



# RAJ CONSULTANCY

Labour, P.F. & Factories Act's Consultant

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સરકયુલર નં :- શ્ર.આ.૬/લવઘ/ખા.ભચ્ચુ/૧૫૧૦ થી ૧૬૨૦. ૩૦-૦૯-૨૦૧૫.

## Minimum Wages in Gujarat w.e.f 01-10-2015 to 31-03-2016

Dear Sir/Medam,  
Namaskar!

As per notification on Dt. 30-09-2015 regarding . The State Government as declared the fresh basic rates of Salary/Wages for the period from Dt. 01-10-2015 to 31-03-2016 for 46 business in Zone - I & Zone - II.

The same may please be paid during above period. For further guidance required, if any, you may depute your representative

Sr. No.	Scheduled Employment	Category of Workers	Zone	Basic Minimum Wages	V.D.A	Total Minimum Wages per Day (in Rs)	Monthly Wages (in Rs)
1	MINIMUM WAGES RATE APPLIES TO ALL ESABLISHMENT/FACTORY	Skilled	I	293.00	10.30	303.30	7885.80
		Semi skilled	I	284.00	10.30	294.30	7651.80
		Unskilled	I	276.00	10.30	286.30	7443.80
		Skilled	II	284.00	10.30	294.30	7651.80
		Semi skilled	II	276.00	10.30	286.30	7443.80
		Unskilled	II	268.00	10.30	278.30	7235.80

**Source** : Labour and Employment Department, Government of Gujarat.

**Disclaimer** : Minimum Wages have been provided by the Labour Departments of respective states.

All efforts have been made to update the minimum wage data on a regular basis. However, there might be unforeseen errors.

### Definition of Unskilled, Semi-skilled, Skilled & Highly Skilled Workers

#### UN-SKILLED

An unskilled employee is one who does operations that involve the performance of simple duties, which require the

#### SEMI-SKILLED

A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not

#### SKILLED

A skilled employee is one who is capable of working efficiently of exercising considerable independent judgement and

#### HIGHLY - SKILLED

A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled

### ZONE CLASSIFICATON

**Zone-1** Consists all municipal corporations.

**Zone-2** Consists all Major municipalities which have more than 1 lakh population.

Special allowance is nothing but DA bcoz it increases based on the CPI points rise.you need to pay this special allowance apart from the basic salary or you can merge this spl allowance in basic.

Thanking You,

Yours Faithfully  
For, Raj Consultancy,