



ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the employment in tanneries and leather manufactory - Preliminary Notification - Confirmation - Orders - Issued.

LABOUR AND EMPLOYMENT (J 1) DEPARTMENT

G.O.(2D) No.60

Dated: 26.06.2018

விளம்பி, ஆணி 12,
திருவள்ளூர் ஆண்டு 2049.

Read:-

1. G.O.(2D) No.4, Labour and Employment (J1) Department, dated 09.01.2013.
2. G.O.(2D) No.37, Labour and Employment (J1) Department, dated 02.06.2017.
3. From the Principal Secretary / Commissioner of Labour, Chennai -6, Letter No.Z3/5692/2017, dated 05.03.2018.

ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in tanneries and leather 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 to revise further the minimum rates of wages for the above said employment.

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

4. The Government have now decided to confirm the orders issued in the 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 to the Commissioner of Labour, Chennai - 600 006, for reference and record. The Director, Tamil Development and Information (Translation) 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 Director, Tamil Development and Information (Translation) 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 Personal Assistant 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.4876/J1/2018.
Stock file/ Spare copy.

//FORWARDED BY ORDER//

U. n. a. m. a. j.
SECTION OFFICER 27-06-2018.
27/06/18

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/157/2013, published at pages 115 to 117 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 6th February 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 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 with effect on and from the date of its publication in the Tamil Nadu Government Gazette.

THE SCHEDULE.
Employment in Tanneries and Leather Manufactory.

<u>Classes of Employees.</u>		<u>Minimum rates of basic wages per day.</u>
(1)		(Rs.P.)
		(2)
<u>LIMEYARD :</u>		
1.	Helpers.	160.00
2.	Flashers.	161.50
3.	Scudders.	161.50
4.	Goat Skin Knifers.	161.50
<u>TANNING AND DYEING DEPARTMENT :</u>		
1.	Helpers.	160.00
2.	Drum Boys.	160.00
3.	Shavers.	164.00
4.	Splitters.	164.00
5.	Shaving Learners.	160.00
6.	Bamming Helpers.	160.00
<u>SETTING DEPARTMENT :</u>		
1.	Helpers.	160.00
2.	Setting Machine Operators.	160.00
3.	Hand Setters	160.00
<u>STACKING DEPARTMENT :</u>		
1.	Helpers.	160.00
2.	Busters.	160.00
3.	Stackers.	160.00
<u>STRAINING DEPARTMENT :</u>		
1.	Helpers.	160.00
2.	Strainers.	160.00

FINISHING DEPARTMENT :		
1.	Helpers.	160.00
2.	Seasoners.	160.00
3.	Sprayers.	160.00
FINISHING MACHINERY DEPARTMENT :		
1.	Helpers.	160.00
2.	Buffing Machine Operators.	160.00
3.	Emery Wheel Operators.	160.00
4.	Glazing Machine Operators (COW).	160.00
5.	Trimmers.	160.00
6.	Press Machine Operators.	160.00
7.	Hand Ironers.	160.00
8.	Bearders.	160.00
9.	Glazing machine Operators (Glaze Kid).	163.00
FOUNDRY DEPARTMENT :		
1.	Helpers.	160.00
2.	Fitters.	163.00
3.	Drivers.	165.50
4.	Masons.	163.50
5.	Carpenters.	163.50
6.	Fitters and Drivers (Learners)	160.00
BACKYARD DEPARTMENT :		
1.	Deamers.	160.00
2.	Setters.	160.00
GENERAL :		
1.	Maistries.	4910.00/ per month.
2.	Clerks / Cashiers.	4910.00/ per month.
3.	Watchman.	4858.00/ per month.

OTHER TANNERIES :

- (i) Tanning of Skin and hides in the limepit or barkpit, the wages shall be paid at Rs.54.09 for the first unit and Rs.5.64 per every additional unit of work done.
- (ii) Un-skilled workers Rs.160.00 per day.

PIECE RATE WORKERS:

The wages shall be paid at Rs.84.51 for the work done in respect of first unit and Rs.37.19 for every additional unit of work done. Rs.5.64 shall be paid for every additional unit of work done in lime and bark pit.

GENERAL CATEGORIES IN TANNERIES AND LEATHER MANUFACTORY :

- | | | |
|----|--------------------------|------------------------|
| 1. | Clerk / Cashier | Rs.4910.00 per month. |
| 2. | Maistries or Supervisors | Rs. 4910.00 per month. |
| 3. | Watchman | Rs.4858.00 per month. |

EXPLANATIONS.-

- (i) The employees shall be paid dearness allowance in addition to the minimum basic rate of wages specified above. For calculation of dearness allowance, the base shall be taken as 176 (base 2001=100) being the average of All India Consumer Price Index Number for the year 2010. For further rise of one point over and above 176 points, an increase of 90 paise (Ninety 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 employees 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.

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

//TRUE COPY//

Un. 07/08
SECTION OFFICER 29.06.2018
29/06/18