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## ABSTRACT

Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in General Engineering and Fabrication Industry - Preliminary Notification – Confirmation - Orders – Issued.

### LABOUR AND EMPLOYMENT (J 1) DEPARTMENT

G.O.(2D) No.67

Dated: 13.11.2017

ஹேவிளம்பி, ஐப்பசி 27,  
திருவள்ளூர் ஆண்டு 2048.

Read:-

- 1) G.O. (2D) No.48, Labour and Employment (J1) Department, dated 05.10.2012.
- 2) G.O. (2D) No.33, Labour and Employment (J1) Department, dated 26.08.2016.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z2/12584/2016, dated 07.06.2017.

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### ORDER :

In the Government Order first read above, the minimum rates of wages for the employment in General Engineering and Fabrication 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 General Engineering and Fabrication industry.

3. The Commissioner of Labour in his letter third read above, has stated that objections and suggestions were received from the persons likely to be affected by such revision and which were placed in the Minimum Wages (State) Advisory Board and was decided to confirm the said Preliminary Notification without any modification. Hence, he 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 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)

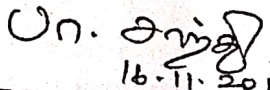
MANGAT RAM SHARMA  
PRINCIPAL SECRETARY TO GOVERNMENT

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 Special Personal Assistant to Minister for Labour, Chennai-600 009.  
The Private Secretary to the Principal Secretary to Government, Labour and Employment Department, Chennai - 600 009.  
The Law Department, Chennai - 600 009.  
Clean copy to C.No.11691/J1/2016.  
Stock file/ Spare copy.

//FORWARDED BY ORDER//

Un.   
16.11.2017.  
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/726/2012, published at pages 576 to 577 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 31st October 2012, 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 General Engineering and Fabrication 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 GENERAL ENGINEERING AND FABRICATION INDUSTRY.**

Classes of Employees.		Minimum rate of basic wages.	
(1)		(2)	
		Rs. P.	Rs. P.
I. ADMINISTRATION :		ZONE-A	ZONE-B
		(Per month)	
(1)	Manager	7828.00	7641.00
(2)	Assistant Manager	7660.00	7483.00
(3)	Accountant	7660.00	7483.00
(4)	Cashier	7543.00	7375.00
(5)	Store Keeper		
(6)	Typist		
(7)	Clerk	7443.00	7287.00
(8)	Time-keeper	7267.00	7120.00
(9)	Attender		
(10)	Security Guard		
(11)	Watchman	6951.00	6825.00
(12)	Peon		
II. SUPERVISORY :		ZONE-A	ZONE-B
(1)	Foreman	7828.00	7641.00
(2)	Supervisor	7660.00	7483.00
(3)	Chargeman		
(4)	Workshop tool keeper	7267.00	7120.00
III. SKILLED :		DAILY	
	Persons having experience for a period of 5 years in a particular trade or the persons who possess trade certificate including Industrial Training Institute with experience for a period of three years in a particular trade	278.50	273.50

<b>IV.</b>	<b>SEMI-SKILLED :</b>		
(i)	All Trade Certificate holders including Industrial Training Institute (Grade-I)	271.00	265.00
(ii)	Persons who worked as helpers for not less than two years in a particular trade (Grade-II)	266.00	262.00
<b>V.</b>	<b>Un- skilled :</b>		
	Persons doing work which do not require any training	258.50	255.00

**Explanations.- I. Classification of Zones :** Zone – A and Zone-B shall comprise of the following areas:-

Zone-A : All District Head Quarters, Corporations and Municipalities.  
Zone-B : Other places.

**II. (1) Dearness Allowance .-** The employees shall be paid dearness allowance as indicated below:-

- a) The wages notified above are linked to the Average Chennai City Consumer Price Index Number for the year 2010, that is 161 points with base 2001=100 and for any further raise of every point over and above 161 points, variable dearness allowance shall be paid at the rate of Rs.42.35 (Rupees Forty two and thirty five paise only) per month.
- b) The revision of dearness allowance shall thus be effective from the 1<sup>st</sup> April of every year on the basis of the average of the consumer price indices for the earlier twelve months, that is, from January to December of the previous year.
- c) 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 Numbers for the previous year.

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

(3) (a) To arrive at daily wages, the monthly wages shall be divided by 26.  
(b) To arrive at monthly wages, the daily wages shall be multiplied by 30.

(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. Singh*  
16-11-2017  
SECTION OFFICER