

(VI)

No.1/13(1)/2017-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 6/10/2017

ORDER

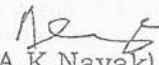
In exercise of the powers conferred by Central Government vide Notification No. 186(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby declares that there shall be no increase in Variable Dearness Allowance for the period of 1.10.2017-31.3.2018 due to decrease in the average Consumer Price Index for the period January, 2017 to June, 2017 for the workers employed in Agriculture and thereby resulting in the VDA remaining the same as it was during the period of 1.4.2017 to 30.9.2017. This order shall come into force w.e.f. 01.10.2017.

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2017 to the employees would be same as under:-

Category of worker	Rates of wages including V.D.A. Area wise per day (in Rupees)		
	'A'Area	'B'Area	'C'Area
Unskilled	$\frac{333+8}{341}$	$\frac{303+8}{311}$	$\frac{300+8}{308}$
Semi-Skilled/Unskilled Supervisory	$\frac{364+9}{373}$	$\frac{335+8}{343}$	$\frac{307+8}{315}$
Skilled/ Clerical	$\frac{395+10}{405}$	$\frac{364+9}{373}$	$\frac{334+8}{342}$
Highly Skilled	$\frac{438+11}{449}$	$\frac{407+10}{417}$	$\frac{364+9}{373}$
Clerical	$\frac{395+10}{405}$	$\frac{364+9}{373}$	$\frac{334+8}{342}$

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(A.K.Nayak)

CHIEF LABOUR COMMISSIONER(C)

To

As per list attached.

PART - II

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

PART- III

CLASSIFICATION OF WORKERS

1. UNSKILLED WORKERS

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

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

2. SEMI-SKILLED WORKERS/UNSKILLED SUPERVISORY

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

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

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

3. SKILLED WORKERS

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

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

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

4. CLERICAL WORKERS

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

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

5. HIGHLY SKILLED WORKERS

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

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

Explanation: For the purposes of this notification, -

- (a) the minimum rates of wages shall consist of all inclusive rates including the basic rates, the cost of living allowance, namely, special allowance and the cash value of the concessional supply, if any, of essential commodities;
- (b) the minimum rates of wages includes the wages for weekly day of rest;
- (c) the minimum rates of wages shall apply to employees engaged by contractors also;
- (d) the minimum rates of wages for disabled persons shall be the same as payable to the workers of the appropriate category;
- (e) (i) "unskilled work" means work which involves simple operations requiring little or no skill or experience on the job;
- (ii) "semi-skilled work" means work which involves some degree of skill or competence acquired through experience on the job which is capable of being performed under the supervision or guidance of a skilled employee and includes supervisory work;
- (iii) "skilled work" means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment;
- (iv) "miner" means a worker who is directly involved or engaged in excavation or extraction by way of digging, picking, sorting, creasing, processing and loading and other incidental works thereto in a mine; and
- (v) "highly skilled work" means work which calls for a high degree of perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involves in the execution of these tasks;
- (f) a person working or employed in or in connection with a mine is said to be working or employed "below ground" if he is working or employed, -
 - (i) in a shaft which has been or in the course of being sunk; or
 - (ii) in any excavation which extends below superjacent ground; or
 - (iii) in an open cast working in which the depth of the excavation measured from its highest to its lowest point exceeds six metres;
- (g) where the existing rates of wages of any employee, based on contract or agreement or otherwise are higher than the rates notified, the higher rates shall be protected and treated as the minimum rates of wages for purpose of this notification;
- (h) where in any area the minimum rates of wages fixed by this notification are lower than the minimum rates of wages fixed by the State Government for the employees of the aforesaid Employments in relation to which the State Government is the appropriate Government, the rates of wages fixed by the State Government shall in respect of these areas, be deemed to be the minimum rates of wages payable under this notification;

