

Minimum Rates of Wages in Scheduled Employments, 2009

BIHAR

India

Minimum Rates of Wages in Scheduled Employments, 2009

Rule

MINIMUM-RATES-OF-WAGES-IN-SCHEDULED-EMPLOYMENTS-2009 of 2009

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Minimum Rates of Wages in Scheduled Employments, 2009 Notification NO.5/MW-401/09 L&E 1659, dated 1.6.2009

1.

Notification NO.5/MW-401/09 L&E 1659, dated 1.6.2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section (1) of Section-5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for variable dearness Allowance in the Minimum Rate of Wages fixed/revised for the different categories of employees employed in the employment mentioned in column-02 of schedule 1(B) here to appended for the months shown in column-2 of the said schedule shall be shown in column-04 of the schedule 1 (A) for the purpose of clause (d) of Section 02 of the said Act.

1 (A)

Month & Year	Index No. Base Year (2001-100)	Link Factor Change for base year	Changed Index No. for base year (1960-100)
1	2	3	4
July-08	143	4.63 x 4.93	3264.11
August-08	145	4.63 x 4.93	3309.76
September-08	146	4.63 x 4.93	3332.59

October-08	148	4.63 x 4.93	3378.24
November-08	148	4.63 x 4.93	3378.24
December-08	147	4.63 x 4.93	3355.41
Total:	-	-	20018.35
Average:	-	-	3336.40

I (B)

Name of employment & Notification No. - 1-3323 dated 1.07.08

2. 4993 dated 1.10.08

1. Co-operative Sector 2. Aluminium Industry 3. Khandsari Industry 4. Chemical and Pharmaceutical Industry 5. Soap Making Industry 6. Cement Pre-stressed product Industry 7. Asbestos Cement Industry 8. Glass Sheet Industry 9. Gun factories 10. Religious & Social Institutions 11. Paper Industry 12. Laundry & Washing 13. Hosieries Manufactory Corrugated Board, Straw 14. Manufacture of Sindur & Rang 15. Manufacture of Leather goods 16. Wood works & furniture 17. Ice Cream and Cold Drinks 18. Petrol and Diesel Pump 19. Fisheries 20. Khadi and Village Industries 21. Private Ferries & LTC 22. Book binding Industry 23. Dafti Card Board, Mill Board, Paper Board corrugated Board, straw Board or Gatta Paper Board Manufactory 24. Electronic Industry 25-Cement Hume pipe, Electric pole and railway Sleeper manufactures Industry 26. Plywood Industries 27. Electric and other type of Bulbs and Florescence tubes 28. Foundry Industries 29. Rubber and Rubber Compound Industry (on which manufacture) 30. Biscuit Industry 31. Coal briquette Industry 32.Tailoring Industry 33. Handloom Industry 34. Private Hospitals, Nursing Homes and Clinics 35. Distilleries 36. Plastic Industries 37. Mineral Grinding Industry 38. Glass Industries (excluding glass sheet) 39. Dairies and Poultry Farms 40. Manufacture of Gold, Silver Ornaments & article of artistic design. 41. Tanneries Leather Technology 42. Rice Mills, Flour Mills & Dal Mills 43. Oil Mills. 44. Printing Press 45. Any Shops and establishment 46-Public Motor Transport 47. Any woollen carpet making or shawl weaving establishment 48. Coal Storage 49. Minor Engineering Industry (excluding Automobile Engineering Shops less than 50. Workers) 50. Dam Construction & Irrigation 51. Construction or Manufactory of Road in Building Construction 52. Bakeries and Confectioneries 53. Shop selling cooked food stuff 54. Hotels Eating Houses and Restaurants. 55. Mica work (Factory & Establishment excluding Mine) 56. Cinema Industry 57. Any University, Educational, Research or Cultural

Institutions. 58. Private Security 59. Refractories Fire Bricks & Ceramic Industry 60. Potteries 61 .Automobile Engineering Shops 62. Hard Coke Industry 63. Courier Service 64. Flattered Rice 65. Electro Casting and Metal Furnishing 66. Engineering Industries (Employment more than 50 workers) 67. Rolling of iron Rod, Plates, Angles etc., works 68. Jute Industry & Similar works 69. Information Technology.

II

Sl. No.	Categories of Workers	Basic Minimum Wage	V.D.A. Effective date	Total wage from	Remarks
			1.4.09	1.4.09 (3 + 4)	
1.	Unskilled	Rs. 89.00 Per day	Rs. 13.00	Rs. 102.00 Per day	—
2.	Semi skilled	Rs. 92.00 per day	Rs. 13.00	Rs. 105.00 per day	—
3.	Skilled	Rs. 113.00 per day	Rs. 16.00	Rs. 129.00 per day	—
4.	Highly Skilled	Rs. 138.00 per day	Rs. 19.00	Rs. 157.00 per day	—
5.	Supervisory/ Clerical	Rs. 2553.00 per month	Rs. 359.00	Rs. 2912.00 per month	—

These rates of Variable Dearness Allowance will be based on the average of All India Consumer Price Index on which the variable Dearness Allowance has been fixed/revised in the above schedule employments, there will be increase or decrease in wage of rates shown in column-4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components. But even if the Index fall below the point on which minimum rates of wages have been fixed/revised. The payment of variable Dearness Allowance on the basis of average index of July to December, 2008 payable at the aforesaid rates from April, 2009 and thereafter increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumer Price Index Number for every six months and will be applicable after the expiry of three months after said period of six months.

2. Notification No. 5/MW-401/07 L&R 1655, dated 1.6.2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub section (1) of Section-5 of the said Act and also after consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for Variable Dearness Allowance in the Minimum Rate of Wages fixed/revised for the different categories of employees employed in the employment mentioned in column-02 of schedule-1 (B) hereto appended for the month shown in column-2 of the said schedule shall be shown in column-04 of the schedule-1 (A) for the purpose of clause (d) of Section 02 of the said Act.

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Total	-	-	20018.35
Average	-	-	3336.40

(B)

1. Name of Employment: - Domestic
Servant
Notification No.: - 4444
date: - 5.12.2007

II

Sl. No.	Categories of Worker	Basic Minimum Wage per month	V.D.A. Effective date 1.4.2009	Total wage from 1.4.09 (3 + 4) per month	Remarks
1	2	3	4	5	6
1.	Washing the utensils (One hour)	Rs. 244.00	Rs. 59.00	Rs. 303.00	-
2.	Washing the clothes/washing the Utensil (One hour)	Rs. 244.00	Rs. 59.00	Rs. 303.00	-
3.	Washing the clothes/washing the utensil house keeping (A.House of 1000 Sq. ft.) (One hours)	Rs. 244.00	Rs. 59.00	Rs. 303.00	-
4.	Washing the clothes/washing the utensils House Keeping and looking after the children (Eight hours)	Rs. 1950.00	Rs. 471.00	Rs. 2421.00	-
5.	Washing the clothes/washing the utensils House Keeping and looking after the children/and taking to school and back other miscellaneous domestic	Rs. 1950.00	Rs. 471.00	Rs. 2421.00	-

works. (Eight hours)

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3. Notification No. 5/MW-405/07 L&R 1657, dated 1.6.2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section (1) of Section 5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for Variable Dearness Allowance in the Minimum Rate of Wages fixed/revised for the different categories of employees employed in the employment mentioned in column-02 of schedule-1 (B) hereto appended for the month shown in column-2 of the said schedule shall be shown in column-04 of the schedule-1 (A) for the purpose of clause (d) of Section 02 of the said Act.

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December-08	147	4.63 x 4.93	3355.41
Total	-	-	20018.35
Average	-	-	3336.40

1 (B)

1. Name of Employment: - Sales promotion of medicine

Notification No.:- 3289 date: - 30.6.2008

II

Sl. No.	Categories of Workers	Basic Minimum Wage	V.D.A. Effective date	Total wage from 1.4.09 (3 + 4)	Remarks
1.	Unskilled	Rs. 85.00 Per day	Rs. 8.00	Rs. 93.00 Per day	—
2.	Semi skilled	Rs. 88.00 per day	Rs. 8.00	Rs. 96.00 per day	—
3.	Skilled	Rs. 108.00 per day	Rs. 10.00	Rs. 118.00 per day	—
4.	Highly Skilled	Rs. 132.00 per day	Rs. 13.00	Rs. 145.00 per day	—
5.	Supervisory/ Clerical	Rs. 2454.00 per month	Rs. 236.00	Rs. 2690.00 per month	—

These rates of Variable Dearness Allowance will be based on the average of All India Consumer Price Index on which the variable Dearness Allowance has been fixed/revised in the above schedule employments, there will be increase or decrease in wage of rates shown in column-4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components. But even if the Index fall below the point on which minimum rates of wages have been fixed/revised. The payment of variable Dearness Allowance on the basis of average index of July to December, 2008 payable at the aforesaid rates from April, 2009 and thereafter increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumer Price Index number for every six months and will be applicable after the expiry of three months after said period of six months.

4. Notification No. 5/MW-402/09 L&R-1651, dated 1.6.2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section (1) of Section-5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for Variable Dearness Allowance in the Minimum Rate of Wages fixed/revised for the different categories Of employees employed in the employment mentioned in column-02 of schedule 1 (B) hereto appended for the months shown in column-2 of the said schedule shall be shown in column-04 of the schedule 1 (A) for the purpose of clause (d) of Section 02 of the said Act.

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1 (B)

Agriculture Operations-3325 dated 1.7.08

II

Sl	Category of Workers	Basic Minimum Wages	V.D.A. Effective Date 1.4.09	Total Wage from 1.4.09 (3 + 4)	Remarks
1	2	3	4	5	6
1.	All other agricultural operations except harvesting	Rs. 85.00 Per day	12-00	Rs. 97-00 per day	
2.	Tractor Driver and Pump operator	Rs. 3066.00 Per month	431-00	Rs. 3497-00 per month	
3.	TractorKhalasi/ PumpKhalasi/ Choukidar/ Sipahi.	Rs. 2386.00 Per Month	335-00	Rs. 2721-00 per month	

The rate of Variable Dearness Allowance will be based on the average of all India Consumer Price Index on which the variable Dearness Allowance has been fixed/revised in the above schedule employment's there will be increase or decrease in wage of rates shown in column-4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components. But even if the Index fall below the point on which minimum rates or wages have been fixed/revised. The payment of variable Dearness Allowance on the basis of average index of July-December, 2008 will be payable at the aforesaid rates from April, 2009 and thereafter increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumers Price Index number for every six months and will be applicable after the expiry of the three months after said period of six months.

5. Notification No. 5/MW-403/09 L&R-1654, dated 1.6.2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section(I) of Section 5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for variable dearness Allowance in the Minimum Rate of Wages fixed/revised for the different categories of employees employed in the employment mentioned in column-02 of schedule 1 (B) here to appended for the months shown in column-2 of the said schedule shall be shown in column-04 of the schedule 1 (A) for the purpose of clause (d) of Section 02 of the said Act.

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Total	-	-	20018.35
Average %	-	-	3336.40

I(B)

Name of Employment & Notification No. - 1-3327 dated 1-7-08 (12 Employment)

1. Stone Breaking and Stone Crushing Operation 2. Bidi Making Manufacturing 3. Brick Manufactory 4. Hair Cutting Saloon 5. Loading and Unloading 6. Forestry and Timbering Operation 7. Silk Industries including Manufacturing from pure Silk Artificial Silk and other staple Yarn 8. Earth Cutting Operation 9. Tea Son Lac Manufactory 11. Power Loom Industry 12. Peking and Processing of Kendu Leave.

II

Sl.	Categories of Workers	Basic Minimum Wage date 1.4.09	V.D.A. Effective from 1.4.09	Total Wage (3+4)	Remark
1	2	3	4	5	6
1.	Stone Breaking & stone Crushing Operations General Work				
1.	Unskilled	Rs.	89.00	Per day	13.00
2.	Semi-skilled	"	92.00	"	13.00
3.	Skilled	"	113.00	"	16.00
4.	Highly Skilled	"	138.00	"	19.00
5.	Clerical/Supervisory	"	2553.00	Per month	359.00
(I)	Piece Work Mining & Carrying by Bullock Cart.				
(a)	Within up to quarter mile per 100 Cft-	"	193.00		27.00
(b)	For every above quarter mile of carrying per 100/-Cft.-	"	45.00		06.00
II.	Mining chelly breaking and transport by trolley per tub. of 25ft-	"	48.00	07.00	55.00
III.	Chelly breaker from boulder per 100/-Cft.	"	48.00	07.00	55.00
IV.	Ballast Breaker from boulder, per 100/- Cft.				
(a)	2" x 3"	"	101.00		14.00
(b)	2" x 2.50"	"	125.00		18.00
(c)	1.50"x 2"	"	150.00		21.00
(d)	1"	"	248.00		35.00
V.	Breaking Ballast from telai per Box of 5 ft.	"	16.00	02.00	18.00
VI.	Chips Breaker.				

