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**The Gujarat Government Gazette**  
**EXTRAORDINARY**  
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Vol. XLX ] WEDNESDAY, FEBRUARY 11, 2009 / MAGHA 22, 1930

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**Separate paging is given to this part in order that it may be filed  
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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.**

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-11-MWA-102008-302-M(2):--WHEREAS draft notification under Government Notification, Labour and Employment Department, No. **KHR-63-MWA-102008-302-M (2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/1-1 to 27/1-4** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/90/MWA/1097/ 1619/(1)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “**Automobiles repairing workshops and Garages**” **the Scheduled Employment under entry 35 of the Schedule to the Act**, in the whole of the state of Gujarat, as set out in the schedule appended here to , so as to consist of :-

- (a) basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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.

**Employment in Automobiles repairing Workshops and Garages**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone – I	Zone –II
1	2	3	
I	Skilled Manager, Supervisor, Cashier, Forman, Accountant, Mechanic, Electrician.	135.10	133.70
II	Semi-Skilled Garage / Work shop In charge, Assistant Mechanic, Sales man, Fitter, Turner, Tinsmith Welder, Blacksmith, Painter, Tool Clerk, Colour man, Clerk, Clerk-typist, Typist, Driver.	134.00	132.60
III	Un-skilled Helper, Cleaner, Watchman, Greaser, Attendant, Sweeper, Coolie, Mazdoor, Peon.	132.90	131.50

**Explanation For the purpose of this Notification**

(1) (a) Zone-1 shall comprise the area in the State of Gujarat 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 ten kilometers from the aforesaid limits;

(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 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.

(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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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) No deduction shall be made in respect of the 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 employee on skilled or semi-skilled work shall be 75% of the minimum rates of wages fixed for the class of employees to which he belongs, in addition to special allowance 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,

**A. M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar. dated 11<sup>th</sup> February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 20 -MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-72-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/10-1** to **27/10-4** in the Government Gazette,

Extra-ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/99/MWA/1097/1619/(11)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“drilling operation and maintenance of Tube-wells”** **the Scheduled Employment under entry 34 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 drilling operation and maintenance of Tube-wells.**

Sr. no 1	Classes of Employees 2	Rates payable per day (Rs.) 3
I	<b>Skilled</b>  Driller, Errection Forman, Auto Forman, Bhisti with his own Bags, Turner, Assistant Fitter, Assistant Errection Forman, Assistant Auto Forman, Auto Electrician, Auto Fitter, Electrical Forman, Mechanic Grade I and II. Electrician Grade I, Auto Fitter Grade I, Turner Grade II.	144.90
II	<b>Semi Skilled</b>  Air compressor Operator Grade I and II, development Unit Operator, Driver (Truck, Jeep and Tractor) Generator Operator, Solderman, Tool Attendant, Engine Pump Operator Carpenter, Mason, Painter, Plumber Grade I, Auto fitter grade I, Electrician Grade-II, Fitter Grade II	139.10
III	<b>Un-skilled</b>  Helper Grade I and II, Oil man Grade I and II, Plumber Grade II, Carpenter Grade II, Turner Grade II, Generator Operator Grade III, Mechanic Grade III, Painter Grade II, Store Attendant, Labour Cleaner.	136.20

#### **Explanation for the purpose of this notification -**

(1) The entire state shall be treated as one Zone

- (2) 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.
- (4) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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EXTRA No. 5/11

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 21 -MWA-102008-302-M (2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-73-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act,

1948. (XI of 1948), at pages 27/11-1 to 27/11-4 in the Government Gazette, Extra ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

Now therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/100/MWA/1097/1619/(12)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Electronics and Allied or Incidental Industries" the Scheduled Employment under entry 41 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall

be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month: Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Electronics and Allied or Incidental Industries.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Head Wireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder Machineman, Forman, Driver, Tester, Telephone Operator, Mechanic, Electrician, Winder Assembler, Carpenter, Supervisor ( Quality Control Accountant, Head Cashier, Head Clerk, Store Keeper.	142.00
II	Semi-skilled Coil winder, Transformer winder, Decorator, Draftsman, Solderman, Control Penal Attendant, Can Fitter, Wireman Panel Board Wireman, Clerical Staff, Assistant Die-fitter, Assistant Turner, Assistant Fitter, Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter,.	139.10
III	Unskilled Faras ( Jhadoowala ), Sweeper, Watchman, Helper, Peon, Waterman, Gardener / Mali, Cleaner.	136.20

#### Explanation for the purpose of this notification -

- (1) The entire state shall be treated as one Zone.
- (2) 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.

- (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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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 the contractor or other agencies in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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EXTRA No. 5/12

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 22 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No.KHR-74-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

I-L-Extra-5/12

5/12-1

(XI of 1948), at pages 27/12-1 to 27/12-7 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/101/MWA/1097/1619/(13)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Film Industry including Employment in production, distribution and exhibition of films" the Scheduled Employment under entry 33 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall

be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month.

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Film Industry including Employment in production, distribution and exhibition of films

#### SCHEDULE - I

#### (A) Production of Films (Studios)

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Class I  Manager, Accountant, Stenographer, sound Attendant, Cameraman or Camera Incharge, Setting Master or Setting Supervisor, Studio incharge, Carpenter, Wireman, in Studio, Painter, Lightman, of Light Attendant.	149.30
II	Class II  Assistant Manager, Assistant Accountant, Assistant sound Attendant, Assistant cameraman or Camera Incharge, Assistant Setting master or setting supervisor, Assistant Studio Incharge, Assistant Carpenter, Assistant Painter, Assistant Wireman in Studio, Assistant Lightman or Light Attendant, Store Keeper, Driver, Clerk-Typist, Head Watchman.	143.20
III	Class III  Jhadoowala (Sweeper), Gardner, Assistant Watchman, Peon Helper, Labourer.	138.70

**SCHEDULE – II****(B) Distribution and Exhibition of Films.**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Class I Manager, Public Officer or Publicity Manager.	149.30	145.60	140.90
	Class II Assistant Manager, Head Operator or Chief Operator or First Operator, Head Air conditioner Operator, Supervisor, Stenographer, Cooling Plant In charge.	146.20	142.40	138.70
	Class III Assistant Operator or Second Operator or Third Operator, Assistant Air Conditioning Operator Wireman, Booking Clerk, Carpenter or Tin-smith or Upholsterer, Clerk or Accountant clerk or publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant In charge, Assistant Cooling Plan In charge.	143.20	139.40	136.30
	Class IV Painter or Artist, Winder or Rewinder, Cabin Boy or Forth Operator, Store Keeper, Forman, Tent Master, Boor Keeper, Watchman, Liftman.	140.90	137.80	136.30
	Class V Oilman, Sweeper, mali (Gardner), Peon, Cycle Stand Boy Messenger, Announcer or Policewala, Cartman or Posterman or Rickshaw Driver, Hand Bill Boy.	138.70	136.30	134.10



**SCHEDULE - III****(C) Touring Cinema**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Class I Manger, Public Officer or Publicity Manager.	139.40
	Class II Assistant Manager, Head Operator or chief Operator or First Operator, Head Air Conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge.	137.10
	Class III Assistant Operator or second Operator or Third Operator, Assistant Air Conditioning Operator, Wireman, Booking Clerk, Car-painter or Tin-smith or Upholsterer, Clerk or Accountant Clerk or Publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant Incharge, Assistant Cooling Plan Incharge.	135.40
	Class IV Painter or Artist, Winder or Rewinder, Cabin Boy or Fourth Operator, Store Keeper, Forman, Tent Master, Door Keeper, Watchman, Liftman.	132.30
	Class V Oilman, Sweeper, Mali (Gardner), Peon, Cycle Stand Boy Messenger, Announcer or Policewala, Cartman or Posterman or Rickshaw Driver, Hand bill boy.	132.60

Explanation for the purpose of this notification :-

- (1) In respect of the employees in the production of the films(Studio) covered under schedule-I and Touring Cinema covered under schedule-III, all the areas of the state of Gujarat shall form a single Zone and the rates will be applicable uniformly.

- (2) In respect of the employees employed in the Distribution and exhibition of Films covered under Schedule II, the zones shall be as under :-
- (a) Zone I shall comprise the areas 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 ten kilometers from the aforesaid limits.
  - (b) Zone-II shall comprise the areas within the limits of the towns and 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 limits.
  - (c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II
- (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) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto 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 in the scheduled employment, 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% of the minimum rates of wages fixed

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for the class of employees to which he belongs. Plus special allowance for the  
first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 23-MWA-102008-302-M (2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-75-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

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(XI of 1948), at pages 27/13-1 to 27/13-4 in the Government Gazette, Extra-ordinary, Part -IL, 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*.

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NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/102/MWA/1097/1619/(14)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Fisheries Industries" the Scheduled Employment under entry 44 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Fisheries Industries

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled A Supervisor, Processing Supervisor,	139.40
II	Skilled BProcessing Assistant, Store Boy, Grader	136.60
III	Semi-skilled Washer, Peelers, Packers.	135.10
IV	Unskilled Peon, Watchman, Mazdoor, Helper.	133.70
V	Clerical Clerk, Typist, Clerk cum typist	136.60

- (1) **The entire State shall be treated as one Zone**
- (2) 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 waghes fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he

works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 24 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No.KHR-76-MWA-102008-302-M(2), dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI



of 1948), at pages 27/14-1 to 27/14-5 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of subsection (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/103/MWA/1097/1619/(15)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “forestry and timber operations other than those carried on by a farmer or on a farm as incidental to or in conjunction with farm operations” the Scheduled Employment under entry 28 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 30th 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 forestry and timber operations other than those carried on by a farmer or on a farm as incidental to or in conjunction with farm operations.**

Explanation:

For the purpose of this entry, timer operation shall include the measurement, numbering, falling, sawing, hollowing-cut, sizing and staking of timer and sale of timber.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Labour engaged in the Measuring of timber and the Numbering of timer.	134.00
II	Semi-skilled Labour engaged in the Falling of trees, Fashioning and charcoal manufacture (heatening).	133.60
III	Unskilledxs Labour engaged in the preparation of rabs, cross cutting, fire tracing, the loading and unloading, the preparation of kacha roads, the preparing mounds, the collection of bamboos, the cutting of bamboos, the preparations of bounderies, a digging of pits and the manufacturing of charcoal (Workers except Headman), Labour engaged on transport (Vahru karnar) (Wages to be paid at double rate because of the job is done with bullocks.) Mali and watchman.	132.00

**Explanation for the purpose of this notification:**

- (1) The entire State shall be treated as one Zone.
- (2) 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.
- (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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto 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 the contractor or other agencies in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. Kadri,**  
Deputy Secretary to Government,

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**PART I-L**

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 25 -MWA-102008-302-M (2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-77-MWA-102008-302-M(2), dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI

of 1948), at pages 27/15-1 to 27/15-5 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/104/MWA/1097/1619/(16)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Hosiery Industries" the Scheduled Employment under entry 46 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall

be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Hosiery Industries

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Skilled Accountant, Supervisor, Salesman, Knitting Master, Mahine Operator, Dyeing Master, Bleaching Master, Printing Master, Chief Boiler Attendant, Chief Wireman, Cutting Master, Mechanic Master, Sticking Master.	139.80	136.90
II	Semiskilled Wrapper, Wiver. Knitter,(Sarcular Machine) Asstt. Dyeing Master, Asstt. Bleaching Master, Asstt. Pinting Master, Asstt. Mechanic, Wireman, Shaper Cutter (Machine) Cutter, Overlock Machineman, Flat Machineman, Ironingman, Pressman,	139.80	136.90
III	Unskilled Peon, Watchman, Sweeper, Helper, Gadikarnar,(Gadiman) Taka Kamar,/ Tankiman, Neck Cutter, Dhagha Cutter, Labller, Box Packer,/ Packer.	136.90	134.00

**Explanation for the purpose of this notification -**

- (1) (a) 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 ten kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.
- (2) In case of an employees 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 % of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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**PART I-L**

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.**

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-12-MWA-102008-302-M(2):-WHEREAS draft notification under Government Notification, Labour and Employment Department, No. **KHR-63-MWA-102008-302-M (2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/2-1 to 27/2-4** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/91/MWA/1097/1619/(2)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section-7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**Bakeries**" **the Scheduled Employment under entry-38 of the Schedule to the Act**, in the whole of the state of Gujarat, as set out in the schedule appended here to , so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Bakeries**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)		
		Zone-I 3	Zone-II	Zone-III
1	2			
I	Skilled Mistry (Daught man), Bhartiwala, Truck Driver or Motor Driver, Delivery Van,	137.60	136.90	136.20
II	Semi-Skilled Gullawala, Totat (Tolat), Cut Piecer (Bread Cutter), Deliverian (Delivery man) Rickshaw Driver.	134.70	134.00	133.30
III	Un-Skilled Patrawala, Helper, Peon, Office- Boy, Sweeper, Packer, Watchman.	133.30	132.60	131.80
IV	Clerical Staff			
	1. Manager	137.60	137.60	136.20
	2. 2. Clerk – typist, Cashier, Steno-typist	137.60	135.50	134.70

**Explanation For the purpose of this Notification**

(1) (a) Zone 1 shall comprise the areas 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 ten kilometers from the aforesaid limits.