SCHEDULE

Part-I: Basic Minimum Rates Wages

Category of Worker (1)	Minimum Rates of Basic wages per day (in Rupees)		
	(2)	(3)	(4)
	Area (A)	Area (B)	Area (C)
Unskilled Bajri Spreader, Beldar, Beater Women, Bell-Woman, Chain Man, Boat Man, Bucket Man, Carrier (Stone), Carrier (Water), Cartman, Caretaker (Bridge), Cleaner (Crane, Truck, Cinder for ash Pit), Chowkidar, Concrete (Hand Mixer), Duffadar, Driver (Bullock, Camel, Donkey, Mule), Flag Man, Flagman (Blast Train), Gate Man, Gangmen, Gatingman (Permanent Way), Handle Man, Jumper Man, Kamin (Female Work), Khalas, Bridge, Electrical, Marine, Moplah, Store, Steam Road, Share, Roller Survey, labourer (Garden), Mazdoor, Hole Cutter, Lorry Trainees, Petrolman, Peon, Searcher, Signal man, Strikers, Striker (Moplah gang), Sweeper, Tall Boy, Tile Turner, Trolley man, Vaks Controller, Valveman, Watchman, White Washer, Wooderman, Wooder Woman, Borryman, Coalman, Condenser, Attendant, Grass Cutter, Muchhers Jamadars, Condenser Attendant, Shunters, and any other categories by whatever name called, which are of an unskilled nature.	523.00	437.00	350.00
Semi-skilled / Unskilled Supervisory Belchawala, Bhisti, Bhisti (with Mushk), Boatman (head), Breaker, Breaker (Stone, Rock, Rock Stone, Stone Metal, Canweaver, Chainman (Head), Charpoy-Stringer, Checker, Cracker, Dafiri, Dollyman, Assistant, Driller, Driver (Skin), Excavator, Ferroman, Fireman, Fireman (Brick Kiln, Steam Road Roller), Gate Keeper, Giharami Thatcher, Classman, Grater, Greaser-cum-Fireman, Grinder Hammerman, Helper (Artisan), Helper (Sawyer), Jamadar, Keyman, Khalasi (Head Survey, Rivertters-Moplah Gang, Supervisory), Labourer (Rock-Cutting), Lascar, Mali (Head), Mate, Mate (Blacksmith, Road, Carpenter), Engine Driver and/or Feeder, Fitter, Gang, Khalasi, Mazdoor Mason, Permanent Way, Pump-Driver, Turner), Mazdoor (Heavy-weight), Charge-man, Mistri (Head, Muccadam, Night-guard, Runner (Post dak), Oilman, Quarry man, Quarry Operator, Stoneman, Stocker, Thatcher, Stockers and Boilerman, Thoombaman (Spade worker), Tindals, Trolleyman (Head Motor), Fitter (Assistant Semi-Skilled), Jamadar, (Semi-skilled), Mate (Stone), Pump Attendant, Bearer, Breakman, Crowder Man, Cook, Dandee, Frash, Hacksaw man, Helper (locco-Crane/Truck), Kasab, Khalasi (Structural), Laboratory Boy, Manjhee (Boatman), Masalchi P.M. Mates, Pointsman Sencummy, Topas, Topkar (Big Stone Breaker), Trolley Jamadar, Winchman, Attendance-keeper, Assistant Wireman and any other categories by whatever name called, which are of semi-skilled nature.	579.00	494.00	410.00
Skilled Assistant Mistry, Armature Winder Grade-II and III, Bhandari, Blacksmith, Blacksmith (Selection Grade, Grade II, III, Class II and III) Boilerman, Boilerman Grade II and III, Boiler Foreman Grade II, Work (Assistant), Brick Layer, Bricklayer (Selection Grade, Class II), Blaster, Chowkidar (Head), Security Guard (without arms), Carpenter, Carpenter (Selection Grade, Grade II and III, Class I and III Assistant, B.I.M. Road, Cabinet Maker, Caneman, Celotex, Cutter Maker, Chageman, Class II and Class III, Carpenter Ordinary), Checkder (Junior), Chick Maker, Chickman (Junior), Concrete Mixture Mixer, Concrete Mixture Operator, Cobbler, Coremaker, Driver, Driver Motor Vehicle, Motor Vehicle Selection Grade, Motor Lorry, Motor-Lorry Grade II, Lorry Grade II, Diesel Engine, Diesel Engine Grade II, Mechanical Road Roller I.C. and Cement Mixer	637.00	579.00	494.00

