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MINIMUM WAGES (Across Indian State's)

What is Minimum Wage?

"Minimum Wage" refers to the fair compensation for a fair day's work. It is the minimum amount of remuneration that an employer is legally required to pay an employee for work performed during a specified period, as mandated by law. This page provides the latest notifications of minimum wages as declared by the respective Appropriate Government.

Andaman and Nicobar Island State Minimum Wages (As per Shops and Establishments Act and Factory Notifications) –

This section outlines the minimum wage rates notified by the respective State and Central Governments under the Shops & Establishments Act and Factory Act for effective and compliant wage management.

"Vedika Consultancy"; provides the latest notifications and circulars issued under the Central and respective State Government rules and regulations.

Andaman and Nicobar State's Notifications are presented on the following pages; with effective from 1st January 2017 to 1st July 2025 are –

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With effect from 01st January 2017

ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER

PORT BLAIR, DATED THE 10TH JANUARY 2017

F.NO 16/1/MW/2013-14/LC&DET/01

ORDER

Whereas in exercise of the powers conferred under Section 5 of the Minimum Wages Act 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. of India, Ministry of Labour, the Lt.Governor (Administrator), Andaman & Nicobar Islands had last revised minimum rates of wages in the Six schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Order No F.No 16/1/MW/2013-14/LC&DET/859 dated 01-July-2016.

And whereas the rates are required to be revised on six monthly basis in pursuance of the Notification F.No 16/1MW/2008 dated 20-10-2010.

Now, therefore the Lt.Governor (Administrator), A&N Islands declares the following minimum rates of wages **w.e.f 01-01-2017** across Six schedules of employments in addition to Govt Deptt/Offices/Industrial Establishments taking into account the Average All India Consumer Price Index for the period April 2016 to September 2016.

Sl. No.	Scheduled Employment	District	Category of workers	Basic	VDA	Minimum wages
1	Agriculture	South Andaman/ N&M Andaman	Un-skilled	156	141	297
			Semi-skilled/Unskilled supervisory	168	141	309
			Skilled/Clerical	181	141	322
			Highly skilled	202	141	343
		Nicobar	Un-skilled	167	141	308
			Semi-skilled	176	141	317
			Skilled/Clerical	198	141	339
			Highly skilled	220	141	361
2	Construction or	South	Un-skilled	156	141	297

-1-

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	Maintenance of roads or in building operations or in Stone breaking or Stone crushing	Andaman/ N&M Andaman	Semi-skilled/Clerical (Non - Matriculate)	181	141	321
			Skilled/Clerical (Matriculate)	220	141	361
			Highly skilled	245	141	386
		Nicobar	Un-skilled	167	141	288
			Semi-skilled/Clerical (Non - Matriculate)	198	141	339
			Skilled/Clerical (Matriculate)	245	141	396
			Highly skilled	266	141	407
		3	Employed for teaching and non-teaching in Educational Institutes/ School/Nurseries/ kinder garden/ Tutorials/Coaching Institutes in Private Sector other than the CBSE affiliated Institutions	South Andaman/ N&M Andaman	<u>Non-Teaching Staff</u>	
Peon/Helper/Watchman	156				141	297
Clerical/Lab Asst./Warden cook /Driver	202				141	343
<u>Teaching Staff</u>						
Teacher/Librarian/PET	220				141	361
Principal/Head Master	245				141	386
Nicobar	<u>Non-Teaching Staff</u>					
	Peon/Helper/Watchman			167	141	308
	Clerical/Lab Asst./Warden cook /Driver			220	141	361
	<u>Teaching Staff</u>					
	Teacher/Librarian/PET			245	141	386

-2-

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			Principal/Head Master	266	141	407
4	Loading and unloading	South Andaman/ N&M Andaman	Un-skilled	156	141	297
			Semi-skilled supervisory	168	141	309
			Skilled	220	141	361
			Highly skilled	245	141	386
			Clerical (Matriculate)	202	141	343
			Clerical (Non - Matriculate)	181	141	322
		Nicobar	Un-skilled	167	141	308
			Semi-skilled	176	141	317
			Skilled	245	141	386
			Highly skilled	266	141	407
			Clerical (Matriculate)	220	141	361
			Clerical (Non - Matriculate)	198	141	339
5	Wood based Industries	South Andaman/ N&M Andaman	Un-skilled	156	141	297
			Semi-skilled /Unskilled Supervisory	168	141	309
			Semi-Skilled (Non-Technical)	181	141	322
			Skilled-A	202	141	343
			Skilled-B	220	141	361

-3-

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			Highly skilled	245	141	386
			Clerical (Non-Matriculate)	181	141	322
			Clerical (Matriculate)	202	141	343
		Nicobar	Un-skilled	167	141	308
			Semi-skilled /Unskilled Supervisory	176	141	317
			Semi-Skilled (Non-Technical)	198	141	339
			Skilled-A	220	141	361
			Skilled-B	245	141	386
			Highly skilled	266	141	407
			Clerical (Non-Matriculate)	198	141	339
			Clerical (Matriculate)	220	141	361
6	Shops & Commercial Establishments, Hotels, Lodging, houses, Restaurants Eating Houses etc.	South Andaman/	Unskilled(peon etc)	173	141	314
		N&M Andaman	Semi-skilled(Assistant etc)	190	141	331
			Skilled(Clerk etc)	209	141	350
			Highly skilled(Manager etc)	236	141	377
		Nicobar	Unskilled(peon etc)	186	141	327
			Semi-skilled(Assistant etc)	204	141	345
			Skilled(Clerk etc)	224	141	365
			Highly skilled(Manager etc)	254	141	395

