

**The procedure for fixation  
& revision of Minimum  
wages adopted by the State  
of Gujarat**

**Government of Gujarat  
Labour, Skill development and Employment Department  
Circular No. LED/MWA/e-file/11/2024/1058/M2  
Sachivalaya, Gandhinagar**

**Read:-**

1. The Minimum Wages Act, 1948 and The Gujarat Minimum Wages Rules, 1961.
2. Office of the Labour Commissioner, Gandhinagar's Letter No.L.C.6/Te.6/269/2024, dated:08/05/2024.

**PREAMBLE**

The Minimum Wages Act, 1948, and The Gujarat Minimum Wages Rules, 1961, provide provisions for fixing and revising the rates of minimum wages. Considering the letter from the Office of the Labour Commissioner, Gandhinagar and the BUSINESS REFORMS ACTION PLAN (BRAP) 2024, Reform No: 148 - which legally mandates social consultation during the process of setting and updating minimum wages, the state government has been considering providing a simplified explanation of the procedure followed during the announcement of minimum wage rates under the Minimum Wages Act. After thorough consideration, the following is hereby circulated.

**CIRCULAR**

In accordance with the various provisions of the Minimum Wages Act, 1948, and The Gujarat Minimum Wages Rules, 1961, the minimum wage rates are periodically fixed and revised by the Government of Gujarat.

The Minimum Wages Act, 1948 provides for declaration of minimum rates of wages by fixing it at specific time interval. Section-5 of the Minimum wages Act, 1948 provides method for fixation, the State is adopting the method of issuance of notification.

Section-7, of the Minimum Wages Act, 1948 provides for the appointment of an Advisory Board, while Section 9 provides for composition of an Advisory Board, Gujarat State Minimum Wages Advisory Board is constituted vide Notification dt.4/2/2008 and new members are appointed vide notification dated 01/06/2019.

The state has incorporated constitution of an Advisory Board and its functions under rule-3 to rule-17 of The Gujarat Minimum Wages Rules, 1961. Which ensures, participation of employer, employees & independent persons. One of the independent person is appointed as Chairman of the Advisory Board.

**The procedure for fixation & revision of Minimum wages adopted by the State of Gujarat is as under.**

The Labour, Skill Development and Employment Department, Government of Gujarat publishes the draft notification in the Gazette seeking objections and suggestions from all persons likely to be affected. The objections and suggestions received by the Government are sent to the Minimum Wages Advisory Board for its consultations. After careful considerations of facts and merits of various representations, Board send its recommendations to the Government. On receipt of recommendations from the Minimum Wages Advisory Board Government fixes or revises the minimum rates of wages and publish the Final Notification.

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

(M.G.Bandhiya)

File No: LED/MWA/e-file/11/2024/1058/M2-Section

Approved By: Deputy Secretary,M2-Section,LED

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Under Secretary  
Labour, Skill development and Employment Department

To,

1. Commissioner of Labour, Office of Labour Commissioner, Sector 11, Udyog Bhavan, Gandhinagar.
2. Industries Commissionerate, 2nd Floor, Block No 1, Udyog Bhavan Road, Sector 11, Gandhinagar, Gujarat
3. I.T. Cell, Labour, Skill development and Employment Department-with a request to upload the copy of the Circular on department website.
4. Branch Select file/ Deputy Section Officer Select file.

