



ABSTRACT

Minimum Wages Act, 1948 - Revision of minimum rates of wages for employment in General Engineering and Fabrication Industry - Preliminary Notification - issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.2

Dated: 06.01.2012

Read:

- 1) G.O. (2D) No.53, Labour and Employment (J1) Department, dated 3.07.2007.
- 2) From the Commissioner of Labour, Chennai-6, Letter No. Z2/45716/2010, dated 22.12.2010.

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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 last revised under the provisions of the Minimum wages Act, 1948. The Government have now proposed to further revise these minimum rates of wages for the employment in General Engineering and Fabrication Industry.

2. 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)

**MOHAN PYARE,
PRINCIPAL SECRETARY TO GOVERNMENT**

To

The Works Manager, Government Central Press, Chennai-79 (for publication in the Government Gazette) (2 copies)

The Secretary to Government, Tamil Development Religious Endowments and Information Department, Chennai-600 009

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 Director, Labour Bureau, Ministry of Labour, Government of India SCO-28-31,
Sector 17-A, Chandigarh-160017.
The Secretary to Govt. of India, Ministry of Labour, New Delhi.
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 Department, 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, Shastri Bhavan, Chennai-600 006.
The Special Personal Assistant to Minister of Labour, Chennai-600 009.
The Private Secretary to Principal Secretary to Government, Labour and Employment
Department, Chennai-9.
The Law Department, Chennai-600 009.
Stock file/ Spare copy.**

// FORWARDED : BY ORDER //

SECTION OFFICER.

APPENDIX.**NOTIFICATION.**

The following draft of a Notification which it is proposed to issue 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) is hereby published for information of all persons likely to be affected thereby, as required by clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that the draft Notification will be taken into consideration on or after the expiry of two months from the date of publication of this Notification in the Tamil Nadu Government Gazette and that any objection or suggestion, which may be received from any person with respect thereto before the expiry of the aforesaid period of two months will be considered by the Government of Tamil Nadu. Objection or suggestion, if any, should be addressed to the Principal Secretary to Government, Labour and Employment Department, Secretariat, Chennai-600 009 through the Commissioner of Labour, Chennai - 600 006.

DRAFT 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/391 /2007, published at page 265 and 266 of Part II Section 2 of the Tamil Nadu Government Gazette, dated the 25th July 2007, the Governor of Tamil Nadu 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 SCHEDULE.**EMPLOYMENT IN GENERAL ENGINEERING AND FABRICATION INDUSTRY.**

<u>Classes of Employees</u>		<u>Minimum rates of basic wages.</u>	
(1)		(2)	
		Rs. P.	Rs. P.
<u>I. ADMINISTRATION :</u>		<u>ZONE-A</u>	<u>ZONE-B</u>
		(Per month)	
(1)	Manager	4091.00	3940.00
(2)	Assistant Manager	3956.00	3813.00
(3)	Accountant	3956.00	3813.00
(4)	Cashier	3861.00	3726.00
(5)	Store Keeper		
(6)	Typist		

(7)	Clerk	3781.00	3655.00
(8)	Time-keeper	3639.00	3520.00
(9)	Attender		
(10)	Security Guard		
(11)	Watchman	3384.00	3282.00
(12)	Peon		
II	<u>SUPERVISORY</u>		
		<u>ZONE-A.</u>	<u>ZONE-B.</u>
(1)	Foreman	4091.00	3940.00
(2)	Supervisor	3956.00	3813.00
(3)	Chargeman		
(4)	Workshop tool keeper	3639.00	3520.00
III	<u>SKILLED :</u>	<u>DAILY.</u>	
	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	139.00	135.00
IV	<u>SEMI- SKILLED:</u>		
(i)	All Trade Certificate holders including Industrial Training Institute (Grade-I)	133.00	128.00
(ii)	Persons who worked as helpers for not less than two years in a particular trade (Grade-II)	129.00	125.50
V	<u>Un- skilled :</u>		
	Persons doing work which do not require any training	123.00	120.00

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 for the year 2000 namely, 475 points (with base 1982=100) and for any further rise of every point over and above 475 points, variable dearness allowance shall be paid at the rate of Rs.6.90 (Rupees Six and ninety paise only) per month.

(b) The revision of dearness allowance shall thus be effective from the 1st April of every year on the basis of the average of the

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 the payment of wages shall be made in the case of male and female employees.
- (3) (a) To arrive at the daily rates of wages, the monthly rates of wages shall be divided by 26
(b) To arrive at the monthly rates of wages, the daily rates of 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.

**MOHAN PYARE,
PRINCIPAL SECRETARY TO GOVERNMENT**

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SECTION OFFICER