## OFFICE OF THE LABOUR COMMISSIONER: ODISHA: BHUBANESWAR

No. 8584 /LC, Bhubaneswar, dated 21, 11, 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.6477 dtd. 20.08.2024 of the Government.

And whereas, the State Minimum Wages Advisory Board in its 53rd 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 1st April and 1st October, from the date of notification of the revised wages.

And whereas, the Variable Dearness Allowance for the half year commencing w.e.f. 1st October 2025 is required to be effected on the basis of the increase in average Consumer Price Index Number for Industrial workers reaching 143.58 from 143.55 as on 30.06.2025 and thereby resulting in an increase of 0.03 points, only.

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 there shall be no change in the Variable Dearness Allowance (VDA) rates (after rounding off) payable to the unskilled, semi-skilled, skilled and highly skilled categories of employees in any of the 91 scheduled employments (list enclosed in the Schedule) w.e.f. 1st October, 2025. Accordingly, the minimum rate of wages including VDA per day w.e.f. 1st October, 2025 shall remain as under:-

Category of Employee	Minimum Wage with VDA per day w.e.f. 01.04.2025	V.D.A. per day w.e.f. 1.10.2025	Minimum Wage with VDA per day w.e.f. 01.10.2025
Unskilled	Rs.462/-	Nil	Rs.462/-
Semi-skilled	Rs.512/-	Nil	Rs.512/-
Skilled	Rs.562/-	Nil	Rs.562/-
Highly Skilled	Rs.612/-	Nil	Rs.612/-

Labour Commissioner.

Memo No. 8585 /dtd. 21, 11, 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.

Memo No. 8586 /dtd. 21, 11, 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 Memo No. 8587 /dtd. 21.11.2025 Copy forwarded to all Heads of Departments of Odisha /All District Collectors of Odisha for kind information. Memo No. 8588 /dtd. 21, 11, 2025
Copy submitted to all Secretaries to Government of Odisha for kind information. Labour Commissioner, Odisha Memo No. 8589 /dtd. 21.11, 2025 Copy submitted to the Principal Secretary to Government, Labour & ESI Department, Odisha, Bhubaneswar for kind information. Memo No. 8590 /dtd. 21.11, 2025 Copy submitted to the Private Secretary to Hon'ble Minister Labour and ESI for kind information of Hon'ble Minister.

Labour Commission

## SCHEDULE

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	
10	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	
22.	Hospitals, Super Specialty Hospitals, clinic, laboratory etc.  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 Genduli-gum, 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  Liquified Petrology Congruence and distribution	
42.	Liquified Petroleum Gas manufacture and distribution	
43.	Local Authority	

44.	Manufacture of brush and brooms
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 equipment
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 Hindaliem 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 offset 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
77	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 Stone breaking or Stone amphine
82.	Stone breaking or Stone crushing
83.	Tamarind collection
84.	Tile and Brick Making
85.	Timber Trading (excluding felling and sawing)
86.	Timber Trading (including felling and sawing)  Tobacco (including Riding) Manufactors
87.	Tobacco (including Bidi making) Manufactory
88.	Trunks, Suitcase and Bucket manufactory
	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.)

