

GOVERNMENT OF NCT OF DELHI
PUBLIC WORKS DEPARTMENT
5TH LEVEL "B" WING
DELHI SECRETARIAT: NEW DELHI

No. F.10(29)/PWD-I/Cont./Outsourced/2017/
(CD No. 057468531)

17088-17095

Dated: 10/12/2019
क्रमांक 12878
दिनांक 11/12/2019
मुख्य अधिकारी (अभियंता)
मुख्य अधिकारी (अभियंता)
मुख्य अधिकारी (अभियंता)
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मुख्य अधिकारी (अभियंता)
मुख्य अधिकारी (अभियंता)
मुख्य अधिकारी (अभियंता)

To,

The Engineer-in-Chief,
Public Works Department,
Govt. of NCT of Delhi
12th floor, MSO Building,
IP Estate, New Delhi-110002

Sub: Regarding payment of new minimum wages and Arrear of D.A. applicable to outsourced/contractual staff of PWD.


Sir,

I am directed to enclose herewith a copy of Order No. 12(142)/02/MW/VII/3636 dated 23-10-2019 issued by Addl. Labour Commissioner, Labour Deptt., GNCTD and Gazette Notification dated 22-10-2019 vide which the new Minimum rates of wages have been ordered by the Labour Deptt. alongwith the D.A. applicable w.e.f. 01-04-2019.

You are, therefore, requested to strictly comply with the Order and direct the concerned divisions of PWD to provide salary to the outsourced/contractual staff as per the new Minimum rates of wages and also provide arrear of D.A. due, at the earliest.

Yours Sincerely

Encl: As above.


10.12.19
(L.R. MEENA)

Deputy Secretary (PWD)

No. F.10(6)/PWD-I/Misc./2016/Vol-V/
Copy for necessary action to:-

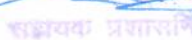
17088-17095

Dated: 10/12/2019

1. Executive Engineer M-253, PWD, 2nd Level, C-wing, Delhi Secretariat, Delhi - 02.
2. Executive Engineer M-221, PWD, 2nd Level, C-wing, Delhi Secretariat, Delhi - 02.
3. Executive Engineer M-313, PWD, Mall Road, Delhi - 54.
4. Executive Engineer M-412, PWD, South East Road Division 1, Kalka More, Ishwar Nagar, Mathura Road, New Delhi - 110065
5. Executive Engineer M-1, PWD, South Maintenance Zone, 7th Floor, MSO Building, I.P. Estate, Delhi - 02.
6. Executive Engineer M-441, PWD, South Road Division 1, Sukhdev Vihar, Mathura Road, Below Okhla Flyover, New Delhi - 110025.
7. Executive Engineer F-11, PWD, Flyover Division, Mukarba Chowk, GT Karnal, Delhi - 110033.

कार्यालय प्रमुख अभियंता, ए.ओ.ए.ओ. वि.
ए.ओ.ए.ओ. वि. | पी. 48(2) | 2019 | 6030
प्रतिलिपि:- सूचना एवं आवश्यक कार्यवाही हेतु प्रेषित
ए.ओ.ए.ओ. वि. के अंतर्गत सभी संबंधित कार्यालय
(Through website)

Deputy Secretary (PWD)


सहायक प्रशासनिक अधिकारी
कार्यालय प्रमुख अभियंता
ए.ओ.ए.ओ. वि., दिल्ली सरकार
12^{वां} तल, पुलिस मुख्यालय.

