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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 29 -MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-81-MWA-102008-302-M(2)**, dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages **27/19-1 to 27/19-7** in the Government Gazette, Extra-

5/19-2 GUJ. GOVT. GAZ. EX., FEBRYARY 11, 2009/MAGHA 22, 1930 [PART I-L ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the Official Gazette.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/108/MWA/1097/1619/(20)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **“Jari Industry” the Scheduled Employment under entry 20 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall 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 June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Jari Industry.

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone – I 3	Zone –II 4
1	2		
I	Skilled Patlawala (a) Gathai bandhanar (b) Haramwala (c) Ustad, Tania (Real and Imitation (a) Ustad (Manager) Trakwala, Kasab Winder (b) Chanadia (b) Badla-Chhap padnar, Tikawala, Tuber Cutter, Chalakwada, Badla Chhap padnar, Wise Chhap padnar, Katoriwala, Kangrawala, Wire chhap padnar, Kundi Gilt, Giltwala, Fitwala and Kinariwala, Fit Weaver and Kinari-weaver, Gilding (Gold and Powder), Gilder, Gotawala Thappawaqila, Gota and Thappa Weaver, Asarwala, Employees working on twisting Machine, Die Making (a) Nagg Ghasnar, (b) Niddle Ghasnar, (c) Niddle Remover, (d) Nang Padnar, (e) Nang Fitter, (f) Nangar, Ladi Making, Mutawala, Jari Embroidery Workers.	139.20	135.20
II	Semi-skilled Patlawala (a) Galner, (b) Tapnar, (c) Drawer on Chapad, (d) Drawer on Gadhedia, Tania (Real and Imitation), Patlawala and Pawalawala, Kasab Winder (a) Winder (Wintwawala), (b) Kasab and Resham Bharavawala, Tikawala, Bungali Tipnar (Hitter), Chalakwala, Chalak Padnar, Kangriwala, Kangri Padnar, Katoriwala, Katori Padnar, Kundi Gilt, Employees doing	136.90	134.00

1	2	3	4
	Miscellaneous Work, Kasab Chhap padnar, Asarwala, Opener and Bharwawal, Die Making, Ladi Making, Ladi Pandar.		
III	Unskilled	134.50	132.90
	Pawthawala, Employees doing Miscellaneous Work, Tania (Real and Imitation) (a) Gulla Opener, (b) Employees doing Miscellaneous Work.		

SCHEDULE-II

I Kasab Vintvawala (Winder), Akhadedars.

- (1) Real slender kasab(pure silk and silver) Rs.1018-60 Per Kg. of the material(Badla).
- (2) Imitation Slender kasab (Pure silk and silver Electroplated copper wire) Rs.1019.60 Per Kg. of the material (Badla)
- (3) Real art silk kasab (Real silver and art silk of 75 deniers) Rs.813.10 Per Kg. of the material (Badla).
- (4) Imitation Kasab (Art silk of 55 deniers and silver electro plated Copper wire of 70 guage) Rs.613.70 Per Kg. of the material
- (5) Imitation Kasab (Art silk of 55 deniers and silver electro plated Copper wire of 60 guage) Rs.411.70 Per Kg. of the material.
- (6)) Imitation Kasab (Art silk of 75 deniers and silver electroplated Copper wire of 60 guage) Rs.386.10 Per Kg. of the material (Badla).
- (7) Imitation Kasab (Art silk of 75 deniers and silver electroplated Copper wire of 40 guage) Rs. 307.10 Per Kg. of the material (Badla).
- (8) Imitation Kasab (Art silk of 100 deniers and silver electroplated Copper wire of 36 guage) Rs.274.80 Per Kg. of the material (Badla).
- (9) Cotton Imitation Kasab (cotton yarn of counts 120/2 and 100/2 imitation wire of wire of 36 to 40 guage) Rs.206.10 Per Kg. of the material (Badla).
- (10) Cotton Imitation Kasab (cotton yarn of counts 80/2 and 60/2 imitation wire of 33 to 40 guage) Rs.168.20 Per Kg. of the material (Badla).

- (11) Cotton Imitation Kasab (cotton yarn of counts 60/2 and 40/2 imitation wire of 30 to 28 gauge) Rs.136.90 Per Kg. of the material (Badla).
- (12) Cotton Imitation Kasab (cotton yarn of counts 60/3, 40/3 and 30/3 and imitation wire of 24 to 26 gauge) Rs. 115.70 Per Kg. of the material (Badla).
- (13) Thick Cotton yarn Kasab imitation wire gauge of 20 or 22, Rs.79.60 Per Kg. of the material (Badla).

II Imitationwire-Drawer (Tania) Akhadedars.

- (1) For Drawing wire of 80 gauge Rs.335.50 per Kg. of wire.
- (2) For Drawing wire of 70 gauge Rs.224.90 per Kg. of wire.
- (3) For Drawing wire of 60 gauge Rs.150.30 per Kg. of wire.
- (4) For Drawing wire of 50 gauge Rs. 112.40 per Kg. of wire.
- (5) For Drawing wire of 40 gauge Rs.96.60 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge Rs.74.90 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge Rs.56.00 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge Rs.48.30 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge Rs.41.30 per Kg. of wire.

SCHEDULE-III

The special allowance to Akhadedar shall be paid at the following rates.

II Imitation wire –Drawer (Tania) Akhadedars.

- (1) For Drawing wire of 80 gauge Rs. 2-90 per Kg. of wire.
- (2) For Drawing wire of 70 gauge Rs. 1-80 per Kg. of wire.
- (3) For Drawing wire of 60 gauge Rs. 1-80 per Kg. of wire.
- (4) For Drawing wire of 50 gauge Rs. 1-80 per Kg. of wire.
- (5) For Drawing wire of 40 gauge Rs.0.90 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge R. 0-50 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge Rs. 0-50 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge Rs. 0-50 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge Rs. 0-50 per Kg. of wire.

Explanation for the purpose of this Notification -

(1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) 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 rates of wages plus special allowance.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

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

A. M. KADRI,

Deputy Secretary to Government.
