

GOVERNMENT OF ARUNACHAL PRADESH  
DEPARTMENT OF LABOUR AND EMPLOYMENT  
ITANAGAR

NOTIFICATION

No. LAB (M'W) – 22/2016.

Dated Itanagar, the 15<sup>th</sup> July 2016

In exercise of the power conferred by clause (b) of sub-section (1) of section 3; read with sub-clause (ii) and (iii) of clause (b) of sub-section (3) thereof, of the Minimum Wages Act, 1948 (No. 11 of 1948), the Government of Arunachal Pradesh is pleased to revise the minimum rates of wages per day and per month as specified in columns 2-5 of Schedule – II annexed hereto payable to employment in Schedule – I below:

SCHEDULE - I

1. Employment in woolen carpet making or shawl weaving establishment.
2. Employment in any rice mill, floor mill, or dal mill.
3. Employment in any tobacco (including Bidi making industries) manufactory.
4. Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea, coffee etc.
5. Employment in any oil mill.
5. Employment under any local authority
7. Employment in any construction or maintenance of roads/ building operation.
8. Employment in any stone breaking or stone crushing.
9. Employment in public motor transport.
10. Employment in any bank in respect of which Govt. of Arunachal Pradesh is the appropriate govt. to fix or revise minimum wages.
11. Employment in any shop or commercial establishment.
12. Employment in any industry in which any process of printing by either lithography, photography or other similar work or book binding is carried on.
13. Employment in any printing press.
14. Employment in cement industry.
15. Employment in any residential, hotel, restaurant or eating house.
16. Employment in motor mechanical garage including tyre - retreating or repairing industry.
17. Employment in loading and unloading except under Department of Co-operation.
18. Employment in load carrying that is any porter porting goods from one area to another area.
19. Employment in any cinema and video hall.
20. Employment in saw, veneer and ply wood mills/industry.
21. Employment under any govt. authority, that is to say, any casual contingency employee engaged by govt./ semi govt. office for the purpose of its business.
22. Employment in SK/Petrol/diesel oil delivery depot.

23. Employment under any private cooperative society, welfare or voluntary organization.
24. Employment in agriculture, that is to say, any form of farming including cultivation and tillage of soil, dairy farming, the production, cultivation, growing or harvesting of any agricultural or horticultural commodities, the raising of livestock, bees, or poultry and any practice performed by a farmer on a farm identical to or in conjunction with farm operation (including any forestry or timber operation and the preparation for market and delivery to storage or to market or to carriage for transportation to market farm product.
25. Employment in forest operations.
26. Employment in any educational/ coaching institutions.
27. Employment in hospital, nursing home, dispensaries, pharmacies, consultation clinic, etc.
28. Employment in distilleries, brewing unit.
29. Employment in any establishment as security guard and watch and ward.
30. Employment in any establishment as safai karamcharies.

2. The Minimum rates of wage revised on the basis of increase in consumer prices index number (CPIN) during the period from 1<sup>st</sup> April 2014 to 1<sup>st</sup> March 2016 and revision of National Floor Level Minimum Rate of Wages (NFLMRW) as shown in the Schedule - II below

#### **SCHEDULE - II**

##### **THE PROPOSED REVISED RATE OF MINIMUM WAGES W.E.F 01.04.2016**

Categories of Workers	Area - I		Area - II	
	Daily Rate	Monthly Rate	Daily Rate	Monthly Rate
1	2	3	4	5
Unskilled	Rs 200/-	Rs 200 x 30 = 6000	Rs 220/-	Rs 220 x 30 = 6600
S/skilled	Rs 210/-	Rs 210 x 30 = 6300	Rs 230/-	Rs 230 x 30 = 6900
Skilled	Rs 220/-	Rs 220 x 30 = 6600	Rs 240/-	Rs 240 x 30 = 7200

#### ***EXPLANATION FOR PURPOSE OF THIS NOTIFICATION***

I. The Minimum Rates of Wages' also includes the wages for the weekly off day.

II. The service conditions and other benefits to the employees' employed in employment shown in Schedule - I will continue to be governed by the clause as specified in Schedule - IV and by the provision of relevant labour laws.

III. If the minimum rates of wages in other State/Union Territories, where government or semi-government organizations under Government of Arunachal Pradesh are located, are higher than the above prescribed rates, such higher rate shall be paid to those employees under the government of Arunachal Pradesh in that particular State or Union Territories.

