



AMITY UNIVERSITY

UTTAR PRADESH

Amity University Uttar Pradesh was established through “Amity University Uttar Pradesh Act, 2005” passed by the State Legislature and assented by the Governor, notified vide UP Govt. Gazette Notification

No. 403/VII-V-I-I(Ka)/I/2005 dated 24 March 2005 and Uttar Pradesh Private Universities Act 2019 (UP. Act No. 12 of 2019) No 1451(a)/LXXIX-V-I-19-1CKa) 11-19 dated 6 Aug 2019.

Minimum Wages payable to the Unskilled, Semi-Skilled and Skilled workmen in the State of Uttar Pradesh are revised by the State Govt and implemented accordingly. AUUP adheres to the rules and regulations of UGC and UP Govt.

Attendants and Staff are the one having their protection under various welfare legislation applicable to them. e.g., Minimum Wages Act 1948, Payment of Wages act 1936, Industrial Dispute Act 1947, Employee Provident Funds and Miscellaneous Provisions Act, 1952, Employees’ State Insurance Act, 1948, Maternity Benefit Act, 1961 etc.

As a brief description we may define:

Minimum Wages Act, 1948:

It is a statute, which fixes minimum wages for various categories of employees, like unskilled, semi-skilled, skilled and different category of staff. It also defines the components of wages. Minimum wages are revised after every six months on the basis of rise and fall in consumer price index.

Payment of Wages Act, 1936:

It determines the time limit within which the salary is required to be paid to the employees. It also clarifies the deductions that may be made from the salary of an employed person and its procedure under the Act. For example: Deductions on account of Fines, Deduction for absence form duty, Deductions for recovery of advances, Deductions for recovery of loans etc.

Employee Provident Funds and Miscellaneous Provisions Act, 1952:

It is an Act to ensure compulsory savings for an employee covered under this act. and also make provisions for pension. As per this Act certain amount (presently 12%) is deducted from the salary of employee and a matching contribution is made by the employer and thus the total amount is deposited with the Employer Provident Fund

Organisation for its administration. Employer Provident Fund Organisation is a body that works under Central Government of India. The facility of taking loan is also available under this Act.

Employees' State Insurance Act, 1948:

This is an Act to provide certain benefits to employees covered under this Act. The benefits are in the nature of sickness benefits, Maternity benefits, Benefit in case of employment injury and funeral benefit. This Act has also made provisions to provide benefits in the event of permanent or partial disablement. This Act ensures benefits to the dependants of covered employees too.

General:

The University has a Union in the name of Amity University Uttar Pradesh Shramik Union, Gautam Budh Nagar, having its affiliation with All India Central Council of Trade Unions, District Office at Mahindra Complex, Bhangel, Post: Maharishi Nagar, Noida, Gautam Budh Nagar, Uttar Pradesh. The said union is recognised by us. It may be mentioned that a 'Tripartite Settlement' was signed between the said union and Management of Amity University in the office and in presence of Dy. Labour Commissioner, Noida, in the year 2018.

In the said settlement the Base Amount of salaries of employees were determined on the basis of their (a) skills (b) year of services rendered. An increase of 7% salary was made after completion of every year.

The number of uniforms (summer as well as winter) provided to the employees, were also revised and increased.

The amount of medical insurance was also increased to the extent that it became double to the existing one.