

**1st October 2012 to 31st March 2013**

Sr. No.	Scheduled Employment	Category of Workers	Zone	Minimum Wages	V.D.A	Total Daily Wages
1	Automobile repairing Workshop and Garrages	Unskilled	I	132.9	59.4	192.30
		Semi Skilled	I	134	59.4	193.40
		Skilled	I	135.1	59.4	194.50
		Unskilled	II	131.5	59.4	190.90
		Semi skilled	II	132.6	59.4	192.00
		Skilled	II	133.7	59.4	193.10
2	Bakeries	Unskilled	I	133.3	59.4	192.70
		Semi Skilled	I	134.7	59.4	194.10
		Skilled	I	137.6	59.4	197.00
		Unskilled	II	132.6	59.4	192.00
		Semi skilled	II	134	59.4	193.40
		Skilled	II	136.9	59.4	196.30
		Unskilled	III	131.8	59.4	191.20
		Semi skilled	III	133.3	59.4	192.70
3	Bobin Industry	Unskilled	I	133.6	59.4	193.00
		Semi skilled- B	I	134.3	59.4	193.70
		Semi skilled- A	I	134.9	59.4	194.30
		Skilled-B	I	136.9	59.4	196.30
		Skilled-A	I	140	59.4	199.40
		Unskilled	II	133	59.4	192.40
		Semi Skilled-B	II	133.7	59.4	193.10
		Semi Skilled-A	II	134	59.4	193.40
		Skilled-B	II	135.4	59.4	194.80
		Skilled-A	II	136.9	59.4	196.30
4	Bone crushing Industry	Unskilled B		132.6	59.4	192.00
		Unskilled A		133.3	59.4	192.70
		Skilled		135.6	59.4	195.00
5	Brick Manufacturing Industry (1000 Bricks)	Bharatiwala	I	120.1	59.4	179.50
		Patiawali-B	I	154.5	59.4	213.90
		Patiawali-A	I	158.9	59.4	218.30
		Chokidar/peon	I	133.7	59.4	193.10
		Bharatiwala	II	119.2	59.4	178.60
		Patiawali-B	II	151.6	59.4	211.00
		Patiawali-A	II	154.5	59.4	213.90
		Chokidar/peon	II	133.2	59.4	192.60
6	Cement Prestressed Products Industry	Unskilled		137	59.4	196.40
		Semi skilled		138.3	59.4	197.70
		Skilled		139.4	59.4	198.80
7	Maintenance of Buildings and construction and maintenance of runways	Unskilled	I	135.5	59.4	194.90
		Semi skilled	I	137.6	59.4	197.00
		Skilled B	I	141.3	59.4	200.70
		Skilled-A	I	150	59.4	209.40
		Unskilled	II	135.1	59.4	194.50
		Semi Skilled	II	136.9	59.4	196.30

