

गोरखपुर		श्रीनगर	(यू ए)
गुवाहाटी शहर		सूरत	(यू ए)
गुन्टूर		तिरुवनन्तपुरम	(यू ए)
ग्वालियर	(यू ए)	वडोदरा	(यू ए)
इन्दौर	(यू ए)	वाराणसी	(यू ए)
हुबली-धारवाड़		विजयवाड़ा	(यू ए)
जबलपुर	(यू ए)	विशाखापट्टनम	(यू ए)
जयपुर	(यू ए)	वारंगल	

क्षेत्र 'ग' में वे सभी क्षेत्र शामिल हैं जिनका इस सूची में उल्लेख नहीं है लेकिन जिन पर न्यूनतम मजदूरी अधिनियम लागू होता है।

कृपया ध्यान दें: यू ए शहरी समूह के लिए प्रयुक्त किया गया है।

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 20th May, 2009

S.O. 1285(E).— Whereas the proposals to revise the minimum rates of wages per day payable to the employees engaged in the Scheduled employment of "Construction or Maintenance of Roads or Runways or in Building Operations including laying down Underground Electric, Wireless, Radio, Television, Telephone, Telegraph and Overseas Communication Cables and similar other Underground Cabling Work, Electric Lines, Water Supply Lines and Sewerage Pipe Lines", was published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), vide Notification of the Government of India in the Ministry of Labour and Employment S.O. 132 (E), dated the 13th January, 2009 for information and inviting objections and suggestions from all persons likely to be affected thereby, till the expiry of the period of two months, from the date on which copies of Gazette notification were made available to the public;

AND whereas the copies of the said Gazette were made available to the public on 14th January, 2009;

AND whereas, no objections or suggestions have been received on the said proposals by the Central Government;

NOW, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the said Act, the Central Government after consulting the Advisory Board, hereby revise the minimum rates of wages payable to the employees employed in this Scheduled employment.

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The minimum rates of wages, which will be effective from date of this notification shall consist of -

(a) basic rates of wages as set out in columns (2), (3) and (4) of Part-I of the Schedule annexed herewith and payable to the categories of employees working in areas mentioned in Columns (2), (3) and (4) thereof; and

(b) a special allowance (hereinafter referred to as Variable Dearness Allowance) in Part-II of the said Schedule shall be adjusted by the Chief Labour Commissioner (Central) at an interval of six months commencing on the 1st October and 1st April on the basis of average Consumer Price Index Number for Industrial Workers for the each preceding period of six months ending on 30th June and 31st December every year respectively, at the rate mentioned in Columns (2), (3) and (4) of Part-II of the said Schedule.

Schedule

Part -I: Basic Minimum Rates of Wages

Category of Worker	Minimum Rates of Basic wages per day (in Rupees)		
(1)	(2)	(3)	(4)
	Area (A)	Area (B)	Area (C)
Unskilled Bajri Spreader, Beldar, Beater Women, Bell-Woman, Chain Man, Boat Man, Bucket Man, Carrier (Stone), Carrier (Water), Cartman, Caretaker (Bridge), Cleaner (Crane, Truck, Cinder for ash Pit), Chowkidar, Concrete (Hand Mixer), Daffadar, Driver (Bullock, Camel, Donkey, Mule), Flag Man, Flagman (Blast Train), Gate Man, Gangmen, Gatingman (Permanent Way), Handle Man, Jumper Man, Kamin (Female Work), Khalas, Bridge, Electrical, Marine, Moplah, Store, Steam Road, Share, Roller Survey, labourer	180	150	120