(b) Zone-II shall comprise the areas within the limits of the towns and 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 limits.

(c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II

(2) 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.

(3) The workers employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance, if they work upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .

(5) 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.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**

Deputy Secretary to Government.

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**PART I-L**

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.**

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-13-MWA-102008-302-M(2):--WHEREAS draft notification under Government Notification, Labour and Employment Department, No. **KHR-65-MWA-102008-302-M (2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/3-1 to 27/3-6** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/90/MWA/1097/ 1619/(1)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section-7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “**Bobbin Industry**” **the Scheduled Employment under entry-21 of the Schedule to the Act**, in the whole of the state of Gujarat, as set out in the schedule appended here to , so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Bobbin Industry**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone – I 3	Zone –II 4
I	Skilled –A Mistry, Electrical Supervisor, Mechanical Supervisor, Manager, Accountant.	140.00	136.90
II	Skilled –B (1) Employees doing the work of joining and grinding band saw blades.  (2) Employees doing the work of cutting wood on land saw machine according to the required size.  (3) Asstt. Mistries and supervisor who look after the overall work of the Department and maintain the quality of good produced under the instruction of the department Mistry.  (4) Electrical wireman, Turners and Mechanical Fitters working under the instructions of the mechanical supervisor, Motor Drivers, and Truck Drivers, Clerks, Timekeepers, Storekeeper, Cashier, Telephone Operator, Machineman, or Machine Operator, Moulder.	136.90	135.40
III	Semi-skilled –A (1) Employees engaged in testing of all types of the finished bobbins.	134.90	134.00

1	2	3	4
	(2) Empolyees engaged in cutting grooves on the cutter machine on all types of bobins or rings and wood.		
	(3)Empolyees engaged in finishing of all types of bobins on the finishing machine.		
	(4) Empolyees engaged in semifinishing of all types of bobins on turning machines and copying machines.		
IV	Semi-skilled –B	134.30	133.70
	(1) Employees engaged in fitting pressing and punching all types of rings on all types of bobins.		
	(2) Employees engaged in painting all types of bobins under the instructions of Mistry.		
	(3) Employees engaged in oiling and greasing.		
	(4) Employees engaged in preparing all types of bobins		
	(5) Employees engaged in preparing grooves on rings and shields of all types of bobins on cutting machine.		
	(6) Employees engaged in centering of all types of bobins.		
	(7) Employees engaged in roughing of all types of bobins on roughing and turning machine.		

1	2	3	4
	(8) Employees engaged in reaming of all types of bobins.		
	(9) Employees engaged in drilling of all types of bobins on drilling machine set by the mistry.		
	(10) Employees engaged in seasoning of wood.		
	(11) Employees engaged in cutting pieces from wooden stripes as per instructions of the mistry.		
	(12) Employees engaged in pulling the wooden log opposite the wood cutter on the hand-saw machine.		
	(13) Employees engaged in railing and pressing of all types of bobins on the railing machine.		
V	Un-skilled	133.60	133.00
	(1) Sweeper, Watchman, Office-boys, Hand cart worker, Water man,		
	(2) Employees engaged in loading and unloading goods in trucks.		
	(3) Employees engaged in the movement of raw material and finished products in the factory.		
	(4) Employees engaged in feeding and removing wood on the hand saw machine.		



**Explanation For the purpose of this Notification**

(1) (a) Zone 1 shall comprise the areas 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 ten kilometers from the aforesaid limits;

(b) Zone-II shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I .

(2) 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.

(3) The workers employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance, if they work upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .

(5) 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.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**

Deputy Secretary to Government.

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar. dated 11<sup>th</sup> February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-14-MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department No. **KHR-66-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/4-1 to 27/4-4** in the Government Gazette, Extra-ordinary, Part -IL,

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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/95/MWA/1097/1619/(6)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Bone Crushing Industry” the Scheduled Employment under entry 27 of the Schedule to the Act.,** in the whole of the state of Gujarat, as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 bone crusing industry

Sr. no	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Manager, Head Supervisor, Supervisor, Foreman Engine cum Motor-man, Motorman, Engine Driver, Clerk, Cashier, Boiler, Attendant Truc Driver, Machine Operator, Cook (Male / Female)	135.60
II	Unskilled-A Bone Breaker, Bags Carrier, Bone Feeder Bags Sticher, Loader.	133.30
III	Unskilled-B Basket Carrier Bone Metal collector Mazdoor Peon.	132.60

#### **Explanation for the purpose of this notification -**

- (1) The entire state shall be treated as one Zone
- (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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A.M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.**

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-15-MWA-102008-302-M(2):-WHEREAS draft notification under Government Notification, Labour and Employment Department, No. **KHR-67-MWA-102008-302-M (2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/5-1 to 27/5-5** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/94/MWA/1097/1619/(2)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section-7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Brick Manufacturing Industry” the Scheduled Employment under entry-31 of the Schedule to the Act**, in the whole of the state of Gujarat, as set out in the schedule appended here to , so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Brick Manufacturing Industry.**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone – I 3	Zone –II 4
I	(a) Patlawala-A (Brick Moulder)	158.90 (1100 Bricks)	154.50
	(Where employees are required to dig earth, prepare mud mixture, mould bricks dry them thereafter arrange them in proper rows and clean the place of work.)		
II	(b) Patlawala-B	154.50 (1000 Bricks)	151.60
	(Where employees are provided with earth at the work site by the employer and whereafter the employee is required to prepare mud mixture, mould bricks, dry them arrange rows and clean the place of work.)		
2	(a) Bharatiwala (Raw Brick Carrier)	120.10 (1100 Bricks)	119.20
	(Where donkeys are utilised for carrying bricks.)		
	*These rates are for carrying 1100 bricks upto a distant of 100 meters. For every 100mts. beyond or part thereof 50 paise extra should be paid over the above rates.		
3	Khadkania (Bricks Arranger)	120.50 (1000 Bricks)	120.10
4	Nakashi (Finished Bricks carrier)	121.40 (1000 Bricks)	120.60



1	2	3	4
5	Accountant Supervisors, Mukadam	140.70	139.10
6	Mistry	140.20	138.50
7	Jalalya (fireman) and Clerk	136.30	135.20
8	Tikdiwala, Chokidar, Peon and other Miscellaneous Labour.	133.70	133.20
9	Truck Driver and Car Driver	138.70	138.70

\*If any brick manufacturing industry Employs a truck driver or a car driver, such driver shall be paid minimum rate of wages and the special allowance at the same rates as are applicable to a driver in respect of the Employment in Motor Transport.

### **Explanation :**

The employees shall be entitle to get “ Full back wages” at the rate of fifty percent only where the employer fails to provide him work due to bad whether or for any other reason. The “Full back wages” shall be the average daily wages calculated on the basis of basis rates plus special allowance received in the previous month by the employee:

Provided that the employee shall not be entitled to get “ Full back wages” for the day, if he earns less than the amount of “ Full back wages” on that day on account of his unwillingness to work for any reason what so ever.

### **Explanation For the purpose of this Notification**

(1) (a) Zone 1 shall comprise the areas 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 ten kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.

(2) In case of an employees 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..

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(5) 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.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar. dated 11<sup>th</sup> February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-16-MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department No. **KHR-68-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948),

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at pages **27/6-1 to 27/6-5** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/95/MWA/1097/1619/(6)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Cement prestressed products industry” the Scheduled Employment under entry 26 of the Schedule to the Act.,** in the whole of the state of Gujarat, as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Cement prestressed products industry

**Explanation** : For the purpose of this entry Cement Prestressed Products Industry include the following articles from cement, Namely :-

- |                          |                                   |
|--------------------------|-----------------------------------|
| (1) Cement pillars       | (7) Cement pipes                  |
| (2) Cement grill of jail | (8) Cement tiles                  |
| (3) Cement angles        | (9) Cement beams                  |
| (4) Cement poles         | (10) Cement Kundas ( Flower Pots) |
| (5) Cement Tanka         | (11) Cement benches               |
| (6) Cement paniayara     | (12) Hollow Cement bricks         |
- (13) Any other article manufactured from cement called by any name.

Sr. no 1	Classes of Employees 2	Rates payable per day (Rs.) 3
I	Skilled Pipe Moulder (Spun Pipe), Foreman, Vibrator runners, Wire stretcher, Pressman (Tiles), Engine Driver, Truck or Motor Drivers, Welder, Turner, Fitter, Blacksmith, Mason, Mechanic	139.40
II	Semi Skilled Concrete mixture maker, Cage maker, Wire cutter, Colour mixture, Grinding mill-man, leveling machine-man, polishing machine-man, persons employed in arrange stencil wire on mould plate.	138.30
III	Un-skilled (1) Persons employed in odd jobs like lifting of pipes or poles of cranes from runners to curing tanks.  (2) Removal of pipes or poles from tank to the storage place.	137.00

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1	2	3
	(3) Loading or unloading the materials on trucks.	
	(4) Gringing sand, cement etc. for preparing concrete mixture.	
	(5) Tile washing, Stone or marble treaking, peons, Malis and sweepers.	
	(6) Putting tiles into curing tank and removing them thereafter and stocking them on sites .	
	(7) Persons doing pre-cast work concerning jalis, slabs, benches, flower pots, pillars and such other items.	
	(8) Persons doing miscellaneous coolie works.	

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**Explanation for the purpose of this notification -**

- (1) The entire state shall be treated as one Zone
- (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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.

- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A.M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

S?chivalaya, Gandhinagar. dated 11<sup>th</sup> February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-17 -MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department No. **KHR-69-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948),



at pages 27/7-1 to 27/7-5 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/96/MWA/1097/1619/(7 & 8 )/M(2) dated the 25<sup>th</sup> April,1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“the maintainance of the Buildings under entry 23” and “in the construction and maintainance of runways under entry 24” the Scheduled Employment of the Schedule to the Act,,** in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 the maintainance of buildings and Employment in the constrction and maintainance of runways.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone – I 3	Zone –II 4
I	Skilled A  Carpenter with his tools, Blacksmith with his tools, Mason with his tools, Plumber with his tools, Stone cutter with his tools.	150.00	148.40
II	Skilled B  Assistant Carpenter, Assistant Blacksmith, Assistant Mason, Assistant Plumber, Tapkar with his tools, Glazer with his tools, Tinsmith with his tools, Road Roller Driver, Truck Driver, Foreman, Sarang or Tindal (Tindal) Painter (Decorator) Oil painting etc., Head Fitter, Mechanic, Mistry, Electrician.	141.30	140.50
III	Semi-skilled  Foreman, Cleaner, Asphlat Sprayer, Mukadam, Miner or Blaster, Navghani, Colour Washer, White Washer, Tin Tenner, Bar Bender, Oilman, Engine Driver, Pump Operator, Pumpman, Fitter, Swayer, Wireman, Mixture Driver, Glass Fitter, Welder, Telephone Attendant, Assistant Electrician.	137.60	136.90

1	2	3	4
IV	Unskilled Mazdoor, Chokidar, Mali, Sweeper, Below-U-Boy.	135.50	135.10
V	Clerk and Munim	139.50	138.40

**Explanation for the purpose of this notification -**

- (1) (a) 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 ten kilometers from the aforesaid limits;
- (1) (b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.
- (2) In case of an employees 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.
- (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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto 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 in the scheduled employment, 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 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.
- (9) The minimum rates of wages for the employees who are on similar category and work and for the employment in public Motor Transport, shall be paid the minimum rates of wages as prescribed in the scheduled employment of public Motor Transport.

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

**A. M. KADRI,**

Deputy Secretary to Government.

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**PART I-L**

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and Gujarat Industrial Relations Act.

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar. dated 11<sup>th</sup> February, 2009.

MINIMUM WAGES ACT, 1948.

