mahua making of coal and resin.		
30.	Foundry Industry with or without attached machine shop		
31.	Glass Industries		
32.	Gold and Silver Ornaments and Articles of artistic design		
33.	Graphite Industry including Beneficiation		
34.	Handloom and Hosiery		
35.	Hotels, Eating Houses and Restaurants		
36.	Ice Factory and Cold Storage		
37.	Jute Industry and Jute Twine Industry		
38.	Kendu Leaf Collection		
39.	Khadi Village Industries including manufacture of Khandasari and other products		
40.	Laundry including Dry-washing		
41.	Leather Industry		
42.	Liquefied Petroleum Gas manufacture and distribution		

(1)	(2)	(3)	(4)
43.	Local Authority	Unskilled Semi-skilled Skilled Highly skilled	Rs. 450.00 Rs. 500.00 Rs. 550.00 Rs. 600.00
44.	Manufacture of Brush and Brooms		
45.	Manufacture of Coke and Burning Coals		
46.	Manufacture of Cold drinks, Soda and other allied products		
47.	Manufacture of Electrical Bulbs and all allied electrical equipment		
48.	Manufacture of matches, fireworks and explosives		
49.	Manufacture of nails and pins		
50.	Manufacture of paints and varnishes		
51.	Manufacture of plastic products including toys		
52.	Manufacture of Radio by assembling with parts		
53.	Manufacture of ropes		
54.	Manufacture of Utensils including Aluminum and Hindalium products		
55.	Metal Industry(except the cottage and village scale units)		
56.	Major or Minor Engineering Industry including Sponge, Secondary Steel, Rolling Mills, Ferro Alloys, Metal Industries (employment less than 50 persons)		
57.	Motor body building		
58.	Minor Ports		
59.	Non-teaching staff of Private Educational Institution including ITI & Training Institute, Coaching Centre.		
60.	Oil Mill		
61.	Paper and Cardboard Industry		
62.	Petrol and Diesel Oil Pumps		
63.	Pharmaceutical Industry		
64.	Power loom Industry		
65.	Printing Press, DTP Centre and Offset Printing Press		
66.	Private Road Transport		
67.	Private Security Agencies and Private Security Services		
68.	Public Health Engineering		
69.	Public Motor Transport		
70.	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry		
71.	Refractory Industry		
72.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.		
73.	Rice Mill, Flour Mill, Dal Mill, Chuda mill and Masala Mill		
74.	Rubber and Rubber Products Industry		
75.	Salt Pans		
76.	Saw Mills		
77.	Shops, Commercial Establishments, Salon, Beauty Parlour, Spa, massaging centre, Xerox shop, STD booth, tent house, newspaper hawkers and newspaper establishments.		
78.	Siali leaf pluckers and Sal leaf pluckers		
79.	Soap and Detergent Manufactory		
80.	Social Forestry		
81.	Spinning Mills		
82.	Stone breaking or Stone crushing		
83.	Tamarind collection		
84.	Tile and Brick Making		
85.	Timber Trading (excluding felling and sawing)		
86.	Timber Trading (including felling and sawing)		
87.	Tobacco (including Bidi making) Manufactory		
88.	Trunks, Suitcase and Bucket manufactory		
89.	Wood works and furniture making industries		

Explanation:—For the purpose of this notification—

1. The minimum rates of wages are all inclusive rates including the basic rates, the cost of living allowances and the cash value of the concessional supply if any of essential commodities.
2. The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest.
3. The minimum rates of wages are applicable to the employees employed by contractors also.
4. The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category.
5. There shall not be any discrimination between male and female workers in the matters of payment of minimum wages in any category of employment.
6. (a) “Unskilled work” means work which involves simple operation requiring little or no skill or experience on the job.
(b) “Semi-skilled work” means work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes un-skilled supervisory work.
(c) “Skilled work” means work which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment; and
(d) “Highly Skilled work” means work which calls for a high degree of perfection and full competence in the performance of certain tasks, acquired through intensive technical or professional training or practical work experience for long years and also required for workers to assume full responsibility for the judgment or decisions involved in the execution of these tasks.
7. An adult employee shall work for eight hours per day excluding half an hour of rest.

