



## ABSTRACT

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

### LABOUR AND EMPLOYMENT (J 1) DEPARTMENT

G.O.(2D) No.81

Dated: 7.12.2017

ஹேவிளம்பி, கார்த்திகை 21,  
திருவள்ளூர் ஆண்டு 2048.

Read:-

- 1) G.O. (2D) No.19, Labour and Employment (J1) Department, dated 21.03.2013.
- 2) G.O. (2D) No.28, Labour and Employment (J1) Department, dated 22.07.2016.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z1/19306/2016, dated 20.12.2016.
- 4) G.O. (2D) No.12, Labour and Employment (J1)Department, dated 9.03.2017.
- 5) From the Commissioner of Labour, Chennai-6, Letter No.Z1/19306/2016,dated 05.04.2017.

### ORDER:

In the Government Order first read above, the minimum rates of wages for the Employment in Bakeries and Biscuits 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 Bakeries and Biscuits Manufactory. Subsequently in the Government Order fourth read above, certain amendment have been made to the Government order second read above.

3. The Commissioner of Labour in his letters third and fifth 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 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-6 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 Senior Personal Assistant to the Hon'ble Minister for Labour, Chennai-600 009.  
The Private Secretary to Principal 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.  
Clean copy to file C.No.25236/J1/2016.  
Stock file/ Spare copy.

//FORWARDED BY ORDER//

Un. 2128.  
12.12.2017.  
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/330/2013, published at pages 287 and 288 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 24th April 2013, 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 Bakeries and Biscuits 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 Bakeries and Biscuits Manufactory.**

| <b><u>Serial Number.</u></b><br>(1) | <b><u>Classes of Employees.</u></b><br>(2)   | <b><u>Minimum rates of basic wages.</u></b><br>(₹)<br>(3) |
|-------------------------------------|--|---|
| <b>1. General Categories :</b>      |  |   |
| (1)                                 | Manager                                      | 6654.00 per month   |
| (2)                                 | Assistant Manager                            | 6319.00 per month   |
| (3)                                 | Cashier/Clerk                                | 5896.00 per month   |
| (4)                                 | Typist                                       | 5896.00 per month   |
| (5)                                 | Sales Man                                    | 5896.00 per month   |
| (6)                                 | Store Assistant                              | 5787.00 per month   |
| (7)                                 | Driver                                       | 5787.00 per month   |
| (8)                                 | Watchman / Peon                              | 5505.00 per month   |
| <b>2. Other Categories:</b>         |  |   |
| <b>Highly Skilled:</b>              |  |   |
| (1)                                 | Bakery Maistry                               | 222.00 per day  |
| (2)                                 | Any other highly skilled category            |   |
| <b>Skilled:</b>                     |  |   |
| (1)                                 | Supervisor                                   | 208.50 per day  |
| (2)                                 | Head Backer                                  |   |
| (3)                                 | Any other skilled category not covered above |   |
| <b>Semi-skilled:</b>                |  |   |
| (1)                                 | Baker  |   |
| (2)                                 | Oven-keeper                                  |   |
| (3)                                 | Table Man                                    |   |

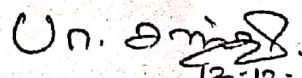
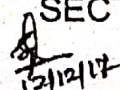
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| (4)                | Dough Maker                                       | 197.00 per day |
| (5)                | Bun-Rounder                                       |                |
| (6)                | Bread-Moulder                                     |                |
| (7)                | Any other semi-skilled category not covered above |                |
| <b>Un-skilled:</b> |   |                |
| (1)                | Assistant Baker                                   | 183.50 per day |
| (2)                | Helper/Assistants                                 |                |
| (3)                | Cleaner of all categories                         |                |
| (4)                | Assistant of all categories                       |                |
| (5)                | Any other un-skilled category not covered above   |                |

**Explanation.- (1) 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 is linked to the Average of Chennai City Consumer Price Index 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 ₹ 1.10 (Rupee one and ten 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 for the preceding 12 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 of Chennai City Consumer Price Index of the previous year.
- (2) (i) To arrive at daily wages, the monthly wages shall be divided by 26.  
(ii) To arrive at monthly wages, the daily wages shall be multiplied by 30
  - (3) 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.
  - (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

MANGAT RAM SHARMA  
PRINCIPAL SECRETARY TO GOVERNMENT

//TRUE COPY//

Un.   
12-12-2017  
SECTION OFFICER  
  
12/12/17