	Runways	Skilled B	II	140.5	59.4	199.90
		Skilled-A	II	148.4	59.4	207.80
8	Cotton Gining or cotton Pressing ManUFACTORY	Unskilled	I	136.9	59.4	196.30
		Unskilled(Heavy)	I	138.4	59.4	197.80
		Semiskilled	I	139.8	59.4	199.20
		Skilled	I	142.7	59.4	202.10
		Unskilled(Light)	II	136.2	59.4	195.60
		Unskilled(Heavy)	II	137.6	59.4	197.00
		Semiskilled	II	139.1	59.4	198.50
		Skilled	II	141.3	59.4	200.70
		9	Dispensary of a Medical Practioner Medical Consultant Clinic of Pathological Laboratory	Class III	I	135.6
Class II	I			141.1	59.4	200.50
Class I	I			144.3	59.4	203.70
Class III	II			134.5	59.4	193.90
Class II	II			140	59.4	199.40
Class I	II			140.9	59.4	200.30
10	Drilling operations & Maintenance of Tube wells	Unskilled		136.2	59.4	195.60
		Semi skilled		139.1	59.4	198.50
		Skilled		144.9	59.4	204.30
11	Electronics & Allied or Incidental Industry	Unskilled		136.2	59.4	195.60
		Semi skilled		139.1	59.4	198.50
		Skilled		142	59.4	201.40
12	Employment of non-teaching staff in private non- grant-in-aid educational	Class III	I	152	59.4	211.40
		Class II	I	154.6	59.4	214.00
		Class I-B	I	157.2	59.4	216.60
		Class I-A	I	159.9	59.4	219.30
13	Engineering Establishments ( other than) Auto Repair. Workshop & Garages employing less then 50 Employes in Industrial Eng. Establishments	Unskilled	I	135.1	59.4	194.50
		Semi skilled	I	136.2	59.4	195.60
		Skilled B	I	138.4	59.4	197.80
		Skilled A	I	141.3	59.4	200.70
		Unskilled	II	134.4	59.4	193.80
		Semi Skilled	II	135.5	59.4	194.90
		Skilled B	II	137.6	59.4	197.00
		Skilled A	II	140.5	59.4	199.90
		Unskilled	III	133.6	59.4	193.00
		Semi skilled	III	134.7	59.4	194.10
		Skilled B	III	136.9	59.4	196.30
14	Film Industry including employment in production,	Class III		138.7	59.4	198.10
		Class II		143.2	59.4	202.60
		Class I		149.3	59.4	208.70
15	Fisheries Industries	Unskilled		133.7	59.4	193.10
		Semi skilled		135.1	59.4	194.50
		Skilled B		136.6	59.4	196.00
		Skilled A		139.4	59.4	198.80
16	Forestry and Timber operation other than those carried on by	Unskilled		132	59.4	191.40
		Semi skilled		133.6	59.4	193.00
		Skilled		134	59.4	193.40
		Unskilled	I	136.9	59.4	196.30
		Semi skilled	I	139.8	59.4	199.20

17	Hosiery Industry	Skilled	I	139.8	59.4	199.20
		Unskilled	II	134	59.4	193.40
		Semi skilled	II	136.9	59.4	196.30
		Skilled	II	136.9	59.4	196.30
18	Hospitals & Nursing Homes	Class- IV	I	136.3	59.4	195.70
		Class-III	I	139.4	59.4	198.80
		Class-II	I	142.1	59.4	201.50
		Class- I	I	145	59.4	204.40
		Class IV	II	135.1	59.4	194.50
		Class-III	II	138	59.4	197.40
		Class-II	II	140.6	59.4	200.00
		Class- I	II	143.9	59.4	203.30
19	Hotel Restaurant & Eating houses	Unskilled	I	135.1	59.4	194.50
		Semi skilled	I	136.5	59.4	195.90
		Skilled	I	137.6	59.4	197.00
		Unskilled	II	134.4	59.4	193.80
		Semi skilled	II	135.8	59.4	195.20
		Skilled	II	136.9	59.4	196.30
		Unskilled	III	134	59.4	193.40
		Semi skilled	III	135.4	59.4	194.80
		Skilled	III	136.2	59.4	195.60
20	Industrial Engineering Establishments employee more than 50 workers	Unskilled	I	135.1	59.4	194.50
		Semi skilled	I	136.2	59.4	195.60
		Skilled B	I	138.4	59.4	197.80
		Skilled A	I	141.3	59.4	200.70
		Unskilled	II	134.4	59.4	193.80
		Semi skilled	II	135.5	59.4	194.90
		Skilled B	II	137.6	59.4	197.00
		Skilled A	II	140.5	59.4	199.90
		Unskilled	III	133.6	59.4	193.00
		Semi skilled	III	134.7	59.4	194.10
		Skilled B	III	136.9	59.4	196.30
		Skilled A	III	139.8	59.4	199.20
21	Jari Industry	Unskilled	I	134.5	59.4	193.90
		Semi skilled	I	136.9	59.4	196.30
		Skilled	I	139.2	59.4	198.60
		Unskilled	II	132.9	59.4	192.30
		Semi skilled	II	134	59.4	193.40
		Skilled	II	135.2	59.4	194.60
22	Khandsari Industry	Unskilled		133.3	59.4	192.70
		Semi skilled		134.7	59.4	194.10
		Skilled		136.9	59.4	196.30
23	Municipal Corporation	Unskilled		136.3	59.4	195.70
		Semi skilled		138.7	59.4	198.10
		Skilled		140.2	59.4	199.60
24	Municipality or Nagar Panchayat	Unskilled	I	136.3	59.4	195.70
		Semi skilled	I	138.7	59.4	198.10
		Skilled	I	140.2	59.4	199.60
		Unskilled	II	135.5	59.4	194.90
		Semi skilled	II	137.8	59.4	197.20

