

**OFFICE OF THE  
LABOUR COMMISSIONER: ODISHA: BHUBANESWAR**

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**NOTIFICATION**

No. 2602/LC, Bhubaneswar, dated 30.04.2025

Whereas the minimum rate of wages for unskilled, semi skilled, skilled and highly skilled categories of employees in 91 scheduled employments were fixed/ revised by the Government in Notification No. 5308— LESI-LL1-III-0081-2017/LESI dtd.18.07.2024 of the Labour & ESI Department, Odisha published in the Extraordinary Issue No. 1367 of the Odisha Gazette dtd. 18.07.2024 read with Notification No.6471 dtd. 20.08.2024 and Notification No.6471 dtd. 20.08.2024 of the Government.

And whereas, the State Minimum Wages Advisory Board in its 53<sup>rd</sup> Meeting have advised to adopt a system of revision of the special allowance called Variable Dearness Allowances @ Rs. 2.60 paise per point rise in All India Consumer Price Index Number for Industrial Workers (base 2016-100) as may be notified by the Labour Commissioner, Odisha at half yearly interval i.e. on 1<sup>st</sup> April and 1<sup>st</sup> October, from the date of notification of the revised wages.

And whereas, the Variable Dearness Allowance for the half year commencing w.e.f. 1<sup>st</sup> April, 2024 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers reaching 143.55 from 139.6 as on 31.12.2024 and thereby resulting in an increase of 3.95 points.

Now therefore, I Sri Indramani Tripathy, I.A.S., Labour Commissioner, Odisha in exercise of the powers delegated in the aforesaid Notification do hereby notify that the Variable Dearness Allowance (VDA) @ Rs. 10.00 per day (after rounding off) shall be payable to the unskilled, semi-skilled, skilled and highly skilled categories of employees in all 91 scheduled employments (list enclosed in the Schedule) w.e.f. 1<sup>st</sup> April, 2025 in addition to the minimum rate of wages notified vide the aforesaid Notification of Government in Labour & ESI Department, Odisha. Accordingly, the present rate of minimum wages including VDA per day w.e.f. 1<sup>st</sup> April, 2025 shall be as under:

| Category of Employee | Minimum Wage per day w.e.f. 18.07.2024 | V.D.A. per day w.e.f. 01.04.2025 | Total V.D.A. per day w.e.f. 01.04.2025 | Minimum Wage with VDA per day w.e.f. 01.04.2025 |
|----------------------|--|----------------------------------|--|---|
| Unskilled            | Rs.450/-                               | Rs.10/-                          | Rs.12/-                                | Rs.462/-  |
| Semi skilled         | Rs.500/-                               | Rs.10/-                          | Rs.12/-                                | Rs.512/-  |
| Skilled              | Rs.550/-                               | Rs.10/-                          | Rs.12/-                                | Rs.562/-  |
| Highly Skilled       | Rs.600/-                               | Rs.10/-                          | Rs.12/-                                | Rs.612/-  |

Labour Commissioner, Odisha



//2//

Memo No. 2603 /dtd. 30.04.2025

Copy forwarded to all Joint Labour Commissioners / all Divisional Labour Commissioners / all District Labour Officers / all Assistant Labour Officers for information and necessary action. They are requested to circulate the same among all concerned immediately.

Labour Commissioner, Odisha

Memo No. 2604 /dtd. 30.04.2025

Copy forwarded to all Heads of Departments of Odisha /All District Collectors of Odisha for kind information.

Labour Commissioner, Odisha

Memo No. 2605 /dtd. 30.04.2025

Copy submitted to the Secretaries to Government of Odisha, all Departments for kind information.

Labour Commissioner, Odisha

Memo No. 2606 /dtd. 30.04.2025

Copy submitted to the Principal Secretary to Government, Labour & ESI Department, Odisha, Bhubaneswar for kind information.

Labour Commissioner, Odisha

Memo No. 2607 /dtd. 30.04.2025

Copy forwarded to the Private Secretary to Hon'ble Minister, Labour & ESI, Odisha for kind information.

Labour Commissioner, Odisha

Memo No. 2608 /dtd. 30.04.2025

Copy submitted to the Private Secretary to Hon'ble Chief Minister, Odisha for kind information.

Labour Commissioner, Odisha

Memo No. 2609 /dtd. 30.04.2025

Copy forwarded to the Director, Printing Stationery and Publication, Odisha, Madhupatna, Cuttack with a request to publish the above notification in the next issue of Odisha Gazette and supply 200 copies to this office.

