

The Odisha Gazette

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 1362, CUTTACK, FRIDAY, AUGUST 3, 2018 / SRAVANA 12, 1940

LABOUR & ESI DEPARTMENT

NOTIFICATION

The 3rd August, 2018

S.R.O. No. 326/2018 — In exercise of the powers conferred by clause (b) of sub-section(1) of Section 3 read with Section 4 and sub-section (1b) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the State Government do hereby make proposals for fixing / revising the minimum rates of wages as specified in Column (4) of the Schedule hereto annexed payable to the categories of employees as mentioned in Column (3) thereof, who are employed in the employments as specified in Column (2) of the said Schedule, for the whole State of Odisha. The proposals are hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for information of all persons likely to be affected thereby and notice is hereby given that the said proposal shall be taken into consideration on or after the expiry of a period of two months 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 said Schedule 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 every six months rather than annually i.e. on 1st April and 1st October of the year.

Any representation containing objection or suggestion which may be received by the Principal Secretary to Government, Labour & E.S.I. Department, Odisha, Bhubaneswar-751001 from any person in respect of the said proposal before expiry of the period specified above will be considered by the State Government.

SCHEDULE

Sl. No.	Name of the Employment	Categories of Employees	Proposed minimum rates of wages per day
(1)	(2)	(3)	(4)
1.	Agriculture	Unskilled Semi-skilled Skilled Highly skilled	Rs. 280.00 Rs. 320.00 Rs. 370.00 Rs. 430 .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 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.		

(1)	(2)	(3)	(4)
22.	Distilleries	Unskilled 	

(1)	(2)	(3)	(4)
47.	Manufacture of Electrical Bulbs and all allied electrical equipments	Unskilled Semi-skilled Skilled Highly skilled	Rs. 280.00 Rs. 320.00 Rs. 370.00 Rs. 430 .00
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.	Power loom 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		

(1)	(2)	(3)	(4)
71.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.	Unskilled	Rs. 280.00
72.	Rice Mill, Flour Mill or Dal Mill, Chuda mill and Masala Mill	Semi-skilled	Rs. 320.00
73.	Rubber and Rubber Products Industry	Skilled	Rs. 370.00
74.	Salt Pans	Highly skilled	Rs. 430 .00
75.	Saw Mills		
76.	Shops, Commercial Establishments, saloon, beauty parlour, Spa, massaging centre, Xerox shop, STD both, 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, Suitcase and Bucket manufactory		
88.	Wood works and furniture making industries		
89.	Minor ports		

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 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 performance and full competence in the performance of certain tasks, acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility for the judgment or decisions involved in the execution of these tasks.
7. An adult employee shall work for 08 (eight) hours per day excluding half an hour of rest.

(No.5564—LL-I-III-56/18—LESI.)

By Order of the Governor

ANU GARG
Principal Secretary to Government

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

+++
No. 4864 / LC, Bhubaneswar, dated 22.07.2020

NOTIFICATION

Whereas the minimum rate of wages for un-skilled, semi skilled, skilled and highly skilled categories of employees in 89 scheduled employments were fixed/revised by the Government in Labour & ESI Department Notification No. 7312-LL-I(III)-56/18/LESI dated the 30.10.2018 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 Advisory Board in its 52nd meeting have advised to adopt a system of revision of Variable Dearness Allowances (VDA) @ Rs. 0.90 per point rise in the Consumer Price Index (CPI) Number for Industrial Workers (base 2001-100) as admissible shall be declared at half yearly, interval i.e. on 1st April & 1st October from the date of notification of revised wages, to be effected from 1st April of 2020.

Accordingly, the Variable Dearness Allowance @ Rs. 0.90 paisa per point rise in All India Consumer Price Index Number (Base 2001-100) needs to be effected from 1st April, 2020 for the points rose during the preceding six months i.e. from October 2019 to 31st March, 2020.

Now therefore, I Dr. N. Thirumala Naik, I.A.S, Labour Commissioner, Odisha in exercise of the powers delegated to me in the aforesaid Notification do hereby notify that the special allowance called as Variable Dearness Allowance @ Rs.5.40 shall be payable per day to the un-skilled, semi-skilled, skilled & highly skilled categories of employees in all 89 scheduled employments (list enclosed) in addition to the minimum rate of wages notified vide Labour & ESI Department Notification as cited above w.e.f. 01.04.2020.

Accordingly, the present rate of minimum notified wages including VDA with effect from 01.04.2020 will be specified as under.