Whereas the Daily Wages including variable Dearness Allowance payable to the following category of worker employed by **various department/Office/Industrial Establishments**

-4-

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and other organized and unorganized sector which are not covered above six schedules of employments is as under:

1	South Andaman/ N&M Andaman	Un-skilled	156	141	297
		Semi-skilled /Unskilled Supervisory	168	141	309
		Semi-Skilled (Non-Technical)	181	141	322
		Skilled-A	202	141	343
		Skilled-B	220	141	361
		Highly skilled	245	141	386
		Clerical (Non-Matriculate)	181	141	322
		Clerical (Matriculate)	202	141	343
	Nicobar	Un-skilled	167	141	308
		Semi-skilled /Unskilled Supervisory	176	141	317
		Semi-Skilled (Non-Technical)	198	141	339
		Skilled-A	220	141	361
		Skilled-B	245	141	386
		Highly skilled	266	141	407
		Clerical (Non-Matriculate)	198	141	339
		Clerical (Matriculate)	220	141	361

The other terms and conditions as mentioned in the above referred notification dated 20-10-2010 shall remain unchanged.

By Order and in the name of Lieutenant Governor


Additional Secretary (Labour) / Labour Commissioner

-5-

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Copy to:

1. Secretary to Govt.of India, Ministry of Labour, Shram Shakti Bhawan, Rafi Marg, New Delhi.
2. All Heads of Departments/Offices under the A&N Islands.
3. All Members of the Advisory Committee.
4. All Central Govt. Department/offices in A&N Islands.
5. All PRI Member/Local bodies.
6. The P.S. to Hon'ble Lt. Governor, Raj Nivas.
7. All P.S to Secretaries.
8. The SIO,NIC, Port Blair, for information and uploading the same on www.and.nic.in as well as www.labour.and.nic.in.
9. Assistant Secretary (Labour)-05 Copies.
10. All Section in the Secretariat.
11. Spare Copies- 50

By Order and in the name of Lieutenant Governor

Additional Secretary (Labour)/ Labour Commissioner

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With effect from 01st January 2018

**ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF LABOUR COMMISSIONER
DIRECTORATE OF EMPLOYMENT & TRAINING.**

NOTIFICATION

No.F.NO 16/1/MW/2013-14/LC&DET- Whereas the draft proposal to revise the minimum rates of wages per day payable to the Schedule categories of employment was published in the Gazette No 223/2017/F.No 16/1/MW/2013-14/LC&DET dated 22nd September 2017 as required under section 3 of the Minimum Wages Act 1948 for information and inviting objections and suggestions from all persons likely to be affected thereby, till the expiry of the period of two months from the above said date.

AND whereas objections and suggestions received on the said proposal have been considered by the Lt.Governor (Administrator), Andaman & Nicobar Islands.

NOW, THEREFORE, in exercise of the powers conferred under Section 3 of Minimum Wages Act 1948 read with Notification No LP-24(1) dated 16th March 1949 of the GOI, Ministry of Labour and Section 4 & sub section (2) of Section 5 of the Minimum Wages Act 1948, and in supersession of the notification no 16/1/MW/2008 dated 20-10-2010 and subsequent modifications therein, the Hon'ble Lt.Governor (Administrator) hereby revises the Minimum Wages across six schedules of employments as well as DRM's engaged by A&N Administration in the territory of Andaman & Nicobar Islands **wef 1st January 2018.**

1. The Minimum wages shall be uniform across all three districts namely South Andaman, North & Middle Andaman and Nicobar District
2. The rates of Minimum wages shall be as under:

Category of employee	Minimum wage per day
Unskilled	Rs 437/-
Semi-Skilled/Unskilled supervisory	Rs 494/-
Skilled	Rs 579/-
Clerical	Rs 579/-
Highly Skilled	Rs 637/-

3. The Minimum wages shall also be uniform across six schedules of employment namely:
 - a. Shops, commercial establishments, residential hotels, lodging houses, restaurants, eating houses, theatres and places of public amusements or entertainments.
 - b. Wood Based Industries.

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- c. Educational Institutes/ School/ nurseries/ kinder gardens/Tutorials/Coaching Institutes in private sector other than the CBSE affiliated Institutions.
 - d. Agriculture.
 - e. Construction or maintenance of road or in the building operations or stone breaking or stone crushing.
 - f. Loading and unloading.
 - g. And shall also be applicable to DRM's engaged by various Govt deptt's under A&N Admn.
4. The Minimum wages shall include the wages for weekly day of rest, in order to arrive at the monthly wages, the daily wages shall be multiplied by 26 days.
 5. Where the work of similar nature is performed by women, no distinction in the payment of wages shall be made between men & women workers.
 6. Wherever the existing wages of an employee is higher than the minimum wages fixed herein, the same shall be continued to be paid.
 7. The Minimum wages shall be revised taking into account Variable Dearness Allowance twice in year in the month of January and July.
 8. Variable Dearness Allowance will be payable or deductible @ Rs1.00 per point rise or fall in the Average All India Consumer Price Index for a period of Six Months i.e October to March under Order to be issued in July every year and for the period April to September under Order to be issued in January.
 9. The VDA shall be calculated as per the All India Consumer Price Index (Base year 2001=100).