<p>etc., Road Roller, Road Roller Driver Grade II, Driver (Engine Static, Stone Crusher, Tractor/Bull Dozer, Steam Road Roller, Water Pump, Mechanical Assistant, Road Roller, Mechanical, Steam Crane, Tractor with Bull Dozer Mechanical, Transport, Engine Static and Road Roller Boiler Attendant, Engine Operator (Stone Cursher Mechanical) Distemperer, Electrician, Electrician (Grade II, Class II and Class III), Fitter, Fitter (Selection Grade, Grade II and III) class II and III Assistant, Pipe class II, Pipe Line ending Bars for reinforcement Cum-mechanic, Mechanic and Plumber), Gharami (Head), Glazier, Hole Drillar for Blasting, Joiner, Joiner (Cable, Cable Grade II), Lineman (Grade II, III, High Tension/Low Tension), Mason, Mason (Selection Grade, Grade II, III and Class B Mistry), Stone (Stone Class II, Brick Work, Stone work), Brick-layer, Tile Flooring, B.I.M., Muccadam (Head), Stone cutting, Ordinary Machanis, Mechanic, Mechanic (Class II, Air conditioning, Air conditioning Grade II, Diesel Grade II, Road Roller Grade II, Assistant, Radio), Manson (Gharami), Mistry, Mistry Grade II, Air conditioning Grade II, P. Way, Survey, Santras Works), Mason Class A, Moulder, Moulder (Brick, Tile), Painter, Painter (Selection Grade, Grade II and III, Class II, Assistant Lotter and Polisher, Polisher, Rough), Plasterer, Plasterer (Mason Grade II), Plumber, Plumber (Selection Grade, Class II, Assistant Lotter and Polisher, Rough), Plasterer, Plasterer (Mason Grade II), Plumber (Selection Grade, Class-II, Assistant Senior, Junior, Mistry Grade II), Plumbing Mistry, Plumber-cum-Fitter, Polisher, Polisher (Floor), Pump Driver, Pump Driver (Selection Grade), Grade II and III, Class II), Pump Driver (Selection Grade, P.E., Driver, Pumpman, Pumpman (Assistant), Plumber, Polisher (with spray) Grade II, Ratan Man, Rivet Cutter (Assistant) Rivetter, Rivetter (Cutter), Road Inspector Grade II, Railway Plate Layer, Rod Bender, Sawyer, Sawyer (Selection Grade Class II) Serang, Serangpile Driving Pantooms with Boiler, Shapesman, Shift-incharge, Sprayman, Sprayman (Roads), Stone Cutter, Stone Cutter (Selection Grade, Grade II, Class II), Stone Chisler, Stone Chisler (Class II), Stone Blasterer, Sub-Overseer (Unqualified), Surveyors, Surveyors (Assistant), Tailor, Tailor (Upholstry), Transprayer, Tar man, Line Man, Tiler Class II, Wall (Floor, Roof), Tiler (Selection Grade), Tin-Smith, Tin Smith (Selection Grade, Grade II and III, Class II) Tinker, Trailors, Turner, Upholsterer, Upholsterer (Grade II and III), Painter Spray (Class II), Wood Cutter, Wood Cutter Section Grade, Wood Cutter Class II, Work Sircar, Welder, Welder gas, Welder (Class II, Bridge work), Well Sinker, White Washer, White Washer (Selection Grade, Class II), Wireman, Wireman (Grade II and III, Mechanic, Electrical), White Washing and Colour Washing Man, Operator Pneumatte Tools, Operator (Fitter), Boreman, Borer, Chipper, Chipper-Cum-Grinder, Cook (Head), Driller, Driller (Well Boring), Driver (Loco-Truck), Electrician (Assistant), Mechanic (Tube-Well), MistryStell, Tube-Well, Telephone), Meter Reader, Meterorogical Observer, Nayghani, Operaor (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Grane, Dorrick, Diesel Engine, Doser, Dragling Drill Dumber, Excavator, Fork Lift Generator, Grader, JackHammer and Payment breaker Loader, Pump, Pile Driving, Scrapper, Screening Plant, Shoal, Tractor, Vibrator, Weight Batcher, Railway Guards, Repairer (Battery), Sharper/Slotter, Sprayer (Ashalt) Station Master, Surveyor (Silt), Trades-Man, Train Examiner, Turner/Miller, TyreVulcaniser and any other categories by whatever name called, which are of a skilled nature.</p>			
<p>Clerical M. C. Clerk, Munshi (Matriculate, Non-matriculate), Store Clerk (Matriculate Non-matriculate), Store Issuer, Store Keeper, Store Keeper Grade I, Grade II, (Matriculate), Tally Clerk, Time Keeper, Time Keeper (Matriculate Non-Matriculate), Book Keeper, Work</p>	637.00	579.00	494.00