No. No. **KHR- 18 -MWA-102008-302-M (2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department No. **KHR-70-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at

pages **27/8-1 to 27/8-5** in the Government Gazette, Extra-ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of subsection (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/97/MWA/1097/1619(9)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“any cotton ginning or cotton pressing manufactory” the Scheduled Employment under entry 15 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any cotton ginning or cotton pressing manufactory.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone – I 3	Zone –II 4
I	Skilled Engine Driver, Fitter, Turner, Electrician, Blacksmith, Boiler Attendant, Carpenter, Cobbler,	142.70	141.30
II	Semi-Skilled: Fireman, Wireman, Vallyeman or Half Pressman, Finisherman, Openerman, Accountant, Clerk, Roller Cutter, Number Marker, Press Mukadam, Gin Mukadam, Oilman, Coalman, Dubali, Labadi- Ghati, Tolwala, Bardan Sticher.	139.80	139.10
III	Unskilled (Heavy) Cotton Fetcher, Cotton Carrier, Cotton Seeds (Kapasias), Cotton Filler.	138.40	137.60
IV	Unskilled (Light) Pavawala, Charakhawala, Cotton Cleaner or Pumdawala, Cotton Zudawawala, Chokidar, Peon, Sweeper, Bardan Cutter..	136.90	136.20
V	Clerical Manager, Supervisor	144.20	143.30

Explanation:

(1) The employee for any person shall be entitled to get the daily special allowance for unskilling of 20 Kg. of cotton pods, per day if the output of the employee

per day is more or, as the case may be, less, he shall be entitled to get more or, as the case may be less, special allowance accordingly.

(2) The person taking 20 Kg. of cotton pedy per day for unskilling at their residence shall be paid the minimum rate of wages shown at category IV above of the respective zone plus special allowance.

**Explanation for the purpose of this notification -**

- (1) (a) 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 ten kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.
- (2) In case of an employees 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..
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 % of the minimum rates of wages fixed for the class



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of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A.M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar. dated 11<sup>th</sup> February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 19 -MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department No. **KHR-71-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/9-1 to 27/9-4** in the Government Gazette, Extra-ordinary,

Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/98/MWA/1097/1619/(10)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Homes( under entry 30)” the Scheduled Employment under entry 40 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of and ;
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Home (at entry number 30).**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone – I 3	Zone –II 4
I	Class I  Laboratory technician (Educational qualifications Graduate and trained), X-Ray technician (Educational qualification Graduate and trained)	144.30	140.90
II	Class II  Clerk-typist, laboratory technician (unqualified) X-Ray technician (unqualified), Steno-typist, Nurse / Nurse / Nurse Midwife Physiotherapy technician, Compounder, * Pharmacist (educational qualification B. Pharm or D. Pharm; registered; having experience of ten years or more	141.10	140.00
III	Class III  Compounder (untrained) Dresser, Boy, Ayah, Peon..	135.60	134.50

**Explanation for the purpose of this notification -**

- (1) (a) 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 ten kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.
- (2) In case of an employees 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.
- (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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto 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 in the scheduled employment, 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 75 % of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A.M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**NOTIFICATION**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-26 -MWA-102008-302-M(2)** :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-78-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/16-1 to 27/16-5** in the Government Gazette, Extra-

ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/105/MWA/1097/1619/(17)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Hospitals and Nursing Homes” the Scheduled Employment under entry 30 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:Provided



that the rates of special allowances for the first time after the publication of this notification shall be 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 Hospitals and Nursing Homes.

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone – I 3	Zone –II 4
I	Class I Office Superintendent, Senior Accountant, Head Clerk, Cost Accountant, Store Officer, Senior Officer, EpidemiologistCum Sanitary Supervisor, Junior Scientific Assistant, Research Assistant, Stenographer, Senior Electrician, Matron, Ward Sister or Ward Incharge (R. N. and R. M.), Assistant Matron (R. N. and R. M.) Dietician (Post Graduate Qualification), Sister Tutor, Public health nurse(P.H.N.Diploma Holder), Laboratory Technicians (Educational Qualification Graduate and Trained)	145.00	143.90
II	Class II Assistant Store keeper, Senior Technical Assistant, Electrician Mechanic, Chemical Assistant, Bacteriological Assistant, Medical Social Worker, Public Health Nurse, Clerk-typist, Steward, Laboratory Technician, Steno-typist, Store Inspector, Dietician, Treatment, Organiser Nurse/ Nurse Mid Wife / Staff Nurse, Operation Theatre Nurse, Physiotherapy Technician, Pharmacist, Health Visitor, Compounder, Radiogram Operator, Ward Sister or Ward Incharge, Store keeper.	142.10	140.60

1	2	3	4
III	Class III Auxiliary Nurse / Mid Wife, Laboratory Assistant, Tailor, Washerman (Dhobi), Barber, Driver, Obstratician (Trained), Telephone Operator, Dresser, Theatre Assistant, X Ray Assistant.	139.40	138.00
IV	Class IV Nayak, Cleaner, Ward Boy, Record Keeper, (Daftari), Gardner, Laboratory Assistant, Ayah, Scavenger, Metrani, Kitchen Assistant, Chowkidar, Theatre Attendant, Telephone Attendant, X Ray Peon, Stracher bearer, Mazdoor, Post Mortem Poen, Messman, Peon, Laboratory Peon, Cook, Liftman.	136.30	135.10

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

(1) (a) 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;

(b) Zone-II 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 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.

(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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto 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 in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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EXTRA No. 5/17

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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**PART I-L**

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 27 -MWA-102008-302-M(2)** :-Whereas draft notification under Government Notification, Labour and Employment Department under No. **KHR-79-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/17-1 to 27/17-4** in the Government Gazette, Extra-ordinary, I-L-Extra No. 5/17

5/17-1

Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, therefore, in exercise of the powers conferred by clause (b) of subsection (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/106/MWA/1097/1619/(18)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Industrial Engineering establishments (other than automobiles repairing Workshops and Garages) employing less than 50 workers” the Scheduled Employment under entry 39 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Industrial Engineering establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers.**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I	Skilled A	141.30	140.50	139.80
II	Skilled B	138.40	137.60	136.90
III	Semi-skilled	136.20	135.50	134.70
IV	Unskilled	135.10	134.40	133.60
V	Office Staff	138.40	137.40	136.60

#### **Explanation for the purpose of this notification -**

- (1) (a) Zone I shall comprise the areas 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 ten kilometers from the aforesaid limits;
- (b) Zone-II shall comprise the areas within the limits of the towns and 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 limits.
- (c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II.

- (2) 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.
- (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 workers employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance, if they work upto 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 in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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EXTRA No. 5/18

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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**PART I-L**

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**NOTIFICATION**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 28 -MWA-102008-302-M(2)** :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-80-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as



required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/18-1 to 27/18-4** in the Government Gazette, Extraordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/107/MWA/1097/1619/(19)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Industrial Engineering Establishments (Other than automobiles repairing workshops and garages) employing fifty or more workers engaged in the manufacture of shioning, reconditioning, assemblies or repair of goods or articles or iron, steel and non-ferrous metals or alloys by the use of any machine, or tools, including foundries, forging plants and extrusion plants which produce for manufacturing, assembling and repairing establishments and workshops”** the Scheduled Employment under entry 51 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special

allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Industrial Engineering Establishments (Other than automobiles repairing workshops and garages) employing fifty or more workers engaged in the manufacture of shioning, recondition ing, assemblies or repair or goods or articles or iron, steel and non-ferrous metals or alloys by the use of any machine, or tools, including foundries, forging plants and extrusion plants which produce for manufactyuring, assembling and repairing establishments and workshops.**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I	Skilled A	141.30	140.50	139.80
II	Skilled B	138.40	137.60	136.90
III	Semi-skilled	136.20	135.50	134.70
IV	Unskilled	135.10	134.40	133.60
V	Office Staff	138.40	137.40	136.60

#### **Explanation for the purpose of this notification -**

- (1) (a) Zone 1 shall comprise the areas 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 ten kilometers from the aforesaid limits;

- (b) Zone-II shall comprise the areas within the limits of the towns and 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 limits.
  - (c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II.
- (2) 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.
  - (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 workers employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance, if they work upto 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 in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**

Deputy Secretary to Government.



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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**NOTIFICATION**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 29 -MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-81-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/19-1 to 27/19-7** in the Government Gazette, Extra-

5/19-2 GUJ. GOVT. GAZ. EX., FEBRYARY 11, 2009/MAGHA 22, 1930 [PART I-L ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/108/MWA/1097/1619/(20)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Jari Industry” the Scheduled Employment under entry 20 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Jari Industry.

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone – I 3	Zone –II 4
1	2		
I	Skilled Patlawala (a) Gathai bandhanar (b) Haramwala (c) Ustad, Tania (Real and Imitation (a) Ustad (Manager) Trakwala, Kasab Winder (b) Chanadia (b) Badla-Chhap 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 Thappawaqla, Gota and Thappa Weaver, Asarwala, Employees working on twisting Machine, Die Making (a) Nagg Ghasnar, (b) Niddle Ghasnar, (c) Niddle Remover, (d) Nang Padnar, (e) Nang Fitter, (f) Nangar, Ladi Making, Mutawala, Jari Embroidery Workers.	139.20	135.20
II	Semi-skilled Patlawala (a) Galner, (b) Tapnar, (c) Drawer on Chapad, (d) Drawer on Gadhedia, Tania (Real and Imitation), Patlawala and Pawalawala, Kasab Winder (a) Winder (Wintwawala), (b) Kasab and Resham Bharavawala, Tikawala, Bungali Tipnar (Hitter), Chalakwala, Chalak Padnar, Kangriwala, Kangri Padnar, Katoriwala, Katori Padnar, Kundi Gilt, Employees doing	136.90	134.00

1	2	3	4
	Miscellaneous Work, Kasab Chhap padnar, Asarwala, Opener and Bharwawal, Die Making, Ladi Making, Ladi Pandar.		
III	Unskilled	134.50	132.90
	Pawthawala, Employees doing Miscellaneous Work, Tania (Real and Imitation) (a) Gulla Opener, (b) Employees doing Miscellaneous Work.		

### SCHEDULE-II

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

- (1) Real slender kasab( pure silk and silver) Rs.1018-60 Per Kg. of the material(Badla).
- (2) Imitation Slender kasab (Pure silk and silver Electroplated copper wire) Rs.1019.60 Per Kg. of the material (Badla)
- (3) Real art silk kasab (Real silver and art silk of 75 deniers) Rs.813.10 Per Kg. of the material (Badla).
- (4) Imitation Kasab (Art silk of 55 deniers and silver electro plated Copper wire of 70 guage) Rs.613.70 Per Kg. of the material
- (5) Imitation Kasab (Art silk of 55 deniers and silver electro plated Copper wire of 60 guage) Rs.411.70 Per Kg. of the material.
- (6) ) Imitation Kasab (Art silk of 75 deniers and silver electroplated Copper wire of 60 guage) Rs.386.10 Per Kg. of the material (Badla).
- (7) Imitation Kasab (Art silk of 75 deniers and silver electroplated Copper wire of 40 guage) Rs. 307.10 Per Kg. of the material (Badla).
- (8) Imitation Kasab (Art silk of 100 deniers and silver electroplated Copper wire of 36 guage) Rs.274.80 Per Kg. of the material (Badla).
- (9) Cotton Imitation Kasab (cotton yarn of counts 120/2 and 100/2 imitation wire of wire of 36 to 40 guage) Rs.206.10 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.168.20 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 gauge) Rs.136.90 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 gauge) Rs. 115.70 Per Kg. of the material (Badla).
- (13) Thick Cotton yarn Kasab imitation wire gauge of 20 or 22, Rs.79.60 Per Kg. of the material (Badla).

**II Imitationwire-Drawer (Tania) Akhadedars.**

- (1) For Drawing wire of 80 gauge Rs.335.50 per Kg. of wire.
- (2) For Drawing wire of 70 gauge Rs.224.90 per Kg. of wire.
- (3) For Drawing wire of 60 gauge Rs.150.30 per Kg. of wire.
- (4) For Drawing wire of 50 gauge Rs. 112.40 per Kg. of wire.
- (5) For Drawing wire of 40 gauge Rs.96.60 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge Rs.74.90 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge Rs.56.00 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge Rs.48.30 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge Rs.41.30 per Kg. of wire.

**SCHEDULE-III**

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

**II Imitation wire –Drawer (Tania) Akhadedars.**

- (1) For Drawing wire of 80 gauge Rs. 2-90 per Kg. of wire.
- (2) For Drawing wire of 70 gauge Rs. 1-80 per Kg. of wire.
- (3) For Drawing wire of 60 gauge Rs. 1-80 per Kg. of wire.
- (4) For Drawing wire of 50 gauge Rs. 1-80 per Kg. of wire.
- (5) For Drawing wire of 40 gauge Rs.0.90 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge R. 0-50 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge Rs. 0-50 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge Rs. 0-50 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge Rs. 0-50 per Kg. of wire.



