

## NOTIFICATION

New Delhi, the 19th January, 2017

S.O. 187(E).—Whereas the draft proposal to revise the minimum rates of wages per day payable to the Schedule mentioned categories of employees engaged in the employment of “Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines, Iron Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate Mines and Magnetite Mines” 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 number S.O. 2833(E), dated the 1<sup>st</sup> September, 2016 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 the Gazette of India containing the said notification were made available to the public;

AND whereas the copies of the said Gazette were made available to the public on the 2<sup>nd</sup> September, 2016;

AND whereas objections and suggestions received on the said proposal have been considered by the Central Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) 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, and in supersession of the notification of the Government of India in the Ministry of Labour and Employment, published in the Gazette of India Extraordinary, Part II, Section 3, Sub-section (ii), vide number S.O. 1286(E), dated the 20<sup>th</sup> May, 2009, except as respects things done or omitted to be done before such supersession, the Central Government after consulting the Advisory Board hereby revises the minimum rates of wages per day, as specified in columns (3) and (4) of the schedule annexed hereto, payable to the categories of employees mentioned against them in columns (2) thereof and engaged in the employment of aforesaid mines.

(1) The revised minimum rates of wages shall be effective from the date of publication of this notification in the Official Gazette.

(2) The revised minimum rates of wages shall consist of,-

(a) basic rates of wages as set out in columns (3) and (4) of Part – I of the Schedule mentioned hereunder and payable to the categories of employees employed in the employment in the aforesaid mines as specified in column (2) thereof; and

(b) a special allowance (hereinafter referred to as Variable Dearness Allowance) at the rate as set out in columns (3) and (4) of Part – II of the said Schedule and payable to the categories of employees working in mines mentioned in column (2) and the Variable Dearness Allowance shall be adjusted by the Chief Labour Commissioner (Central) at an interval of every six months commencing on 1<sup>st</sup> October and 1<sup>st</sup> April of every year on the basis of the average Consumer Price Index Number for Industrial Workers (Base 2001=100) for the preceding period of six months ending on 30<sup>th</sup> June and 31<sup>st</sup> December every year respectively, at the rate of and in the manner specified in the columns (3) and (4) of Part II of the Schedule.

(c) The classification of workers shall be as mentioned in Part – III of the Schedule.

## SCHEDULE

## PART – I

Serial Number	Categories of employees	Minimum Rates of Basic Wages per Day (In Rupees)	
		Above Ground	Below Ground
(1)	(2)	(3)	(4)
1.	Unskilled	350.00	437.00
2.	Semi-Skilled /Unskilled Supervisory	437.00	523.00
3.	Skilled/Clerical	523.00	610.00
4.	Highly Skilled	610.00	683.00

## PART – II

Serial Number	Categories of employees	Rate of Variable Dearness Allowance for every point rise or fall beyond 271, which is the average monthly Consumer Price Index Number for industrial workers (Base year 2001=100), for the period January-June, 2016.	
		Above Ground	Below Ground
(1)	(2)	(3)	(4)
1	Unskilled	1.29	1.13
2.	Semi-skilled/Unskilled-Supervisory	1.61	1.36
3.	Skilled and Clerical	1.93	1.58
4.	Highly Skilled	2.25	1.80

## PART- III

## CLASSIFICATION OF WORKERS

## 1. UNSKILLED WORKERS

1. Cleaner	2. Dresser / Dressing Mazdoor	3. Helper
4. Loader	5. Mazdoor (Male/Female)	6. Messenger (Male / Female)
7. Trammer	8. Caretaker (except in Copper, Chromite and Graphite mines where it is semi-skilled)	9. Office Peon /Peon (except in Bauxite Mines)
10. Sweeper (Male / Female)	11. Carrier	12. Number Taker
13. Trolley Driver	14. Water Carrier	15. Hole cutter
16. Earth Cutter	17. Survey Khalasi	18. Khalasi not attending to machines
19. Carrier (Stone)	20. Cartman	21 Concrete (Hand Mixer)
22. Driver (Mule, Bullock, Camel, Donkey)	23. Lampman	24. Petrol man
25. Waterman	26. Beldar/Beldar (Canteen)	27. Coolie
28. Breaker (using manual appliances)	29. Cook-helper	30 Office Boy
31. Quarry Worker	32. Jelly Maker	33. Over burden Remover
34. Waste removing mazdoor	35. Unloader	36. Excavating Labour
37. Digger	38. Butcher	39. Attender
40. Compressor Attendant	41. Lorry Helper	42. Surface loader
43. . Wood Cutter	44 Surface Mukar	45. Under Ground Mukar

and any other categories of workers by whatever name called, which are unskilled.

