

NOTIFICATION
Labour and Employment Department,
Sachivalaya, Gandhinagar.
Dated the 2nd January, 2020.

Minimum
Wages Act,
1948.

NO.KHR/2020/8/LVD/10/2013/755760/M(2):- **WHEREAS** a draft notification under Government Notification, Labour and Employment Department, No. KHR-2019-74-LVD-10-2013-755760-M(2), dated 24th 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 4-21 to 4-24 of the Gujarat Government Gazette, Extra Ordinary, Part I-L, dated the 30th 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-50-MWA-102008-302-M(2), dated the 11th 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 column 3 of the Schedule 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 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 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 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Salt Pan Industry

Sr. No.	Classes of Employees.	Proposed Rates Payable per day (Rs.)
1	2	4
1	Skilled Mistry, Carpenter, Plumber, Blacksmith, Mechanic, Turner, Fitter, Welder, Meson, Drivers (Loco, Engine, Pump, Motor and Trucks), Supervisor, Clerk, Accountant, Cashier, Electrician, Foreman.	293.00
2	Semi-Skilled Mukadam tally clerk, Degree man, Earner man of Navghani, Lineman or Gang man (Trolley clerk), Assistant to fitter, Pumpman, Oilman, Brine man (Employee testing brine), Kantawala.	284.00
3	Un-skilled Majdoor, Sweeper, Mail, Cleaner, Sathi, Peon, Watchman, Gunni bag sticher	276.00

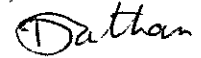
Explanation.--

- (1) In the case of an employee employed on piece rate basis, the minimum rates of remuneration payable to him shall be not less than the minimum rates of wages plus special allowance fixed for the class of employees to which he belongs.
- (2) (a) The basic rate of wages payable to the employee in the case of inland salt works where the system of piece rate prevails and the workers are paid on the basis of salt manufactured by them at the end of manufacturing season shall be as follows-
 1. Per 30 Kg of salt manufactured which shall include the work relating the preliminary operations at the beginning of the season till the salt is manufactured.
 - (a) Rs.5.00 If the implements are provided by the employer.
 - (b) Rs.8.00 If the cost of implements is borne by the workers.
 2. The employees engaged on piece rate basis in inland salt works shall be paid such amount of special allowance, which bears the same ratio to the amount of wages payable to such employee on a piece rate basis, as the rate of special allowance payable to A semi-skilled employee employed on time rate basis bears to rate 3 of basic wages payable to such semi-skilled employees.

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.
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 2nd January, 2020 and the copies of printed notification may please be distributed its prints as under: -

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|---|-------------|
| 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.
C/o. Commissioner of Labour, Gandhinagar | 25 copies |
| 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, 6th floor, Sachivalaya, Gandhinagar
6. The Dy. S.O. Select file.
7. The Branch select file.