



ABSTRACT

Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in Bricks and Tiles Manufactory - Preliminary Notification - Confirmation - Orders - Issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.70

Dated: 13.11.2017

ஹேவினாம்பி, ஐப்பசி 27,
திருவள்ளூர் ஆண்டு 2048.

Read:-

- 1) G.O. (2D) No.15, Labour and Employment (J1) Department, dated 12.03.2013.
- 2) G.O. (2D) No.35, Labour and Employment (J1) Department, dated 29.08.2016.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z1/18322/2016, dated 07.06.2017.

ORDER :

In the Government Order first read above, the minimum rates of wages for the Employment in Bricks and Tiles Manufactory were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948).

2. In the Government Order second read above, a Preliminary Notification was issued in order to revise further the minimum rates of wages for the Employment in Bricks and Tiles Manufactory.

3. The Commissioner of Labour in his letter third read above, has stated that objections and suggestions were received from the persons likely to be affected by such revision and which were placed in the Minimum Wages (State) Advisory Board and was decided to confirm the said Preliminary Notification without any modification. Hence, the Commissioner of Labour has requested the Government to confirm the above said Preliminary Notification.

4. The Government have now decided to confirm the orders issued in the said Preliminary Notification.

5. The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette both in English and Tamil. The Works Manager, Government Central Press, Chennai-600 079 is requested to publish the Notification and send five copies of the Gazette to the Government and the Commissioner of Labour, Chennai-600 006 for reference and record. The Secretary to Government, Tamil Development and Information Department, Secretariat, Chennai-600 009 is requested to send the

Tamil translation of the Notification to the Works Manager, Government Central Press, Chennai-600 079.

(BY ORDER OF THE GOVERNOR)

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Works Manager, Government Central Press, Chennai-600 079 (for publication in the Government Gazette)
The Secretary to Government, Tamil Development and Information Department, Chennai-600 009.
The Commissioner of Labour, Chennai - 600 006.
The Director of Industrial Safety and Health, Chennai - 600 032.
The Director of Industries and Commerce, Chennai -600 032.

Copy to:

All Collectors. (through the Commissioner of Labour, Chennai 600 006).
The Secretary to Government of India, Ministry of Labour and Employment, New Delhi- 110 001.
The Director, Labour Bureau, Ministry of Labour, Government of India, SCO-28-31, Sector 17-A, Chandigarh-160 017.
The Employers' and Employees Association, (through the Commissioner of Labour, Chennai-600 006).
The Regional Labour Commissioner, Shastri Bhavan, Chennai-600 006.
The Special Personal Assistant to Minister for Labour, Chennai-600 009.
The Private Secretary to the Principal Secretary to Government, Labour and Employment Department, Chennai - 600 009.
The Law Department, Chennai - 600 009.
Clean copy to C.No.11744/J1/2017.
Stock file/ Spare copy.

//FORWARDED BY ORDER//

Un. 01118
16-11-2017
SECTION OFFICER

APPENDIX.
NOTIFICATION.

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and in supersession of the Labour and Employment Department Notification No.II(2)/LE/304/2013, published at pages 251 to 253 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 10th April, 2013, the Governor of Tamil Nadu after consultation with the Advisory Board, hereby revises the minimum rates of basic wages payable to the classes of employees in the Employment in Bricks and Tiles Manufactory in the State of Tamil Nadu, specified in column (2) of the Schedule below, as specified in the corresponding entries in column (3) thereof, the draft of the same having been previously published as required by clause (b) of sub-section(1) of section 5 of the said Act.

2. This Notification shall come into force with effect on and from the date of its publication in the Tamil Nadu Government Gazette.

THE SCHEDULE.
Employment in Bricks and Tiles Manufactory.

| Serial Number. (1) | Classes of employees. (2) | Minimum rates of basic wages. (3) |
|---|---|--|
| Group – I (Skilled Employees) | | (₹) |
| 1 | Blacksmiths. | 5170.00 per month |
| 2 | Carpenters. | |
| 3 | Fitters. | |
| 4 | Electricians. | 5243.00 per month |
| 5 | Mechanic. | |
| 6 | Masons. | |
| 7 | Operators. | |
| 8 | Engine Drivers. | |
| 9 | Welders. | 5170.00 per month |
| 10 | Die Makers. | |
| Group – II : Grade – I Employees : | | |
| 1 | Mould Helpers. | 181.50 per day |
| 2 | Press Man. | |
| 3 | Bricks Maker (or) Tile Makers. | |
| 4 | Die Pullers. | |
| 5 | Clay Slicers and Transplers. | |
| 6 | Clay Mixers. | |
| 7 | Klin Loaders and Un-Loaders. | |
| 8 | Burnt goods sorters and packers (including stacking). | |
| 9 | Wheel tunners. | |