Category	Minimum Wages with VDA w.e.f. from 01.04.2019	V.D.A. per day w.e.f 01.10.2019	Minimum Wages with VDA w.e.f. from 01.10.2019	V.D.A. per day w.e.f 01.04.2020	Minimum Wages with VDA w.e.f. from 01.04.2020
1. Unskilled	Rs. 286.30	Rs. 11.70	Rs. 298.00	Rs.5.40	Rs. 303.40
2. Semi skilled	Rs. 326.30	Rs. 11.70	Rs. 338.00	Rs.5.40	Rs. 343.40
3. Skilled	Rs. 376.30	Rs. 11.70	Rs. 388.00	Rs.5.40	Rs. 393.40
4. Highly Skilled	Rs. 436.30	Rs. 11.70	Rs. 448.00	Rs.5.40	Rs. 453.40


Labour Commissioner, Odisha
P.T.O.

Memo No. 4865 /dtd. 22.07.2020

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. 4866 /dtd. 22.07.2020

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


Labour Commissioner, Odisha


Memo No. 4867(232) /dtd. 22.07.2020

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


Labour Commissioner, Odisha

Memo No. 4868 (190) /dtd. 22.07.2020

Copy to All Joint Labour Commissioners / All Divisional Labour Commissioners / All District 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. 4869 (20) /dtd. 22.07.2020

Copy to all Officers of the State Labour Directorate, Odisha, Bhubaneswar for information.


Labour Commissioner, Odisha

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

No. 6100 / LC, Bhubaneswar, dated 21.10.2020

NOTIFICATION

Whereas the minimum rate of wages for un-skilled, semi skilled, skilled and highly skilled categories of employees in 89 scheduled employments were fixed/revised by the Government in Labour & ESI Department, Odisha vide Notification No. 7312-LL-I(III)-56/18/LESI dated the 30.10.2018 and 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 in its 52nd meeting have advised to adopt a system of revision of Variable Dearness Allowances (VDA) @ Rs. 0.90 per point rise in the Consumer Price Index (CPI) Number for Industrial Workers (base 2001-100) as admissible and shall be declared at half yearly, interval i.e. on 1st April & 1st October from the date of notification of revised wages, starting from 1st April, 2019.

Accordingly, the Variable Dearness Allowance @ Rs. 0.90 per point rise in All India Consumer Price Index Number (Base 2001-100) needs to be effected from 1st October, 2020 on the basis of the average consumer price index number for the preceding period of six months ending on 30.06.2020 reaching 329.17 from 324 and thereby resulting in an increase of 5.17 points.

Now therefore, I Dr. N. Thirumala Naik, I.A.S, Labour Commissioner, Odisha in exercise of the powers delegated to me in the aforesaid Notification do hereby notify that the special allowance called as Variable Dearness Allowance @ Rs.4.65 shall be payable per day to the un-skilled, semi-skilled, skilled & highly skilled categories of employees in all 89 scheduled employments (list enclosed) in addition to the minimum rate of wages notified vide the above noted Notification of Government in Labour & ESI Department, Odisha w.e.f. 1st October, 2020. Accordingly, the present rate of minimum notified wages including VDA per day (after rounding off) w.e.f. 1st October, 2020 will be as under:-

Category	Minimum Wages with VDA w.e.f. 01.04.2020	V.D.A. w.e.f 01.10.2020	Minimum Wages with VDA w.e.f. 01.10.2020
Unskilled	Rs. 303.40	Rs. 4.65	Rs. 308.05 or Rs. 308.00
Semi skilled	Rs. 343.40	Rs. 4.65	Rs. 348.05 or Rs. 348.00
Skilled	Rs. 393.40	Rs. 4.65	Rs.398.05 or Rs. 398.00
Highly Skilled	Rs. 453.40	Rs. 4.65	Rs.458.05 or Rs.458.00

Labour Commissioner, Odisha

//2//

Memo No. 6101 /dtd. 21.10.2020

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. 6102 /dtd. 21.10.2020

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


Labour Commissioner, Odisha


Memo No. 6103 /dtd. 21.10.2020

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


Labour Commissioner, Odisha

Memo No. 6104 /dtd. 21.10.2020

Copy 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. 6105 /dtd. 21.10.2020

Copy to all Officers of the State Labour Directorate, Odisha, Bhubaneswar for information.