***EXPLANATION: For such purpose of this notification the term "employee" shall also include "workers" or "Labourers" which are synonyms of each other in common parlance.***

Definition of categories;

- (i) Unskilled work means work which involves simple operation requiring little or no skill or experience on the job.
- (ii) 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 skilled employee and includes unskilled supervisory work
- (iii) Skilled work means work which involves skill or competence acquired through experience on the job or through training as an apprentice or in technical or vocational institute and performance of which call for initiative and judgment.

**Note:**

- (a) *If any question arises as to whether particular work is skilled, semi-skilled or unskilled, it may be referred to the Labour Department, Govt. of Arunachal Pradesh, whose decision shall be final.*
- (b) *A list of workers classified as above is seen at Schedule - III which is however not exhaustive though its perusal is important.*

V. **{I} AREA - I:** Shall comprise of places in Arunachal Pradesh where Special Compensatory Allowance (SCA) at lower rate is payable. It also includes places outside of Arunachal Pradesh where employees/workers are employed by or under the authority of Government of Arunachal Pradesh

**{II} AREA - II:** Shall comprise of all other places in Arunachal Pradesh where SCA at higher rates is admissible.

*Note: If any doubt/dispute arise whether a particular places fall under area- I or Area - II, the decision of the concerned Deputy Commissioner shall be final. However, the authority or power to declare any places as difficult or remote area etc shall rest with the General Administration Department, Govt. of Arunachal Pradesh, Itanagar.*

VI. This supersedes earlier notification No. LAB (MW) - 02/2010, dated 30<sup>th</sup> April, 2014 and shall come into force with effect from 1<sup>st</sup> April 2016

#### SCHEDULE - III

**(LIST OF SCHEDULED EMPLOYMENT IN RESPECT OF WHICH GOVERNMENT OF ARUNACHAL PRADESH IS APPROPRIATE TO FIX OR REVISE THE RATES OF MINIMUM WAGES PAYABLE TO EMPLOYEES).**

#### CATEGORIES OF EMPLOYMENTS

##### UNSKILLED

1. Auxiliary labour corps (ALC)
2. Bajri spreader
3. Belder
4. Beater woman
5. Bellow man
6. Berry man
7. Calf boy
8. Cattleman
9. Caretaker
10. Cart man
11. Chainman
12. Cleaner (motor shed), tractor cattle yard, MT

13. Carrier
14. Collecting loose fodder
15. Coalman
16. Concrete (Mend mixer)
17. Condenser (attendant)
18. **Chowkidar**
19. Daifader
20. Driver (Bullock, Camel, Donkey, Mule)
21. Dresser
22. Dairy Collies
23. Dairy man
24. Disant ling stock
25. Flag man
26. Flag man (Blast, Train)
27. Feeder (Adult, Boy)
28. Gang man
29. Grass cutter
30. Handle man
31. Helper (state mazdoor)
32. Jumper man
33. Kamin (female work)
34. Khalasi
35. Labourer (Boiler, Cattle yard, cultivation loading and unloading, general building, caring fertiliser harvesting, miscellaneous, seedling, sowing, thatching, transplanting, weeding.)
36. Lamp man
37. Mazdoor (arboriculturist, composite dairy, heavy staking irrigation, manure, stocking milk room, ration room, store Anti malaria MR)
38. **Patrol man**
39. Peon
40. Searcher
41. Signal man
42. Strikers
43. **Strikers (moplah Gang)**
44. Stringers
45. Shunters
46. Stable man
47. Sweeper
48. **Syce**
49. Tatti boy
50. Tile turner

51. Tying and carrying
52. Valve controller
53. Valve man
54. Watchman
55. Water man
56. Welghing and carrying bales
57. Any other categories by whatever name called which are of an unskilled nature

## **2. SEMI - SKILLED.**

1. Auxiliary Labour corps (Sardar)
2. Assistant (chowdhury)
3. Attendant (bull, calving, lines chaff, cutter, hostel, dry stock, grain crusher, pump sick line, stable yard stock)
4. Assistant plumber
5. Attendant
6. Bhisti
7. Brander
8. Bullman
9. Butter man
10. Barber
11. Bearer
12. Belchawala
13. Boatman
14. Breakman
15. Breaker (rock, stone, metal)
16. Cane weaver
17. Chainman (head)
18. Charpay stringer
19. Checker
20. **Chowkidar (Head)**
21. Cook (Helper)
22. Creaker
23. Coachman
24. Daftri
25. Dolly man
26. Driller
27. Driller (hole rock)
28. **Driver (skin)**
29. Delivery man
30. Dhobi
31. Farrier
32. Feeder
33. Fire man

