



## ABSTRACT

Minimum Wages Act, 1948 (Central Act XI of 1948) Revision of minimum rates of wages for employment in Electronic Industry - Preliminary Notification- Confirmed – Orders - Issued.

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### LABOUR AND EMPLOYMENT(JI) DEPARTMENT

G.O.(2D) No.37

Dated: 30.08.2011

Read:-

1. G.O.(2D) No.29, Labour and Employment(JI) Department, dated 15.9.2005.
  2. G.O.(2D) No.85, Labour and Employment(JI) Department, dated 24.9.2009.
  3. From the Commissioner of Labour, Chennai -6, letter No.Z1/9888/2009, dated 30.12.2010 & 21.2.2011.
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### O R D E R:

In the Government Order first read above, the minimum rates of wages for the employment in Electrical 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 Electronic Industry .

3. The Commissioner of Labour in his letters third 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. The Government have now decided to confirm the orders issued in the Preliminary Notification.

3. 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)

VISHWANATH A.SHEGAONKAR  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Works Manager, Government Central Press, Chennai 600 079 (for publication in the Government Gazette) (2 copies)

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 - 600005.

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-160017

The Secretary to Government of Andhra Pradesh, Labour Employment Training and Factories Department, Hyderabad.

The Secretary to Government of Karnataka, Labour Department, Bangalore.

The Secretary to Government of Kerala, Labour Department, Trivandrum.

The Secretary to Government of Pondicherry, Labour Deptt., 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 for 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.

SF/SC

// FORWARDED : BY ORDER //

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 /759/ 2005, published at pages 429 to 431 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 19<sup>th</sup> October 2005, 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 Electronic 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 under 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 ELECTRONICS INDUSTRY.

<u>Classes of employees.</u> (1)	<u>Minimum rates of basic wages</u> <u>per month.</u> (2)	
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	<u>Zone-A</u> (i) Rs. P.	<u>Zone-B</u> (ii) Rs. P.
<u>I. General categories.-</u>		
(1) Sales Assistant	3329.00	3176.00
(2) Purchase Assistant		
(3) Assistant (Production Planning Control)	3854.00	3649.00
(4) Accountant		
(5) Steno		
(6) Typist	3329.00`	3176.00
(7) Clerk/Office Assistant		
(8) Cashier/Store Assistant		
(9) Store-keeper	3854.00	3649.00
(10) Time-keeper	3329.00	3176.00
(11) Driver		
(12) Watchman/Chowkidar /Security Guard	2980.00	2895.00
(13) Peon/Attender/Office Boy	2804.00	2721.00

(14) Mali/Waterman/Gardener/ Sweeper/Scavenger	2804.00	2721.00
(15) Receptionist/Telex or Telephone Operator.	3329.00	3176.00

II. Other categories .-

(A) Highly skilled:

(1) Workshop Supervisor/Assembling Supervisor		
(2) Laboratory Analyst		
(3) Any other highly skilled category not classified above.	3854.00	3649.00

(B) <u>Skilled:</u>		
(1) Quality Inspector		
(2) Technician/Technical Assistant		
(3) Mechanic		
(4) Die-maker		
(5) Draughtsman		
(6) Cameraman.		
(7) Mechanist		
(8) Machine Operator		
(9) Miller		
(10) Die Casting Operator		
(11) Moulder	3329.00	3176.00
(12) Welder		
(13) Fitter		
(14) Turner		
(15) Electrician		
(16) Radio and Television Mechanic.		
(17) Computer Operator		
(18) Aligner		
(19) Maintenance Assistants on Machines (Electrical Electro-Mechanical, Mechanical and Electronics)		
(20) Any other skilled category not classified above.		

(C) <u>Semi-skilled:</u> Assembling Operation.		
(1) Winding/Wiring/Fitting/ Soldering/Mounting/ Testing and any other semi-skilled operations connected with assembling (with general qualification or no qualification) (2) Planting Co-ordinator (3) Assembling Operator (4) Press Operator (5) Printing Operator (6) Punch Operator (7) Driller (8) Painter (9) Polisher (10) Any other semi-skilled category not classified above.	2980.00	2895.00
(D) <u>Un- skilled:</u>		
(1) Helper (2) Cleaner (3) Mazdoor (4) Packer (5) Any other unskilled category not classified above.	2804.00	2721.00

Explanations.-

(1) The classification of Zones and Category of employees shall be as follows:

(a) Classification of Zones.-

Zone-A All District Head Quarters, Corporations  
and Municipalities.

Zone-B: Other places.

(b) Classification of Category.-

(A) Highly skilled.- Highly skilled work employee is one who does the work which involves skill or competence of extraordinary degree and possesses supervisory ability.

(B) Skilled.- Skilled employee is one who is capable of working independently and efficiently and turning out accurate working. He must be

capable of reading and working on simple drawing circuits and process, if necessary.

- (C) Semi-skilled.- Semi-skilled employee is one who has sufficient knowledge of the particular trade or above to do respective work and simple job with the help of simple tools and machines.
- (D) Un-skilled.- Un-skilled employee is one who possesses no special training and whose work involves the performance of the simple duties which require the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environment is necessary. His work may thus require in articles or goods.
- (2) Dearness allowance.- In addition to the above minimum rates of 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 Number for the year 2000 that is, 475 points (with base 1982=100) and for every rise of one point over and above 475 points, an increase of Rs.5.70 (Rupees Five and paise Seventy only) per month shall be paid as dearness allowance.
  - (ii) The dearness allowance shall thus be calculated every year on the 1st April on the basis of the average of the indices for the preceding twelve months, that is, from January to December.
  - (iii) 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 Number for the previous year.
- (3) Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.
- (4) To arrive at daily rates of wages, the monthly wages shall be divided by 26.
- (5) To arrive at monthly rates of wages, the daily rates of wages shall be multiplied by 30.
- (6) Wherever the existing wages are higher than the minimum wages fixed herein, such existing wages shall be continued to be paid.

VISHWANATH A. SHEGAONKAR,  
PRINCIPAL SECRETARY TO GOVERNMENT

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