



Labour Department, Haryana

30 Bays Building Sector 17 C, Chandigarh. Ph-0172-2701373
Email-labourcommissionerhry@nic.in and hrylabour@gmail.com



(To be substituted bearing same no and date).

To,

1. Additional Labour Commissioner (NCR), Gurugram.
2. All Deputy Labour Commissioners in State of Haryana.
3. All Deputy Labour Commissioners (Welfare) in the State of Haryana.
4. All Assistant Labour Commissioners in State of Haryana.
5. All Welfare Officers, HLWB and Welfare Officers (Women).
6. All Labour Inspectors in State of Haryana.
7. All Welfare Inspectors in the State of Haryana.

No. : IR-2/2022/33216-33346

Dated:14.10.2022

Subject:- Revised Minimum Wages w.e.f. 01.07.2022 in the State of Haryana after including Working Class Cost of Living Index Number (Consumer Price Index number).

In reference to the subject cited above.

The Minimum Wages w.e.f. 01.07.2022 has been revised in various employments as defined in the Government Notification dated 21.10.2015, which are based on **Working Class Cost of Living Index Number (Consumer Price Index number)**. The adjustment in wages are made six monthly i.e. on 1st January and 1 July every year, after taking into account the average rise or fall Haryana State Working Class Cost of Living Index Number half yearly ending December and June respectively. In the end of December, 2021, the average **Working Class Cost of Living Index Number (Consumer Price Index number)** was **2958.90**, which is increased now **3015.10** in the next six month upto December, 2021. Hence, the increase in total Consumer Price Index number is **56.20**. There are 100% neutralization of the rise or fall of the CPI number on Pro-rata Basis as per the notification issued dated 21.10.2015 and implemented from 1st November, 2015.

Accordingly, as per Section 5 (2) of Minimum Wages Act, **1.90%** increase in prevailing basic wage of workers working in different categories and schedule employments (as per notification dated 21.10.2015) of Workers is determined. Now, minimum wages in the State of Haryana is payable w.e.f. 01.07.2022 as follows from next page:

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Signature

Sr. No.	Category	Post/Education	Basic Pay (As per notification dated 21.10.2015)	Minimum Wages w.e.f. 01.01.2022 (Rs.) (A)	Dearness Allowance from 01.07.2022 (Rs.) (B)	Minimum Wages w.e.f. 01.07.2022 (Rs.) (A+B)	Daily Wages (Rs.)
1.	Unskilled		7600.00	10098.88	144.40	10243.28	393.97
2.	Semi-Skilled (A) Semi-Skilled (B)		7980.00 8379.00	10603.78 11133.96	151.62 159.20	10755.40 11293.16	413.67 434.35
3.	Skilled (A) Skilled (B)		8797.95 9237.85	11690.67 12275.21	167.16 175.52	11857.83 12450.73	456.07 478.87
4.	Highly-Skilled		9699.74	12888.97	184.29	13073.26	502.82
5.	Clerical and General Staff	(i) Below Matriculation	7980.00	10603.78	151.62	10755.40	413.67
		(ii) Matriculation but not Graduate	8379.00	11133.96	159.20	11293.16	434.35
		(iii) Graduate or above	8797.95	11690.67	167.16	11857.83	456.07
		(iv) Steno Typist	8379.00	11133.96	159.20	11293.16	434.35
		(v) Junior Scale Stenographer	8797.95	11690.67	167.16	11857.83	456.07
		(vi) Sr. Scale Stenographer	9237.85	12275.21	175.52	12450.73	478.87
		(vii) Personal Assistant	9699.74	12888.97	184.29	13073.26	502.82
		(viii) Private Secretary	10184.73	13533.42	193.51	13726.93	527.96
6.	Data Operator Entry		8797.95	11690.67	167.16	11857.83	456.07
7.	Driver	Light Vehicle	9237.85	12275.21	175.52	12450.73	478.87
		Heavy Vehicle	9699.74	12888.97	184.29	13073.26	502.82
8.	Security Guard	Without weapon	7980.00	10603.78	151.62	10755.40	413.67
		With weapon	9237.85	12275.21	175.52	12450.73	478.87
9.	Security Inspector/Security Officer/Security Supervisor	In compliance of the order dated 29.04.2019 passed by Hon'ble Supreme Court of India in Civil Appeal No. 2539 of 2010 titled as 'Hindustan Sanitaryware and Industries Ltd. & others versus State of Haryana with Civil Appeal No. 4454 of 2019 (Arising out of special leave petition (Civil) no. 5832 of 2018) titled as 'Faridabad Industries Association Versus State of Haryana and another, these categories have been excluded from the notification of Minimum Wages issued 21.10.2015.					
10.	Safai Karamchari in any employment	As per the Minimum Wages Act, 1948 Schedule-I insertion vide SO 1573 (E) dated 03.11.2005 (w.e.f. 7.11.2005), the entry is listed as "Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993". The Minimum Wages for this category is yet to be finalized. However, the Employers / Establishments shall continue to treat and draw wages under this category as hetherto prior to the notification dated 21.10.2015, till further revision.					
Note: No recovery is allowed in the wages paid to the employees mentioned at Sr. No. 10 above.							

