

(TO BE PUBLISHED IN THE EXTRAORDINARY GAZETTE OF MANIPUR)

GOVERNMENT OF MANIPUR
SECRETARIAT OF LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION
Luphal, 27th December, 2016.

For 2009-10 labour law officers, the proposals to revise the minimum rates of wages for the employees employed in the listed (a) Employment, namely:-

1. Employment in Agriculture,
2. Employment in Construction or Manufacturing of Road or in Mining Operations,
3. Employment in Public Works (except),
4. Employment in State and Local Councils,
5. Employment in Non-Commercial and Industrial Sectors,
6. Employment in Motor Vehicle Operation, Maintenance of Water Treatment Plant and Distribution System, Sewerage and Drainage,
7. Employment in Generation, Transmission, Distribution and Supply of Electricity, or any other form of power,
8. Employment in Spinning, Weaving, Printing, Tying, Finishing, and Bleaching of Silk, or, Pincane,
9. Employment in Wool Spinning, Weaving and Knitting in Jalandhar or in Cotton Spinning or Mill & Handloom,
10. Employment in Manufacture of Tolls, Toys, Street and Bicycles,
11. Employment in Wood, Rubber, Lumber, Furniture and Estates,
12. Employment in Glass and Glass Industries,
13. Employment in Maintenance of Sil, Land Development and Plant Agricultural Operations,
14. Employment in Operation of Mill Works and Plants for Mill Works (Textiles, Tack, Tannin, Casein, etc.) and
15. Employment in Main process of Silk Worm Plants in Sericulture Farms.

As per the Order of the Government of Assam for the Minimum Wages Act, 1948 (No. 10 of 1948) was published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), dated 28th July, 2015, the minimum rates of wages for agricultural operations in the specified States to be revised. However, the records on 25.09.2016 from the date of publication of the aforesaid Order in consultation with the Ministry, Kerala, Hill Inland Wages for the State of Manipur.

It is hereby notified that the proposals for the Minimum Wages for 2016-17 for the employees employed in the specified (a) Employment, namely:-

1. Agriculture, 2. Construction or Manufacturing of Road or in Mining Operations, 3. Public Works (except), 4. State and Local Councils, 5. Non-Commercial and Industrial Sectors, 6. Motor Vehicle Operation, Maintenance of Water Treatment Plant and Distribution System, Sewerage and Drainage, 7. Generation, Transmission, Distribution and Supply of Electricity, or any other form of power, 8. Spinning, Weaving, Printing, Tying, Finishing, and Bleaching of Silk, or, Pincane, 9. Wool Spinning, Weaving and Knitting in Jalandhar or in Cotton Spinning or Mill & Handloom, 10. Manufacture of Tolls, Toys, Street and Bicycles, 11. Wood, Rubber, Lumber, Furniture and Estates, 12. Glass and Glass Industries, 13. Maintenance of Sil, Land Development and Plant Agricultural Operations, 14. Operation of Mill Works and Plants for Mill Works (Textiles, Tack, Tannin, Casein, etc.) and 15. Main process of Silk Worm Plants in Sericulture Farms.

Now, therefore, in exercise of the powers conferred by clause (h) of sub-section (1) of section 2 read with clause (ii) of section 4 and sub-section (2) of section 2 of the Minimum Wages Act, 1948 (act No. 11 of 1948) and in pursuance of the Notification No. 3-2807-1-60(P-1) dated February 18, 2011 the Government of Manipur, hereby, revokes the minimum rates of wages as specified in the Schedules I, II, III, IV, V, VI, VII, IX, X, XI, XII, XIII, XIV and XV annexed hereto, payable to the employees employed in the aforesaid Schedules Employments with immediate effect.

8. The revised rates of minimum wages are linked with All India Number for Industrial Workers (Annual Survey) round 2011-12. The rates are all inclusive minimum rates of wages allowing cost of living allowance, namely "Variable Dearness Allowance" at the rate of 5.00% per point per day to be adjusted half yearly on the last day of April and October respectively for adjustment of the same to the rise or fall in the cost of living index on the approach to the minimum wages Act, 1948. The Labour Commissioner, Manipur will notify the said allowance half yearly.

9. This is issued with the sanction and of the Finance Department, P.O. No. 19/10/2010-2011 (D) dated 21-11-2010.

By Order & in the name of Governor.

