

**Administration of  
Dadra and Nagar Haveli, U.T.  
Labour Department  
Silvassa**

No. LEO/MW/DNH/107/2015

Date: 10/07/2015

- Read 1) Notification No LEO/MWA/DNH/SA/564/2015 dated 20/05/2015  
2) Minutes of meeting held on 06/07/2015

**THE MINIMUM WAGES ACT, 1948**

**NOTIFICATION**

In exercise of the powers conferred by clause(1) (a) of Section 3 read with clause (b) of sub section (1) of Section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Administrator of Dadra and Nagar Haveli after consulting Advisory Board hereby revises the minimum rates of wages in respect of employees employed in the scheduled employments in the whole of the Union Territory of Dadra and Nagar Haveli with effect from 01/04/2015.

Sr. No.	Name of the Employment	Class of Employees	Minimum Rate of Wages payable per day		Total
			Basic	Special Allowance	
1	2	3	4	5	6
01.	Woolen Carpet Industry or Shawl Weaving	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
02.	Rice Mill, Flour Mill or Dal Mill	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
03.	Tobacco (Including Bidi making manufactory)	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
04.	Any plantation, that is to say any estate which is maintained for the purpose of growing chichona, rubber, tea or coffee	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
05.	Any Oil Mill	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
06.	Any Local Authority	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
07.	Construction or maintenance of roads or in building operation and	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
08.	Stone breaking and stone crushing	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
09.	Any lac manufactory	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
10.	Mica Works	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
11.	Public Motor Transport	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20
12.	Tanneries & Leathers manufactory	Skilled	284.00	00.20	284.20
		Semi Skilled	276.00	00.20	276.20
		Unskilled	268.00	00.20	268.20



13.	Any industry in which any process of printing by letter press, lithography, photo - gravure or other similar works or incidental to such process or book binding is carried on	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
14.	Any residential Restaurant or Eating House	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
15.	Any cotton ginning or cotton pressing manufactory	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
16.	Glass Industry	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
17.	Employees employed in any shop or commercial establishment covered under entry in Part I of the Schedule to the said Act (not being an employment which included under any other entries in this schedule)	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
18.	Potteries	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
19.	Rubber manufacturing industry	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
20.	Paper and Paper board manufactory	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
21.	Cinema Exhibition	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
22.	Any industry in which any process or transforming plastic into various solid shapes, through moulding, forming, extrusion or casting application signally or together with heat and pressure or both or other similar work or work incidental to such process is carried on.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
23.	Hospitals not falling under entry 6 in Part-I of the schedule	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
24.	Any brick or roof tiles (Terra Cotta or earthen manufactory)	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
25.	Any premises where buffaloes or cows are kept for milking, cleaning or feeding and for all other ancillary process	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
26.	Automobile repairing workshop and garages	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
27.	Canteens and clubs not falling under entry 14 of this part	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20



28.	Power loom industry	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
29.	Cement priestesses products industry	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
30.	Any unit manufacturing soap, detergent cleaning powder or other allied products	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
31.	Any bakery, confectionary or any other food items manufacturing of processing unit	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
32.	Any textile processing dyeing, printing or garments stitching unit	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
33.	Polyurethane foam manufacturing or processing the foam items	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
34.	Any kind of engineering unit, dealing with manufacturing or processing or iron and steel item ferrous or non-ferrous material, electric and electronics items	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
35.	Any kind of wood cutting factory, wooden furniture making unit, saw mill, wood processing unit, including Katha manufacturing	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
36.	Any kind of chemical or drug manufacturing unit	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
37.	Any watch manufacturing unit	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
38.	Rexene cloth or similar quoted items manufacturing unit including wash paper	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
39.	Agarbatti unit, match box manufacturing unit, bidi manufacturing unit	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
40.	Any poultry, poultry food manufacturing unit, fertilizer manufacturing or any other agricultural unit	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
41.	Units engaged in the manufacturing of candles	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
42.	Unit manufacturing toilet, cosmetic and other allied products	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
43.	Employment in private teaching Institute / Coaching	Clerk Peon	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
44.	Employment in any dispensary of Medical Practitioner or in any establishment of Medical consultant or in any Clinical or Pathological Lab. Included in the employment in Hospital and Nursing Home.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
45.	Employment in Drilling Operation and Maintenance of Tube Wells.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
46.	Employment in Electronics and Allied or Incidental Industries.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20



