



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

ABSTRACT

LABOUR AND EMPLOYMENT (J 1) DEPARTMENT

G.O.(2D) No.75

Dated: 24.11.2017

ஹேவிளம்பி, கார்த்திகை ௬,
திருவள்ளூர் ஆண்டு 2048.

Read:-

- 1) G.O. (2D) No.55, Labour and Employment (J1) Department, dated 05.11.2012.
- 2) G.O. (2D) No.4, Labour and Employment (J1) Department, dated 12.02.2015.
- 3) G.O. (2D) No.36, Labour and Employment (J1) Department, dated 29.08.2016.
- 4) From the Commissioner of Labour, Chennai-600 006, Letter No.Z3/13033/2016, dated 7.06.2017.

ORDER

In the Government Order first read above, the minimum rates of wages for the employment in Vessel (Utensil) making were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). Subsequently in the Government order second read above, amendments were issued to the Government order first read above.

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

3. The Commissioner of Labour in his letter fourth 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 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 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.11710/J1/2017.
Stock file/ Spare copy.

//FORWARDED BY ORDER//

U. S. S. S.
1-12-2017
SECTION OFFICER
11/2/17

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/839/2012, published on pages 725 and 729 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 12th December 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 Vessel (Utensil) making 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.

EMPLOYMENT IN VESSEL (UTENSIL) MAKING.
SCHEDULE-I.

Employment in Making Brass Vessels and Copper Vessels.

Serial Number.	Classes of Work	Minimum Rates of Basic Wages		
		Making Charges	Kadaisal Charges	Lead Coating Charges
		(a)	(b)	(c)
		Rs. P.	Rs. P.	Rs. P.
(1)	(2)	(3)		
I. FOR THE WORKERS ENGAGED IN MAKING OF BRASS VESSELS IN THE PREMISES OF THE FACTORY:				
1.	<u>Kudams and Cooking Vessels (with supplied plates of 21 kg)</u>			
(a)	For making Kudams of 5, 6, 7, 8 Numbers.	1672.06	230.91	---
(b)	For making 10 Small Kudams	1695.25	236.15	---
(c)	For making 12 Kudams	1728.99	236.15	---
(d)	For making 14 Kudams	1741.65	240.38	---
(e)	For making 16 Kudams	1771.16	244.59	---
(f)	For making 18 Kudams	1798.57	244.59	---
2.	<u>Thahattu Paanai (with supplied plates of 19 kgs)</u>			
(a)	For making above Item of 5, 6, 7, 8, 10 Numbers including polishing and drawing lines.	2171.79	---	---
(b)	For making above Item of 12 Numbers including polishing and drawing lines.	2195.09	---	---

(c)	For making above Item of 16 Numbers including polishing and drawing lines.	2213.96	---	---
(d)	For making above Item of 20 Numbers including polishing and drawing lines.	2243.47	---	---
(e)	For making above Item of 24 Numbers including polishing and drawing lines.	2268.77	---	---
(f)	For making above Item of 4 Numbers of size-4 including polishing and drawing lines.	2235.04	---	---
(g)	For making above Item of 3 Numbers of size-3 including polishing and drawing lines.	2298.30	---	---
3.	<u>Kalaai Deksa and Drum Barrel:</u>			
(a)	For making Kalaai Deksa for every 1 kg. of material supplied.	48.39	19.20	20.86
(b)	For making of Drum Barrel for every 1 kg of material supplied (for fixing Iron Rods to Brass Deksa, Extra Charges-Rs.41.67).	60.49	19.20	---
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).	48.39	---	---
(b)	For making Thalai Thangi Thavalai : for each Kg of materials supplied.	48.39	19.20	---
5.	<u>Kuvalai (Annda) and Arai Adukk:</u>			
(a)	For each Kg of material supplied including polishing and drawing lines.	50.74	---	---
(b)	For making small Padi Kuvalai each Kg of material supplied.	86.08	---	---
6.	<u>Kundan, Vanachatti, Kaavivana, Theuppu Vana:</u>			
	For each Kg of material supplied including polishing and drawing lines.	73.80	---	---
7.	<u>Filters:</u>			
(a)	For making 20 Nos. of 560 gms each.	1129.32	253.27	---
(b)	For making 20 Nos. of 420 gms each.	1210.30	253.27	---
(c)	For making 20 Nos. of 350 gms each.	1273.55	253.27	---
8.	<u>Sambadam:</u>			
	For each Kg of material supplied.	202.84	19.20	---
9.	<u>Idly Pot:</u>			
	For each Kg of material supplied.	57.01	---	---
10.	<u>Keetupanai:</u>			
	For making 7, 8 Nos. with 17 Kg of material supplied for each Kg.	78.69	19.20	---

