

labor section

No.-286/VIII-1/24-228 (Labor)/2001-Part-11

Dehradun, Date: March 15, 2024

notification

In exercise of the powers under clause (i) of sub-section (1) of section-4 read with clause (b) of sub-section (1) of section-3 and sub-sections (2) and (3) of the Minimum Wages Act, 1948 (Act No. 11 of 1948) and superseding the earlier notification number 309/VIII/19-228 (Labor)/2001. dated 08 March, 2019 issued in this regard and after consultation with the Uttarakhand Minimum Wages Advisory Board, after due consideration, the Governor is pleased to revise the minimum rates of wages for the employees employed in the "commercial establishments and shops of Uttarakhand in Uttarakhand from 01 April, 2024 and fix them as follows:-

serial no.	category of employees	Minimum monthly rates of wages payable to adult employees in cities of Uttarakhand with a population of one lakh or more. (in rupees per month)	Minimum monthly rates of wages payable in the sewage systems of Uttarakhand. (in rupees per month)
(1)	(2)	(3)	(4)
1	unskilled	12539	12391
2	semi skilled	13280	13110
3	skilled	14023	13838
4	clerical staff	15275	15035
	(a) Category-1		
	(b) Category-two		

Note - The category wise classification of employees is given in the Appendix.

1- The minimum rates of basic wages payable to adult employees employed in various classes of jobs shall be based on 301 points of the All-India Consumer Price Index base (2001=100).

2- Variable Dearness Allowance:- Dearness Allowance shall be adjusted at the rate of ₹ 20 per point on increase in Consumer Price Index above point 301 of All India Consumer Price Index (2016=100) and variable dearness allowance shall be paid in April and October each year based on the average of Consumer Price Index for the months of July to December of the previous year and January to June of the current year respectively.

3- The daily rate of wages shall not be less than 1/26 of the above monthly minimum basic wage rate and variable dearness allowance.

The 4-hourly rate shall not be less than 1/6 of the daily rate.

5- Employees whose working hours (including rest intervals) are less than 6 hours a day or 36 hours a week shall be treated as part-time employees and their hourly wage rate shall not be less than one-sixth of the corresponding daily rate.

Jamsh :- Kameshwar

8-The above rates of wages will not be in any way detrimental to the interests of any employee. If the existing wage rates before the introduction of these rates are higher than the wages as per the above rates, then they will be continued and under no circumstances will any employer reduce them.

7. Where a category of work is carried out on a piece-rate basis, the time rate prescribed for that particular type of work shall be the guaranteed time-rate rate, that is to say, the employer shall pay to the employees working on piece-rate wages which shall not be less than the minimum time-rate rate.

8. The minimum rate of wages given above includes remuneration in respect of rest day as contemplated under clause (b) of sub-section (1) of section 13 of the Minimum Wages Act, 1948.

g-If any work of the establishment is being done by the employer through contract labour, then such contract labour shall also be paid the same minimum wages and variable dearness allowance as permissible in Para 1 and Para 2 of this notification (equal/same) like the labour directly employed by the employer.

10. The minimum time rate of wages payable to adolescents shall not be less than the time rate applicable to adult employees of the same category.

appendix

1. Unskilled:-

Palledars, packers, bundlers, loaders, unloaders, peons, labourers, sweepers and any other employee performing similar duties, by whatever name called.

2. Semi-skilled:-

Godown keeper, weighman, mechanic, security guard without arms, bicycle repairer, gold and silver jewellery polisher, silversmith, polisher and any other employee doing similar work, by whatever name called. This category also includes such skilled employees who have gained at least 05 years of experience as helper or assistant under the guidance of a semi-skilled employee.

3. efficient —

Driver, machinist, carpenter, fitter, welder, painter, security guard with arms, electrician, gold and silver jewellery engraver, supervisor, chemist, mechanic, operator and any other employee doing similar work, by whatever name called. This category also includes such semi-skilled workers who have gained at least 05 years of experience under the supervision and guidance of a skilled employee.

4. Ministerial staff -

(a) Clerk Category-II- Minimum educational qualification is High School and he should not have completed five years of service in the establishment.

Munim, accountant, cashier, typist, clerk, salesman, data entry operator, telephone operator, collection agent, recovery agent and any other employee doing similar work, by whatever name called.

(1)

Jhamash.... (3)

(b) Clerk Category-I - Minimum educational qualification should be High School and experience of working in the establishment for five years or more.

Head accountant, chief accountant, head cashier, senior salesman, head clerk, office superintendent, stenographer, sales representative, computer operator and any other employee performing similar duties, by whatever name called.

(R.Meenakshi Sundaram)
Secretary.

Number:- ²⁸⁶ (1)/VIII-1/24-228 (Labour)/2001-Part-11, dated

Copy: Sent to the following for information and necessary action:-

1. All Additional Chief Secretary/Principal Secretary/Secretary/Secretary-in-charge, Uttarakhand Government.
2. Chief Private Secretary, Hon'ble Chief Minister, Uttarakhand Government. For the information of Hon'ble Chief Minister.
3. Principal Private Secretary, Hon. Labour Minister, for the information of Hon. Labour Minister.
4. Principal Private Secretary, Chief Secretary, for the information of the Chief Secretary.
5. Commissioner, Garhwal Division/Kumaon Division.
6. All Heads of Departments, Uttarakhand.
7. Presiding Officer, Labour Court/Industrial Tribunal, Uttarakhand, Haldwani.
8. Labor Commissioner, Uttarakhand, Haldwani (Nainital).
9. All the District Magistrates, Uttarakhand.
10. All Additional/Joint/Deputy/Assistant Labour Commissioners, Uttarakhand.
11. Sent to the Deputy Director, Government Printing Press, Roorkee (Haridwar) with the intention that please publish the above notification in the Government Extraordinary Gazette and make available 400 copies of it to the Government.
12. Director, N.I.C for uploading the same on the official website of the State Government for public information.
13. Guard file.

By permission.


(Shiv Vibhuti Ranjan)
Deputy Secretary.