



No. B. 11015/1/2012-LE&IT
GOVERNMENT OF MIZORAM
LABOUR, EMPLOYMENT & INDUSTRIAL TRAINING DEPARTMENT

Dated Aizawl, the 8th April, 2016

NOTIFICATION

In exercise of the powers conferred under Section 3 read with section 13 of the Minimum Wages Act, 1948 (Act. No. XI of 1948), the Governor of Mizoram is pleased to revise the minimum rates of Wages for the workers employed in different scheduled employments in the Government Departments, Semi-Governments, Private Undertakings and Contract Works as mentioned in the Scheduled Employments below with effect from the 1st April, 2016:

Sl. No.	SCHEDULED EMPLOYMENT	CATEGORY OF WORKERS	MINIMUM RATES OF WAGES PER DAY
1.	CASUAL/ MUSTER ROLL EMPLOYEES	UNSKILLED	Rs. 270/-
		SEMI-SKILLED	Rs. 300/-
		SKILLED GRADE - II	Rs. 370/-
		SKILLED GRADE - I	Rs. 460/-
2.	ROADS AND BUILDING OPERATIONS	UNSKILLED	Rs. 270/-
		SEMI-SKILLED	Rs. 290/-
		SKILLED GRADE - II	Rs. 370/-
		SKILLED GRADE - I	Rs. 460/-
3.	EMPLOYMENT IN REGISTERED FACTORIES NOT ELSEWHERE CLASSIFIED	UNSKILLED	Rs. 270/-
		SEMI-SKILLED	Rs. 290/-
		SKILLED GRADE - II	Rs. 370/-
		SKILLED GRADE - I	Rs. 460/-

Contd/2

CLASSIFICATION OF WORK

1. **UNSKILLED:** Mazdoor (Male & Female), Jhum Cultivator, **Agriculture Labourer**, Chowkider, Watchman, Khalasi, Cleaner, Loader, **Cook, Helper**, Sweeper, Breaker (using Manual appliances), Peon, **Messenger**, Waterman, Water-Carrier, White Washer, **Mali Runner**, Compositor, Plantation Labourer, Jugali and other **categories by whatever name called** which are unskilled.

2. **SEMI-SKILLED:** Stone Breaker, Driller, Miner, Cook, Creche-Ayah, **Head** Chowkider, Mate/Moccadam (without competency certificate under Metaliferous Mines Regulation, 1961), Oilman, Lump Khalasi, Shot Firer, Boilerman, Thatcher, Tindles, Plumber, Trolleyman, Jamador, White Washer, Helper (loco, crane, truck) Helper (Carpenter, Blaster, Mason, Fitter, Driller, Blacksmith), Operator, Assistant Mechanic, Butler-cum-cook, Caretaker, Hammerman, Barber, Painter, Fire cutter, Concrete Mixer, Lineman, Meter Reader, Polisher, Conductor, Malee, Security Guard without arms and other categories by whatever name called which are semi-skilled in nature.

3. **SKILLED GRADE - II** :(Junior grade having less experience) Blacksmith, Carpenter, Compounder, Electrician, Foreman, Fitter, Mines Supervisor, Tailor, Head Cook, Engineman, Welder, Blaster, Machinist, Head Mistiri, Sub-overseer (unqualified) Surveyor, Boilerman, Compressor Operator, Driver, Tractor Driver, Artist, Wireman, Compositor, Cameraman, Cobbler, Operator (JCB, Dozer, Excavator, Pump, Vibrator, Concrete Mixer, Road Roller, Paver Finisher, Lift, Breakdown) and any other which are of skilled nature and Clerical Accountant, Assistant Clerk, Munisha, Typist, Stenographer Grade - II & III, Tool-Keeper, Computer Operator, Security Guard with arms and other categories by whatever name called which are Skilled Grade - II in nature.

4. **SKILLED GRADE - I:** Senior Grade having more experience in the line indicated above

EXPLANATION FOR THE PURPOSE OF THIS NOTIFICATION

1. **UN-SKILLED WORK:** means work which involves simple operation, little or no skill of experience in the job.
2. **SEMI-SKILLED :** means work which involves some degree of skill of competence acquired through experience on the job which is capable of being performed under the supervision and guidance of skilled employees and includes unskilled supervisory work.
3. **SKILLED – II (JUNIOR GRADE)** : means work which involves skills or competence acquired through experience on job or through training as apprentice in a technical or vocational institutes and the performance of which calls for initiative and judgement.
4. **SKILLED-I (SENIOR GRADE):** means expert in the work requiring great skills.
5. **WORKING PERIODS** : The number of working hours per day will be 8 hours approximately for technical works and the number of working hours like Clerical, Peons etc. per day will be as prescribed by the employers.
6. **PAID HOLIDAYS :** Workers other than Clerical, Peons etc. working in the office will enjoy the following paid holidays in addition to the Sunday benefit as enjoyed by the workers provided they work continuously for 6 (six) days a week :-
 - (a) New Year - 1st January
 - (b) Missionary Day - 11th January
 - (c) Republic Day - 26th January
 - (d) Chapchar Kut - as it falls on any day
 - (e) Good Friday - as it falls on any day
 - (f) May Day - 1st May
 - (g) Y.M.A. Day - 15th June
 - (h) Remna Ni - 30th June
 - (i) Independence Day - 15th August
 - (j) Mahatma Gandhi Birthday - 2nd October
 - (k) Christmas Day - 25th December

7. Workers who are engaged in the office will follow the office hours of the Office / Department where they are employed.
8. Women and disabled workers will enjoy the same rates payable to the male and abled workers.
9. Where the existing rates of wages of any employees based on contract or agreement or otherwise are higher than the rate notified herein, the higher shall be treated as the Minimum rate of Wages applicable for the purpose of this notification to such employees.
10. This shall be applicable to all Government Departments, Semi-Governments, Contractors and all Private Undertakings within the State of Mizoram.

Sd/-K. LALMUANA
Additional Secretary to the Govt. of Mizoram
Labour, Employment & Industrial Training Deptt.