Labour Commissioner, Odisha

The Odisha Gazette

EXTRAORDINARY

PUBLISHED BY AUTHORITY

No. 1942, CUTTACK, TUESDAY, OCTOBER 9, 2012/ ASWINA 17, 1934

LABOUR & ESI DEPARTMENT

NOTIFICATION

The 6th October, 2012

No.8536—LL-I(AR)-2/12/LESI. —Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in 83 employments 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 No. 785, dated the 23rd April, 2012 of the *Odisha Gazette* under the notification of the Government of Odisha in the Labour & E.S.I. Department No.3146—LL-I(AR) 2/12/LESI., dated the 20th April, 2012 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 representations containing objections and suggestions received within the specified period of two months in respect of the said draft have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has also been consulted.

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 the Unskilled, Semi Skilled, Skilled, Highly Skilled categories of employees employed in 83 employments as mentioned in the schedule to this notification in the whole State to ₹ 150.00, ₹ 170.00, ₹ 190.00 and ₹ 205.00 per day respectively. In the case of Agricultural Sector of the Schedule of employment, ₹126.00 and ₹ 150.00 shall be paid as daily wages to the Non-Ploughing and Ploughing Workers respectively. In addition to the said rate of wages, a special allowance called as Variable Dearness Allowance shall be payable @ ₹ 2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number

(Base 2001-100) for industrial workers or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Odisha in the official gazette of the State and the same shall be uniformly applicable to the categories of employees specified above to be effective from the date as may be directed by the Labour Commissioner, Odisha in the said notification.

It is further directed that this notification shall come into force on date of its publication in the *Odisha Gazette*.

SCHEDULE

Sl. No. (1)	Name of the ESI (2)	Categories of Employees (3)	Proposed minimum rates of wages per day (4)
1	Agriculture		
2	Automobile Servicing, repairing garages and workshops.		
3	Ayurvedic and Unani Pharmacy		
4	Bakeries and Confectionaries including Biscuit making		
5	Bamboo Forest Establishment	Non Agriculture Sector	
6	Brass and Bell metal Industry	Unskilled	₹ 150.00
7	Carpet Weaving Industry	Semi-skilled	₹ 170.00
8	Cashew processing establishments	Skilled	₹ 190.00
9	Cement pipe making and allied products industry	Highly skilled	₹ 205.00
10	Ceramic and Pottery Industry		
11	Chemical Industry		
12	Cinema Industry		
13	Clay pottery		
14	Coil Industry		
15	Collection of Sal Seeds		
16	Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.	Agriculture Sector	
		Non-ploughing	₹ 126.00
		Ploughing	₹ 150.00
17	Construction or maintenance of roads or in building Operations.		
18	Contingent and Casual employees in Government and other establishments.		
19	Cotton Ginning and Pressing Industry		

(1)	(2)	(3)	(4)
20	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory.		
21	Distilleries		
22	Electricity Board		
23	Finishing Dyeing of yarn and fabrics, Painting, Knitting and Embroidery.		
24	Fisheries and Sea food Industry		
25	Forest produce such as Genduli gum, Mahua making of coal and resin.		
26	Foundry Industry with or without attached machine shop.	Non Agriculture Sector	
27	Glass Industries	Unskilled ₹ 150.00	
28	Gold and Silver ornaments and articles of artistic design.	Semi-skilled ₹ 170.00	
29	Graphite Industry including beneficiation	Skilled ₹ 190.00	
30	Handloom and Hosiery	Highly skilled ₹ 205.00	
31	Hotels, Eating Houses and Restaurants		
32	Ice Factory and Cold Storage		
33	Jute Industry and Jute Twine Industry		
34	Kendu Leaf collection		
35	Khadi Village Industries including manufacture of Khandasari and other products.		
36	Laundry including dry-washing		
37	Leather Industry		
38	Liquefied Petroleum Gas manufacture and distribution.		
39	Local Authority	Agriculture Sector	
40	Manufacture of brush and brooms	Non-ploughing ₹ 126.00	
41	Manufacture of Coke and Burning Coals	Ploughing ₹ 150.00	
42	Manufacture of Cold drinks, Soda and other allied products.		
43	Manufacture of Electrical Bulbs		
44	Manufacture of matches, fire works and explosives.		
45	Manufacture of nails and pins		