47.	Employment in Forestry and Timber Operations other than those carried on by a Farmer or on a farm as incidental to or in conjunction with Farm Operations.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
48.	Employment under any Gram Panchayat constituted under the I and Nagar Haveli I Panchayat Regulation, 1965 as amended by the I and Nagar Haveli I Panchayat (Amendment) Regulation, 1994 and Rules made thereunder.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
49.	Employment in any Manufacturing Process wherein "Manufacturing Process" as defined under Section 2(k) of the Factories Act, 1948, is carried out and which is not covered under any Entry in Part I and II of the Schedule.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
50.	Employment in Petrol and Diesel Pumps.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
51.	Employment in Pharmaceutical Industry.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
52.	Employment in Sugar Industry.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
53.	Employment of Safai Karmacharis i.e. employment of sweeping and cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
54.	Employment of Watch and Ward through private security services or directly by the employer.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20
55.	Employment of Home Workers.	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20

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

Sr. No.	Name of the employment	Class of	Minimum rate of wages payable per day		Total
			Basic	Special Allowance	
1	2	3	4	5	6
1.	Employment in Agriculture	Skilled Semi Skilled Unskilled	284.00 276.00 268.00	00.20 00.20 00.20	284.20 276.20 268.20




**Explanation for the purpose of this Notification**

- 1) The minimum rates of monthly wages payable to any class of employees employed in any category on monthly wages shall be computed by multiplying the minimum rate of daily wages fixed for the class of employees to which he belongs, by twenty six, the quotient being stepped upto its nearest paisa.
- 2) The minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest.
- 3) The minimum rates of wages shall consist of basic rates, the cost of living allowances and the cash value of concessions, if any.
- 4) A skilled employee is one who capable of working efficiently, by exercising considerable independent judgement and of discharging his duties responsibly. He must possess a thorough and comprehensive knowledge of trade, craft or industry in which he is employed.
- 5) A semi-skilled employee is one, who does work generally of a well defined routine nature, wherein the major requirement is not so much of the judgment, skill and dexterity but of proper discharge of duties as assigned to him for a relatively narrow job and where important decisions are made by others. His work is thus limited to the performance of routine operations of limited scope.
- 6) An unskilled employee is one who does operations that involve the performance of simple duties which require the exercise of little or not independent judgement or previous experience although a familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion, familiarity with a variety of articles or goods.
- 7) Male and female employees should be given equal wages for equal work.
- 8) The employees employed by a Contractor or other agencies in a Scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- 9) The requisites or facilities given to an employees shall not be withdrawn and deduction shall be made in respect of such perquisites of facilities given to an employee after fixation of minimum rates of wages plus special allowances.
- 10) In case of employees employed no piece rate basis, the minimum rates of wages shall be fixed that the minimum rates of wages plus special allowance payable to him for the numbers of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belongs.
- 11) Computation of cash value : The cash value of the minimum rate of wages to be paid to hotel workers partly in kind per month ( that in the form of free residential accommodation, meal, nasta and a tea) as under.
  - (i) 1/3 (33.3 Percent) of the total wages (basis rates of wages plus special allowances) when residential accommodation, two meals, two teas and one nasta is served daily.
  - (ii) 6.60 percent of total wages (basis rates of wages plus special allowance) which one meal is served daily.
  - (iii) 3.3 percent of special total wages (basic rates of wages plus special allowance) when one nasta and one tea is served daily.
- 12) The minimum rates of wages consist of a basic rate of wages and a special allowance i.e. variable Dearness Allowance (VDA) linking to cost of living index numbers. The contribution of PF shall be paid by the employers on the basis of basic wages, dearness allowances (special allowance) and retaining allowances (if any) for the time being payable to each of the employees whether employed by him directly or by or through contractor and employees' contribution shall be equal to the contribution payable by the employer.

• **Note: Notification mentioned in preamble 1 above stands cancelled.**

By order and in the name of  
Administrator, Daman & Diu &  
Dadra and Nagar Haveli.

  
Deputy Secretary (Labour)

To,

All Employer's in the schedule to  
The Minimum Wages Act, 1948,  
Dadra and Nagar Haveli.

Copy to:-

1. The Principal ITD, I/C Govt. Printing Press, DNH, Silvassa for publication in the official Gazette, Extra Ordinary, Part - V, 50 Copies of published Notification be sent to this Department.
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