11.	<u>Sombu, Bose, Vaishnava Sombu and Kaavi Urulai :</u> For each Kg. of material supplied.	99.34	19.20	---
12.	<u>Thookuchatti:</u> For each Kg. of material supplied.	69.58	---	---
13.	<u>Thambala Thattu:</u>			
(a)	For each piece of 51.3 centimetre.		---	
(b)	For bigger size, extra wages for every additional 2.50 centimetre.	215.08	---	---
(c)	For Chippal extra wages for each piece.	12.66	---	---
14.	<u>Buckets:</u> For each Kg. of material supplied.	29.34	---	---
(a)	Without cover.			
(b)	With cover.	69.63	19.20	22.21
15.	<u>Dubba:</u>	71.70	19.20	22.21
(a)	For making dubba of 280 gms. in material supplied of 1 Kg (with cups).	86.08	19.20	22.21
(b)	For making dubba of 280 gms. in material supplied of 1 Kg.(Without cups).	80.13	19.20	22.21
16.	<u>Appala Dubba:</u> For Making appala dubba of 1.680 Kg. weight (for each Kg. of material supplied).	41.13	15.88	12.66
17.	<u>Ghee Thavalai (Butter Milk Sombu):</u> For making items of 280 gms. weight for each Kg. of material supplied.	78.69	19.20	22.21
18.	<u>Jaadi:</u> For making items of 280 gms. weight for each Kg. of material supplied..	80.96	19.20	22.21
19.	<u>Nilakathu:</u> For making items of 280 gms. weight for each Kg. of material supplied.	78.69	19.20	22.21
20.	<u>Coffee Vessels:</u> For making items of 280 gms. weight for each Kg. of material supplied.	80.96	19.20	22.21
21.	<u>Milk Boiler:</u> For making items of 280 gms. weight for each Kg. of material supplied.	91.31	19.20	---
22.	<u>Malligaippoo Thooku:</u> For making items of 280 gms. weight for each Kg. of material supplied.	74.31	19.20	22.21
23.	<u>Kadaisal Vana:</u> For making items of 280 gms. weight for each Kg. of material supplied.	91.31	19.20	22.21
24.	<u>Puttukudam:</u> For each Piece.	83.63	10.40	---

25.	Puttukuzhal: For each Piece.	66.08	9.71	4.69
26.	Kalaai Adukku: For each Kg. of material supplied.	68.32	19.20	22.21
27.	Bohini (Bright) :			
(a)	For each Kg. of material supplied.	83.63	---	---
(b)	Bohini of 17, 18 number of each Kg. of material supplied.	98.97	---	---
28.	Bohini (Navam) :			
(a)	For each Kg. of material supplied.	98.97	---	---
(b)	Black Pot.	98.97	---	---
29.	Kasani :			
(a)	For items of 3 Kg. to 4½ Kg. for each Kg. of material supplied.	98.97	---	---
(b)	For items of 5½ to 6 Kg. for each Kg. of material supplied.	114.04	---	---
30.	Saruvachatti : For each Kg. of material supplied.	61.01	---	---
31.	Kadaisal Grinding Charges (with supplied plates of 21 kilo grams)			
(a)	For Kudam and Cooking Vessel of 21 Kg. weight.	223.13	---	---
(b)	For Thahattupaanai 19 Kg. weight.	243.97	---	---
(c)	For ½ Adukku, Round Adukku per kg.	22.21	---	---
(d)	Nattuthavalai and Kuzhippanai per kg.	10.40	---	---
32.	Naaligam :			
(a)	Brass Naaligam – per Kg.	79.44	---	28.51
(b)	Brass White Naaligam – per Kg.	44.41	---	28.51
33.	Theuppu Brass Naaligam – per Kg. (Wastage allowed for the above three items 15 gms. for each Kg.)	88.80	---	28.51
II.	FOR THE WORKERS ENGAGED IN MAKING OF COPPER VESSELS IN THE PREMISES OF THE FACTORY:			
1.	Copper Boiler – per Kg.	86.31	---	---
2.	Boiler with Load – per Kg	64.75	---	---
3.	Copper Thondi – per Kg.	68.32	---	---
4.	Pot with Rod – per Kg.	23.08	---	---
5.	Pot without Rod – per Kg.	126.65	---	---
6.	Briyani Deksa, Kazhichatty, Thulukku Deksa and Tamil Deksa – per Kg.	76.16	---	---
7.	Copper Urulli – per Kg.	14.55	---	---
8.	Copper Naaligam – per Kg.	82.24	---	---
9.	Copper White Naaligam per Kg. (Wastage allowed for above two items – 25 gms. for each Kg.)	41.13	---	---

