

Copy of:

GOVERNMENT OF TAMILNADU  
ABSTRACT

Acts and Rules – Minimum Wages Act, 1948 – Minimum Wages (Tamil Nadu) Rules 1953 -Amendment to the Rules - Preliminary Notification – Confirmed.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(D).No.248.

Dated: 16.7.2008.

Read:

- 1) G.O.(D) No.1389, Labour and Employment (J1) Department, dated 3.11.2004.
- 2) Govt. Lr. No.11851/J1/2005-1, Labour and Employment Department, dated 13.5.2005.
- 3) From the Commissioner of Labour Letter No.S2/1693/2003, dated 10.3.2005 and 27.3.2008.

.....

ORDER:

In the Government order first read above, a preliminary notification containing proposals for amendment to Tamil Nadu (Minimum Wages) Rules 1953 for the introduction of Self Certification to Information Technology Software Industries was issued and objections and suggestions were invited from the persons likely to be affected by such revision.

2. There are no objections or suggestions with regard to the preliminary notification. Hence, the Government have decided to confirm the preliminary notification.

3. The appended notification will be published in the Tamil Nadu Government Gazette, both in English and Tamil.

4. The Works Manager, Government Central Press, Chennai-600 079 is requested to publish the Notification appended to this order in the Tamil Nadu Government Gazette, both in English and Tamil and send 5 copies of the gazette to the Government for reference and record.

5. The Tamil Development Religious Endowments and Information Department, 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)

Sd/- RAMESH KUMAR KHANNA,  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Works Manager, Government Central Press, Chennai-79  
for publication of the notification in the Tamil Nadu  
Government Gazette(2 Copies)

The Secretary to Government, Tamil Development, Culture and  
Religious Endowments (Translation)Department, Chennai-9(2 copies)

The Commissioner of Labour, Chennai-6

The Chief Inspector of Factories, Chennai-5

The Director of Industries and Commerce, Chennai-5

The Secretary to Government of India, Ministry of Labour, NewDelhi-110001

The Director, Labour Bureau, Government of India, Ministry of Labour, SCO  
28-31, Sector 17A, Chandigarh-160 017.

The Employers' and Employees' Association, through the  
Commissioner of Labour, Chennai-6 (25 copies)

The Secretary to Government of Andhra Pradesh, Labour & Employment,  
Training and Factories Department, Hyderabad.

The Secretary to Government of Karnataka, Labour Department, Bangalore

The Secretary to Government of Kerala,  
Labour Department, Thiruvananthapuram

The Secretary to Government of Pondicherry, Labour Department, Pondicherry

The Secretary (Labour), Administration of Union Territory of  
Lakshadweep, Kavaratti, Island-682 555.

The Regional Labour Commissioner, Sastri Bhavan, Haddows Road, Chennai-6

The Private Secretary to Principal Secretary to Government,  
Labour & Employment Department, Chennai-9.

The Law Department, Chennai-9.

SF/SCs

/FORWARDED BY ORDER/

Sd/-xxx  
SECTION OFFICER

## APPENDIX

### NOTIFICATION

In exercise of the powers conferred by sub-section (1) of section 30 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Tamil Nadu hereby makes the following amendments to the Minimum Wages (Tamil Nadu) Rules, 1953, the draft of the same having already been published as required by the said sub-section (1) of Section 30 of the said Act.

### AMENDMENTS

In the said Rules,

(1) after rule 28-A, the following rule shall be inserted, namely:-

"28-B. Self Certification by Information Technology Software Establishments of Information Technology Software Enabled Services: Employer of every Information Technology Software Establishment of Information Technology Software Enabled Service shall furnish to the Inspector of Labour, a half yearly, a certificate of maintenance of registers, records and notices, which are required to be maintained or exhibited under the provisions of these rules, in Form XII (in duplicate). The certificate for the half year ending 30<sup>th</sup> June shall be furnished before the 31<sup>st</sup> July of the year and the certificate for the half year ending 31<sup>st</sup> December shall be furnished before the 31<sup>st</sup> January of the succeeding year."

#### EXPLANATION:

Employment in the said establishments is not a schedule employment under the Act. However, they are covered under the schedule employment, namely, employment in Shops and Commercial Establishments. As such, minimum rates of wages fixed by the Government, for the employment in Shops and Commercial Establishments are applicable to the said employment also.

**FORM XII**

**[See Rule 28 – B]**

**SELF – CERTIFICATION BY INFORMATION TECHNOLOGY  
SOFTWARE ESTABLISHMENTS OR INFORMATION TECHNOLOGY  
SOFTWARE ENABLED SERVICES FOR THE HALF YEAR ENDING.....**

1	Name and address of the Information Technology software Establishment or Information Technology Enabled Services	
	Phone No: Fax:	E-mail:
2	Name and address of the Employer	
	Phone No: Fax:	E-mail:
3	Whether the employees are paid minimum wages as fixed under the Minimum Wages Act, 1948?	
4	Whether the employees are issued the wage slip as prescribed under rule 27(20)?	
5	Whether a notice in Form X prescribed in rule 22 displayed ?	

Signature of the Employer

## **CERTIFICATE**

Certified that during the half year ending ....., we have complied with all the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948), and the Minimum Wages (Tamil Nadu) Rules, 1953 in addition to those specifically mentioned above.

This certificate is issued with full knowledge of the provisions of the said Act and Rules. We are jointly and severally responsible for any information found incorrect subsequently and are liable for prosecution under the said Act and the said Rules.

Signature of the Manager

Signature of the Employer

Name:

Name:

Designation:

Designation:

Office Seal:

Office Seal:

Date:

Date:

Accepted by:

Assistant Inspector of Labour