By Order of the Governor
CHITHRA ARUMUGAM
Principal Secretary to Government

**OFFICE OF THE
LABOUR COMMISSIONER: ODISHA: BHUBANESWAR**

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NOTIFICATION

No. 2433 /LC, Bhubaneswar, dated 30.04.2022

Whereas the minimum rate of wages for unskilled, semi skilled, skilled and highly skilled categories of employees in 89 scheduled employments were fixed/ revised by the Government in Notification No. 7312-LL-I(III)-56/18/LESI dated 30.10.2018 of the Labour & ESI Department, Odisha published in the Extraordinary Issue No. 1991 of the Odisha Gazette dated the 30.10.2018 bearing SRO No. 431/2018.

And whereas, the State Minimum Wages Advisory Board have advised to adopt a system of revision of the special allowance called Variable Dearness Allowances @ Rs. 0.90 per point rise in the Consumer Price Index Number for Industrial Workers (Base 2001-100) as admissible and shall be declared at half yearly interval i.e. on 1st April and 1st October from the date of notification of revised wages, starting from 1st April 2019.

And whereas, the Variable Dearness Allowance for the half year commencing w.e.f. 1st April, 2022 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers reaching 357.65 from 345.21 as on 31.12.2021 and thereby resulting in an increase of 12.44 points.

Now therefore, I Dr. N. Thirumala Naik, I.A.S., Labour Commissioner, Odisha in exercise of the powers delegated in the aforesaid Notification do hereby notify that the Variable Dearness Allowance (VDA) @ Rs. 11.00 per day (after rounding off) shall be payable to the unskilled, semi-skilled, skilled and highly skilled categories of employees in all 89 scheduled employments (list enclosed in the Schedule) w.e.f. 1st April, 2022 in addition to the minimum rate of wages notified vide the aforesaid Notification of Government in Labour & ESI Department, Odisha and the total VDA notified vide Notification No. 5639/ LC dtd. 02.11.2021. Accordingly, the present rate of minimum wages including VDA per day w.e.f. 1st April, 2022 shall be as under.

Category of Employee	Minimum Wages with VDA p.d. w.e.f. 01.10.2021	V.D.A. p.d. w.e.f. 01.04.2022	Minimum Wages with VDA p.d. w.e.f. 01.04.2022
Unskilled	Rs.315.00	Rs. 11.00	Rs.326.00
Semi skilled	Rs.355.00	Rs. 11.00	Rs.366.00
Skilled	Rs.405.00	Rs. 11.00	Rs.416.00
Highly Skilled	Rs.465.00	Rs. 11.00	Rs.476.00


Labour Commissioner, Odisha

Memo No. 2434 /dtd. 30.04.2022

Copy forwarded to All Joint Labour Commissioners / All Divisional Labour Commissioners / All District Labour Officers / All Assistant Labour Officers / All Rural Labour Inspectors for information and necessary action. They are requested to circulate the same among all concerned.

Labour Commissioner, Odisha

Memo No. 2435 /dtd. 30.04.2022

Copy forwarded to the Director, Printing Stationery and Publication, Odisha, Madhupatna, Cuttack with a request to publish the above notification in the next issue of Odisha Gazette and supply 200 copies to this office.

Labour Commissioner, Odisha

Memo No. 2436 /dtd. 30.04.2022

Copy forwarded to all Secretaries to Government of Odisha / All Heads of Departments of Odisha / All District Collectors of Odisha for kind information.

Labour Commissioner, Odisha

Memo No. 2437 /dtd. 30.04.2022

Copy submitted to the Principal Secretary to Government, Labour & ESI Department, Odisha, Bhubaneswar for kind information.