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

(1) (a) 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;

(b) Zone-II 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 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.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) 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.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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EXTRA No. 5/20

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 30-MWA-102008-302-M(2):—Whereas draft notification under Government Notification, Labour and Employment Department under No.KHR-82-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

I-L-Extra-5/20

5/20-1

by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/21-1 to 27/20-4 in the Government Gazette, Extra-ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/109/MWA/1097/1619/(21)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Khandsary Industry" the Scheduled Employment under entry 42 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Khandsary Industry.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Foreman, Mechanical Supervisor, Mistry, Mechanic, Chemist, Cane Crusher Driver, Mechanic Driver, Settingmen, Welder, Electrician, Carpenter, Blacksmith, Turner, Bhatti repairer, Fitter, Pumpmen.	136.90
II	Semi-skilled Fieldman, Sulpherman, Sulperation, Sulpheo Dayaction Mat, Patti Karaguard and Cutting, Oilman, Assistant, Mechanic, Karegaer, Bag Filler, Pump Attendant, Sentrifuming, Fireman.	134.70
III	Unskilled Helper, Mazdoor, Cane Carriers, Removing Bagges, Firewood Grinder, Canefider, Bag Filler.	133.30
IV	Office Staff Manager Accountant, Purchaser, Cashier, Time-Keeper, Clerk, Clerk cum Typist	147.90 136.70

#### Explation for the purpose of this Notification -

- (1) The entire State shall be treated as one Zone.
- (2) 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.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(5) 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.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-31-MWA-102008-302-M(2).—Whereas draft notification under Government Notification, Labour and Employment Department under No.KHR-83-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/21-1 to 27/21-8 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/110/MWA/1097/1619/(22-A)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “any Local Authority, Employment of any Municipal Corporation constituted under the Bombay Provincial Municipal Corporations Act, 1949 (Act No. LIX of 1949)” the Scheduled Employment under entry 6 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 there of; and
- (b) Special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 under any Local Authority.

#### Employment of any Municipal Corporation constituted under the Bombay Provincial Municipal Corporations Act, 1949 (Act No. LIX of 1949).

Sr. No.	Classes of Employees	Rate payable per day (Rs.)
1	2	3
I	Skilled	140.20
	Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mascon, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse. Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crane, Electrical Motor Mechanic Grade I, Mechanical Electrical Meter Grade III, Inspector, Mechanical Cycle, Moulder Assistant, Polisher, Regulator 'A' Class, Sawyer Machines, Supervisor Driving, Kinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant.	



1	2	3
II	Semi-skilled	138.70
	<p>Barber, Basket Maker, Bouquet Maker, Camel Keeper, Camp Master, Cart Driver, Chavivala, Cleaner, Cook, Cook's Mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman Meter Reader, Money tester, Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani, Nawghani Mukadam, Nuisance Jamadar, . number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter, Jointer Improver, Lointer male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade II, Car Washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook(canteen).</p>	
III	Unskilled	136.30
	<p>Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah,</p>	

Bhhisti, Blegari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Hamal, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Motor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post Morterm Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (Man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatty, Hammerman, Head Hamal, Head Sepoy, Mukadam Freight Wagon, Mukadam Mainns, Office Coolie, Poleman, Road Boroom Maker, Sepoy Signalman, Watchman Permanent Way.

#### IV Clerical Staff

Matriculate 141.10

Non-Matriculate 140.20

Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record keeper, Tracer, Typist, Secretary, Cashier and Accountant, Octroi inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant

1	2	3
	Clerk, Market Recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector( Market), Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkun, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant. 141.10140.20	
V	Teachers	
	Class A : Junior Trained Teachers	139.20
	Class B : Voluntary Teachers	136.30
VI	Conservancy Staff	137.80
	Sweeper, Scavenger,	

**Explanation:-**

The minimum rates of wages for employees of the said scheduled employment employed in public motor transport or on the the Construction or maintenance of roads, or in building operations or in stone breaking or stone crushing, shall be the same as those fixed for employment in public motor transport or employment in the construction or maintenance or roads of in building operations or employment or in Stone breaking or stone crushing if the case may be.

**Explanation for the purpose of this notification :-**

(1) 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.

(2) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(3) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(4) 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.

(5) Male and female employees shall be given equal wages for equal work.

(6) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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EXTRA No. 5/22

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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**The Gujarat Government Gazette**  
**EXTRAORDINARY**  
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Vol. XLX ] WEDNESDAY, FEBRUARY 11, 2009 /MAGHA 22, 1930

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Separate paging is given to this part in order that it may be filed  
as a separate compilation

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-32-MWA-102008-302-M(2).—Whereas draft notification under Government Notification, Labour and Employment Department under No.KHR-84-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/22-1 to 27/22-8 in the Government Gazette, Extra-ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/111/MWA/1097/1619/(22-B)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any Local Authority in Municipality or Nagar Panchayat constituted under the Gujarat Municipalities Act, 1963 (Gujarat Act No. XXXIV of 1964) and the Gujarat Panchayat Act, 1993 (Gujarat Act No. 18 of 1993)" the Scheduled Employment under entry 6 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 under any Local Authority in Municipality or Nagar Panchayat constituted under the Gujarat Municipalities Act, 1963 (Gujarat Act No. XXXIV of 1964) and the Gujarat Panchayat Act, 1993 (Gujarat Act No. 18 of 1993).**

Sr. No	Classes of Employees	Rate payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Skilled	140.20	139.20	138.40

Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mason, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and

1	2	3	4	5
	<p>Inspector, Controller Hand Assistant, Driver Crane, Electrical Motor Machine Grade-I, Mechanical Electrical Meter Grade-III, Inspector, Mechanic Cycle, Modular Assistant, Polisher, Regulator a class, Sawyer Machines, Supervisor, Driving, Tinsmen Grade-I and II, Tinsman Assistant, Turner, Machinist, Wagon Hand Assistant, Winder Armature Assistant.</p>			
II	Semi-Skilled	138.70	137.80	136.90
	<p>Barber, Basket marker, Bouquet marker, Camel keeper, Camp master, Cart Driver, Chavivala, Cleaner, Cook, Cook's mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman, Meter Reader, Money tester, Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani, Nawghani Mukadam, Nuisance Jamadar, number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Cock</p>			



1	2	3	4	5
	<p>(For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter, Jointer Improver, Lointer male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade II, Car mmmWasher Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook (Canteen).</p>			
III	Unskilled	136.30	135.50	134.50
	<p>Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhhisti, Blagari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Haman, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka</p>			

1	2	3	4	5
	<p>Sepoy, Motor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post Morterm Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, StableBigari (Man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatty, Hammerman, Head Ramal, Head Sepoy, Mukadam FreightWagon, mukadam Mainns, Office Coolie, Poleman, Road Boroom Maker, Sepoy Signalman, Watchman Permanet Way.</p>			
	IV Clerical Staff			
	Matriculate	141.00	139.50	138.70
	Non-Matriculate	140.20	138.70	137.80
	<p>Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record Keeper, Tracer, Typist Secretary, Cashier and Accountant, Octroi Inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound</p>			

1	2	3	4	5
	Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector, Market, Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkun, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class ,Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant.			
V	Teachers	139.20	139.20	139.20
	Class A : Junior Trained Teachers			
	Class B : Voluntary Teachers	136.30	136.30	136.30
VI	Conservancy Staff	137.80	136.30	135.50
	Sweeper, Scavenger.			

### Explanation:-

The minimum rates of wages for employees of the said scheduled employment employed in public motor transport or on the the Construction or maintenance of raods, or in building operations or in stone breaking or stone crushing, shall be the same as those fixed for employment in public motor transport or employment in the construction or maintenance or roads of in building operations or employment or in Stone breaking or stone crushing if the case may be.

Explanation for the purpose of this Notification

- (1) (a) 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;

- (b) Zone-II 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 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.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.

(4) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) 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.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

EXTRA No. 5/23

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-33-MWA-102008-302-M(2).—Whereas draft notification under Government Notification, Labour and Employment Department under No.KHR-85-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

5/23-2 GUJ. GOVT. GAZ. EX., FEBRYARY 11, 2009/MAGHA 22, 1930 [PART I-L by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/27-1 to 27/27-7 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/112/MWA/1097/1619/(22-c)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “any Local authority, Gram Panchayat constituted under the Gujarat Panchayat Act, 1993. (Gujarat Act No.18 of 1993)” the Scheduled Employment under entry 6 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 under any Local authority Gram Panchayat constituted under the Gujarat Panchayat Act, 1993. (Gujarat Act No.18 of 1993).**

Sr. No.	Classes of Employees	Rate payable per day (Rs.)
1	2	3
I	Skilled  Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mason, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse, Operator, Pattern Marker, Radio Gram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steem Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crane, Electrical Motor Mechanic Grade I, Mechanical	137.80

Electrical Meter Grade III, Inspector, Mechanical Cycle, Moulder Assistant, Polisher, Regulator 'A' Class, Sawyer Machine, Supervisor Driving, Tinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant.

## II Semi-skilled

136.30

Barber, Basket marker, Bouquet marker, Camel keeper, Camp master, Cart Driver, Chavivala, Cleaner, Cook, Cook's mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman Meter Reader, Money tester, Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani, Nawghani Mukadam, Nuisance Jamadar, number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter Jointer, Improver, Jointer Mate, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade II, Car Washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class Regulator,



1

2

3

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Wireman Assistant, Head Cook (Canteen), Assistant Cook (Canteen).

III Un-skilled

134.00

Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhhisti, Blagari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havalдар, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Hamal, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Moor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post Morterm Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (Man), Stable Bigari (Women), Staff Havalдар, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolleyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatti, Hammer Men, Head Hamal, Head Sepoy, Mukadam Freight Wagon, Mukadam Mains, Office Coolie, Coal Men, Road borrow Maker, Sepoy, Signal Men, Watchmen, Watchmen permanent way

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1	2	3
IV	Clerical Staff	
	Matriculate	138.10
	Non-Matriculate	137.30
	Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record Keeper, Tracer, Typist Secretary, Cashier and Accountant, Octroi Inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector, Market, Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkun, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant. 138.10137.30	
V	Teachers	
	Class A : Junior Trained Teachers	139.20
	Class B : Voluntary Teachers	136.30
VI	Conservancy Staff	
	Sweeper, Scavenger,	134.80

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

(1) 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.

(2) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.

(3) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(4) 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.

(5) Male and female employees shall be given equal wages for equal work.

(6) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

EXTRA No. 5/24

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 34-MWA-102008-302-M(2):—Whereas draft notification under Government Notification, Labour and Employment Department under No.KHR-86-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

I-L-Extra-5/24

5/24-1

by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/24-1 to 27/24-5 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/115/MWA/1097/1619/(25)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “any manufacturing process as defined under section 2(K) of the Factories Act(63 of 1948) 1948, is carried out and which is not covered under any entry in part-I and II of the Schedule” the Scheduled Employment under entry 50 of the Schedule to the Act , in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any manufacturing process where in “manufacturing process” as defined under Section 2(K) of the Factories Act-1948 , is carried out and which is not covered under any entry in part-I and II of the Schedule.**

Sr. No.	Classes of Employees	Rate payable per day (Rs.)	
		Zone – I	Zone –II
1	2	3	4
I	Skilled Machine Operator, Mechanic, Fitter, Cutter, sorter, Airman. Operator, Checker, Fitter Grade-A, Turner Grade-A, Wireman Grade-A, Burner Grade-A, Burner Operator, Welder Mistry, Electrician, Bhusiwala, (one who clean dust on fan) Machine man, Policeman, Supervisor, Chief Carpenter, Carpenter, Ban Show-man, Mixing Macine, Papad Maker, Flour Kneader, (To turn grains folur etc. into dough) Khandawala (one who pounds turning into powder), Masala miser, Bhati Mechanic, Winder, Doubler, Plan Operator, Sevpad Maker, Adjuster (one who adjust the weight) Chemis, Compressor Machienman, Desiganman Maker, Pahelwala, Taliawala, Mathalalwala, Ghastawala, Furnance Driver, Engineer, Van Driver, Quality Controll Officer, Plant Supervisor, Chemist cum syrup Maker, Fitter cimmechanic, Boiler Attendant, Shift incharge, Stine	142.80	138.70

1	2	3	4
	Brekingman, Grauner, Cutter,(One who cuts with gas) Crane Driver, Loaderman, Mukadam, Chemist cum incharge, Broom Maker, Large Broom Maker		
II	Semi-Skilled Asstt. Operator, Sorter, Asstt. Wireman Grade-B, Turner Grade-B, Fitter Grade-B, Kantawala,(One who weighs mixing benches) Mukadam,(Mixing Department)Assistant Machine Opertator, Asstt. Fitter, Asstt. Wireman, Helper, (one who helps to make Emery stone and prepares powder), Asstt. Sorter, Asst. Grinder, Peeler, Washing Machineman, Talvawala, Asstt. Flour Kneader, Kachori-Samoso Maker, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machieman.Mixing Machine Operator, Scent Spreyer (One who dips in liquid.)	136.60	133.80
III	Unskilled. Majoor, (Labourer) Watchman, Oilman, Machine Labourer, Colour Carrier, Packer, Staker, Charnawala,(One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hamal, Miscellaneous Labourer, Packingwala, Bottle Cleaner, Labeller, Bottle Filler.	132.50	129.70
IV	Clerical Stafff. Acountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier,	146.40	142.00

### Explanation for the purpose of this Notification -

(1) (a) 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;

(b) Zone-II 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 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.