L.No. 12(143)/02/MW/VII/3E/30

ORDER

1. Whereas the Government of National Capital Territory of Delhi, had last revised the minimum rates of wages in Scheduled Employments under the Minimum Wages Act, 1948 in the National Capital Territory of Delhi vide notification No. Add.LC/Lab/MW/2016/4859 dated 03.03.2017.
2. And whereás, in the abovementioned notification it was stipulated that the Dearness Allowance will be payable on the basis of six monthly average index numbers of January to June and July to December, on 1st April and 1st October respectively.
3. And whereas, the Hon'ble High Court of Delhi in the matters WPC 8125/2016, Federation of Okhla Industrial Association Vs. Lt. Governor of Delhi and ANR, and other matters has quashed notification No. F.Add.LC/Lab/MW/2016/4859 dated 03.03.2017 vide judgment, dated 04.08.2018.
4. And whereas, the GNCT of Delhi has filed SLPs no. 26185-26228 of 2018, GNCT of Delhi Vs. FLT LT. Rajan Dhall Charitable Trust and Ors., which have been admitted and Hon'ble Supreme Court vide its order dated 31.10.2018 has upheld the minimum rates of wages notified vide notification dated 03.03.2017 for a period 3 months.
5. And whereas, GNCT of Delhi in compliance of order dated 31.10.2018 has placed before the Hon'ble Supreme Court, proposed rates of minimum wages which were arrived at a fresh under section-5(1)(b) of M.W. Act, 1948 and after notifying Minimum Wages Advisory Board u/s-7 of M.W. Act, 1948. The Hon'ble Supreme Court vide its order dated 14.10.2019 has allowed the proposed notification regarding enhancement of minimum wages which will be applicable from the date of notification.
6. And whereas, the dearness allowance w.e.f, 01.04.2019 and 01.10.2019 has become due, the Government of National Capital Territory of Delhi after adjustment of the average Consumer Price Index Number from the period from July 2018 to December 2018 which is 301.33, an increase of 13 points and from January to June, 2019 which is 310.83, an increase of 9.5 points, hereby declares the following Dearness Allowance, which shall be payable for all categories of workers w.e.f, 01.04.2019 and 01.10.2019 respectively. The rates after including both installments of D.A. (April & October, 2019) shall be as follows for different categories of workers in all schedule employments :-

SO (Admin)
26-11-19

27/11
30/11

Enc.
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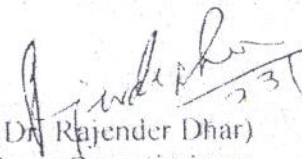


DS (Admin)

Copy to:-

ALL zones / circles / Division / Sub Divisions

Category of workmen	Rates notified vide notification dated 03.03.2017 (per month) (Amount in Rs.) (Per Month)	Minimum wages after adding D.A. ---& allowed by S.C. (Amount in Rs.) (Per Month)	DA w.e.f. 01.04.2019 (per month) (Amount in Rs.) (Per Month)	Minimum wages after adding D.A. w.e.f. 01.04.2019 to 30.09.2019 (Amount in Rs.) (Per Month)	DA w.e.f. 01.10.2019 (Amount in Rs.) (Per Month)	Minimum Wages after adding DA [REDACTED] / [REDACTED] / [REDACTED] (Per Month) (Amount in Rs.) (Per Month)	Minimum wages per day (Amount in Rs.)
Unskilled	13,350/-	14,000/-	468/-	14,468/-	338/-	14,806/-	569/-
Semi-Skilled	14,698/-	15,400/-	520/-	15,920/-	364/-	16,284/-	626/-
Skilled	16,182/-	16,962/-	546/-	17,508/-	416/-	17,924/-	689/-
Clerical and supervisory Staff							
Non Matriculates	14,698/-	15,400/-	520/-	15,920/-	364/-	16,284/-	626/-
Matriculates But not Graduate	16,182/-	16,962/-	546/-	17,508/-	416/-	17,924/-	689/-
Graduate and above	17,604/-	18,462/-	598/-	19,060/-	462/-	19,522/-	751/-


 (Dr) Rajender Dhar
 Addl. Labour Commissioner

Note: In case this order is tampered or misrepresented by any person/anybody, in that case Workers/Employers may confirm the rates of wages from Website of Labour Department i.e. www.labour.delhigovt.nic.in.

Copy forwarded to:-

1. Secretary of Govt. of India, Ministry of Labour, Shram Shakti Bhawan, Rafi Marg, New Delhi.
2. Secretary to the Lt. Governor, Govt. of NCT of Delhi.
3. Secretary to the Chief Minister, Government of Delhi.
4. Secretary to the Speaker, Delhi Vidhan Sabha Delhi.
5. Secretary to Dy. Chief Minister, Government of Delhi.
6. Secretary to Minister of Labour, Employment, Development and General Administration Department, Govt. of Delhi.
7. Secretary to Minister of Health, Industries, Gurudwara, Irrigation and Food Control, Public Works Department and Power Department, Govt. of Delhi.