(Admiral Devendra Kumar Joshi, PVSM,AVSM,YSM,NM,VSM (Retd))
Lieutenant Governor

By Order and in the name of Lieutenant Governor,


Additional Secretary (Labour)

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With effect from 01st July 2018

ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER

PORT BLAIR, DATED THE 17th JULY 2018

F.NO 16/1/MW/2013-14/LC&DET/ 815

ORDER

Whereas in exercise of the powers conferred under Section 5 of the Minimum Wages Act 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. of India, Ministry of Labour, the Lt.Governor (Administrator), Andaman & Nicobar Islands had last revised minimum rates of wages in the Six schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No 300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December 2017.

And whereas the rates are required to be revised on six monthly basis in pursuance of the above said Notification.

Now, therefore the Lt.Governor (Administrator), A&N Islands declares the following minimum rates of wages **w.e.f 01-07-2018** across Six schedules of employments; in addition to Govt Deptt/Offices/Industrial Establishments taking into account the Average All India Consumer Price Index for the period **October 2017 to March 2018**.

Category of employee	Minimum wage per day
Unskilled	Rs 443/-
Semi-Skilled/Unskilled supervisory	Rs 500/-
Skilled/Clerical	Rs 585/-
Highly Skilled	Rs 643/-

The other terms and conditions as mentioned in the above referred notification dated 11-12-2017 shall remain unchanged.

By Order and in the name of Lieutenant Governor
Andaman & Nicobar Islands

Additional Secretary (Labour) / Labour Commissioner

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Copy to:

1. Secretary to Govt.of India, Ministry of Labour, Shram Shakti Bhawan, Rafi Marg, New Delhi.
2. All Heads of Departments/Offices under the A&N Islands.
3. All Members of the Advisory Committee.
4. All Central Govt. Department/offices in A&N Islands.
5. All PRI Member/Local bodies.
6. The P.S. to Hon'ble Lt. Governor, Raj Nivas.
7. All P.S to Secretaries.
8. The SIO,NIC, Port Blair, for information and uploading the same on www.and.nic.in as well as www.labour.and.nic.in.
9. SOVTECH for uploading on portal.
10. Assistant Secretary (Labour)-05 Copies.
11. All Section in the Secretariat.
12. Spare Copies- 50

By Order and in the name of Lieutenant Governor
Andaman & Nicobar Islands

Additional Secretary (Labour)/ Labour Commissioner

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With effect from 01st January 2019

ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER

PORT BLAIR, DATED THE 01st JANUARY 2019

F.NO 16/1/MW/2013-14/LC&DET/ 01

ORDER

Whereas in exercise of the powers conferred under Section 5 of the Minimum Wages Act 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. of India, Ministry of Labour, the Lt.Governor (Administrator), Andaman & Nicobar Islands had last revised minimum rates of wages in the Six schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide **Notification No 300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December 2017.**

And whereas the rates are required to be revised on six monthly basis in pursuance of the above said Notification.

Now, therefore the Lt.Governor (Administrator), A&N Islands declares the following minimum rates of wages **w.e.f 01-01-2019** across Six schedules of employments, in addition to Govt Deptt/Offices/Industrial Establishments taking into account the Average All India Consumer Price Index for the period **April 2018 to September 2018**

Category of employee	Minimum wage per day
Unskilled	Rs 451/-
Semi-Skilled/Unskilled supervisory	Rs 508/-
Skilled/Clerical	Rs 593/-
Highly Skilled	Rs 651/-

The other terms and conditions as mentioned in the above referred notification dated 11-12-2017 shall remain unchanged.

By Order and in the name of Lieutenant Governor
Andaman & Nicobar Islands


Additional Secretary (Labour)/Labour Commissioner

-1-

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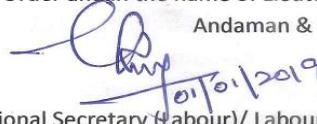
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3. All Members of the Advisory Committee.
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By Order and in the name of Lieutenant Governor
Andaman & Nicobar Islands



Additional Secretary (Labour)/ Labour Commissioner

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With effect from 01st July 2019

ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER

PORT BLAIR, DATED THE ^{18th} JUNE 2019

F.NO 16/1/MW/2013-14/LC&DET/945

ORDER

Whereas in exercise of the powers conferred under Section 5 of the Minimum Wages Act 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. of India, Ministry of Labour, the Lt.Governor (Administrator), Andaman & Nicobar Islands had last revised minimum rates of wages in the Six schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No 300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December 2017.

And whereas the rates are required to be revised on six monthly basis in pursuance of the above said Notification.

Now, therefore the Lt.Governor (Administrator), A&N Islands declares the following minimum rates of wages **w.e.f 01-07-2019** across Six schedules of employments, in addition to Govt Deptt/Offices/Industrial Establishments taking into account the Average All India Consumer Price Index for the period **October 2018 to March 2019**

Category of employee	Minimum wage per day
Unskilled	Rs 461/-
Semi-Skilled/Unskilled supervisory	Rs 518/-
Skilled/Clerical	Rs 603/-
Highly Skilled	Rs 661/-

The other terms and conditions as mentioned in the above referred notification dated 11-12-2017 shall remain unchanged.

By Order and in the name of Lieutenant Governor
Andaman & Nicobar Islands


Additional Secretary (Labour)/ Labour Commissioner

-1-

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With effect from 01st January 2020

ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER

PORT BLAIR, DATED THE 1st JANUARY 2020

F.NO 16/1/MW/2013-14/LC&DET/

ORDER No.01

Whereas in exercise of the powers conferred under Section 5 of the Minimum Wages Act 1948 read with Notification No LP 24(1) dated the 16th March 1949 of the Govt of India, Ministry of Labour, the Lt.Governor (Administrator), Andaman & Nicobar Islands had last revised minimum wages per day in the Six schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No 300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December 2017.