(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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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 in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.



EXTRA No. 5/25

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 35 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No.KHR-87-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

I-L-Extra-5/25

5/25-1

5/23-2 GUJ. GOVT. GAZ. EX., FEBRUARY 11, 2009/MAGHA 22, 1930 [PART I-L by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/25-1 to 27/25-6 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/116/MWA/1097/1619/(26)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “any establishment engaged in manufacturing ready-made garments or its accessories and tailoring establishments employing more than three workers” the Scheduled Employment under entry 49 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any establishment engaged in manufacturing ready-made garments or its accessories and tailoring establishments employing more than three workers.**

Sr. No.	Classes of Employees	Rate payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Category I Design Maker, Pattern Maker, upervisor Production), Master Cutter, Manager,	143.30	140.50	137.60
II	Category II Cutter, Checker, Sample Tailor Grade I (Readymade), Coat Maker, Pant Maker, Accountant, Salesman, Mechanic, Electrician.	141.30	139.10	136.90
III	Category III Tailor Grade II (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,	139.10	136.90	135.50
IV	Category IV Tailor Grade III (Readymade), Cap Maker, Special Purposes Machine Operator, e.g. Embroideryman, Buttonhole Machine Operator, Buttonstich Machine Operator, Bindstich Machine Operator, Overlocking (overredging), Iron-B (For Cotton Garment), Folder / Spreader	137.70	135.50	134.30

1	2	3	4	5
V	Category V	135.50	134.30	133.00
	Thread Cutter, Deliveryman, Peon, Gaajawala (by hand), Tomwala (by hand), Hookwala (by hand), Helper, Sweeper, Boys, Watchman.			

**Employment in any Establishment engaged in Manufacturing Readymade Garments or its Accessories and Tailoring Establishments Employing more than Three Workers. (piece rate)**

**SCHEDULE**

Sr. No.	Name of items	Rate of one Dozen (Rs.)	Targetted No. of Item
1	2	3	4
1.	Petticoat Blouse (Set)	250.10	02
2	Petticoat (Special)		
	Petticoat (Ordinary)		
	Frock (Midi)		
	Frock ( Ordinary)		
	Baba suit	143.40	12
3.	Gown ( Zabba)		
	Bushshirt/ sadra.	129.00	36
4.	chadiBag	126.20	60

**Explanation for the purpose of this Notification –**

- (1) (a) 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;

- (b) Zone-II shall comprise the areas within the limits of the towns and 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 limits.
  - (c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II.
- (2) 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.
  - (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.
  - (4) The employees employed by contractor or other agencies in the cheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
  - (5) 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.
  - (6) Male and female employees shall be given equal wages for equal work.
  - (7) The minimum rates of wages payable to an apprentice employed onskilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. Kadri,**  
Deputy Secretary to Government.



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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT**

**NOTIFICATION**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-36-MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-88-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/26-1 to 27/26-4** in the Government Gazette, Extra-ordinary, Part -IL, inviting

5/26-2 GUJ. GOVT. GAZ. EX., FEB. 11, 2009 / MAGHA 22, 1930 [PART I-L  
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 the suggestions received in respect of  
the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-  
section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in  
supersession of the Government Notification, Labour and Employment Department  
No. KHR/117/MWA/1097/1619/(27)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of  
Gujarat after consulting the Minimum Wages Advisory Board constituted under  
section 7 of the Act, hereby revises the minimum rates of wages in respect of the  
employees employed in “**any oil mill**” **the Scheduled Employment under entry 5 of  
the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule  
appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended  
hereto in respect of zones specified in said column for the employees employed  
in the said scheduled employments in the State of Gujarat as the basic rates  
payable by the day respectively in such zones to the classes of  
the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the  
rate 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 2935  
or over any such number which is greater than 2935 applicable to the  
employees in the said Scheduled Employment, the special allowance  
payable in addition to the basic rates of wages shall be Rs.0.20 paise per  
day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number  
which is not less than 2935, the special allowance shall be reduced at the  
rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication  
of this notification shall be 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 any oil mill.**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone – I 3	Zone –II 4
I	Skilled  Engineer, Boiler attendant, Engine Driver, Fitter, Blacksmith, Turner, Electrician, Welder, Carpenter, Chemist, Machine Operator.	148.20	139.90
II	Semi-skilled  Oilman, Fireman, Canboy (Ketaliwala) Expellorman, Filterman, Mukadam.	138.40	138.00
III	Unskilled  Thappiwala, Gunnybag Filter, Gunnybag Sticher, Kadiwala, Mazdoor, Hamal, Machine Cleaner, Cleaner of Factory, Machine Feeder (Orulla), Baharawala, Peon, Employees employed on cleaning, spreading, drying and of slaving oil seeds.	136.50	136.00
IV	Clerical Staff  Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent Head Clerk, Cashier, Karkun, Typist.	142.70	141.70

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

- (1) (a) 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;
- (b) Zone-II 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 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**NOTIFICATION**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-37-MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-89-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at

pages **27/27-1 to 27/27-5** in the Government Gazette, Extra-ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/118/MWA/1097/1619/(28)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Petrol and Diesel Oil Pumps” the Scheduled Employment under entry 37 of the Schedule to the Act** , in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Petrol and Diesel Oil Pumps.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I	Skilled Manager, Head Cashier, Any Employee who works efficiently by exercising considerable independent judgement, discharges his duties with responsibility and possesses through and comprehensive knowledge of the trade, craft or industry in which he is employed.	145.10	142.20	138.10
II	Semi-skilled Pump Attendant, Accountant, Clerk, Bill Clerk, Cashier, Typist, any Employee who does a wok of a well defined routine nature and discharges the duties assigned to him Independently and with responsibility.	142.20	138.10	135.20
III	Unskilled Helper, Watchman, Peon.	136.50	135.80	135.20

#### Explanation for the purpose of this Notification:-

- (1) (a) 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;

- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh 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.
  - (c) Zone-III shall comprise all the areas in the State of Gujarat other than those not included in Zone-I and Zone-II.
- (2) 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.
  - (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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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 in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**NOTIFICATION**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-38-MWA-102008-302-M(2)** :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-90-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/28-1 to 27/28-6** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/119/MWA/1097/1619/(29)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“any Pharmaceuticals industry” the Scheduled Employment under entry 29 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any Pharmaceuticals industry.**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I	Skilled  Chemist, Stenographer, Manager, Chief Accountant, Machine Maintainer, Sales Supervisor, Sales Representative, Packing Supervisor, Time Keeper, Bazar Clerk, Accountant Clerk, Cashier, Ughrani Clerk, Bill Clerk, Bill Preparer, Typist, Store Keeper, Driver, General Clerk, Machine Supervisor.	138.30	137.40	136.70
II	Semi-skilled  Bottle Filler (Syrup), Bottle Checker (Syrup), Label Stamper (Syrup), Tablet Compressing Attendant, Coater (Tablet), Polisher (Tablets), Stripe Packing Supervisor, Capsule Filler, Capsule Sealer, Ointment Filler, Mixing Attendant (Injection, Sterilising Attendant (Injection), Checker of Injection Bottles, Mixing Attendant (Syrup), Mixing Attendant (Tablets), Stripe Packer, Mixing Attendant (Capsules), Packer (Capsules), Mixing Attendant (Ointment), Bottle Washer (Injection), Bottle Filter (Injection), Raw Material Processor, Vanaspati Grinder, Avleh Preparer, Syrup Processor, Oil Processor, Extract Processor, Tablet preper from Ras,	136.70	136.00	135.40



1	2	3	4	5
	Goods Sorter as per Order, Goods Checker as per order, Packing Memo Clerk, Coupy Pakva and Ras Preparer, Asav Boiler, Extract Drawer, Tablets Weighter, Weighter Attendant, Bottle Filling Machine Operator			
III	Unskilled :	135.40	134.50	133.80
	Bottle Bag Opener, Bottle Drying Attendant, Syrup Attendant, Filtering Attendant, Bottle Capping Attendant, Label Paster, Bottle Sealer, Bottle Packer in Cartons and also Dozens and Cases, Bottle Carrier (For Ware Housing, Granule Process Attendant, Granule Drying Attendant, Table Stripe and Bulk Packer, Ointment Tubes Sealing Attendant, Helper, Peon, Cleaner, Weighting Helper, Box Packing Helper, Store Coolie, Hand Loriwala, Paharewala / Watchman, Vanspati Cleaner, Vanspati Siever, Vanspati Mixing Attendant, Manufacturer Process Attendant as per Formula, Asav Filtering Attendant, Pills Manufacturing and cutting Attendant, Pills Separator (Khalchuntnar), Bhashma Manufacturing Attendant, Cleaner, Crusher, Furnace Attendant, Pills Mixture, Ointment Attendant, Bottle Cleaner for filling Liquid.			

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

- (1) (a) 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;

- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh 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.
  - (c) Zone-III shall comprise all the areas in the State of Gujarat other than those not included in Zone-I and Zone-II.
- (2) 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.
  - (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.
  - (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
  - (5) 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.
  - (6) Male and female employees shall be given equal wages for equal work.
  - (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.



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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**NOTIFICATION**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 39 -MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-91-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/29-1 to 27/29-4** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/120/MWA/1097/1619/(30)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “**Plastics Industries**” **the Scheduled Employment under entry 45 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Plastics Industries.**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone – I 3	Zone –II 4
I	Skilled  Supervisor, Accountant, Boiler Attendant, Chemist, Cutting and Sealing Operator, Machine Operator	139.80	138.40
II	Semi-skilled  Assistant Operator, Moulder, Grinder, Machineman, Turner, Fitter, Finishing Machineman.	136.90	135.50
III	Unskilled  Packer, Mazdoor, Labourer, Helper, Sweeper, Cleaner, Watchman, Peon.	134.00	132.60

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

- (1) (a) 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;
  - (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh 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,
- (2) 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.

- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**NOTIFICATION**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-40-MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-92-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/30-1 to 27/30-5** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/121/MWA/1097/1619(31)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**Potteries Industry**" **the Scheduled Employment under entry 22 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Potteries Industry.**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)
1	2	3
I	Skilled	138.10
	Mistry-Mechanic, Mistry-Carpenter, Pattern and Frame Maker, Potters (Makers of jars, Batteries and Butlar, (30 Ltr.. And above), Die Makers, Head Moulder (Foundry), Mistry-Turner, Mistry-Blacksmith.	
II	Semi skilled	136.20
	Wireman, Turner, Fitter, Blacksmith, Mason for new Trolley Building and Klin repairs, Sanitaryware Case Moulder (Plaster of Paris), Name Writer, View Decoration, Luster and Colour Decoration, Tunnel Attendants, Potters (8 Lbs and above but below 30 Lbs, Barni Battery and Iota Makers), Shappers, Planners, Welder, Moulder (Foundry), Engine Driver, Flate Maker, Gold Line Maker (Decorator), Sanitaryware Casters (Big Pieces), By Colour Lining on Cup-Saucer, Designer Stamer, Glazer (Cup-Saucer) 45 by dipping and Sparying), Stoneware Pipe Turner, Finishers (Fire Bricks), Fire man down Draft Kiln, Laboratory Attendant, Machineman (Plaster Mixing), Compressor Pumpman, Sanitaryware, Crockery, Loaders in Turner Kiln and Down Draft Kiln, Fitters Press Main Person, Tile Semi-automatic Press Operator, Tiles Painters (Painting by hand, Brush and Screen Painting and Emboss Painting, Oil Pump Attendant, Glazer (Jar), Checker (Sanitaryware, Jar), Finishers (Cup-Saucer, Fire Bricks), Porter (Sanitaryware, Tiles, Refractories, Crockery), Packer, (Sanitaryware,	

1	2	3
	Crockery), Pug-mill Attendant Main Person, Caster of Trap, Soap Dish, Ash-tray, Tea-set and small articles, Chakadia (8Lbs. And Below Jar and Batla Maker), Lid Maker. Maker (Chakada), Lid Maker (Screw Press), Vatkas and Daba Maker, Transfer Stickers on Crockery and Glazed tiles, Saggar Makers (On Chakada), Saggar Maker (On Hand Press), Handle Stickers to Cups, Handle Stickers to Jars.	
III	Unskilled  Pottery Mazdoor (Helpers and Carriers Blunger and Cylinder Loaders, Lata Polisher, Brick Makers on Screw Press and Automatic Press, Stonewares and Porcelin Pipe Makers and Glasers, Crookers Biscuit Loaders and un-loaders. Tiles Glazing Machine Workers, Glazed Tiles Automatic Press Workers, Cup-Saucers and Similar pieces mould makers, Glazed tiles loading in crates and wire Packing, Stamping on Glazed Tiles, Bricks and Jar Packers, Handle Casters and Finishers	134.30
IV	Supervisory and Clerical Staff.	138.70