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	(a)	Hand made chips of 3/4" Dn. per Cft.	"	08.00	01.00
	(b)	Hand made chips of 1" Dn. per Cft.	"	08.00	01.00
VII.	Earth Cutting.				
	(a)	For soft earth per 90 Cft.	"	89.00	13.00
	(b)	For hard earth per 75 Cft.	"	89.00	13.00
	(c)	For highly hard earth, per 60 Cft.	"	89.00	13.00
Note:- Decision of 15% less earth cutting for womenworker, bet will get equal wage.					
VIII.	Borers and Drollers per ft. -	"	12.00	02.00	14.00
IX.	Mines (Including boulders carrying Head load within a quartermile.) per 25 Cft.	"	58.00	08.00	66.00
X.	Wagon Loaders full head of Board gauges wagon (500 cubic ft.)per Wagon load.	"	160.00	22.00	182.00
XI.	Stone Set (Stone Bricks) per 100 Pcs.				
	(a)	Breaking Size (9" x 6" x 4")	"	195.00	27.00
	(b)	Stone Set (Stone Bricks) Polishing	"	110.00	15.00
	(c)	Stone Set (Stone Bricks) Casting & Transporting.	"	89.00	13.00
2.	Bidi Making Manufacture General Work				
	1.	Unskilled	Rs.	89.00	Per day 13.00
	2.	Semiskilled	"	92.00	" 13.00

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	3.	Skilled	"	113.00	"	16.00
	4.	Highly Skilled	"	138.00	"	19.00
	5.	Clerical/Supervisory	"	2553.00	Per month	359.00
	Piece Work					
	Per thousand provided that Where employer earning at this rate is less than Rs. 43.00 per day he shall be paid at least Rs. 43.00 per that day subject to the conditions specified in the annexure hereto.					
			"	86.00	12.00	98.00
	(a)	Labelling (Single) per lakh	"	110.00		15.00
	(b)	Labelling (double) per lakh	"	114.00		16.00
II.	(c)	(1) Employees employed in Sekai by any process of Bidi other than tandoor, per lakh	"	53.00		07.00
	(ii)	Sekai by Tandoor per lakh Bidi	"	54.00		08.00
	(d)	Packing (Basket packing) per lakh	"	55.00		08.00
3.	Brick Manufactory-General Work					
	1.	Unskilled	Rs.	89.00	Per day	13.00
	2.	Semi-skilled	"	92.00	"	13.00
	3.	Skilled	"	113.00	"	16.00
	4.	Highly Skilled	"	138.00	"	19.00
	5.	Clerical/Supervisory	"	2792.00	per month	359.00
	Piecework					
II.	(i)	Brick moulders (inclusive of cutting earth kneading earth, watering earth carrying earth to parria per thousand.	"	131.00		18.00
	(ii)	Loading & unloading of Bricks in Bhattha per 1000 bricks	"	89.00		13.00
	(iii)	Mistri	"	2553.00	Per	392.00

					month	
	In Chimneys					
	(i)	Brick moulder (inclusive of cutting earth, kneading earth,watering earth, and carrying earth to pariah & Pug mill perthousand bricks	"	115.00		16.00
	(ii)	Loading and Unloading of bricks (Unskilled Labour)	"	89.00	per day	13.00
	(iii)	Fireman	"	2738.00	per month	385.00
	(iv)	Coalman/ Chowkidar/ Fire Khalasi and Rubishman	"	2310.00	per month	325.00
	(v)	Mate/Over Supervisor & Mistry	"	2616.00	per month	372.00
	(vi)	Munshi	"	2793.00	per month	392.00
4.	Hair Cutting SaloonGeneral Work					
	1.	Unskilled	Rs.	89.00	Per day	13.00
	2.	Semi-skilled	"	92.00	"	13.00
	3.	Skilled	"	113.00	"	16.00
	4.	Highly Skilled	"	138.00		19.00
	5.	Clerical/Supervisory	"	2553.00	Per month	359.00
	Piece Work					
I.	Hair Cutting Per hair cutting	"	08.00		01.00	09.00
II.	Shaving Per shaving	"	03.00	00	0.00	03.00
III.	Hair cutting and Shaving per hair cutting & shaving.	"	09.00		01.00	10.00
IV.	Sar Mundan Per Sar Mundan-	"	07.00		01.00	08.00
V.	Hair Cutting of Children Per hair cutting-	"	07.00		01.00	08.00
VI.	Sar Malish Per Sarmalish -	"	03.00		00.00	03.00
VII.		"	07.00		01.00	08.00

VIII.	Shampoo Per Shampoo-					
	Hair Dyeing Per hair Dyeing-	"	31.00		04.00	35.00
5.	Loading & Unloading Operation General Work					
1.	Unskilled		Rs.	89.00	Per day	13.00
2.	Semi-skilled		"	92.00		13.00
3.	Skilled		"	113.00		16.00
4.	Highly Skilled		"	138.00		19.00
5.	Clerical/Supervisory		"	2553.00	Per month	359.00
	Piecework					
I.	Loading & UN loading of Bags, Gur Chakkies, Fertilizerbales of cloths, Jute, Cotton etc. tin or drum of Kerosene Oil, Mustard Oil, Coconut Oil and other oil, Dalda Molases, tar etc. or any other load, not specified in this schedule from Godown or Shop or storage place to railways wagon, truck, Bullock cart, etc. or from one place to another place and vice-versa for carrying loads every 200 meters or parts thereof per load of	"	89.00	Per day	13.00	102.00
(a)	Less than 20 kg.		"	01.00		Nil
(b)	From 20 to 65 Kg.		"	01.00		Nil
(c)	From 66Kg to 100 Kg.		"	03.00		Nil
(d)	From 101 Kg. and above (Rupees for every Two Kg load over 101Kg)	"		04.00		01.00

(2)	(i)	Filling or weighing or welding of tins and drums or arranging of Bags, " tins, drums and other loads within the same premises	89.00	per day	13.00
	(ii)	Filling or refilling or arranging of Bags, tins and other load (per load of)-	89.00		13.00
	(a)	40 Kg. to 65 Kg.	01.00		Nil
	(b)	From 66 Kg. to 100 Kg.	03.00		Nil
	(c)	101 Kg. and above (Rupees for every two Kg. load over 101Kg.)	06.00		01.00
	(iii)	Sewing of Bags or welding of tins or weighing of load above 10 Kg. on scale.	01.00		Nil
		Loading and Unloading of Bamboo, wooden poles, " 89.00 per day 13.00 102.00			
(3)		Wooden logs, fuel wood and loading unloading sugar cane:-			
	(i)	Loading of Bamboo and Wooden Poles:-			
	(a)	Per Railway wagon	180.00		25.00
	(b)	Per Truck	85.00		12.00
	(c)	Per Tyre cart	25.00		04.00
	(d)	Per bullock cart	17.00		02.00
	(ii)	Loading of wooden logs and fuel woods:-			
	(a)	Per railways wagon	180.00		25.00
	(b)	Per truck	85.00		12.00
	(c)	Per tyre cart	25.00		04.00
	(d)	Per Bullock Cart	17.00		02.00
	(iii)	Unloading of Bamboo Wooden poles, wooden logs and wood:-			
	(a)	Per railways wagon	58.00		08.00
	(b)	Per truck	25.00		04.00
	(c)	Per tyre cart	08.00		01.00
	(d)	Per Bullock cart	05.00		01.00
	(iv)	Loading and Unloading of Sugar Cane. Per quintal	03.0		Nil

(4)	Loading and Unloading of Bricks, Fire Bricks, tiles, Fragilewares made of cement or clay or glass, Boulders, Ballast, chellyand coal.	"	89.00	per day	13.00	102.00
	(i) Loading and Unloading of Fire Bricks, tiles, fragile, waresmade of cement or clay or Glass:-					
	(a) Per railways wagon	"	491.00			69.00
	(b) Per truck	"	213.00			30.00
	(c) Per tyre cart	"	62.00			09.00
	(d) Per Bullock cart	"	43.00			06.00
	(ii) Loading of Bricks:-					
	(a) Per railway wagon	"	382.00			54.00
	(b) Per Truck	"	180.00			25.00
	(c) Per tyre cart	"	52.00			07.00
	(d) Per Bullock Cart	"	38.00			05.00
	(iii) Unloading of Bricks:-					
	(a) Per railway wagon	"	252.00			35.00
	(b) Per Truck	"	122.00			17.00
	(c) Per tyre cart	"	38.00			05.00
	(d) Per Bullock Cart	"	25.00			04.00
	(iv) Loading & Unloading of Stone chips & Challi.					
	(a) Loading per 100 cft	"	31.00			04.00
	(b) Unloading per 100 cft	"	21.00			03.00
	(v) Loading & Unloading of Ballast & Boulders-					
	(a) Loading per 100 Cft.	"	34.00			05.00
	(b) Unloading per 100 cft	"	21.00			03.00
5.	Loading, Unloading of Iron rods, G.I. Sheet, Iron Pipes, humepipe, Machinerie equipments and other hard wires:-	"	89.00	per day	13.00	102.00
	(1) Loading-					
	(a) Per railway wagon	"	430.00			60.00

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(b)	Per Truck	"	199.00		28.00
(c)	Per tyre cart	"	58.00		08.00
(d)	Per Bullock Cart	"	49.00		07.00
(ii)	Unloading-				
(a)	Per railway wagon	"	290.00		41.00
(b)	Per Truck	"	146.00		21.00
(c)	Per tyre cart	"	45.00		06.00
(d)	Per Bullock Cart	"	30.00		04.00
(6)	Loading and Unloading of coal	"	89.00	per day	13.00
(i)	Loading-				
(a)	Per railway wagon (4 wheel (Wagon of 22 tones capacity)	"	173.00		24.00
(b)	Per truck 200 cft.	"	108.00		15.00
(c)	Per tyre Cart	"	30.00		04.00
(d)	Per Bullock Cart	"	25.00		04.00
(ii)	Unloading				
(a)	Per railway wagon (Wagon of 22 tones capacity)	"	117.00		16.00
(b)	Per Truck (200 cft)	"	68.00		10.00
(c)	Per tyre cart	"	16.00		02.00
(d)	Per Bullock Cart	"	10.00		01.00
(7)	Loading and Unloading of lime and clay and earth etc-				
(i)	Loading	"	89.00	per day	13.00
(a)	Per railway wagon (wagon of 22 tones capacity)	"	135.00		19.00
(b)	Per Truck (200 cft.)	"	79.00		11.00
(c)	Per tyre cart	"	39.00		05.00
(d)	Per Bullock cart	"	30.00		04.00
(ii)	Unloading-				
(a)	Per railway wagon (4 wheel wagon of 22 tones capacity)	"	96.00		13.00
(b)	Per Truck (22 cft.)	"	42.00		06.00
(c)	Per tyre cart	"	21.00		03.00
(d)	Per Bullock cart	"	16.00		02.00
8.	Loading and Unloading of Cement	"	02.00		Nil

		per bag.				
6.	Forestry and Timber in a Operation. General Work					
1.	Unskilled	Rs.	89.00	Per day	13.00	
2.	Semi-skilled	"	92.00	"	13.00	
3.	Skilled	"	113.00	"	16.00	
4.	Highly Skilled	"	138.00	"	19.00	
5.	Clerical/Supervisory	"	2553.00	Per month	359.00	
	Piecework					
(a)	Long cutter of various sizes falling demarking and stocking at loading sites at forest, pole. (4" x 5") Per cubic meter	"	02.00		Nil	
(b)	Conversion of team line and fencing post per piece	"	03.00		Nil	
(c)	Cutting conversion including Stacking at site of fire wood (size per cubic meter)	"	26.00		04.00	
(d)	Cutting and Collecting of bamboo (including siding) Per 100 piece.					
(i)	Loggas	"	76.00		11.00	
(ii)	Tonnas	"	62.00		08.00	
(iii)	Sorahi	"	26.00		04.00	
(e)	Charcoal Manufactory per bag (35 Kg)	"	20.00		03.00	
(f)	Fodder Grass, or thatch grass or sewal grass (Per K.g.)	"	20.00		03.00	
(g)	Sal seed & Bonhimia leaves collection (Per kg)	"	05.00		01.00	
(7)	Silk Industry including-Manufacture from pure silk, artificial silk and other staple yarn.					
	General Work					
1.	Unskilled	Rs.	89.00	Per day	13.00	
2.	Semi-skilled	"	92.00	"	13.00	

Minimum Rates of Wages in Scheduled Employments, 2009

3.	Skilled	"	113.00	"	16.00
4.	Highly Skilled	"	138.00	"	19.00
5.	Clerical/Supervisory	"	2553.00	Per month	359.00
Piece Work					
(a)	Power loom weaver Per meter for plain-	"	05.00		01.00
	cloth and per meter for Erimchek & other fine cloth	"	04.00		01.00
(b)	Handloom Weaver Per meter for Plain cloth-	"	07.00		01.00
	Per Meter for Erimchek-Tusser mulberry and munga cloth-	"	09.00		01.00
(c)	Pin Wider	"	10.00		01.00
(i)	Power loom If prepared for cloth-	"	05.00		01.00
	Per Kg. Hank, If prepared from care cloth	"	04.00		01.00
(ii)	Handloom per Kg	"	08.00		01.00
(d)	Bobbin Winder				
(i)	Power loom-				
	Per kg if prepared hand cloth-	"	04.00		01.00
(ii)	Handloom per Kg.	"	08.00		01.00
(e)	Cutting & Shaping	"			
(i)	Staple per than of 12 meter-	"	04.00		01.00
8.	Earth Cutting Operation-				
(a)	For every 90 cubic of soft earth	"	89.00		13.00
(b)	For every 75 cubic ft. of hard earth-	"	89.00		13.00
(c)	For every 60 cubic ft. of highly hard earth.-	"	89.00		13.00

Note :-
Decision
of 15%
less
earth
cutting
for
womenworker,
but will
gate

equal
wage.9. Tea Plantation-
General Work

1.	Unskilled	Rs.	89.00	Per day	13.00
2.	Semi-skilled	"	92.00	"	13.00
3.	Skilled	"	113.00	"	16.00
4.	Highly skilled	"	138.00	"	19.00
5.	Clerical/Supervisory	"	2553.00	Per month	359.00