(Garden), Mazdoor, Hole Cutter, Lorry Trainees, Petrolman, Peon, Searcher, Signal man, Strikers, Striker (Moplah gang), Sweeper, Tall Boy, Tile Turner, Trolley man, Vaks Controller, Valveman, Watchman, White Washer, Wooderman, Wooder Woman, Borryman, Coalman, Condenser, Attendant, Grass Cutter, Muchhars Jamadars, Condenser Attendant, Shunters, and any other categories by whatever name called, which are of an unskilled nature.			
Semi-skilled / Unskilled Supervisory Belchawala, Bhisti, Bhisti (with Mushk), Boatman (head), Breaker, Breaker (Stone, Rock, Rock Stone, Stone Metal, Canweaver, Chain-man (Head), Charpoy-Stringer, Checker, Chowkidar (Head), Security Guard (without arms), Cracker, Daftri, Dollyman, Assistant, Driller, Driver (Skin), Excavator, Ferroman, Fireman, Fireman (Brick Kiln, Steam Road Roller), Gate Keeper, Gharami Thatcher, Classman, Grater, Greaser-cum-Fireman, Grinder Hammerman, Helper (Artisan), Helper (Sawyer), Jamadar, Keyman, Khalasi (Head Survey, Rivertters-Moplah Gang, Supervisory), Labourer (Rock-Cutting), Lascar, Mali (Head), Mate, Mate (Blacksmith, Road, Carpenter), Engine Driver and/or Feeder, Fitter, Gang, Khalasi, Mazdoor Mason, Permanent Way, Pump-Driver, Turner), Mazdoor (Heavy-weight), Charge-man, Mistri (Head, Muccadam, Night-guard, Runner (Post dak), Oilman, Quarry man, Quarry Operator, Stoneman, Stocker, Thatcher, Stockers and Boilerman, Thoombaman (Spade worker), Tindals, Trolleyman (Head Motor), Fitter (Assistant	200	170	140

Semi-Skilled), Jamadar, (Semi-skilled), Mate (Stone), Pump Attendant, Bearer, Breakman, Crowder Man, Cook, Dandee, Frash, Hacksaw man, Helper (locco-Crane/Truck), Kasab, Khalasi (Structural), Laboratory Boy, Manjhee (Boatman), Masalchi P.M. Mates, Pointsman Sencummy, Topas, Topkar (Big Stone Breaker), Trolly Jamadar, Winchman, Attendance-keeper, Assistant Wireman and any other categories by whatever name called, which are of semi-skilled nature			
Skilled Assistant Mistry, Armature Winder Grade-II and III, Bhandari, Blacksmith, Blacksmith (Selection Grade, Grade II, III, Class II and III) Boilerman, Boilerman Grade II and III, Boiler Foreman Grade II, Work (Assistant), Brick Layer, Bricklayer (Selection Grade, Class II), Blaster, Carpenter, Carpenter (Selection Grade, Grade II and III, Class I and III Assistant, B.I.M. Road, Cabinet Maker, Security Guards (with arms), Caneman, Celotex, Cutter Maker Chargeman, Class II and Class III, Carpenter Ordinary), Checkder (Junior), Chick Maker, Chickman (Junior) Concrete Mixure Mixer, Concrete Mixure Operator, Cobbler, Coremaker, Driver, Driver Motor Vehicle, Motor Vehicle Selection Grade, Motor Lorry, Motor-Lorry Grade II, Lorry Grade II, Diesel Engine, Diesel Engine Grade II, Mechanical Road Roller I.C. and Cement Mixer etc., Road Roller, Road Roller Driver Grade II, Driver (Engine Static, Stone Crusher, Tractor/Bull Dozer, Steam Road Roller, Water Pump, Mechanical Assistant, Road Roller, Mechanical, Steam Crane,	220	200	170