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Further, **1.90%** increase in prevailing monthly and daily minimum wages of workers working in Brick Kiln Industries. Now, the Minimum Wages in the State of Haryana in various categories of workers working in Brick Kiln Industries is fixed and payable w.e.f. 01.07.2022 as follows:-

Sr. No.	Category of the employees	Per 1000 Bricks	Per 1000 Tiles
1.	Pathera	Rs. 583.60	Rs. 656.56
2.	Bharai Wala (Loading of Bricks into Kiln)	(a) Rs. 262.59 per 1000 bricks loaded in the Kiln provided the distance from the field to the kiln is upto 400 meters. Beyond this distance an additional wages of Rs. 23.28 per 1000 bricks for every additional 100 meter or part thereof shall be paid. These rates will be applicable to the Donkey/Khachar loader only. (b) Rs. 215.88 loading by the tempo, or animal driven Rehri or any other Mechanical Driven vehicles is upto 1000 meters . Beyond this distance an additional wages of Rs. 23.28 for 1000 bricks for every additional 500 meter or part thereof shall be paid.	
3.	Keriwala	Rs. 46.64 per 1000 Bricks	
4.	Nikasiwala	Rs. 192.56 per 1000 Bricks	
5.	Chunaiwala	Rs. 11857.83 per month	
6.	Mistri/Coal Man/Jalaiwala	Rs. 11857.83 per month	

All employers are directed to fully implement the revised minimum wage w.e.f. 01.07.2022 and arrears must also be paid from 1st July, 2022.


Joint Labour Commissioner
for Labour Commissioner, Haryana
Dated: 14.10.2022

Endst. No. IR-2/2022/33347-33353

A copy of the above is forwarded to the following for information and necessary action, please:-

1. PS to Hon'ble CM for kind intimation to Hon'ble Chief Minister, Haryana.
2. PS to Hon'ble Labour & Employment Minister for kind intimation to Hon'ble LEM.
3. PS to Secretary Labour, Ministry of Labour & Employment, Govt. of India, New Delhi.
4. PS to ACS (Labour) for kind intimation to Worthy ACS (Labour).
5. PS to LC for kind intimation to Worthy LC.
6. Director, Information, Public Relation & Languages department, Haryana.


Joint Labour Commissioner
for Labour Commissioner, Haryana
Dated: 14.10.2022

Endst. No. IR-2/2022/33354-451

A copy of the above is forwarded to the following for information and necessary action, please

1. All the Administrative Secretaries to Govt. Haryana.

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2. All the Vice Chancellors and Registrar in the Public & Private Universities in the State.
3. All the Heads of Department in the State of Haryana.
4. All the MDs, Chief Administrators of all Boards/Corporation/Nigam and Public undertaking unit in the State.
5. Additional Labour Commissioner, Haryana.
6. Additional Chief Inspector of Factories IS&H, Haryana.
7. All the Joint Directors/Deputy Directors/Assistant Directors IS&H and Health.


Joint Labour Commissioner
for Labour Commissioner, Haryana

Endst. No. IR-2/2022/33451-521

Dated: 14.10.2022

A copy of the above is forwarded to the following for information and necessary action, please:-

1. All the Representatives of Industrial Associations in the State of Haryana.
2. All the Representatives of Registered Trade Unions in the State of Haryana.


Joint Labour Commissioner
for Labour Commissioner, Haryana

Endst. No. IR-2/2022/33522

Dated: 14.10.2022

A copy of the above is forwarded to the following for information and necessary action, please:-

1. IT Cell, Labour Department with the request to upload it on departmental website i.e. hrylabour.gov.in.


Joint Labour Commissioner
for Labour Commissioner, Haryana