

Government of Uttar Pradesh

Labour Department – 3

No. 850/36-03-2019-931(मूल)/06

Lucknow

Dated: **20 September, 2019**

Since under Notification No. 06/2015/111/36-03-2015-931(मूल)/2006 dated 06.04.2015 and Notification No. 04/2016/464/36-03-2016-931(मूल)/06 dated 06.04.2016, new scheduled employments were added under the Minimum Wages Act, 1948 (Act No. 11 of 1948), therefore, the following additional new scheduled employments are included in the Schedule:—

SCHEDULE

66. Employment in lock manufacturing industries.
67. Employment in brassware and brass utensils manufacturing industries.
68. Employment relating to private security and allied services under the Private Security Agencies (Regulation) Act, including armed/unarmed security guards and supervisors.
69. Employment in cleaning and sweeping services where employees are not included under the Uttar Pradesh Cleaning Workers (Regulation of Employment & Welfare) Act, 1993.
70. Employment in courier services.
71. Employment in computer hardware industries and services.
72. Employment in photocopying, distribution and other related services.
73. Employment in taxi, auto rickshaw/tempo and other transport operations.
74. Employment in cable operator and related services.
75. Employment in non-government organizations (NGOs) and voluntary institutions.
76. Employment under the Forest Development Corporation (Forest Development Corporation Employees (Service) Act, 1976) except those employees governed by special provisions.
77. Employment in dry cleaning, laundry and dhobi services (both men & women workers).
78. Employment in call centers.

79. Employment in call centers/IT-enabled services/tele-calling services etc.

80. Employment of any other category of workers not specifically mentioned elsewhere and who are not covered in any other scheduled employment.

Minimum Wage Basic Rates

S. No.	Category	Minimum Basic Wage Rate
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1	Unskilled	₹ 5750 per month
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2	Semi-skilled	₹ 6325 per month
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3	Skilled	₹ 7085 per month
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2. Variable Dearness Allowance (VDA)

As the All India Consumer Price Index (2001=100) has increased above 216 points, the variable dearness allowance is revised on the basis of the average index for the months of April and October. For the previous year, VDA will be payable from July to December and from January to June of the same year.

Calculation Example:

From July 2017 to December 2017, the average all-India Consumer Price Index (2001=100) was 286.

From 01.04.2018 to 30.09.2018, the revised VDA payable is calculated as follows:

$(286-216)/216 \times 5750 = ₹1863.42$ per month
 $(286-216) / 216 \times 5750 = ₹ 1863.42$ per month

Important Conditions

3. The daily rate of wages, minimum basic wages, and variable DA shall not be less than 1/26 of the monthly rate.

4. For part-time workers, the daily rate shall not be less than 1/6 of the daily wage of full-time workers.

- Workers who perform domestic duties, sweeping-cleaning, or similar work for less than 6 hours a day or less than 36 hours a week shall be treated as part-time.
- Their hourly wage shall not be less than proportionate wages calculated on the daily rate.

- No employer shall make them work beyond the prescribed working hours.
- If more hours are worked, they shall be paid proportionately at the notified rates or higher, as applicable.

6. These wage rates are to be treated as the minimum wages under the Minimum Wages Act. Payment must be made in accordance with these rates.

7. If any work is taken on a piece-rate basis, it must ensure at least the minimum time-rate wages fixed for that category.

8. The minimum time rate of unskilled workers shall not be less than the minimum rate prescribed under Section 13 and Section 2(h) of the Minimum Wages Act for overtime and weekly rest.

9. Under the Contract Labour (Regulation and Abolition) Act, 1970, workers employed through contractors must not be paid less than the notified minimum wages. If the contractor fails to pay, the principal employer shall be responsible.

10. Under the Payment of Wages Act, 1947, no employer shall pay wages lower than notified rates. The minimum wages must be ensured from the welfare point of view.

11. Wages once fixed cannot be reduced. If any employer pays more than the notified minimum wage, that higher wage shall continue.

12. Under the Minimum Wages Act, 1948, no employer shall reduce wages under Section 12. Over-time must be paid at double the normal wage rate.

Schedule–2

Classification related to employments mentioned at Serial No. 66 of the above Schedule

Unskilled

- Person lifting raw material, helper, wireman, carding machine operator, loader/unloader, etc.

Semi-skilled

- Blow press man, lock polishing & buffing worker, packing worker, sorting worker, material cutter, carding worker, etc.

Skilled

- Tool room die maker, machine man (lathe operator, milling machine operator, etc.), power press man, turner, fitter, computer operator, lock designer/engraver, etc.

Classification related to employments mentioned at Serial No. 67 of the above Schedule

Unskilled

- Cleaner/helper, loader/unloader, carrier, packer, carpenter helper, furniture fitting helper, assistant machine operator, textile worker, clerk, laser man, helper, etc.

Semi-skilled

- Assistant, pump operator, assistant carpenter, electrician helper, assistant machine operator, painter, polisher, clerk, laser assistant, etc.

Skilled

- Supervisor, foreman, cashier, typist, computer operator, driver, foreman assistant, machine man, carpenter, repair man (repair mechanic), electrician, etc.

