

## Revised minimum wages for scheduled employments in Gujarat

On 27 March 2023, the Government of Gujarat released a notification announcing changes to the minimum wages for employees who work in scheduled employments. This revision applies to employees of all skill levels, i.e. skilled, semi-skilled, and unskilled and it comes into effect on 1 April 2023. The revised minimum wages will be implemented throughout the state of Gujarat.

Under this revision, the daily basic rates of wages paid to employees in scheduled employments will be outlined in the Schedules included in the notification. Additionally, a special allowance will be provided and adjusted by the competent authority every six months starting on 1st October and 1st April. The adjustment will be based on the average cost of living index number for the preceding six-month period ending on 30th June and 31st December, as long as the notification is in force.

Scheduled employment	Classes of employees	Zone	Total Minimum wages per day (in INR)	Monthly wages (in INR)
Minimum wages rate applies to all establishments / factories	Skilled	I	474	12,324
	Semi-Skilled	I	462	12,012
	Un-skilled	I	452	11,752
	Skilled	II	462	12,012
	Semi-Skilled	II	452	11,752
	Un-skilled	II	441	11,466

Zone I: Area in the State of Gujarat within the limits of municipal corporations, urban development authority and Nagar Palika.

Zone II: Any other area in the State of Gujarat.

The notification also makes a provision for calculating the wages for piece rate employees, part-time employees and those employed through contractors/agencies. It seeks to equalise the remuneration across genders also.

It is specifically stated that an employer is neither allowed to withdraw any perquisites/facilities nor deduct any amount towards the same, after making the revision in the minimum wages.

**Weblink** [https://col.gujarat.gov.in/Portal/News/998\\_3\\_minimum\\_wages\\_46\\_Schedule\\_Employee\\_nt\\_27.03.2023.pdf](https://col.gujarat.gov.in/Portal/News/998_3_minimum_wages_46_Schedule_Employee_nt_27.03.2023.pdf)

## Therefore

The Gujarat State Government had in May 2022 published a draft notification inviting comments and suggestions for fixation of the minimum wages. The above-said notification is issued after considering the suggestions and with an aim to ensure fair pay to the workers, employees engaged in various industries. It also eliminates the possibility of downward revision to the perquisites/facilities of the employees after giving them the revised wages. This ensures that the effect of wage rise is not nullified by adjusting the difference in the perquisites.