

**GOVERNMENT OF ASSAM**  
**OFFICE OF THE LABOUR COMMISSIONER: ASSAM**  
**SHRAM BHAWAN, GUWAHATI-07**

**NOTIFICATION**

**ECF No. 412503/410:** In pursuance of earlier Notification no. ACL/41/2004/329 dated 08-02-2024, the rate of VDA to be paid to workman employed by and through contractors mentioned below in respect of case which are not covered under Minimum Wages Act, 1948 and where the workman employed by the contractors do not perform the same or similar nature of work as done by workers, directly employed by the Principal Employers of the establishment. The Cumulative VDA rate for the period January 2025 to June 2025 (six months) is obtained as 53.71%, where CPI-IW(Base 2001) all India average for the last six months; July -December, 2024 is 413.48.

Now it is hereby, notified that, as per calculation done by Director of Economics and Statistics, Assam the following VDA shall be payable to the following categories in the table calculated below w.e.f. 01/01/2025.

**TABLE**

Categories of Workmen	Basic rated (in Rs.)		Cumulative Existing VDA Rate (w.e.f 01-01-2024)		Cumulative Existing VDA Rate (w.e.f 01-07-2024)		Gross increase amount of VDA since Jan 2016 (w.e.f 01-01-2025)		New Rate (w.e.f 01/01/2025) (in Rs.)	
	Per day	Per month	Per day	Per month	Per day	Per month	Per day	Per month	Per day	Per month
<b>A). Highly Skilled/Account or equivalent to accountant</b>	460	13800	684	20512	688	20632	247	7412	707	21212
<b>B). Skilled (ITI Certificate holder or equivalent/Clerical)</b>	370	11100	550	16499	553	16595	199	5962	569	17062
<b>C). Skilled(Other than ITI Certificate Holder)</b>	350	10500	520	15607	523	15698	188	5640	538	16140
<b>D). Semi-Skilled</b>	290	8700	431	12931	434	13007	156	4673	446	13373
<b>E). Un-skilled Workmen</b>	250	7500	372	11148	374	11213	134	4028	384	11528

In addition to the revised rate of VDA as prescribed above, 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.384.00 per day and no (D),(C), (B) & (A) categories of workmen get less than Rs.446.00, Rs.538.00, Rs. 569.00 & Rs.707.00 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 includes 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 institutewhich 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 a 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.

**Labour Commissioner, Assam**  
**Guwahati-07**

Memo ECF No. 412503/ 410-414

Copy to:-

1. The Addl. Chief Secretary to the Govt. of Assam, Labour Welfare Department, Dispur, Guwahati-6 for kind information.
2. The Director, Information & Public Relations, Assam, Dispur, Guwahati-6, with a request to arrange for publication of this Notification in local daily newspapers 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.
4. All Asst. Labour Commissioners/Labour Officers (unattached)/Labour Inspectors (unattached) for necessary action.

**E-signed**  
**Labour Commissioner, Assam**  
**Guwahati-07**