Piecework

(a)	Plucker per plucking of one Kg. of green Leaves-	"	04.0		01.00
(b)	Person engaged in hocking- for preparing 40 nails in a landmeasuring 0.133 acre.	"	13.00		02.00
(c)	Person engaged in weeding and forking per 100 tea bush-	"	13.00		02.00

10. Lac Manufactory-
General Work

1.	Unskilled	Rs.	89.00	Per day	13.00
2.	Semi-skilled	"	92.00	"	13.00
3.	Skilled	"	113.00	"	16.00
4.	Highly Skilled	"	138.00	"	19.00
5.	Clerical/Supervisory	"	2553.00	Per month	359.00

Piecework

(a)	Karigarfor melting 40 Kg. of seed lac. -	"	56.00		08.00
(b)	Belwaiafor melting 40 Kg. of seed lac	"	46.00		06.00
(c)	Pherwaiafor melting 40 Kg. of seed lac	"	28.00		04.00
(d)	Kamin&Ghogiahinfor washing &separating 40 Kg. of seed lac frombhushi, Mullamasand.	"	14.00		02.00
(e)	KarahiaandKarahia ghasanderandMayandariorwashing	"	13.00		02.00

		of 40 Kg of seed lac through washing Machine.				
	(f)	Tailor (Khalifa)				
	(i)	when using own-machine. (per Bhatta)-	"	08.00		01.00
	(ii)	when using employer's machine (per Bhatta)	"	04.00		01.00
	(iii)	Crusher per 40 Kg. of Stick lac-	"	09.00		01.00
	(h)	Breaker per 40 Kg. of stick lac-	"	08.00		01.00
11.	Power loom Industry.-					
	General Work					
	1.	Unskilled	Rs.	89.00	Per day	13.00
	2.	Semi-skilled	"	92.00		13.00
	3.	Skilled	"	113.00		16.00
	4.	Highly Skilled	"	138.00		19.00
	5.	Clerical/Supervisory	"	2553.00	Per month	359.00
	Piecework					
	pick-	26	"	05.00		01.00
	28-	"	05.00		01.00	06.00
	30-	"	05.00		01.00	06.00
	32-	"	05.00		01.00	06.00
	34-	"	05.00		01.00	06.00
	36-	"	06.00		01.00	07.00
	40-	"	07.00		01.00	08.00
	42-	"	07.00		01.00	08.00
	44-	"	08.00		01.00	09.00
	46-	"	08.00		01.00	09.00
	48-	"	08.00		01.00	09.00
	50-	"	08.00		01.00	09.00
	52-	"	09.00		01.00	10.00
12.	Plucking and Processing- Kendu leaves General Work					
	1.	Unskilled	Rs.	89.00	Per day	13.00
	2.	Semi-skilled	"	92.00	"	13.00

Minimum Rates of Wages in Scheduled Employments, 2009

3.	Skilled	"	113.00	"	16.00
4.	Highly Skilled	"	138.00	"	19.00
5.	Clerical/Supervisory	"	2553.00	Per month	359.00
Piecework					
(a)	Plucking of leaves per 50,000 leaves or 60 paise per 50leaves.	"	327.00		46.00
(b)	Packing of Bags				
	Per small bags-	"	05.00		01.00
	Per big bags-	"	10.00		01.00
(c)	Grading and bundling per bind of 5 Kg	"	10.00		01.00

These rates of piece rates Variable Dearness Allowance will be based on the average of All India Consumer Price Index on which the minimum rates of wages has been fixed/revised in the above schedule employments. There will be increases or decreases in wages at rates shown in column-4 with rise or fall, as the case may be in aforesaid index of the above schedule employment and will be deemed as variable dearness allowance components. But even if the index fall below the point on which minimum rates of wages have been fixed/revised. There will not be any reduction in the minimum wage fixed/revised. The payment of piece rate variable dearness allowance on the basis of average index of June to December 2008 will be payable at the aforesaid rates from April, 09. Thereafter increases or decreases in the amount of variable dearness allowance will be based on the average of All India Consumer Price Index Number for every six months and will be applicable after the expiry of three months after the said period of six months. The 29th September, 2009

6. S.O. 212 dated 1st October, 2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (b) of sub-section (1) of Section 5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for variable dearness Allowance in the Minimum Rate of Wages fixed/ revised for the different categories of employees employed in the employment mentioned in column 2 of schedule 1 (a) hereto appended for the months shown in column 2 of the said schedule shall be shown in column 4 of the Schedule 1 (a) for the purpose of clause (d) of Section 2 of the said Act.

I(A)

Month and Year	Index No. Base Year. (2001-100)	Link Factor Change for base year.	Changed Index No. for base year. (1960-100)
1	2	3	4

January, 2009	148	4.63 x 4.93	3378.23
February, 2009	148	4.63 x 4.93	3378.23
March, 2009	148	4.63 x 4.93	3378.23
April, 2009	150	4.63 x 4.93	3423.88
May, 2009	151	4.63 x 4.93	3446.71
June, 2009	153	4.63 x 4.93	3492.36
Total	-	-	20497.64
Average	-	-	3416.27

1(B)

Name of employment Notification No Total

(1) 62-General Work 1.3323 dated 1-07-08 69, Employment

(2) 07- General Work 2.4993 dated 1-10-08

(1)Co-operative Sector, (2) Aluminium Industry, (3) Khandsari Industry, (4) Chemical and Pharmaceutical Industry, (5) Soap Making Industry, (6) Cement Pre - stressed product Industry, (7) Asbestos Cement Industry, (8) Glass Sheet Industry, (9) Gun factories, (10) Religious and Social Institution, (11) Paper Industry, (12) Laundry and washing, (13) Hosieries Manufactory Corrugated Board, Straw, (14) Manufacture of Sindur and Rang, (15) Manufacture of Leather goods, (16) Wood works and furniture, (17) Ice Cream and Cold Drinks, (18) Petrol and Diesel Pump, (19) Fisheries, (20) Khadi and Village Industries, (21) Private Ferries and LTC, (22) Book binding Industry, (23) Dafti Card Board, Mill Board Paper Board corrugated Board, Straw Board or Gatta Paper Boar Manufactory, (24) Electronics Industry, (25) Cement Hume pipe, Electric pole and railway Sleeper manufacture Industry, (26) Plywood Industries, (27) Electric and other type of Bulbs and Florescence tubes, (28) Foundry Industries, (29) Rubber and Rubber Compound Industry (on which manufacture, (30) Biscuit Industry, (31) Coal briquette Industry, (32)Tailoring Industry, (33) Handloom Industry, (34) Private Hospitals, Nursing Homes and Clinics, (35) Distilleries, (36) Plastic Industries, (37) Mineral Grinding Industry, (38) Glass Industries (excluding glass sheet), (39) Dairies and Poultry Farms, (40) Manufacture of Gold, Silver Ornaments and article of artistic design, (41) Tanneries Leather Technology, (42) Rice Mills, Flour Mills & Dal Mills, (43) Oil Mills, (44) Printing Press, (45) Any Shops and establishment, (46) Public Motor Transport, (47) Any woollen carpet making or shawl weaving establishment, (48) Coal Storage, (49) Minor Engineering Industry (excluding Automobile Engineering Shops less than 50 workers.), (50) Dam Construction and Irrigation, (51) Construction or Manufactory of Road in Building Construction, (52) Bakeries and Confectioneries, (53) Shops selling cooked food stuff, (54) Hotels Eating House and Restaurants., (55) Mica work Factory and Establishment excluding Mine), (56) Cinema industry, (57) Any University, Educational, Research or cultural institutions, (58) Private Security, (59) Refractories Fire Bricks and Ceramic Industry, (60) Potteries, (61) Automobile Engineering Shops, (62) Hard Coke Industry, (63) Courier Service, (64) Flattered Rice, (65) Electro Casting and Metal Furnishing, (66) Engineering Industries (Employment more than 50 workers), (67) Rolling of Iron Rod, Plates, Angles etc. works, (68) Jute Industry and Similar works, (69) Information Technology.

II

Sl. No.	Categories of Workers	Basic Minimum Wage + V.D.A. Date 1.4.09(In.Rs.)	V.D.A. Effective date 1.10.09	Total wage from 1.10.09 (3+4)	Remarks
1.	Unskilled	89.00 + 13.00 = 102.00 per day.	02.00	104.00	
2.	Semi skilled	92.00 + 13.00 = 105.00 Per day	02.00	107.00	
3.	Skilled	113.00 + 16.00 = 129.00 Per day	03.00	132.00	
4.	Highly Skilled	138.00 + 19.00 = 157.00 per day	04.00	161.00	
5.	Supervisory/ Clerical	2553.00 + 359.00 = 2912.00 Per month	69.00	2981.00	

These rates of Variable Dearness Allowance will be based on the average of All India Consumer Price Index on which the variable Dearness Allowance has been fixed / revised in the above schedule employments. There will be increase or decrease in wage of rates shown in column -4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components. But even if the Index fall below the point on which minimum rates of wages have been fixed/revised. The payment of variable Dearness Allowance on the basis of average index of January to June, 2009 payable at the aforesaid rates from October, 2009 and thereafter increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumers Price Index number for every six months and will be applicable after the expiry of three months after said period of six months.

7. Notification. No. 5/M-W-402/09 L&R-3523, dated 29.9.2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section (I) of Section 5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for variable dearness Allowance in the Minimum Rate of Wages fixed/revised for the different categories of employees employed in the employment mentioned in column-02 of schedule 1(B) here to appended for the months shown in column-2 of the said schedule shall be shown in column-04 of the schedule-1 (A) for the purpose of clause (d) of Section 02 of the said Act.

1 (A)

Month and Year	Index No. Base Year. (2001-100)	Link Factor Change for base year.	Changed Index No. for base year. (1960-100)
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Minimum Rates of Wages in Scheduled Employments, 2009

1	2	3	4
January, 2008	188	4.63 x 4.93	3378.23
February, 2008	148	4.63 x 4.93	3378.23
March, 2008	148	4.63 x 4.93	3378.23
April, 2008	150	4.63 x 4.93	3423.88
May, 2008	151	4.63 x 4.93	3446.71
June, 2008	153	4.63 x 4.93	3492.36
Total	-	-	20497.64
Average	-	-	3416.27

I(B)

Agriculture Operations- 3325 dated 1.7.08

II

Sl. No.	Categories of Worker	Basic Minimum Wage + V.D.A. Effective date 01.04.2009 (In. Rs.)	V. D.A. Effective date 1.10.2009	Total wage from 1.10.09 (3+4)	Remarks
1	2	3	4	5	6
1.	All other agricultural operations except harvesting	85.00 + 12.00 = 97.00 P. day	02.00	99.00	
2.	Tractor Driver and Pump operator	3066.00 + 431.00 = 3497.00 per month	83.00	3580.00	
3.	TractorKhalasi/ PumpKhalasi/Choukidar/Sipahi	2386.00 + 335.00 = 2721.00 per Month	65.00	2786.00	

The rates of Variable Dearness Allowance will be based on the average of all India Consumer Price Index on which the variable Dearness Allowance has been fixed/ revised in the above schedule employment's there will be increase or decrease in wage of rates shown in column-4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components. But even if the Index fall below the point on which minimum rates of wages have been fixed/revised. The payment of variable Dearness Allowance on the basis of average index of January-June, 2009 will be payable at the aforesaid rates from October, 2009 and there after increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumers Price Index number for every six months and will be applicable after the expiry of the three months after said period of six months. The 29th September, 2009

8. S.O. 214, dated 1st October, 2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (b) of subsection (1) of Section-5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for Variable Dearness Allowance in the Minimum Rate of Wages fixed/revised for the different categories of employees employed in the employment mentioned in column-02 of schedule 1 (b) here to appended for the months shown in column 2 of the said schedule shall be shown in column 04 of the schedule 1 (a) for the purpose of clause (d) of Section 2 of the said Act.

1 (A)

Month and Year	Index No. Base Year. (2001-100)	Link Factor Change for base year.	Changed Index No. for base year. (1960-100)
1	2	3	4
January, 2009	148	4.63 x 4.93	3378.23
February, 2009	148	4.63 x 4.93	3378.23
March, 2009	148	4.63 x 4.93	3378.23
April, 2009	150	4.63 x 4.93	3423.88
May, 2009	151	4.63 x 4.93	3446.71
June, 2009	153	4.63 x 4.93	3492.36
Total	-	-	20497.64
Average	-	20497-64/6=	3416.27

I(B)

Name of employment.-(1) Papad Industry, (2) Sailors employment, (3) Agarbatti Industry, (4) Employment of Safai Karamcharis (Excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines Prohibition Act, 1993) Notification No. - 4991 Dated. 1st October, 2008.

II

Sl. No.	Categories of Workers	Basic Minimum Wage (In. Rs.)	V.D.A. Effective date	Total wage from 1.10.09 (3+4)
1	2	3	4	5
1	Unskilled	89.00 Per day	11.00	100.00

Minimum Rates of Wages in Scheduled Employments, 2009

2	Semi skilled	92.00 Per day	11.00	103.00
3	Skilled	113.00 Per day	14.00	127.00
4	Highly Skilled	138 .00 Per day	17.00	155.00
5	Supervisory/ Clerical	2553.00 Per month	312.00	2865.00

These rates of Variable Dearness Allowance will be based on the average of All India Consumer Price Index on which the variable Dearness Allowance has been fixed/revised in the above schedule employments. There will be increase or decrease in wage of rates shown in column 4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components. But even if the Index fall below the point on which minimum rates of wages have been fixed/revised The payment of variable Dearness Allowance on the basis of average index of January to June, 2009 payable at the aforesaid rates from October, 2009 and thereafter increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumers Price Index number for every six months and will be applicable after the expiry of three months after said period of six months. The 29th September, 2009

9. S.O. 208, dated 1st October, 2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (b) of sub-section (1) of Section 5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for Variable Dearness Allowance in the Minimum Rates of Wages fixed/ revised for the different categories of employees employed in the employment mentioned in column-02 of schedule-1 (b) here to appended for the month shown in column-2 of the said schedule shall be shown in column-04 of the schedule-1 (a) for the purpose of clause (d) of Section-02 of the said Act.