## 2. SEMI-SKILLED WORKERS/UNSKILLED SUPERVISORY

1. Bhisti	2. Assistant Driller	3. Miner
4. Butler/Cook	5. Breaker (using mechanical appliances)	6. Crech Ayah/Ayah/ Untrained Crech Attendant
7. Untrained Mate/ Mining Mate/ Mate without Competency certificate Under Metalliferous Mines Regulations, 1961	8. Oilman/Oiler	9. Chowkidar/ Watchman
10. Helper (Mason, Carpenter, Blacksmith)	11. Tindals	12. Muccadam (without competency certificate under Metalliferous Bulldozer Driver Mines Regulations, 1961)



13. Pump Attendant (except in Gypsum, Barytes and Rock Phosphate)	14. Khalasi (bulldozer) Pump Khalasi/Dumper Khalasi Compressor Khalasi	15. Khalasi attending to Machines
16. Quarry Man	17. Quarry Operator	18. Stocker
19. Storeman	20. Thatcher	21. Thoomba Man
22. Trolley Man	23. Jamadar	24. Bearer
25. White Washer	26. Breaks Man	27. Topaz
28. Topker	29. Helper (Loco, Crane, Truck)	30. Edge Runner
31. Pack Wallers	32. Rock Wallers	33. Jack Hammer
34. Pillarman	35. Banks Man	36. Cash Guard
37. Checker	38. Dhobi (Male/Female)	39. Fireman (except in Mica Mines where it is skilled)
40. Hammer Man	41. Grinder	42. Greaser
43. Mali/Gardener	44. Points Man	45. Attendant
46. Telephone Attendant	47. Boiler Man/without certificate	48. Assistant Blaster
49. Crusher Operator	50. Lamp room Incharge/ Attendant	51. Sampler/Sampler Boy
52. Stone Cutter and Dresser	53. Dresser Grade-II	54. Sepoy
55. Meter Reader	56. Caretaker in Copper, Chromite and Graphite Mines	57. Assistant Drill Operator
58. Canteen Boy	59. Butler-cum-Cook	60. Ventilation Fan Attendant
61. Tool Sharpner	62. Picker (Male/Female)	63. Charge-room Attendant
64. Assistant Mechanic	65. Assistant Fitter	66. Mechanical Helper
67. Mail Dak Runner	68. Attendant 'C' Category	69. Laboratory Attendant
70. Labour Sirdhar	71. Halwai	72. Canteen Attendant
73. Signal Man	74. Dak Boy	75. Ward Boy
76. Laboratory Boy	77. Peon, only in Bauxite Mines	78. Senior Sweeper
79. Shearer	80. Wast Cutter	81. Gun-Man
82. Explosive Carriers	83. Guage Workers	84. Disc Workers
85. Sorter	86. Mica Cutter Grade-II	87. Chisleman
88. Fire Clay Press or drying and refining except overburden requiring earth cutting	89. Labour Dafadar	90. Mines Dafadar
91. Manual Chelly Breaker	92. Manual Blast/ Metal Breaker	

and any other categories of workers by whatever name called, which are Semi-skilled.

### 3. SKILLED WORKERS

1. Airwinch Haulage Operator	2. Auto-electrician	3. Painter
4. Blacksmith	5. Tailor	6. Compressor Operator
7. Blaster/Shot-firer	8. Driver	9. Head cook
10. Chageman	11. Carpenter	12. Concrete Mixer Operator
13. Compressor Attendant	14. Air Compressor Attendant	15. Tractor Driver