(1)	(2)	(3)	(4)
46	Manufacture of paints and varnishes		
47	Manufacture of plastic products including toys.		
48	Manufacture of Radio by assembling with parts		
49	Manufacture of ropes		
50	Manufacture of Utensils including Aluminum and Hindalium products.		
51	Metal Industry (except the cottage and village scale units).		
52	Minor Engineering Industry (ESI less than 50 persons)		
53	Motor Body Building		
54	Oil Mill	Non Agriculture Sector	
55	Paper and Cardboard Industry	Unskilled	₹ 150.00
56	Petrol and Diesel Oil Pumps	Semi-skilled	₹ 170.00
57	Pharmaceutical Industry	Skilled	₹ 190.00
58	Power Loom Industry	Highly skilled	₹ 205.00
59	Printing Press		
60	Private Road Transport		
61	Private Security Agency and Private Security Services.		
62	Public Health Engineering		
63	Public Motor Transport		
64	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry.		
65	Refractory Industry		
66	Regulated markets, Marketing Societies, Co-operative Societies and Banks.		
67	Rice Mill, Flour Mill or Dal Mill	Agriculture Sector	
68	Rubber and Rubber Products Industry	Non-ploughing	₹ 126.00
69	Salt Pans	Ploughing	₹ 150.00
70	Saw Mills		
71	Shops and Establishments		
72	Siali Leaf Pluckers		
73	Soap and Detergent Manufactory		
74	Social Forestry		

(1)	(2)	(3)	(4)
75	Spinning Mills		
76	Stone breaking or stone Crushing		
77	Tamarind Collection		
78	Tile and Brick Making		
79	Timber Trading (excluding felling and sawing)		
80	Timber Trading (including felling and sawing)		
81	Tobacco (including Bidi making) Manufactory		
82	Trunks, Suitcase and Bucket Manufactory		
83	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 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 ESI.
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 performance and full competence in the performance of certain tasks, acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility for the judgment or decisions involved in the execution of these tasks.

7. An adult employee shall work for 8 (eight) hours per day excluding half an hour of rest.

By Order of the Governor

C.T.M. SUGUNA

Commissioner-*cum*-Secretary to Government.

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

+++
Letter No. 4909 / LC, Bhubaneswar, dated 30-04-2018

NOTIFICATION

Whereas the minimum rate of wages for un-skilled, semi-skilled, skilled and highly skilled categories of employees in 88 scheduled employments were fixed/revised by the Government in Labour & ESI Department Notification No. 6502-LL-I (AR)-1/15/LESI dated the 24th July, 2015 published in the Extraordinary issue No. 1112 of the Odisha Gazette dated the 24th July, 2015 bearing SRO No. 323/2015.

And whereas, the State Advisory Board in its 50th meeting have advised to adopt a system of revision of Variable Dearness Allowances (VDA) @ Re. 0.90 paise per point rise in the Consumer Price Index (CPI) from the date of notification of revised wages, to be effected from 1st April of every year, starting from 01.04.2016.

The Variable Dearness Allowance to Re. 0.90 paise per point rise in All India Consumer Price Index Number (Base 2001-100) from the date of Notification of the Revised Wages to be effected from 1st April of every year and accordingly the Labour Commissioner, Odisha has notified for payment of V.D.A. @ Rs. 7.20 w.e.f. 01.4.2016 & @ Rs 6.30 paise w.e.f. 01.04.2017.

Now therefore, I Sri Sachin Ramchandra Jadhav, I.A.S, Labour Commissioner, Odisha in exercise of the powers delegated to me in the aforesaid Notification do hereby notify that the special allowance called as Variable Dearness Allowance @ Rs.10.80 paise shall be payable per day to the un-skilled, semi-skilled, skilled & highly skilled categories of employees in all 88 scheduled employments (list enclosed) in addition to the minimum rate of wages notified vide Labour & ESI Department Notification as cited above w.e.f. 01.04.2018.

Accordingly, the present rate of minimum notified wages including VDA with effect from 01.04.2018 will be specified as under.

Category	From 24.07.2015 to 31.03.2016	From 01.04.2016 to 31.03.2017	From 01.04.2017	From 01.04.2018
1. Unskilled	Rs. 200/-	Rs. 207.20	Rs. 213.50	Rs.224.30
2. Semi skilled	Rs. 220/-	Rs. 227.20	Rs. 233.50	Rs.244.30
3. Skilled	Rs. 240/-	Rs. 247.20	Rs. 253.50	Rs.264.30
4. Highly Skilled	Rs. 260/-	Rs. 267.20	Rs. 273.50	Rs.284.30


Labour Commissioner, Odisha
P.T.O.