And whereas the rates are required to be revised on six monthly basis in pursuance of the above said Notification.

Now, therefore the Lt.Governor (Administrator), A&N Islands declares the following minimum rates of wages w.e.f 01-01-2020 across Six schedules of employments, in addition to Govt Deptt/Offices/Industrial Establishments taking into account the Average All India Consumer Price Index for the period April 2019 to September 2019

Category of employee	Minimum wage per day
Unskilled	Rs 473/-
Semi-Skilled/Unskilled supervisory	Rs 530/-
Skilled/Clerical	Rs 615/-
Highly Skilled	Rs 673/-

The other terms and conditions as mentioned in the notification 300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December 2017 shall remain unchanged.

By Order and in the name of Lieutenant Governor
Andaman & Nicobar Islands

Additional Secretary (Labour)/ Labour Commissioner

-1-

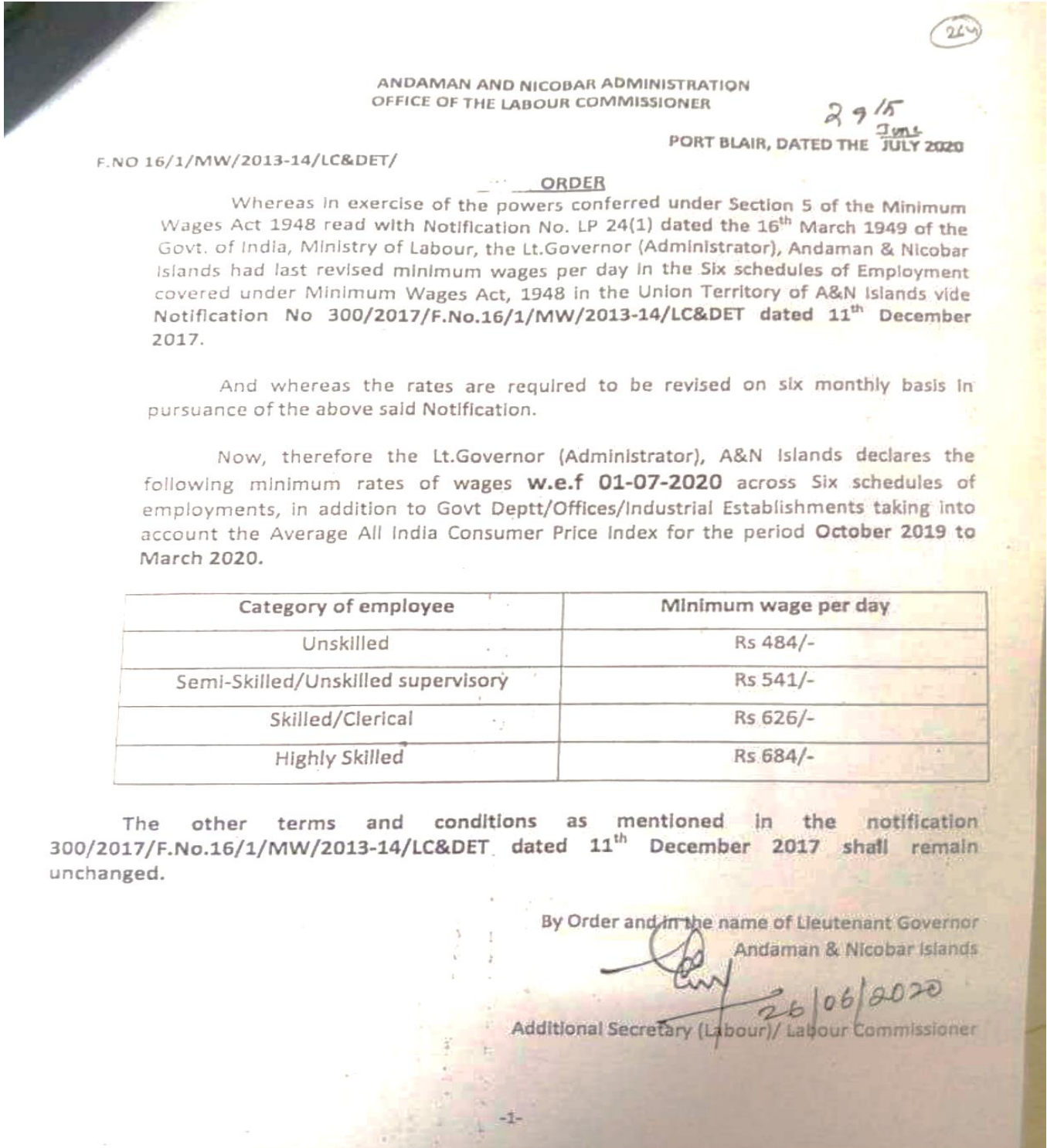
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With effect from 01st July 2020



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With effect from 01st January 2021

ANDAMAN & NICOBAR ADMINISTRATION OFFICE OF THE LABOUR COMMISSIONER

F.No. 16/1/MW/2019-20/LC&DET/ 23

Port Blair, Dtd. the 07/01/2021

ORDER

Whereas in exercise of powers conferred under Section 5 of the Minimum Wages Act 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. Of India, Ministry of Labour, the Lt. Governor (Administrator), Andaman & Nicobar Islands had last revised minimum wages per day in the Six Schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A & N Islands vide **Notification No. 300/2017/f.No.16/1/MW/2013-14/LC&DET dated 11th December 2017.**

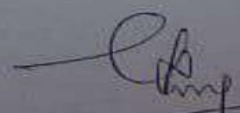
And whereas the rates are required to be revised on Six monthly basis in pursuance of the above said Notification.