8. Secretary to Minister of Tourism, Art and Culture, Govt. of Delhi.
9. Secretary to Minister of Food and Supply, Environment and Forest and Election, Govt. of Delhi.
10. Secretary to Minister of women and Child, Social Welfare, Language and SC & ST Department, Govt. of Delhi.
11. Chief Labour Commissioner ©, Shram Shakti Bhawan, Rafi Marg, New Delhi
12. Secretary (Labour) of Haryana, Punjab, Himachal Pradesh, Uttar Pradesh, Jammu & Kashmir, Rajasthan and U.T. Chandigarh.
13. General Secretary of Delhi State, BMS, INTUC, CITU, AITUC, H.M.S.
14. Secretary General of CII, FICCI, PHDCCI, ASSOCHAM with the request to circulate copies of this order to the local Employers Organizations with the directions and the revised minimum rates be paid to the workmen employed in their establishment. Copies of such circulars may kindly be endorsed to this office.
15. District DLC's
16. Dy. Secretary (Finance), Govt. of NCT of Delhi with the request to issue the necessary directions for workers employed in the offices of the Government of Delhi
17. Regional Labour Commissioner ©, 4th Floor, Jiwan Deep Building, Parliament Street, New Delhi
18. Deputy Director, Minimum Wages Cell, Ministry of Labour, Shram Shakti Bhawan, New Delhi
19. Joint Director, Labour Bureau, SCO 28-31, Sec 17 A, Chandigarh 160017.
20. AD (Planning & Statistics): Labour Department, Government of Delhi, for publication on the web-site of the Department in the Labour Statistics.
21. Assistant Labour Commissioner (Shramik Helpline).
22. Librarian, Office of the Labour Commissioner, Delhi.
23. Delhi Printer Association and Delhi Hindustani Mercantile Association with the request to publish minimum wages rates in their Magazines.
24. Guard File


Addl. Labour Commissioner

23/10/19

GOVERNMENT OF INDIA

दिल्ली राजपत्र
Delhi Gazette



असाधारण

EXTRAORDINARY

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No. 285]	DELHI, TUESDAY, OCTOBER 22, 2019/ASVINA 30, 1941	[N.C.T.D. No. 257

भाग—IV

PART—IV

राष्ट्रीय राजधानी राज्य क्षेत्र, दिल्ली सरकार

GOVERNMENT OF THE NATIONAL CAPITAL TERRITORY OF DELHI

श्रम विभाग

अधिसूचना

दिल्ली, 22 अक्टूबर, 2019

सं. फा. 13(1)/2018/एमडब्ल्यू/श्रम/3602.—जबकि भारत का माननीय सर्वोच्च न्यायालय में एसएलपी संख्या 26185-26228/2018 राष्ट्रीय राजधानी क्षेत्र दिल्ली सरकार बनाम लेफिटनेंट राजन डल्ल, चैरिटेबल ट्रस्ट, शीर्षक मामले में अपने दिनांक 31.10.2018 के आदेश के अनुसार श्रम विभाग को निर्देशित किया है कि न्यूनतम मजदूरी अधिनियम, 1948 की धारा 5 (1)(क) या 5 (1)(ख) के तहत निर्धारित रूट के बाद अनुसूची रोजगार के लिए न्यूनतम मजदूरी तय करने की कवायद को फिर से करें;

और जबकि श्रम विभाग, राष्ट्रीय राजधानी क्षेत्र दिल्ली सरकार ने न्यूनतम वेतन अधिनियम, 1948 की धारा 5 (1) (ख) के अन्तर्गत यथाउपबंधित वेतन निर्धारण/संशोधन के लिये प्रक्रिया को चुना है और 04 अधिकारियों की मूल्य संग्रह समिति अर्थात् श्री लल्लन सिंह, संयुक्त श्रम आयुक्त, श्री अमरदीप, सहायक श्रम आयुक्त, श्री शशि भूषण, श्रम अधिकारी और श्री मनीष कुमार ठाकुर, निरीक्षण अधिकारी का गठन दिनांक 06.11.2018 के आदेश फा. 140/एडीडीआई.एलसी/श्रम/एक्शन/सोडब्ल्यूपी-8125/2018/273 के अनुसार किया गया;