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|--|---|-------------------|
| 10 | Tile trimmers. | |
| 11 | Artificial drying fire attenders. | |
| 12 | Kiln Burners. | |
| 13 | Security Guard or Watchman. | |
| Group – III : Grade-II Employees: | | |
| 1 | Material Handling workers. | 173.50 per day |
| 2 | Material Carriers. | |
| 3 | Helpers. | |
| 4 | Tile Carriers. | |
| 5 | Fuel Carriers. | |
| 6 | Clay Transporters and Carriers. | |
| 7 | Loading, Unloading helpers. | |
| 8 | Slab Cutters and Slab Carriers. | |
| 9 | Clay Feeders. | |
| 10 | General Coolies. | |
| 11 | Slab Placers. | |
| 12 | Sweepers. | |
| 13 | Raw tiles removers from frame. | |
| 14 | Raw Bricks and Tiles Carriers. | |
| 15 | Pallet Suppliers. | |
| 16 | Pallet Collectors. | |
| 17 | Water Carriers. | |
| 18 | Sand and Cement Mixers (Mosaic). | |
| 19 | Head Load Workers (Mosaic). | |
| 20 | Sand Suppliers (Mosaic). | |
| 21 | Tile Plasters (Mosaic). | |
| 22 | Box Removers (Mosaic). | |
| 23 | Colour Mixers (Mosaic). | |
| 24 | Chips Sorenmers (Mosaic). | |
| 25 | Other workers not specified in Groups I, II & IV. | |
| Group – IV : Staff : | | |
| 1 | Foreman. | 5989.00 per month |
| 2 | Technical Supervisor. | 5697.00 per month |
| 3 | Supervisor. | 5394.00 per month |
| 4 | Clerk. | 5319.00 per month |
| 5 | Accountant. | 5697.00 per month |
| 6 | Storekeeper. | 5394.00 per month |
| 7 | Office Boy. | 4877.00 per month |
| 8(i) | Maistry. | 5319.00 per month |

| | | |
|---|--|---|
| 8(ii) | Maistry (Maistries who have put in more than 12 years of service as Maistry). | 5451.00 per month |
| Wages for Brick Manufactory : | | |
| 1 | Chamber Bricks 1000 numbers. | 492.25 |
| 2 | Country Bricks 1000 numbers. | 369.34 |
| 3 | Transporting Bricks in Kiln 1000 numbers. | 247.35 |
| 4 | Table Mould Bricks 1000 numbers. | 615.92 |
| 5 | Loading and Unloading from Kiln 1000 numbers. | 61.90 |
| | To bring sand to Kiln spread/Chamber. | 146.78 |
| | To bring firewood or coal/ton. | 125.59 |
| (a) | Fireman Kiln. | 196.00 per day |
| (b) | For cutting and arranging table mould bricks. | 618.06 (per 1000 numbers) |
| (c) | Chamber Bricks. | 492.25 (per 1000 numbers) |
| (d) | Bricks Standard (Standard bricks size 9" x 4 1/2 x 3") 22.5 c.m. X 11.25 c.m. x 7.5. c.m. Load to be fixed within 100 feet, beyond 100 feet, the payment will be made on mutual agreements. | 369.32 (Per 1000 numbers) |
| Wages for Mosaic Tiles Manufactory : | | |
| 1 | Cement Special Tiles | (i) Tile Makers 209.00 per day (ii) Mixer 181.50 per day Mixing Allowance 26.15 per day |
| 2 | Mosaic Tiles | (iii) Helper 181.50 per day |
| 3 | Cement Tiles Pressers | 181.50 per day |
| 4 | Mould Operators | 181.50 per day |

Explanations.- (1) During the rainy seasons, after the commencement of the work, if the workers are forced to stop the work on account of rain, they shall be allowed 50% of the wages normally they would have earned on completion of the work.

(2) **Dearness Allowance.**- In addition to the minimum rates of basic wages fixed above, the employees shall be paid dearness allowance as follows:-

- (i) The dearness allowance shall be linked to the Average Consumer price Index Numbers for Chennai City for the year 2010 (that is 161 points with base 2001 = 100) and for every raise of one point over and above 161 points an increase of Rs.1.05 (Rupee one and five Paise only) per day shall be paid as dearness allowance.

- (ii) The dearness allowance shall be calculated on the first April of every year on the basis of the average of the indices of the preceding twelve months, that is, from January to December.
- (iii) The first calculation shall be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette based on the Average Consumer Price Index of the previous year.
- (3) The daily rates of wages and dearness allowance include the element of holiday wages also.
- (4) (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.
(ii) To arrive at the monthly wages, the daily wages, shall be multiplied by 30.
- (5) Where the same work or work of a similar nature is performed by women, no distinction in the payment of wages shall be made as between men and women employees.
- (6) The employees employed in Bricks and Tiles manufactory who are not governed by the Factories Act, 1948 (Central Act LXIII of 1948) and other Labour enactments and who do not enjoy leave benefits, sickness benefits or holidays under the Tamil Nadu Industrial Establishments (National and Festival Holidays) Act, 1958 (Tamil Nadu Act 33 of 1958) and Provident Fund and Employees State Insurance benefits, shall, in lieu of those benefits, be paid an additional wage of Rs.36.65 per day in respect of employees falling under Group I and Group III and Rs.31.42 per day in respect of employees falling under Group II and Group IV .
- (7) Wherever the existing wages are higher than the minimum wages fixed therein, the same shall be continued to be paid.

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

//TRUE COPY//

Un. Anzaj.
16-11-2017.
SECTION OFFICER