Shri. S. K. Achary
Additional Chief Secretary (Labour & Employment),
Government of Manipur.

Copy to :-

1. The Special Secretary to the Hon'ble Government of Manipur
2. The Secretary to the Hon'ble Chief Minister, Manipur
3. The Secretary, Ministry of Labour & Employment,
Government of India, Ministry Building, New Delhi
4. The S.E. of the Chief Secretary, Government of Manipur
5. The Assistant General Manager, Imphal.
6. All Additional Chief Secretaries, Principal Secretaries,
Commissioners, Secretaries, Government of Manipur.
7. The Director of Printing and Publications, Imphal, for circulating
the Notification in the Official Extraordinary Gazette and
issuing 100 copies of the same.
8. The Joint Secretary, Finance (DPO), Government of Manipur.
9. All Members of the Advisory Council on Minimum Wages to the State of
Manipur.
10. All Deputy Commissioners, Government of Manipur.
11. All Deputy Secretaries, Government of Manipur.
12. The Deputy Labour Commissioner, Imphal.
13. All Deputy Chief Labour Officers, Imphal.
14. All District Labour Officers, Government of Manipur.
15. Guard File.

Schedule I
Employment in Agriculture

SS	Category of Employee	All Employees Minimum Rate of Wages (Per	
		Year	Per month
1	2	3	4
1	Skilled Laborer Surveyor (Senior Field Assistant) (not covered by CIO) Senior Irrigator (Senior Operator) Mechanic (Senior Operator)	225.10	\$,191.00
2	Semi-Skilled Laborer Tractor Field Assistant (Senior) Substantive General Operator (Senior) Tractor Assistant General Operator (Qualified) Farm Foreman (Senior) Mechanic (Junior) Driver	204.10	1,712.00
3	Unskilled Laborer Pack (Senior) (Qualified) Farming Assistant Fieldman (Senior) (Senior) Laborer (Senior) Laborer (Junior) Operator (Senior) Driver (Senior)	179.00	1,490.00

Wages for agricultural work to be reported under the Agriculture Act, 1946 (which is fully effective as to the period beginning with the relevant month) shall be applicable to such employees for the 30 months duration of the wages act but the minimum wages applicable to their employment.

- There shall be no difference between the rate of wages of regular and casual employees.
- The minimum rate of wages for casual work of 15 years or over shall be 10% of the rate applicable to the regular employees of the corresponding category as specified in this Schedule.
- "Skilled laborer" means labor which involves work involving the use of skill or experience in the job.
- "Semi-Skilled Laborer" means labor which involves work requiring the use of skill or experience acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled laborer as well.
- "Unskilled laborer" means labor which involves work requiring the use of skill or experience acquired through training as an apprentice or as a trainee or as a casual laborer and for whom there is no such rate for 15 years and upwards.

