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GOVERNMENT OF MEGHALAYA
DEPARTMENT OF LABOUR, EMPLOYMENT & SKILL DEVELOPMENT.

NOTIFICATION

Dated : Shillong, the 8th October, 2026.

No.LE&SD.9/2023/Pt/33 : In exercise of the powers conferred under Section 6 of the Code on Wages, 2019, the Governor of Meghalaya is pleased to revise the rates of Minimum Wages, inclusive of Variable Dearness Allowance (VDA), for all employees performing skilled, semi-skilled or unskilled, manual, operational, supervisory, managerial, administrative, technical or clerical work for hire or reward, across different skill categories in the State of Meghalaya, as indicated in the table below:

Sl. No.	Category	Minimum Wage + Revised VDA w.e.f. 01.10.2026
1.	Unskilled	₹ 525 + ₹ 39 = ₹ 564
2.	Semi-skilled	₹ 565 + ₹ 43 = ₹ 608
3.	Skilled	₹ 605 + ₹ 45 = ₹ 650
4.	Highly Skilled	₹ 645 + ₹ 48 = ₹ 693

The above rates of minimum wages are effective from 1st October, 2026.

Explanation for the purpose of this Notification:

- 1. UNSKILLED**: means an occupation which in its performance requires the application of simply the operating experience and involves no further skills.
- 2. SEMI-SKILLED** : means an occupation which in its performance requires the application of skill gained by the experience on job which is capable of being applied under the supervision or guidance of a skilled employee and includes supervision over the unskilled occupations.
- 3. SKILLED** : means an occupation which involves skill and competence in its performance through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiating and judgement.
- 4. HIGHLY - SKILLED** : means an occupation which calls in its performance a specific level of perfection and required competence acquired through intensive technical or professional training or practical occupational experience for a considerable period and also requires of an employee to assume full responsibility for his judgement or decision involved in the execution of such occupation

The revised rates proposed are inclusive of Variable Dearness Allowance but exclusive of other concession if any enjoyed by the employees. The existing hours of work i.e. 8 (eight) hours in a day and 48 (forty eight) hours a week shall continue until further orders. The Minimum rates of wages proposed shall 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 01.10.2026 and will be revised every 6 (six) months by adoption of **Consumer Price Index (CPI) linked Variable Dearness Allowance (VDA)**.

This is in supersession to this Department's earlier Notification No. LE&SD.9/2023/Pt/26 dated 01.05.2026.

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)-86/2026 dated 16.09.2026

Sd/-

Shri F.R. Kharkongor, IAS
Principal Secretary to the Govt. of Meghalaya,
Department of Labour, Employment & Skill Development.

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Dated : Shillong, the 8th October, 2026.

Copy to: -

1. The P.S. to the Hon'ble Chief Minister, Meghalaya for favour of kind information of the Hon'ble Chief Minister.
2. The P.S. to the Hon'ble Minister, /c Labour, etc. for favour of kind information of the Hon'ble Minister.
3. The P.S. to all Ministers, Govt. of Meghalaya for favour of kind information of the Ministers.
4. The P.A. to the Chief Secretary, Govt. of Meghalaya for favour of kind information.
5. The P.A. to the Additional Chief Secretary/Principal Secretaries/Commissioner & Secretaries/Separate Secretaries, Govt. of Meghalaya for favour of kind information.
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. The Director of Information and Public Relations to ensure wide publicity.
10. The Director of Printing & Stationery, Meghalaya, Shillong for publication in the Extraordinary Gazette and to supply 100 copies to this Department urgently.
11. All Administrative Departments/ Heads of Department.
12. The Deputy Commissioners, East Khasi Hills District/West Jaintia Hills District/ West Garo Hills District/Ribhoi District/West Khasi Hills District/South West Khasi Hills District/ East Jaintia Hills District/South Garo Hills District/East Garo Hills District/ South West Garo Hills District/North Garo Hills District/ Eastern West Khasi Hills for favour of information.
13. The Managing Director, MTC, Meghalaya, Shillong
14. The Chairman/Chief Executive Officer, Shillong/Jowai/Tura/Williamnagar/Baghmara/ Resubelpara Municipal Boards.
15. The President, Frontier Chamber of Commerce, G.S. Road, Shillong-2
16. The Managing Director, Meghalaya Plywood Pvt. Ltd C/o Bawri Mansion, Dhankheti, Shillong.
17. The General Secretary, Shillong Municipality Harijan Mazdoor Union, Bara Bazar, Harijan Colony, Shillong-2.
18. The President INTUC, Meghalaya Branch, Opp. Lumjingshai, Short Round Road, Shillong.
19. The General Secretary, AITUC, Meghalaya Branch, C/o CPI Officer, Quinton Road, Shillong-2.
20. The General Secretary, Meghalaya Power Workers' Union, C/o B.C. House, MeECL, Shillong-1.
21. The General Secretary, Garo Hills PWD Labour Union, P.O. Tikrikilla, P.S. Phulbari.
22. The General Secretary, Shillong Municipal Employees' Association, Shillong.
23. The General Secretary, Meghalaya PWD, Muster Roll Workers' Union, C/o CPI Office, Quinton Road, Shillong-1.
24. The General Secretary, All Jaintia Muster Roll Workers & Labour Union, Central Executive Committee, Headquarter, Jowai-793150.

By Orders etc.

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