34. Fireman (bricks, kiln, steam, road roller)
35. Farash
36. Ferreoman
37. Gate keeper
38. Gharami (Thatcher)
39. Glass man
40. Greaser
41. Greaser cum fireman
42. Grinder
43. Gowala
44. Hacksaw man
45. Hammer man
46. Helper (blacksmith)
47. Jamadar
48. Mali
49. Manjhee (boatman)
50. Masalchi
51. Mazdoor ( heavy weight change)
52. Macadam
- 53. Night guard**
54. Nalbond
55. Oilman
56. Ploughman
57. P.M mate
58. Point man
59. Quarry man
60. Quarry operator
61. Store man
62. Stocker
63. Stocker cum boiler man
64. Supervisor
65. Thatcher
66. Thoomtaman(spade worker)
67. Tindal
- 68. Topaz**
69. Topker( big stone breaker)
70. Trolley man
71. Trolley jamadar
72. Weigthman
73. Wire cutter
74. Any other categories by whatever name called which are of semi - skilled nature

### **3. SKILLED**

1. Account clerk
2. Assistant mistry
3. Armature winder
4. Artificier

5. Bhandari
6. Blacsmithy
7. Boiler man
8. Boiler fore man
9. Brick layer
10. Blusterer
11. Borer
12. Bore man
13. Carpenter
14. Cabinet maker
15. Cane man
16. Clerk
17. Celotax cutter maker
18. Chargeman
19. Checker (Junior)
20. Chickmaker
21. Chipper - cum - Grinder
22. Chick man
23. Chipper
24. Concrete mixture operator
25. Concrete mixture mixer
- 26. Cobbler**
27. Computer
28. Coremaker
29. Cook (Head)
30. Driver (Engine State, Stone Crusher, Tractor, Dozer)
31. Distemperer
32. Driller
33. Driller (Well Boring)
34. Electrician
35. Fitter
36. Gharami
37. Glayier
38. Hole Driller for blasting
39. Joiner
40. Joiner (Cable)
41. Line man
42. Mason
43. Machine man
44. Machinist
45. Mechanic
46. Meter Reader
47. Meteorological observer
48. M.C Clark (Munshi)
49. Mistry
50. Miller
51. Moulder
52. Moulder (Brick tile)
53. Mate
54. Muster Writer

55. Navighami
56. Operator
57. Painter
58. Plasterer
59. Plumber
60. Plumber-Cum-fitter
61. Polisher
62. Pump-Driver
63. Pump man (Assistant)
64. Pumper
65. Ratan man
66. Repairer
67. Riveter
68. Riveter (Cutter)
69. Road Inspector
70. Railway Plate Layer
71. Railway guard
72. Road Binder
73. Sawyer
74. Serang
75. Serang pile driving phantom  
with boiler
76. Shaps man
77. Shift-incharge
78. Sharper scooter
79. Spray man
80. Sprayer (Asphalt)
81. Stone cutter
82. Stone chiseller
83. Stone Blasterer
84. Store keeper/Store clerk
85. Sub-overser/store issuer
86. Surveyor
87. Station master
88. Tailor
89. Tailor (Upholstry)
90. Tar Sprayer
91. Tarman
92. Tiler
93. Tin smith
94. Tinker
95. Trailers
96. Turners
97. Trades man
98. Train Examiner
99. Tyre Vulcaniser
100. Typist
101. Tool Keeper
102. Time Keeper
103. Tally Clerks
104. Telephone Operator

105. Upholsterer
106. Wood Cutter
107. Work Sinder
108. Work Munshi
109. White washer
110. Wireman
111. Welder
112. Well Sinker
113. Computer operator
114. Any other categories  
by whatever name which are  
of skilled nature.

**EXPLANATION:**

*A Casual Labour/Contingencies/ALC shall be deemed to be in continuous service for any number of years if he/she works for 240 days in every calendar year for treating as Semi - Skilled or Skilled.*

## SCHEDULE - IV

### **SERVICE CONDITIONS AND OTHER BENEFITS APPLICABLE TO WORKERS IN ARUNACHAL PRADESH**

**1. Daily Hours of Work: -**

- (i) No worker shall be required to work for more than nine hours in a day with break of one hour.
- (ii) If workers are engaged for more than five hours but less than nine hours, he/she shall be deemed to have worked for a full day.