	Panchayat	Skilled	II	139.2	59.4	198.60
		Unskilled	III	134.5	59.4	193.90
		Semi skilled	III	136.9	59.4	196.30
		Skilled	III	138.4	59.4	197.80
25	Gram Panchayat	Unskilled		134	59.4	193.40
		Semi skilled		136.3	59.4	195.70
		Skilled		137.8	59.4	197.20
26	Manufacturing Process as defined under section 2k of Factory Act	Unskilled	I	132.5	59.4	191.90
		Semi skilled	I	136.6	59.4	196.00
		Skilled	I	142.8	59.4	202.20
		Unskilled	II	129.7	59.4	189.10
		Semi skilled	II	133.8	59.4	193.20
		Skilled	II	138.7	59.4	198.10
27	Manufacturing Readymade Garments or its Assesories & Tailoring Establishments more than three workers	Category V	I	135.5	59.4	194.90
		Category IV	I	137.7	59.4	197.10
		Category III	I	139.1	59.4	198.50
		Category II	I	141.3	59.4	200.70
		Category I	I	143.3	59.4	202.70
		Category V	II	134.3	59.4	193.70
		Category IV	II	135.5	59.4	194.90
		Category III	II	136.9	59.4	196.30
		Category II	II	139.1	59.4	198.50
		Category I	II	140.5	59.4	199.90
		Category V	III	133	59.4	192.40
		Category IV	III	134.3	59.4	193.70
		Category III	III	135.5	59.4	194.90
		Category II	III	136.9	59.4	196.30
		Category I	III	137.6	59.4	197.00
28	Oil Mills	Unskilled	I	136.5	59.4	195.90
		Semi skilled	I	138.4	59.4	197.80
		Skilled	I	148.2	59.4	207.60
		Unskilled	II	136	59.4	195.40
		Semi skilled	II	138	59.4	197.40
		Skilled	II	139.9	59.4	199.30
29	Petrol & Diesal Oil Pumps	Unskilled	I	136.5	59.4	195.90
		Semi skilled	I	142.2	59.4	201.60
		Skilled	I	145.1	59.4	204.50
		Unskilled	II	135.8	59.4	195.20
		Semi skilled	II	138.1	59.4	197.50
		Skilled	II	142.2	59.4	201.60
		Unskilled	III	135.2	59.4	194.60
		Semi skilled	III	135.2	59.4	194.60
		Skilled	III	138.1	59.4	197.50
30	Pharmaceutical Industries	Unskilled	I	135.4	59.4	194.80
		Semi skilled	I	136.7	59.4	196.10
		Skilled	I	138.3	59.4	197.70
		Unskilled	II	134.5	59.4	193.90
		Semi skilled	II	136	59.4	195.40
		Skilled	II	137.4	59.4	196.80
		Unskilled	III	133.8	59.4	193.20