16. Vehicle Driver	17. Chemist and Assistant/ Chemist	18. Sub- overseer (unqualified)
19. Driller	20. Handhole Driller	21. Drill Mechanic
22. Driver Auto	23. Electrician	24. Wirelless Operator Asstt. Foreman
25. Foreman	26. Fitter	27. Ferry Driver
28. Issuer Loco	29. Super Foreman	30. Hoist Operator
31. IMCE Driver	32. Driver	33. Loco Driver
34. Loader Operator	35. Linesman	36. Mechanic/ Machinist
37. Mason	38. Mid Wife	39. Tinsmith
40 Supervisory Mechanic	41. Pump Attendant only in Gypsum, Barytes and Rock Phosphates	42. Pump Operator/Driver
43. Mining Mate with competency certificate under Metalliferous Mines Regulations, 1961.	44. Mistry	45. Skilled Mazdoor
46. Turner	47. Senior Mechanic	48. Pipe Fitter
49. Supervisor	50. Drafts Man	51. Wireman
52. Timber Man/Timber Mistry Elect.	53. Stone Crusher Operator	54. Crusher Operator
55. Moulder	56. Welder	57. Operator
58. Work Mistry	59. Engine Driver	60. Mining Engine Driver Grade -II
61. Engineman	62. Valveman	63. Cutter
64. Winding Engine Driver Grade - II	65. Security Guard (Unarmed) / Head Chowkidar	66. Shovel Operator
67. Limco Loader Operator	68. Surface Supervisor	69. Dozer Operator
70. Compressor Driller	71. Dumper Tractor Operator	72. Boiler Man (with Certificate)
73. Machinery Attendant	74. Air-conditions Mechanic	75. Crech Attendant only in Magnesite, Manganese and Mica Mines
76. Power Shovel Operator	77. Power and Pump House Operator	78. Miner Grade - I
79. Tractor Operator	80. Tub Repairer	81. Lathe Mistry
82. Stationery Engine Attendant	83. Generator Operator	84. Loading Foreman
85. Diesel Mechanic	86. Ferro Printer cum-chairman	87. Haulage Operator
88. Dispensary Attendant	89. Work Sakar	90. Mica Cutter Grade -I
91. Dresser Grade -I Mica	92. Supervisory Fireman	93. Fireman only in Mines
94. Compressor Driver	95. Pump Man Driver	96. Grinder in Mica Mines
97. Sirdhar Lathe Man	98. Muccatam (with Competency Certificate under Metalliferous MinesRegulations, 1961).	99. Geologist

and any other categories of workers by whatever name they are called, which are Skilled.

#### 4. CLERICAL WORKERS

1. Store clerk	2. Tally Clerk	3. Store Issuer
4. Tool Keeper	5. Computer/Date Entry Operator	6. Record Keeper
7. Tracer	8. File Clerk	9. Register Keeper
10. Time Keeper	11. Clerk	12. Munshi
13. Store Attendant	14. Teller Clerk	15. Typist
16. Magazine Clerk	17. Telex or Telephone Operator	18. Hindi Translator
19. Assistant	20. Librarian	21. Assistant Magazine Clerk
22. Store Keeper		

and any other categories of workers by whatever name they are called, which are Clerical.



**5. HIGHLY SKILLED WORKERS**

1. Compounder	2. Overseer	3. Surveyor
4. Winding Engine Driver	5. Operator (Heavy Earth Moving Shovel and Bulldozer)	6. Head Mistry
7. Staff Nurse with Diploma	8. Drill Operator other than Jack Hammer	9. Electrical Supervisor with Competency Certificate
10. Underground Shift Boss	11. Head Mechanic	12. Qualified and Experienced Welder
13. Machine Tool Mechanic	14. Mechanical/Plant Foreman	15. Mining Supervisor
16. Vocational Training Instructor/Teacher	17. Head Electrician	18. Accountant
19. Steno with 7 years of service	20. Store Incharge	21. Shift Incharge
22. Supervisor	23. Incharge of Watch and Ward	24. Security Guard (Armed)

and any other categories of workers by whatever name they are called, which are highly skilled.

**Explanation: For the purposes of this notification, -**

- (a) the minimum rates of wages shall consist of all inclusive rates including the basic rates, the cost of living allowance, namely, special allowance and the cash value of the concessional supply, if any, of essential commodities;
- (b) the minimum rates of wages includes the wages for weekly day of rest;
- (c) the minimum rates of wages shall apply to employees engaged by contractors also;
- (d) the minimum rates of wages for disabled persons shall be the same as payable to the workers of the appropriate category;
- (e) (i) "unskilled work" means work which involves simple operations 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 which is capable of being performed under the supervision or guidance of a skilled employee and includes supervisory work;
- (iii) "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 and the performance of which calls for initiative and judgment;
- (iv) "miner" means a worker who is directly involved or engaged in excavation or extraction by way of digging, picking, sorting, creasing, processing and loading and other incidental works thereto in a mine; and
- (v) "highly skilled work" means work which calls for a high degree of perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involves in the execution of these tasks;
- (f) a person working or employed in or in connection with a mine is said to be working or employed "below ground" if he is working or employed,-
  - (i) in a shaft which has been or in the course of being sunk; or
  - (ii) in any excavation which extends below superjacent ground; or
  - (iii) in an open cast working in which the depth of the excavation measured from its highest to its lowest point exceeds six metres;
- (g) where the existing rates of wages of any employee, based on contract or agreement or otherwise are higher than the rates notified, the higher rates shall be protected and treated as the minimum rates of wages for purpose of this notification;
- (h) 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 the employees of the 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;

- (i) men, women and transgender employees shall be entitled for the same rates of wages for the same work or works of a similar nature; and
- (j). the minimum rates of wages and Variable Dearness Allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

[F. No. S-32017/1/2016-WC (MW)]

