

**GOVERNMENT OF ASSAM**  
**OFFICE OF THE LABOUR COMMISSIONER, ASSAM**  
**GUWAHATI-16.**

**NOTIFICATION**

No.ACL.43/2004/ 56

/Dated Guwahati the 4<sup>th</sup> January, 2016

No.GLR.503/81/Pt/40 dtd. 3<sup>rd</sup> Nov./2015 in respect of in 98 Scheduled Employments and in exercise of the powers conferred by Sub-clause (b) Clause (v) of Sub-rule (2) of Rule 25 of the Contract Labour (Regulation & Abolition) Assam Rules, 1971, I Sri C.Doley, IAS, Labour Commissioner, Assam in supersession of this office earlier Notification No.ACL.43/2004/1989-2022 dtd. 1<sup>st</sup> March'2013, do hereby revise the rate of wages, holidays, hours of work and conditions of service of Unskilled, Semiskilled, Skilled/Clerical & Highly Skilled workmen employed by and through the contractors as mentioned below in respect of cases which are not covered under the Minimum Wages Act, 1948 and where the workmen employed by the contractors do not perform the same or similar nature of work as done by the workers, directly employed by the Principal Employers of the establishment.

**Schedule**

**Categories of Workmen**

**Rate of wages.**

	<u>Per day</u>	<u>Per month</u>
A. Highly Skilled/Accountant or equivalent to accountant. ....	Rs.460/-	Rs.13,800/-
B. Skilled (I.T.I. Certificate holder or equivalent) / Clerical .....	Rs.370/-	Rs.11,100/-
C. Skilled (other then ITI Certificate Holder) .....	Rs. 350/-	Rs.10,500/-
D. Semi Skilled .....	Rs.290/-	Rs.8,700/-
E. Unskilled Workmen .....	Rs.250/-	Rs.7,500/-

In addition to the revised rate of minimum wages as prescribed above, the workers/employees shall also be entitled to Variable Dearness Allowance (VDA) @ 100% over the rise and fall of Index point in the All India Consumer Price Index (Base 2001=100) calculated with reference to the wages of the workers, VDA shall be calculated on the basis of change in the CPI as on the date of effect of the revised rate of minimum wages and to be paid thereafter on a six monthly review basis.

Holidays, hours of work and conditions of services of contract workers as required under sub-rule (2) of Rule 25 of the Contract Labour (Regulation & Abolition) Assam Rules, 1971 shall be as hereunder:

**Wages for piece rate work** : piece rate of wages shall be fixed in such a manner that no unskilled workmen gets less than Rs.250.00 per day and no (D),(C), (B) & (A) categories of workmen get less than Rs.290.00, Rs.370.00, Rs. 350.00 & Rs.460.00 respectively for working for a maximum 8 (eight) hours a day.

**Overtime Wages** : At twice the ordinary rate of wages for every work in excess of 8(eight) hours a day and 48 (forty eight) hours a week (normal).

**Weekly Day of rest** : A day of rest every week with pay for working for a continuous period not less than 6(six) days in a week shall be payable to the workman.



**Explanation :** Week means 7(seven) days commencing from Sunday.

**Other Conditions of Service:**

**Paid Holidays :** Paid holiday shall be granted to every workmen on 26<sup>th</sup> January, 1<sup>st</sup> May, 15<sup>th</sup> August and 2<sup>nd</sup> October.

**Festival Holidays:** Every workmen shall be allowed leave of absence with full wages for the number of days he may select not exceeding 7(seven) days in number in any one Calendar Year for the purpose of attending ceremonies for performing functions or duties connected with or enjoyed by his religion.

**Annual Leave with Wages :** Annual Leave with wages shall be allowed to workman one day for every 20 (twenty) days of work performed in a Calendar Year.

**Leave Travel Concession :** 25 (twenty five) days average wages earned during the month preceding the Calendar month in which the leave is availed and shall be payable once in every alternate year.

**Explanations on Skills**


a) "Unskilled Work " means work which involves simple operations requiring little or no skill or experience on the jobs.

b) "Semi- Skilled Work" means work which involves degree of skill or competence acquired through experience on the jobs and which is capable of being performed under the supervision or guidance of a skilled employee and include unskilled supervisory work.

c) "Skilled work" means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute. which also includes clerical works.

d) "Highly skilled Work" means work which calls for a degree of perfection and full competence in the performance of certain tasks including clerical work acquired through intensive technical or professional training or practical work experience for certain reasonable period and also requires of an worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

This will come into force with immediate effect.

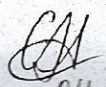
  
( C. Doley, IAS),  
Labour Commissioner, Assam  
a/ Guwahati-16.

Memo No. ACL. 43/2004/ 57-125

Dated, Guwahati, 4<sup>th</sup> January, 2016.

Copy to:-

1. The P.S. to Addl. Chief Secretary to the Govt. of Assam. Dispur, Guwahati-6.
2. The Director, Information & Public relations, Assam, Dispur Guwahati-6 with a request to arrange for publication of this Notification in the local daily News papers and through All India Radio(AIR) and Doordarshan.
3. The Superintendent , Assam Govt. Press, Bamunimaidam, Guwahati-21 with a request to publish this Notification in the Assam Gazette and furnish at least 50(fifty ) Copies of the same to the end.
4. All Asstt. Labour Commissioners/ Labour Officers(un attached) /Labour Inspectors (un attached) for necessary action.

  
04/01/2016