

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

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NOTIFICATION

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, Odisha

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.


Labour Commissioner, Odisha

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.


Labour Commissioner, Odisha

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.


Labour Commissioner, Odisha

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 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 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
42.	Liquified Petroleum Gas manufacture and distribution
43.	Local Authority

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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 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 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 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, Suitcase 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.)

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