Labour Commissioner, Odisha

SCHEDULE

Sl. No.	Name of the Employment
1	2
1.	Agriculture
2.	Agarbati and Candle making Worker's Establishments
3.	Automobile servicing, repairing garages and workshops
4.	Ayurvedic and Unani Pharmacy
5.	Bakeries and Confectionaries including Biscuit making
6.	Bamboo Forest Establishment
7.	Brass and Bell Metal Industry
8.	Carpet Weaving Industry
9.	Cashew processing establishments
10.	Cement pipe making and allied products industry
11.	Ceramic and Pottery Industry
12.	Chemical Industry
13.	Cinema Industry and Film Production
14.	Clay Pottery
15.	Coir Industry
16.	Collection of Sal Seeds
17.	Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.
18.	Construction or maintenance of roads or in building operations
19.	Contingent and Casual Employees in Govt. and other establishments, Courier and Cargo Services
20.	Cotton Ginning and Pressing Industry
21.	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory, Private Nursing Homes, Private Medical College Hospitals, Super Specialty Hospitals, clinic, laboratory etc.
22.	Distilleries
23.	Domestic Workers (shall be calculated as per hours of work)
24.	Electricity transmission, generation and distribution
25.	Employment in NGO & Voluntary Social Organization
26.	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators.
27.	Finishing Dying of yarn and fabrics, painting, knitting and embroidery
28.	Fisheries and Sea food Industry
29.	Forest produce such as Genduligum, Mahua making of coal and resin.
30.	Foundry Industry with or without attached machine shop
31.	Glass Industries
32.	Gold and Silver Ornaments and articles of artistic design
33.	Graphite Industry including beneficiation
34.	Handloom and Hosiery
35.	Hotels, Eating Houses and Restaurants
36.	Ice Factory and Cold Storage
37.	Jute Industry and Jute Twine Industry
38.	Kendu Leaf Collection
39.	Khadi Village Industries including manufacture of Khandasari and other products
40.	Laundry including dry-washing
41.	Leather Industry
42.	Liquefied Petroleum Gas manufacture and distribution
43.	Local Authority
44.	Manufacture of brush and brooms
45.	Manufacture of Coke and Burning Coals

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46.	Manufacture of Cold drinks, Soda and other allied products
47.	Manufacture of Electrical Bulbs and all allied electrical equipments
48.	Manufacture of matches, fireworks and explosives
49.	Manufacture of nails and pines
50.	Manufacture of paints and varnishes
51.	Manufacture of plastic products including toys
52.	Manufacture of Radio by assembling with parts
53.	Manufacture of ropes
54.	Manufacture of Utensils including Aluminum and Hindalium products
55.	Metal Industry(except the cottage and village scale units)
56.	Major or Minor Engineering Industry including Sponge, Secondary Steel, Rolling Mills, Ferro Alloys, Metal Industries (employment less than 50 persons)
57.	Motor body building
58.	Non-teaching staff of all private Educational Institutions including ITI & Training Institute Coaching Centre.
59.	Oil Mill
60.	Paper and Cardboard Industry
61.	Petrol and Diesel Oil pumps
62.	Pharmaceutical Industry
63.	Powerloom Industry
64.	Printing Press, DTP centre and off set printing press
65.	Private Road Transport
66.	Private Security Agencies and Private Security Services
67.	Public Health Engineering
68.	Public Motor Transport
69.	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry
70.	Refractory Industry
71.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.
72.	Rice Mill, Flour Mill or Dal Mill, Chuda mill and Masala Mill
73.	Rubber and Rubber Products Industry
74.	Salt Pans
75.	Saw Mills
76.	Shops, Commercial Establishments, saloon, beauty parlour, Spa, massaging centre, Xerox shop, STD booth, tent house, newspaper hawkers and newspaper establishments.
77.	Siali leaf pluckers & Salleaf pluckers
78.	Soap and Detergent Manufactory
79.	Social Forestry
80.	Spinning Mills
81.	Stone breaking or Stone crushing
82.	Tamarind collection
83.	Tile and Brick Making
84.	Timber Trading (excluding felling and sawing)
85.	Timber Trading (including felling and sawing)
86.	Tobacco(including Bidi making)Manufactory
87.	Trunks, Suit case and Bucket manufactory
88.	Wood works and furniture making industries
89.	Minor Ports

29/04/2020