Now, therefore the Lt. Governor (Administrator), A & N Islands declares the following minimum rates of wages **w.e.f 01-01-2021** across Six Schedules of Employments, in addition to Govt. Deptt./Offices/Industrial Establishments taking into account the Average All India Consumer Price Index for the period **April 2020 to September 2020.**

Category Of employees	Minimum wage per day
Unskilled	Rs. 490/-
Semi Skilled/ unskilled Supervisory	Rs 547/-
Skilled/Clerical	Rs.632/-
Highly Skilled	Rs 690/-

The other terms and conditions as mentioned in the Notification No.300/2017/f.No.16/1/MW/2013-14/LC&DET dated 11th December 2017 shall remain unchanged.

By order and in the name of Lieutenant Governor
A&N Islands


Additional Secretary (Labour)/Labour Commissioner

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With effect from 01st July 2021

ANDAMAN AND NICOBAR ADMINISTRATION OFFICE OF THE LABOUR COMMISSIONER

F.No. 16/1/MW/2019-20/LC&DET/ 1060 Port Blair, Dtd. the, 29th June, 2021.

ORDER

Whereas in exercise of powers conferred under Section 5 of the Minimum Wages Act, 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. of India, Ministry of Labour, the Lt. Governor (Administrator), Andaman & Nicobar Islands had last revised minimum wages per day in the Six Schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No. 300/2017/f.No.16/1/MW/2013-14/LC&DET dated 11th December, 2017.

And whereas the rates are required to be revised on Six monthly basis in pursuance of the above said Notification.

Now, therefore the Lt. Governor (Administrator), A&N Islands declares the following minimum rates of wages w.e.f 01.07.2021 across Six Schedules of Employments, in addition to Govt. Deptt/Offices/Industrial Establishments taking into account the Average All India Consumer Price Index form the period **October 2020 to March, 2021**

Category Of employees	Minimum wage per day
Unskilled	Rs. 499/-
Semi Skilled/ unskilled Supervisory	Rs. 556/-
Skilled/Clerical	Rs. 641/-
Highly Skilled	Rs. 699/-

The other terms and conditions as mentioned in the Notification No.300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December 2017 shall remain unchanged.

By order and in the name of Lieutenant Governor
A & N Islands


Additional Secretary (Labour)/Labour Commissioner *ve*

P.T.O

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With effect from 01st January 2022

**ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER**

F.No. 16/1/MW/2019-20/LC&DET/27 Port Blair, Dtd. the, 11th January, 2022.

ORDER

Whereas in exercise of powers conferred under Section 5 of the Minimum Wages Act, 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. of India, Ministry of Labour, the Lt. Governor (Administrator), Andaman & Nicobar Islands had last revised minimum wages per day in the Six Schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No. 300/2017/f.No.16/1/MW/2013-14/LC&DET dated 11th December, 2017.

And whereas the rates are required to be revised on Six monthly basis in pursuance of the above said Notification.

Now, therefore the Lt. Governor (Administrator), A&N Islands declares the following minimum rates of wages **w.e.f 01.01.2022** across Six Schedules of Employments, in addition to Govt. Deptt/Offices/Industrial Establishments taking into account the Average All India Consumer Price Index from the period **April, 2021 to September, 2021**.

Category Of employees	Minimum wage per day
Unskilled	Rs. 507/-
Semi Skilled/ unskilled Supervisory	Rs. 564/-
Skilled/Clerical	Rs. 649/-
Highly Skilled	Rs. 707/-

The other terms and conditions as mentioned in the Notification No.300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December 2017 shall remain unchanged.

By order and in the name of Lieutenant Governor
A & N Islands



Additional Secretary (Labour)/Labour Commissioner

VEDIKA CONSULTANCY

(THE RIGHT PLACE FOR SOLUTIONS)

Mumbai & Ahmedabad | 86526 42013 | vedikaconsultancy.in | vedikaconsultancy14@gmail.com

With effect from 01st July 2022

ANDAMAN AND NICOBAR ADMINISTRATION OFFICE OF THE LABOUR COMMISSIONER

F.No. 16/1/MW/2019-20/LC&DET/ 769

Port Blair, Dtd. 29/07/2022

ORDER.

Whereas, in exercise of powers conferred under Section 5 of the Minimum Wages Act, 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. of India, Ministry of Labour, the Lt. Governor (Administrator), Andaman & Nicobar Islands had last revised minimum wages per day in the Six Schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No. 300/2017/f.No.16/1/MW/2013-14/LC&DET dated 11th December, 2017.

And whereas, the rates are required to be revised on Six monthly basis in pursuance of the above said Notification.

Now, therefore, the Lt. Governor (Administrator), A&N Islands declares the following minimum rates of wages w.e.f. 01.07.2022 across Six Schedules of Employments, in addition to Govt. Dept/Offices/Industrial Establishments taking into account the Average All India Consumer Price Index from the period **October, 2021 to March, 2022.**

Category Of employees	Minimum wage per day
Unskilled	Rs. 517/-
Semi Skilled/ unskilled Supervisory	Rs. 574/-
Skilled/Clerical	Rs. 659/-
Highly Skilled	Rs. 717/-

The other terms and conditions as mentioned in the Notification No.300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December 2017 shall remain unchanged.