Munshi, Work Munshi (Subordinate), Accounts Clerk, Clerks, Computer/Data Entry Operator, Telephone Operator, Typist, and any other categories by whatever name called which are of a clerical nature			
Highly Skilled Armature Winder Grade I, Blacksmith Grade I and Class I, Boilerman Grade I, Boilerman Foreman Grade I, Brick Layer class I, Cable Joiner Grade I, Carpenter grade I and Class I, Cello Cutter and Decorator, Chargeman Class I, Checker (Sr) Driver Lorry Grade I, Motor Lorry Grade I, Motor Vehicle Class I and Diesel Engine Grade I, Road Roller Grade I, Pump Class Electrician Grade I and Class I/Grade I, Fitter (Grade I, Class I), Pipe Class I (Head), Foreman (Assistant) Line Man Grade I Mason (Skilled Grade I, Class I), Mast Rig, Mechanic Class I and Class II, Mechanic (Diesel Grade I and Road Roller Grade I, Airconditioning Grade I/Class I, Mistry Grade I, Mistry (Airconditioning Grade I), Overseer, Overseer (Senior and Junior), Painter (Grade I, Class I, Spray) Plasterer (Mason) Class I, Plumber (Head, class I), Mistry Grade I, Polisher (with spray Grade I, Road Inspector Grade I, Sawyer Class I, Stone Cutter Class I, Stone Cutter Grade I, Stone Chisler Class I, Stone Mason Class I, Sub-Overseer (Qualified), Tiler Class I, Tinsmith Grade I and Class I, Upholsterer Grade I, Varnisher Class I, Welder-Cum-Fitter and Air Conditioning Mechanic, Welder (Gas) Class I, White Washer Class I, Wireman Grade I, Class I, Wood Cutter Class I, Grinder (Foot) Grade I, Operator (Batching Plant Grade I), Clamp Shell Grade I, Compressor Grade I, Crane Grade I, Diesel Engine Grade I, Dozer Grade I, Dragline Grade I, Drill Grade I, Dumper Grade I, Excavator Grade I, Fork Lift Grade I, Generator Grade I, Grader Grade I, Leader Grade I, Pile Driving Grade I, Pump Grade, Scrapper Grade I, Screening Plant Grade I, Pump Grade I, Scrapper Grade I, Screening Plant Grade I, Shovel Grade I, Shovel and Dragline, Tractor Grade I, Vibrator Grade I, Rigger Grade I, Rigger Grade II, Chaper/Sletter Grade I, Shovel and Dragline Tractor Grade I, Tradesman Class I, Turner/Miller, Grade I, Tyre vulcaniser Grade I, Work (Assistant) Grade I, Security Guards (with arms) and any other categories by whatever name called, which are of a highly skilled nature.	693.00	637.00	579.00

