

**HARYANA GOVERNMENT  
LABOUR DEPARTMENT  
NOTIFICATION**

Dated:

No.3/42/83-3 Lab.- In exercise of the powers conferred by Sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act XI of 1948) and all other powers enabling him in this behalf, the Governor of Haryana, after consultation with the State Minimum Wages Advisory Board, Haryana and with reference to Haryana Government, Labour Department notification No. 3/42/83-3 Lab, dated the 17th December, 2004, Published in Haryana Government Gazette (extraordinary) dated the 17th December, 2004, hereby fixes/revises the minimum rates of wages (all inclusive) in respect of different scheduled employments as mentioned in the schedules given below with effect from the \_\_\_\_\_ in the State of Haryana which were previously fixed/revised-vide Haryana Government, Labour Department, Notification No. 3/42/83-3 Lab. (1) to (47) dated the 1st March, 2002.

The revision of minimum wages in respect of employment in Brick Kiln in the state of Haryana will be effected from \_\_\_\_\_.

**SCHEDULE**

Serial No.	Name of Scheduled Employment
1.	2
1.	Agricultural implements, Machine Tools and General Engineering including Cycle and Electrical Goods Industry.
2	Cinema Industry
3.	Saw Mill and Timber Trade Industry
4.	Cotton Ginning and Pressing Industry
5.	Textile Industry
6.	Glass Industry
7.	Public Motor Transport
8.	Tanneries and Leather Manufacturing
9.	Rice Mills, Floor Mills and Dal Mills
10.	Rubber Industry
11.	Local Authorities
12.	Operation of Tubewell Industry
13.	Woollen Carpet making or shawl weaving establishment run on powerloom or handloom
14.	Shops and Commercial Establishment
15.	Tailoring, stitching and embroidery Establishments
16.	Public Works Department, Irrigation
17.	Oil Mills
18.	Manufacturing of Khandsari, Gur and Shakkar
19.	Private printing presses.
20.	(i) Non ferrous Metal Rolling and re-rolling Industry (ii) Brass, Cooper and Aluminum Utensils making Industry
21.	Scientific Industry
22.	Chemical and Distillery Industry
23.	Contract or Establishments of Forest Department
24.	Electroplating using salts or chromium nickel or any other compound and connected buffing and polishing Industry
25.	Ferrous Metal Rolling and re-rolling Industry.
26.	(i) Constructions and Maintenance of Roads and Building operation Stone Breaking and Stone crushing (ii) Public Works Department Public Health
27.	Ayurvedic and Unanni Pharmaceuticals
28.	Potteries, ceramics and Refractory Industry
29.	Automobiles repair workshops
30.	Paper Card Board and Typewriter ribbon Industry
31.	Asbestos Cement Factories and Cement Products
32.	Petro and Diesel Oil Pumps

33.	Foundries with or without attached machine shops
34.	Readymade Garments
35.	Food products, Dairy Products, Grain Mills products and Bakery products
36.	Manufacturing of soap in any form, other washing products, synthetic detergent and cosmetic.
37.	Co-operative Credit and Service Societies and Mini Banks
38.	Forestry or any other development work related thereto
39.	Packing Industry
40.	Agriculture
41.	Rag Cleaning and Sorting
42.	Any manufacturing process wherein manufacturing process as defined under section 2(k) of the Factories Act, 1948.
43.	Private coaching classes schools including nursery schools and technical institutions
44.	In any Shops or Commercial Establishments other than covered under any of the entries in the Schedule.
45.	Hospital Nursing Homes
46.	Electronics and allied or incidental Industries
47.	Plastic Industries.
48.	Brick Kiln

**Minimum Rates of Wages in respect of All Scheduled Employments.**

Serial No.	Categories of Workers	Qualification and experience	Minimum rates of wages per month	Minimum rates of wages per day
1	2	3	4	5.
1.	Unskilled		3510	135
2.	Semi-skilled	A --	3640	140
		B ---	3770	145
3.	Skilled	A --	3900	150
		B ---	4030	155
4.	Highly-skilled		4160	160
5.	Clerical and General Staff	(i) Below matriculation	3640	140
		(ii) Matriculation but not graduate	3900	150
		(iii) Graduate or above	4160	160
		(iv) Steno Typist	3640	140
		(v) Junior Scale Stenographer	3900	150
		(vi) Senior Scale Stenographer	4160	160
		(vii) Personal Assistant	4550	175
		(viii) Private Secretary	5200	200
6.	Data Entry Operator		3640	140
7.	Driver	Light vehicle	3900.00	150
		Heavy vehicle	4160.00	160
8.	Security Guard	Without weapon	3640.00	140
		With weapon	3900.00	150
9.	Security Inspector/ Security Officer/ Security Supervisor	-	4160.00	160

