

PARAG GANDHI & ASSOCIATES

PLOT NO. 252, C/o, JAY POLY PACK

G.I.D.C., ANKLESHWAR - 393 002.

To,

*Dear Clients***SUB :- Applicability of Minimum Wages Act.**

Respected Sir,

As per circular dated 30/09/2019 Special Allowance has been Increased by Rs. 02.50 per day w.e.f. 01/10/2019 to 31/03/2020. Hence new minimum wages (Basic + Sp.All) w.e.f. 01/10/2019 shall be as under for different class of industries. Now total Special Allo. is Rs. 42.40

The below mentioned rates are being given presuming that the industry falls in zone - II or zone- III where ever so declared

The Rates of Basic wages for different class of industries (Zone II) are as under.

No.	Class of employees	Rates payable per day			
Zone II					
1	Skilled	326.40			
2	Semi Skilled	318.40			
3	Unskilled	310.40			

LIST OF SCHEDULES					
No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
1	Automobiles Repairing, Workshop & Garages	326.40	318.40	310.40	
2	Bakeries	326.40	318.40	310.40	
3	Bobbin Industry	326.40	318.40	310.40	
4	Bone crushing Industry	326.40	318.40	310.40	
5	Cement Prestressed products Industry	326.40	318.40	310.40	
6	Maintainance of Buildings & Employment of Construction or Maintenance of Road in Building operations.	326.40	318.40	310.40	
7	Cotton Ginning or Cotton Pressing Manufacturing	326.40	318.40	310.40	

For, Parag Gandhi & Associates


Partner

LIST OF SCHEDULES

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
8	Dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Home.	326.40	318.40	310.40	
9	Drilling Operation and maintenance of Tube wells.	326.40	318.40	310.40	
10	Electronics and Allied or Incidental Industries.	326.40	318.40	310.40	
11	Film Industry including employment in Production, Distribution and Exhibition of Films	326.40	318.40	310.40	
12	Fisheries Industries	326.40	318.40	310.40	
13	Forestry and Timber Operation other than those carried on by a Farmer or on a Farm as incidental to or in conjunction with Farm Operations	326.40	318.40	310.40	
14	Hosiery Industry	326.40	318.40	310.40	
15	Hospitals and Nursing Home.	326.40	318.40	310.40	
16	Industrial Engineering Establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers. Employment in Industrial Engineering Establishments (Other than automobiles repairing workshops and garages) employing fifty or more workers engaged in the manufacture of shioning, reconditioning, assemblies or repair or goods or articles or iran, steel and non-fessous metals or alloys.by the use of any machine, or tools, including foundries, forgoing plants and extrusion plants which produce for manufacturing,assembling and repairing establishments and workshops.	326.40	318.40	310.40	
17	Khandsary Industry.	326.40	318.40	310.40	

LIST OF SCHEDULES

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
18	Local Authority Employment of any Municipal Corporation constituted under the Gujarat Provincial Municipal Corporations Act, 1949 (Bom. LIX of 1949). Employment under any local Authority in any Municipality constituted under the Gujarat Municipalities Act, 1963 (Guj. xxxiv of 1964) and Employment under any local Authority in any Gram Panchayats constituted under the Gujarat Panchayats Act, 1993).	326.40	318.40	310.40	
19	Manufacturing Process wherein "Manufacturing Process" as defined under section 2 (K) of the Factories Act, 1948 is carried out and which is not covered under any entry in part-1 and 2 of the Schedule of the Act.	326.40	318.40	310.40	
20	Oil Mill.	326.40	318.40	310.40	
21	Petrol and Diesel Pumps.	326.40	318.40	310.40	
22	Pharmaceuticals Industry.	326.40	318.40	310.40	
23	Plastics Industries	326.40	318.40	310.40	
24	Potteries Industry.	326.40	318.40	310.40	
25	Power loom Industry in which any of the processes of winding wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing or similar processes are carried on.	326.40	318.40	310.40	
26	Pre-weaving and Textile Processing Industry in which any the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing, merricising, printing or glazing of yarn cloth or articles made of cloth or any process incidental or supplimental thereto	326.40	318.40	310.40	

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Partner

LIST OF SCHEDULES

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
27	Industry in which any process of printing by Letter Lithography, photo graver or other similar work or work incidental to such process or book Binding is carried on.	326.40	318.40	310.40	
28	Public Motor Transport.	326.40	318.40	310.40	
29	Pulp and Paper or board Manufactory	326.40	318.40	310.40	
30	Residential Hotel, Restaurant or Eating House as defined in the Gujarat Shops and Establishments Act, 1948.	326.40	318.40	310.40	
31	Rice Mill, Flour Mill or Dal Mill.	326.40	318.40	310.40	
32	Roofing Tiles Manufacturing	326.40	318.40	310.40	
33	Rubber and Rubber Products including Artificial Rubber Products Manufacturing Industry.	326.40	318.40	310.40	
34	Soap Making Industry	326.40	318.40	310.40	
35	Stone Breaking or Stone Crushing Industry	326.40	318.40	310.40	
36	Sugar Industry.	326.40	318.40	310.40	
37	Tanneris and leather Manufactory.	326.40	318.40	310.40	
38	Tobacco Processing Establishment.	326.40	318.40	310.40	
39	Woolen Carpet Marking or Shawl Weaving Establishment.	326.40	318.40	310.40	
40	Shop or Commercial Establishment other than that covered under any of the other entries in the schedule of Part 1 of the said Act.	326.40	318.40	310.40	
41	Non teaching Staff in Private Non-Grant-in-Aid Educational Institution	326.40	318.40	310.40	
42	Zardosi Work	326.40	318.40	310.40	
43	Private Security Guard Services.	326.40	318.40	310.40	

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Partner

LIST OF SCHEDULES

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
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As per circular dated 30/09/2019 Special Allo.. has been Increased by Rs. 02.50 per day w.e.f. 01/10/2019 to 31/03/2020. Hence new minimum wages (Basic + Sp.Allo.) w.e.f. 01/10/2019 shall be as under for Readyment Garment. Now total Special Allo. is **129.90**

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
1	Readyment Garment	267.50	266.80	265.40	264.20

As per circular dated 30/09/2019 Special Allo.. has been Increased by Rs. 02.50 per day w.e.f. 01/10/2019 to 31/03/2020. Hence new minimum wages (Basic + Sp.Allo.) w.e.f. 01/10/2019 shall be as under for Ship Breaking, Sweeping and Cleaning Now **47.70**

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
1	Sweeping and Cleaning	N.A	N.A	263.70	

Further any contract labour employed in the above industry should not be paid less rates than those paid to the employee of company when both are doing similar kind of jobs.

Rates of minimum wages for contractors as per Contract Labour (R & A) Act w.e.f. 01/10/2019 to 31/03/2020 shall be as under.

	Skilled	Semiskilled	Unskilled
Basic	284.00	276.00	268.00
D.A.	42.40	42.40	42.40
Total	326.40	318.40	310.40

Thanking You,
For, Parag Gandhi & Assocites.



Partner