

ADMINISTRATION OF DAMAN & DIU (U.T.)
DEPARTMENT OF LABOUR & EMPLOYMENT,
DAMAN.

No.LE/LI/DMN/MWA-3(II)/2015-16/81

Dated: 29.05.2015.

NOTIFICATION

In exercise of the powers conferred by clause (a) of Sub-Section (1) of Section 3 read with clause (iii) of Sub-Section (1) of Section 4 and Sub-Section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Administrator of Daman & Diu hereby revises the minimum rates of wages payable to the different categories of employees in different Schedule Employments with effect from 01/04/2015.

SCHEDULE

Sr. No.	Name of the Schedule Employment	Class of Employees	Minimum Rate of Wages payable per day		Total
			Basic	Special Allowance	
1	2	3	4	5	6
1.	Employment in any woolen, carpet making or shawl weaving establishment.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
2.	Employment in any rice mill, flour mill or dal mill.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
3.	Employment in any tobacco (including bidi making) manufactory.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
4.	Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
5.	Employment in any oil mill	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
6.	Employment under any local authority.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
7.	Employment in the construction or maintenance of roads or in building for operation.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
8.	Employment in stone breaking or stone crushing.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
9.	Employment in any Lac manufactory.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
10.	Employment in any mica works.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20

11.	Employment in public motor transport.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
12.	Employment in tanneries and leather manufactory.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
13.	Employment in any residential hotel, restaurant or eating house.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
14.	Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process or book, binding is carried out.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
15.	Employment in any cotton ginning or cotton pressing manufactory.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
16.	Employment in glass industry.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
17.	Employment in any shop or commercial establishment (not being an employment in any bank or an employment which is included) under any of the other entries in this Schedule.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
18.	Employment in potteries.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
19.	Employment in rubber manufacturing industry.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
20.	Employment in paper and paper board manufactory.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
21.	Employment in Cinema exhibition industry.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
22.	Employment in any industry in which any process of transforming plastics into various solid shapes through moulding, forming, extrusion or casting by application singly to together with heat and/or pressure or both or other similar work or work incidental to such process is carried out.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
23.	Employment in any hospital not falling under entry 6 in this Schedule.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
24.	Employment in brick or roof tiles (terracotta or earthen) manufactory.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
25.	Employment in any premises wherein buffaloes or cows or both are kept for milking, cleaning or feeding and for all other ancillary process.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
26.	Employment in automobile repairing workshops and garages.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20

27.	Employment in canteen and clubs not falling under entry 13 of part I of this Schedule.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
28.	Employment in the film production industry.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
29.	Employment in powerloom industry.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
30.	Employment in any industry engaged in saw milling.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
31.	Employment in any industry in which wooden furniture making or other similar work or any work incidental to such process is carried out.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
32.	Employment in any industry in which wooden photo picture frame making and other similar work incidental to such process is carried out.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
33.	Employment in bakeries.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
34.	Employment in salt-pan.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
35.	Employment in cashew processing industry.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
36.	Employment in engineering industry (not being on employment falling under entry 26 in this part), that is to say, any industry engaged in any manufacturing process in relation to any machinery, tools instruments utensils or articles, or parts thereof, manufactures from ferrous or non-ferrous metals or any alloys (including manufactures of ancillary products for automobile industry, manufacture of bicycles including its spare parts) and processes connected therewith such as shaping, pressing, extrusion, turning, fabrication, processing, smelting, refining, drilling, cutting, joining, grinding, forging, welding, buffing, electroplating and moulding.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
37.	Employment in cloth dyeing and/or printing.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
38.	Employment in laundry industry.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
39.	Employment in any dispensary not being a dispensary in any hospital falling under entry 6 or 23 in this Schedule.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
40.	Employment in manufacture of containers and/or boxes from paper and/or cardboard and/or strawboard.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20

41.	Employment in Khandsari Sugar Manufactory.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
42.	Employment in grass cutting not falling in part II of the Schedule.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
43.	Employment in Hair Cutting Saloon, Hair Dressing Saloon or Hammam Khana.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
44.	Employment in any establishment engaged in the manufacturing or readymade garments or its accessories (excluding hosiery articles), and tailoring establishment.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
45.	Employment in manufacturing fountainpens, ball point pens and/or their parts and/or accessories like nibs, refills, etc., whether made from plastics, bakelite, ebonite or any other metal.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
46.	Employment as sweepers or scabengers in any employment not falling under any of the other entries in this Schedule.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
47.	Employment in any establishment manufacturing utensils and/or other households articles with or without admixture of Zinc, Brass, Copper, Aluminium, Stainless-Steel and/or any other metal.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
48.	Employment in forest and/or Forestry.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
49.	Employment in manufacture of optical frames.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
50.	Employment in Handloom industry.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
51.	Employment in manufacture of eatable tobacco (not being an employment falling under any entry 3 in part I of the Schedule.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
52.	Employment in handmade paper and hand paper board manufactory.	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
53.	"Employment in the manufacture of Exercise Books or similar book, Ledger Books, Diaries etc.) for the purpose of writing in them, including processes like ruling, folding, sewing, binding, incidental printing and other work incidental thereto (which are not covered by any other entry in part I of the Schedule to the Act)".	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
54.	"Employment in Cycle Mechanic Workshop (including repairing Servicing etc.), and incidental operation."	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20
55.	"Employment in cement and cement based industry".	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20