1 (A)

Month and Year	Index No. Base Year. (2001-100)	Link Factor Change for base year.	Changed Index No. for base year. (1960-100)
1	2	3	4
January, 2009	148	4.63 x 4.93	3378.23
February, 2009	148	4.63 x 4.93	3378.23
March, 2009	148	4.63 x 4.93	3378.23
April, 2009	150	4.63 x 4.93	3423.88
May, 2009	151	4.63 x 4.93	3446.71

June, 2009	153	4.63 x 4.93	3492.36
Total	-	-	20497.64
Average	-	-	3416.27

1(A)**1. Name of Employment.-Domestic Workers Notification No:-4444, date 5th December, 2007.****II**

Sl. No.	Categories of Worker	Basic Minimum Wage + V.D.A.1.4.2009 (In Rs.)	V.D.A Effective date 1.10.2009	Total wage from 1.10.09 (3+4)	Remarks
1	2	3	4	5	6
1	Washing the utensils (One hours)	244.00+59.00 = 303.00 per month	07.00	310.00	
2	Washing the clothes/ washing the Utensil (Onehours)	244.00+59.00 = 303.00 per month	07.00	310.00	
3	Washing the clothes/ washing the utensil housekeeping (A. House of 1000 Sq. ft.) (One hours)	244.00+59.00 = 303.00 per month	07.00	310.00	
4	Washing the clothes/ washing the utensils HouseKeeping and looking after the children (Eight hours)	1950.00+471.00 = 2421.00 Per month	57.00	2478.00	
5	Washing the clothes/ washing the utensils HouseKeeping and looking after the children/ and taking to school andback other miscellaneous domestic works. (Eight hours)	1950.00+471.00 = 2421.00 Per month	57.00	2478.00	

These rates of Variable Dearness Allowance will be based on the average of All India Consumer price index on which the variable Dearness Allowance has been fixed/revised in the above schedule employments, there will be increase or decrease in wage of rates shown in column -4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components. But even it the Index fall below the point on which minimum rates of wages have been fixed / revised. The payment of variable Dearness Allowance on the basis of average index of January to June, 2009 payable at the aforesaid rates from October, 2009 and thereafter increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumers Price Index number for every six months and will be applicable after the expiry of three months after said period of six months. The 29th September,

2009

10. S.O. 206 dated 1st October, 2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (b) of sub section (1) of Section-5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for Variable Dearness Allowance in the Minimum Rate of Wages fixed / revised for the different categories of employees employed in the employment mentioned in column-2 of schedule 1 (B) hereto appended for the month shown in column 2 of the said schedule shall be shown in column 04 of the schedule 1 (A) for the purpose of clause (d) of Section 02 of the said Act.

1 (A)

Month and Year	Index No. Base Year. (2001-100)	Link Factor Change for base year.	Changed Index No. for base year. (1960-100)
1	2	3	4
January, 2009	148	4.63 x 4.93	3378.23
February, 2009	148	4.63 x 4.93	3378.23
March, 2009	148	4.63 x 4.93	3378.23
April, 2009	150	4.63 x 4.93	3423.88
May, 2009	151	4.63 x 4.93	3446.71
June, 2009	153	4.63 x 4.93	3492.36
Total	-	-	20497.64
Average	-	-	3416.27

1 (B)**1.**

- Name of Employment. - Sales promotion of medicine Notification No:-3289, date:-30-06-2008.

II

Sl. No.	Categories of Workers	Basic Minimum Wage + V.D.A. Date 1.4.09	V.D.A. Effective date 11.02.09	Total wage from 1.10.09 (3+4)	Remarks
1.	Unskilled	85.00 + 8.00 = 93.00 per	02.00	95.00	

		day.		
2.	Semi skilled	88.00 + 8.00 = 96.00 Per day	03.00	99.00
3.	Skilled	108.00 + 10.00 = 118.00 Per day	03.00	121.00
4.	Highly Skilled	132.00 + 13.00 = 145.00 per day	03.00	148.00
5.	Supervisory/ Clerical	2454.00 + 236.00 = 2690.00 Per month	64.00	2754.00

These rates of Variable Dearness Allowance will be based on the average of all India Consumer price index on which the Variable Dearness Allowance has been fixed/revised in the above schedule employments. There will be increase or decrease in wage of rates shown in column 4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components. But even if the Index fall below the point on which minimum rates of wages have been fixed / revised. The payment of variable Dearness Allowance on the basis of average index of January to June, 2009 payable at the aforesaid rates from October, 2009 and thereafter increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumers Price Index number for every six months and will be applicable after the expiry of three months after said period of six months. The 29th September, 2009

11. S.O. 204, dated 1st October, 2009. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section (1) of Section-5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for variable dearness Allowance in the Minimum Rate of Wages fixed/revised for the different categories of employees employed in the employment mentioned in column-02 of schedule 1 (B) hereto appended for the months shown in column-2 of the said schedule shall be shown in column-04 of the schedule 1 (A) for the purpose of clause (d) of Section 02 of the said Act.

1 (A)

Month and Year	Index No. Base Year. (2001-100)	Link Factor Change for base year.	Changed Index No. for base year. (1960-100)
1	2	3	4
January, 2009	148	4.63 x 4.93	3378.23
	148	4.63 x 4.93	3378.23

February,
2009

March, 2009	148	4.63 x 4.93	3378.23
April, 2009	150	4.63 x 4.93	3423.88
May, 2009	151	4.63 x 4.93	3446.71
June, 2009	153	4.63 x 4.93	3492.36
Total	-	-	20497.64
Average	-	-	3416.27

I (B)

Name of employment and Notification No. 3327, dated 1st July, 2008 (12 Employment)

1. Stone Breaking and Stone Crushing Operation, 2. Bidi Making Manufacturing, 3. Brick Manufacturer, 4. Hair Cutting Saloon, 5. Loading and Unloading, 6. Forestry and Timbering Operation, 7. Silk Industries including Manufacturing from pure Silk Artificial Silk and other staple Yarn, 8. Earth Cutting Operation, 9. Tea Plantation, 10. Lac Manufactory, 11. Power Loom Industry, 12. Plucking and Processing of Kendu Leave.

II

Sl No.	Categories of Workers and Piecework	Basic Minimum Wage + V.D.A FROM-1.04.09 (Rs)	V.D.A. Effective from 1.10.09	Total Wage (3+4)	Remarks
1	2	3	4	5	6
1.	Stone Breaking & Stone Crushing OperationsGeneralWork				
1.	Unskilled	89.00+13.00=102.00 Per day	02.00	104.00	
2.	Semi-skilled	92.00+13.00=105.00 Per day	02.00	107.00	
3.	Skilled	113.00+16.00=129.00 Per day	03.00	132.00	
4.	Highly Skilled	138.00+19.00=157.00 Per day	04.00	161.00	
5.	Clerical /Supervisory	2553.00+359.00=2912.00 P. month	69.00	2981.00	

Piecework-				
I.	Mining & Carrying by Bullock Cart.			
(a)	Within up to quarter mile per 100 Cft-	193.00+27.00=220.00	05.00	225.00
(b)	For every above quarter mile of carrying per 100/-Cft	45.00+06.00=51.00	02.00	53.00
II.	Mining chelly breaking and transport by trolley per tub-of25ft-			
		48.00+07.00=55.00	01.00	56.00
III.	Chelly breaker from boulder per 100/-Cft-			
		48.00+07.00=55.00	01.00	56.00
IV.	Ballast Breaker from boulder per 100/-Cft-			
(a)	2"x3"	101.00+14.00=115.00	03.00	118.00
(b)	2"x2-50"	125.00+18.00=143.00	03.00	146.00
(c)	1 -50"x2"	150.00+21.00=171.00	04.00	175.00
(d)	1"	248.00+35.00=283.00	07.00	290.00
V.	Breaking Ballast from telai-Per Box of 5ft-			
		16.00+02.00=18.00	01.00	19.00
VI.	Chips Breaker-			
(a)	Hand made chips of ¾" Dn-per Cft-	08.00+01.00=09.00	00.00	09.00
(b)	Hand made chips of 1" Dn-per Cft-	08.00+01.00=09.00	00.00	09.00
VII.	Earth Cutting -			
(a)	For soft earth-per 90 Cft-	89.00+13.00=102.00	02.00	104.00
(b)	For hard earth per 75 Cft.	89.00+13.00=102.00	02.00	104.00
(c)	For highly hand earth- per 60 Cft-	89.00+13.00=102.00	02.00	104.00
Note:-Decision of 15% less earth cutting for women worker,but will gate equal wage.				
VIII.	Borers and Drollers per ft.			
		12.00+02.00=14.00	00.00	14.00
IX.				
		58.00+08.00= 66.00	02.00	68.00

	Mines (Including boulders carrying Head load within a quarter mile-) per 25 Cft.			
	Wagon Loaders full head of Broad gauges wagon (500 cubic ft.) per Wagon load.			
X.		160.00+22.00=182.00	05.00	187.00
XI.	Stone Set (Stone Bricks) Per 100 Pcs.			
(a)	Breaking Size(9"x6"x4")	195.00+27.00= 222.00	06.00	228.00
(b)	Stone Set (Stone Bricks Polishing)	110.00+15.00=125.00	03.00	128.00
(c)	Stone Set (Stone Bricks Cutting & Transporting) for 3 to 4 mile.	89.00+13.00=102.00	02.00	104.00
2.	Bidi Making Manufacture General Work-			
1	Unskilled	89.00+13.00=102.00 Per day	02.00	104.00
2	Semi-skilled	92.00+13.00=105.00 Per day	02.00	107.00
3	Skilled	113.00+16.00=129.00 Per day	03.00	132.00
4	Highly Skilled	138.00+19.00=157.00 Per day	04.00	161.00
5	Clerical /Supervisory	2553.00+359.00= 2912.00 P. month	69.00	2981.00
	Piecework-			
	Per thousand bidi provided that Where employer earning at this rate is less than Rs. 43.00 per day he shall be paid at least Rs-43-00 per that day subject to the conditions specified in the annexure here to.			
I.		86.00+12.00= 98.00	02.00	100.00
(a)	Labelling (Single)	110.00+15.00= 125.00 per lakh	03.00	128.00
(b)	Labelling (double) per lakh.	114.00+16.00=130.00	03.00	133.00

II.	Sekai Work-			
	Employees employed in			
	Sekai by any			
(a)	processBidiOtherthanTandoor	58.00+07.00= 60.00	02.00	62.00
	Per LakhBidi. other			
	thantandoor-per lakh.			
(b)	Sekaiby Tandoor per lakh	54.00+08.00= 62.00	01.00	63.00
	Bidi			
(c)	Packing (Basket packing)	55.00+08.00= 63.00	01.00	64.00
	per lakh			
3.	Brick Manufactory.			
I.	General Work-			
1	Unskilled	89.00+13.00=102.00 P.day	02.00	104.00
2	Semi-skilled	92.00+13.00=105.00 P.day	02.00	107.00
3	Skilled	113.00+16.00=129.00 P.day	03.00	132.00
4	Highly Skilled	138.00+19.00=157.00 P.day	04.00	161.00
5	Clerical /Supervisory	2553.00+359.00=2912.00 P. month	69.00	2981.00
II.	Piecework-			
	Brick modulers (inclusive			
	of cutting earth, kneading			
(i)	earth,watering earth	131.00+18.00=149.00	04.00	153.00
	carrying earth to parria)			
	per thousand bricks			
	Loading & unloading of			
(ii)	Bricks in Bhattha) per	89.00+13.00=102.00	02.00	104.00
	1000 bricks& unskilled			
	Labour per day.			
(iii)	Mistri	2792.00+392.00= 3184.00 p. month	76.00	3260.00
	In Chimneys-			
	Brick moulder (inclusive			
	of cutting earth, kneading			
(i)	earth,watering earth, and	115.00+16.00=131.00	03.00	134.00
	carrying earth to pariah &			
	Pug mill. Per1000 bricks.			
(ii)			02.00	104.00

	Bricks Loading and Unloading of per 1000 & Unskilled Labour per day.	89.00+13.00=102.00 p. day		
(iii)	Fireman	2738.00+385.00=3123.00 p. month	74.00	3197.00
(iv)	Coalman/ Chowkidar/ FireKhalalsi& Rubishman.	2310.00+325.00=2635.00 p. month	62.00	2697.00
(v)	Mate/Over Supervisor &Mistry.	2646.00+372.00=3018.00 p. month	72.00	3090.00
(vi)	Munshi	2793.00+392.00=3185.00 p. month	76.00	3261.00
4.	Hair Cutting Saloon General Work-			
1	Unskilled	89.00+13.00=102.00 p. day	02.00	104.00
2	Semi-skilled	92.00+13.00=105.00 p. day	02.00	107.00
3	Skilled	113.00+16.00=129.00 p. day	03.00	132.00
4	Highly Skilled	138.00+19.00=157.00 p. day	04.00	161.00
5	Clerical /Supervisory	2553.00+359.00=2912.00 P.Month	69.00	2981.00
	Piecework-			
(i)	Per Hair Cutting.	08.00+01.00= 09.00	00.00	09.00
(ii)	Per shaving.	03.00+00.00=03.00	01.00	04.00
(iii)	Per hair cutting & shaving.	09.00+01.00=10.00	01.00	11.00
(iv)	PerSar Mundan	07.00+01.00= 08.00	00.00	08.00
(v)	Per Hair Cutting of Children.	07.00+01.00=08.00	00.00	08.00
(vi)	PerSar Malish.	03.00+00.00= 03.00	01.00	04.00
(vii)	Per Shampoo.	07.00+01.00= 08.00	00.00	08.00
(viii)	Per hair Dyeing.	31.00+04.00= 35.00	01.00	36.00
5.	Loading & Unloading Operation- General Work-			
1	Unskilled	89.00+13.00=102.00 p. day	02.00	104.00
2	Semi-skilled	92.00+13.00=105.00 p. day	02.00	107.00

