



# RAJ CONSULTANCY

Labour, P.F. & Factories Act's Consultant

305, Milestone Complex, 3rd Floor, Zanzarda Chowkdi, Nr. Bank of Baroda, Junagadh - 362001  
Mob: 97260 97260, E-mail: rajcon105@gmail.com

નોંધપાત્રિકરણ તા:૨૭-૦૩-૨૦૨૩

## Minimum Wages in Gujarat w.e.f 01-04-2023 To 30-09-2023

Dear Sir/Medam,

As per notification on Dt. 27-03-2023 regarding . The State Government as declared the fresh basic rates of Salary/Wages for the period from Dt. 01-04-2023 to 30-09-2023 for 46 business in Zone - I & Zone - II.

The same may please be paid during above period. For further guidance required, if any, you may depute your representative to our office.

Sr. No.	Scheduled Employment	Category of Workers	Zone	Basic Minimum Wages	V.D.A	Total Minimum Wages per Day (in Rs)	Monthly Wages (in Rs)
1	MINIMUM WAGES RATE APPLIES TO ALL ESABLISHMENT/FACTORY	Skilled	I	474.00	0.00	474.00	12324.00
		Semi skilled	I	462.00	0.00	462.00	12012.00
		Unskilled	I	452.00	0.00	452.00	11752.00
		Skilled	II	462.00	0.00	462.00	12012.00
		Semi skilled	II	452.00	0.00	452.00	11752.00
		Unskilled	II	441.00	0.00	441.00	11466.00
2	MINIMUM WAGES RATE APPLIES TO SHIPBREAKING SWEEPING & CLEANING WORK	Skilled	I	474.00	0.00	474.00	12324.00
		Semi skilled	I	462.00	0.00	462.00	12012.00
		Unskilled	I	452.00	0.00	452.00	11752.00
		Skilled	II	462.00	0.00	462.00	12012.00
		Semi skilled	II	452.00	0.00	452.00	11752.00
		Unskilled	II	441.00	0.00	441.00	11466.00

Source : Labour and Employment Department, Government of Gujarat.

Disclaimer : Minimum Wages have been provided by the Labour Departments of respective states.

All efforts have been made to update the minimum wage data on a regular basis. However, there might be unforeseen errors.

### Definition of Unskilled, Semi-skilled, Skilled & Highly Skilled Workers

#### UN-SKILLED

An unskilled employee is one who does operations that involve the performance of simple duties, which require the

#### SEMI-SKILLED

A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not

#### SKILLED

A skilled employee is one who is capable of working efficiently of exercising considerable independent judgement and

#### HIGHLY - SKILLED

A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled

### ZONE CLASSIFICATON

**Zone-1** Consists all muncpal corporations.

**Zone-2** Consists all Major municipalities which have more than 1 lakh population.

Special allowance is nothing but DA bcoz it increases based on the CPI points rise.you need to pay this special allowance apart from the basic salary or you can merge this spl allowance in basic.

## NOTIFICATION

Labour, Skill Development and Employment Department,  
Sachivalaya, Gandhinagar.  
Date the 27<sup>th</sup> March, 2023.

Minimum Wages Act, 1948. NO.KHR/2023/28/LVD/10/2022/18/M2: WHEREAS, a draft notification under Government Notification, Labour, Skill Development and Employment Department NO.KHR/2022/55/LVD/10/2022/18/M(2), dated 5th May, 2022 was published as required by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section (1) of Section 4 of the Minimum Wages Act, 1948 (Act No. XI of 1948) (herein after referred to as "said Act"), at pages 04/1 to 04/21 in the Gujarat Government Gazette, Extraordinary, Part I-L, dated 5th May, 2022 inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette* ;

AND WHEREAS, the objections and suggestions have been received in respect of the said notification and have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section-3 read with clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (Act No. XI of 1948), and in supersession of the Government Notification, Labour And Employment Department No. KHR/2014/188/LVD/10/2013/575849/M(2) dated the 26th December, 2014, the Government of Gujarat, hereby revises the minimum wages with effect from the date of 1<sup>st</sup> April, 2023 in respect of the employees employed in the appended Scheduled employment in the whole of the State of Gujarat as follows :-

- (a) The basic rates of wages payable to the employed in the said employment by the day shall be as set out in the column 3 of the Scheduled appended hereto in respect of the class of employees mentioned in column 2 of the Schedule;
- (b) A special allowance and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
  - (i) for the rise of every five points over the cost of Living Index Number 7270 or over any such number which is greater than 7270 applicable to the employees in the said Scheduled Employment, special allowance payable in addition to the basic rate of wages shall be Rs.0.20 paise per day or Rs.05.20 per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 7270, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.05.20 per month;

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the 1st October or as the case may be, the 1st April, the prospective month of that particular year.

### SCHEDULE

Sr.No.	Classes of Employees	Rates payable per day (Rs).	
1	2	3	
		Zone-I	Zone- II
I	Skilled	474.00	462.00
II	Semi-Skilled	462.00	452.00
III	Un-skilled	452.00	441.00

Note: Please refer Annexure for details of employees belongs to particular class (i.e. Skilled, Semi-skilled and Un-skilled) of particular Schedule employment.

Explanation for the purpose of this notification :

- (1) (a) Zone-I shall comprise the area in the State of Gujarat within the limits of the Municipal Corporation as constituted under the Gujarat Provincial Municipal Corporations Act, 1949 and the areas within the limits of the Municipality as constituted under the Gujarat Municipalities Act, 1963 and the areas falling within the jurisdiction of concerned Urban Development Authority and Nagar Palika.
- (b) Zone-II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The employees employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male, Female and Transgender employees should be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages and special allowance fixed for the class of employees to which he belongs for the first three months. After three months he shall be paid in full.
- (9) The Labour and Employment Department Notification No. KHR/30-MWA-1097-833-M(2) dated 23<sup>rd</sup> January, 2001 is applicable to employment in any residential hotel, restaurant or eating house covered under the Gujarat Shops and Establishments Act, 2019 for computation of cash value.