और जबकि, उक्त समिति ने 10.11.2018 को बाजार सर्वेक्षण किया और राष्ट्रीय खाद्य संस्थान (एनआईएन) - हैदराबाद, केन्द्रीय भंडार, दिल्ली, सफल और मदर डेयरी द्वारा निर्धारित मूल्य के खाद्य पदार्थों को प्राप्त किया और खादीग्राम उद्योग के लिए कपड़ों के घटक की लागत भी प्राप्त की;

और जबकि, खाद्य वस्तुओं और कपड़ों के घटक की औसत कीमत और आवास, प्रकाश और ईंधन, बच्चों की शिक्षा, विकित्सा उपचार, न्यूनतम मनोरंजन और सामाजिक दायित्व जैसे घटकों के औसत प्रतिशत के आधार पर, जैसाकि सचिव द्वारा प्रतिनिधित्व बर्कमैन बनाम रेप्टाकोस ब्रेट एंड कंपनी लिमिटेड तथा अन्य नामक 1991 की सिविल अपील संख्या 4336 में माननीय सर्वोच्च न्यायालय के दिनांक 31.10.1991 के निर्णय में उल्लिखित है। न्यूनतम वेतन की प्रस्तावित दरें दिनांक 12.11.2018 को

श्रम विभाग की वेबसाइट पर अपलोड की गई और दिनांक 13.11.2018 तथा 14.11.2018 को अंग्रेजी, हिंदी, पंजाबी और उर्दू के विभिन्न समाचार पत्रों में प्रकाशित की गई। ट्रेड यूनियनों, नियोक्ता संघों, बाजार संघों, वाणिज्य के विभिन्न चैम्बरर्स, गैर-सरकारी संगठनों और सिविक समाज के सदस्यों की 12.11.2018 से शुरू होने वाली 2 महीने की अवधि के भीतर 11.01.2019 तक श्रमिकों सहित जनता से सुझाव/विचार/इनपुट मांगे गए;

और जबकि, दिनांक 09.01.2019 अधिसूचना संख्या फा. 13(1)/2018/एमडब्ल्यू/श्रम/50 के अनुसार श्रमिकों, ट्रेड यूनियनों, नियोक्ता संघों से प्राप्त सुझाव/विचार/इनपुट न्यूनतम मजदूरी अधिनियम, 1948 की धारा 7 के तहत गठित न्यूनतम मजदूरी सलाहकार बोर्ड के समक्ष रखे गए थे;

और जबकि, न्यूनतम मजदूरी सलाहकार बोर्ड ने सिफारिश की है कि मजदूरी की प्रस्तावित दरें 12.11.2018 को श्रम विभाग की वेबसाइट पर अपलोड की गई हैं और 13.11.2018 और 14.11.2018 को विभिन्न समाचार पत्रों में प्रकाशित की गई, उसे स्वीकार किया जाए;

अब, न्यूनतम मजदूरी अधिनियम, 1948 (1948 का XI) की धारा 5 की उपधारा (2) द्वारा प्रदत्त भाक्तियों का प्रयोग करते हुए, भारत सरकार के राज्य मंत्रालय के दिनांक 24 अगस्त, 1950 की अधिसूचना सं. 104-जे तथा गृह मंत्रालय के दिनांक 6 फरवरी, 1967 की अधिसूचना सं. का. आ. 530 तथा इसके लिए अन्य सभी भाक्तियों जो उसे समर्थ बनाती हैं और दिनांक 26 जुलाई, 2011 की अधिसूचना सं. एफ 12(1)142/11/एम डब्ल्यू/श्रम/2023-2047 के साथ पढ़े जाने वाली, अधिसूचना का अनुपालन करते हुए राष्ट्रीय राजधानी क्षेत्र दिल्ली के उपराज्यपाल न्यूनतम मजदूरी सलाहकार बोर्ड की सिफारिशों पर विचार करने के पश्चात् तथा दिनांक 26 जुलाई की पूर्ववर्ती अधिसूचना सं. एफ 12(1)142/11/एम डब्ल्यू/श्रम/2023-2047 में उल्लिखित सभी अनुसूची रोजगार में उल्लिखित श्रमिक/कर्मचारियों के वर्ग के लिए न्यूनतम वेतन दर संशोधन करते हैं, अर्थात्:-

