



ABSTRACT

Minimum Wages Act, 1948 - Revision of minimum rates of wages for employment in Vessel (Utensil) Making - Preliminary Notification – Confirmation - Orders – Issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.55

Dated: 05.11.2012

Read:

- 1) G.O. (2D) No.45, Labour and Employment (J1) Department, dated 16.11.2011.
- 2) From the Commissioner of Labour, Chennai-6, Letter No.Z3/68005/2007, dated 17.08.2012.

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ORDER:

In the Government Order first read above, a Preliminary Notification was issued in order to revise further the minimum rates of wages for the employment in Vessel (Utensil) Making.

2. The Commissioner of Labour in his letter second read above has stated that no objection and suggestion were received from the persons likely to be affected by such revision and has requested the Government to confirm the above said Preliminary Notification.

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

4. The appended Notification will accordingly 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, Sastri 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/844/2004, published at pages 472 to 476 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 22nd September 2004, 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 Vessel (Utensil) Making in the State of Tamil Nadu for the classes of work and employees specified in column (2) of the Schedules I to III 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.

EMPLOYMENT IN VESSEL (UTENSIL) MAKING.

SCHEDULE-I.

Employment in Making Brass Vessels and Copper Vessels.

<u>Serial Number.</u> (1)	<u>CLASSES OF WORK</u> (2)	<u>MINIMUM RATES OF BASIC WAGES</u> (3)		
		<u>Making charges.</u> (a) Rs. P.	<u>Kadaisal charges.</u> (b) Rs. P.	<u>Lead Coating charges.</u> (c) Rs. P.
		(3)		
I. FOR THE WORKERS ENGAGED IN MAKING OF BRASS VESSELS IN THE PREMISES OF THE FACTORY:				
1.	<u>Kudams and Cooking Vessels:</u> (with supplied plates of 21kg)			
(a)	For making Kudams of 5,6,7,8 Numbers.	866.35	119.64	----
(b)	For making 10 small Kudams	878.37	122.36	
(c)	For making 12 Kudams	895.85	122.36	
(d)	For making 14 Kudams	902.41	124.55	
(e)	For making 16 Kudams	917.70	126.73	
(f)	For making 18 Kudams	931.90	126.73	
2.	<u>Thahattu Paanai:</u> (with supplied plates of 19kgs)			
(a)	For making above item of 5,6,7,8,10 Numbers including polishing and drawing lines.	1125.28	----	----

(b)	For making above item of 12 Numbers including polishing and drawing lines.	1137.35	----	----
(c)	For making above item of 16 Numbers including polishing and drawing lines.	1147.13	----	----
(d)	For making above item of 20 Numbers including polishing and drawing lines.	1162.42	----	----
(e)	For making above item of 24 Numbers including polishing and drawing lines.	1175.53	----	----
(f)	For making above item of 4 Numbers of size-4 including polishing and drawing lines.	1158.05	----	----
(g)	For making above item of 3 Numbers of size-3 including polishing and drawing lines.	1190.83	----	----
3.	<u>Kalaai Deksa and Drum Barrel:</u>			
(a)	For making Kalaai Deksa for every 1 kg. of material supplied.	25.07	9.95	10.81
(b)	For making of Drum Barrel for every 1kg of material supplied (for fixing iron rods to Brass Deksa, extra Charges – Rs.21.59).	31.34	9.95	----
4.	<u>Thalai Thangi Thavalai and Cooking Vessels:</u>			
(a)	For making Cooking Vessels: for each Kilo Gram of material supplied (including of polishing charges and drawing lines).	25.07	----	----
(b)	For making Thalai Thangi Thavalai, for each Kg of materials supplied.	25.07	9.95	----
5.	<u>Kuvalai (Annda) and Arai Adukku:</u>			

(a)	For each Kg of material supplied including polishing and drawing lines.	26.29	----	----
(b)	For making small Padi Kuvalai for each Kg of material supplied.	44.60	----	----
6.	<u>Kundan, Vanachatti, Kaavivana and Theuppu Vana:</u> For each Kg of material supplied, including polishing and drawing lines.	38.24	----	----
7.	<u>Filters:</u>			
(a)	For making 20 Numbers of 560 gms each.	585.14	131.23	----
(b)	For making 20 Numbers of 420 gms each.	627.10	131.23	----
(c)	For making 20 Numbers of 350 gms each.	659.87	131.23	----
8.	<u>Sambadam:</u> For each Kg of material supplied.	105.10	9.95	----
9.	<u>Idly Pot:</u> For each Kg of material supplied.	29.54	----	----
10.	<u>Keetupanai:</u> For making 7,8 Numbers with 17 kgs of material supplied for each kg.	40.77	9.95	----
11.	<u>Sombu, Bose, Vaishnava Sombu and Kaavi Urulai:</u> For each Kg of material supplied.	51.47	9.95	----
12.	<u>Thookuchatti:</u> For each Kg of material supplied.	36.05	----	----
13.	<u>Thambala Thattu:</u>			
(a)	For each piece of 51.3 centimetre.	111.44	----	----
(b)	For bigger size, extra wages for every additional 2.50 centimetre.	6.56	----	----
(c)	For Chippal extra wages for each piece.	15.20	----	----
14.	<u>Buckets:</u> For each Kg of material supplied.			

