

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, No. KWA. 2018/CR-216/ LAB-7, dated the 17th February 2020 published in the *Maharashtra Government Gazette*, Part I-L, Extra Ordinary is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

S. M. SATHE,  
Deputy Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Marg, Hutatma Rajguru Chowk,  
Mantralaya, Mumbai 400 032, dated the 17th February 2020

*NOTIFICATION*

MINIMUM WAGES ACT, 1948.

No. [KWA. 2018/CR-216/LAB-7].—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), in its application, containing proposal for revision of the minimum rates of wages payable to the employees employed in the Scheduled Employment, viz. “Employment in Rubber Manufacturing Industry” is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby ; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra, after the expiry of two months from the date of publication of this notification in the *Maharashtra Government Gazette*.

2. Any representation, which may be received by the Commissioner of Labour ‘Kamgar Bhavan’, ‘E’ Block, C-20, Bandra-Kurla Complex, Bandra (E.), Mumbai 400 051, from any person, in respect of the said draft, before the expiry of the aforesaid period, will be taken into consideration by the Government.

*DRAFT NOTIFICATION*

No. [KWA-2018/CR.216/LAB-7].—Whereas, by the Government Notification, Industries, Energy and Labour Department, No.WRIT. 2013/186/CR.90/LAB-7, dated the 25th June 2013, the Government of Maharashtra has revised the minimum rates of wages payable to the employees employed in the Scheduled Employment viz. “Employment in Rubber Manufacturing Industry” (hereinafter referred to as “the said scheduled employment”);

And whereas, the Government of Maharashtra, having reviewed the minimum rates of wages payable to the employees employed in the said scheduled employment, considers it necessary to revise them further.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), in its application, the Government of Maharashtra, after considering all the representations received by it in respect of the proposal published in the Government Notification, Industries, Energy and Labour Department, No. KWA.2018/CR-216/LAB-7, dated the 17th February 2020 and after consulting the Advisory Board, hereby revises, with effect from ....., the minimum rates of wages payable to the employees employed in the said scheduled employment and refixes them, as set out in column (3) of the Schedule appended hereto, as the minimum rates of wages payable to the class of employees mentioned against them in column (2) of the said Schedule.

*Schedule*

Sr. No. (1)	Class of Employees (2)	Minimum rates of wages (per month basic rates in rupees) (3)		
		Zone I Rs.	Zone II Rs.	Zone III Rs.
1	Skilled	12,218	11,742	11,424
2	Semi-skilled	11,107	10,631	10,314
3	Unskilled	10,314	9,838	9,520

*Explanation.*—For the purposes of this notification,—

(a) *Zone I.*— shall comprise of the areas falling within the limits of all Municipal Corporations, Cantonment areas and Industrial areas within 20 Kilometer radius from all Municipal Council limit. ;

(b) *Zone II.*—shall comprise of the areas falling within the limits of all “A”, “B” and “C” class Municipal Councils and Industrial areas within 20 Kilometer radius from all Municipal Council limit. ;

(c) *Zone III.*—shall comprise of all other areas in the State, which are not included in *Zone-I and Zone-II* ;

(d) the minimum rates of daily wages payable to an employee employed on daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by twenty-six, the quotient being stepped upto the nearest *paisa* ;

(e) the minimum rates of hourly wages payable part-time an employee wages shall be computed by dividing the rates of minimum wages applicable to the concerned class of employees by eight hours with 15% rise in it and quotient being stepped upto the nearest *paisa* ;

(f) the minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest ;

(g) the minimum rates of wages shall consist of basic rates, the Cost of Living Allowance and the cash value of concession, if, any ;

(h) a skilled employee is one who is capable of working efficiently, of exercising considerable independent judgment and of discharging his duties responsibly ;

(i) a semi-skilled employee is one who does work generally of a well-defined routine nature, wherein the major requirement is not so much of the judgment, skills and dexterity, but of proper discharge of duties assigned to him for a relatively narrow job and important decisions are made by others; his work is thus limited to the performance of routine operation of limited scope ;

(j) an unskilled employee is one who does operations that involve the performance of simple duties which require exercise of little or no independent judgment or previous experience, although a familiarity with the occupational environment is necessary. His work may thus require, in addition to physical exertion, familiarity with a variety of articles or goods.

*APPENDIX*

1. The average Consumer Price Index Number in respect of ten centers in the State of Maharashtra for working class (New Series 2001=100) shall be the Cost of Living Index Number applicable to the employees employed in the said scheduled employment. The Competent Authority appointed by the Government shall, after the expiry of every six months commencing on the first day of January and the first day of July, calculate the average of the Cost of Living Index Number applicable to the said employees

for these six months and ascertain the rise of such average over 311 points. For such rise of every point, special allowance (hereinafter referred to as " the Cost of Living Allowance ") payable to the employees in the said scheduled employment for each of the six months immediately following six months in respect of which such average has been calculated at the rate of Rs. 29.00 per month for all Zones.

2. The Cost of Living Allowance computed as aforesaid shall be declared by the Competent Authority by notification in the *Official Gazette* in the last week of July when such allowance is payable for each of the months from July to December and in the last week of January, when such allowance is payable for each of the months from January to June :

Provided that, the Competent Authority shall declare the Cost of Living Allowance payable in respect of the period from the date of fixation of the rate of minimum wages to the end of December or June, as the case may be, immediately after the said date with effect from which the minimum rates of wages are fixed.

By order and in the name of the Governor of Maharashtra,

S. M. SATHE,  
Deputy Secretary to Government.