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3	Skilled	113.00+16.00=129.00 p. day	03.00	132.00
4	Highly Skilled	38.00+19.00= 157.00 p. day	04.00	161.00
5	Clerical /Supervisory	2553.00+359.00=2912.00 P/month	69.00	2981.00
I.	Piecework- Loading and Unloading of Bags, GurChakkies,Fertilizer bales of cloths, Jute, Cotton etc- tin or drum ofKerosene Oil, Mustered Oil, Coconut Oil and other oil, DaldaMolases, Paints tar etc- or any other load, not specified inthis schedule from Godown or Shop or storage place to railwayswagon, truck, Bullock cart, etc. or from one place to anotherplace andvice-versafor carrying of loads every 200meters or parts thereof per load of.	89.00+13.00=102.00 Per day	02.00	104.00
	(a) Less than 20 kg.	01.00+NIL=01.00	Nil	01.00
	(b) From 20 to 65 Kg.	01.00+NIL=01.00	Nil	01.00
	(c) From 66 Kg. to 100 Kg.	03.00+NIL=03.00	01.00	04.00
	(d) From 101 Kg. and above Rupees for every Two Kg. load over 101kg.	04.00+01.00=05.00	NIL	05.00
	(i) Filling or weighing or welding of this and drums or arrangingof Bags, tins, drums and other	89.00+13.00=102.00 per day	02.00	104.00
	(ii) Filling or refilling or arranging of Bags, tins and otherload (per load of)	89.00+13.00=102.00 per day	02.00	104.00
	(a) 40 Kg- to 65 Kg-	01.00+NIL=01.00	00.00	01.00
	(b) From 66 Kg- to 100 Kg-	03.00+NIL= 03.00	01.00	04.00
	(c)	06.00+01.00= 07.00	NIL	07.00

	101 Kg- and above(Rupees for every two Kg-load over 101 Kg-)			
(iii)	Sewing of Bags of welding of tins or weighing of load above 10Kg- on scale -	01.00+NIL=01.00	Nil	01.00
(3)	Loading and Unloading of Bamboo, wooden poles, Wooden logs, fuel wood and sugar cane.	89.00+13.00=102.00 p. day	02.00	104.00
(i)	Loading of Bamboo and Wooden Poles-			
(a)	Per Railway wagon	180.00+25.00= 205.00	05.00	210.00
(b)	Per Truck	85.00+12.00= 97.00	02.00	99.00
(c)	Per Tyre cart	25.00+04.00= 29.00	NIL	29.00
(d)	Per bullock cart	17.00+02.00=19.00	01.00	20.00
(ii)	Loading of wooden logs and fuel woods -			
(a)	Per railways wagon	180.00+25.00=205.00	05.00	210.00
(b)	Per truck	85.00+12.00= 97.00	02.00	99.00
(c)	Per tyre cart	25.00+04.00= 29.00	NIL	29.00
(d)	Per bullock cart	17.00+02.00=19.00	01.00	20.00
(iii)	Unloading of Bamboo Wooden poles, wooden logs and wood-			
(a)	Per railways wagon	58.00+08.00= 66.00	02.00	68.00
(b)	Per truck	25.00+04= 29.00	NIL	29.00
(c)	Per tyre cart	08.00+01 = 09.00	NIL	09.00
(d)	Per bullock cart	05.00+01.00= 06.00	NIL	06.00
(iv)	Loading and Unloading of Sugar Cane Per quintal.	03.00+NIL= 03.00	01.00	04.00
(4)	Loading and Unloading of Bricks, Fire Bricks, tiles, Fragilewares made of cement or clay or glass, Boulders Ballast, chellyand coal.	89.00+13.00=102.00 per day	02.00	104.00
(i)	Loading and Unloading of Fire Bricks, tiles, fragile,wares made of			

	cement or clay or Glass-			
(a)	Per railways wagon	$491.00+69.00= 560.00$	13.00	573.00
(b)	Per truck	$213.00+30.00= 243.00$	06.00	249.00
(c)	Per tyre cart	$62.00 +09.00=71.00$	01.00	72.00
(d)	Per bullock cart	$43.00 +06.00=49.00$	01.00	50.00
(ii)	Loading of Bricks-			
(a)	Per railways wagon	$382.00+54.00= 436.00$	10.00	446.00
(b)	Per truck	$180.00+25.00= 205.00$	05.00	210.00
(c)	Per tyre cart	$52.00+07.00= 59.00$	02.00	61.00
(d)	Per bullock cart	$38.00+05.00= 43.00$	01.00	44.00
(iii)	Unloading of Brick-			
(a)	Per railways wagon	$252.0 +35.00= 287.00$	07.00	294.00
(b)	Per truck	$122.00+17.00= 139.00$	03.00	142.00
(c)	Per tyre cart	$38.00+05.00=43.00$	01.00	44.00
(d)	Per bullock cart	$25.00+04.00=29.00$	NIL	29.00
(iv)	Loading & Unloading of Stone chips & Challi-			
(a)	Loading per 100 cft	$31.00+04.00= 35.00$	01.00	36.00
(b)	Unloading per 100 cft	$21.00+03.00= 24.00$	01.00	25.00
(v)	Loading & Unloading of Ballast & Boulders-			
(a)	Loading per 100 cft	$34.00+05.00= 39.00$	01.00	40.00
(b)	Unloading per 100 cft	$21.00+03.00=24.00$	01.00	25.00
(5)	Loading, Unloading of iron rods, Gl. sheet, Iron Pipes, humepipe, Machineries equipments and other hard wires:-	$89.00+13.00=102.00$ per day	02.00	104.00
(i)	Loading-			
(a)	Per railways wagon	$430.00+60.00=490.00$	12.00	502.00
(b)	Per truck	$199.00+28.00=227.00$	05.00	232.00
(c)	Per tyre cart	$58.00+08.00=66.00$	02.00	68.00
(d)	Per bullock cart	$49.00+07.00= 56.00$	01.00	57.00
(ii)	Unloading-			
(a)	Per railways wagon	$290.00+41.00= 331.00$	08.00	339.00
(b)	Per truck	$146.00+21.00=167.00$	03.00	170.00
(c)	Per tyre cart	$45.00+06.00= 51.00$	02.00	53.00
(d)	Per bullock cart	$30.00+04.00= 34.00$	01.00	35.00

(6)	Loading and Unloading of coal.	89.00+13.00=102.00 p. day	02.00	104.00
(i)	Loading-			
	Per railways wagon 4 wheel (Wagon of 22 tones capacity).	173.00+24.00=197.00	05.00	202.00
(a)				
(b)	Per truck 200 cft-	108.00+15.00=123.00	03.00	126.00
(c)	Per tyre cart	30.00+04.00= 34.00	01.00	35.00
(d)	Per bullock cart	25.00+04.00= 29.00	NIL	29.00
(ii)	Unloading-			
	Per railways wagon (Wagon of 22 tones capacity)	117.00+16.00=133.00	04.00	137.00
(a)				
(b)	Per truck 200 cft-	68.00+10.00=78.00	01.00	79.00
(c)	Per tyre cart	16.00+02.00=18.00	01.00	19.00
(d)	Per bullock cart	10.00+01.00=11.00	01.00	12.00
(7)	Loading and Unloading of lime and clay and earth etc.	89.00+13.00=102.00 p. day	02.00	104.00
(i)	Loading-			
	Per railways wagon (Wagon of 22 tones capacity)	135.00+19.00=154.00	04.00	158.00
(a)				
(b)	Per truck 200 cft-	79.00+11.00=90.00	02.00	92.00
(c)	Per tyre cart	39.00+05=44.00	02.00	46.00
(d)	Per bullock cart	30.00+04.00= 34.00	01.00	35.00
(ii)	Unloading			
	Per railways wagon (4 wheel (Wagon of 22 tones capacity)	96.00+13.00=109.00	03.00	112.00
(a)				
(b)	Per truck 200 cft-	42.00+06.00= 48.00	01.00	49.00
(c)	Per tyre cart	21.00+03= 24.00	01.00	25.00
(d)	Per bullock cart	16.00+02.00=18.00	01.00	19.00
(8)	Loading and Unloading of cement per bag-	02.00+NIL= 02.00	Nil	02.00
6	Forestry and Timbering Operation-			
	General Work-			
1	Unskilled	89.00+13.00=102.00 P.	02.00	104.00

		day		
2	Semi-skilled	92.00+13.00=105.00 P. day	02.00	107.00
3	Skilled	113.00+16.00=129.00 P. day	03.00	132.00
4	Highly Skilled	138.00+19.00=157.00 P. day	04.00	161.00
5	Clerical /Supervisory	2553.00+359.00=2912.00 P. Month	69.00	2981.00
	Piecework			
	Log cutter of various sizes felling, demarking and stocking at loading sites at copies forest, pole-(4" x5") Per cubic meter.	02.00+NIL= 02.00	Nil	02.00
(a)				
(b)	Conversion of tram line And fencing post per piece	03.00+NIL= 03.00	01.00	04.00
	Cutting conversion including Stacking at site of fire wood(size per cubic meter)	26.00+04.00= 30.00	NIL	30.00
(c)				
(d)	Cutting and Collecting of bamboo(including siding) Per 100 piece-			
(i)	Loggas- Per 100 Pcs.	76.00+11.00= 87.00	02.00	89.00
(ii)	Tonnas- Per 100 Pcs	62.00+08.00= 70.00	02.00	72.00
(iii)	Sorahi- Per 100 Pcs	26.00+04.00=30.00	NIL	30.00
(e)	Charcoal Manufactory per bag (35Kg)	20.00+03.00= 23.00	NIL	23.00
	Fodder Grass, or thatch grass or sewai grass (per K g.)	20.00+03.00=23.00	NIL	23.00
(f)				
(g)	Sal seed & Bonhimia leaves collection (Per kg)	05.00+01 = 06.00	NIL	06.00
	Silk Industry including Manufacturer from pure silk, artificial silk and other staple yarn.			
7.				
	General Work-			
1	Unskilled	89.00+13.00=102.00 P. day	02.00	104.00

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2	Semi-skilled	92.00+13.00=105.00 P. day	02.00	107.00
3	Skilled	113.00+16.00=129.00 P. day	03.00	132.00
4	Highly Skilled	138.00+19.00=157.00 P. day	04.00	161.00
5	Clerical /Supervisory	2553.00+359.00=2912.00 P. Month	69.00	2981.00
	Piece Work-			
(a)	Power loom weaver Per meter for plain cloth and per meter for Erimchek & other fine cloth	05.00+01.00= 06.00 04.00+01.00= 05.00	NIL NIL	06.00 05.00
(b)	Handloom Weaver Per meter for Plain cloth - Per Meter for erimchek Per Meter Tusser mulberry and munga cloth-	07.00+01.00= 08.00 09.00+01.00=10.00 10.00+01.00=11.00	NIL 01.00 01.00	08.00 11.00 12.00
(c)	Pin Wider			
(i)	Power loom if prepared for cloth Per Kg- Hank prepared from care cloth	05.00+01.00= 06.00 04.00+01.00= 05.00	NIL NIL	06.00 05.00
(ii)	Handloom per Kg	08.00+01.00= 09.00	NIL	09.00
(d)	Bobbin Winder			
(i)	Power loom Per kg if prepared hand cloth-	04.00+01.00= 05.00	NIL	05.00
(ii)	Handloom per Kg	08.00+01 = 09.00	NIL	09.00
(e)	Cutting & Shaping-			
(i)	Staple per than of 12 meter- Silk	04.00+01.00=05.00	NIL	05.00
8.	Earth Cutting Operation-			
(a)	For every 90 cubic ft- of soft earth-	89.00+13.00=102.00	02.00	104.00
(b)	For every 75 cubic ft- of hard earth-	89.00+13.00=102.00	02.00	104.00
(c)	For every 60 cubic ft- of highly hard earth-	89.00+13.00=102.00	02.00	104.00