रोजगार की अनुसूची	श्रमिक/कर्मचारियों का संवर्ग	न्यूनतम मजदूरी दर रुपये में		
		प्रतिमाह	प्रतिदिन	
सभी अनुसूची रोजगार	अकुशल	14,842/-	571/-	
	अर्धकुशल	16,341/-	629/-	
	कुशल	17,991/-	692/-	
	लिपिकीय एवं पर्यवेक्षी कर्मचारी वर्ग			
	नॉन मैट्रीकूलेट	16,341/-	629/-	
	मैट्रीकूलेट परंतु ग्रैजुएट नहीं	17,991/-	692/-	
	ग्रैजुएट और उससे ऊपर	19,572/-	753/-	

सरकारी राजपत्र में अधिसूचना की तिथि से ये दरें लागू होंगी।

नोट:-1 वेतन की न्यूनतम दर नियत अखिल भारतीय उपभोक्ता मूल्य सूचकांक श्रृंखला, 2001 (आधार 2001=100) से लिंक है। महंगाई भत्ता न्यूट्रलाइजेशन के लिए, समायोजन की दर अकुशल के लिए रुपये 1.35 प्रति प्वाइंट, अर्धकुशल के लिये रुपये 1.50 प्रति प्वाइंट कुशल के लिए रुपये 1.65 प्रति प्वाइंट, नॉन मैट्रीकूलेट के लिये रुपये 1.50 प्रति प्वाइंट, मैट्रीकूलेट परंतु ग्रैजुएट नहीं के लिए रुपये 1.65 प्रति प्वाइंट और ग्रैजुएट एवं उससे उपर के लिए रुपये 1.80 प्रति प्वाइंट है। समायोजन छः माह में होगा, अर्थात् गत वर्ष के जुलाई से दिसंबर तथा चालू वर्ष के जनवरी से जून के लिए औसत सूचकांक नम्बर को लेकर प्रत्येक वर्ष 01 अप्रैल तथा 01 अक्टूबर को।

2. यदि अखिल भारतीय उपभोक्ता मूल्य सूचकांक में कमी होती है तो इसके परिणाम स्वरूप महंगाई भत्ते में कमी होगी, इस स्थिति में विभिन्न संवर्गों के श्रमिक/कर्मचारी के लिए वेतन के लिए अधिसूचित लागू न्यूनतम मजदूरी पर कोई प्रभाव नहीं पड़ेगा।

3. महंगाई भत्ते की राशि यदि भिन्नता (फ्रैक्शन) में है तो इसे अगले उच्चतर रुपये में राउंड ऑफ किया जाएगा।

राष्ट्रीय राजधानी क्षेत्र दिल्ली के उपराज्यपाल
के आदेश से तथा उनके नाम पर,

डॉ. राजेन्द्र धर, अपर सचिव (श्रम)

**LABOUR DEPARTMENT
NOTIFICATION**

Delhi, the 22nd October, 2019

No. F. 13(1)/2018/MW/Lab/3602.—Whereas the Hon'ble Supreme Court of India in SLP No. 26185-26228/2018, in case titled as GNCT of Delhi Vs. Flt. Lt. Rajan Dhall Charitable Trust, vide its order dated 31.10.2018 has directed Labour Department to redo the exercise of fixing the minimum wages for the scheduled employment afresh following the route prescribed either under section 5(1)(a) or 5(1)(b) of the Minimum Wages Act, 1948:

AND whereas the Labour Department, GNCTD has opted for procedure for wages fixation/revision as provided under section 5(1)(b) of Minimum Wages Act, 1948 and a Price Collection Committee of 04 Officers namely Sh. Lallan Singh, Joint Labour Commissioner, Sh. Amardeep, Assistant Labour Commissioner, Sh. Shashi Bhusan, Labour Officer and Sh. Manish Kumar Thakur, Inspecting Officer was constituted vide order dated F.140/Addl.LC/Lab/Action/CWP-8125/2018/273 dated 06.11.2018;