\* Unskilled employees having 10 years experience would be deemed categorized as semi skilled "A"

\* After 3 years of experience in semi skilled "A" the employees would be deemed categorized as semi skilled "B"

\* After 3 years of experience in skilled "A" the employees would be deemed categorized as skilled "B"

<b>10. Brick Kiln (piece rate per 1000 )</b>			
	<b>Category of the employees</b>	<b>Brick per 1000</b>	<b>Tile per 1000</b>
1.	Pathera	Rs.200	Rs. 225
2.	Bharal Wala (Loading of bricks into kiln)	(a) Rs. <b>90</b> per 1000 bricks loaded in the kiln provided the distance an additional wages of Rs. <b>8</b> per 1000 bricks for every additional 100 meter or part thereof shall be paid. These rates will be applicable to the Donkey/Khachar or animal driven rehri loader only.  (b) Rs. <b>74</b> loading by the tempo, or any other Mechanical Driven vehicles upto 1000 meters. Beyond this distance and additional wages of Rs. <b>8</b> for 1000 bricks for every additional 500 meters or part thereof shall be paid.	
3.	Keriwala	Rs. 16 per 1000 Bricks	
4.	Nikasiwala	Rs. 66 per 1000 Bricks	
5.	Chunaiwala	Rs. 3900/- per month	
6.	Mistri/CoalMan/ Jalaiwala	Rs. 3900/- per month	

Details of workers categories i.e. Unskilled, Semi-skilled, Skilled, Clerical and General Staff is as notified- vide Haryana Government, Labour Department, Notification No. 3/42/83-3 Lab (1) to (47) dated 1st March, 2002 and as modified from time to time. The categories of an employee in respect of scheduled employment wherever not categorised earlier or in case of dispute would be decided by Deputy Secretary, Labour exercising power of the Government.

**Note:**

1. The minimum rates of wages being fixed/ revised are linked with Haryana State Working Class Consumer Price Index Number (base year 1972-73= 100) with January 2007, as the base month. The rate of neutralization will be Rs. 2.31 per point on the rise or fall of the consumer price index number, adjustment in wages will be made six monthly i.e. 1<sup>st</sup> January and 1<sup>st</sup> July, every year after taking into account the average rise or fall in the Haryana State Working Class Consumer Price Index number half yearly ending December and June respectively.
2. The minimum rates of wages being now fixed/revised shall not be affected as a result of the linkage as much as the wages shall not fall below those being fixed/ revised now.
3. The wages of apprentices appointed under the Apprentices Act 1961 (52 of 1961) shall be regulated under the said Act.
4. There will be no difference between the wages for men and women workers.
5. Where any of the above categories of workmen are engaged/ employed through a contractor, the occupier/ the principal employer will be personally responsible for ensuring the payment of the minimum rates of wages by the contractor.
6. If any category of workers employed in the employment is not mentioned specifically by name, he/she shall not be paid less than the minimum wages fixed for similar category having same skill.
7. While calculating the per day wages the monthly wages will be divided by 26 days but for deduction if any will be calculated monthly wages divided by 30 days.
8. The categorization of employment in Brick Kiln is placed at Annexure-A.
9. Above rates are without food. Wherever food is given customarily it shall be extra.

**MANIK SONAWANE**  
**Financial Commissioner and Principal Secretary to**  
**Government Haryana, Labour and Employment Department.**

**Annexure-A**  
**Categorisation of employment in Brick Kiln**

<b>Sr. NO.</b>	<b>Nature of work</b>	<b>Category</b>
1.	Cleaner	Unskilled
2.	All Unskilled works including workers or loading, unloading operated; or	Unskilled
3.	Chowkidar	Semi skilled
4.	Munshi/Clerk	
(a)	Below Matric	Semi Skilled
(b)	Matric but not Graduate	Skilled
(c)	Graduate or above	Highly Skilled
5.	Jamadar	Skilled
6.	Driver	
(a)	Light vehicle	Skilled
(b)	Heavy vehicle	Highly Skilled