Note:-

Decision of

15% less earth
cutting for
womenworker,
but will gate
equal wage-

9	Tea Plantation - General Work			
1	Unskilled	89.00+13.00=102.00 Per day	02.00	104.00
2	Semi-skilled	92.00+13.00=105.00 Per day	02.00	107.00
3	Skilled	113.00+16.00=129.00 Per day	03.00	132.00
4	Highly Skilled	138.00+19.00=157.00 Per day	04.00	161.00
5	Clerical /Supervisory	2553.00+359.00=2912.00 Per Month	69.00	2981.00
	Piecework-			
(a)	Plucker per plucking of one Kg. of green Leaves	04.00+01.00= 05.00	NIL	05.00
(b)	Person engaged in hacking for preparing 40 nails in a landmeasuring 0-133 acre-	13.00+02.00=15.00	NIL	15.00
(c)	Person engaged in weeding and forking per 100 tea bush-	13.00+02.00=15.00	NIL	15.00
10.	Lac Manufactory- General Work-			
1	Unskilled	89.00+13.00=102.00 P. day	02.00	104.00
2	Semi-skilled	92.00+13.00=105.00 P. day	02.00	107.00
3	Skilled	113.00+16.00=129.00 P. day	03.00	132.00
4	Highly Skilled	138.00+19.00=157.00 P. day	04.00	161.00
5	Clerical /Supervisory	2553.00+359.00=2912.00 Per Month	69.00	2981.00
	Piecework-			
(a)	Karigar- for melting 40Kg-	56.00+08.00= 64.00	01.00	65.00

	of seed lac.			
(b)	Belwaia- for melting 40Kg- of seed lac.	46.00+06.00= 52.00	02.00	54.00
(c)	Pherwaia- for melting 40Kg-of seed lac.	28.00+04.00=32.00	01.00	33.00
(d)	Kamin & Ghoghiahin- for washing and separating40Kg- of seed lac from bhushi, Mullama sand.	14.00+02.00=16.00	NIL	16.00
(e)	Karahiaand RangKharhiya ghasanderandMazandar- for washing of40 Kg of seed lac through washing Machine.	13.00+02.00=15.00	NIL	15.00
(f)	Tailor (Khalifa)			
(i)	when using own machine- (per Bhatta).	08.00+01.00=09.00	NIL	09.00
(ii)	when using employer's machine- (per Bhatta).	04.00+01.00= 05.00	NIL	05.00
(g)	Crusher-per 40 Kg. of Stick lac-	09.00+01.00= 10.00	01.00	11.00
(h)	Breaker-per Kg-of stick lac-	40 08.00+01.00= 09.00	NIL	09.00
11.	Power loom Industry. General Work-			
1	Unskilled	89.00+13.00=102.00 P. day	02.00	104.00
2	Semi-skilled	92.00+13.00=105.00 P. day	02.00	107.00
3	Skilled	113.00+16.00=129.00 P. day	03.00	132.00
4	Highly Skilled	138.00+19.00=157.00 P. day	04.00	161.00
5	Clerical /Supervisory	2553.00+359.00=2912.00 Per Month	69.00	2981.00
	Piecework-			
pick	26	05.00 +01.00= 06.00	NIL	06.00
	28-	05.00 +01.00= 06.00	NIL	06.00
	30	05.00 +01.00= 06.00	NIL	06.00

Minimum Rates of Wages in Scheduled Employments, 2009

	32	05.00 +01.00= 06.00	NIL	06.00
	34	05.00 +01.00= 06.00	NIL	06.00
	36	06.00+01.00= 07.00	NIL	07.00
	40	07.00+01.00= 08.00	NIL	08.00
	42	07.00+01.00= 08.00	NIL	08.00
	44	08.00+01.00= 09.00	NIL	09.00
	46	08.00+01.00= 09.00	NIL	09.00
	48	08.00+01.00= 09.00	NIL	09.00
	50	08.00+01.00= 09.00	NIL	09.00
	52	09.00+01.00=10.00	01.00	11.00
12.	Plucking and Processing- Kendu leaves. General Work-			
1	Unskilled	89.00+13.00=102.00 P. day	02.00	104.00
2	Semi-skilled	92.00+13.00=105.00 P. day	02.00	107.00
3	Skilled	113.00+16.00=129.00 P. day	03.00	132.00
4	Highly Skilled	138.00+19.00=157.00 P. day	04.00	161.00
5	Clerical /Supervisory	2553.00+359.00=2912.00 P. Month	69.00	2981.00
	Piecework-			
(a)	Plucking of leaves per 50,000 leaves or 60 paise per 50leaves.	327.00+46.00= 373.00	09.00	382.00
(b)	Packing of Bags Per small bags. Per big bags.	05.00+01.00=06.00 10.00+01.00=11.00	NIL	01.00 06.00 12.00
(c)	Grading and bundling per bind of 5 Kg.	10.00+01.00=11.00	01.00	12.00

These rates of piece rates of Variable Dearness Allowance will be based on the average of All India Consumer Price Index on which the minimum rates of wages has been fixed/revised in the above schedule employments. There will be increases or decreases in wages at rates shown in column-4 with rise or fall, as the case may be in aforesaid index of the above schedule employment and will be deemed as variable dearness allowance components. But even if the index fall below the point on which minimum rates of wages have been fixed /revised. There will not be any reduction in the minimum wage fixed/revised. The payment of piece rate variable dearness allowance on the basis of average index of January to June 2009 will be payable at the aforesaid rates from October, 2009.

Thereafter increases or decreases in the amount of variable dearness allowance will be based on the average of All India Consumer Price Index Number for every six months and will be applicable after the expiry of three months after the said period of six months. The 18th March, 2010

12. S.O. 55, dated 19th March, 2010. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section (1) of Section 5 of the said Act and also after consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for variable dearness Allowance in the Minimum Rate of Wages fixed/ revised for the different categories of employees employed in the employment mentioned in column 02 of schedule 1 (B) hereto appended for the months shown in column-2 of the said schedule shall be shown in column 04 of the schedule 1 (A) for the purpose of clause (d) of Section 02 of the said Act.

1(A)

Month & Year	Index No. Base Year (2001-100)	Link Factor Change for base year	Changed Index No. for base year (1960-100)
1	2	3	4
July 2009	160	4.63x4.93	3652.15
August 2009	162	4.63x4.93	3697.80
September 2009	163	4.63x4.93	3720.63
October 2009	165	4.63x4.93	3766.28
November 2009	168	4.63x4.93	3834.75
December 2009	169	4.63x4.93	3857.58
Total-			22529.19
Average	22529.19/6=	3754.87	

1 (B)

Agriculture Operations 3325, dated 1st July 2008

II

Sl.	Category of Workers	Basic Minimum Wages + V.D.A. 1-04-09 & 01.10.09 (In. Rs.)	V.D.A Effective Date 01-04-2010	Total Wage (3 + 4)
1	2	3	4	5

1	All other agricultural operations except harvesting	$85.00 + 12.00 + 02.00 = 99.00$ Per day	10.00	109.00 Per day
2	Tractor Driver and Pump operator	$3066.00 + 431.00 + 83.00 = 3580.00$ Per month	355.00	3935.00 Per month
3	TractorKhalasi/ PumpKhalasi/ Choukidar/ Sipahi	$2386.00 + 335.00 + 65.00 = 2786.00$ Per Month	276.00	3062.00 Per month
4	Harvesting	-	-	One bundle in 10 bundle of harvested crops.

The rates of Variable Dearness Allowance will be based on the average of All India Consumer Price Index on which the variable Dearness Allowance has been fixed/ revised in the above schedule employment's there will be increase or decrease in wage of rates shown in column-4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components. But even if the Index fall below the point on which minimum rates or wages have been fixed/ revised. The payment of variable Dearness Allowance on the basis of average index of July-December, 2009 will be payable at the aforesaid rates from April, 2010 and thereafter increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumers Price Index number for every six months and will be applicable after the expiry of the three said period of six months. The 18th March, 2010

13. S.O. 57, dated the 19th March, 2010. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section(I) of Section-5 of the said Act and also after consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for variable dearness Allowance in the Minimum Rate of Wages fixed/revised for the different categories of employees employed in the employment mentioned in column 02 of schedule 1(B) here to appended for the months shown in column 2 of the said schedule shall be shown in column-04 of the schedule 1 (A) for the purpose of clause (d) of Section 02 of the said Act.

1 (A)

Month & Year	Index No. Base Year (2001-100)	Link Factor Change for base year	Changed Index No. for base year (1960-100)
1	2	3	4

Minimum Rates of Wages in Scheduled Employments, 2009

July 2009	160	4.63x4.93	3652.15
August 2009	162	4.63x4.93	3697.80
September 2009	163	4.63x4.93	3720.63
October 2009	165	4.63x4.93	3766.28
November 2009	168	4.63x4.93	3834.75
December 2009	169	4.63x4.93	3857.58
Total-			22529.19
Average	22529.19/6=	3754.87	

I(B)

Name of employment-(1) Papad Industry (2) Sailors employment (3) Agarbatti Industry (4) Employment of Safai Karamcharis (Exculding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines Prohibition Act 1993) Notification No. - 4991, dated 1st October 2008

II

Sl. No.	Categories of Workers	Basic Minimum Wage + V.D.A. 01-04-2010 (In. Rs.)	V.D.A. Effective date 1-04-2010	Total wage (3+4) 01.04.2010
1	Unskilled	89.00 +11.00= 100.00 per day	10.00	110.00 per day
2	Semi skilled	92.00+11.00= 103.00 per day	11.00	114.00 per day
3	Skilled	113.00+14.00= 127.00 per day	12.00	139.00 per day
4	Highly Skilled	138.00+ 17.00= 155.00 per day	15.00	170.00 per day
5	Supervisory/ Clerical	2553.00+312.00= 2865.00 Per month	285.00	3150.00 Per month

These rates of Variable Dearness Allowance will be based on the average of All India Consumer Price Index on which the variable Dearness Allowance has been fixed/revised in the above schedule employments, there will be increase or decrease in wage of rates shown in column 4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components. But even if the Index fall below the point on which minimum rates of wages have been fixed/revised. The payment of variable Dearness Allowance on the basis of average index of July to December, 2009 payable at the aforesaid rates from April, 2010 and there after increase or decrease in the amount of variable Dearness Allowance will be based on the average of All India Consumers Price Index number for every six months and will be applicable after the expiry of three months after said period of six months. The 18th March, 2010

14. S.O. 59, dated 19th March, 2010. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section (1) of Section-5 of the said Act and also after consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for variable dearness Allowance in the Minimum Rate of Wages fixed/ revised for the different categories of employees employed in the employment mentioned in column-(2) of schedule 1 (B) hereto appended for the months shown in column-2 of the said schedule shall be shown in column-04 of the schedule 1 (A) for the purpose of clause (d) of Section 02 of the said Act.

1 (A)

Month & Year	Index No. Base Year (2001-100)	Link Factor Change for base year	Changed Index No. for base year (1960-100)
1	2	3	4
July 2009	160	4.63x4.93	3652.15
August 2009	162	4.63x4.93	3697.80
September 2009	163	4.63x4.93	3720.63
October 2009	165	4.63x4.93	3766.28
November 2009	168	4.63x4.93	3834.75
December 2009	169	4.63x4.93	3857.58
Total-			22529.19
Average	22529.19/6=	3754.87	

I(B)

Name of employment	Notification No	Total
1. 62-General Work	1. 3323 dated 1-07-08	69, Employment
2. 07- General Work	2. 4993 dated 1-10-08	
(1)Co-operative Sector (2) Aluminium Industry (3) Khandsari Industry (4) Chemical and Pharmaceutical Industry (5) Soap Making Industry (6) Cement Pre-stressed product Industry (7) Asbestos Cement Industry (8) Glass Sheet Industry (9) Gun factories (10) Religious and Social Institution (11) Paper Industry (12) Laundry and washing (13) Hosieries Manufactory Corrugated Board, Straw (14) Manufacture of Sindur & Rang (15) Manufacture of Leather goods (16) Wood works & furniture (17) Ice Cream and Cold Drinks (18) Petrol and Diesel Pump (19) Fisheries (20) Khadi and Village Industries (21) Private Ferries & LTC (22) Book binding Industry (23) Dafti Card		

Board, Mill Board, Paper Board, corrugated Board, Straw Board or Gatta Paper Board Manufactory (24) Electronics Industry (25) Cement Hume pipe, Electric pole and railway Sleeper manufactures Industry (26) Plywood Industries (27) Electric and other type of Bulbs and Florecence tubes (28) Foundry Industries (29) Rubber and Rubber Compound Industry (on which manufacture (30) Biscuit Industry (31) Coal briquette Industry (32) Tailoring Industry (33) Handloom Industry (34) Private Hospitals, Nursing Homes and Clinics (35) Distilleries (36) Plastic Industries (37) Mineral Grinding Industry (38) Glass Industries (excluding glass sheet) (39) Dairies and Poultry Farms (40) Manufacture of Gold, Silver Ornaments and article of artistic design (41) Tanneries Leather Technology (42) Rice Mills, Flour Mills and Dal Mills (43) Oil Mills (44) Printing Press (45) Any Shops and establishment (46) Public Motor Transport (47) Any woollen carpet making or shawl weaving establishment (48) Coal Storage (49) Minor Engineering Industry (excluding Automobile Engineering Shops less than 50 workers.) (50) Dam Construction and Irrigation (51) Construction or Manufactory of Road or in Building Construction (52) Bakeries and Confectioneries (53) Shops selling cooked food stuff (54) Hotels Eating Houses and Restaurants. (55) Mica work (Factory and Establishment excluding Mine) (56) Cinema industry (57) Any University, Educational, Research or Cultural institutions. (58) Private Security (59) Refractories Fire Bricks & Ceramic Industry (60) Potteries (61) Automobile Engineering Shops (62) Hard Coke Industry (63) Courier Service (64) Flattered Rice (65) Electro Casting and Metal Furnishing 66. Engineering Industries (Employment more than 50 workers) (67) Rolling of Iron Rod, Plates, Angles etc.,works (68) Jute Industry and Similar works (69) Information Technology.

