

NOTIFICATION

Labour and Employment Department,

Sachivalaya, Gandhinagar.

Dated the 2<sup>nd</sup> January, 2020

Minimum  
Wages Act,  
1948.

NO.KHR/2020/5/LVD/10/2013/755760/M(2):- **WHEREAS** a draft notification under Government Notification, Labour and Employment Department, No. KHR-2019-71-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 4-5 to 4-11 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-35-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 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 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 1<sup>st</sup> October or as the case may be the 1<sup>st</sup> April, the prospective month of that particular year.

### SCHEDULE I

#### Employment in any establishment engaged in manufacturing readymade garments or its accessories and tailoring establishment employing more than three workers

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
1	Category – I Design maker, Pattern maker, Supervisor production, Master cutter, Manager	293.00
2	Category – II Cutter, checker, Sample tailor grade -I (Readymade), Coat maker, Pant maker, Accountant, Salesman, Mechanic, Electrician	293.00
3	Category – III Tailor Grade -2 (Readymade), Alterationman (exclusively), Assistant Cutter, Collar Maker, Shirt Maker (Made to order), Store keeper, Clerk-Typist, Painter (Bra clip painting). Ironer – A (For garment made out of wool, silk, terine, terricot and other synthetic yarns), driver, specified packer	284.00
4	Category – IV Tailor Grade – 3 (Readymade), Cap Maker, Special Purpose Machine Operator, e.g. Embroidery Man, Button hole machine operator, Button stich machine operator, Bind stich machine operator, Over Locking (Overedging), Iron-B (For cotton garment). Folder, Spreader	284.00
5	Category – V Thread cutter, Delivery Man, Peon, Gaajawala (by hand), Tomwala (by hand), Hookwala (by hand), Helper, Sweeper Boys, Watchman.	276.00
6	Category – VI (Process) Label attach, Collar making, Collat attach, Solder attach, Sleeve top, Side seam, Pocket making and attaching, Key pocket, front pocket, zipper, back pocket attaching, back pocket finish, back pocket pattern making, back pockets, manual gaze	As per Annexure-A
7	Category – VII (Process) Yoke/back attach, cuff top, Cuff finish, bottom cutting, Bottom hem, Bottom Hole, marking, Bottom Attach, Pressing, Folding, button patti making, Jatti attach, Yoke, Five thread inside stitching, pent side stitching, Side top stitching, Inside pent, belt attach, Belt finish, Bottom making, Bartact, loop seating, Loop making, Buttom fitting	As per Annexure-B

### Annexure A

Sr.No	Process	Production Norms ( 8 Hours) Pieces	Rates payable per day (Rs.)
1	2	3	4
1	Label attach	1200	293.00
2	Collar making	133	293.00
3	Collat attach	320	293.00
4	Solder attach	417	293.00
5	Sleeve top	480	293.00
6	Side seam	389	293.00
7	Pocket making and attaching	72	293.00
8	Key pocket	343	293.00
9	front pocket	218	293.00
10	Zipper	240	293.00
11	back pocket attaching	152	293.00
12	back pocket finish	213	293.00
13	back pocket pattern making	554	293.00
14	back pockets	192	293.00
15	Manual gaze	1152	293.00

### Annexure B

Sr.No	Process	Production Norms ( 8 Hours) Pieces	Rates payable per day (Rs.)
1	2	3	4
1	Yoke/back attach	702	293.00
2	cuff top	702	293.00
3	Cuff finish	411	293.00
4	Bottom cutting	1067	293.00
5	Bottom hem	600	293.00
6	Bottom hole	320	293.00
7	Marking,	626	293.00
8	Bottom attach	343	293.00
9	Pressing	228	293.00
10	Folding	313	293.00
11	Button patti making	1028	293.00
12	Jatti attach	2400	293.00
13	Yoke	533	293.00
14	Five thread inside stitching	686	293.00
15	Pent side stitching	1600	293.00
16	Side top stitching	1252	293.00
17	Inside pent	1107	293.00
18	Belt attach	1200	293.00
19	Belt finish	960	293.00
20	Bottom making	1028	293.00

21	Bartact	738	293.00
22	Loop seating	1066	293.00
23	Loop making	1371	293.00
24	Bottom fitting	1107	293.00

## SCHEDULE II

**Employment in any establishment engaged in manufacturing Readymade garment or its accessories and tailoring establishments employing more than three workers. (piece rate)**

Sr.No	Name of Items	Rate of one dozens(Rs.)	Targeted no of Items
1	2	3	4
<b>Category 1</b>			
1	Petticoat blouse (set)	500.00	02
2	Petticoat (Special) Frock(Midi) Frock(Orainary) Baba suit	287.00	12
3	Gown (Zabba) Bashshirt/sadra	258.00	36
4	Chadibag	254.00	60
<b>Category 2</b>			
		<b>Production Norms ( 8 Hours)Pieces</b>	<b>Rates payable per day (Rs.)</b>
1	Kurti	34	293.00
2	Chaniya	28	293.00
3	Pent	20	293.00
4	Shirt	20	293.00
5	Chudidar	22	293.00
6	Anarkali (Satin)	7	293.00
7	Anarkali (Net)	5	293.00

**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,<br>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.<br>C/o. Commissioner of Labour, Gandhinagar | 25 copies   |
| 5. The Legislative and Parliamentary Affairs<br>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.<br>C/o. Commissioner of Labour, Gandhinagar | 25 copies  |

✓ 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.