56.	"Employment in any industries manufacturing, flattened parched rice (poha), murmura, churmura, Kurmura from paddy or rice including micromica (bharda) narda from maize" process incidental thereto.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
57.	Employment in any chemical fertilizer manufactory and	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
58.	Employment in any watch strap manufacturing Paints vernishers.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
59.	Co-Employment in any industry manufacturing Paints vernishers.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
60.	Employment in any industry manufacturing Drugs and Pharmaceuticals.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
61.	Employment in any industry manufacturing Soaps and Cosmetics.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
62.	Employment in any industry manufacturing Steel Furniture.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
63.	Employment in any factory as defined under clause(m) or Section 2 of within the meaning of Section 85 of Factories Act, 1948. (LXIII of 1948), not covered by any of the entries in this Schedule.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
64.	Employment in any glass bulb manufactory.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
65.	Employment in the Seafood industry.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
66.	Employment in Charcoal Kilns.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
67.	Employment in Jari work industry wherein work with silver or gold of cloth of hand or by any type of machinery.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
68.	Employment in Dairy Industry.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
69.	Employment in Rubber Balloon Industry.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
70.	Employment in Ice and Cold Drinks.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20
71.	Employment in Silver Industry.	Skilled Semiskilled Unskilled	284.00 276.00 268.00	0.20 0.20 0.20	284.20 276.20 268.20

Agriculture (Specified in Part – II of the Schedule to the Minimum Wages Act, 1948 as indicate below)

Sr. No	Name of the Schedule Employment	Class of Employees	Minimum Rate of Wages payable per day		Total
			Basic	Special Allowance	
1	2	3	4	5	6
1.	Employment in Agriculture	Skilled	284.00	0.20	284.20
		Semiskilled	276.00	0.20	276.20
		Unskilled	268.00	0.20	268.20

Explanation for the purpose of this notification.

1. The minimum rates of monthly wages payable to any class of employees employed in any category on monthly wages shall be computed by multiplying the minimum rate of daily wages fixed for the class of employees to which he belongs, by twenty six, the quotient being stepped upto its nearest paisa.
2. The minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest.
3. The minimum rates of wages shall consist of basic rates, the cost of living allowances and the cash value of concessions, if any.
4. A skilled employee is one who is capable of working efficiently, by exercising considerable independent judgment and of discharging his duties responsibly. He must posses a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.
5. A semi-skilled employee is one, who does work generally of a well defined routine nature, wherein the major requirement is not so much of the judgment, skill and dexterity but of proper discharge of duties as assigned to him for a relatively narrow job and where important decisions are made b other. His work is thus limited to the performance of routine operations of limited scope.
6. An unskilled employee is one who does operations that involve the performance of simple duties which require the exercise of little or no independent judgment or previous experience although a familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion, familiarity with a variety of articles or goods.
7. Male and female employees should be given equal wages for equal work.
8. The employees employed by a Contractor or other agencies in the Scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
9. The requisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

10. In case of employees employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the numbers of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belongs.
11. Computation of cash value: The cash value of the minimum rate of wages to be paid to hotel workers partly in kind per month (that in the form of free residential accommodation, meal, nasta or a tea) as under:
- (i) 1/3 (33.3 percent) of total wages (basis rates of wages plus special allowance) when residential accommodation, two meals, two teas and one nasta is served daily;
 - (ii) 6.60 percent of total wages (basic rates of wages plus special allowance) when one meal is served daily;
 - (iii) 3.3 percent of special total wages (basic rates of wages plus special allowance) when one nasta and one tea is served daily.

By Order and in the name of the
Administrator of Daman & Diu.



(Mitali Namchoom)

Labour Commissioner / Collector,
DAMAN.

To,
All Employers in the schedule to
The Minimum Wages Act, 1948,
Daman and Diu.

Copy to :

1. The Secretary (Labour), Daman & Diu.
2. The Labour Commissioner, Daman & Diu.
3. The Deputy Labour Commissioner, Daman & Diu.
4. The Staff Officer to the Administrator, Secretariat, Daman.
5. The Chief Inspector of Factories & Boilers, Daman.
6. The President, Industries Association, Daman/Diu.
7. The President, Hoteliers Association, Daman/Diu.
8. The Publicity Officer for wide publicity.
9. The Deputy Director of Planning & Statistics, Government of Printing Press, Daman for with a request to publish the said notification in the Official Gazette.
10. The Assistant Director (Official Language) Daman & Diu, Daman for Hindi translation.
11. All Heads of Offices, Daman & Diu.
12. Labour Inspector Diu.