II

Sl. No.	Categories of Workers	Basic Minimum Wage + V.D.A. date 1-04-09 & 01.10.09 (In. Rs.)	V.D.A. Effective date 01.04.2010 (In Rs.)	Total wage (3 + 4) 01-04-10
1	Unskilled	89.00 + 13.00 + 02.00 = 104.00 per day	10.00	114.00 P.day
2	Semi skilled	92.00 + 13.00 + 02.00 = 107.00 Per day	11.00	118.00 P.day
3	Skilled	113.00 + 16.00 + 03.00 = 132.00 Per day	13.00	145.00 P.day
4	Highly Skilled	138.00 + 19.00 + 04.00 = 161.00 per day	16.00	177.00 P.day
5	Supervisory/ Clerical	2553.00 + 359.00 + 69.00 = 2981.00 Per month	296.00	3277.00 P.month

These rates of Variable Dearness Allowance will be based on the average of All India Consumer price index on which the variable Dearness Allowance has been fixed/ revised in the above schedule employments, there will be increase or decrease in wage of rates shown in column 4 with rise or fall as the case may be in aforesaid index of the above schedule employment and will be deemed as variable Dearness Allowance components . But even if the Index fall below the point on which minimum rates of wages have been fixed / revised .The payment of variable Dearness Allowance on the basis of average index of July to December, 2009 payable at the aforesaid rates from April, 2010 and there after increase or decrease in the amount of variable Dearness Allowance will be based on

the average of all India Consumers Price Index number for every six months and will be applicable after the expiry of three months after said period of six months. The 18th March, 2010

15. S.O. 61, dated the 19th March, 2010. - In exercise of the powers conferred by Section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the clause (B) of sub-section (1) of Section-5 of the said Act and also consulting the Bihar Minimum Wages Advisory Board, the Governor of Bihar is pleased to introduce the formula for variable dearness Allowance in the Minimum Rate of Wages fixed/ revised for the different categories of employees employed in the employment mentioned in column-02 of schedule 1(B) here to appended for the months shown in column-2 of the said schedule shall be shown in column-04 of the schedule 1 (A) for the purpose of clause (d) of Section 02 of the said Act,

1 (A)

Month & Year	Index No. Base Year (2001-100)	Link Factor Change for base year	Changed Index No. for base year (1960-100)
1	2	3	4
July 2009	160	4.63x4.93	3652.15
August 2009	162	4.63x4.93	3697.80
September 2009	163	4.63x4.93	3720.63
October 2009	165	4.63x4.93	3766.28
November 2009	168	4.63x4.93	3834.75
December 2009	169	4.63x4.93	3857.58
Total-			22529.19
Average	22529.19/6=	3754.87	

1 (B)

Name of employment & Notification No-3327 dated 1st July, 2008(12 Employment)(1)Stone Breaking and Stone Crushing Operation (2) Bidi Making Manufacturing (3) Brick Manufactory (4) Hair Cutting Saloon (5) Loading and Unloading (6) Forestry and Timbering Operation (7) Silk Industries including Manufacturing from pure Silk Artificial Silk and other staple Yarn (8) Earth Cutting Operation (9)Tea PLantation (10) Lac Manufactory (11) Power Loom Industry (12) Plucking and Processing of Kendu Leave.

II

Sl. No.	Categories of Workers & Piece Work	Basic Minimum Wage + V.D.A FROM-01.04.09 & 01.10.09 (In Rs.)	V.D.A. Effective from 01.04.10	Total Wage from 01-04-10 (3+4)	Remarks
1	2	3	4	5	6
1	Stone Breaking & Stone Crushing Operations General Work				
1.	Unskilled	89+13+02=104.00 P. day	10.00	114.00	
2.	Semi-skilled	92+13+02=107.00 P. day	11.00	118.00	
3.	Skilled	113+16+03=132.00 P. day	13.00	145.00	
4.	Highly Skilled	138+19+04=161.00 P. day	16.00	177.00	
5.	Clerical /Supervisory	2553+359+69=2981.00 P. month	296.00	3277.00	
	Piece Work				
I.	Mining & Carrying by Bullock Cart-				
(a)	Within up to quarter mile per 100 Cft-	193+27+05=225.00	23.00	248.00	
(b)	For every above quarter mile of carrying per 100/- Cft-	45+06+02=53.00	05.00	58.00	
II	Mining chelly breaking and transport by trolley per tub-of 25ft-	48+07+01=56.00	06.00	62.00	
III	Chelly breaker from boulder per 100/-Cft-	48+07+01=56.00	06.00	62.00	
IV	Ballast Breaker from boulder-per 100/-Cft-				
(a)	2"x3"	101+14+03=118.00	12.00	130.00	
(b)	2MX2-50"	125+18+03=146.00	14.00	160.00	
(c)	1 -50"X2"	150+21+04=175.00	18.00	193.00	
(d)	1"	248+35+07=290.00	28.00	318.00	
V		16+02+01=19.00	02.00	21.00	

	Breaking Ballast from telai-Per Box of 5ft-			
VI	Chips Breaker-			
(a)	Hand made chips of ¾"Dn- per Cft- -	08+01+00=09.00	01.00	10.00
(b)	Hand made chips of 1" Dn- per Cft- -	08+01+00=09.00	01.00	10.00
VII	Earth Cutting -			
(a)	For soft earth- per 90Cft-	89+13+02=104.00	10.00	114.00
(b)	For hard earth per 75 Cft-	89+13+02=104.00	10.00	114.00
(c)	For highly hard earth-per 60 Cft-	89+13+02=104.00	10.00	114.00
Note:- Decision of 15% less earth cutting for women worker,but will gate equal wage-				
VIII	Borers and Drollers per ft-	12+02+00=14.00	01.00	15.00
IX	Mines (Including boulders carrying Head load within a quartermile-) per 25 Cft	58+08+02=68.00	06.00	74.00
X	Wagon Loaders full head of Broad gauges wagon(500 cubic ft-)per Wagon load-	160+22+05=187.00	18.00	205.00
XI	Stone Set (Stone Bricks) Per 100 Pcs.			
(a)	Breaking Size(9"x6"x4")	195+27+06=228.00	22.00	250.00
(b)	Stone Set (Stone Bricks Polishing)	110+15+03=128.00	13.00	141.00
(c)	Stone Set (Stone Bricks Cutting & Transporting) for 3 to 4mile-	89+13+02=104.00	10.00	114.00
2.	BidiMaking Manufacture General Work			
1	Unskilled	89+13+02=104.00 Per day	10.00	114.00

Minimum Rates of Wages in Scheduled Employments, 2009

2	Semi-skilled	92+13+02=107.00 Per day	11.00	118.00
3	Skilled	113+16+03=132.00 Per day	13.00	145.00
4	Highly Skilled	138+19+04=161.00 Per day	16.00	177.00
5	Clerical /Supervisory P. month	2553+359+69=2981.00	296.00	3277.00
	Piece Work			
	Per thousandbidiprovided that			
	Where employees earningat			
	this rate is less than Rs- 43-00			
I	per day he shall be paid atleast	86+12+02=100.00	10.00	110.00
	Rs-43-00 per that day subject			
	to the condition specified			
	inthe annexure here to.			
(a)	Labelling (Single) per lakh	110+15+03=128.00	13.00	141.00
(b)	Labelling (double) per lakh	114+16+03=133.00	13.00	146.00
II	SekaiWork-			
	Employees employed in Sekai			
(a)	by any processBidiOtherthan	53+07+02=62.00	06.00	68.00
	Tandoor.			
(b)	Sekaiby Tandoor per lakhBidi	54+08+01=63.00	06.00	69.00
(c)	Packing (Basket packing) per lakh	55+08+01=64.00	07.00	71.00
3.	Brick Manufactory-			
I	General Work-			
1	Unskilled	89+13+02=104 00 P. day	10.00	114.00
2	Semi-skilled	92+13+02=107.00 P. day	11.00	118.00
3	Skilled	113+16+03=132.00 P. day	13.00	145.00
4	Highly Skilled	138+19+04=161.00 P. day	16.00	177.00
5	Clerical /Supervisory P. month	2553+359+69=2981.00	296.00	3277.00
II	Piece Work			
(i)	Brick moulders (inclusive of cutting earth, kneading	131+18+04=153.00	15.00	168.00

	earth, watering earth, carrying earth to parria) per thousand bricks-			
(ii)	Loading & unloading of Bricks in Bhattha) per 1000 bricks & unskilled Labour per day.	89+13+02=104.00	10.00	114.00
(iii)	Mistrip. month	2792+392+76=3260.00	324.00	3584.00
In Chimneys				
(i)	Brick moulder (inclusive of cutting earth, kneading earth, watering earth, and carrying earth to pariah & Pug mill. Per 1000 bricks.	115+16+03=134.00	14.00	148.00
(ii)	Bricks Loading and Unloading of per 1000 & Unskilled Labour per day.	89+13+02=104.00 p. day	10.00	114.00
(iii)	Fireman	2738+385+74=3197.00 p. month	317.00	3514.00
(iv)	Coalman / Chowkidar / Fire Khalalsi & Rubbishman.	2310+325+62=2697.00 p. month	268.00	2965.00
(v)	Mate / Over Supervisor & Mistry.	2646+372+72=3090.00 p. month	306.00	3396.00
(vi)	Munshi	2793+392+76=3261.00 p. month	324.00	3585.00
4.	Hair Cutting Saloon - General Work -			
1	Unskilled	89+13+02=104.00 p. day	10.00	114.00
2	Semi-skilled	92+13+02=107.00 p. day	11.00	118.00
3	Skilled	113+16+03=132.00 p. day	13.00	145.00
4	Highly Skilled	138+19+04=161.00 p. day	16.00	177.00
5	Clerical / Supervisory	2553+359+69=2981.00 P. Month	296.00	3277.00
	Piece Work			
I-	Per Hair Cutting.	08+01+00=09.00	01.00	10.00
II-	Per shaving.	03+00+01=04.00	NIL	04.00

Minimum Rates of Wages in Scheduled Employments, 2009

III-	Per hair cutting & shaving.	09+01+01=11.00	01.00	12.00
IV-	Per Sar Mundan	07+01+00=08.00	01.00	09.00
V-	Per Hair Cutting of Children.	07+01+00=08.00	01.00	09.00
VI-	Per Sar Malish.	03+00+01=04.00	NIL	04.00
VII-	Per Shampoo.	07+01+00=08.00	01.00	09.00
VIII-	Per hair Dyeing.	31+04+01=36.00	04.00	40.00
5.	Loading & Unloading Operation- General Work-			
1	Unskilled	89+13+02=104.00 p. day	10.00	114.00
2	Semi-skilled	92+13+02=107.00 p. day	11.00	118.00
3	Skilled	113+16+03=132.00 p. day	13.00	145.00
4	Highly Skilled	38+19+04=161.00 p. day	16.00	177.00
5	Clerical /Supervisory	2553+359+69=2981.00 P. month	296.00	3277.00
	Piece Work			
	Loading & Unloading of Bags, Gur Chakkies, Fertilizers, bales of clothes, Jute, Cotton etc. tin or drum of Kerosene Oil, Mustard Oil, Coconut Oil and other oil, Dalda Molasses, Paints tar etc. or any other load, not specified in this schedule from Godown or Shop or storage place to railways wagon, truck, Bullock cart, etc or from one place to another place and vice-versa for carrying loads every 200 meters or part thereof per load of.			
I-		89+13+02=104.00 P. day	10.00	114.00
(a)	Less than 20 kg-	01+NIL+NIL=01.00	NIL	01.00
(b)	From 20 to 65 Kg-	01+NIL+NIL=01.00	NIL	01.00
(c)	From 66 Kg- to 100 Kg-	03+NIL+01 =04.00	NIL	04.00
	From 101 Kg- and above			
(e)	Rupees for every Two Kg load over 101 kg.	04+01+Nil =05.00	NIL	05.00

(2)	Filling or weighing or			
	welding of tins and drums or			
(i)	arranging of Bags, tins, drums and other	89+13+02=104.00 p. day	10.00	114.00
	Filling or refilling or arranging			
(ii)	of Bags, tins and other load(per load of)	89 +13+02=104.00 p. day	10.00	114.00
(a)	40 Kg- to 65 Kg-	01+NIL+00=01.00	NIL	01.00
(b)	From 66 Kg- to 100Kg-	03+NIL+01 =04.00	NIL	04.00
	101 Kg- and above (Rupees for			
(c)	every two Kg-load over 101 Kg-)	06+01+Nil =07.00	01.00	08.00
	Sewing of Bags or welding of			
(iii)	tins or weighing of load above 10Kg- on scale -	01+NIL+NIL=01.00	NIL	01.00
	Loading and Unloading of			
(3)	Bamboo, wooden poles, Wooden logs, fuel wood and sugar cane.	89+13+02=104.00 p. day	10.00	114.00
	Loading of Bamboo and			
(i)	Wooden Poles:-			
(a)	Per Railway wagon	180+25+05=210.00	21.00	231.00
(b)	Per Truck	85+12+02=99.00	10.00	109.00
(c)	Per Tyre cart	25+04+NIL=29.00	03.00	32.00
(d)	Per bullock cart	17+02+01 =20.00	02.00	22.00
	Loading of wooden logs and			
(ii)	fuel woods			
(a)	Per railways wagon	180+25+05=210.00	21.00	231.00
(b)	Per truck	85+12+02=99.00	10.00	109.00
(c)	Per tyre cart	25+04+NIL=29.00	03.00	32.00
(d)	Per bullock cart	17+02+01 =20.00	02.00	22.00
	Unloading of Bamboo			
(iii)	Wooden poles, wooden logs and wood			
(a)	Per railways wagon	58+08+02=68.00	06.00	74.00
(b)	Per truck	25+04+NIL=29.00	03.00	32.00
(c)	Per tyre cart	08+01+Nil =09.00	01.00	10.00
(d)	Per bullock cart	05+01+Nil =06.00	NIL	06.00
	Loading and Unloading of			
(iv)	Sugar Cane Per quintal	03+NIL+01 =04.00	NIL	04.00