By order and in the name of Lieutenant Governor
A & N Islands



Additional Secretary (Labour)/Labour Commissioner

VEDIKA CONSULTANCY

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Copy to:

1. Secretary to Govt. of India, Ministry of Labour, Shram Shakti Bhavan, Rafi Marg, New Delhi.
2. All Heads of Departments/Offices under the A&N Islands.
3. All Members of the Advisory Committee.
4. All Central Govt. Departments/offices in A&N Islands.
5. All PRI Members/Local bodies.
6. The PS to Hon'ble Lt. Governor, Raj Niwas.
7. All PS to Secretaries.
8. The SIO, NIC, Port Blair for information and uploading the same on www.and.nic.in as well as www.labour.and.nic.in
9. SOVTECH for uploading on portal.
10. The Assistant Secretary (Labour) – 05 copies.
11. Office of Assistant Labour Commissioner, Rangat & Hut Bay.
12. All Sections in the Secretariat, A&N Administration.
13. Spare copies – 50.

By order and in the name of Lieutenant Governor
A & N Islands



Additional Secretary (Labour)/Labour Commissioner

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With effect from 01st January 2023

ANDAMAN AND NICOBAR ADMINISTRATION OFFICE OF THE LABOUR COMMISSIONER

F.No. 16/1/MW/2019-20/LC&DET/.....^{B14} Port Blair, dated the 29th December, 2022.

ORDER

Whereas in exercise of powers conferred under Section 5 of the Minimum Wages Act, 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. of India, Ministry of Labour, the Lt. Governor (Administrator), Andaman & Nicobar Islands had last revised minimum wages per day in the Six Schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No. 300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December, 2017.

And whereas the rates are required to be revised on Six-Monthly basis in pursuance of the above said Notification.

Now, therefore the Lt. Governor (Administrator), A&N Islands declares the following minimum rates of wages **w.e.f 01.01.2023** across Six Schedules of Employments, in addition to Govt. Deptt/Offices/Industrial Establishments taking into account the Average All India Consumer Price Index from the period **April, 2022 to September, 2022**.

Category Of employees	Minimum wage per day
Unskilled	Rs. 529/-
Semi Skilled/ unskilled Supervisory	Rs. 586/-
Skilled/Clerical	Rs. 671/-
Highly Skilled	Rs. 729/-

The other terms and conditions as mentioned in the Notification No.300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December 2017 shall remain unchanged.

By order and in the name of Lieutenant Governor
A & N Islands

Additional Secretary (Labour)/Labour Commissioner

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With effect from 01st July 2023



ANDAMAN AND NICOBAR ADMINISTRATION OFFICE OF THE LABOUR COMMISSIONER

F.No. 16/1/MW/2019-20/LC&DET/ 667

Port Blair, Date the 07th July, 2023

ORDER

Whereas in exercise of powers conferred under Section 5 of the Minimum Wages Act, 1948 read with Notification No. LP 24(1) dated the 16th March 1949 of the Govt. of India, Ministry of Labour, the Lt. Governor (Administrator), Andaman & Nicobar Islands had last revised Minimum Wages per day in the Six Schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No. 300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December, 2017.

And whereas the rates are required to be revised on Six-Monthly Basis in pursuance of the above said Notification.

Now, therefore the Lt. Governor (Administrator), A&N Islands declares the following Minimum Rates of Wages **w.e.f 01.07.2023** across Six Schedules of Employments, in addition to Govt. Departments/ Offices/ Industrial Establishments taking into account the Average All India Consumer Price Index from the period October, 2022 to March, 2023.

Category Of employees	Minimum wage per day
Unskilled	Rs. 538/-
Semi Skilled / unskilled Supervisory	Rs. 595/-
Skilled / Clerical	Rs. 680/-
Highly Skilled	Rs. 738/-

The other terms and conditions as mentioned in the Notification No.300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11th December 2017 shall remain unchanged.

By order and in the name of Lieutenant Governor
A & N Islands

Additional Secretary (Labour)/Labour Commissioner

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Copy to:

1. Secretary to Govt. of India, Ministry of Labour, Shram Shakti Bhavan, Rafi Marg, New Delhi.
2. All Head of Departments/ Offices under the A&N Administration.
3. All Members of the Advisory Committee.
4. All Central Govt. Departments/ Offices in A&N Islands.
5. All PRI Members/ Local Bodies.
6. The PS to Hon'ble Lt. Governor, A&N Islands, Raj Niwas, Port Blair.
7. All PS to Secretaries.
8. The SIO, NIC, Port Blair for information and uploading the same on www.and.nic.in as well as www.labour.nic.in
9. SOVTECH, Port Blair for uploading on portal.
10. The Assistant Secretary (Labour), A&N Administration, Secretariat, Port Blair. (05 Copies)
11. Office of the Assistant Labour Commissioner, Rangat & Hut Bay.
12. All Sections in the Secretariat, A&N Administration.
13. Spare copies – 50.

By order and in the name of Lieutenant Governor
A & N Islands



Additional Secretary (Labour)/Labour Commissioner

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With effect from 01st January 2024

अण्डमान तथा
Andaman And



असामान्य
असाधारण

EXTRAORDINARY

प्राधिकार से प्रकाशित

Published by Authority

निकोबार राजपत्र
Nicobar Gazette

सं. 134 पोर्ट ब्लेयर, बुधवार, 27 दिसम्बर, 2023

No. 134, Port Blair, Wednesday, December 27, 2023

**ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER
DIRECTORATE OF EMPLOYMENT & TRAINING**

NOTIFICATION

Port Blair, dated the 27th December, 2023.

