



RAJ CONSULTANCY

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

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Minimum Wages in Gujarat w.e.f 01-04-2023 To 30-09-2023

Dear Sir/Madam,

As per notification on Dt. 27-03-2023 regarding . The State Government as declared the fresh basic rates of Salary/Wages for the period from Dt. 01-04-2023 to 30-09-2023 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 to our office.

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 ESTABLISHMENT/FACTORY	Skilled	I	474.00	0.00	474.00	12324.00
		Semi skilled	I	462.00	0.00	462.00	12012.00
		Unskilled	I	452.00	0.00	452.00	11752.00
		Skilled	II	462.00	0.00	462.00	12012.00
		Semi skilled	II	452.00	0.00	452.00	11752.00
		Unskilled	II	441.00	0.00	441.00	11466.00
2	MINIMUM WAGES RATE APPLIES TO SWEEPING & CLEANING WORK	Skilled	I	293.00	105.00	398.00	10348.00
		Semi skilled	I	284.00	105.00	389.00	10114.00
		Unskilled	I	276.00	105.00	381.00	9906.00
		Skilled	II	284.00	105.00	389.00	10114.00
		Semi skilled	II	276.00	105.00	381.00	9906.00
		Unskilled	II	268.00	105.00	373.00	9698.00

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 CLASSIFICATION

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.

For More Information Visit Our Web Site at : www.rajconjnd.com