

**Uttar Pradesh Shasan
Shram Anubhag-2**

In pursuance of the provisions of Clause (3) of Article 348 of the Constitution, the Governor is pleased to order the publication of the following English translation of Notification no.374/36-2-2026-2041256 dated :
#Approved Date#

Notification

Order

No. 374/36-2-2026-2041256

Lucknow; Dated: 17-04-2026

WHEREAS, vide letter no.3522-26/GAIR dated 09.04.2026 and press communication dated 10.04.2026 issued by the Additional Labour Commissioner, Noida, information has been received regarding the outcome of discussions held between the representatives of employers and workers of certain industrial units, arising out of the labour unrest in Noida and Greater Noida in Gautam Buddha Nagar district;

AND WHEREAS, the said information includes the demands raised by the workers and the agreement given by the employers in response thereto, wherein the primary demand of the workers was for enhancement of minimum wages on the pattern of minimum wages in the State of Haryana;

AND WHEREAS, in view of the labour unrest in Noida and Greater Noida in the Gautam Buddha Nagar district, and for ensuring industrial harmony and maintenance of peace, the State Government, vide Office Memorandum No. 617/36-3-2026 dated 13.04.2026, constituted a High Level Committee under the Chairmanship of the Infrastructure and Industrial Development Commissioner, Uttar Pradesh; in which the Additional Chief Secretary, Department of Micro, Small and Medium Enterprises; the Principal Secretary, Department of Labour and Employment and Labour Commissioner, Uttar Pradesh were nominated as Members and Member-Secretary respectively. The Committee also included five representatives of workers and three representatives of employers;

AND WHEREAS, the said Committee visited Gautam Buddha Nagar district on 13.04.2026 and held discussions with all relevant stakeholders

concerned including workers, occupiers/representatives of various industrial establishments and contractors;

During the discussions, the workers' side primarily submitted that due to rise in cost of living, they are facing difficulty in maintaining their decent livelihood. Most workers reside in rented accommodations and the rent has also been increased by the building owners. Due to the above factors, there is a need for enhancement in wages;

On the other hand, the employers' side submitted that due to increase in global tariff rates, their business has been adversely affected and financial burden has significantly increased. Further, due to the ongoing global developments, particularly in West Asia, their business operations have also been negatively impacted. Owing to the current labour unrest, various roads remained blocked, resulting in disruption of supply chains;

AND WHEREAS, the High Level Committee sought a report from the Department of Labour and Employment, which revealed that under the Minimum Wages Act, 1948, the minimum rates of wages in 74 scheduled employments in Uttar Pradesh were determined on the basis of the All India Consumer Price Index (Base Year 2001=100), taking the average index of 216 points for the period July 2012 to December 2012;

Subsequently, based on the average index of 301 points for the period July 2017 to December 2017, the revision of minimum wages was due in the year 2017, effective from 1 April, 2019. Further, based on the average index of 400 points for the period July 2023 to December 2023, revision was due from 1 April, 2024. Again, based on the average index of 425 points for December 2025, revision is due from 1 April, 2026. However, such revisions could not be carried out in the years 2019 and 2024;

AND WHEREAS, the Code on Wages, 2019 has been notified and commenced by the Government of India, and the process for notification of the Uttar Pradesh Code on Wages Rules, 2026 is underway. As per the provisions of the said Code, State Governments are empowered to determine differential rates of wages based on geographical conditions, cost of living, nature of work and other relevant factors;

Accordingly, keeping in view the geographical diversification of Uttar Pradesh, status of industries, urban infrastructure and cost of living, the Department of Labour has proposed classification of the State into three categories for the purposes of fixation of minimum wage rates. In this classification, Gautam Buddha Nagar and Ghaziabad districts have been included in Category-I; all districts having Nagar Nigam (excluding Gautam Buddha Nagar and Ghaziabad districts) are proposed under Category-II; and all remaining districts are proposed under Category-III. This proposal has been agreed upon by both employers and workers;

AND WHEREAS, in the opinion of the State Government, such action is necessary for maintaining public order, sustaining industrial production and ensuring continuity of employment;

NOW, THEREFORE, in supersession of Order No. 1477-84 (M.W.)/15 dated 25.03.2026 (except in respect of employment in brick kilns where wages are fixed on piece-rate basis) of the Labour Commissioner, and in exercise of powers conferred under section 3(b) of the United Provinces Industrial Disputes Act, 1947 (U.P. Act No. 28 of 1947) read with section 21 of the Uttar Pradesh General Clauses Act, 1904 (U.P. Act No. 1 of 1904), the Governor is pleased to direct that, as an interim relief, minimum wages shall be paid to workers at the rates specified in the table below (in those employments where minimum wages are otherwise fixed under the Minimum Wages Act, 1948).

The Governor is further pleased to direct under section 19 of the aforesaid Act of 1947 that this order shall be published in the official Gazette.

TABLE
Minimum Wage Rates for Gautam Buddha Nagar and Ghaziabad
Districts (Category-I)

Category	Effective from date 01-04-2026 Basic Wage (₹)	Variable Dearness Allowance (₹)	Total (₹)
Unskilled	12885	805	13690
Semi-Skilled	14173	886	15059
Skilled	15876	992	16868

Minimum Wage Rates for Districts having Nagar Nigam (Category-II)

Category	Effective from date 01-04-2026 Basic Wage (₹)	Variable Dearness Allowance (₹)	Total (₹)
Unskilled	12241	765	13006
Semi-Skilled	13464	842	14306
Skilled	15082	943	16025

**Minimum Wage Rates for other than Category-I and II Districts
(Category-III)**

Category	Effective from date 01-04-2026 Basic Wage (₹)	Variable Dearness Allowance (₹)	Total (₹)
Unskilled	11629	727	12356
Semi-Skilled	12791	799	13590
Skilled	14328	896	15224

By order,

(Dr. M.K. Shanmuga Sundaram)
Principal Secretary