Schedule-41

Employment in Construction or Maintenance of Roads or in Butting Operations

58	Category of Employee	All Inclusive Minimum Rate of Wages (Rs)	
		Per day	Per month
1	2	3	4
1	Skilled Labour 1st Class Masonry 1st Class Painter 1st Class Bricklayer 1st Class Fitter 1st Class Carpenter 1st Class Driver 1st Class Head Mechanic 1st Class Electrician 1st Class	14000	2,10000
2	Semi-Skilled Labour Second Class Mason 2nd Class Painter 2nd Class Bricklayer 2nd Class Carpenter 2nd Class Driver 2nd Class Head Mechanic 2nd Class Electrician 2nd Class Head 3rd Class Carpenter 3rd Class Bricklayer 3rd Class Walker 3rd Class Fitter 3rd Class Driver 3rd Class Head Mechanic 3rd Class Electrician 3rd Class Head 4th Class Carpenter 4th Class Bricklayer 4th Class Walker 4th Class Fitter 4th Class Driver 4th Class Head Mechanic 4th Class Electrician 4th Class Head 5th Class Carpenter 5th Class Bricklayer 5th Class Walker 5th Class Fitter 5th Class Driver 5th Class Head Mechanic 5th Class Electrician 5th Class Head 6th Class Carpenter 6th Class Bricklayer 6th Class Walker 6th Class Fitter 6th Class Driver 6th Class Head Mechanic 6th Class Electrician 6th Class Head 7th Class Carpenter 7th Class Bricklayer 7th Class Walker 7th Class Fitter 7th Class Driver 7th Class Head Mechanic 7th Class Electrician 7th Class Head 8th Class Carpenter 8th Class Bricklayer 8th Class Walker 8th Class Fitter 8th Class Driver 8th Class Head Mechanic 8th Class Electrician 8th Class Head 9th Class Carpenter 9th Class Bricklayer 9th Class Walker 9th Class Fitter 9th Class Driver 9th Class Head Mechanic 9th Class Electrician 9th Class Head 10th Class Carpenter 10th Class Bricklayer 10th Class Walker 10th Class Fitter 10th Class Driver 10th Class Head Mechanic 10th Class Electrician 10th Class Head	7000	1,05000
3	Unskilled Labour Mason (unskilled) 1st Class Labour 1st Class Waterman 2nd Class Carpenter 2nd Class Head 2nd Class Driver 2nd Class Head Mechanic 2nd Class Electrician 2nd Class Head 3rd Class Carpenter 3rd Class Bricklayer 3rd Class Walker 3rd Class Fitter 3rd Class Driver 3rd Class Head Mechanic 3rd Class Electrician 3rd Class Head 4th Class Carpenter 4th Class Bricklayer 4th Class Walker 4th Class Fitter 4th Class Driver 4th Class Head Mechanic 4th Class Electrician 4th Class Head 5th Class Carpenter 5th Class Bricklayer 5th Class Walker 5th Class Fitter 5th Class Driver 5th Class Head Mechanic 5th Class Electrician 5th Class Head 6th Class Carpenter 6th Class Bricklayer 6th Class Walker 6th Class Fitter 6th Class Driver 6th Class Head Mechanic 6th Class Electrician 6th Class Head 7th Class Carpenter 7th Class Bricklayer 7th Class Walker 7th Class Fitter 7th Class Driver 7th Class Head Mechanic 7th Class Electrician 7th Class Head 8th Class Carpenter 8th Class Bricklayer 8th Class Walker 8th Class Fitter 8th Class Driver 8th Class Head Mechanic 8th Class Electrician 8th Class Head 9th Class Carpenter 9th Class Bricklayer 9th Class Walker 9th Class Fitter 9th Class Driver 9th Class Head Mechanic 9th Class Electrician 9th Class Head 10th Class Carpenter 10th Class Bricklayer 10th Class Walker 10th Class Fitter 10th Class Driver 10th Class Head Mechanic 10th Class Electrician 10th Class Head	3500	5,25000

Notes:

1. Wages for unskilled labour will be regulated under the Apprentices Act, 1947 (No. 55 of 1947) limited to 10% of the minimum wage for the relevant minimum wage applicable to the unskilled labour in the respective category of work. Minimum wage for the unskilled labour will be applicable to the unskilled labour.
2. Unskilled labour includes the class of unskilled and casual employees.
3. The minimum rate of wages for persons below 16 years of age shall be 75% of the rate applicable to the adult employees of the corresponding category as specified in the Schedule above.
4. "Daily wage" means labour which involves simple operations requiring little or no skill or special knowledge.
5. "Semi-skilled labour" means labour which involves some degree of skill or experience acquired through continuous work for a long period, which is capable of being performed under the supervision of an unskilled employee and is not a simple or casual job.
6. "Unskilled labour" which is specified for the purpose required for the job is defined by the employer and is not subject to any restriction of skill or experience and is not a simple or casual job which is not a simple or casual job.

Schedule-III

Employment in Public Motor Transport

Sl. No.	Categories of Employees	All India Minimum Rate of Wages (Rs.)	
		Per day	Per month
	1	2	3
1	Skilled Labour: Car Driver, Driver / Head Mechanic, Head Electrician, First Class Bhakarath / First Class Conductor other categories by Government called which are skilled labour.	275.00	7,40.00
2	Semi-Skilled Labour: Junior Driver, Second Class Travels etc., Second Class Conductor, Third class / First class / Second class other category, etc. which are semi-skilled labour.	240.00	7,10.00
3	Unskilled Labour: First Class Cabin Staff, Porters, Class of Porter, Driver / Sweeper, Workmen, Fourth Class / Fifth Class Conductor other categories by Government called which are unskilled labour.	205.00	5,70.00

Notes:

1. Wages for apprentices are to be reported under the Apprentices Act, 1961 (1962 of 1961). Apprentices are to be paid not less than 95% of the relevant minimum wages applicable to their employment for first six months thereafter. If wages are less than minimum wages available to their employment.
2. There will be no difference between the rate of wages of men and women employees.
3. The minimum rate of wages for persons below 18 years or disabled persons shall be 100% of the rate applicable to the adult employees of the corresponding category in the schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or experience required through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled and semi-skilled labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training or an apprenticeship in a technical or vocational field or work, the performance of which calls for the exercise of judgment.