Tractor with Bull Dozer Mechanical, Transport, Engine Static and Road Roller Boiler Attendant, Engine Operator (Stone Cursher Mechanical) Distemper, Electrician, Electrician (Grade II, Class II and Class III), Fitter, Fitter (Selection Grade, Grade II and III) class II and III Assistant, Pipe class II, Pipe Line ending Bars for reinforcement Cum-mechanic, Mechanic and Plumber), Gharami (Head), Glazier, Hole Driller for Blasting, Joiner, Joiner (Cable, Cable Grade II), Lineman (Grade II, III, High Tension/Low Tension), Mason, Mason (Selection Grade, Grade II, III and Class B Mistry), Stone (Stone Class II, Brick Work, Stone work), Brick-layer, Tile Flooring, B.I.M., Muccadam (Head), Stone cutting, Ordinary Machanis, Mechanic, Mechanic (Class II, Air conditioning, Air conditioning Grade II, Diesel Grade II, Road Roller Grade II, Assistant, Radio), Manson (Gharami), Mistry, Mistry Grade II, Air conditioning Grade II, P. Way, Survey, Santras Works), Mason Class A, Moulder, Moulder (Brick, Tile), Painter, Painter (Selection Grade, Grade II and III, Class II, Assistant Lotter and Polisher, Polisher, Rough), Plasterer, Plasterer (Mason Grade II), Plumber, Plumber (Selection Grade, Class II, Assistant Lotter and Polisher, Rough), Plasterer, Plasterer (Mason Grade II), Plumber (Selection Grade, Class-II, Assistant Senior, Junior, Mistry Grade II), Plumbing Mistry, Plumber-cum-Fitter, Polisher, Polisher (Floor), Pump Driver, Pump Driver (Selection Grade), Grade II and III, Class II), Pump Driver (Selection Grade, P.E., Driver, Pumpman, Pumpman (Assistant),			
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Plumber, Polisher (with spray) Grade II, Ratan Man, Rivet Cutter (Assistant) Rivetter, Rivetter (Cutter), Road Inspector Grade II, Railway Plate Layer, Rod Bender, Sawyer, Sawyer (Selection Grade Class II) Serang, Serangpile Driving Pantooms with Boiler, Shapeman, Shift-incharge, Sprayman, Sprayman (Roads), Stone Cutter, Stone Cutter (Selection Grade, Grade II, Class II), Stone Chisler, Stone Chisler (Class II), Stone Blasterer, Sub-Overseer (Unqualified), Surveyors, Surveyors (Assistant), Tailor, Tailor (Upholstry), Transprayer, Tar man, Line Man, Tiler Class II, Wall (Floor, Roof), Tiler (Selection Grade), Tin-Smith, Tin Smith (Selection Grade, Grade II and III, Class II) Tinker, Trailors, Turner, Upholsterer, Upholsterer (Grade II and III), Painter Spray (Class II), Wood Cutter, Wood Cutter Section Grade, Wood Cutter Class II, Work Sircar, Welder, Welder gas, Welder (Class II, Bridge work), Well Sinker, White Washer, White Washer (Selection Grade, Class II), Wireman, Wireman (Grade II and III, Mechanic, Electrical), White Washing and Colour Washing Man, Operator Pneumatic Tools, Operator (Fitter), Boreman, Borer, Chipper, Chipper-Cum-Grinder, Cook (Head), Driller, Driller (Well Boring), Driver (Loco/Truck), Electrician (Assistant), Mechanic (Tube-Well), Mistry Stell, Tube-Well, Telephone), Meter Reader, Meterorogical Observer, Navghani, Operaor (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Grane, Dorrick, Diesel Engine, Doser, Dragling Drill Dumber, Excavator, Fork Lift Generator, Grader, Jack Hammer and Payment breaker Loader, Pump,			
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Pile Driving, Scrapper, Screening Plant, Shovel, Tractor, Vibrator, Weight Batcher, Railway Guards, Repairer (Battery), Sharper/Slotter, Sprayer (Ashalt) Station Master, Surveyor (Silt), Trades-Man, Train Examiner, Turner/Miller, Tyre Vulcaniser and any other categories by whatever name called, which are of a skilled nature.			
Clerical M. C. Clerk, Munshi (Matriculate, Non-matriculate), Store Clerk (Matriculate Non-matriculate), Store Issuer, Store Keeper, Store Keeper Grade I, Grade II, (Matriculate), Tally Clerk, Time Keeper, Time Keeper (Matriculate Non-Matriculate), Book Keeper, Work Munshi, Work Munshi (Subordinate), Accounts Clerk, Clerks, Computer, Telephone Operator, Typist, and any other categories by whatever name called which are of a clerical nature.	220	200	170
Highly Skilled Armature Winder Grade I, Blacksmith Grade I and Class I, Boilerman Grade I, Boilerman Foreman Grade I, Brick Layer class I, Cable Joiner Grade I, Carpenter grade I and Class I, Celo Cutter and Decorator, Chargeman Class I, Checker (Sr) Driver Lorry Grade I, Motor Lorry Grade I, Motor Vehicle Class I and Diesel Engine Grade I, Road Roller Grade I, Pump Class Electrician Grade I and Class I/ Grade I, Fitter (Grade I, Class I), Pipe Class I (Head), Foreman (Assistant) Line Man Grade I, Mason (Skilled Grade I, Class I), Mast Rig, Mechanic Class I and Class II, Mechanic (Diesel Grade I and Road Roller Grade I, Airconditioning Grade I/Class I, Mistry Grade I, Mistry (Airconditioning Grade I), Overseer, Overseer (Senior and Junior), Painter (Grade I, Class I, Spray)	240	220	200

