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INFORMATION

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**NOTIFICATIONS BY GOVERNMENT**

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**LABOUR EMPLOYMENT TRAINING AND FACTORIES DEPARTMENT**

*(Lab - II)*

REVISION OF WAGES OF CONTRACT LABOUR UNDER SERVICE CONDITION NO.12, READ WITH CLAUSE (B) OF SUB RULE (V) OF RULE 25 OF THE ANDHRA PRADESH CONTRACT LABOUR (R&A) RULES, 1971 - FINAL NOTIFICATION FOR AMENDMENT OF SERVICE CONDITION NO. 12.

*[G.O.Ms.No. 11, Labour Emploment Training and Factories (Lab.II), 17<sup>th</sup> January, 2012.]*

**FINAL NOTIFICATION**

Government issued Preliminary Notification published in the Andhra Pradesh Gazette No.448, dated:12.08.2011 vide G.O.Rt.No.994, Labour Employment Training & Factories (Lab.II) Department, dt.15.06.2011. After considering proposing to revise the wages of contract labour the objections and suggestions offered by the representatives, the managements and unions on the above preliminary notification and in accordance with the sub clause (b) of clause (v) of the Rule 25 of the Andhra Pradesh Contract Labour (Regulation & Abolition) Rules, 1971, the Service Condition No.12 specified under the above Rule, shall be substituted as follows namely:-

**"12. Wage Rates:**

- (i) Where no rates of wages have been regulated by way of agreement / settlement / award or no wages have statutorily been prescribed under Minimum Wages Act, 1948, for such employment or for any category or class of workmen, the contractor shall pay wages as prescribed in the schedule.
- (ii) To arrive at daily wage, the monthly wage shall be divided by 26 which is inclusive of holiday wages.
- (iii) If statutory wages or wages regulated as per award / settlement / agreement which are in force are more beneficial to the workmen, the workers shall be entitled to such rates of wages notwithstanding the rates of wages fixed under his / her service conditions.
- (iv) Where any category of worker is actually in receipt of higher rates of wages than the wages specified under this service condition he I she shall be continued to be paid such higher wages.
- (v) Where piece rate workers are employed in operation of the establishment, the wages paid to such worker for a normal working day of 8 hours shall not be less than the wages fixed for a general worker in that operation doing similar work.



- (vi) The rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed under the Minimum Wages Act, 1948 (11 of 1948) for such employment where applicable and where the rates have been fixed by agreement, settlement or award, not less than the rates so fixed, as per Rule 25(iv).
- (vii) In case where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work;
- Provided that in the case of any disagreement with regard to the type of work, the same shall be decided by the Commissioner of Labour, Andhra Pradesh, whose decision shall be final. (As per rule 25(v)(a)).
- (viii) In accordance with service condition No.12 - A under rule 25 (v) (b) of the Andhra Pradesh Contract Labour (R&A) Rules, 1971, the payment of wages shall be made by way of cheque or by crediting to the bank account of the concerned employee.
- (ix) For categories not included in this notification, the minimum wages fixed / revised in the respective scheduled employments under the Minimum Wages Act, 1948 shall be applicable."

### THE SCHEDULE

#### WAGES OF THE CONTRACT LABOUR NOTIFIED UNDER RULE 25 (v)(b) OF THE A.P. CONTRACT LABOUR (R&A) RULES, 1971.

Sl. No.	Name of the Category (Technical)	Basic Wage (Rs.)	Cost of Living Allowance to be paid per each point of increase (in Rs.)
1	2	3	4
1.	<u>Highly Skilled</u> Supervisor / Foreman / Chargeman / Shift Supervisor / Offset Printer / Senior Chemist / Works Supervisor / Technical Supervisor / Senior Mechanic / Senior Fitter / Senior Welder / Section Incharge / Draughtsman / Computer Programmer / Assistant Production Manager / Assistant Engineer and other similar categories.  Definition: The job involves high degree of skill, judgment and capacity to supervise.	10079	11.85
2.	<u>Skilled:</u> Lab Technician / Maistry in any trade / Quality Checker / Production Assistant / Field Assistant / Machine man / Assistant Foreman / Welder / Fitter / Carpenter / Machinist / Blacksmith / Mechanic / Electrician, Mason / Lineman / Pump Operator / Painter / Blacksmith / Turner / Lathe Operator / Grinder / Driller / Vulcaniser and other similar categories.  Definition: The employee should have skill and capacity to work independently.	8079	9.50
3.	<u>Semi-skilled:</u> Assistant Welder / Assistant Carpenter / Assistant Mechanic / Assistant Electrician / Assistant Machinist / Assistant Painter / Assistant Mason / Assistant Blacksmith /		

1	2	3	4
	Assistant Turner / Assistant Lathe Operator / Assistant Grinder / Assistant Driller / Assistant Maistry / Gardener and other similar categories. <u>Definition:</u> Semi-skilled employee is one who had a minimum of one year experience in the trade and able to do repetitive work and simple jobs with the help of simple tools or machines.	6579	7.75
4.	<u>Unskilled:</u> Helper / Attender / Watchman / Hamali / Ayah and such other similar categories <u>Definition:</u> An unskilled employee is one who attends work that involves the performance of the simple tasks which require little or no experience. No worker shall be classified as unskilled if he is called upon to operate any machine.	5579	6.55
<u>Office Staff</u>			
1	Manager	10079	11.85
2	Steno / Accountant	6579	7.75
3	Clerk / Typist / Cashier / Data Entry Operator.	6079	7.15
4	Unskilled: Helper / Attender / Watchman / Hamali / Ayah and such other similar categories	5579	6.55

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at 847 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1<sup>st</sup> April and 1<sup>st</sup> October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in consumer of Price Index over and above 847 points are specified at Col. No.4 against each category in schedule.

**D. SREENIVASULU,**  
*Secretary to Government.*