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

- (1) **The entire State shall be treated as one Zone:-**
- (2) 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.
- (8) **For the purpose of this entry, “Potteries Industry,” includes the manufacture of the following articles of pottery, namely :-**
  - (a) Crockery (b) Sanitary appliances and Fittings (c) Refractories (d) Jars
  - (e) Electrical accessories (f) Hospital (g) Textiles Accessories (h) Toys
  - (i) Glazed Tiles.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 41 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-93-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of I-L-Extra-5/31

1948), at pages 27/31-1 to 27/31-4 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/122/MWA/1097/1619/(32)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “any powerloom industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing or similar processes are carried on” the Scheduled Employment under entry 18 of the Schedule to the Act , in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any powerloom industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing or similar processes are carried on.**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Skilled Clerk, Jobber, Fitter, Weaver, Wrapper, Front Sizer, Drawer Wireman, Boiler Attendant.	137.60	136.90
II	Semi-skilled Winder, Rreacher, Thrower, Finishing Machineman, Thread Sizer, Back Sizer, Folder.	136.50	135.80
III	Unskilled Mazdoor, Labourer, Helper, Sweeper, Cleaner, Wraft distributor, Oiler, Waterman, Peon, Watchman.	135.50	135.00

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

- (1) (a) Zone I 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;
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh 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,

- (2) 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. Kadri,**  
Deputy Secretary to Government,

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EXTRA No. 5/32

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 42 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-94-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act,



1948. (XI of 1948), at pages 27/32-1 to 27/32-5 in the Government Gazette, Extraordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/123/MWA/1097/1619/(33)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "preweaving and Textile processing industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendering folding, finishing, mercerising, printing or glazing of yarn cloth or articles made of cloth or any process incidental or supplemental thereto" the Scheduled Employment under entry 47 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of and ;
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 preweaving and Textile processing industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendering folding, finishing, merricising, printing or glazing of yarn cloth or articles made of cloth or any process incidental or supplemental thereto.**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Skilled Skilled Machine Operator, Jobber Colourman, Fitter, Electrician, Stamper, Folder, Wireman, Boiler Attendant, Carpenter, Printer, Kunjawala, Checker, Harish Stander, Machineman, Calendar Machineman, Soucharman, Polomising, Machineman, Finishingman, Steam Finishingman, Zero Zora Machineman, Rottery Machineman, Dyeing Range Machineman, Gigger Machineman, Store Keeper, Cashier, Head Jamadar, Fireman.	138.90	138.00
II	Semi-skilled Sticherman, Packer, Belt Operator (Patta chalawanar), Bundler, Assistant Printer, Assistant Stamper, Cutterman, Helper (Assistant of skilled workers), Telephone Operator, Time Keeper, Godown Keeper, Assistant Machineman, Ugharani Karkun, Gate Keeper.	137.70	137.10
III	Unskilled Mazdoor, Coolies, Sweeper, Cleaner, Watchman, Pumpman, Fire Coolies	136.70	136.20

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

- (1) (a) 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;
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh 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.
- (2) 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 43 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-95-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of I-L-Extra-5/33

1948), at pages 27/33-1 to 27/33-6 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/124/MWA/1097/1619/(34)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “any industry in which any process of printing by letter press lithography, photogravure or other similar work or work incidental to such process or book binding is carried on” the Scheduled Employment under entry 14 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 there of ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any industry in which any process of printing by letter press lithography, photogravure or other similar work or work incidental to such process or book binding is carried on.**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Skilled A Lino-Type Operator, Camera Operator, Tri-colour-Etcher or Multi Chome Etcher, Rotary Pressman, Commercial Artist or Designer, Litho-Artist or Calligrapher, Negative-positive Retouched, Off-set Printer, Stenographer, Tele-printer Operator, Qualified Accountant, Cashier, Lod-low Operator, Mono-Type Key Board Operator, Proof Reader, Multi-Colour Proof Printer, Litho Off-set Transfer Printer, Off-set Plate Maker, Litho-Off-set Copy Paster, Re toucher or Toucher, Photo-graver Etcher, Photo-graver layoutman, Litho Plate Bed Printer, Punch Maker, Envelop Machine Man, Die Maker, Embossing Machine man, Mechanic, Electrician, Steno-Typist, Binder (Volume and Vedger), Block Maker, (integrated), Compositor (Display and Page making), Off-set Plate Maker, Exercise Book Machine man, Head Clerk, Forman, Supervisor or Section Head Cylinder Pressman (Automatic), Matrix Maker, Book Case Machine man.	138.40	138.00	137.60

1	2	3	4	5
II	Skilled B  Imposer, Mono-type Caster, Type Caster, Stereo-Type or Stereo Caster, Stereo Bencher cum Mounter, Line-Estcher, Half-tone Etcher, Transfer Printer (Blocks), Engraver, Router, Mounter, Cylinder Pressman (Hand fed), die Stamper or Die Plate Printer, Gilder, Inter-Lay-Cutter, Cutter or Giloti man, Carpenter, Driver, Store or godown Keeper, Clerk, Time-Keeper, Typist, Telephone Operator, Addrema Machine man, Cylinder Grainer, Copy Holder, Trade Pressman or plate man, Binder, Sewing Machine man, Folding Machine man, Ruling Machine man, Box Puncher, Scorer or Bender, Hand Box or Envelope Maker, Accountant, Compositor (Correction), Super type caster, Super type caster, Foundry man (Integrated), Platen Pressman (Automatic), Number Setter, Three Knaves Trimmer, Assistant Artist, Numbering Machine man, Assistant Machine man,	137.60	137.30	136.90
III	Semi-skilled :  Distributor, Assistant Camera Operator, Assistant Transfer Printer, Assistant Etcher, Letter Press Cylinder Feeder, Counter, Letter Press Plate Feeder, Checker, Number or Paging man, Packer, Assistant Embossing Machine man, Assistant Toucher, Assistant Copy Paster, Off-set feeder, Flat Bed Feeder, Varnisher, Wax Machine man, Cold Powderer, Wireman, Type Cutter, Compositor (Running), Line roller, Proof Puller or Galley Pressman, Type Dresser, Roller Make or roller Caster,	136.50	136.20	135.80

1	2	3	4	5
	Plate Grainer or Grinder, Ink Ginger, Knife Sharpeners. Wire Sticher, Perforator, Label Puncher, Rulling Feeder, Beening man, Metal Caster or lead Melt. Type or Font Binder, Roller Sticher, Numbering Feeder, Gassing Machine man			
IV	Unskilled	135.40	134.90	134.50
	Stereo-Baler, rotary-Baler, Cylinder Baler (Photo-graver and letter Press), Hand Folder, Assistant Carpenter, Stone-Grinder, Baler, Helper, Binding Boy, Cleaner, Sweeper, Peon, Messenger, Watchman, Mazdoor, Type Jet Breaker or Polisher.			

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

- (1) (a) 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;
  - (b) Zone-II 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.
  - (c) Zone III Shall comprise all the areas in the state of Gujarat other than those not included in Zone-I and Zone-II.
- (2) 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 waghes fixed for the class of employees to which he belongs.



- (3) The Factories manufacturing corrugated boxes will also pay the above minimum rates of wages,
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto 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 in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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EXTRA No. 5/34

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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**The Gujarat Government Gazette**  
**EXTRAORDINARY**  
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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 44 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-96-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at

I-L-Extra-5/34

5/34-1

pages in the Government Gazette, Extra-ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of subsection (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/125/MWA/1097/1619/(35)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "public motor transport" the Scheduled Employment under entry 11 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 public motor transport.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	<p>Skilled</p> <p>Employees by whatever name called doing skilled work of the nature done by Manager, Assistant Manager, Superintendent, Head Clerk, Accountant, Senior Clerk, Driver, Mechanic, Fitter, Turners, Electricians, Checker Supervisor, Tinsmith, Battery man, Vulcaniser, Carpenter, Blacksmith, Artisan, Traffic Controller, Traffic Inspector, Assistant Traffic Inspector, Traffic Checker, Hostes, Instructor, Starter, Vehicle Examiner, Charge man, Body-smith, Assistant Body Smith, Upholsterer, Machinist, Wireman, Welder, Painter.</p>	145.60
2.	<p>Semi-Skilled</p> <p>Employee's by whatever name called doing same Skilled work of the nature doing by Asst, Junior skilled workers, Conductor , Machine metes, Fitter metes, Greaser, Oiller, Asstt. Artisane, Junior traffic Controller, Hawaldar, Mukadam, Hammer man, Hamal and Employed doing the clerical work</p>	142.70
3.	<p>Un-skilled</p> <p>Employees by whatever name doing Un-skilled work , Helper ,Washer ,Cleaner, Watch man, Mazdoor, sweeper, peons, Khalasi, Tapali, chokidar ,Waterman , porter, Gardner, Battery boy, pump operator or other miscellaneous workers,</p>	140.50

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

- (1) **The entire state shall be treated as one Zone**
- (2) 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;
- (3) The workers 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.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 45 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-97-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at

pages 27/35-1 to 27/35-6 in the Government Gazette, Extra-ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of subsection (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/126/MWA/1097/1619/(36)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any Pulp & Paper or Board manufactory" the Scheduled Employment under entry 32 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any Pulp & Paper or Board manufactory

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Highly-Skilled  Boiler Attendant(Class-I),Electrician,Forman, Machine Operator, Chemist,Department Incharge Supervisor,Draftsman, Finishing House Mistry, Chargemen Instrument Section,Chargemen carpentry Shop, Workshop Chargeman, Chargemen Civil Construction, Chargemen Transport, Chargemen Mechanical, Chargemen Electrical Section.	137.80
II	Skilled  Boiler Attendant (Class II), Digester Attendant, Carpenter, Fitter, Pressman, Wireman (First Class), Mechanic, Welder, Crane Operator, Driver, Plumber, Nurse, Laboratory Tester, Turner, Blacksmith, Painter, Leather man, Finisher, Beater man, Calendar man, Pulper Machine man, Winder (Litter Rewinder machine man), Sorter, Cutter Machineman, Tinsmith, Driller, Shaper, Planner, Evaporator Operator, Recovery Boiler Operator, Roaster and Smelter Operator, Recaustasing Operator, Lime Reburning Operator,	136.50
III	Semi-skilled  Willow man, Pump Attendant, Steam Controller, Gardener, Cooks, Wireman (Second Class), Head Watchman/ Watch and Ward Jamadar, Pulp and Paper Tester, Fireman, Paper and Board Section Machine Attendant, Finishing Plant Attendant, Pump Attendant, Chemical Treatment and Classification Attendant Electrician / Electrical Assistant,	134.90



1	2	3
	Coal Crushing and Oil Burner Attendant, Assistant Turner, Assistant Welder, Assistant Driller, Assistant Planner, Assistant Shaper, Compressor Attendant, Armour man, Wood Grinder Attendant, Hoist Operator, Sample man, Board Finisher, Band Saw Cutter Attendant, Roll man.	
IV	Unskilled	133.60
	Heavy Duty Labourer, Cross Cutter, Scaler (Kantawala), Chipping Labourer, Digester Labourer, Washing and Cleaning Labourer, Straining Labourer, Knitter, Screening and Cleaning Labourer, Bleaching and Cleaning Labourer, Hydra pulper and Pulper Labourer, Wood Grinding Labourer, Stock Preparation Labourer, Chemical Preparation and Fiber Recovery Labourer, Peter Labourer, Paper and Board Machine Section, Labourer, Kneader Labourer, Finishing Plant Labourer, Sheet and Package Weight Labourer, Label man, Finishing and Packaging House Labourer, Warehouse and Dispatch Labourer, Recovery Boiler Raiser and Smelter Labourer, recausticizing Labourer, Lime Reburning Labourer, Cartman, Chemical Treatment and Classification Labourer, Turbine Distribution Board, Switchgear or Panel Labourer, Maker, Oilman, Mould Sticking Labourer, Saw Grinding Labourer, Laboratory Labourer, Watchman, Mukadam, Fitter Turners Welders Blacksmith, Carpenter and other Labourer, helping such other skilled Employees. Machine Operator and Machine man's Labourer, Colour Waste Paper or Sraw Sorter, Garden Labourer, Band Saw Labourer, Labourer, Peon, Sweeper, Fibre and Dusting Labourer Waste Paper Labourer, Raw Material Labourer, Bamboo Carrier Labourer, Evaporator Labourer, Material Handling Labourer, Water Supply and Treatment Labourer, Coal Labourer, Repair Shop and Maitainance Labourer, Canteen Boy, Office Boy, Guest House Labourer, Store Labourer.	