No.133/2023/F.No.16/1/MW/2019-20/LC&DET.— **WHEREAS**, the draft proposal to revise the minimum rates of Wages per day payable to the Schedule categories of employment was published in the Gazette No. 85/2023/F.No.16/1/MW/2019-20/LC&DET dated 25th August, 2023 as required under Section 3 of the Minimum Wages Act, 1948 for information and inviting objections and suggestions from all persons likely to be affected thereby, till the expiry of the period of two months from the above said date.

AND, WHEREAS, objections and suggestions received on the said proposal have been considered by the Lt. Governor (Administrator), Andaman and Nicobar Islands.

NOW, THEREFORE, in exercise of the powers conferred under Section 3 of Minimum Wages Act, 1948 read with Notification No. LP-24(1) dated 16th March, 1949 of the GoI, Ministry of Labour and Section 4 & Sub-Section (2) of Section 5 of the Minimum Wages Act, 1948 and in supersession of Notification No. 300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11.12.2017 and subsequent modification therein, the Lt. Governor (Administrator), Andaman and Nicobar Islands hereby revises the Minimum Wages across six schedules of employments as well as DRM's engaged by A&N Administration in the Territory of Andaman & Nicobar Islands **w.e.f. 1st January, 2024.**

1. The Minimum Wages shall be uniform across all three Districts namely South Andaman, North & Middle Andaman and Nicobar District.
2. The rates of Minimum Wages shall be as under:

<u>Category of Employees</u>	<u>Minimum Wage Per Day</u>
Unskilled	628
Semi-Skilled / Un-skilled Supervisory	709
Skilled / Clerical	832
Highly Skilled	915

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2 THE ANDAMAN AND NICOBAR EXTRAORDINARY GAZETTE, DECEMBER 27, 2023

3. The Minimum Wages shall also be uniform across six schedules of employment namely :
- Shops, Commercial Establishments, Residential Hotels, Lodging Houses, Restaurants, Eating Houses, Theaters and places of Public Amusements or Entertainment.
 - Wood-based Industries.
 - Educational Institutes / Schools / Nurseries / Kinder Gartens / Tutorials / Coaching Institutes in the Private Sector other than the CBSE Affiliated Institutions.
 - Agriculture
 - Construction or maintenance of Roads or in the Building Operations or Stone Breaking or Stone Crushing
 - Loading and Unloading
 - And shall be applicable to DRMs engaged by various Govt. Departments under A & N Administration.
4. The Minimum Wages shall include the wages for a weekly day of rest, in order to arrive at the monthly wages, the daily wages shall be multiplied by 26 days.
5. Where work of a similar nature is performed by women, no distinction in the payment of wages shall be made between men & women workers.
6. Wherever the existing wages of an employee are higher than the minimum wages fixed therein, the same shall be continued to be paid.
7. The Minimum Wages shall be revised taking into account Variable Dearness Allowance twice in year in the months of January and July.
8. Variable Dearness Allowance will be payable or deductible @ Rs. 1.00 per point rise or fall in the Average All India Consumer Price Index for a period of six months i.e. October to March under Order to be issued in July every year and for the period April to September under Order to be issued in January.
9. The VDA shall be calculated as per the All India Consumer Price Index (Base Year 2016=100).

Admiral D. K. Joshi
PVSM, AVSM, YSM, NM, VSM (Retd.)
Lieutenant Governor,
Andaman and Nicobar Islands.

By Order and in the name of the Lieutenant Governor,

Sd./-
Additional Secretary (Labour)

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With effect from 01st July 2024

ANDAMAN AND NICOBAR ADMINISTRATION OFFICE OF THE LABOUR COMMISSIONER

F. No. A-196/1/2022-Lab.Ins-I-LAB_AN

Port Blair, Date the 12th July 2024

ORDER No. 300

Whereas, in the exercise of powers conferred under Section 5 of the Minimum Wages Act, 1948 read with Notification No. LP 24(1) dated the 16th March, 1949 of the Ministry of Labour, GoI, the Lt. Governor (Administrator), Andaman & Nicobar Islands had last revised minimum wages per day in the Six Schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No. 133/2023/F, dated 27.12.2023.

And whereas, the rates are required to be revised on Six-Monthly Basis in pursuance of the above said Notification.

Now, therefore, the Lt. Governor (Administrator), A&N Islands declares the following Minimum Rates of Wages **w.e.f. 01.07.2024** across Six Schedules of Employments, in addition to Govt. Departments/ Offices/ Industrial Establishments taking into account the Average All India Consumer Price Index from the period October, 2023 to March, 2024.

Category of Employees	Minimum Wage per Day
Unskilled	633.00
Semi-Skilled/Unskilled Supervisory	714.00
Skilled/Clerical	837.00
Highly Skilled	920.00

The other terms and conditions as mentioned in the Notification No. 133/2023/F, dated 27.12.2023 shall remain unchanged.

By order and in the name of Lieutenant Governor
A & N Islands


Additional Secretary (Labour)/Labour Commissioner

Copy to:

- Secretary to Govt. of India, Ministry of Labour, Shram Shakti Bhawan, Rafi Marg, New Delhi.
- All Head of Departments/Offices under the A & N Administration.
- All members of the Advisory Committee.
- All Central Govt. Departments/Offices in A & N Islands.
- All PRI Members/Local Bodies.
- The PS to Hon'ble Lt. Governor, A & N Islands, Raj Niwas, Port Blair.
- All PS to Secretaries.
- The SIO, NIC, Port Blair for information and uploading the same on www.andaman.gov.in as well as <https://labour.and.nic.in/>
- SOVTECH, Port Blair for uploading on the portal.
- The Assistant Secretary (Labour), A & N Administration, Secretariat, Port Blair. (05 Copies)
- Office of the Assistant Labour Commissioner, Rangat & Hutbay.
- All Sections in the Secretariat, A & N Administration.
- Spare copies- 50.