Schedule IV

Employment in Shops and Establishments

Sl. No.	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	<u>Cooks, Kitchens, Messengers, General Messengers, Cash Messengers, Commission Agents, Salesmen Grade I, Rikshaw, Rickshaw Drivers, Messengers Grade II,</u>	275.00	8,190.00
	<u>Helping Hand</u>	265.00	7,947.00
2	<u>Welding:</u>		
	- Carpenter	291.00	8,730.00
	- Blacksmith, Painter, Fitter, Karyaman	248.00	7,440.00
	- Unskilled Welding Labor	225.00	6,750.00
3	<u>Hotel, Restaurants and Tea Stalls:</u>		
	- Cook, Kariyal, Tarkariyan	275.00	8,190.00
	- Food Bearer	248.00	7,440.00
	- Cook, Labor, Day Cleaner, Helper, Counter Bearer, Waiter, Dish Washers	225.00	6,750.00
4	<u>Religious, Charitable, Educational, Health, Medical, Welfare, Sports, Social, Youth, Cultural, Library, Charitable, Youth, Welfare:</u>		
	- Carpenter, Salesman Grade I Driver	275.00	8,190.00
	- Messengers Grade II, Mechanical Fitter	248.00	7,440.00
	- Welding, Iron, Helper	225.00	6,750.00
5	<u>Tailoring:</u>		
	- Master Tailor, Salesman Grade I Driver, Jodhar		
	- Carpenter, Sewing Machine, Sewing Machine Operator & Helper	275.00	8,190.00
	- Tailor, Sewing Machine Operator	248.00	7,440.00
	- Tailor, Sewing Machine Operator	225.00	6,750.00
6	<u>Hotel, Oil, Kitchens:</u>		
	- Messengers Grade II Driver	275.00	8,190.00
	- Salesman Grade I, New and Driver	248.00	7,440.00
	- Helping Hand, Helped Bearer	225.00	6,750.00
7	<u>Photography:</u>		
	- Assistant, Photographer, Designer	275.00	8,190.00
	- Labor, Helper	225.00	6,750.00
8	<u>Other Shops:</u>		
	- Salesman Grade I, Driver	275.00	8,190.00
	- Salesman Grade II	248.00	7,440.00
	- Helping Hand	225.00	6,750.00
9	<u>Transport, Agencies:</u>		
	- Driver, Vehicle, Helper	275.00	8,190.00
	- Driver, Driver	248.00	7,440.00
	- Labor, Helper	225.00	6,750.00
10	<u>Public Transport for Passengers, Goods, Motor Buses, Vehicles:</u>		
	- Driver, Motor Vehicle	275.00	8,190.00
	- Conductor, Driver, Ticket Collector, Driver	248.00	7,440.00
	- Labor, Transport, Transport, Vehicle, Motor	225.00	6,750.00
	- Helping Hand, Conductor	225.00	6,750.00

Classifications

• Diesel Machine Operator/Fire Chief/Inspector and Motor Vehicle Driver	273.00	8,300.00
• Diesel Equipment Assistant Machine Operator • Senior Class Inspector/Ticket Clerk/Inspector • Agencies where the trainee called which is semi-skilled laborer	248.00	7,600.00
• Senior Gas Keeper/Inspector/Classified other Agencies where the trainee called which is unskilled laborer	225.00	6,900.00
Technical & Office Staff for all the above above and Postal/Insurance		
• Warehouse Bill Clerk/EDC/ Clerk/Postman	213.00	6,400.00
• Account Manager/Depot Manager/Assistant • Senior Typist/Post Clerk/Guide/Graduate • Inspector/Post Mail other categories • Warehouse staff which are technical/office	245.00	7,400.00
	235.00	7,250.00