AND whereas, the said committee carried out market survey on 10.11.2018 and obtained prices of food items as laid down by National Institute of Nutrition (NIN)-Hydrabad from Kendriya Bhandar, Safal and Mother Dairy and also obtained cost of clothing component from Khadi Gram Udyog;

AND whereas, based on the averages price of food items and clothing component and other prescribed percentage of components like housing, light and fuel, children education, medical treatment, minimum recreation and social obligation as mentioned in judgment dated 31.10.1991 of Hon'ble Supreme Court in civil appeal No. 4336 of 1991 titled as The Workmen represented by Secretary Vs. The Management of Reptakos Brett & Co. Ltd. and anr., the proposed rates of minimum wages were uploaded on the website of Labour Department on 12.11.2018 and published in various newspapers in English, Hindi, Punjabi and Urdu on 13.11.2018 and 14.11.2018, seeking suggestions/views/inputs from public including workers, trade Unions, Employers associations, market associations, various chambers of Commerce, NGOs and members of Civic society within a period of 2 months starting from 12.11.2018 up to 11.01.2019;

AND whereas, suggestions/views/inputs so received from the workers, trade unions, employers associations were placed before the Minimum Wages Advisory Board constituted under section 7 of Minimum Wages Act, 1948 vide notification No. F.13(1)/2018/MW/Lab/50 dated. 09.01.2019 for deliberations;

AND whereas, the Minimum Wages Advisory Board has recommended that the proposed minimum rates of wages as uploaded on the website of Labour Department on 12.11.2018 and published in various newspapers on 13.11.2018 and 14.11.2018 may be adopted;

Now, therefore, in exercise of powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948) read with the Government of India, erstwhile Ministry of States notification No. 104-J dated the 24th August, 1950 and Ministry of Home Affairs (Notification No. S.O. 530, dated the 6th February, 1967 and all others powers enabling him in this behalf and in continuation of notification No. F.12(1)142/11/MW/Lab 2023-2047 dated the 26th July, 2011, the Lt. Governor of the National Capital Territory of Delhi, after considering the recommendations of the Minimum Wages Advisory Board to revise, the minimum rates of wages for the class of workmen/employees mentioned in all the Schedule employments as mentioned in earlier notification No. F.12(1)142/11/MW/Lab/2023-2047 dated 26th July, in the National Capital Territory of Delhi, namely:-

Schedule of Employment	Category of workmen/ Employees	Minimum rates of Wages in Rupees	
		Per month	Per day
All Schedule employment	Unskilled	14,842/-	571/-
	Semi-skilled	16,341/-	629/-
	Skilled	17,991/-	692/-
	Clerical and supervisory staff		
	Non Matriculates	16,341/-	629/-
	Matriculate but not Graduate	17,991/-	692/-
	Graduate and above.	19,572/-	753/-

These rates shall come into force with effect from the date of notification in the Official Gazette.

Note : 1. The minimum rates of wages being fixed are linked with all India Consumer Price Index Series, 2001 (Base 2001=100). For Dearness Allowances neutralization, the rate of adjustment shall be Rs. 1.35 per point for Unskilled, Rs. 1.50 per point for Semi Skilled, Rs. 1.65 per point for Skilled, Rs. 1.50 per point for Non matriculates, Rs. 1.65 per point for Matriculates but not Graduate and Rs. 1.80 per point for Graduate and above. Adjustment will be made six monthly, i.e. on 1st April and 1st October each year after taking into account the average index numbers for July to December of the prevision years and January to June of the current year respectively.

2. In case, there is decline in All India Consumer Price Index, as a result of which dearness allowance apparently decreases, in that case there shall be no impact on notified, applicable minimum rates of wages for different category of workmen/employees.

3. Amount of Dearness Allowances in fraction, if any, would be rounded off to the next higher rupee.

By Order and in the Name of the Lieutenant Governor
of the National Capital Territory of Delhi,

Dr. RAJENDER DHAR, Addl. Secy. (Labour)