

## NOTIFICATION

Labour, Skill Development and Employment Department,  
Sachivalaya, Gandhinagar.  
Dated the 1<sup>st</sup> April, 2023

Minimum  
Wages  
Act, 1948.

NO. KHR/2023/31/LVD/10/2009/431439/M2: WHEREAS, the draft notification No KHR/2022/156/LVD/10/2009/431439/M2 dated the 22<sup>th</sup> December, 2022 under Labour, Skill Development and Employment Department, Government of Gujarat was published as required by clause(b) of sub-section(1) of section 3 read with clause (b) of sub -section (1)of Section 5 and clause (i) of sub - section (1) of Section 4 of the Minimum Wages Act, 1948 (Act No. XI of 1948) (here in after referred to as “ the Said Act ”) at pages 10/1 to 10/3 in the Gujarat Government Gazette Extraordinary ,Part -I-L, dated the 28<sup>th</sup> December 2022, inviting objections and suggestions from all persons likely to be affected there within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, no objections and suggestions have been received by the Government in respect to the Said notification;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) and sub-section (3) of section-3 read with clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (Act No. XI of 1948)and in supersession of the Government Notification, Labour And Employment Department No.KHR-2014-51-MWA-10-2009-437-M(2), dated the 21<sup>st</sup> February 2014, the Government of Gujarat hereby revises the minimum rates of wages, with effect from the date of 1<sup>st</sup> April, 2023, in respect of employees employed in the “Employment in Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and other entries in the Schedule appended to the said Act, in the state of Gujarat”, as follows.

- (a) The basic rates of wages payable to the employed in the said employment by the day shall be as set out in column 3 of the scheduled appended here to in respect of the class of employees mentioned in column 2 of the Schedule;
- (b) A special allowance and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;
  - (i) for the rise of every five points over the cost of Living Index Number 7270 or over any such number which is greater than 7270 applicable to the employees in the said Scheduled Employment, special allowance payable in addition to the basic rate of wages shall be Rs.0.20 paise per day or Rs.05.20 per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 7270, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.05.20 per month;

Provided that the rates of special allowance for the first time after the publication of this notification adjusted at the interval of the period of six months commencing from the date 1st October or as the case may be, the 1st April, the prospective month of that particular year.

### SCHEDULE

60. Employment in Sweeping and Cleaning excluding activities prohibited under the "Employment of Manual Scavengers and Construction of Dry Latrine (Prohibition) Act, 1993".

Sr. No.	Area	Minimum rates of wages per day.
1.	2.	3.
I	Area-A shall comprise the area in the State of Gujarat within the limits of Ahmedabad Municipal Corporation as constituted under the Gujarat Provincial Municipal Corporations Act, 1949, and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.	Rs. 452.00 + Special allowance
II	Area-B shall comprise the area in the State of Gujarat within the limits of Rajkot, Bhavnagar, Surat, Vadodara, Jamnagar, Gandhinagar and Junagadh Municipal Corporation as constituted under the Gujarat Provincial Municipal Corporations Act, 1949, and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.	Rs. 452.00 + Special allowance
III	Area-C shall comprise all the other areas in the State of Gujarat not included in Area-A and Area-B.	Rs. 441.00 + Special allowance

Explanation for the purpose of this Notification:

- 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.



2. The employees employed on part-time basis shall be paid fifty percent 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.
3. The employees 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.
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, female and transgender employees should 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 seventy-five of the minimum rates of wages fixed for the class of employees to which he belongs, in addition special allowance fixed 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,



(Vijay Sangadiya)

Under Secretary to Government

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

With a request to publish this notification in the Extra-Ordinary Govt. Gazette Part I-L, dated the 1<sup>st</sup> April, 2023.

**Copy forwarded to:**

1. The Commissioner of Labour, Udhyog Bhavan, Gandhinagar.
2. The Director of Information, Gandhinagar. - with a request to issue a suitable Press Note immediately in the newspapers.
3. The Legislative and Parliamentary Affairs Department, Sachivalaya, Gandhinagar

... With a request to publish a Gujarati version of this notification in the Gujarat Government Gazette part I-L.

4. I. T. Section, Labour & Employment Department, Block No. 5, 6<sup>th</sup> floor, Sachivalaya, Gandhinagar- with a request to upload it on department website.
5. Dy. S.O. Select file.
6. Branch select file.



# The Gujarat Government Gazette

## EXTRAORDINARY

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

## 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, SKILL DEVELOPMENT AND EMPLOYMENT DEPARTMENT

### NOTIFICATION

Sachivalaya, Gandhinagar, Dated 1<sup>st</sup> April, 2023.

Minimum Wages Act, 1948.

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- (i) for the rise of every five points over the cost of Living Index Number 7270 or over any such number which is greater than 7270 applicable to the employees in the said Scheduled Employment, special allowance payable in addition to the basic rate of wages shall be Rs.0.20 paise per day or Rs.05.20 per month;
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By order and in the name of the Governor of Gujarat,

**Vijay Sangadiya**  
Under Secretary to Government.

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Signature Not Verified

Signed by: SUBIR KUMAR GHOSH  
Date: 2023.04.06 13:02:40 +05:30  
Reason: Validate Document  
Location: Government Press & Stationery,  
Vadodara