- Notes:**
1. Wages for a casual employee to be fixed under the Apprentices Act, 1925 (No. 15 of 1925) unless are to be not not less than 70% of the normal minimum wages applicable to that employment or to his trade, thereafter. Full wages not less than minimum wages applicable to that employment.
 2. There will be no differentiation in the rate of wages of male and female employees.
 3. The minimum rates of wages for persons below 18 years or disabled person and or 10% of the rate applicable to the adult employee of the same category, as specified in the Schedule above.
 4. "Unskilled Labour" means labor which involves simple operations requiring little or no skill or any work on the job.
 5. "Semi-Skilled Labour" means labour which involves some degree of skill or competence required through experience on the job and which is usually of long period near the apprentice or guidance of a skilled employee and includes activities of a skilled nature.
 6. "Skilled Labour" means labor which involves skills, competence required through experience on the job or through training or an apprentice or in a school or vocational institute and the performance of which calls for initiative and judgment.
 7. Rs. 50/- (50.00) per month or Rs. 50/- (50.00) may be deducted from the wages of the Helper/ Cleaner and other Employees. The Social Public Provident Fund by Employees and Provident Funds Act, 1952 is applied with regard to them by the employer.
 8. Leave, Sick, Weekly Holiday and Paid Festival will be under the provisions of the Mysore Minimum Wages Rules, 1947 in the case of those workers not covered by the Mysore Shops and Establishments Act, 1972.
 9. The Government, which employees in any the designated in the capacity of employee, the control of the Government, viz. Balaram Gowda and the other Government Employees etc.

Schedule VI

Employment in Water Supply (Operation, Maintenance of Water Treatment, Plants and Distribution Systems, Sanitation and Drainage)

SN	Categories of Employees	All Employees Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour Class - Four (C) Fire/Typist/Fire Class Mason/Fire (Det)Blacksmith/Powering Carpenter/Craftsmen Section/Office Grade I Solder/Tracer/Dress Binder/Grave Digger Section Lead Commercial Clerk	775.00	8,100.00
2	Semi-Skilled Labour Dress (C) Fire (Det) Motorist/Junior Supervisor/Junior III Clerk/Tracer (New grade)/Fitter/Grade II Sewer Class/Mechanical Grading Class/Walks/Lead Sewer Class Carpenter/First Painter/Mechanics/Mech Electrician/Junior Wireman/Grade II Hort class/Mason/Tray Class/Solderer/Tray Class/Carpetman/Wireman/Grades II Power House Operator/Engine Operator/Tray Operator/Lead Welder/Lead Mechanic/ Watchdog/Attendant/Assistant/Keep Road/Assistant Welder/Plumber/Super Reader/Plumber II/Assistant Electrician/ Plumber/Painter/Operator/Decorative Operator Operator of Pump Station	740.00	7,410.00
3	Unskilled Labour Unskilled (New) (M) Assistant (New) of Class - Three Operator/Lead (New) Clerk/ Supervisor/Plumber Assistant/Plumber (New) Solder/Walks/Tray Class/Tray Class Assistant (New) (M) Assistant (New) (M) Assistant (New) (M) Operator/Mechanics/Plumber Assistant (New) (M) Assistant (New) (M) Assistant (New) (M) Assistant (New) (M)	720.00	6,200.00

Note:

- Wages for apprentices are to be realized under the Apprentices Act, 1948 (36 of 1948). Training fee to be paid not less than 10% of the relevant minimum wages applicable to their employment for first six months thereafter. The wages for the first six months wages applicable to their employing near.
- Wages of the no different category than the rate of wages of the same category of employees.
- The minimum wage of wages for piece work is to be fixed on a standard basis. Such as 110% of the rate applicable to the job concerned with the corresponding category of employees for standard time.
- For lead labour, means (b) will be used to calculate wages. (c) will be used to calculate wages for the same work only.
- Work done for labour means (b) will be used to calculate wages. (c) will be used to calculate wages for the same work only.
- Skilled labour means persons who have acquired their competence through practical training or through experience. For the purpose of work done, work done should be such as to require skill, knowledge or judgment which is not generally possessed by unskilled workers.
- Skilled labour means persons who have acquired their competence through practical training or through experience. For the purpose of work done, work done should be such as to require skill, knowledge or judgment which is not generally possessed by unskilled workers.

