

To,  
Dear Clients



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

Respected Sir,

As per circular dated 30/09/2022 Special Allowance has been Increased by Rs. 04.00 per day for the period 01/10/2022 to 31/03/2023. Hence new minimum wages (Basic + Sp.All) w.e.f. 01/10/2022 shall be as under for different class of industries. Now total Special Allo. is Rs. **87.30**

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

No.	Class of employees	Rates payable per day	
		Zone I	Zone II
1	Skilled	380.30	371.30
2	Semi Skilled	371.30	363.30
3	Unskilled	363.30	355.30

**LIST OF SCHEDULES ZONE -II**

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
1	Automobiles Repairing, Workshop & Garages	371.30	363.30	355.30	
2	Bakeries	371.30	363.30	355.30	
3	Bobbin Industry	371.30	363.30	355.30	
4	Bone crushing Industry	371.30	363.30	355.30	
5	Cement Prestressed products Industry	371.30	363.30	355.30	
6	Maintainance of Buildings & Employment of Construction or Maintenance of Road in Building operations.	371.30	363.30	355.30	
7	Cotton Ginning or Cotton Pressing Manufacturing	371.30	363.30	355.30	
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.	371.30	363.30	355.30	
9	Drilling Operation and maintenance of Tube wells.	371.30	363.30	355.30	
10	Electronics and Allied or Incidental Industries.	371.30	363.30	355.30	



## LIST OF SCHEDULES ZONE -II

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
11	Film Industry including employment in Production, Distribution and Exhibition of Films	371.30	363.30	355.30	
12	Fisheries Industries	371.30	363.30	355.30	
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	371.30	363.30	355.30	
14	Hosiery Industry	371.30	363.30	355.30	
15	Hospitals and Nursing Home.	371.30	363.30	355.30	
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 iron, steel and non-ferrous metals or alloys by the use of any machine, or tools, including foundries, forging plants and extrusion plants which produce for manufacturing, assembling and repairing establishments and workshops.	371.30	363.30	355.30	
17	Khandsary Industry.	371.30	363.30	355.30	
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).	371.30	363.30	355.30	



## LIST OF SCHEDULES ZONE -II

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
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.	371.30	363.30	355.30	
20	Oil Mill.	371.30	363.30	355.30	
21	Petrol and Diesel Pumps.	371.30	363.30	355.30	
22	Pharmaceuticals Industry.	371.30	363.30	355.30	
23	Plastics Industries	371.30	363.30	355.30	
24	Potteries Industry.	371.30	363.30	355.30	
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.	371.30	363.30	355.30	
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 supplemental thereto	371.30	363.30	355.30	
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.	371.30	363.30	355.30	
28	Public Motor Transport.	371.30	363.30	355.30	
29	Pulp and Paper or board Manufactory	371.30	363.30	355.30	
30	Residential Hotel, Restaurant or Eating House as defined in the Gujarat Shops and Establishments Act, 1948.	371.30	363.30	355.30	
31	Rice Mill, Flour Mill or Dal Mill.	371.30	363.30	355.30	
32	Roofing Tiles Manufacturing	371.30	363.30	355.30	
33	Rubber and Rubber Products including Artificial Rubber Products Manufacturing Industry.	371.30	363.30	355.30	
34	Soap Making Industry	371.30	363.30	355.30	
35	Stone Breaking or Stone Crushing Industry	371.30	363.30	355.30	
36	Sugar Industry.	371.30	363.30	355.30	

## LIST OF SCHEDULES ZONE -II

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
37	Tanneris and leather Manufactory.	371.30	363.30	355.30	
38	Tobacco Processing Establishment.	371.30	363.30	355.30	
39	Woolen Carpet Marking or Shawl Weaving Establishment.	371.30	363.30	355.30	
40	Shop or Commercial Establishment other than that covered under any of the other entries in the schedule of Part I of the said Act.	371.30	363.30	355.30	
41	Non teaching Staff in Private Non-Grant-in-Aid Educational Institution	371.30	363.30	355.30	
42	Zardosi Work	371.30	363.30	355.30	
43	Private Security Guard Services.	371.30	363.30	355.30	

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No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
1	Readyment Garment	312.40	311.70	310.30	309.10

As per circular dated 30/09/2022 Special Allowance has been Increased by Rs. 04.30 per day w.e.f. 01/10/2022 to 31/03/2023. Hence new minimum wages (Basic + Sp.Allo.) w.e.f. 01/10/2022 shall be as under for Ship Breaking, Sweeping and Cleaning Now total **93.00**

No.	Industry	Skilled	Semiskilled	Unskilled	Clerical
1	Sweeping and Cleaning	N.A	N.A	309.00	

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. 01/10/2022 to 31/03/2023 shall be as under.**

	Skilled	Semiskilled	Unskilled
Basic	284.00	276.00	268.00
D.A.	87.30	87.30	87.30
Total	371.30	363.30	355.30

Thanking You,  
For, Parag Gandhi & Associates.



Partner