Labour Commissioner, Odisha



# SCHEDULE

| Sl. No. | Name of the Employment  |
|---------|---|
| 1       | 2   |
| 1.      | Agriculture   |
| 2.      | Agarbati and Candle making Establishments   |
| 3.      | Automobile servicing, repairing garages and workshops   |
| 4.      | Ayurvedic and Unani Pharmacy  |
| 5.      | Bakeries and Confectionaries including Biscuit making   |
| 6.      | Bamboo Forest Establishment   |
| 7.      | Brass and Bell Metal Industry   |
| 8.      | Carpet Weaving Industry   |
| 9.      | Cashew processing establishments  |
| 10.     | Cement pipe making and allied products industry   |
| 11.     | Ceramic and Pottery Industry  |
| 12.     | Chemical Industry   |
| 13.     | Cinema Industry and Film Production   |
| 14.     | Clay Pottery  |
| 15.     | Coir Industry   |
| 16.     | Collection of Sal Seeds   |
| 17.     | Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.   |
| 18.     | Construction or maintenance of roads or in building operations  |
| 19.     | Contingent and Casual Employees in Govt. and other establishments, Courier and Cargo Services   |
| 20.     | Cotton Ginning and Pressing Industry  |
| 21.     | Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory, Private Nursing Homes, Private Medical College Hospitals, Super Specialty Hospitals, clinic, laboratory etc. |
| 22.     | Distilleries  |
| 23.     | Domestic Workers (shall be calculated as per hours of work)   |
| 24.     | Electricity transmission, generation and distribution   |
| 25.     | Employment in NGO & Voluntary Social Organization   |
| 26.     | Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators.   |
| 27.     | Finishing Dying of yarn and fabrics, painting, knitting and embroidery  |
| 28.     | Fisheries and Sea food Industry   |
| 29.     | Forest produce such as Genduligum, Mahua making of coal and resin.  |
| 30.     | Foundry Industry with or without attached machine shop  |
| 31.     | Glass Industries  |
| 32.     | Gold and Silver Ornaments and articles of artistic design   |
| 33.     | Graphite Industry including beneficiation   |
| 34.     | Handloom and Hosiery  |
| 35.     | Hotels, Eating Houses and Restaurants   |
| 36.     | Ice Factory and Cold Storage  |
| 37.     | Jute Industry and Jute Twine Industry   |
| 38.     | Kendu Leaf Collection   |
| 39.     | Khadi Village Industries including manufacture of Khandasari and other products   |
| 40.     | Laundry including dry-washing   |
| 41.     | Leather Industry  |
| 42.     | Liquified Petroleum Gas manufacture and distribution  |
| 43.     | Local Authority   |
| 44.     | Manufacture of brush and brooms   |



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| 45. | Manufacture of Coke and Burning Coals   |
| 46. | Manufacture of Cold drinks, Soda and other allied products  |
| 47. | Manufacture of Electrical Bulbs and all allied electrical equipments  |
| 48. | Manufacture of matches, fireworks and explosives  |
| 49. | Manufacture of nails and pines  |
| 50. | Manufacture of paints and varnishes   |
| 51. | Manufacture of plastic products including toys  |
| 52. | Manufacture of Radio by assembling with parts   |
| 53. | Manufacture of ropes  |
| 54. | Manufacture of Utensils including Aluminum and Hindalium products   |
| 55. | Metal Industry(except the cottage and village scale units)  |
| 56. | Major or Minor Engineering Industry including Sponge, Secondary Steel, Rolling Mills, Ferro Alloys, Metal Industries (employment less than 50 persons)              |
| 57. | Motor body building   |
| 58. | Non-teaching staff of all private Educational Institutions including ITI & Training Institute Coaching Centre.  |
| 59. | Oil Mill  |
| 60. | Paper and Cardboard Industry  |
| 61. | Petrol and Diesel Oil pumps   |
| 62. | Pharmaceutical Industry   |
| 63. | Powerloom Industry  |
| 64. | Printing Press, DTP centre and off set printing press   |
| 65. | Private Road Transport  |
| 66. | Private Security Agencies and Private Security Services   |
| 67. | Public Health Engineering   |
| 68. | Public Motor Transport  |
| 69. | Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry  |
| 70. | Refractory Industry   |
| 71. | Regulated markets, Marketing Societies, Co-operative Societies and Banks.   |
| 72. | Rice Mill, Flour Mill or Dal Mill, Chuda mill and Masala Mill   |
| 73. | Rubber and Rubber Products Industry   |
| 74. | Salt Pans   |
| 75. | Saw Mills   |
| 76. | Shops, Commercial Establishments, saloon, beauty parlour, Spa, massaging centre, Xerox shop, STD booth, tent house, newspaper hawkers and newspaper establishments. |
| 77. | Siali leaf pluckers & Sal leaf pluckers   |
| 78. | Soap and Detergent Manufactory  |
| 79. | Social Forestry   |
| 80. | Spinning Mills  |
| 81. | Stone breaking or Stone crushing  |
| 82. | Tamarind collection   |
| 83. | Tile and Brick Making   |
| 84. | Timber Trading (excluding felling and sawing)   |
| 85. | Timber Trading (including felling and sawing)   |
| 86. | Tobacco(including Bidi making)Manufactory   |
| 87. | Trunks, Suit case and Bucket manufactory  |
| 88. | Wood works and furniture making industries  |
| 89. | Minor Ports   |
| 90. | Sericulture Activities (As per Notification No.6471 dtd.20.08.2024 of Govt.)  |
| 91. | Swachha Karmi (As per Notification No.6477 dtd.20.08.2024 of Govt.)   |