**2. Weekly paid day of rest: -**

A worker shall be allowed a day of rest with wages every week which shall ordinarily be Sunday provided that he/she works continuously for a period of six days preceding the day of rest/Sunday.

**EXPLANATION:**

*Absence of worker from his/her work on any day(s), during the period of six days preceding the weekly day of rest, or sickness authorised leave or an accident or a strike which is not illegal, or a lock out, or a cessation of work which is not due to any fault on the part of the worker, shall be deemed to be present at work for the purposes of weekly paid day of rest.*

**3. Extra wages for overtime: -**

- (i) Where a worker works for more than nine hours, he/ she shall in respect of overtime work, be entitled to wages at the rate of twice his/her ordinary rate of wages.
- (ii) If workers are required to work on paid weekly day of rest, declared national holiday or festival holidays, he/she shall be deemed to have worked overtime.

**4. Paid National Holidays: -**

- (a) 26<sup>th</sup> January
- (b) 20<sup>th</sup> February
- (c) 1<sup>st</sup> May (May Day)
- (d) 15<sup>th</sup> August
- (e) 2<sup>nd</sup> October

**5. Festival Holidays: -**

There shall be any 5 (five) paid festival holidays in a year. The concerned Govt. Department, Semi-govt. Organisation, Industrial Units, etc. shall declare the days as may be appropriate to be observed as such holidays.

**6. Casual Leave:-**

An employee shall be allowed 6(six) days casual leave with wages in a year. This shall not include special casual leave allowed for attending conference, meetings, etc.

**7. Wages during Hospitalization:-**

- (i) An employee hospitalized or undergoing medical treatment shall be entitled to full wage for a maximum period of 15(fifteen) days, subject to production of medical certificate issued by a competent authority.
- (ii) In-case of injuries sustained in an accident during the course of employment for which an employee is hospitalized, he/she shall be entitled to full wages up-to a maximum period of 30(thirty) days, subject to the provision of the Workmen Compensation Act, 1923.

**EXPLANATION:**

*An employee shall be deemed to be in continuous service for a period of three years if he/she has, for that period, rendered uninterrupted service, including service which may be interrupted on account of sickness or authorized leave or an accident or a strike which is not illegal or lock-out or cessation of work which is not due to any faults on the part of the workers.*

**8. Daily Allowance:-**

An employee shall be entitled to TA/DA benefit as admissible to the group-"D" regular Govt. employees.

**9. Existing Higher and Better Service Conditions:-**

Any existing higher rates of wages and better service conditions (already available to a worker) shall not be affected by this order, and such rates and service condition shall continue to be paid and made available.

*Kapa Kholle*  
*01/04/16*  
(Kapa Kholle)  
Secretary (L&E)  
Government of Arunachal Pradesh  
Itanagar.

Memo.No. LAB(W)-22/2016/*etc*  
Copy to:-

Dated, Itanagar the *1st* *July* 2016

1. The Secretary to HE Governor of Arunachal Pradesh, Itanagar.



2. The PPS to HCM Arunachal Pradesh, Itanagar.
3. The PS to all Ministers, Govt. of Arunachal Pradesh, Itanagar.
4. ✓ The PS to all Parliamentary Secretary, govt. of Arunachal Pradesh, Itanagar
5. The PS to Speaker/Dy. Speaker Govt. of Arunachal Pradesh, Naharlagun
6. The PS to Chief Secretary, Govt. of Arunachal Pradesh, Itanagar
7. The PS to Principal Secretary/Commissioner/Secretaries govt. of Arunachal Pradesh, Itanagar
8. The Director General, (Labour Welfare), ministry of Labour and Employment, Govt. of India, New Delhi
9. All the head of departments, Govt. of Arunachal Pradesh, Itanagar/Naharlagun/Nirjuli
10. All Dy. Commissioner, Arunachal Pradesh
11. All Labour Officers/i/c LO, Arunachal Pradesh
12. The Director, Printing, Govt. of Arunachal Pradesh, Papu Nallah for publication in the next issue of extra-ordinary gazette and supply us 200 copies of notification for office use.
13. Office Copy

~~Handwritten scribble~~

*Handwritten signature*  
01/07/16

(Kapa Kholie)  
Secretary (L&E)  
Government of Arunachal Pradesh  
Itanagar.