-2-

Memo No. 4910 /dtd. 30.04.2018

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. 4910 /dtd. 30.4.2018

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


Labour Commissioner, Odisha

Memo No. 4912⁽²³²⁾ /dtd. 30.4.2018

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


Labour Commissioner, Odisha

Memo No. 4913⁽¹⁴⁰⁾ /dtd. 30.4.2018

Copy to All Deputy Labour Commissioners / All Assistant Labour Commissioners / All District 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. 4914 /dtd. 30.4.2018

Copy to all Officers of the State Labour Directorate, Odisha, Bhubaneswar for information.


Labour Commissioner, Odisha

The Odisha Gazette

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 1707 CUTTACK, WEDNESDAY, NOVEMBER 12, 2014 / KARTIKA 21, 1936

OFFICE OF THE LABOUR COMMISSIONER, ODISHA

NOTIFICATION

The 16th October 2014

No. 12628—Whereas, the minimum rate of wages for unskilled, semiskilled, skilled and highly skilled categories of employees in 83 scheduled employments were fixed/revised by the Government in Labour & ESI Department Notification No. 8536-LL-I (AR)-2/2012-LESI, dated the 6th October 2012 published in *Odisha Gazette* on 9-10-2012 with a proviso that in addition to the said rate of wages a special allowance called Variable Dearness Allowance shall be payable @ Rs. 2.50 (Rupees two and fifty paise) only per day for every 50 point rise in All India Price Index Number for industrial workers or completion of a block period or two years whichever is earlier ;

And whereas, the first block period has been completed on 9-10-2014 and within the period of two years the rise in India Consumer Price Index number falls short of 50 points.

Now therefore, I, Shalini Pandit, I.A.S., Labour Commissioner, Odisha in exercise of the powers delegated to me in the aforesaid Notification do hereby notify that the special allowance called as V.D.A. @ Rs. 2.50 (Rupees two & paise fifty) only shall be payable per day to the unskilled, semiskilled, skilled & highly skilled categories of employees in all 83 scheduled employments (list enclosed) in addition to the minimum rate of wages notified vide Labour & ESI Department Notification as cited above.

This V.D.A. (special allowance) shall come into force with effect from the 9th day of October 2014.

SHALINI PANDIT
Labour Commissioner, Odisha

The Odisha Gazette

EXTRAORDINARY

PUBLISHED BY AUTHORITY

No. 1112, CUTTACK, FRIDAY, JULY 24, 2015/SRAVAN 02, 1937

LABOUR & E.S.I. DEPARTMENT

NOTIFICATION

The 24th July, 2015

S.R.O. No. 323/2015— Whereas certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in 88 employments 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 No. 636 of the *Odisha Gazette* dated the 30th April, 2015 under the notification of the Government of Odisha in the Labour & Employees State Insurance Department No.3716-LL-I-(AR)1/15/LESI dated the 30th April, 2015 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 representations containing objections and suggestions received within the specified period of two months in respect of the said draft have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has also been consulted;

Now, therefore, in exercise of the powers conferred by clause(b) of sub-section (1) of Section 3 readwith 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 the Unskilled, Semi Skilled, Skilled, Highly Skilled categories of employees employed in 88 employments as mentioned in the Schedule to this notification in the whole State to Rs. 200.00, Rs.220.00, Rs.240.00 and Rs. 260.00 per day respectively with effect from the date of publication of this notification in the *Odisha Gazette*.

SCHEDULE

Sl. No.	Name of the Employment	Categories of Employees	Revised minimum rates of wages per day
(1)	(2)	(3)	(4)
1.	Agriculture	Unskilled Semi-skilled Skilled Highly skilled	Rs. 200.00 Rs. 220.00 Rs. 240.00 Rs. 260.00
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 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..		

(1)	(2)	(3)	(4)
43.	Local Authority	Unskilled Semi-skilled Skilled Highly skilled	Rs. 200.00 Rs. 220.00 Rs. 240.00 Rs. 260.00
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 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 Industrial Training Institute and Training Institute Coaching Centre.		
59.	Oil Mill		
60.	Paper and Cardboard Industry		
61.	Petrol and Diesel Oil pumps		
62.	Pharmaceutical Industry		
63.	Power loom Industry		
64.	Printing Press, Desktop Publication Centre and Offset Printing Press		
65.	Private Road Transport		
66.	Private Security Agencies and Private Security Services.		

