

Minimum  
Wages Act,  
1948.

## NOTIFICATION

Labour and Employment Department,  
Sachivalaya, Gandhinagar.  
Dated the 2<sup>nd</sup> January, 2020.

NO.KHR/2020/6/LVD/10/2013/755760/M(2):- **WHEREAS** a draft of notification under Government Notification, Labour and Employment Department, No. KHR-2019-72-LVD-10-2013-755760-M(2), dated the 24<sup>th</sup> July, 2019 was published as required by clause (b) of sub section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), (hereinafter referred to as "the said Act") at pages 4-11 to 4-16 of the Gujarat Government Gazette, Extra Ordinary, Part I-L, dated the 30<sup>th</sup> July, 2019, inviting objections or suggestions from all persons likely to be affected thereby, for a period of sixty days from the date of publication of the said notification in the *Official Gazette*;

**AND WHEREAS** no objections or suggestions have been received by the Government in respect of the said notification;

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 (XI of 1948) and in supersession of the Government Notifications, Labour and Employment Department No.KHR-29-MWA-102008-302-M(2), dated the 11<sup>th</sup> February, 2009, the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

1. The basic rates of wages as set out in the Schedules appended hereto in respect of the basic rate payable by the day to the classes of the employees mentioned against them in column 2 thereof; and employer has to pay minimum rates of wages with prevailing special allowance for 8 hours of work as prescribe production norms for given activity.
2. 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 1<sup>st</sup> October and the 1<sup>st</sup> April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30<sup>th</sup> June and 31<sup>st</sup> December, respectively in such manner that: -
  - (i) for the rise of every five points over the cost of Living Index Number 5124 or over any such number which is greater than 5124 applicable to the employees in the said scheduled employments, special allowance payable in addition to the basic rate of wages shall be Rs.0.20 paisa 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 5124, the special allowance shall be reduced at the rate of Rs.0.20 paisa 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 date 1<sup>st</sup> October or as the case may be 1<sup>st</sup> April, the prospective month of that particular year.

### SCHEDULE I

#### Employment in Jari Industry

Sr. No.	Classes of Employees.	Rates Payable per day (Rs.)
1	2	3
I	<p>Skilled</p> <p>Patlawala (a) Gathai bandhanar (b) Haramwala (c) Ustad, Tania (Real and Imitation) (a) UStad (Manager) Trakwala, Kasab Winder (b) Chanadia (c) Badla-chaap padnar, Tikawala, Tuber cutter, Chalakwada, Badla chhap padnar, Wise chhap padnar, Katoriwala, Kangrawala, Wire chhap padnar, Kundi Gilt, Giltwala, Fitwala and Kinariwala, Fit Weaver and Kinari-weaver, Gilding (Gold and Powder), Gilder, Gotawala Thappawala, Gota and Thappa Weaver, Asarwala, Employees working on Twisting Machine, Die Making (a) Nagg ghasnar, (b) Nang padnar, (e) Nang fitter, (f) Nangar, Ladi Making, Mutawala, Jari Embroidery Workers.</p>	293.00
II	<p>Semi-skilled</p> <p>Patlawala (a) Galner, (b) Tapnar, (c) Drawer on Chapad, (d) Drawer on Gadhedia, Taia (Real and Imitation), Patlawala and Pawalwala Kasab Winder (a) Winder (Wintwawala) (b) Kasab and Resham Bharavawala, Tikawala, Bungali Tipnar (Hitter), Chalakwala, Chalak Padnar, Kangriwala, Kangri Padnar, Katoriwala, Katori Padnar, Kindli Gilt, Employees doing Miscellaneous Work, Kasab Chhap padnar,</p>	284.00
III	<p>Unskilled</p> <p>Pawthwala, Employees doing Miscellaneous Work, Tania (Real and Imitation) (a) Gulla Opener, Employees doing miscellaneous work.</p>	276.00

### SCHEDULE II

#### I Kasab Vinatvawala (Winder), Akhadedars.

- (1) Real slender kasab (pure silk and silver) Rs. 2109.00 Per Kg. of the material (Badla)
- (2) Imitation Slender Kasab (Pure silk and silver Electroplated copper wire) Rs. 2111.00 Per Kg. of the material (Badla)