Plasterer (Mason) Class I, Plumber (Head, class I), Mistry Grade I, Polisher (with spray Grade I, Road Inspector Grade I, Sawyer Class I, Stone Cutter Class I, Stone Cutter Grade I, Stone Chisler Class I, Stone Mason Class I, Sub-Oversear (Qualified), Tiler Class I, Tinsmith Grade I and Class I, Upholsterer Grade I, Varnisher Class I, Welder-Cum-Fitter and Air Conditioning Mechanic, Welder (Gas) Class I, White Washer Class I, Wireman Grade I, Class I, Wood Cutter Class I, Grinder (Tool) Grade I, Operator (Batching Plant Grade I), Clamp Shell Grade I, Compressor Grade I, Crane Grade I, Diesel Engine Grade I, Dozer Grade I, Dragline Grade I, Drill Grade I, Dumper Grade I, Excavator Grade I, Fork Lift Grade I, Generator Grade I, Grader Grade I, Leader Grade I, Pile Driving Grade I, Pump Grade, Scraper Grade I, Screening Plant Grade I, Pump Grade I, Scraper Grade I, Screening Plant Grade I, Shovel Grade I, Shovel and Dragline, Tractor Grade I, Vibrator Grade I, Rigger Grade I Rigger Grade II, Charper/Sletter Grade I, Shovel and Dragline Tractor Grade I, Tradesman Class I, Turner/Miller Grade I, Tyre Vulcaniser Grade I, Work (Assistant) Grade I, and any other categories by whatever name called, which are of a highly skilled nature.			
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Part - II

Categories of Workers	Rate of Variable Dearness Allowance for every point rise or fall beyond 133, which is the average monthly Consumer Price Index Number for industrial workers (Base year 2001=100), for the period July-December, 2007.		
	Area 'A'	Area 'B'	Area 'C'
(1)	(2)	(3)	(4)
1. Unskilled	Rs.1.35	Rs.1.13	Rs.0.90

2. Semi-skilled/ Unskilled-Supervisory	Rs.1.50	Rs.1.28	Rs.1.05
3. Skilled and Clerical	Rs.1.65	Rs.1.50	Rs.1.28
4. Highly Skilled	Rs.1.80	Rs.1.65	Rs.1.50

Explanation.- For the purpose of this Notification,-

- 1 a) Area "A" and Area "B" shall respectively comprise of all the places as specified in the Annexure to this notification and include all places within a distance of fifteen kilometers from the periphery of Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place, and Area "C" shall comprise of all the other places not mentioned in the Annexure to which the Minimum Wages Act, 1948 (11 of 1948) extends.
- (b) The places added or upgraded from time to time by the Ministry of Finance for the purpose of payment of House Rent Allowance to Central Government employees shall be taken to be added from such dates for the purpose of classification specified in the Annexure to this draft proposal.
2. Employees employed in the employments in construction or maintenance of roads or runways or building operation including laying down underground Electric, Wireless, Radio, Television, Telephone, Telegraph and over communication Cables and similar other under Cabling work, Electric lines, Water supply lines and sewerage lines in 'C' class areas where the minimum rates of wages have been fixed on area wise basis and where the Central Government has sanctioned payment of winter allowance or hill allowance or any other special allowance shall be paid in addition to the minimum rates of wages fixed by the notification, an amount equal to 10 percent of the minimum rates of wages so fixed:

Provided that in places, which are at a height of over 6,000 feet, above sea level, 10 percent. extra wages will be paid.
3. Workers employed on high rise structures that is on or above 30 feet height, even for one hour in a day shall be paid 20 percent. extra wages of the minimum wages for the appropriate category.

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4. Workers employed on tunnel working shall be paid 20 percent. extra of the minimum wages fixed under this notification for the appropriate category.
5. (a) **“Unskilled Work”** means work which involves simple operations 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 include unskilled supervisory work.
(c) **“Skilled Work”** means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute.
(d) **“Highly Skilled Work”** means work which calls for a degree of perfection and full competence in the performance of certain tasks including clerical work acquired through intensive technical or professional training or practical work experience for certain reasonable period and also requires of an worker to assume full responsibility for the judgement or decision involved in the execution of these tasks.
6. Where in any area the minimum rates of wages fixed by this notification are lower than the minimum rates of wages fixed by the State Government for employees in employment in aforesaid Employments in relation to which the State Government is the appropriate Government, the rates of wages fixed by the State Government shall in respect of these areas, be deemed to be the minimum rates of wages payable under this notification.
7. The minimum rates of wages include also the wages for weekly day of rest.
8. The minimum rates of wages fixed by this notification are applicable to employees engaged by contractors also.
9. The minimum rates of wages payable to disabled employees shall be the same as payable to workers of the appropriate category.
10. Men and women employees shall get the same rates of wages for the same work or work of similar nature.

11. Minimum rates of wages and special allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

[F. No. S-32017/3/2008-WC (MW)]

HARCHARAN SINGH, Dy. Director General

Annexure

CLASSIFICATION OF AREAS

AREA – "A"

Ahmedabad	(UA)	Hyderabad	(UA)
Bangaluru	(UA)	Kanpur	(UA)
Kolkatta	(UA)	Lucknow	(UA)
Delhi	(UA)	Chennai	(UA)
Greater Mumbai	(UA)	Nagpur	(UA)

AREA – "B"

Agra	(UA)	Jamshedpur	(UA)
Ajmer		Jodhpur	
Aligarh		Kochi	(UA)
Allahabad	(UA)	Kolhapur	(UA)
Amravati		Kozhikode	(UA)
Aurangabad	(UA)	Kota	
Bareilly	(UA)	Ludhiana	
Bhavnagar		Madurai	(UA)
Bikaner		Meerut	(UA)
Bhopal		Moradabad	(UA)
Bhubaneshwar		Mysore	(UA)
Amritsar		Nasik	(UA)
Chandiragh	(UA)	Pune	(UA)
Coimbatore	(UA)	Patna	(UA)
Cuttack	(UA)	Raipur	(UA)
Durgapur		Rajkot	
Faridabad Complex		Ranchi	(UA)
Ghaziabad	(UA)	Sholapur	(UA)
Gorakhpur		Srinagar	(UA)
Guwahati City		Surat	(UA)

CACLB

Guntur		Thiruvananthapuram	(UA)
Gwalior	(UA)	Vadodara	(UA)
Indore	(UA)	Varanasi	(UA)
Hubli-Dharwad		Vijayawada	(UA)
Jabalpur	(UA)	Vishakhapatnam	(UA)
Jaipur	(UA)	Warangal	

Area 'C' will comprise all areas not mentioned in this list but to which the Minimum Wages Act extend.

NB: U.A. stands for Urban Agglomeration.