1	2	3
V	Clerical A	138.80
	Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent / Head Clerk, Cashier	
	Clerical B	136.00
	Clerk, Typist, Clerk-cum-Typist	

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

- (1) The entire State shall be treated as one Zone.
- (2) 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 waghes fixed for the class of employees to which he belongs;
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed

5/35-6 GUJ. GOVT. GAZ. EX., FEB. 11, 2009/MAGHA 22, 1930 [PART I-L

for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-46-MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-98-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

5/36-2 GUJ. GOVT. GAZ. EX., FEBRUARY 11, 2009/MAGHA 22, 1930 [PART I-L (XI of 1948), at pages **27/36-1 to 27/36-5** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/127/MWA/1097/1619/(37)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“any residential hotel, restaurant or eating house as defined in Bombay Shops and Establishments Act, 1948” the Scheduled Employment under entry 13 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any residential hotel, restaurant or eating house as defined in Bombay Shops and Establishments Act, 1948.**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Skilled  Samosawala, Faloodawala, Omletwala, Chef-Tea-Maker, Dhosawala, Tandur Rotiwala, Bhajiwala, Ice-cream Maker, Sweet, Meat or Farsan Maker (Malwala), Wimuman, Head Cook or Cook, Maharaj, Aachari, Ustad, Babarchi, Khanasama, Manager, Accountant, Clerk, Store Keeper (Who keeps the account of the Store), Mistry, Cashier, Supervisor, Receptionist, House Keeper, Head Waiter, Butler, Steward, Head Pantry man, Telephone Operator, Electrician, Carpenter, Tailor, Gardener Who is doing tree work of planting.	137.60	136.90	136.20
II	Semi-skilled  Assistant Manger, Assistant Malwala, Rotiwala, Chapatiwala, Puriwala, Pantry man who prepares Sandwiches, Toast Etc. Tea and Coffee Maker (Ordinary), Assistant Cook, Market man, Pumpman, Gas Filler, Syrup and lassiwala and Salesman, Vendor (Keeping Account), Orderwala (Shouting Bills or Writing Bills), Kababwala, Bhelpuriwala	136.50	135.80	135.40

1	2	3	4	5
III	Unskilled	135.10	134.40	134.00
Gate Boy, Game Boy, Bell Boy, Room Boy, Tea Boy, Glass Boy, Dish Boy, Water Boy, Order Boy, Pantry Boy, Kitchen Boy, Office Boy, Message Boy, Soda Fountain Boy, Billiard Boy, Cleaner, Sweeper, Hamal, Jamadar, Coolie, Mazdoor Chhokara, Platewala, Pani – Kachumerwala, Paniwala, Cupwala, Chowkiwala, Room Boy not doing the work of waiter, Dishwala, Moriwala, Kholiwala, Vasanwala, Dish Filler, Grain Cleaner ,Man or Female Miscellaneous Workers e.g. Doing all or some of the jobs of an unskilled nature, Vendors (Ferias) or Babarwalas not working or commission basis and not entrusted with the responsibilities of accounts				



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

- (1) (a) 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;
- (b) Zone-II 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.
- (C) Zone-III shall comprise all the areas in the state of Gujarat other than those not included in Zone-I and Zone-II.

- (2) 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 waghes 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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto 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 in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 47-MWA-102008-302-M(2)**:-WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-99-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

(XI of 1948), at pages **27/37-1 to 27/37-5** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/128/MWA/1097/1619/38)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“any rice mill, flour mill or dal mill” the Scheduled Employment under entry 2 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any rice mill, flour mill or dal mill.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Skilled  Engineer, Miller, Supervisor, Turners, Mechanics, Fitters, Engine Driver, Boiler Attendants, Mistries, Carpenters, Carpenters Mistries, Blacksmiths, Measons, Electricians, (with Diploma), Roll Grovers, Machine Operators, Painters Mukadams, Plantmen, Tailors.	137.70	136.90	136.20
II	Semi-skilled  Oilers, Silkmen, Rollerman, Purifiers, Assistant Fitters, Electricians (without Diploma), Pumpman, Binmen, Motor Attendant, Sewers, Watchman / Jamadars (with training in Fire squads), Mochies, Hammermen, purifiers, Jiggars, Rope Splioers, Washer Machineman.	136.50	135.60	135.10
III	Unskilled  Misturers, Packers, Shaftmen, Cleaners, Firemen, Coalmen, Truckmen, Fill Attendants, White Washers (Painter), Watchmen, Jamadars, Hamals, Stackers, Machine Cleaners, Sweepers, Mazdoors.	135.60	134.70	134.00

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

- (1) (a) 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;
  - (b) Zone-II 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.
  - (C) Zone-III shall comprise all the areas in the state of Gujarat other than those not included in Zone-I and Zone-II.
- (2) 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 waghes fixed for the class of employees to which he belongs.
  - (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
  - (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
  - (5) 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.
  - (6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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**PART I-L**

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar. dated 11<sup>th</sup> February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 48-MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-100-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages

Act, 1948. (XI of 1948), at pages **27/38-1 to 27/38-4** in the Government Gazette, Extra-ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/129/MWA/1097/1619/(39)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Roofing Tiles manufacturing” the Scheduled Employment under entry 48 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Roofing Tiles manufacturing

Sr. no	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Mistry, Mechanic	136.00
II	Semi Skilled Dieman, Fireman, Fitter, Driver, Bhathathi Gothavanar, Electrician, Mukadam.	134.50
III	Un-skilled Peon, Watchman, Sweeper, Labeller, Helper, Press Operator, Pag Mill Operator, Blunger Operator, Thelpawala, Finher, Sarvawala (Tiles), Sorter (Kachcha Pakka Tiles), Sarvawala, (Tiles in Bhatti).	132.60

#### **Explanation for the purpose of this notification -**

- (1) The entire State shall be treated as one Zone.
- (2) 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 waghes fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.



- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A.M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**NOTIFICATION**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-49-MWA-102008-302-M(2)** :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-101-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/39-1 to 27/39-4** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/130/MWA/1097/1619/(40)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Rubber and Rubber Products including Artificial Rubber Products manufacturing industry” the Scheduled Employment under entry 43 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Rubber and Rubber Products including Artificial Rubber Products manufacturing industry.**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Machine Operator, Calendar and Cutting Machine, Press Operator (Vulcanizing), Mixing Machineman, Fitter, Binder, Welder, Carpenter.	139.10
II	Semi-skilled Boiler Attendant, Calendar Helper, Mixing Mill Helper, Turner Helper.	136.20
III	Unskilled Mazdoor, Watchman, Sweeper, Peon	133.30
IV	Clerical A Supervisor, Accountant, Time Keeper, Store Keeper, Stenographer, Cashier.	144.90
V	Clerical B Clerk, Typist, Clerk cum Typist	140.50

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

- (1) The entire State shall be treated as one Zone.
- (2) 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;
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar. dated 11<sup>th</sup> February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 50-MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-102-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

(XI of 1948), at pages **27/40-1 to 27/40-5** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/131/MWA/1097/1619/(41)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“salt pan industry” the Scheduled Employment under entry 17 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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	Rates payable per day (Rs.)
1	2	3
I	Skilled Mistry, Carpenter, Plumber, Blacksmith, Mechanic, Turner, Fitter, Welder, Meson, Drivers (Loco, Engine, Pump, Motor and Trucks), Supervisor, Clerk, Accountant, Cashier, Electrician, Foreman.	143.50
II	Semi Skilled Mukadam Tally Clerk, Degree man, Earner man or Navghani, Lineman or Gang man (Trolley Clerk), Assistant to Fitter, Pumpman, Oilman, Brine man (Employee Testing Brine), Kantawala.	141.90
III	Un-skilled Majdoor, Sweeper, Mail, Cleaner, Sathi, Peon, Watchman, Gunni Bag Sticher	140.60

#### 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 saltworks 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 –



Per 30 Kg. of salt manufactured which shall include the work relating to the preliminary operations at the beginning of the season till the salt is manufactured.

- (1) Rs. 2.72 If the implements are provided by the employer.
  - (2) Rs. 4.10 If the cost of implements is borne by the workers.
- 2 (b) 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 semiskilled 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) 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.

- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A.M. KADRI,**  
Deputy Secretary to Government.

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and Gujarat Industrial Relations Act.**

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-51-MWA-102008-302-M(2):-WHEREAS draft notification under Government Notification, Labour and Employment Department, No. **KHR-103-MWA-102008-302-M (2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/41-1 to 27/41-4** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/132/MWA/1097/1619/(4)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section-7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “**Soap making Industry ” the Scheduled Employment under entry-25 of the Schedule to the Act**, in the whole of the state of Gujarat, as set out in the schedule appended here to , so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Soap Making Industry.**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone – I 3	Zone –II 4
I	Skilled Qualified Chemist, Accountant (Book Keeper), Salesman, Driver.	140.30	137.30
II	Semi-skilled Furnace man	137.30	135.80
III	Unskilled All other Workers	135.80	134.30

**Explanation For the purpose of this Notification**

(1) (a) 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;

(b) Zone-II 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.

(2) 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 waghes fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) 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.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.**

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-52-MWA-102008-302-M(2):-WHEREAS draft notification under Government Notification, Labour and Employment Department, No. KHR-104-MWA-102008-302-M (2), dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/42-1 to 27/42-4 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/133/MWA/1097/1619/(2)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section-7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Stone breaking or stone crusing industry" the Scheduled Employment under entry-8 of the Schedule to the Act, in the whole of the state of Gujarat, as set out in the schedule appended here to , so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Stone breaking or stone crusing**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)		
		Zone-I 3	Zone-II	Zone-III
1	2			
I	Skilled Engine Driver, Fitter, Turner, Molder, Blacksmith, Qualified Wireman, Compressor Driver, Tractor Driver, Clerk, Blasters, Stone Cutter.	136.50	135.60	134.70
II	Semi-Skilled Tapghar (Stone Breaker) Head Lineman (Truck), Mukadam Driver	134.30	133.30	132.50
III	Unskilled Loaders, Falk man, Cleaner, Oilman, Coolies, Pump Attendants, Sweepers, Peons, Office Boy.	133.00	132.20	131.10

**Explanation For the purpose of this Notification**

(1) (a) 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.

(b) Zone-II 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,

(C) Zone-III shall comprise all the areas in the state of Gujarat other than those not included in Zone-I and Zone-II.

(2) The minimum rates of wages for employees doing the similar work like the employment of public Motor Transport shall be paid the similar wages

(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) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto 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 in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar. dated 11<sup>th</sup> February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-53-MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department No. **KHR-105-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/43-1 to 27/43-6** in the Government Gazette, Extra-ordinary,

Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/95/MWA/1097/1619/(44)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Sugar Industry” the Scheduled Employment under entry 27 of the Schedule to the Act,** in the whole of the state of Gujarat, as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Sugar industry

Sr. No	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Highly Skilled  Laboratory Bench Chemist, Boiler Attendant, Head Fitter, Draftsman II, Pattern Maker I, Instrument Mechanic (Certificate from I.T.I), Mechanic I.	139.10
II	Skilled  Pan man, Manufacturing Assistant, Assistant Pan man, Evaporator Operator, Laboratory Assistant, Overseer (Unqualified), Electrician, Armature Winder, Fitter, Turner, Welder, Pattern Maker II, Molder, Line Overseer, Wireman, Machinist, Blacksmith, Head Khalashi, Switch Board Attendant, Engine Driver I, Tinsmith, Coppersmith, Carpenter, Can Unloader Operator, Permanent Way Inspector, Mechanic II, Steam Loco Driver, Driver, Tractor Driver, Trolley Line Mistry, Diesel Loco Driver, Mason.	137.60
III	Semi-skilled  Mescartion Attendant, Molasses Recorder, Juice Recorder, P. H. Recorder (Phydrosen Ion Concentration), Male Tailor, Jouce Heater Attendant, Clarifier Attendant, Rotary Vacuum filter Attendant, Centrifugal Operator, Laboratory Boy, Bag Printing Machine Operator, Bag Sewing Machine Operator, ION Exchange Water Treatment Operator, Filter Cloth Washing Machine Operator, Electrical Helper, Engine Drive II, Belt man, Khalashi, Fireman, Pumpman,	136.20