- (3) Real art silk kasab (Real silver and art silk of 75 deniers) Rs. 1683.00 Per Kg. of the material (Badla)
- (4) Imitation kasab (Art silk of 55 deniers and silver elector plated copper wire of 70 guage) Rs.1270.00 Per Kg. of the material
- (5) Imitation kasab (Art silk of 55 deniers and silver electro plated Copper wire of 60 guage) Rs. 852.00 per Kg. of the material
- (6) Imitation Kasab (Art silk of 75 deniers and silver electro plated Copper wire of 60 guage) Rs. 799.00 per Kg. of the material (Badla)
- (7) Imitation kasab (Art silk of 75 deniers and silver electro plated Copper wire of 40 guage) Rs. 636.00 per Kg. of the material (Badla)
- (8) Imitation Kasab (Art silk of 100 deniers and silver electro plated Copper wire of 36 guage) Rs. 569.00 per Kg. of the material (Badla)
- (9) Cotton Imitation Kasab (cotton) yarn of counts 120/20 and 100/2 imitation wire of wire of 36 to 40 guage) Rs. 427.00 Per Kg. of the material (Badla)
- (10) Cotton Imitation Kasab (cotton yarn of counts 80/2 and 60/2 imitation wire of 33 to 40 guage) Rs. 348.00 Per Kg. of the material (Badla)
- (11) Cotton Imitation Kasab (cotton yarn of counts 60/2 and 40/2 imitation wire of 30 to 28 guage) Rs. 283.00 Per Kg. of the material (Badla)
- (12) Cotton Imitation Kasab (cotton yarn of counts 60/3, 40/3 and 30/3 and imitation wire of 24 to 26 guage) Rs.239.00 Per Kg. of the material (Badla)
- (13) Thick cotton yarn Kasab Imitation wire guage of 20 or 22, Rs. 165.00 per kg of the material (Badla)

#### II Imitation-Drawer (Tania) Akhadedars.

- (1) For Drawing wire of 80 gauge Rs. 694.00 per Kg. of wire.
- (2) For Drawing wire of 70 gauge Rs. 466.00 per Kg. of wire.
- (3) For Drawing wire of 60 gauge Rs. 311.00 per Kg. of wire.
- (4) For Drawing wire of 50 gauge Rs. 233.00 per Kg. of wire.
- (5) For Drawing wire of 40 gauge Rs. 200.00 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge Rs. 155.00 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge Rs. 116.00 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge Rs. 100.00 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge Rs. 85.00 per Kg. of wire.

#### SCHEDULE III

The special allowance to Akhadedar shall be paid at the following rates.

#### Imitation wire-drawer (Tania) Akhadedars.

- (1) For Drawing wire of 80 gauge Rs. 6.00 per Kg. of wire.
- (2) For Drawing wire of 70 gauge Rs. 4.00 per Kg. of wire.
- (3) For Drawing wire of 60 gauge Rs. 4.00 per Kg. of wire.
- (4) For Drawing wire of 50 gauge Rs. 4.00 per Kg. of wire.
- (5) For Drawing wire of 40 gauge Rs. 2.00 per Kg. of wire.

- (6) For Drawing wire of 33.36 gauge Rs. 1.00 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge Rs. 1.00 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge Rs. 1.00 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge Rs. 1.00 per Kg. of wire.

**Explanation for the purpose of this Notification.--**

1. The entire State shall be treated as one Zone.
2. The main object of this notification is to prevent the unrealistic fixation of production norms for 8 hours of work. Therefore, the output per worker for 8 hours of work has been scientifically studied and derived by Mahatma Gandhi Labour Institute, Ahmedabad.
3. In case of an employee employed on piece rate basis, the minimum rates 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.
4. An employee employed on part-time basis shall be paid 50 per cent. of the minimum rates of wages and 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. An employee 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 to.
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 and female employees shall 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 paid 75 per cent 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.

By order and in the name of the Governor of Gujarat,



(D. M. PATHAN)

Deputy Secretary to Government

**To,**  
The Manager, (By Speed post)  
Government Central Press,  
**Vadodara.**

With a request to publish this notification in the Extra-Ordinary Govt. Gazette Part IV-A, dated the 2<sup>nd</sup> January, 2020 and the copies of printed notification may please be distributed its prints as under: -

1. The Labour & Employment Department, Sachivalaya, Gandhinagar. 300 copies.
2. The Commissioner of Labour, Gandhinagar. 150 copies
3. The Rural Labour Commissioner, Gandhinagar 150 copies
4. The Secretary, The Gujarat Minimum Wages Advisory Board. 25 copies  
C/o. Commissioner of Labour, Gandhinagar
5. The Legislative and Parliamentary Affairs Department, Sachivalaya, Gandhinagar. 10 copies

**Copy forwarded to:**

1. The Commissioner of Labour, Udhyog Bhavan, Gandhinagar.
2. The Rural Labour Commissioner, Dr. Jivaraj Mehta Bhavan, Gandhinagar
3. The Director of Information, Gandhinagar. - with a request to issue a suitable Press Note immediately in the newspapers.
4. The Legislative and Parliamentary Affairs Department, Sachivalaya, Gandhinagar  
With a request to publish a Gujarati version of this notification in the Gujarat Government Gazette part I-L and instruct the press to distribute the copies as under:
  - a. The Labour & Employment Department 200 copies
  - b. The Commissioner of Labour, Gandhinagar 150 copies
  - c. The Rural Labour Commissioner, Gandhinagar 150 copies
  - d. The Secretary, The Gujarat Minimum Wages Advisory Board. 25 copies  
C/o. Commissioner of Labour, Gandhinagar
5. I. T. Section, Labour & Employment Department, Block No. 5, 6<sup>th</sup> floor, Sachivalaya, Gandhinagar
6. The Dy. S.O. Select file.
7. The Branch select file.