Explanations.-**(1) WASTAGE ALLOWED:**

- a) For Brass Items ..10 grams for each Kilogram
 b) For Copper Items ..15 grams for each Kilogram
 c) For Brass and Copper items without applying Kavi ..20 grams 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.4.23
 (4) For coating small items with narrow mouth (with all materials and assistance supplied by the management) per Kilogram Rs. 6.33.
 (5) For items other than those mentioned above, wages as applicable to similar item shall be paid.

DAILY WAGES (8 hours duty per day)

- (a) Workers who are trained in the trade .. Rs.186.50
 (b) Semi-skilled workers .. Rs.175.00
 (c) Unskilled workers .. Rs.171.00

SCHEDULE-II**Employment in making of Aluminium Vessels in the Premises of the Factory:**

Serial Number.	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.	215.00	209.00	201.00	195.00
2.	Assistant Manager, Accountant and Cashier.	195.00	186.50	183.00	179.50
3.	Stenographer, Salesman, Supervisor, Inspector, Deep Drawing Pressman and Spinner.	185.00	179.50	176.50	175.00
4.	Die maker, Electrician, Turner, Shaper, Driller, Polisher, Duffer, Mechanical Fitter, Repairer, Mechanic, Lorry and Van Driver, Clerk/Typist, Secondary Operation Fitter for Punching, rivetting, fixing handles and other accessories on utensils, Rolling (Hot and Cold) Operation and Meeting Operator.	179.50	176.50	175.00	172.00

5.	Godown Keeper, Booking Clerk, Watchman, Annealing Furnace Operator, Sheet Cutter and Circle Cutter.	176.50	175.00	173.50	172.00
6.	Stamping, Press Operator, Circle Backing Press Operator, Cutting and Rimming Operator.	176.50	175.00	173.50	172.00
7.	Matching Assistant, Machine Helper and Soda and Acid Bath Washer.	176.50	175.00	173.50	172.00
8.	Picking and Drying Labour, Peons, Cartman, Labour for loading and unloading, packing, stacking, shifting materials, cleaning other allied and general purpose work etc.	175.00	173.50	172.00	171.00

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:

Serial Number.	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	215.00	209.00	201.00	195.00
2.	Assistant Manager, Accountant and Cashier.	195.00	186.50	183.00	179.50
3.	Stenographer, Salesman, Supervisor and Inspector.	185.00	179.50	176.50	175.00
4.	Diemaker, Electrician, Turner, Shaper, Driller, Polisher, Duffer, Mechanical Fitter, Repairer, Mechanic, Lorry and Van Driver, Clerk and Typist, Secondary Operation Fitter for punching, rivetting, fixing handles and other accessories on utensils.	179.50	176.50	175.00	172.00

5.	Godown Keeper, Booking Clerk, Watchman, Machine Assistant and Helper	176.50	175.00	173.50	172.00
6.	Peon, Cartman, Labour for loading and unloading, packing, stacking, shifting materials, cleaning other allied and general purpose, work etc.	175.00	173.50	172.00	171.00
7.	Pressman, Spinner and Sheet Marker	185.00	179.50	176.50	175.00
8.	Sheet Cutter, Circle Cutter, Welder and Treading Operation	179.50	176.50	175.00	172.00

Explanation:-

(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 2010. (i.e.) 161 points with base 2001=100 and for every raise of one point over and above 161 points, an increase of Rs.1.05 (Rupee One and five paise only) per point per day shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated every year on the first April on the basis of the average of the 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 the work is the same no distinction in the payment of wages shall be made between men and women employees.

- (5) The minimum rates of wages for Aluminium 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 the 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.

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

//TRUE COPY//

U. N. Singh
1.12.2017

SECTION OFFICER

1/12/17