	Loading and Unloading of			
(4)	Bricks, Fire Bricks , tiles, Fragilewares made of cement or clay or glass, Boulders Ballast, chellyand coal-	89+13+02=104.00 p. day	10.00	114.00
(i)	Loading and Unloading of Fire Bricks, tiles, fragiles waremade of cement or clay or Glass-			
(a)	Per railways wagon	491+69+13=573.00	57.00	630.00
(b)	Per truck	213+30+06=249.00	24.00	273.00
(c)	Per tyre cart	62+09+01=72.00	08.00	80.00
(d)	Per bullock cart	43+06+01=50.00	05.00	55.00
(ii)	Loading of Bricks:-			
(a)	Per railways wagon	382+54+10=446.00	44.00	490.00
(b)	Per truck	180+25+05=210.00	21.00	231.00
(c)	Per tyre cart	52+07+02=61.00	06.00	67.00
(d)	Per bullock cart	38+05+01=44.00	05.00	49.00
(iii)	Unloading of Bricks-			
(a)	Per railways wagon	252+35+07=294.00	29.00	323.00
(b)	Per truck	122+17+03=142.00	15.00	157.00
(c)	Per tyre cart	38+05+01 =44.00	05.00	49.00
(d)	Per bullock cart	25+04+NIL=29.00	03.00	32.00
(iv)	Loading & Unloading of Stone chips & Challi-			
(a)	Loading per 100 cft -	31+04+01=36.00	04.00	40.00
(b)	Unloading per 100 cft	21+03+01 =25.00	02.00	27.00
(v)	Loading & Unloading of Ballast & Boulders -			
(a)	Loading per 100 cft	34+05+01=40.00	04.00	44.00
(b)	Unloading per 100 cft	21+03+01=25.00	02.00	27.00
(5)	Loading, Unloading of iron rods, G.l. sheets, Iron Pipes, humepipes, Machineri equipments and other hard wares:-	89+13+02=104.00 p. day	10.00	114.00
(i)	Loading-			
(a)	Per railways wagon	430+60+12=502.00	50.00	552.00
(b)	Per truck	199+28+05=232.00	23.00	255.00

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(c)	Per tyre cart	58+08+02=68.00	06.00	74.00
(d)	Per bullock cart	49+07+01=57.00	06.00	63.00
(ii)	Unloading			
(a)	Per railways wagon	290+41+08=339.00	33.00	372.00
(b)	Per truck	146+21+03=170.00	17.00	187.00
(c)	Per tyre cart	45+06+02=53.00	05.00	58.00
(d)	Per bullock cart	30+04+01=35.00	04.00	39.00
(6)	Loading and Unloading of coal.	89+13+02=104.00 p. day	10.00	114.00
(i)	Loading-			
(a)	Per railways wagon 4 wheel (Wagon of 22 tones capacity).	173+24+05=202.00	20.00	222.00
(b)	Per truck 200 Cft-	108+15+03=126.00	13.00	139.00
(c)	Per tyre cart	30+04+01 =35.00	04.00	39.00
(d)	Per bullock cart	25+04+NIL=29.00	03.00	32.00
(ii)	Unloading			
(a)	Per railways wagon (Wagon of 22 tones capacity)	117+16+04=137.00	13.00	150.00
(b)	Per truck 200Cft-	68+10+01=79.00	08.00	87.00
(c)	Per tyre cart	16+02+01=19.00	02.00	21.00
(d)	Per bullock cart	10+01+01=12.00	01.00	13.00
(7)	Loading and Unloading of lime and clay and earth etc-	89+13+02=104.00 p. day	10.00	114.00
(i)	Loading			
(a)	Per railways wagon (Wagon of 22 tones capacity)	135+19+04=158.00	15.00	173.00
(b)	Per truck 200 Cft-	79+11+02=92.00	09.00	101.00
(c)	Per tyre cart	39+05+02=46.00	04.00	50.00
(d)	Per bullock cart	30+04+01=35.00	03.00	38.00
(ii)	Unloading			
(a)	Per railways wagon (4 wheel (Wagon of 22 tones capacity)	96+13+03=112.00	11.00	123.00
(b)	Per truck 200 Cft-	42+06+01 =49.00	05.00	54.00
(c)	Per tyre cart	21+03+01=25.00	02.00	27.00
(d)	Per bullock cart	16+02+01=19.00	02.00	21.00
(8)	Loading and Unloading of cement per bag-	02.00+NIL+NIL=02.00	NIL	02.00
6	Forestry and Timbering			

Operation- General Work				
1	Unskilled	89+13+02=104.00 P. day	10.00	114.00
2	Semi-skilled	92+13+02=107.00 P. day	11.00	118.00
3	Skilled	113+16+03=132.00 P. day	13.00	145.00
4	Highly Skilled	138+19+04=161.00 P. day	16.00	177.00
5	Clerical /Supervisory	2553+359+69=2981.00 P. Month	296.00	3277.00
Piece Work				
Log cutter of various sizes falling demarking and stocking atloading sits at copies forest, pole-(4" x5") Per cubicmeter.				
(a)		02+NIL+NIL=02.00	NIL	02.00
Conversion of tram line And fencing post per piece				
(b)		03+NIL+01 =04.00	NIL	04.00
Cutting conversion including Stacking at site of fire wood(size per cubic meter)				
(c)		26+04+NIL=30.00	03.00	33.00
Cutting and Collecting of bamboo(including siding) Per 100piece-				
(i)	Loggas- Per 100 Pcs.	76+11+02=89.00	09.00	98.00
(ii)	Tonnas- Per 100 Pcs	62+08+02=72.00	08.00	80.00
(iii)	Sorahi- Per 100 Pcs	26+04+NIL=30.00	03.00	33.00
Charcoal Manufactory per bag (35Kg)				
(e)		20+03+NIL=23.00	03.00	26.00
Fodder Grass, or thatch grass or sewai grass (per Kg)				
(f)		20+03+NIL=23.00	03.00	26.00
Sal seed & Bonhimi a leaves collection (Per kg)				
(g)		05+01+Nil =06.00	NIL	6.00
Silk Industry including Manufacturer from pure silk,artificial silk and other staple yarn-				
(7)				
General Work-				

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1	Unskilled	89+13+02=104.00 P. day	10.00	114.00
2	Semi-skilled	92+13+02=107.00 P. day	11.00	118.00
3	Skilled	113+16+03=132.00 P. day	13.00	145.00
4	Highly Skilled	138+19+04=161.00 P. day	16.00	177.00
5	Clerical /Supervisory	2553+359+69=2981.00 P. Month	296.00	3277.00
	Piece Work-			
(a)	Power loom weaver Per meter for plain cloth	05+01+Nil =06.00	NIL	06.00
	and per meter for Erimchek & other fine cloth	04+01+Nil =05.00	NIL	05.00
(b)	Handloom Weaver Per meter for Plain cloth -	07+01+Nil =08.00	01.00	09.00
	Per Meter for erimchek	09+01+01=11.00	01.00	12.00
	Per Meter Tusser mulberry and munga cloth-	10+01+01=12.00	01.00	13.00
(c)	Pin Wider			
(i)	Power loom if prepared for cloth Per Kg- Hank	05+01+Nil =06.00	NIL	06.00
	prepared from care cloth	04+01+Nil =05.00	NIL	05.00
(ii)	Handloom per Kg	08+01+Nil =09.00	01.00	10.00
(d)	Bobbin Winder			
(i)	Power loom Per kg if prepaired hand cloth-	04+01+Nil =05.00	NIL	05.00
(ii)	Handloom per Kg	08+01+Nil =09.00	01.00	10.00
(e)	Cutting & Shaping-			

(i)	Stable per than of 12 meter-Silk	$04+01+Nil = 05.00$	NIL	05.00
8.	Earth Cutting Operation-			
(a)	For every 90 cubic ft- of soft earth-	$89+13+02=104.00$	10.00	114.00
(b)	For every 75 cubic ft- of hard earth-	$89+13+02=104.00$	10.00	114.00
(c)	For every 60 cubic ft-of highly hard earth	$89+13+02=104.00$	10.00	114.00
Note:- Decision of 15% less earth cutting for women worker, but will get equal wage-				
9.	Tea Plantation - General Work			
1	Unskilled	$89+13+02=104.00$ P. day	10.00	114.00
2	Semi-skilled	$92+13+02=107.00$ P. day	11.00	118.00
3	Skilled	$113+16+03=132.00$ P. day	13.00	145.00
4	Highly Skilled	$138+19+04=161.00$ P. day	16.00	177.00
5	Clerical /Supervisory	$2553+359+69=2981.00$ P. Month	296.00	3277.00
	Piece Work			
(a)	Plucker per plucking of one Kg- of green Leaves	$04+01+NIL = 05.00$	NIL	05.00
(b)	Person engaged in hacking for preparing 40 nails in a land measuring 0-133 acre-	$13+02+NIL = 15.00$	02.00	17.00
(c)	Person engaged in weeding and forking per 100 tea bush-	$13+02+NIL = 15.00$	02.00	17.00
10.	Lac Manufactory- General Work-			

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1	Unskilled	89+13+02=104.00 P. day	10.00	114.00
2	Semi-skilled	92+13+02=107.00 P. day	11.00	118.00
3	Skilled	113+16+03=132.00 P. day	13.00	145.00
4	Highly Skilled	138+19+04=161.00 P. day	16.00	177.00
5	Clerical /Supervisory	2553+359+69=2981.00 P. Month	296.00	3277.00
	Piece Work			
(a)	Karigar- for melting 40Kg of seed lac--	56+08+01=65.00	07.00	72.00
(b)	Belwaia- for melting 40Kg of seed lac-	46+06+02=54.00	05.00	59.00
(c)	Pherwaia- for melting 40Kg of seed lac-	28+04+01=33.00	03.00	36.00
(d)	Kamin&Ghogiahin - for washing &separating 40Kg of seed lac from bhushi, Mullama sand - Karahiaand RangKharhiyaghasander	14+02+NIL=16.00	02.00	18.00
(e)	andMazandar- for washing of 40 Kg of seed lac through washing Machine--	13+02+NIL=15.00	02.00	17.00
(f)	Tailor (Khalifa)			
(i)	when using own machine- (per Bhatta)-	08+01+NIL =09.00	01.00	10.00
(ii)	when using employer's machine- (per Bhatta)-	04+01+NIL =05.00	NIL	05.00
(g)	Crusher - per 40Kg- of Stick lac-	09+01+01=11.00	01.00	10.00
(h)	Breaker - per 40 Kg-of stick lac-	08+01+NIL =09.00	01.00	10.00
11.	Power loom Industry- General Work-			
1	Unskilled	89+13+02=104.00 P. day	10.00	114.00
2	Semi-skilled	92+13+02=107.00 P.	11.00	118.00

		day		
3	Skilled	113+16+03=132.00 P. day	13.00	145.00
4	Highly Skilled	138+19+04=161.00 P. day	16.00	177.00
5	Clerical /Supervisory	2553+359+69=2981.00 P. Month	296.00	3277.00
	Piece Work			
pick	26	05+01+NIL =06.00	NIL	06.00
	28-	05+01+NIL =06.00	NIL	06.00
	30	05+01+NIL =06.00	NIL	06.00
	32	05+01+NIL =06.00	NIL	06.00
	34	05+01+NIL =06.00	NIL	06.00
	36	06+01+NIL =07.00	1.00	08.00
	40	07+01+NIL=08.00	1.00	09.00
	42	07+01+NIL =08.00	1.00	09.00
	44	08+01+NIL =09.00	1.00	10.00
	46	08+01+NIL =09.00	1.00	10.00
	48	08+01+NIL =09.00	1.00	10.00
	50	08+01+NIL =09.00	1.00	10.00
	52	09+01+01=11.00 0	1.00	12.00
12.	Plucking and Processing- Kendu leaves			
	General Work-			
1	Unskilled	89+13+02=104.00 P. day	10.00	114.00
2	Semi-skilled	92+13+02=107.00 P. day	11.00	118.00
3	Skilled	113+16+03=132.00 P. day	13.00	145.00
4	Highly Skilled	138+19+04=161.00 P. day	16.00	177.00
5	Clerical /Supervisory	2553+359+69=2981.00 P. Month	296.00	3277.00
	Piece Work			
	Plucking of leaves per 50,000			
(a)	leaves or 60 paise per 50leaves-	327+46+09=382.00	38.00	420.00
(b)		05+01+NIL =06.00	NIL	06.00

Packing of Bags Per small bags-				
Per big bags-				
	10+01+01=12.00	01.00	13.00	
(C) Grading and bundling per bind of 5 Kg-				
	10+01+01=12.00	01.00	13.00	

These rates of piece rates Variable Dearness Allowance will be based on the average of All India Consumer Price Index on which the minimum rates of wages has been fixed/revised in the above schedule employments. There will be increases or decreases in wages at rates shown in column-4 with rise or fall, as the case may be in aforesaid index of the above schedule employment and will be deemed as variable dearness allowance components. But even if the index fall below the point on which minimum rates of wages have been fixed /revised - There will not be any reduction in the minimum wage fixed/revised-The payment of piece rate variable dearness allowance on the basis of average index of July to December- 2009 will be payable at the aforesaid rates from April- 2010. There after increases or decreases in the amount of Variable Dearness Allowance will be based on the average of All India Consumer Price Index Number for every six months and will be applicable after the expiry of three months after the said period of six months.