PART-II

Categories of Workers	Rate of Variable Dearness Allowance for every point rise or fall beyond 271, which is the average monthly Consumer Price Index Number for industrial workers (Base year 2001=100), for the period January-June, 2016.		
	Area 'A'	Area 'B'	Area 'C'
(1)	(2)	(3)	(4)
1. Unskilled	1.93	1.61	1.29
2. Semi-skilled/ Unskilled-Supervisory	2.14	1.82	1.51
3. Skilled and Clerical	2.35	2.14	1.82
4. Highly Skilled	2.56	2.35	2.14

Explanation: For the purposes of this notification:-

- (a) Area "A" and Area "B" shall respectively comprise of all the places as specified in the Annexure to this notification and include all places within a distance of fifteen kilometres from the periphery of Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place, and Area "C" shall comprise of all the other places not mentioned in the Annexure to which the Minimum Wages Act, 1948 (11 of 1948) extends.

- (b) the places added or upgraded from time to time by the Ministry of Finance for the purposes of payment of House Rent Allowance to Central Government employees shall be taken to be added from such dates for the purposes of classification specified in the Annexure to this notification;
- (c) employees employed in the employments of construction or maintenance of roads or runways or building operation including laying down underground Electric, Wireless, Radio, Television, Telephone, Telegraph and over communication Cables and similar other under Cabling work, Electric lines, Water supply lines and sewerage lines in 'C' class areas where the minimum rates of wages have been fixed on area-wise basis and where the Central Government has sanctioned payment of winter allowance or hill allowance or any other special allowance shall be paid in addition to the minimum rates of wages fixed by the notification, an amount equal to ten per cent. of the minimum rates of wages so fixed.
- Provided that ten per cent. extra wages shall be paid in places, which are at a height of over 6,000 feet, above sea level.
- (d) workers employed on high rise structures, that is, on or above thirty feet height, even for one hour in a day shall be paid twenty percent extra wages of the minimum wages so fixed for the appropriate category;
- (e) workers employed on tunnel working shall be paid twenty percent extra of the minimum wages fixed under this notification for the appropriate category;
- (f) (i) "unskilled work" means work which involves simple operations requiring little or no skill or experience on the job;
- (ii) "semi-skilled work" means work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and include unskilled supervisory work;
- (iii) "skilled work" means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgement;
- (iv) "highly skilled work" means work which calls for a degree of perfection and full competence in the performance of certain tasks including clerical work acquired through intensive technical or professional training or practical work experience for certain reasonable period and also requires of an worker to assume full responsibility for the judgement or decision involved in the execution of the tasks;
- (g) where in any area the minimum rates of wages fixed by this notification are lower than the minimum rates of wages fixed by the State Government for employees of the aforesaid employments in relation to which the State Government is the appropriate Government, the rates of wages fixed by the State Government shall in respect of these areas, be deemed to be the minimum rates of wages payable under this notification;
- (h) the minimum rates of wages include the wages for weekly day of rest;
- (i) the minimum rates of wages fixed by this notification are applicable to employees engaged by contractors also;
- (j) the minimum rates of wages payable to disabled employees shall be the same as payable to workers of the appropriate category;
- (k) men, women and transgender employees shall be entitled for the same rates of wages for the same work or work of similar nature; and
- (l) minimum rates of wages and special allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

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

Dr. D. CHAUDHURI, Dy. Director General

ANNEXURE

CLASSIFICATION OF AREA

AREA-"A"					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	(M. Corpn)
Bangaluru	(UA)	Kanpur	(UA)	Ghaziabad	(UA)
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	(M. Corpn)
Navi Mumbai	(UA)	Pune	(UA)		

