

NOTIFICATION

Labour and Employment Department

Sachivalaya, Gandhinagar.

Dated the 1st January, 2021

Minimum Wages Act, 1948. No.KHR/2020/01/LVD/10/2020/532316/M(2):- 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) (hereinafter referred to as "the said Act"), to revise the minimum rates of wages payable to the employees employed in agriculture, 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 notification will be taken into consideration by the Government of Gujarat, on or after the expiry of two months from the date of its publication in the *Official Gazette*;

Any objections or suggestions which may be received by the Deputy Secretary, Labour and Employment Department, Block No. 5, 6th floor, New Sachivalaya, Gandhinagar, from any person in respect to the said draft on or before the expiry of aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR/2020/01/LVD/10/2020/532316/M(2):-In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the Government Notifications, Labour and Employment Department No. KHR/2016/175/LVD/10/2011/GOI.04/2019/M(2), dated the 19th September, 2016 and No. KHR/2019/05/LVD/10/2013/137275/M(2), dated the 21st January, 2019, the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in Agriculture for the whole of the State of Gujarat so as to consist of;

- (a) the basic rate of wages as set out in column 3 of the Schedule appended hereto in respect of the basic rate payable by the day to the classes of the employees mentioned against them in column 2 thereof for 8 hours of work per day; and
- (b) a special allowance, so long as this notification is in force, at the rate to be adjusted by the competent authority, at the interval of every six months

commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th September and 31st March, respectively in such manner that: -

- (i) for the rise of every five points over the cost of Living Index Number 5124 or over any such number which is greater than 5124 applicable to the employees in the said scheduled employment, special allowance payable in addition to the basic rate of wages shall be Rs.0.20 paise per day or Rs.05.20 per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 5124, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.05.20 per month:

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the date 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Agriculture

Sr. No.	Class of Employees	Rate Payable per day (Rs.)
1	2	3
1	Employees employed in agriculture	Rs. 268.00

Explanation. -

The entire State shall be treated as one Zone.

- (1) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rate of wages plus special allowance payable to him for the number of hours of work which constitutes normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (2) An employee employed on part-time basis shall be paid fifty percent of the minimum rate of wages and special allowance, if he works up to four hours

and if he works for more than four hours, he shall be paid full minimum rate of wages plus special allowance.

- (3) An employee employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (4) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rate of wages plus special allowance.
- (5) Male and female employees shall be given equal wages for equal work.

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


(D.M.Pathan)

Deputy Secretary to Government.

To,
The Manager, **(By Speed post)**
Government Central Press, Vadodara.

With a request to publish this notification in the Extra-Ordinary Part I-L, dated the 1st January, 2021 and the copies of printed notification may please be distributed its prints as under: -

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|---|------------|
| 1. The Labour & Employment Department,
Sachivalaya, Gandhinagar. | 300 copies |
| 2. The Director of Labour, Gandhinagar. | 150 copies |
| 3. The Secretary, The Gujarat Minimum Wages Advisory Board.
C/o. Director of Labour, Gandhinagar | 25 copies |
| 4. The Legislative and Parliamentary Affairs Department,
Sachivalaya, Gandhinagar. | 10 copies |

Copy forwarded to:

1. The Director of Labour, Udhog Bhavan, Gandhinagar.
2. The Director of Information, Gandhinagar - with a request to issue a suitable Press Note immediately in the newspapers.

3. The Legislative and Parliamentary Affairs Department, Sachivalaya, Gandhinagar

...With a request to publish a Gujarati version of this notification in the Gujarat Government Gazette part I-L and instruct the press to distribute the copies as under:

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|---|------------|
| a. The Labour & Employment Department | 200 copies |
| b. The Director of Labour, Gandhinagar | 150 copies |
| c. The Secretary, The Gujarat Minimum Wages Advisory Board.
C/o. Director of Labour, Gandhinagar | 25 copies |

4. ✓ I. T. Cell, Labour & Employment Department, Block No. 5, 6th floor, Sachivalaya, Gandhinagar
5. Dy. S.O. select file.
6. Branch select file.