

Minimum Wage in Gujarat w.e.f 1st Oct 2019 to 31st Mar 2020

| Scheduled Employment | Category of Workers | Zone | Basic Salary | Dearness Allowance | Total Wages / Salary per day | Monthly Wages for 26 days |
|---|---------------------|------|--------------|--------------------|------------------------------|---------------------------|
| Automobile repairing Workshop and Garrages | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Bakeries | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Bobin Industry | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Brick Manufacturing Industry (1000 Bricks) | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Cement Prestressed Products Industry | Unskilled | | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | | 293 | 42.4 | 335.4 | 8720 |
| Maintenance of Buildings and construction and maintenance of runways | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Cotton Gining or cotton Pressing Manufactory | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Dispensary of a Medical Practioner Medical Consultant Clinic of Pathological Laboratory | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Drilling operations & Maintenance of Tube wells | Unskilled | | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | | 293 | 42.4 | 335.4 | 8720 |
| Electronics & Allied or Incidental Industry | Unskilled | | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | | 293 | 42.4 | 335.4 | 8720 |

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| Scheduled Employment | Category of Workers | Zone | Basic Salary | Dearness Allowance | Total Wages / Salary per day | Monthly Wages for 26 days |
|---|---------------------|------|--------------|--------------------|------------------------------|---------------------------|
| Employment of non-teaching staff in private non-grant-in-aid educational | Unskilled | | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | | 293 | 42.4 | 335.4 | 8720 |
| Engineering Establishments (other than) Auto Repair. Workshop & Garages employing less then 50 Employes in Industrial Eng. Establishments | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Film Industry including employment in production, distribution and Exhibition of | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| Fisheries Industries | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| Forestry and Timber operation other than those carried on by Farmer or on a | Unskilled | | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | | 293 | 42.4 | 335.4 | 8720 |
| Hosiery Industry | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Hospitals & Nursing Homes | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Hotel Restaurant & Eating houses | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Industrial Engineering Establishments employee more than 50 workers | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Jari Industry | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Khandsari Industry | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |

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| Scheduled Employment | Category of Workers | Zone | Basic Salary | Dearness Allowance | Total Wages / Salary per day | Monthly Wages for 26 days |
|---|---------------------|------|--------------|--------------------|------------------------------|---------------------------|
| Municipal Corporation | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| Municipality or Nagar Panchayat | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Gram Panchayat | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| Manufacturing Process as defined under section 2k of Factory Act | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Manufacturing Readymade Garments or its Assesories & Tailoring Establishments more than three workers | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Oil Mills | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Petrol & Diesel Oil Pumps | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Pharmaceutical Industries | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Plastic Industries | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Pottery Industries | Unskilled | | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | | 293 | 42.4 | 335.4 | 8720 |

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| Scheduled Employment | Category of Workers | Zone | Basic Salary | Dearness Allowance | Total Wages / Salary per day | Monthly Wages for 26 days |
|---|---------------------|------|--------------|--------------------|------------------------------|---------------------------|
| Power loom Industries | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Pre-weaving & Textile Processing Industries | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Printing Press | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Private Security Guard Services | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Public Motor Transport | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| Pulp & Paper Board Manufacturing | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| Rice Floor & Dal Mills | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Roofing, Tiles. Mfg. | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| Rubber Products Mfg. | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| Salt Pan Industries including artificial Rubber Product Mfg. Industry | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| Shops and establishments | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |

Minimum Wage in Gujarat w.e.f 1st Oct 2019 to 31st Mar 2020

| Scheduled Employment | Category of Workers | Zone | Basic Salary | Dearness Allowance | Total Wages / Salary per day | Monthly Wages for 26 days |
|--|---------------------|------|--------------|--------------------|------------------------------|---------------------------|
| Soap Manufacturing Industry | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Stone Breaking & Stone Crushing Industries | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Sugar Industries | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| Tanning & Leather Mfg. | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi Skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |
| | Unskilled | II | 268 | 42.4 | 310.4 | 8070 |
| | Semi skilled | II | 276 | 42.4 | 318.4 | 8278 |
| | Skilled | II | 284 | 42.4 | 326.4 | 8486 |
| Tobacco Processing Estt. | Unskilled | | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | | 293 | 42.4 | 335.4 | 8720 |
| Woolen Carpets, Making of Shawl Weaving Est. | Unskilled | I | 276 | 42.4 | 318.4 | 8278 |
| | Semi skilled | I | 284 | 42.4 | 326.4 | 8486 |
| | Skilled | I | 293 | 42.4 | 335.4 | 8720 |

Explanation of Zones for the purpose of this notification:-

| | |
|----------------|---|
| Zone 1 | shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits; |
| Zone-II | shall comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit. |