		Semi skilled	III	135.4	59.4	194.80
		Skilled	III	136.7	59.4	196.10
31	Plastic Industries	Unskilled	I	134	59.4	193.40
		Semi skilled	I	136.9	59.4	196.30
		Skilled	I	139.8	59.4	199.20
		Unskilled	II	132.6	59.4	192.00
		Semi skilled	II	135.5	59.4	194.90
		Skilled	II	138.4	59.4	197.80
		32	Pottery Industries	Unskilled		134.3
Semi skilled				136.2	59.4	195.60
Skilled				138.1	59.4	197.50
33	Power loom Industries	Unskilled	I	135.5	59.4	194.90
		Semi skilled	I	136.5	59.4	195.90
		Skilled	I	137.6	59.4	197.00
		Unskilled	II	135	59.4	194.40
		Semi skilled	II	135.8	59.4	195.20
		Skilled	II	136.9	59.4	196.30
34	Pre-weaving & Textile Processing Industries	Unskilled	I	136.7	59.4	196.10
		Semi skilled	I	137.7	59.4	197.10
		Skilled	I	138.9	59.4	198.30
		Unskilled	II	136.2	59.4	195.60
		Semi skilled	II	137.1	59.4	196.50
		Skilled	II	138	59.4	197.40
35	Printing Press	Unskilled	I	135.4	59.4	194.80
		Semi skilled	I	136.5	59.4	195.90
		Skilled B	I	137.6	59.4	197.00
		Skilled A	I	138.4	59.4	197.80
		Unskilled	II	134.9	59.4	194.30
		Semi skilled	II	136.2	59.4	195.60
		Skilled B	II	137.3	59.4	196.70
		Skilled A	II	138	59.4	197.40
		Unskilled	III	134.5	59.4	193.90
		Semi skilled	III	135.8	59.4	195.20
		Skilled B	III	136.9	59.4	196.30
		Skilled A	III	137.6	59.4	197.00
36	Private Security Guard Services	Unskilled	I	94	79.4	173.40
		Semi skilled	I	96	79.4	175.40
		Skilled	I	98	79.4	177.40
		Unskilled	II	93	79.4	172.40
		Semi skilled	II	95	79.4	174.40
		Skilled	II	97	79.4	176.40
37	Public Motor Transport	Unskilled	I	140.5	59.4	199.90
		Semi skilled	I	142.7	59.4	202.10
		Skilled	I	145.6	59.4	205.00
38	Pulp & Paper Board Manufacturing	Unskilled	I	133.6	59.4	193.00
		Semi skilled	I	134.9	59.4	194.30
		Skilled	I	136.5	59.4	195.90
		Highly Skilled	I	137.8	59.4	197.20
		Unskilled	I	135.6	59.4	195.00
		Semi skilled	I	136.5	59.4	195.90

39	Rice Floor & Dal Mills	Skilled	I	137.7	59.4	197.10
		Unskilled	II	134.7	59.4	194.10
		Semi skilled	II	135.6	59.4	195.00
		Skilled	II	136.9	59.4	196.30
		Unskilled	III	134	59.4	193.40
		Semi skilled	III	135.1	59.4	194.50
		Skilled	III	136.2	59.4	195.60
40	Roofing, Tiles. Mfg.	Unskilled	I	132.6	59.4	192.00
		Semi skilled	I	134.5	59.4	193.90
		Skilled	I	136	59.4	195.40
41	Rubber Products Mfg.	Unskilled	I	133.3	59.4	192.70
		Semi skilled	I	136.2	59.4	195.60
		Skilled	I	139.1	59.4	198.50
42	Salt Pan Industries including artificial Rubber Product Mfg.	Unskilled	I	140.6	59.4	200.00
		Semi skilled	I	141.9	59.4	201.30
		Skilled	I	143.5	59.4	202.90
43	Shops and establishments	Class III	I	135.7	59.4	195.10
		Class II	I	138.7	59.4	198.10
		Class I-B	I	141.7	59.4	201.10
		Class I-A	I	144.7	59.4	204.10
		Class III	II	135	59.4	194.40
		Class II	II	135.7	59.4	195.10
		Class I-B	II	137.4	59.4	196.80
		Class I-A	II	141.7	59.4	201.10
		Class III	III	134.4	59.4	193.80
		Class II	III	135	59.4	194.40
		Class I-B	III	135.7	59.4	195.10
		Class I-A	III	137.4	59.4	196.80
44	Soap Manufacturing Industry	Unskilled	I	135.8	59.4	195.2
		Semi skilled	I	137.3	59.4	196.7
		Skilled	I	140.3	59.4	199.7
		Unskilled	II	134.3	59.4	193.7
		Semi skilled	II	135.8	59.4	195.2
		Skilled	II	137.3	59.4	196.7
45	Stone Breaking & Stone Crushing Industries	Unskilled	I	133	59.4	192.4
		Semi skilled	I	134.3	59.4	193.7
		Skilled	I	136.5	59.4	195.9
		Unskilled	II	132.2	59.4	191.6
		Semi skilled	II	133.3	59.4	192.7
		Skilled	II	135.6	59.4	195
		Unskilled	III	131.1	59.4	190.5
		Semi skilled	III	132.5	59.4	191.9
		Skilled	III	134.7	59.4	194.1
46	Sugar Industries	Unskilled	I	135.1	59.4	194.5
		Semi skilled	I	136.2	59.4	195.6
		Skilled	I	137.6	59.4	197
		Highly Skilled	I	139.1	59.4	198.5
47	Tanning & Leather	Unskilled	I	137.1	59.4	196.5
		Semi skilled	I	137.8	59.4	197.2
		Skilled	I	138.9	59.4	198.3