Schedule VII

Employment in Generation, Transmission, Distribution and Supply of Electricity or any other Form of Power

Sl. No.	Categories of Employees	All India Minimum Rate of Wages per Annum	
		Basic	Provident
		5	6
1	Skilled Labour Director (Class I) Typical third class, Engineer (Class I) Skilled/Trained Supervisor (Class I) Section Officer Grade I, Boiler Operator (Lower Down Class) Diesel, Senior Manager (not Clerk).	22400	8,750.00
2	Semi-Skilled Labour Foreman (not Head), Foreman (not Supervisor), Junior Skill Clerk/Tracer/Meter Reader, Fitter, Grade II, General Line Worker, Senior Clerk, Foreman (Second Class), Carpenter (not Tailor), Mechanic/Meter Reader/Heat Meter Worker Grade I, Fitter, Class II, Third Class, Skilled/Trained Class Carpenter, Wireman, Grade 4, Power House Operator (Engine Operator), Pumper Operator, Driver, Worker, Asst. Mechanical Foreman, Head (not Junior Assistant), Meter Reader, Assistant Wireman/Lineman, Group Leader, Field Supervisor, Assistant Head, Wireman, In-charge Operator, Electric Foreman, Head and Party Assistant.	24800	7,400.00
3	Unskilled Labour Class II, Junior Skill Clerk, Assistant, Fitter, Second Grade, Field Party Operator, Senior Carpenter, Assistant Party Operator, Wireman, Asst. Asst. Wireman, Asst. Carpenter, Asst. Head Party Operator, Assistant Senior Wireman, Workshop Assistant, Senior Assistant, Class Carpenter, Foreman, unskilled (not Skilled Labour).	22500	6,750.00

- Notes:**
- Wages for apprentices are to be regulated under the Apprentices Act, 1961 (Part of Part I) and not to be paid less than 70% of the minimum wages applicable to their employment for full working hours, full time, not less than minimum wages applicable to the industry.
 - There will be no difference between the minimum wages of rural and urban employees.
 - The minimum wages for persons below 15 years or disabled person shall be 90% of the minimum wage of the work employee, if the corresponding category has not specified in the Schedule above.
 - "Skilled Labour" means those work classes which require adequate training, theoretical and practical.
 - Semi-Skilled Labour means those work classes which require some degree of theoretical and practical training through certificate or diploma level which is capable of being performed under the supervision or guidance of a skilled employee and which requires some experience.
 - "Unskilled Labour" means those work classes which require no special theoretical or practical training and which require no special or extensive theoretical and practical training, other than the general school or industrial training.

Schedule VDI

Employment in Spinning, Weaving, Printing, Dyeing, Finishing and Bleaching of Silk and Pina Fibre

Sl. No.	Categories of Employees	All India Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour. Washer, Cleaner, Knitter, Blocker, Fly Weaver, Tailor, Lacer, Finishing, Wind Currier, Printer, Bleacher, Finer, Arranger, Tydier, Advertiser, Granger, by whatever name called which are skilled labour.	275.00	8,150.00
2	Unskilled Labour. Power Operative, Cleaner, Mill Labour, Jigger, Finisher, weaver, other Categories by whatever name called which are unskilled labour.	225.00	6,750.00

Notes:

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (Section 13) and shall not be paid less than 25% of the relevant minimum wages applicable to their category near the first six months thereafter full wages not less than minimum wages applicable to their employees.
2. There will be no discrimination between the type of wages of men and women employees.
3. The minimum rate of wages for persons below 14 years or disabled person shall be 100% of the rate applicable to the adult employees of the same reporting category as specified in the relevant clause.
4. "Qualification" means those which include specific qualifications, minimum, title or no. degree or experience of the job.
5. "Unskilled Labour" means labour which involves some degree of skill or experience equal to length of experience or the period which is capable of doing previous work the execution of guidance of a skilled employee and include unskilled, semi-skilled labour.
6. "Skilled Labour" means those activities, i.e., skill or competence or know-how, independence on the job or length of training or Apprentices or no technical or vocational training and the performance which calls for initiative and judgment.

Schedule-IX

Employment in Wool Spinning, Weaving and Finishing in Handloom or in Cotton Spinning in Mill or Handloom.