(1)	(2)	(3)	(4)
67.	Public Health Engineering	Unskilled Semi-skilled Skilled Highly skilled	Rs. 200.00 Rs. 220.00 Rs. 240.00 Rs. 260.00
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, Subscriber Trunk Dialing Booth, Tent House, Newspaper Hawkers and Newspaper Establishments.		
77.	Siali leaf pluckers and 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, Suitcase and Bucket Manufactory		
88.	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 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 performance and full competence in the performance of certain tasks, acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility for the judgment or decisions involved in the execution of these tasks.
7. An adult employee shall work for 08 (eight) hours per day excluding half an hour of rest.

[No.6502–LL-I(AR)-1/15/LESI.]

By Order of the Governor

G. SRINIVAS

Principal Secretary to Government

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

+++

NOTIFICATION

No. 2576 /LC, Bhubaneswar, dated 25.05.2021

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 in its 52nd meeting 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, 2021 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers of 2.88 points during the half year ending December, 2020.

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. 3.00 per day 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, 2021 in addition to the minimum rate of wages notified vide the aforesaid Notification of Government in Labour & ESI Department, Odisha and the VDA notified vide Notification No. 6100/ LC dtd. 21.10.2020. Accordingly, the present rate of minimum wages including VDA per day (after rounding off) w.e.f. 1st April, 2021 shall be as under.

Category of Employee	Minimum Wages with VDA per day w.e.f. 01.10.2020	V.D.A. per day w.e.f. 01.04.2021	Minimum Wages with VDA per day w.e.f. 01.04.2021
Unskilled	Rs. 308.00	Rs. 3.00	Rs.311.00
Semi skilled	Rs. 348.00	Rs. 3.00	Rs.351.00
Skilled	Rs. 398.00	Rs. 3.00	Rs.401.00
Highly Skilled	Rs. 458.00	Rs. 3.00	Rs.461.00


Labour Commissioner, Odisha

Memo No. 2817 /dtd. 25.05.2017

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. 2818 /dtd. 25.05.2017

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

Labour Commissioner, Odisha

Memo No. 2819 /dtd. 25.05.2017

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

Labour Commissioner, Odisha

Memo No. 2820 /dtd. 25.05.2017

Copy 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. 2821 /dtd. 25.05.2017

Copy to all Officers of the State Labour Directorate, Odisha, Bhubaneswar for information.

Labour Commissioner, Odisha

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

+++

NOTIFICATION

No. 5639 /LC, Bhubaneswar, dated 02.11.2021

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 in its 52nd meeting 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 October, 2021 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers reaching 345.21 from 340.95 as on 30.06.2021 and thereby resulting in an increase of 4.26 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. 4.00 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 October, 2021 in addition to the minimum rate of wages notified vide the aforesaid Notification of Government in Labour & ESI Department, Odisha and the VDA notified vide Notification No. 2816/ LC dtd. 25.05.2021. Accordingly, the present rate of minimum wages including VDA per day w.e.f. 1st October, 2021 shall be as under.

Category of Employee	Minimum Wages with VDA p.d. w.e.f. 01.04.2021	V.D.A. p.d. w.e.f 01.10.2021	Minimum Wages with VDA p.d. w.e.f. 01.10.2021
Unskilled	Rs.311.00	Rs. 4.00	Rs.315.00
Semi skilled	Rs.351.00	Rs. 4.00	Rs.355.00
Skilled	Rs.401.00	Rs. 4.00	Rs.405.00
Highly Skilled	Rs.461.00	Rs. 4.00	Rs.465.00


Labour Commissioner, Odisha
02/11/2021

//2//

Memo No. 5640 /dtd. 02-11-2017

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
02/11

Memo No. 5641 /dtd. 02-11-2017

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


Labour Commissioner, Odisha
02/11

Memo No. 5642 /dtd. 02-11-2017

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


Labour Commissioner, Odisha
02/11

Memo No. 5643 /dtd. 02-11-2017

Copy 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
02/11

Memo No. 5644 /dtd. 02-11-2017

Copy to all Officers of the State Labour Directorate, Odisha, Bhubaneswar for information.


