



ABSTRACT

Minimum Wages Act, 1948 - Revision of minimum rates of wages for employment in Tanneries and Leather Manufactory - Preliminary Notification – Confirmed.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.4

Dated: 9.1.2013

Read:

- 1) G.O. (2D) No.30, Labour and Employment (J1) Department, dated 27.3.2007.
- 2) G.O. (2D) No.55, Labour and Employment (J1) Department, dated 5.10.2010.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z3/22477/2010, dated 17.08.2012.

ORDER

In the Government Order first read above, the minimum rates of wages for in Tanneries and Leather Manufactory were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). In the Government Order Second read above Preliminary notification has been issued further to revise the minimum rates of wages to the said employment.

2. The Commissioner of Labour in his letter third read above, has stated that members of the Minimum Wages (State) Advisory Board have accepted the Preliminary notification and to take action to confirm the Preliminary notification issued on 5.10.2010 based on the decision taken in the Advisory Board on 19.07.2012 though objections and suggestions were received. Hence, the Commissioner of Labour has requested the Government to confirm the Preliminary notification. The Government have therefore decided to confirm the preliminary notification issued in G.O.(2D)No.55, Labour & Employment (J1) Department, dated: 5.10.2010.

3. The appended Notification will, be published in the Tamil Nadu Government Gazette both in English and Tamil. The Secretary to Government, Tamil Development, Religious Endowments 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. The Works Manager, Government Central Press, Chennai - 600 079 is requested

to publish the Notification and send 5 copies of the Gazette to the Government for reference and record.

(By Order of the Governor)

Mohan Pyare,
Principal Secretary to Government

To

The Works Manager, Government Central Press, Chennai- 600 079 (for publication in the Government Gazette) (2 Copies) (He may be requested to publish the notification in the coming issue of the Tamil Nadu Government Gazette and also send 5 copies of the Notification to this Department for reference and record)

The Secretary to Government, Tamil Development, Religious Endowments and Information Department, Chennai-600 009. (2 copies)

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

The Chief Inspector of Factories, Chennai - 600 005. (5 Copies)

The Director of Industries and Commerce, Chennai -600 005.

Copy to:

All Collectors. (through the Commissioner of Labour, Chennai 600 006).

The Secretary to Government of India, Ministry of Labour, New Delhi.

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

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

The Secretary to Government of Karnataka, Labour Department, Bengaluru.

The Secretary to Government of Kerala, Labour Department, Trivandrum.

The Secretary to Government of Pondicherry, Labour Department, Pondicherry.

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

The Employers' and Employees Association through the Commissioner of Labour, Chennai-600 006 (25 copies)

The Regional Labour Commissioner, Shastri Bhavan, Chennai-600 006.

The Special Personal Assistant to Minister of Labour, Chennai-600 009.

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

The Law Department, Chennai - 600 009.

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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/241/2007, published at pages 193 and 194 of Part II- Section 2 of the Tamil Nadu Government Gazette, dated the 9th May 2007, 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 Tanneries and Leather Manufactory 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 on and from the date of its publication in the Tamil Nadu Government Gazette.

THE SCHEDULE

EMPLOYMENT IN TANNERIES A ND LEATHER MANUFACTORY

Classes of Employees		Minimum rates of Basic wages per day
(1)		(2)
<u>LIMEYARD</u>		
1.	Helpers	66.00
2.	Flashers	67.00
3.	Scudders	67.00
4.	Goat Skin Knifers	67.00
<u>TANNING AND DYEING DEPARTMENT</u>		
1.	Helpers	66.00

2.	Drum Boys	66.00
3.	Shavers	69.00
4.	Splitters	69.00
5.	Shaving Learners	66.00
6.	Bamming Helpers	66.00
<u>SETTING DEPARTMENT</u>		
1.	Helpers	66.00
2.	Setting Machine Operators	66.00
3.	Hand Setters	66.00
<u>STACKING DEPARTMENT</u>		
1.	Helpers	66.00
2.	Busters	66.00
3.	Stackers	66.00
<u>STRAINING DEPARTMENT</u>		
1.	Helpers	66.00
2.	Strainers	66.00
<u>FINISHING DEPARTMENT</u>		
1.	Helpers	66.00
2.	Seasoners	66.00
3.	Sprayers	66.00
<u>FINISHING MACHINERY DEPARTMENT</u>		
1.	Helpers	66.00
2.	Buffing Machine Operators	66.00
3.	Emery Wheel Operators	66.00
4.	Glazing Machine Operators (COW)	66.00

5.	Trimmers	66.00
6.	Press Machine Operators	66.00
7.	Hand Ironers	66.00
8.	Bearders	66.00
9.	Glazing machine Operators (Glaze Kid)	68.00
<u>FOUNDRY DEPARTMENT</u>		
1.	Helpers	66.00
2.	Fitters	68.00
3.	Drivers	70.00
4.	Masons	68.50
5.	Carpenters	68.50
6.	Fitters and Drivers (Learners)	66.00
<u>BACKYARD DEPARTMENT</u>		
1.	Deamers	66.00
2.	Setters	66.00
<u>GENERAL</u>		
1.	Maistries	2060.00/ Per month
2.	Clerks / Cashiers	2060.00/ Per month
3.	Watchman	2021.00/ Per month

OTHER TANNERIES

- (i) Tanning of Skin and hides in the limepit or barkpit, the wages shall be paid at Rs.22.63 for the first unit and Rs.2.36 per every additional unit of work done.
- (ii) Un-skilled workers Rs.66.00 per day.

PIECE RATE WORKERS

The wages shall be paid at Rs.35.36 for the work done in respect of first unit and Rs.15.56 for every additional unit of work done. Rs.2.36 shall be paid every additional unit of work done in lime and bark pit.

GENERAL CATEGORIES IN TANNERIES AND LEATHER MANUFACTORY

- | | | |
|----|--------------------------|-----------------------|
| 1. | Clerk / Cashier | Rs.2060.00 per month. |
| 2. | Maistries or Supervisors | Rs.2060.00 per month. |
| 3. | Watchman | Rs.2021.00 per month. |

EXPLANATIONS:-

- (i) The employees shall be paid dearness allowance in addition to the minimum rates of basic wages specified above. For calculation of dearness allowance, the base shall be taken as 2174 (base 1960=100) being the average of All India Consumer Price Index Number for the year 2000. For further raise of one point over and above 2174 points, an increase of 3 paise (three paise only) shall be paid per day.
- (ii) Where the nature of work is the same, no distinction in the payment of wages shall be made as between men and women employees.
- (iii) Where piece rate workers are employed in any Tannery and Leather Manufactory, the wages paid to each of them for a normal working day

shall not be less than the minimum rates of wages fixed for that category.

- (iv) To arrive at daily wages, the monthly wages shall be divided by 26.
- (v) To arrive at monthly wages, the daily wages shall be multiplied by 30.
- (vi) Wherever the existing wages are higher than the minimum wages fixed herein, the existing wages shall be continued to be paid.

Mohan Pyare,

Principal Secretary to Government.

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Section Officer.