



No. B. 11015/1/2012-LE&IT  
GOVERNMENT OF MIZORAM

LABOUR, EMPLOYMENT & INDUSTRIAL TRAINING DEPARTMENT

Dated Aizawl, the 8<sup>th</sup> 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 1<sup>st</sup> 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, Trollyman, 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	-	1 <sup>st</sup> January
(b)	Missionary Day	-	11 <sup>th</sup> January
(c)	Republic Day	-	26 <sup>th</sup> January
(d)	Chapchar Kut	-	as it falls on any day
(e)	Good Friday	-	as it falls on any day
(f)	May Day	-	1 <sup>st</sup> May
(g)	Y.M.A. Day	-	15 <sup>th</sup> June
(h)	Remna Ni	-	30 <sup>th</sup> June
(i)	Independence Day	-	15 <sup>th</sup> August
(j)	Mahatma Gandhi Birthday	-	2 <sup>nd</sup> October
(k)	Christmas Day	-	25 <sup>th</sup> 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.

Memo. No.B. 11015/1/2012-LE&IT :::: Dated Aizawl, the 8<sup>th</sup> April, 2016.

Copy to :-

1. Secretary to the Governor of Mizoram.
2. P.S to Chief Minister, Govt. of Mizoram.
3. P.S to Speaker / Dy. Speaker, Govt. of Mizoram.
4. P.S to Minister, Labour, Employment & Industrial Training Department.
5. P.S to All Ministers / Ministers of State/ Parliamentary Secretary, Govt. of Mizoram.
6. Sr. P.P.S to Chief Secretary, Govt. of Mizoram.
7. The Secretary, Govt. of India, Ministry of Labour & Employment, New Delhi with 5 (five) spare copies.
8. All Administrative Departments, Govt. of Mizoram.
9. All Heads of Department, Govt. of Mizoram. They are requested to circulate to all their subordinate offices.
10. All Deputy Commissioners, Govt. of Mizoram. They are requested to circulate to all offices under them.
11. Controller, Printing & Stationery Department, Govt. of Mizoram with 6 (six) spare copies for publication in the Mizoram Gazette.
12. Chief Engineer (P) Pushpak C/O 99 APO.
13. President, Joint Contractors Association, Mizoram.
14. Director General, Border Roads, Bombay Road, Kahmiri House, D.H.O, New Delhi.
15. Director, Information & Public Relation Department Mizoram.
16. President, National trade Union of Mizoram (NTUM).
17. President, Federation of Mizoram Trade Union (FOMTU).
18. President, Centre of India Trade Union, Mizoram (CITUM).
19. President, Mizoram Labour Union (MLU).
20. The District Labour & Employment Officer, Aizawl, Lunglei, Saiha and Champhai.
21. Guard File.

  
(H. MALSAWMI)

Under Secretary to the Govt. of Mizoram  
Labour, Employment & Industrial Training Deptt.