Dr. D. CHAUDHURI, Dy. Director General

### अधिसूचना

नई दिल्ली, 19 जनवरी, 2017

का.आ. 188(अ).— न्यूनतम मजदूरी अधिनियम, 1948 (1948 का 11) की धारा 5 की उपधारा (1) के खंड (ख) द्वारा यथा अपेक्षित "सड़कों या रनवेज़ या निर्माण कार्यों में विनिर्माण या रखरखाव जिनके अंतर्गत भूमिगत विद्युत, बेतार, रेडियो, टेलीविजन, टेलिफोन, टेलिग्राफ और ओवरसीज़ संचार केबल और समान अन्य भूमिगत केबल कार्य, विद्युत लाइन, जल आपूर्ति लाइन और सीवेज़ पाइप लाइन हैं" के नियोजन में लगे हुए, अनुसूची में वर्णित कर्मचारियों के वर्गों को संदेय दैनिक मजदूरी की न्यूनतम दरों को पुनरीक्षित करने के लिए प्रारूप प्रस्ताव, उसके द्वारा संभाव्य प्रभावित सभी व्यक्तियों की सूचनार्थ और उस तारीख से जब उक्त अधिसूचना से अंतर्विष्ट भारत के राजपत्र की प्रतियां आम जनता को उपलब्ध कराई गई थी, दो मास की अवधि के भीतर उनसे आक्षेप और सुझाव आमंत्रित करने के लिए भारत सरकार के श्रम और रोजगार मंत्रालय की अधिसूचना का.आ. 2834(अ), तारीख 1 सितंबर, 2016 द्वारा भारत के राजपत्र, असाधारण, भाग II, खंड 3, उपखंड (ii) में प्रकाशित किया गया था;

और उक्त राजपत्र की प्रतियां जनता को 2 सितंबर, 2016 को उपलब्ध कराई गई थी;

और उक्त प्रस्ताव पर प्राप्त आक्षेपों और सुझावों पर केन्द्रीय सरकार द्वारा विचार किया गया है;

अतः अब, केन्द्रीय सरकार, उक्त अधिनियम की धारा 4 की उपधारा (1) के खंड (i) और धारा 5 की उपधारा (2) के साथ पठित धारा 3 की उपधारा (1) के खंड (ख) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, भारत के राजपत्र, असाधारण, भाग II, खंड 3, उपखंड (ii) में का.आ. सं. 1285(अ), तारीख 20 मई, 2009 द्वारा प्रकाशित भारत सरकार के श्रम और रोजगार मंत्रालय की अधिसूचना को, उन बातों के सिवाय अधिक्रांत करते हुए, जिन्हें ऐसे अधिक्रमण से पूर्व किया गया है या करने का लोप किया गया है, सलाहकार बोर्ड से परामर्श करने के पश्चात् उपरोक्त नियोजन में लगे हुए कर्मचारियों को संदेय इससे उपाबध अनुसूची के स्तंभ (2) से (4) में यथा विनिर्दिष्ट दैनिक मजदूरी की न्यूनतम दरों को पुनरीक्षित करती है।

(1) मजदूरी की पुनरीक्षित न्यूनतम दरें राजपत्र में इस अधिसूचना के प्रकाशन की तारीख से प्रभावी होंगी।

(2) मजदूरी की संशोधित न्यूनतम दरें निम्नलिखित से मिलकर बनेगी -

(क) मजदूरी की आधारभूत दरें जैसी इसमें इसके नीचे वर्णित अनुसूची के भाग 1 के स्तंभ (2) (3) और (4) में दी गई हैं और स्तंभ (1) में यथा विनिर्दिष्ट उपरोक्त नियोजन के कर्मचारियों के वर्गों को संदेय है; और

(ख) अनुसूची के भाग II के स्तंभ (2), (3) और (4) में कोई विशेष भत्ता (जिसे इसे इसके पश्चात् परिवर्तनीय मंहगाई भत्ता कहा गया है) और स्तंभ (1) में वर्णित कर्मचारियों को संदेय है और परिवर्तनीय मंहगाई भत्ता, मुख्य श्रम आयुक्त (केन्द्रीय) द्वारा प्रतिवर्ष 1 अक्टूबर और 1 अप्रैल को आरंभ होने वाले प्रत्येक छह मास के अंतराल तक प्रतिवर्ष क्रमशः 30 जून और 31 दिसंबर को समाप्त होने वाले छह मास की पूर्ववर्ती अवधि के लिए औद्योगिक कर्मकार (आधार 2001-100) के लिए औसत उपभोगता मूल्य सूचकांक के आधार पर, उक्त अनुसूची के भाग II के स्तंभ (2), (3) और (4) में विनिर्दिष्ट दर पर और रीति में समायोजित किया जाएगा।