Labour Commissioner, Odisha
02/11

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

+++

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

Handwritten signature
29/04/2022

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 MotorTransport
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, Xeroxshop, 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

(Signature)
29/04/2022

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

+++

NOTIFICATION

No. 6078 /LC, Bhubaneswar, dated 19.10.2022

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 October, 2022 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers reaching 365.76 from 357.65 as on 30.06.2022 and thereby resulting in an increase of 8.11 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. 7.00 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 October, 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. 2433/ LC dtd. 30.04.2021. Accordingly, the present rate of minimum wages including VDA per day w.e.f. 1st October, 2022 shall be as under:

Category of Employee	Minimum Wages with VDA p.d. w.e.f. 01.04.2022	V.D.A. per day w.e.f. 01.10.2022	Minimum Wages with VDA per day w.e.f. 01.10.2022
Unskilled	Rs.326.00	Rs.7.00	Rs.333.00
Semi skilled	Rs.366.00	Rs.7.00	Rs.373.00
Skilled	Rs.416.00	Rs.7.00	Rs.423.00
Highly Skilled	Rs.476.00	Rs.7.00	Rs.483.00


Labour Commissioner, Odisha
19/10/2022

//2//

Memo No. 6079 /**dtd.** 19.10.2022

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. 6080 /**dtd.** 19.10.2022

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. 6081 /**dtd.** 19.10.2022

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


Labour Commissioner, Odisha

Memo No. 6082 /**dtd.** 19.10.2022

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


Labour Commissioner, Odisha

Memo No. 6083 /**dtd.** 19.10.2022

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.	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 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

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

+++

NOTIFICATION

No. 2500/LC, Bhubaneswar, dated 05.04.2023

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, 2023 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers from 365.76 to 378.58 as on 31.12.2022 and thereby resulting in an increase of 12.82 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. 12.00 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, 2023 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. 6078/ LC dtd. 19.10.2022. Accordingly, the present rate of minimum wages including VDA per day w.e.f. 1st April, 2023 shall be as under:

Category of Employee	Minimum Wages with VDA per day w.e.f. 01.10.2022	V.D.A. per day w.e.f. 01.04.2023	Minimum Wages with VDA per day w.e.f. 01.04.2023
Unskilled	Rs.333.00	Rs.12.00	Rs.345.00
Semi skilled	Rs.373.00	Rs.12.00	Rs.385.00
Skilled	Rs.423.00	Rs.12.00	Rs.435.00
Highly Skilled	Rs.483.00	Rs.12.00	Rs.495.00

Labour Commissioner, Odisha

//2//

Memo No. 2501 /dtd. 05.04.2023

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 and ensure its strict implementation.


Labour Commissioner, Odisha

Memo No. 2502 /dtd. 05.04.2023

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. 2503 /dtd. 05.04.2023

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


Labour Commissioner, Odisha

Memo No. 2504 /dtd. 05.04.2023

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


Labour Commissioner, Odisha

Memo No. 2505 /dtd. 05.04.2023

Copy submitted to the Commissioner-cum-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.	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 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

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

+++

NOTIFICATION

No. 6158 /LC, Bhubaneswar, dated 01-10-2023

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 October, 2023 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers reaching 385.97 from 378.58 as on 30.06.2023 and thereby resulting in an increase of 7.39 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. 7.00 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 October, 2023 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. 2500/ LC dtd. 05.04.2023. Accordingly, the present rate of minimum wages including VDA per day w.e.f. 1st October, 2023 shall be as under:

Category of Employee	Minimum Wages with VDA per day w.e.f. 01.04.2023	V.D.A. per day w.e.f. 1.10.2023	Minimum Wages with VDA per day w.e.f. 01.10.2023
Unskilled	Rs.345.00	Rs.7.00	Rs.352.00
Semi skilled	Rs.385.00	Rs.7.00	Rs.392.00
Skilled	Rs.435.00	Rs.7.00	Rs.442.00
Highly Skilled	Rs.495.00	Rs.7.00	Rs.502.00

Labour Commissioner, Odisha

//2//

Memo No. 6/59 / **dtd.** 04.10.2023

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. 6/60 / **dtd.** 04.10.2023

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. 6/61 / **dtd.** 04.10.2023

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


Labour Commissioner, Odisha

Memo No. 6/62 / **dtd.** 04.10.2023

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


Labour Commissioner, Odisha

Memo No. 6/63 / **dtd.** 04.10.2023

Copy submitted to the Commissioner-cum-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.	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 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



ଓଡ଼ିଶା ସରକାର
ଶ୍ରମ ଓ କର୍ମଚାରୀ ରାଜ୍ୟ ବୀମା ବିଭାଗ
GOVERNMENT OF ODISHA, LABOUR & ESI DEPARTMENT

NOTIFICATION

No. LESI-LL1-III-0081-2017- 2278 /LESI, Bhubaneswar, dated 13th March, 2024

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with Section 4 and clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the State Government do hereby make proposals for fixing / revising the minimum rates of wages as specified in Column (4) of the Schedule hereto annexed payable to the categories of employees as mentioned in Column (3), who are employed in the employments as specified in Column (2) of the said Schedule, for the whole State of Odisha.

