

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 25th April, 1997

MINIMUM WAGES ACT, 1948.

GOVERNMENT NOTIFICATION No. KHR/96/MWA/1097/1619(7 & 8)/M(2).—Whereas by Government Notification, Labour and Employment Department No. KHR/172/ MWA/109/933/M/(2), dated the 6th August, 1992, which was published in the Gujarat Government Gazette, Extraordinary No. 33 Part I-L, dated 1992, the Government of Gujarat gave not less than two months notice of its intention to revise the minimum rates of wages in respect of the employment (A) of Construction or Maintenance of roads or in Building Operations, and (B) Employment in Maintenance of Buildings, employments covered under Schedule to the said Act (hereinafter referred to as "the said Scheduled Employment"); in the whole of the state of Gujarat;

AND WHEREAS, the objections and suggestions received from the public in respect of the said notification have been considered by the Government.

NOW, THEREFORE, in exercise of the powers conferred by sub-section (1) of section 3 read with sub-section (2) of section 5 and clause (i) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948) and after consulting the Minimum Wages Advisory Board, the Government of Gujarat hereby with effect on and from the dated 1st of May, 1997 refixes the minimum rates of wages as revised under Government Notification No. KHR/96/MWA/1087/105/M(2), dated the 4th November, 1987, Labour and Employment Department appended in schedule to this notification in respect of employees employed in the said scheduled employment in the whole of the State of Gujarat and in supersession of the rates revised under the said Government Notification refixes them so as to consist of;

(a) The basic rates of wages as set out in different column of the schedule appended hereto in respect of zones specified in these columns as the basic rates payable by the day in such zones to the classes of the employees mentioned against them in different column thereof; and

(b) A special allowance, and directs that so long as the 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 of January, and the 1st April on the basis of the average cost of living index for the preceding period for six months ending on the 30th June, and the 30th December respectively in such manner that;

(i) For the rise of every five points over the cost of living index number 1645 or over any such number which is greater than 1645 applicable to the employees in the said Scheduled employment, special allowance payable in addition to the basic rates of wages shall be Rs. 0.20 paise per day.

(ii) For the fall of every five points below any cost of living index number which is not less than 1645 the special allowance shall be reduced at the rate of Rs. 0.20 paise per day.

Provided that the rates for special allowance shall be first adjusted at the interval of the period of six months commencing from the 1st October, 1997.

SCHEDULE

No.7 Employment on Construction or Maintenance of Roads or in Building operations

And

No.8 Employment in the Maintenance of Buildings

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	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.	69.50	68.40
II	Skilled 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, Serang or Tindal (Tandsi) Painter (Decorator) Oil painting etc., Head Fitter, Mechanic, Mistry, Electrician.	63.20	62.60

Classes of Employees	Rates payable per day (Rs.)	
	Zone-I	Zone-II
1	3	4
III Semi Skilled Foreman, Cleaner, Asphalt Straver, Mukadam, Miner or East, Navghani, Colour Washer, White Washer, Tin Tagger, Bar Bender, Oilman, Engine Driver, Pump Driver, Pump Operator, Pumperman, Fitter, Swayer, Wreman, Mixture Driver, Glass Fiter, Welder, Telephone Attendant, Assistant Electrician.	60.50	60.00
IV Unskilled Lazdoor, Chokidar, Mali, sweeper, Below-U-Boy.	59.00	58.70
V Clerk and Munim	61.90	61.10

Explanation:

The minimum rates of wages for the employees who are on similar category and work 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.

Explanation for the purpose of this notification:

(a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1948 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 employees employed on piece rate basis, the minimum rate of wages shall be such 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 Contonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part-time basis shall be paid 50 per cent 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 employee 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 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 (wages plus special allowance).

(7) Male and female employees should be given equal wage for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 per cent 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 he 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

J. M. PARNIA.

Deputy Secretary to Government of Gujarat
Labour and Employment Department