(a)	Without cover	36.08	9.95	11.51
(b)	With cover	37.15	9.95	11.51
15.	<u>Dubba:</u>			
(a)	For making <u>dubba</u> of 280 gms. in material supplied of 1Kg (With cups).	44.60	9.95	11.51
(b)	For making <u>dubba</u> of 280 gms. in material supplied of 1Kg (Without cups).	41.52	9.95	11.51
16.	<u>Appala Dubba:</u> For making appala dubba of 1.680 Kg. weight (for each Kg. of material supplied).	21.31	8.23	6.56
17.	<u>Ghee Thavalai (Butter Milk Sombu):</u> For making items of 280 gms. weight for each Kg. of material supplied.	40.77	9.95	11.51
18.	<u>Jaadi:</u> For making items of 280 gms. weight for each Kg. of material supplied.	41.95	9.95	11.51
19.	<u>Nilakathu:</u> For making items of 280 gms. weight for each Kg. of material supplied.	40.77	9.95	11.51
20.	<u>Coffee Vessels:</u> For making items of 280 gms. weight for each Kg. of material supplied.	41.95	9.95	11.51
21.	<u>Milk Boiler:</u> For making items of 280 gms. weight for each Kg. of material supplied.	47.31	9.95	---
22.	<u>Malligaippoo Thooku:</u> For making items of 280 gms. weight for each Kg. of material supplied.	38.50	9.95	11.20
23.	<u>Kadaisal Vana:</u> For making items of 280 gms. weight for each Kg. of material supplied.	47.31	9.95	11.51
24.	<u>Puttukudam:</u> For each piece	43.33	5.39	----
25.	<u>Puttukuzhal:</u> For each piece	34.24	5.03	2.43
26.	<u>Kalaai Adukku:</u> For each Kg. of material supplied.	35.40	9.95	11.51

27.	<u>Bohini (Bright):</u>			
(a)	For each Kg. of material supplied.	43.33	----	----
(b)	Bohini of 17, 18 Number of each Kg. of material supplied.	51.28	----	----
28.	<u>Bohini (Navam):</u>			
(a)	For each Kg. of material supplied.	51.28	----	----
(b)	Black Pot	51.28	----	----
29.	<u>Kasani:</u>			
(a)	For items of 3 Kg to 4 ½ Kg for each Kg of material supplied.	51.28	----	----
(b)	For items of 5 ½ Kg to 6 Kg for each Kg of material supplied.	59.09	----	----
30.	<u>Saruvachatti:</u> For each Kg of material supplied.	31.61	----	----
31.	<u>Kadaisal Grinding Charges:</u> (with supplied plates of 21 Kilo grams).			
(a)	For Kudam and Cooking Vessel of 21Kg. weight.	115.61	----	----
(b)	For Thahattupaanai 19 Kg weight	126.41	----	----
(c)	For ½ Adukku, Round Adukku per Kg.	11.51	----	----
(d)	For Nattuthavalai and Kuzhippanai per Kg.	5.39	----	----
32.	<u>Naaligam:</u>			
(a)	Brass Naaligam – per Kg.	41.16	14.77	----
(b)	Brass White Naaligam – per Kg.	23.01	14.77	----
33.	Theuppu Brass Naaligam – per Kg. (Wastage allowed for the above three items is 15 gms. for each Kg).	46.01	14.77	----
II	<u>FOR THE WORKERS ENGAGED IN MAKING OF COPPER VESSELS IN THE PREMISES OF THE FACTORY:</u>			
1.	Copper Boiler-per Kg.	44.72	----	----
2.	Boiler with Load-per Kg.	33.55	----	----
3.	Copper Thondi-per Kg.	35.40	----	----
4.	Pot with Rod – per Kg.	11.96	----	----
5.	Pot without Rod – per Kg.	65.62	----	----
6.	Briyani Teksa, Kazhichatty, Thulukku Teksa and Tamil Deksa – per Kg.	39.46	----	----
7.	Copper Urulli-per Kg.	7.54	----	----
8.	Copper Naaligam – per Kg	42.61	----	----
9.	Copper White Naaligam- per Kg. (Wastage allowed for above two items is 25 gms. for each Kg.)	21.31	----	----

EXPLANATIONS:-(1)WASTAGE ALLOWED:

- (a) For Brass items 10 gms for each kilogram
 (b) For Copper items 15 gms for each Kilogram
 (c) For Brass and Copper items without applying Kavi 20 gms for each Kilogram

(2) The wastage such as cut bits, brass powder, etc., should be taken back after weighment.

(3) For lead coating on vessels (with all materials and assistance supplied by the management) per kilogram Rs.2.19.

(4) For coating small items with narrow mouth (with all materials and assistance supplied by the management) per kilogram Rs.3.28.