By order and in the name of Lieutenant Governor
A & N Islands


Additional Secretary (Labour)/Labour Commissioner

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With effect from 01st January 2025

**ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER**

F. No. A-196/1/2022-Lab.Ins-I-LAB_AN

Sri Vijaya Puram, Date the ^{23th} December, 2024

ORDER No. 535

Whereas, in the exercise of powers conferred under Section 5 of the Minimum Wages Act, 1948 read with Notification No. LP 24(1) dated the 16th March, 1949 of the Ministry of Labour, GoI, the Lt. Governor (Administrator), Andaman & Nicobar Islands had last revised minimum wages per day in the Six Schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No. 133/2023/F, dated 27.12.2023.

And whereas, the rates are required to be revised on Six-Monthly Basis in pursuance of the above said Notification.

Now, therefore, the Lt. Governor (Administrator), A&N Islands declares the following Minimum Rates of Wages **w.e.f. 01.01.2025** across Six Schedules of Employments, in addition to Govt. Departments/ Offices/ Industrial Establishments taking into account the Average All India Consumer Price Index from the period April, 2024 to September, 2024.

Category of Employees	Minimum Wage per Day
Unskilled	641.00
Semi-Skilled/Unskilled Supervisory	722.00
Skilled/Clerical	845.00
Highly Skilled	928.00

The other terms and conditions as mentioned in the Notification No. 133/2023/F, dated 27.12.2023 shall remain unchanged.

By order and in the name of Lieutenant Governor
A & N Islands

Digitally signed by

Additional Secretary (Labour) / Labour Commissioner

(K. Srinivasa Rao)

Date: 23-12-2024

15:38:26

Copy to:

- Secretary to Govt. of India, Ministry of Labour, Shram Shakti Bhawan, Rafi Marg, New Delhi.
- All Head of Departments/Offices under the A & N Administration.
- All members of the Advisory Committee.

VEDIKA CONSULTANCY

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4. All Central Govt. Departments/Offices in A & N Islands.
5. All PRI Members/Local Bodies.
6. The PS to Hon'ble Lt. Governor, A & N Islands, Raj Niwas, Sri Vijaya Puram.
7. All PS to Secretaries.
8. The SIO, NIC, Sri Vijaya Puram for information and uploading the same on www.andaman.gov.in as well as <https://labour.and.nic.in/>
9. SOVTECH, Sri Vijaya Puram for uploading on the portal.
10. The Assistant Secretary (Labour), A & N Administration, Secretariat, Sri Vijaya Puram. (05 Copies)
11. Office of the Assistant Labour Commissioner, Rangat & Hutbay.
12. All Sections in the Secretariat, A & N Administration.
13. Spare copies- 50.

**By order and in the name of Lieutenant Governor
A & N Islands**

Additional Secretary (Labour)/Labour Commissioner

VEDIKA CONSULTANCY

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With effect from 01st July 2025

ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER

F. No. A-196/1/2022-Lab.Ins-I-LAB_AN
Sri Vijaya Puram, Date the ^{8/16} July, 2025

ORDER No. 257

Whereas, in the exercise of powers conferred under Section 5 of the Minimum Wages Act, 1948 read with Notification No. LP 24(1) dated the 16th March, 1949 of the Ministry of Labour, Govt. of India, the Lt. Governor (Administrator), Andaman & Nicobar Islands had last revised minimum wages per day in the Six Schedules of Employment covered under Minimum Wages Act, 1948 in the Union Territory of A&N Islands vide Notification No. 133/2023/F, dated 27.12.2023.

And whereas, the rates are required to be revised on Six-Monthly Basis in pursuance of the above said Notification.

Now, therefore, the Lt. Governor (Administrator), A&N Islands declares the following Minimum Rates of Wages w.e.f. **01.07.2025** across Six Schedules of Employments, in addition to Govt. Departments/ Offices/ Industrial Establishments taking into account the Average All India Consumer Price Index from the period October, 2024 to March, 2025.

Category of Employees	Minimum Wage per Day
Unskilled	647.00
Semi-Skilled/Unskilled Supervisory	728.00
Skilled/Clerical	851.00
Highly Skilled	934.00

The other terms and conditions as mentioned in the Notification No. 133/2023/F, dated 27.12.2023 shall remain unchanged.

By order and in the name of Lieutenant Governor
A & N Islands

Digitally signed by
K. Srinivasa Rao

Additional Secretary (Labour) / Labour Commissioner
11:51:08

Copy to:

- Secretary to Govt. of India, Ministry of Labour, Shram Shakti Bhawan, Rafi Marg, New Delhi.
- All Head of Departments/Offices under the A & N Administration.



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3. All members of the Advisory Committee.
4. All Central Govt. Departments/Offices in A & N Islands.
5. All PRI Members/Local Bodies.
6. The PS to Hon'ble Lt. Governor; A & N Islands, Raj Niwas, Sri Vijaya Puram.
7. All PS to Secretaries.
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12. All Sections in the Secretariat, A & N Administration.
13. Spare copies- 50.

**By order and in the name of Lieutenant Governor
A & N Islands**

Additional Secretary (Labour)/Labour Commissioner

