



ABSTRACT

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

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.9.

Dated: 15.02.2016.

மன்மத- மாசி 3,
திருவள்ளூர் ஆண்டு 2047.

Read:-

- 1) G.O. (2D) No.37, Labour and Employment (J1) Department, dated 30.08.2011.
- 2) G.O. (2D) No.13, Labour and Employment (J1) Department, dated 20.04.2015.
- 3) From the Commissioner of Labour, Chennai-600 006, Letter No.Z1/54770/2014, dated 13.11.2015.

ORDER

In the Government Order first read above, the minimum rates of wages for the employment in Electronic industry 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 Electronic industry.

3. The Commissioner of Labour in her letter third read above, has stated that no objections and suggestions were received from the persons likely to be affected by such revision and 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 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-600079. 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 for reference and record.

(BY ORDER OF THE GOVERNOR)

KUMAR JAYANT
SECRETARY TO GOVERNMENT.

To

The Works Manager, Government Central Press, Chennai-600 079 (for publication in the Government Gazette) (2 copies).

The Secretary to Government, Tamil Development and Information Department, Chennai-600 009.

The Commissioner of Labour, Chennai - 600 006 (5 copies).

The Director of Industrial Safety and Health, Chennai - 600 014 (5 copies).

The Director of Industries and Commerce, Chennai -600 028.

The Accountant General, Chennai - 600 018.

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 the Hon'ble Minister for Rural Industries and Labour, Chennai-600 009.

The Private Secretary to Secretary to Government, Labour and Employment Department, Chennai - 600 009.

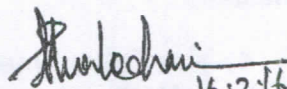
The Labour and Employment (OP-II) Department, Chennai - 600 009.

The Law (L&E-Sty.) Department, Chennai -600 009.

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//FORWARDED BY ORDER//


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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/433 /2011, published at pages 365 to 367 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 19th October 2011, the Governor of Tamil Nadu after consultation with the Advisory Board hereby revises the minimum rates of wages payable to the classes of employees in the employment in Electronic industry in the State of Tamil Nadu specified in column (1) of the Schedule below, as specified in the corresponding entries in column (2) 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 Electronic industry.

<u>Classes of employees</u> (1)	<u>Minimum rates of basic wages</u> <u>per month</u>	
	<u>Zone-A</u> <u>(Rs.P.)</u>	<u>Zone-B</u> <u>(Rs.P.)</u>
<u>i. General Categories:</u>		
(1) Sales Assistant	6404.00	6214.00
(2) Purchase Assistant		
(3) Assistant (Production Planning Control)	7055.00	6801.00
(4) Accountant		
(5) Steno		
(6) Typist	6404.00	6214.00
(7) Clerk / Office Assistant		
(8) Cashier / Store Assistant		
(9) Store Keeper	7055.00	6801.00
(10) Time-Keeper	6404.00	6214.00
(11) Driver		
(12) Watchman / Chowkidar / Security Guard	5971.00	5866.00
(13) Peon / Attender / Office Boy	5753.00	5650.00
(14) Mali / Waterman / Gardener / Sweeper / Scavenger	5753.00	5650.00

(15) Receptionist / Telex or Telephone Operator.	6404.00	6214.00
II. Other Categories:		
(A) Highly skilled :		
(1) Workshop Supervisor / Assembling Supervisor	7055.00	6801.00
(2) Laboratory Analyst		
(3) Any other highly skilled category not classified above.		
(B) Skilled :		
(1) Quality Inspector	6404.00	6214.00
(2) Technician / Technical Assistant		
(3) Mechanic		
(4) Die maker		
(5) Draughtsman		
(6) Cameraman		
(7) Mechinist		
(8) Machine Operator		
(9) Miller		
(10) Die-Casting Operator		
(11) Moulder		
(12) Welder		
(13) Fitter		
(14) Turner		
(15) Electrician		
(16) Radio and Television Mechanic		
(17) Computer Operator		
(18) Aligner		

(19) Maintenance Assistants on Machines (Electrical, Electro mechanical, mechanical and Electronics)	6404.00	6214.00
(20) Any other skilled category not classified above.		
(C) <u>Semi-skilled</u> : Assembling Operation .-		
(1) Winding / Wiring / Fitting / Soldering / Mounting / Testing and any other semi-skilled operations connected with assembling (with general qualification or no qualification)	5971.00	5866.00
(2) Planting Co-ordinator		
(3) Assembling Operator		
(4) Press Operator		
(5) Printing Operator		
(6) Punch Operator		
(7) Driller		
(8) Painter		
(9) Polisher		
(10) Any other semi-skilled category not classified above.		
(D) <u>Un-skilled</u> :		
(1) Helper	5753.00	5650.00
(2) Cleaner		
(3) Mazdoor		
(4) Packer		
(5) Any other unskilled category not classified above.		

Explanations .- (1) The classification of Zones and Category of employees shall be as follows:-

(a) Classification of Zones .-

Zone-A : All District Head Quarters, Municipal Corporations and Municipalities.

Zone-B: Other places.

(b) Classification of Category .-

- (i) **Highly skilled**.- Highly skilled employee is one who does the work which involves skill or competence of extraordinary degree and possesses supervisory ability.
- (ii) **Skilled**.- Skilled employee is one who is capable of working independently and efficiently and turning out accurate working. He must be capable of reading and working on simple drawing circuits and process, if necessary.
- (iii) **Semi skilled**.- Semi-skilled employee is one who has sufficient knowledge of the particular trade or above to do respective work and simple job with the help of simple tools and machines.
- (iv) **Un-skilled**.- Un-skilled employee is one who possesses no special training and whose work involves the performance of the simple duties which require the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environment is necessary. His work may thus require in articles or goods.

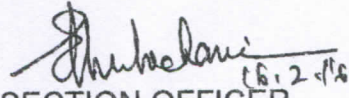
(2) Dearness Allowance:- In addition to the minimum rates of basic wages fixed above, the employees shall be paid dearness allowance as indicated below:-

- (i) The dearness allowance is linked to the Average Chennai City Consumer Price Index Number for the year 2010 (that is, 161 points) (with base 2001=100) and for every rise of one point over and above 161 points, an increase of Rs.35 (Rupees thirty five only) per month shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated every year on the first April on the basis of the average of the indices for the preceding twelve months, that is, from January to December.

- (iii) The first calculation shall thus be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette based on the average Chennai City Consumer Price Index Number for the previous year.
- (3) Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.
- (4) To arrive at the daily wages, the monthly wages shall be divided by 26.
- (5) Wherever the existing wages are higher than the minimum wages fixed herein, such existing wages shall be continued to be paid.

KUMAR JAYANT
SECRETARY TO GOVERNMENT.

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