The proposals are hereby published under clause (b) of sub-section (1) of Section 5 of the said Act, for information of all persons likely to be affected thereby and **notice is hereby given that the said proposal shall be taken into consideration on or after the expiry of a period of two months 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 said Schedule 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 every six months i.e. on 1st April and 1st October of the year, linked to the All India Consumer Price Index Number for industrial workers published by the Labour Bureau, Ministry of Labour & Employment, Govt. of India till next revision of minimum wages. or as per the pattern adopted by the Ministry of Labour & Employment, Govt. of India meant for 'C' Class cities (after next revision of minimum wages by the Central Government), as may be notified by the Labour Commissioner, Odisha.

All representations containing objection or suggestion received by the Commissioner-cum-Secretary to Government, Labour & E.S.I. Department, Odisha, Bhubaneswar from any person in respect of the said proposal before the expiry of the period specified above will be considered by the State Government.

2
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 equipments		
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


13.3.24

(R. S. GOPALAN)

Commissioner-cum- Secretary to Government

Memo No. 2279 / LESI, Bhubaneswar, dated 13.03.2024

Copy forwarded to the Director, Printing, Stationery & Publication, Odisha, Cuttack for information and necessary action.

It is requested to publish the Notification in the next issue of extraordinary Odisha Gazette and supply 20 (Twenty) copies to this Department.

Additional Secretary to Government

Memo No. 2280 / LESI, Bhubaneswar, dated 13.03.24

Copy forwarded to PS to Hon'ble Chief Minister, Odisha / PS to Hon'ble Minister, Labour and ESI / OSD to Chief Secretary, Odisha / OSD to DC-cum-ACS, Odisha / OSD to Commissioner-cum- Secretary to Government, Labour and ESI Department for kind information.

Additional Secretary to Government

Memo No. 2281 / LESI, Bhubaneswar, dated 13.03.24

Copy forwarded to the Under Secretary to Government of India, Ministry of Labour and Employment, New Delhi / Labour Commissioner, Odisha, Bhubaneswar / All Departments of Government / All Heads of Departments / All RDCs / All Collectors and District Magistrates for information and necessary action.

Additional Secretary to Government

Memo No. 2282 / LESI, Bhubaneswar, dated 13.03.24

Copy forwarded to the Director, Information and Public Relations Department for information and necessary action.

Additional Secretary to Government

Memo No. 2283 / LESI, Bhubaneswar, dated 13.03.24

Copy forwarded to the Nodal Officer, Departmental Website, Labour & ESI Department for publication of the Notification in the website.

Additional Secretary to Government

Memo No. 2284 / LESI, Bhubaneswar, dated 13.03.24

Copy forwarded to All Sections of this Department for information.

Additional Secretary to Government

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

+++

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

...Contd. Page-2

//2//

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 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 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.)

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

+++

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

//2//

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**

+++

NOTIFICATION

No. 8584 /LC, Bhubaneswar, dated 21.11.2025


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— LSI-LI.I-III-0081-2017/LSI 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 2025 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers reaching 143.58 from 143.55 as on 30.06.2025 and thereby resulting in an increase of 0.03 points, only.


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 there shall be no change in the Variable Dearness Allowance (VDA) rates (after rounding off) payable to the unskilled, semi-skilled, skilled and highly skilled categories of employees in any of the 91 scheduled employments (list enclosed in the Schedule) w.e.f. 1st October, 2025. Accordingly, the minimum rate of wages including VDA per day w.e.f. 1st October, 2025 shall remain as under:-

Category of Employee	Minimum Wage with VDA per day w.e.f. 01.04.2025	V.D.A. per day w.e.f. 1.10.2025	Minimum Wage with VDA per day w.e.f. 01.10.2025
Unskilled	Rs.462/-	Nil	Rs.462/-
Semi-skilled	Rs.512/-	Nil	Rs.512/-
Skilled	Rs.562/-	Nil	Rs.562/-
Highly Skilled	Rs.612/-	Nil	Rs.612/-


Labour Commissioner, Odisha

Memo No. 8585 /dtd. 21.11.2025

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.


Labour Commissioner, Odisha