GOVERNMENT OF MEGHALAYA
DEPARTMENT OF LABOUR, EMPLOYMENT & SKILL DEVELOPMENT

Room No.511 (A), Addl. Secretariat Building, Shillong-793001
E-mail: labourdeptt.sectt@gmail.com

******

NOTIFICATION

Dated: Shillong, the 14th January, 2025

No.LE&SD.9/2023/101:- In exercise of the powers conferred under sub-section (2) of Section 5 of the Minimum Wages Act,1948 (Central Act XI of 1948) as amended, the Governor of Meghalaya is pleased to revise the floor rates of minimum wages in respect of the following Scheduled Employments all categorized and defined as indicated in the table below :-

(1) Agriculture, (2) Construction and maintenance of Buildings including Public Health Engineering, etc., (3) Stone crushing and breaking operations, (4) Construction, Generation and Distribution of Power, Water supply, land development excavation and reclamation, (5) Sericulture & Weaving, (6) Fruit Preservation, (7) Soil Conservation, (8) Animal Husbandry and Veterinary, (9) Forest, (10) Local Authority, (11) Public Motor Transport (12) Saw Mill, (13) Plywood Industry, (14) Motor Workshops, (15) Furniture Industry, (16) Bakery (17) Shops and Establishments, (18) Printing Press, (19) Sales, Distribution and Handling of petroleum products (20) Steel Fabrication and concrete products including brick making, (21) Tailoring, (22) Wax and Candle industry, (23) Hotels and Restaurants (24) Mines and Minerals, (25) Safai Karamcharis, (26) Employment in Registered Factories not elsewhere classified, (27) Employment under Government Authority (Casual Contingency Employee), (28) Domestic Workers and (29) Security Guards.

Sl.No.	Category	Minimum wage per day
1.	Unskilled	₹ 525.00
2.	Semi-skilled	₹ 565.00
3.	Skilled	₹ 605.00
4.	Highly-skilled.	₹ 645.00

The above rates of minimum wages are effective from 1st January, 2025.

Explanation:

1. **UNSKILLED**- means work which involves simple operation, little or no skill or experience in the job.
2. **SEMI-SKILLED**- means work which involves some degree of skill and 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 works.
3. **SKILLED**- means work which involves skill or competence acquired through experience on the job or through training as apprentice in a technical or vocational institute and the performance of which calls for initiative and judgement.
4. **HIGHLY SKILLED** - means expert in the work requiring great skills.

Cont/-...2

Scanned with OKEN Scanner

Terms and Conditions:

(i) An employee who possesses a Certificate or Diploma relevant to his/her nature of employment, at the time of entering into employment in any of the Scheduled Employments, may be placed directly either in the Semi-skilled or Skilled Category, depending on the discretion of the employer.

(ii) Upgradation of category of work for an employee, i.e. from Unskilled to Semi-Skilled or from Semi-skilled to Skilled or from Skilled to Highly Skilled will depend solely on the discretion of the employer.

The existing tasks and hours of work i.e. 8 (eight) hours a day and 48(forty eight) hours a week shall continue until further orders. The Minimum rates of wages proposed include the wages payable for weekly day of rest. The rate of wages of overtime work shall be double the ordinary rate of wages.

The revised rates shall be deemed to come into force with effect from 01.01.2025 and will be revised every 6(six) months by adoption of Consumer Price Index (CPI) linked Variable Dearness Allowance(VDA).

This supersedes this Department's earlier Notification No. LE&SD.9/2023/Pt/5 dated 03.12.2024.

This issues with the concurrence of Finance Department vide ID No.FEA.143/24 dated 19.12.2024.

Sd/-
C. Songate, IRS,
Principal Secretary to the Govt. of Meghalaya,
Department of Labour, Employment & Skill Development

Memo No. LE&SD.9/2023/101 -A **Dated Shillong, the 14th January, 2025.**

Copy to :

1. P.S. to Chief Minister, Meghalaya for favour of kind information of Hon'ble Chief Minister.
2. P.S. to Minister i/c Department of Labour, Employment & Skill Development, Meghalaya for favour of kind information of Minister.
3. P.S. to all Ministers, Meghalaya for favour of kind information of Minister.
4. P.S. to Chief Secretary to the Govt. of Meghalaya for favour of kind information of the Chief Secretary.
5. P.S to the Additional Chief Secretary/Principal Secretary/Commissioner & Secretary/Secretary for kind inform .
6. ation of Additional Chief Secretary/Principal Secretary/Commissioner & Secretary/Secretary.
7. The Labour Commissioner, Meghalaya, Shillong for information and necessary action.
8. Finance (EA) Department (consulted I/D above).
9. Finance (Pay Revision) Department
10. Cabinet Affairs Department with reference to endorsement I/D No.5 dated 13.01.2025
11. Director of Information and Public Relations for wide publicity.
12. Director of Printing and Stationery, Meghalaya, Shillong for publication in the extra ordinary gazette and to supply 100 copies to this Department urgently.
13. Managing Director, MTC, Meghalaya, Shillong
14. Chairman/Chief Executive Officer, Shillong/Jowai/Tura/Williamnagar/ Baghmara/ Resubelpara Municipal Board
15. All Administrative Department/All Heads of Department.
16. President, Frontier Chamber of Commerce, G.S. Road, Shillong-2
17. Managing Director, Meghalaya Plywood Pvt. Ltd C/o Bawri Mansion, Dhankheti, Shillong
18. General Secretary, Shillong Municipality Harijan Mazdoor Union, Bara Bazar, Harijan Colony, Shillong-2

Cont/-…3

Scanned with OKEN Scanner

19. President INTUC, Meghalaya Branch, Opp. Lum Jingshai, Short Round Road, Shillong.
20. General Secretary, AITUC, Meghalaya Branch, C/o CPI Officer, Quinton Road, Shillong-2
21. General Secretary, Meghalaya Power Workers' Union, C/o B.C. House, Me.E.C.L, Shillong-1
22. General Secretary, Garo Hills PWD, Labour Union, P.O. Tikrikilla, P.S. Phulbari.
23. General Secretary, Shillong Municipal Employers' Association, Shillong.
24. General Secretary, Meghalaya PWD, Muster Roll Workers' Union, C/o CPI Office, Quinton Road, Shillong-1
25. General Secretary, All Jaintia Muster Roll Workers& Labour Union, Central Executive Committee, Headquarter,Jowai-793150.

By Order etc.,

Deputy Secretary to the Govt. of Meghalaya,
Department of Labour, Employment & Skill Development

Scanned with OKEN Scanner