Classification related to employments mentioned at Serial No. 68 of the above Schedule

Unskilled

- Doorman, unarmed guard/security guard, peon, helper, security caretaker, etc.

Semi-skilled

- Armed guard/security guard (trained, with license), but not meeting the criteria of highly trained personal security officers.

Skilled

- Armed trained security personnel (licensed), gunman, bodyguard, personal security officer, supervisor security officer, security in-charge, security auditor, etc.

Classification related to employments mentioned at Serial No. 69 of the above Schedule

Unskilled Category

- Sweeper, cleaner, garbage collector, helper, etc.

Semi-skilled Category

- Supervisor/helper, night guard, office helper, etc.

Skilled Category

- Driver, supervisor, in-charge, mason, etc.
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Classification related to employments mentioned at Serial No. 70 of the above Schedule

Unskilled

- Courier/parcel delivery boy, helper, office boy, runner, sample carrier, assistant, sweeper, guard, etc.

Semi-skilled

- Data entry operator, computer operator, helper, packer, supervisor, office assistant, billing assistant, etc.

Skilled

- Accountant, clerk, cashier, data entry operator, armed/unarmed security guard, etc.

Classification related to employments mentioned at Serial No. 71 of the above Schedule

Unskilled Category

- Helper, cleaner, office boy, assistant worker, etc.

Semi-skilled Category

- Assistant supervisor, assistant computer operator, assistant accountant, receptionist, etc.

Skilled Category

- Computer operator, computer demonstrator, engineer, accountant, receptionist, etc.
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Classification related to employments mentioned at Serial No. 72 of the above Schedule

Unskilled Category

- Delivery man, hawker, loader-unloader, helper, office boy, unarmed security guard, etc.

Semi-skilled Category

- Photocopy machine operator, photocopy machine in-charge, etc.

Skilled Category

- Office-in-charge, clerk, head clerk, accountant, billing man, driver, armed/unarmed security guard, etc.
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Classification related to employments mentioned at Serial No. 73 of the above Schedule

Unskilled Category

- Loader-unloader, cleaner, carrier man, helper, sweeper, office boy, etc.

Semi-skilled Category

- Assistant timekeeper, assistant storekeeper, etc.

Skilled Category

- Supervisor, store in-charge, assistant engineer, conductor, computer operator, billing clerk, storekeeper, cashier, etc.
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Classification related to employments mentioned at Serial No. 74 of the above Schedule

Unskilled Category

- Helper, cleaner, office boy, etc.

Semi-skilled Category

- Line man, switchboard operator, assistant, etc.

Skilled Category

- Head engineer, technician, service engineer, cable operator, computer operator, etc.
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Classification related to employments mentioned at Serial No. 75 of the above Schedule

Unskilled Category

- Office boy, helper, assistant, etc.

Semi-skilled Category

- Computer operator, clerk, head engineer, trained/untrained staff, etc.

Skilled Category

- Supervisor, accountant, office in-charge, manager, etc.
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Classification related to employments mentioned at Serial No. 76 of the above Schedule

Unskilled Category

- Medical representative, sales representative, sales executive, etc.

Semi-skilled Category

- Sales supervisor, etc.

Skilled Category

- Sales manager, marketing manager, etc.
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Classification related to employments mentioned at Serial No. 77 of the above Schedule

Unskilled Category

- Sweeper, cleaner, helper, etc.

Semi-skilled Category

- Ironing man, washerman, dry-cleaning worker, etc.

Skilled Category

- Washerman, ironing man, dry-cleaning supervisor, tailoring supervisor, beauty advisor, etc.

Classification related to employments mentioned at Serial No. 78 of the above Schedule

Unskilled Category

- Salesman, peon, office boy, helper, office attendant, etc.

Semi-skilled Category

- Assistant computer operator, assistant accountant, receptionist, typist, etc.

Skilled Category

- Receptionist, computer operator, accountant, head clerk, etc.

Classification related to employments mentioned at Serial No. 79 of the above Schedule

Unskilled Category

- Helper, office boy, office attendant, peon, hawker boy, driver helper, watchman, loader–unloader, nurse, technician, etc.

Semi-skilled Category

- Assistant computer operator, assistant accountant, billing assistant, machine operator, workshop helper, supervisor, etc.

Skilled Category

- Receptionist, office in-charge, D.E.O. (Data Entry Operator), accountant, assistant accountant, computer operator, computer expert.
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Classification related to employments mentioned at Serial No. 80 of the above Schedule

Any employment which is not mentioned separately in the list shall fall under this category.

Note:

1. Workers engaged in any employment for less than three months shall not receive non-migrant (permanent) rate benefits. They will receive wages on minimum rates only.
 2. Under Section 5(1)(b) of the Minimum Wages Act, 1948, the Uttar Pradesh Government has determined that employers must ensure that the minimum wage notified in this schedule is paid.
 3. Workers who are receiving wages more than the notified minimum wage shall continue to receive such higher wages.
 4. No employer shall reduce wages under Section 12 of the Minimum Wages Act. Overtime shall be paid at double the normal wage rate.
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Order:
By order of the Governor
(Signature)
Suresh Chandra
Principal Secretary