Explanation: For the purposes of the notification:-

- Area "A" and Area "B" as indicated in Annexure to this notification shall respectively comprise all the places as specified in the said Annexure as such areas, and include all places within a distance of fifteen kilometers from the periphery of a Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place. Area "C" shall comprise of all the other places not mentioned in Area "A" and "B" of the Annexure and to which the Minimum Wages Act, 1948 (11 of 1948) extends;
- the places added or upgraded from time to time by the Ministry of Finance for the purpose of payment of House Rent Allowance to Central Government employees shall be taken to be added from the date of such addition or up-gradation for the purposes of classification specified in Annexure to this notification;
- where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages, applicable for the purpose of this notification to such employees;
- the minimum rates of wages include the wages for weekly day of rest;
- the minimum rates of wages are applicable to employees employed by contractors also;
- the minimum rates of wages for disabled persons shall be the same as payable to the workers of appropriate category;
- the men, women and transgender employees shall be entitled for the same rates of wages for the same work or work of similar nature;
- the minimum rates of wages and Variable Dearness Allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948(11 of 1948).

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

Dr. D. CHAUDHURI, Dy. Director General

ANNEXURE

CLASSIFICATION OF CITY FOR THE PURPOSE OF RATES OF MIN. WAGES.

CLASSIFICATION OF AREAS

AREA - "A"					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	(M. Corpn)
Bangaluru	(UA)	Kanpur	(UA)	Ghaziabad	(UA)
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	(M. Corpn)
Navi Mumbai	(UA)	Pune	(UA)		
AREA - "B"					
Agra	(UA)	Gwalior	(UA)	Port Blair	(UA)
Ajmer	(UA)	Hubli-Dharwad	(M. Corpn)	Puducherry	(UA)
Aligarh	(UA)	Indore	(UA)	Raipur	(UA)
Allahabad	(UA)	Jabalpur	(UA)	Raurkela	(UA)
Amravati	(M. Corpn)	Jaipur	(M. Corpn)	Rajkot	(UA)
Amritsar	(UA)	Jalandhar	(UA)	Ranchi	(UA)
Asansol	(UA)	Jalandhar-Cantt.	(UA)	Saharanpur	(M. Corpn)
Aurangabad	(UA)	Jammu	(UA)	Saloni	(UA)
Bareilly	(UA)	Jamnagar	(UA)	Sangli	(UA)
Belgaum	(UA)	Jamshedpur	(UA)	Shillong	
Bhavnagar	(UA)	Jhansi	(UA)	Siliguri	(UA)
Bhiwandi	(UA)	Jodhpur	(UA)	Solapur	(M. Corpn)
Bhopal	(UA)	Kannur	(UA)	Srinagar	(UA)
Bhubaneswar	(UA)	Kochi	(UA)	Surat	(UA)
Bikaner	(M. Corpn)	Kolhapur	(UA)	Thiruvananthapuram	(UA)
Bokaro Steel	(UA)	Kollam	(UA)	Thrissur	(UA)

Annexure A

ANNEXURE

to G.O. No. 2/5/2014-E.II(E), dated 27.07.2015.