(5)For items other than those mentioned above, wages as applicable to similar item shall be paid.

(6) DAILY WAGES (8 hours duty per day):

- (a) Workers who are trained in the trade ... Rs.95.50
 (b) Semi-skilled workers ... Rs.86.50
 (c) Unskilled workers ... Rs.83.00

SCHEDULE-IIEmployment in Making Aluminium Vessels in the Premises of the Factory.

<u>Sl. No</u>	<u>Classes of Employees.</u>	<u>Minimum Rates of Basic Wages</u> <u>(per day).</u> <u>(Rs. P.)</u>			
		<u>Zone-A</u> <u>(a)</u>	<u>Zone-B</u> <u>(b)</u>	<u>Zone-C</u> <u>(c)</u>	<u>Zone-D</u> <u>(d)</u>
<u>(1)</u>	<u>(2)</u>	<u>(3)</u>			
1.	Manager.	118.50	114.00	107.00	102.50
2.	Assistant Manager, Accountant and Cashier.	102.50	95.50	93.00	90.00
3.	Stenographer, Salesman, Supervisor, Inspector, Deep Drawing Pressman and Spinner	94.50	90.00	87.50	86.50
4.	Diemaker, Electrician, Turner, Shaper, Driller, Polisher, Duffer, Mechanical Fitter, Repairer, Mechanic, Lorry and Van Driver, Clerk, Typist, Secondary Operation Fitter for punching, riveting, fixing handles and other accessories on utensils Rolling (Hot and Cold) Operation and Meeting Operator.	90.00	87.50	86.50	84.00

5.	Godown Keeper, Booking Clerk, Watchman, Annealing Furnace Operator, Sheet Cutter and Circle Cutter.	87.50	86.50	85.00	84.00
6.	Stamping Press Operator, Circle Backing Press Operator and Cutting and Rimming Operator.	87.50	86.50	85.00	84.00
7.	Matching Assistant, Machine Helper and Soda and Acid Bath Washer	87.50	86.50	85.00	84.00
8.	Picking and Drying Labour, Peons, Cartman, Labour for loading and unloading, packing, stacking, shifting materials, cleaning other allied and general purpose work etc.	86.50	85.00	84.00	83.00

NOTE:- In the case of the aluminum utensils industry, wages for aluminum sheet rolling and circle making are also specified. This is because very many units in Tamil Nadu are integrated units comprising of both circle making and utensils making.

SCHEDULE-III.

Employment in Making Stainless Steel Vessels in the Premises of the Factory.

Sl. No.	Classes of Employees.	Minimum Rates of Basic Wages. (per day). Rs. P.			
		Zone-A (a)	Zone-B (b)	Zone-C (c)	Zone-D (d)
(1)	(2)	(3)			
1.	Manager.	118.50	114.00	107.00	102.50
2.	Assistant Manager, Accountant and Cashier.	102.50	95.50	93.00	90.00
3.	Stenographer, Salesman, Supervisor and Inspector.	94.50	90.00	87.50	86.50
4.	Diemaker, Electrician, Turner, Shaper, Driller, Polisher, Duffer, Mechanical Fitter, Repairer, Mechanic, Lorry and Van Driver, Clerk and Typist, Secondary Operation Fitter for punching, riveting, fixing handles and other accessories on utensils.	90.00	87.50	86.50	84.00
5.	Godown Keeper, Booking Clerk, Watchman, Machine Assistant and Helper.	87.50	86.50	85.00	84.00
6.	Peon, Cartman, Labour for loading and unloading, packing, stacking, shifting materials, cleaning other allied and general purpose	86.50	85.00	84.00	83.00

	work etc.				
7.	Pressman, Spinner and Sheet Marker.	94.50	90.00	87.50	86.50
8.	Sheet Cutter, Circle Cutter, Welder and Treading Operation.	90.00	87.50	86.50	84.00

EXPLANATIONS.-

(1) Classification of Zones.-

- (1) Zone – A – All Corporations.
- (2) Zone - B – All Municipalities.
- (3) Zone – C - Townships, Cantonments and Town Panchayats.
- (4) Zone – D - Village Panchayats.

(2) Dearness Allowance.-- In addition to the 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 for the year 2000 (i.e.) 475 points with base 1982=100 and for every raise of one point over and above 475 points, an increase of 17 paise (Seventeen paise only) per day shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated every year on the 1st April on the basis of the average of indices for the preceding twelve months, namely, from January to December.
- (iii) The first calculation shall, thus, be effective from the date of publication of the Notification in the Tamil Nadu Government Gazette based on the Average Consumer Price Index Number for the previous year.

(3) To arrive at monthly wages, the daily rate of minimum wages (both basic wages and dearness allowance) shall be multiplied by 30.

(4) Where the nature of work is the same, no distinction in the payment of wages shall be made in the case of men and women employees.

(5) The minimum rates of wages for Aluminum and Stainless Steel Vessels making will not apply to piece-rate workers, whose average earnings per day is more than or equal to the minimum rates of wages specified in Schedules II and III.

(6) 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.