

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 21st July, 2025

No.LE&SD.9/2023/Pt/14 –In exercise of the powers 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 rates of minimum wages in respect of the following schedule of 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 Powers, 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 Establishment, (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 Guard :-

Sl. No.	Category	Minimum wage + Revised VDA payable w.e.f 1.4.2025
1.	Unskilled	₹525/- + ₹ 16 = ₹ 541/-
2.	Semi-skilled	₹565/- + ₹ 18 = ₹ 583/-
3.	Skilled	₹605/- + ₹ 19 = ₹ 624/-
4.	Highly-skilled	₹645/- + ₹ 20 = ₹ 665/-

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

Explanation:

- UNSKILLED** : means work which involves simple operation, little or no skill or experience in the job.
- 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.
- 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.
- HIGHLY - SKILLED** : means expert in the work requiring great skills.

The revised rates proposed are inclusive of Variable Dearness Allowance but exclusive of other concession if any enjoyed by the employees. The existing task and hours of work i.e. 8 (eight) hours a day 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 in force with effect from 01.04.2025 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.9/2023/101 dt 14.01.2025.

Contd.....P 2/-

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1186
23/7/25

The Variable Dearness Allowance has been rounded off to the next higher rupee.

This issues with the concurrence of Finance (PR) Department vide I/D No.F(PR)-56/2025 dated 10.07.2025

Sd/-

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

Dated Shillong, the 21st July, 2025

Memo No. LE&SD. 9/2023/Pt/14-A

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 information of Additional Chief Secretary/Principal Secretary/Commissioner & Secretary/Secretary.
6. The Labour Commissioner, Meghalaya, Shillong for information and necessary action.
7. Finance (Pay Revision) Department (consulted I/D above).
8. Finance (EA) Department.
9. Director of Information and Public Relations for wide publicity.
10. Director of Printing and Stationery, Meghalaya, Shillong for publication in the extra ordinary gazette and to supply 100 copies to this Department urgently.
11. Managing Director, MTC, Meghalaya, Shillong
12. Chairman/Chief Executive Officer, Shillong/Jowai/Tura/Williamnagar/ Baghmara/ Resubelpara Municipal Board
13. All Administrative Department/All Heads of Department.
14. President, Frontier Chamber of Commerce, G.S. Road, Shillong-2
15. Managing Director, Meghalaya Plywood Pvt. Ltd C/o Bawri Mansion, Dhankheti, Shillong
16. General Secretary, Shillong Municipality Harijan Mazdoor Union, Bara Bazar, Harijan Colony, Shillong-2
17. President INTUC, Meghalaya Branch, Opp. Lum Jingshai, Short Round Road, Shillong
18. General Secretary, AITUC, Meghalaya Branch, C/o CPI Officer, Quinton Road, Shillong-2
19. General Secretary, Meghalaya Power Workers' Union, C/o B.C. House, Me.E.C.L, Shillong-1
20. General Secretary, Garo Hills PWD, Labour Union, P.O. Tikrikilla, P.S. Phulbari.
21. General Secretary, Shillong Municipal Employers' Association, Shillong.
22. General Secretary, Meghalaya PWD, Muster Roll Workers' Union, C/o CPI Office, Quinton Road, Shillong-1
23. General Secretary, All Jaintia Muster Roll Workers & Labour Union, Central Executive Committee, Headquarter, Jowai-793150.

By Order etc.,

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