SR	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	<p>Skilled Labour Weavers of Coarsest to the Finest Handloom Dye Woven and Tinted cotton in the Mill and Coarsest to the Finest Handloom Typical Skill factor described by character of the work which is of the class</p>	375.00	11,250.00
2	<p>Unskilled Labour Handloom weavers of the class of Mill Labour Input of the class in which character is by character of the work which is of the class</p>	225.00	6,750.00

Notes:

- Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No. 52 of 1961).
 Trainees are to be paid not less than 50% of the relevant minimum wages applicable to their
 employment for the first six months thereafter 50% wages and not less than 70% of wages applicable to
 their category thereafter.
- There will be no difference in the rate of wages of men and women employees.
- The minimum rate of wages for persons below 18 years of age shall be 80% of the
 rate applicable to the adult members of the corresponding category as specified in the Schedule
 above.
- Unskilled Labour means that in which involves simple or routine repeating work or such that
 requires little skill.
- "Semi-Skilled Labour" means labour which involves some degree of skill or
 competence acquired through experience in the job, which is capable of being
 performed under the supervision or guidance of a skilled employee and includes unskilled
 apprentice labour.
- "Semi-Skilled Labour" means labour which involves different tasks or operations requiring through experience
 the job or the skill which is not within the scope of unskilled or skilled labour and the
 performance of which will be intermediate in difficulty.

Sample 2

Employment in Manufacture of Lumber, Tugs and Trawls and Heli Metal

SS	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	<u>Skilled Labour:</u> Chief Accountant/Typist/Manager/Doc and The clerks in other categories by whom work is done which are skilled labour	275.00	4,125.00
2	<u>Unskilled Labour:</u> Multi-task Workmen/Unskilled Workmen etc. engaged by whatever name called whenever unskilled labour.	225.00	3,375.00

Notes:

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No. 10) of 1961. There shall be provision for not less than 25% of the above minimum wages applicable to their employment. The above-mentioned minimum wages shall be the minimum wages applicable to their employment.
2. There shall be no difference between the two ranges of minimum wages employees.
3. The minimum rates of wages for persons below 18 years of age shall be 75% of the rate applicable to the adult employees of the corresponding category as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience in the job.
5. "Semi-Skilled Labour" means labour which involves some degree of skill or experience acquired through experience on the job and which is superior to that of unskilled labour, and the experience or training of a skilled employee or a semi-skilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or experience acquired through training or through training on an apprenticeship or technical or vocational training and the performance of which calls for intellectual or judgment.

Schedule XV

Employment in Ward, Douglas and Lane Counties and Districts

SN	Categories of Employees	All Inclusive Minimum Rate of Wages (Per)	
		Day	Year (Per)
1	2	3	4
1	<u>Skilled Laborer</u> Civil Assistant Typist (Managing Office of the Highways) by various ranges which are set in labor	24.00	\$ 192.00
2	<u>Unskilled Laborer</u> Highway Maintenance Workers etc. categories by various rates called at above unskilled laborer	22.00	176.00

Notes:

1. Wages for apprentices are to be regulated only by Agreement No. 190' of Public Service and to be paid not less than 20% of the relevant minimum wages applicable to the employee for first six months thereafter full wages or less than minimum wages applicable to the employment.
2. There will be no difference between the rates of wages of male and female employees.
3. The minimum rate of wages for juveniles below 15 years of age shall be 80% of the rate applicable to the adult employees of the corresponding category as specified in the Schedule above.
4. "Unskilled laborer" means labor which involves simple operations requiring little or no skill or experience on the job.
5. "Skilled Laborer" means labor which involves some degree of skill or competence acquired through experience on the job and which is transferable from one employer under the supervision or guidance of a skilled employee and includes and the supervisory laborer.
6. "Minor laborer" means labor which involves skill or competence acquired through experience on the job through training from apprentice or a technical or vocational institute and the 20% bonus of such rate for initiative and ingenuity.

Schedule - XII

Employment in Mineral and Alloy Industries

SN	Categories of Employees	At Industrial Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour Clerk, Accountant, Typist, Manager, Doctor They do not fall in categories by whom any skilled labour is skilled labour.	272.00	8,191.00
2	Unskilled Labour Multiple of Standard Category Weighted rate - category by whatever name called with the unskilled labour.	215.00	6,356.00

Note

1. Wages are applicable as to be regulated under the provisions Amendment (No 57) of 1947. Tuitions are to be paid not less than 10% of the relevant minimum wages applicable to their employment for first six months thereafter till wages are less than minimum wages applicable to their employment.
2. There shall be no difference between the rate of wages of men and women employees.
3. The minimum rates of wages for persons below 15 years or disabled persons shall be 10% of the rates applicable to the adult employees of the corresponding categories as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled Labour" means those which involve 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 employees and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or competence acquired through experience on the job or through training as an Apprentice or by a technical or vocational institute and the performance of which calls for initiative and judgment.