	Mfg.	Unskilled	II	136.3	59.4	195.7
		Semi skilled	II	137.1	59.4	196.5
		Skilled	II	137.8	59.4	197.2
48	Tobacco (Bidi making ) Mfg. (Per 1000 Bidis)		I	132.5	59.4	191.9
			II	132	59.4	191.4
49	Tobacco Processing Estt.	Unskilled		133.6	59.4	193
		Semi skilled		133.8	59.4	193.2
		Skilled		134.5	59.4	193.9
50	Woolen Carpets, Making of Shawl Weaving Est.	Unskilled	I	137.8	59.4	197.2
		Semi skilled	I	142.7	59.4	202.1
		Skilled	I	143.3	59.4	202.7

Class-I-A	Class-I-B	Class-II	Class III	Explanation of Zones for the purpose of this notification:-		
Manager, Head Munim, Secretary, Head Cashier, Stenographer, Head Clerk, Office Superintendent, Head Salesman, Employee who works efficiently by exercising considerable independent judgement discharges his duties with responsibility and possesses thorough and comprehensive	Junior Clerk, Bill Clerk, Ugharani Clerk, Delivery Clerk, Typist, Munim, Cashier, Accountants, Salesman, Sales Clerk, Compounder, Driver, Employee who does the work of a well defined routine nature and discharges the duties assigned to him independently and with responsibility, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries.	Packer, Builder, Tollatas, Shop . Asst., Employees who performs duties assigned to him of a relatively narrow job involving routine operations, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries.	Peon, Messenger, Watchman, Mazdoor, Employee who performs duties of simple nature and physical exertion, Employees by whatever name called doing work	Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;	Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.	Zone-III shall comprise all the areas in the State of Gujarat other than those included in Zone-I and Zone-II.

<b>Total Monthly Wages</b>
4999.80
5028.40
5057.00
4963.40
4992.00
5020.60
5010.20
5046.60
5122.00
4992.00
5028.40
5103.80
4971.20
5010.20
5085.60
5018.00
5036.20
5051.80
5103.80
5184.40
5002.40
5020.60
5028.40
5064.80
5103.80
4992.00
5010.20
5070.00
4667.00
5561.40
5675.80
5020.60
4643.60
5486.00
5561.40
5007.60
5106.40
5140.20
5168.80
5067.40
5122.00
5218.20
5444.40
5057.00
5103.80



5197.40
5402.80
5103.80
5142.80
5179.20
5254.60
5085.60
5122.00
5161.00
5218.20
5070.00
5213.00
5296.20
5041.40
5184.40
5207.80
5085.60
5161.00
5311.80
5085.60
5161.00
5236.40
5496.40
5564.00
5631.60
5701.80
5057.00
5085.60
5142.80
5218.20
5038.80
5067.40
5122.00
5197.40
5018.00
5046.60
5103.80
5179.20
5150.60
5267.60
5426.20
5020.60
5057.00
5096.00
5168.80
4976.40
5018.00
5028.40
5103.80
5179.20

5179.20
5028.40
5103.80
5103.80
5088.20
5168.80
5239.00
5314.40
5057.00
5132.40
5200.00
5285.80
5057.00
5093.40
5122.00
5038.80
5075.20
5103.80
5028.40
5064.80
5085.60
5057.00
5085.60
5142.80
5218.20
5038.80
5067.40
5122.00
5197.40
5018.00
5046.60
5103.80
5179.20
5041.40
5103.80
5163.60
4999.80
5028.40
5059.60
5010.20
5046.60
5103.80
5088.20
5150.60
5189.60
5088.20
5150.60
5189.60
5067.40
5127.20

5163.60
5041.40
5103.80
5142.80
5028.40
5088.20
5127.20
4989.40
5096.00
5257.20
4916.60
5023.20
5150.60
5067.40
5124.60
5161.00
5218.20
5270.20
5036.20
5067.40
5103.80
5161.00
5197.40
5002.40
5036.20
5067.40
5103.80
5122.00
5093.40
5142.80
5397.60
5080.40
5132.40
5181.80
5093.40
5241.60
5317.00
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