

**Government Of Tamil Nadu**

**Abstract**

Minimum Wages Act, 1948 - Revision of minimum rates of wages for employment in Bricks and Tiles Manufactory - Preliminary Notification - Confirmed.

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**LABOUR AND EMPLOYMENT (J1)DEPARTMENT**

**G.O.(2D)No. 39**

**Dated: 3.6.2003**

**Read:**

1. G.O. (2D) No.26, Labour and Employment Department, dated 9.3.65.
2. From the Commissioner of Labour, Chennai-600 006 letter No. Z1/41694/2001, dated 20/3/2003.

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**ORDER :**

In the Government Orders first to read above, a Preliminary Notification Containing proposals to revise further the minimum rates of wages for employment in Bricks and Tiles Manufactory was issued and objection and suggestion were invited from the persons likely to be affected by such revision.

2. As there are no objection and suggestion with regard to the preliminary Notification, the Government have decided to confirm the Preliminary Notification.

3. The appended Notification will be published in the Tamilnadu Government Gazette, both in English and Tamil. The Tamil Development Culture and Religious Endowments (Translation) Department, Secretariat, Chennai-600 009 is requested to supply the Works Manager, Government Central Press, Chennai-600 079 with the Tamil translation of the Notification.

(BY ORDER OF THE GOVERNOR)

**M. B. Pranesh**

**Principal Secretary to Government**

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**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 suppression of the Labour and Employment Department Notification No. II (2) / LE/367/99, published at pages 202 to 204 of Part II Section 2 of the Tamilnadu Government Gazette, dated the 31st March 1999, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the employment in Bricks and Tiles Manufactory, in the State of Tamil Nadu, in the corresponding entries in column (2) thereof, the draft of the same having been previously published as require by clause (b) of sub-section (12) 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 BRICKS AND TILES MANUFACTORY

Classes of employees		Minimum rates of wages
(1)		(2)
		Rs. P.
<b>GROUP-I</b>	<b>(Skilled employees)</b>	
(1)	Blacksmiths	
(2)	Carpenters	
(3)	Fitters	
(4)	Electricians	
(5)	Mechanic	
(6)	Masons	
(7)	Operators	
(8)	Engine Drivers	
(9)	Welders	
(10)	Die makers	1956.00 per month.
<b>GROUP-II</b>		
(1)	Mould Helpers	
(2)	Press Man	
(3)	Bricks Makers (or) Tile makers	
(4)	Die Pullers	

(5)	Clay Slicer and Trampers.	
(6)	Clay Mixers	
(7)	Kiln Loaders & Un-Loaders.	
(8)	Burnt goods sorters and packers (including stacking).	
(9)	Wheel turners	
(10)	Tile trimmers	
(11)	Artificial drying fire attenders.	
(12)	Kiln Burners.	
(13)	Security Guard or Watchman.	
<b>GROUP-III</b>		
<b>GRADE II EMPLOYEES</b>		
(1)	Material Handling Workers	
(2)	Material Carriers	
(3)	Helpers	
(4)	Tile Carriers	
(5)	Fuel Carriers	
(6)	Clay Transporters and Carriers	
(7)	Loading, Unloading helpers	
(8)	Slab Cutters and Slab Carriers.	
(9)	Clay Feeders.	
(10)	General Coolies	
(11)	Slab Placers	
(12)	Sweepers	
(13)	Raw tiles removers from frame	
(14)	Raw Bricks and Tiles Carriers	
(15)	Pallet Suppliers.	
(16)	Pallet Collectors.	
(17)	Water Carriers	
(18)	Sand and Cement Mixers (Mosaic)	
(19)	Head Load Workers (Mosaic)	
(20)	Sand Suppliers (Mosaic)	
(21)	Tile Plasters (Mosaic)	
(22)	Box Removers (Mosaic)	
(23)	Colour Mixers (Mosaic)	
(24)	Chips Soreamers (Mosaic)	
(25)	Other workers not specified in Groups I, II, and IV.	

GROUP-IV		
STAFF		
(1)	Foreman	2410.00 per month
(2)	Technical Supervisor	2232.00 per month
(3)	Supervisors	2048.00 per month
(4)	Clerk	2002.00 per month
(5)	Accountant	2232.00 per month
(6)	Storekeeper	2048.00 per month
(7)	Office Boy	1731.00 per month
(8)	(i) Maistry	2002.00 per month
	(ii) Maistry (Maistries who have put in more than 12 years as Maistry)	2083.00 per month
COOLY FOR BRICKS :		Rs. P.
(1)	Chamber Bricks 1000 numbers	192.85
(2)	Country Bricks 1000 numbers	144.70
(3)	Transporting Bricks in kiln 1000 numbers	96.90
(4)	Table Mould Bricks 1000 numbers	241.30
Loading and Unloading from kiln 1000 numbers		24.25
To bring sand to kiln aspread / chamber		57.50
To bring firewood or coal/ten		25.90
(a)	Fireman Kiln	78.00 per day
(b)	Fore cutting and arranging table mould bricks	242.15 per 1000

		numbers.
(c)	Chamber Bricks	192.85 per 1000 numbers
(d)	Bricks Standard (Standard bricks size 9" x 4 ½ x 3")  22.5 cm. X 11.25 cm. X 7.5 cm. Load to be fixed within 100 feet; beyond 100 feet, the payments will be made on mutual agreements.	144.70 per 1000 numbers.

Wages for Mosaic Tiles Manufactory: Rs. P.

1.	Cement Special tiles (i) Tile makers	86.00 per day.
	Mosaic Tiles (ii) Mixer	69.00 per day.
	Mixing allowance	10.00 per day.
	(iii) Helper	69.00 per day.
3.	Cement Tiles Pressers.	69.00 per day.
4.	Mould Operators	69.00 per day.

Explanations :- (1) During the rainy seasons, if after the commencement of the work, the workers are forced to stop the work on account of rain, they shall be allowed 50% of the wages normally they would have earned on completion of the work.

(2) (i) the dearness allowance shall be linker to the Average Consumer Price Index Numbers for Chennai City 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 13 paise (Thirteen Paise) per day shall be paid.

(ii) The revision shall be effective with effect from April every year on the basis of the average of the indices for the earlier period of 12 (twelve) months, that is, from January to December.

(iii) The first calculation shall be effective from the date of publication of the Notification in the Tamil Nadu Government Gazette based on the average Consumer Price Index for the previous year.

(3) The daily rates of wages and dearness allowance include the element of holiday wages also.

(4) To arrive at daily wages, monthly wages shall be divided by 26.

(5) Where the same work or work of a similar nature is performed by women, no distinction in the payment of wages shall be made as between men and women workers.

The workers employed in the manufacture of Bricks and Tiles etc., who are not governed by the Factories Act, 2948 (Central Act LXIII of 1948) and other Labour enactments and who do not enjoy leave benefits, sickness benefits or holidays under the Tamilnadu Industrial Establishments (National and Festival Holidays) Act, 1958 (Tamil Nadu Act 33 of 1958) Provident Fund and Employees State Insurance benefits shall in lieu of those benefits be paid an additional of Rs. 14.36 per day in respect of workers falling under Group-I and Group-III and Rs. 12.31 per day in respect of workers falling under Group-II and other worker / work.

(6) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

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**SECTION OFFICER.**