Schedule XIII

Employment in Production of Textiles, Hand Weaving and other Agricultural Operations.

Sl. No.	Categories of Employees	All Inclusive Minimum Rate of Wages (Rs.)	
		Per day	Per month
1	2	3	4
1	Skilled Labour: Apprentice/Trained Textile/Hand weaver Doing other work as by whatever name called which are skilled labour	275.00	6,145.00
2	Unskilled Labour: Casual/Untrained/5 days hand help/other category as by whatever name called which are unskilled labour	225.00	6,750.00

Notes:

1. Wages for apprentices are to be regulated under the Apprentices Act, 1961 (No. 10 of 1961). There shall be no payment less than 50% of the relevant minimum wages applicable to their category under the Act & in case thereafter the full wages not less than minimum wages applicable to the establishment.
2. There will be no differentiation between the rate of wages of men and women employees.
3. The minimum rate of wages for persons below 18 years or disabled person shall be 100% of the rate applicable to the adult employee of the corresponding category as mentioned in the Schedule above.
4. "Unskilled labour" means those which involves simple operations requiring little or no skill or experience on the job.
5. "Semi-Skilled labour" means those 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 unskilled supervisory labour.
6. "Semi-Skilled labour" also includes those skill or competences acquired through on-the-job training through training in an Apprenticeship or in a technical or vocational institute and the acquisition of such skills or competences.

Schedule XIV

Employment in Manufacture of All Types of Pulp Plants for all Workers (Millinery, Oak, Yew, Cedar, etc.)

SN	Categories of Employees	All Employees (Million) Rate of Wage (%)	
		Per day	Per month
1	Skilled Labour Persons who have worked 8 years or more in any of the categories by whatever name called which are skilled labour.	73.00	8,000.00
2	Unskilled Labour Persons who have worked 3 years or more in any of the categories by whatever name called which are unskilled labour.	55.00	6,000.00

Notes:-

1. Wages for apprentices are to be regulated by the Apprentices Act, 1947 (Section 14) and they are to be paid not less than 70% of the normal minimum wages applicable to the employees for the same work. Exemption shall apply only to the minimum wages applicable to this employment.
2. There will be no difference between the rate of wages of men and women employees.
3. The minimum rate of wages for persons below 18 years of skilled labour shall be 100% of the rate applicable to the adult employee of the same rating category as specified in the Schedule above.
4. "Unskilled Labour" means labour which involves simple operations requiring little or no skill or experience in the job.
5. "Semi-skilled Labour" means labour which involves some degree of skill or craft, and is acquired through experience on the job and which is normally not being performed under the supervision or direction of a skilled employee and includes on the job persons below 18 years.
6. "Skilled Labour" means labour which involves skill or experience acquired from the job and/or through job or training, or an Apprenticeship or a technical or scientific institute or through an experience of which skill is an integral part of the job.

Schedule - 32

Employment and Maintenance of Silk Worm Plants in Sericulture Farms

SN	Categories of Employees	Job Inducing Minimum Rate of Wages (%)	
		Per day	Per month
1	2	3	4
1	Skilled Labour Accountants/Clerks/Store keepers Dialling/plate setting by turnover non skilled which are skilled labour.	233.00	8,150.00
2	Unskilled Labour Multi level/Basic knowledge of Weaving Cassandras/ Havers/ Press and Folger/ other category by whatever name called which are unskilled labour.	225.00	6,750.00

Notes:-

1. Wages (%) are to be fixed as to be required under the Apprentices Act 1961 (No. 10) of 1961. The minimum wage to be paid will be 85% of the minimum minimum wages applicable to the employees of the first schedule character till wages are fixed in the minimum wages applicable to the occupation.
2. There will be no difference between the rate of wages of men and women employees.
3. The minimum rate of wages for persons below 18 years of finished person shall be 100% of the rate applicable to the adult employee of the corresponding category as specified in the Schedule above.
4. "Unskilled labour" means labour which involves simple operations requiring little or no skill or experience or judgement.
5. "Unskilled labour" means labour which involves some degree of skill or competence acquired through experience or training which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory labour.
6. "Skilled Labour" means labour which involves skill or substantial acquire through experience or the use of thought training as an Apprenticeship. It includes technical institute and the maintenance of such as to be required of the job.