1	2	3
IV	<p>Motor Attendant, Oilman, Hammer man, Painter, Fitter Helper, Water Attendant, Tipper man, Cane Development Kamar, Loco Foreman, Trolley Line Mukadam, Building Mukadam, Guard, Sweeper, Jamadar, Jamadar, Store Boy.</p>	135.10
V	<p>Juice Helper Mazdoor, Sulphur Over Mazdoor, Palledar / Hamal, Marker, Sample Boy, Mazdoor, Winder man, Watchman, Sweeper, Points man, Trolleyman, Cleaner, Mali, Guest House Attendant, Cook, Pujasm</p> <p>Clerical</p> <p>Cane Head Clerk, Cane Accountant, Center Incharge, Cane yard Supervisor, Yard Foreman, Wighment Supervisor, Assistant Cane Head Clerk, Share Accountant, Cashier, Sectional Incharge, Stenographer Grade I and II, Store Keeper Grade-I, Head Time Keeper Grade-II, Security Officer Grade I, Sugar Godown Keeper Grade II, Assistant Store Keeper Grade III, Assistant Godown Keeper III, Security Inspector Grade III, Sanitary Inspector Grade III, Typist, Time Keeper, Tracer, Daftary, Compounder Nurse, Midwife, Accounts Clerk, Time Office Clerk, Building Labour, Time Keeper, Sales Incharge, Cane Inspector, Assistant Cashier, Supervisor Grade III, Challan Incharge, Store Purchaser Grade III, Railway Clerk, Sugar Godown Clerk, Store Clerk, Sales Clerk, Payment Clerk, Record Keeper, Telephone Operator, Job Clerk, Manufacturing Engineering Clerk, Building Clerk, General Clerk, Weigh man Clerk, Sheet Writing Clerk, Tool Room Clerk, Receipt and Dispatch Clerk, Stationery Clerk, Sugar House Clerk, Canteen Clerk, Gate Clerk, Tally Clerk, Token Clerk, Purja Clerk, Checker Fuel Clerk.</p>	139.10

1	2	3
V	Supervisory Manufacture Chemist, Laboratory Incharge, Laboratory Bench Chemist, Head Panman, Pan Incharge, Assistant Engineer (Mechanical), Assistant Engineer (Electrical), Workshop Engineer, Foreman (Mechanical), Draftsman I, Foreman (Electrical), Overseer, Cane Development Officer, Assistant Cane Development Officer, Cane Superintendent, Labour Officer, Welfare Officer, Factory Railway Superintendent, Motor / Tractor Foreman, Civil Engineer A-I & A-II, Office Superintendent, Accountant, Loco Foreman, Medical Officer, Personal Secretary, Sales Manager, Assistant Sales Manager, Store Purchase Officer, Assistant Works Manager, Transport Superintendent, Assistant Transport Superintendent	140.50

**Explanation for the purpose of this notification -**

- (1) The entire state shall be treated as one Zone
- (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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.

- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A.M.KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

**Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 54-MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-106-MWA-102008-302-M(2), dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at

pages 27/44-1 to 27/44-4 in the Government Gazette, Extra-ordinary, Part -II, 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 the suggestions received in respect of the said notification have been considered by the Government.

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of subsection (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/135/MWA/1097/1619/(45)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "tanneries and leather manufactory" the Scheduled Employment under entry 12 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 tanneries and leather manufactory.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Skilled Mechanics (Sanchawalas), Assistant Mechanics, Ring Makers Mistry (Cutter), Person Employed in Staking, Splitting, Glazing, Shaving, Rolling, Fleshing with Machine or otherwise.	138.90	137.80
II	Semi-skilled Shoes Makers, Dyers, Stichers, Polishers, Man Incharges of the Drums, Tableman, Persons employed in Sewing, Belt Finishing, Nailing, . Hydraulic Press, Harness and Sole Setting Department, Sticking	137.80	137.10
III	Unskilled Machine Helpers, Tab Yard Workers, Line Yard Workers, Cartmen, Milkatman, Lace Cutters, Workers Preparing Bolts, Workers doing Repairing Works, Workers in Belting and Buffers, Other Miscellaneous Workers.	137.10	136.30

#### **Explanation for the purpose of this Notification:-**

- (1) (a) 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;

- (b) Zone-II 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.
- (2) 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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EXTRA No. 5/45

POSTAL REGISTRATION  
No. VDR-E/14/2009-2011



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act**

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 55 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-107-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of

1948), at pages 27/45-1 to 27/45-5 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of subsection (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/136/MWA/1097/1619/(46)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "tobacco (including bidi making) manufactory" the Scheduled Employment under entry 3 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

(a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and

(b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

(ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 tobacco (including bidi making) manufactory**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Bidi Makers for Making 1000 Bidies		
	(a) Asotari Bidies (Asta Bidies) and Double Nakh Bidies	132.50	132.00
	(b) Single Nakh Bidies (Sadi Bidies)	132.00	131.60
2	Accountants	138.70	137.10
3	Motor Vehicle Drivers	137.10	137.10
4	Clerks	137.10	136.30
5	Employees Attending to Power aid Mills  (Machine Attendant) and Tobacco Grinder (Where Tobacco is Ground by Hand Operated Machine)	135.40	134.30
6	Motor Vehicle Cleaners	134.50	134.50
7	Employees Attending to Poweraid Grinding  Machines (Attendants)	135.40	134.30
8	Bidi Wrappers, Chowkidar, Packers, Labourers, Tobacco Drivers, Persons doing the work of perfume Mixture and doing the Work of leavening Gadaku Makers, Cleaners of Tobacco and All the Other Workers Who are not Covered under any of the Foregoing Entries.	132.20	131.60

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

- (1) (a) 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;
- (b) Zone-II 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.
- (2) 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.
- (8) (a) The Minimum rates are to be paid to the employees where the leaves are supplied by bundles of 25 each.



- (b) The Minimum rates include charges for the cutting of leaves and paking of bundles of 25 each.
- (c) The employees shall be entitled to get the daily special allowance for making 1000 bidis per day. If the out put of the employee per day is more or as the case may be, less the special allowance shall be accordingly.
- (d) The employees shall be entitled to get the guaranteed wages only where the employer fails to supply sufficient quantity of good raw material (including tobacoo leaves) to roll 1000 bidies per day.
- (e) Where no raw material is supplied by the employer to the employee an the employer is willing to work and reports for duty of for collecting raw material the employee shall be entitled to get 50 % of the “guaranteed wages”.
- (f) “The Guaranteed Wages” shall be the average daily wages (Basic rate plus special allowance) of the work done by the employee in last one month.
- (g) The employee shall not be entitled to get the guaranteed wages if he earns less than the amount of the guarnteed wages on any day on account of his unwillingness to work for any reson whatsoever.
- (h) shall not be entitled to get the guaranteed wages if he fails to make full use of the raw material supplied to him even if the raw material so supplied is not sufficient for rolling 1000 bidis per day.
- (i) The employee who works for more then one employer shall not be entitled to get the guaranteed wages from any one of these employer.
- (j) The employee shall not be entitled to get the guaranteed wages if the failure of the employer to supply the raw material is due to fire catastrophe, epidemic, civil commetion of other similar causes are beyond his control.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**NOTIFICATION**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-56-MWA-102008-302-M(2)** :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-108-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/46-1 to 27/46-4** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/137/MWA/1097/1619/(47)/M(2) dated the 25<sup>th</sup> April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“any tobacco processing establishment ( not covered under entry 3)” the Scheduled Employment under entry 19 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any tobacco processing establishment,  
(not covered under entry no.3)**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)
1	2	3
I	Skilled Supervisor, Wireman, Fitter.	134.50
II	Semi-skilled Press Operator, Mukadam, Marker, Fireman, Oilman, Machine Deliverymen.	133.80
III	Unskilled Mazdoor, Watchman, Miscellaneous Workers.	133.60
IV	Office Staff : Accountant Cashier Clerk, Typist Peon	141.00  138.30 137.10 134.30

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

- (1) The Entire State shall be treated as one Zone.
- (2) 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) 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.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

Notifications, Orders and Awards (other than those published in Part I,  
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act.

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar. dated 11<sup>th</sup> February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 57 -MWA-102008-302-M(2) :- Whereas draft notification under Government Notification, Labour and Employment Department under No. KHR-109-MWA-102008-302-M(2), dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

(XI of 1948), at pages 27/47-1 to 27/47-4 in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, Therefore, in exercise of the powers conferred by clause (b) of subsection (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/138/MWA/1097/1619/(48)/M(2) dated the 25<sup>th</sup> April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in “any woolen, carpet making or shawl weaving establishment” the Scheduled Employment under entry 1 of the Schedule to the Act in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
  - (ii) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
    - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 any woolen, carpet making or shawl weaving establishment.

Sr. No 1	Classes of Employees  2	Rates payable per day (Rs.) 3
I	Skilled	143.30
II	Semi Skilled	142.70
III	Un-skilled	137.80

#### Explanation :

For the purpose of this entry, the expression “Processing” includes packing or unpacking, Breaking-up, Sieving, Thrashing, Mixing Grading, Drying, Curing or Otherwise Treating the tobacco (including tobacco leaves and stems) in any manner.

#### Explanation for the purpose of this Notification:-

- (1) The Entire State shall be treated as one Zone.
- (2) 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.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.



(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) 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.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A.M. KADRI,**  
Deputy Secretary to Government.

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**PART I-L**

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT**

**Notification**

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 58-MWA-102008-302-M(2)** :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-110-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/48-1 to 27/48-5** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of subsection (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/48/MWA/1089/344/(2)/M(2) dated the 21<sup>st</sup> March, 1994, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“any shop or commercial establishment other than that covered under any of the other entries in this schedule” the Scheduled Employment under entry 16 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be 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****Employments in any shop or commercial establishment other than that covered under any of the other entries in this schedule**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I.	Class-I-A.  Manager, Head Munim, Secretary, Head Cashier, Stenographer, Head Clerk, Office Supritendent, Head Salesman, Employee who works efficiently by exercising considerable independent judgement discharges his duties with responsibility and possesses thorough and comprehensive knowledge of trade, craft or industry in which he is employed. Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	144.70	141.70	137.40
II.	Class-I-B  Junior Clerk, Bill Clerk, Ugharani Clerk, Delivery Clerk, Typist, Munim, Cashier, Accountants, Salesman, Sales Clerk, Compounder, Driver, Employee who does the work of a well defined routine nature and discharges the duties assigned to him independently and with responsibility, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	141.70	137.40	135.70

1	2	3	4	5
III	Class-II Packer, Builder, Tollatas, Shop Asstt., Employees who performs duties assigned to him of a relatively narrow job involving routine operations, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	138.70	135.70	135.00
IV	Class-III Peon, Messenger, Watchman, Mazdoor, Employee who performs duties of simple nature and physical exertion, , Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	135.70	135.00	134.40

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

- (1) (a) 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;
  - (b) Zone-II 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.
  - (c) Zone-III shall comprise all the areas in the State of Gujarat other than those included in Zone-I and Zone-II.
- (2) 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.

- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wage sof the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the 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 in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act  
and Gujarat Industrial Relations Act

**LABOUR AND EMPLOYMENT DEPARTMENT,**

**Notification**

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 59 -MWA-102008-302-M(2)** :- Whereas draft notification under Government Notification, Labour and Employment Department No. **KHR-111-MWA-102008-302-M(2)**, dated the 9<sup>th</sup> June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI

of 1948), at pages **27/49-1 to 27/49-5** in the Government Gazette, Extra-ordinary, Part -IL, 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 the suggestions received in respect of the said notification have been considered by the Government;

NOW, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/6/MWA/1096/2168/part-1/M(2) dated the 23<sup>rd</sup> January, 2003 the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Non teaching staff in private non-grant-in-aid educational institution” the Scheduled Employment under entry 58 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of and;
- (b) a special allowance, and directs that so long as this notification is in force, the rate 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 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:



Provided that the rates of special allowances for the first time after the publication of this notification shall be 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 Non teaching staff in private non-grant-in-aid educational institution.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Class I-A Gruhpati, Gruhmata, Manager, Secretary, Office Supritendent, Head Clerk, Sinior Clerk, Head-Accountant, Head Munim, Head Cahier, Stenographer, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	159.90		
II	Class I-B Junior Clerk, Typist, Munim, Cashior, Accountant, Compounder, Electrician, Telephone Operator, Driver, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	157.20		
III	Class II Cook, Carpenter, Mason, Blackmith, Plumber, Fitter, Pumpman, Wireman, Conductor, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	154.60		

1	2	3	4	5
III	Class III	152.00		
	Peon, Watchman, Mazdoor, Safai Kamdar, Watchman-Cum-Peon, Cleaner, Aaya, Gardner(Mali), Hamal, Helper, Groundman, Office boy, Hostem boy, Cooking Asstt. Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			

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

- (1) (a) 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;
- (b) Zone-II 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.
- (c) Zone-III shall comprise all the areas in the state of Gujarat other than those included in Zone-I and Zone-II.
- (2) 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.
- (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 workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto 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 in the scheduled employment, 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% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

**A. M. KADRI,**  
Deputy Secretary to Government,

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