LIST OF CITIES/TOWNS CLASSIFIED FOR GRANT OF HOUSE RENT ALLOWANCE TO CENTRAL GOVERNMENT EMPLOYEES

Sl. No.	STATES/UNION TERRITORIES	CITIES CLASSIFIED AS "X"	CITIES CLASSIFIED AS "Y"
1.	ANDAMAN & NICOBAR ISLANDS	—	—
2.	ANDHRA PRADESH/ TELANGANA	Hyderabad (UA)	Vijayawada (UA), Warangal (UA), Greater Visakhapatnam (M. Corpn.), Guntur (UA), Nellore (UA)
3.	ARUNACHAL PRADESH	—	—
4.	ASSAM	—	Guwahati (UA)
5.	BIHAR	—	Patna (UA)
6.	CHANDIGARH	—	Chandigarh (UA)
7.	CHHATTISGARH	—	Durg-Bhilai Nagar (UA), Raipur (UA)
8.	DADRA & NAGAR HAVELI	—	—
9.	DAMAN & DIU	—	—
10.	DELHI	Delhi (UA)	—
11.	GOA	—	—
12.	GUJARAT	Ahmadabad (UA)	Rajkot (UA), Jamnagar (UA), Bhavnagar (UA), Vadodara (UA), Surat (UA)
13.	HARYANA	—	Faridabad (M. Corpn.), Gurgaon (UA)
14.	HIMACHAL PRADESH	—	—
15.	JAMMU & KASHMIR	—	Srinagar (UA), Jammu (UA)
16.	JHARKHAND	—	Jamshedpur (UA), Dhanbad (UA), Ranchi (UA), Bokaro Steel City (UA)
17.	KARNATAKA	Bengaluru/Bengaluru (UA)	Belgaum (UA), Hubli-Dharwad (M. Corpn.), Mangalore (UA), Mysore (UA), Gulbarga (UA)
18.	KERALA	—	Kozhikode (UA), Kochi (UA), Thiruvananthapuram (UA), Thrissur (UA), Malappuram (UA), Kannur (UA), Kollam (UA)
19.	LAKSHADWEEP	—	—
20.	MADHYA PRADESH	—	Gwalior (UA), Indore (UA), Bhopal (UA), Jabalpur (UA), Ujjain (M. Corpn.)

Sl. No.	STATES/UNION TERRITORIES	CITIES CLASSIFIED AS "X"	CITIES CLASSIFIED AS "Y"
21.	MAHARASHTRA	Greater Mumbai (UA), Pune (UA)	Amravati (M. Corpn.), Nagpur (UA), Aurangabad (UA), Nashik (UA), Bhiwandi (UA), Solapur (M. Corpn.), Kolhapur (UA), Vasai-Virar City (M. Corpn.), Malegaon (UA), Mandad, Washala (M. Corpn.), Sangli (UA)
22.	MANIPUR	---	---
23.	MEGHALAYA	---	---
24.	MIZORAM	---	---
25.	NAGALAND	---	---
26.	ODISHA	---	Cuttack (UA), Bhubaneswar (UA), Rourkela (UA)
27.	PUDUCHERRY (PONDICHERY)	---	Puducherry/Pondicherry (UA)
28.	PUNJAB	---	Amritsar (UA), Jalandhar (UA), Ludhiana (M. Corpn.)
29.	RAJASTHAN	---	Bikaner (M. Corpn.), Jaipur (M. Corpn.), Jodhpur (UA), Kota (M. Corpn.), Ajmer (UA)
30.	SIKKIM	---	---
31.	TAMIL NADU	Chennai (UA)	Salem (UA), Tiruppur (UA), Coimbatore (UA), Tiruchirappalli (UA), Madurai (UA), Erode (UA)
32.	TRIPURA	---	---
33.	UTTAR PRADESH	---	Moradabad (M. Corpn.), Meerut (UA), Ghaziabad (UA), Aligarh (UA), Agra (UA), Bareilly (UA), Lucknow (UA), Kanpur (UA), Allahabad (UA), Gorakhpur (UA), Varanasi (UA), Saharanpur (M. Corpn.), Noida* (C.T.), Firozabad (NPR), Jhansi (UA)
34.	UTTARAKHAND	---	Dehradun (UA)
35.	WEST BENGAL	Kolkata (UA)	Asansol (UA), Siliguri (UA), Durgapur (UA)

* Only for the purpose of extending HRA on the basis of dependency.

NOTE

The remaining cities/towns in various States/UTs which are not covered by classification as "X" or "Y", are classified as "Z" for the purpose of HRA.