

Sub.: The Gujarat State Minimum Wages for the Period of 01.04.2024 to 30.09.2024

With a reference to above subject, we would like to draw your kind attention that sir, Notification of Minimum Wages for the period of 01.04.2024 to 30.09.2024 of "Gujarat Location" has been issued by Govt. of Gujarat. The minimum wages have been given in a tabular format is as under for different type of Industries & worker. So, our kind request with you sir/madam that take note below given factors into consideration while setting the gross salary of the worker. The below given wage is monthly wage multiply by 26 Days. The data is given for per day wage rate.

MINIMUM WAGES RATE:

SI No		Category	zone	Special Allowance 01.04.2024 to 30.09.2024	Basic Per Day	Per Day M.W.	Total Monthly M.W
1	ANY MANUFACTURING COMPANY, SHOPS & ESTABLISHMENT, CONTRACTORS	Skilled	I	35.00	474.00	509.00	13234.00
		Semi-Skilled	I	35.00	462.00	497.00	12922.00
		Un Skilled	I	35.00	452.00	487.00	12662.00
		Skilled	II	35.00	462.00	497.00	12922.00
		Semi-Skilled	II	35.00	452.00	487.00	12662.00
		Un Skilled	II	35.00	441.00	476.00	12376.00

**** Including "Special Allowance" (as notified by the Govt. from time to time/for the time being in force).**

Monthly Wages to be calculated taking 26 days as working days.

Unskilled:

An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little of no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

Semi-skilled:

A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

Skilled:

A skilled employee is one who can work efficiently of exercising considerable independent judgement and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

Part Time Employees:

An Employees employed on Part-time basis shall be paid 50% of the minimum wages of the allowance, if the works up to Four hours & if he works more than Four Hours, He shall be paid full minimum wages rate plus special allowance.

Contractual Employees:

An employee employed by contractor or other agencies shall not be paid less than wages plus special allowances payable to the category of the employees to which they belong.

Apprentice Employees:

The Minimum Wages payable to an apprentice employed on skilled or semi-skilled work shall be 75% of the minimum rates of the wages & special allowance fixed for the class of the employees to he belongs for the First three months. After three months shall be paid in FULL.

Male, Female or Transgender Employees:

Male, Female or Transgender Employees should be given equal wages for equal work.

Zone-I shall comprise the area in the State of Gujarat within the limits of the Municipal Corporation as constituted under the Gujarat Municipal Corporation Act-1949 & the areas within the limits of the Municipality as Constituted under the Gujarat Municipalities Act 1963 & the area falling within the jurisdiction of concerned Urban Development Authority.

Zone-II shall comprise all the areas in the state of Gujarat other than those included in Zone-i.

Wages Definition under The Minimum Wages Act 1948 under section 2(h)

"Wages" means all remuneration, capable of being expressed in terms of money, which would, if the terms of the contract of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment, **1**[and includes house rent allowance],**

But does not include—

- (i) The value of-- (a) any house-accommodation, supply of light, water, medical attendance, or
- (b) Any other amenity or any service excluded by general or special order of the appropriate Government;
- (ii) Any contribution paid by the employer to any Pension Fund or Provident Fund or under any scheme of social insurance;
- (iii) Any travelling allowance or the value of any travelling concession;
- (iv) Any sum paid to the person employed to defray special expenses entailed on him by the nature of his employment; or
- (v) Any gratuity payable on discharge;