

Government Of Tamil Nadu

ABSTRACT

Minimum Wages Act, 1948-Revision of minimum rates of wages for employment in Electronics Industry- Preliminary Notifiacation-Issued .

Labour and Employment (J I) Deptt

G.O.(2D) No .48

Dated: 21.7.2004

Read:

- 1. G.O.(2D) No. 104 Labour and Employment Department dated 4.10.1999.**
- 2. G.O.(2D) No.7, Labour and Employment Department, dated 27.2.2001.**
- 3. From the Commissioner of Labour, Chennai, letter No. Z1/43416/2003, dated 19.11.2003**

ORDER

In the Government Order second read above, the minimum rates of wages for the employment in Electronic Industry were 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 Electronic 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 , Culture and Religious Endowments (Translation) Department , Secretariat, Chennai-600 009 is requested to send the Tamil translation of the Notification to the Works Manager, Government Central Press, Chennai-600079.

(BY ORDER OF THE GOVERNOR)

M.B.PRANESH,

PRINCIPAL SECRETARY TO GOVERNMENT.

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To

The Works Manager, Government Central Press , Chennai-79(for publication of the Notification in the Government Gazette) (2 copies) (He is requested to send 5 copies of Notification to this Department for reference and record.

The Secretary to Government, Tamil Development , Culture (Translation) and Religious Endowments (Translation) Department, Chennai-9 (2 copies)

The Commissioner of Labour, Chennai-600 006 (5 copies)

The Director of Industries and Commerce, Chennai-600 005

The Secretary to Government of India, Ministry of Labour, Government of India, New Delh110 001

The Director, Labour Bureau, Government of India, Ministry of Labour, 500-28-35, Sector, 17-A, Chandigarh-160017

All Collectors.

The Employers and Employees Association through the Commissioner of Labour, Chennai-600 006 (50 copies)

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, Thiruvananthapuram,

The Secretary to Government of Pondicherry, Labour Department, Pondicherry.

The Regional Labour Commissioner(Central), Sastri Bhavan, No.26, Haddows Road, Chennai-600 006

The Higher Education Department, Chennai-600 009

The Information Technology Department, Chennai-600 009

The Law Department, Secretariat, Chennai-60 0009

The Private Secretary to Principal Secretary to Government, Labour and Employment Department, Chennai-600 009

SF/SC

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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 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/363/2001, published at pages 174-176 of Part II-Section 2 of the Tamil Nadu Government Gazette dated the 18th April 2001, the Governor of Tamil Nadu hereby revises, the minimum rates of wages payable to the classes of employees in the employment in Electronics 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 ELECTRONICS INDUSTRY.

<u>Classes of employees.</u> (1)	<u>Rates of Minimum wages per month. (2)</u> Zone-A Zone-B Rs. P. Rs. P.
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I. <u>General Categories.-</u>		
(1) Sale Assistant	2895.00	2762.00
(2) Purchase Assistant		
(3) Assistant (Production Planning Control)	3351.00	3173.00
(4) Accountant		
(5) Steno		
(6) Typist	2895.00`	2762.00
(7) Clerk/Office Assistant		
(8) Cashier/Store Assistant		
(9) Store-keeper	3351.00	3173.00
(10)Time-keeper	2895.00	2762.00
(11) Driver		
(12) Watchman/Chowkidar /Security Guard	2591.00	2517.00
(13) Peon/Attender/Office Boy	2438.00	2366.00
(14) Mail/Waterman/Gardener/ Sweeper/Scavenger	2438.00	2366.00
(15) Receptionist/Telex or Telephone Operator.	2895.00	2762.00

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II. Other categories .

(A) Highly skilled:

(1) Workshop Supervisor/Assembling Supervisor	3351.00	3173.00
(2) Laboratory Analyst		
(3) Any other highly skilled category not classified above.		

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(1) (2) (3)

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(B)Skilled:

(1)Qualify Inspector

(2) Technician/Technical

Assistnt

(3) Mechanic.

(4) Die-maker

(5) Draughtsman

(6) Cameraman.

(7) Mechinist

(8) Machine Operator

(9) Miller

(10)Die.casting Operator

2895.00 2762.00

(11)Moulder

(12)Welder

(13)Fitter

(14)Turner

(15)Electrician

(16) Radio and Television

Mechanic.

(17) Computer Operator

(18) Aligner

(19) Maintenance Assistants

on Machines (Electri-

cal, Electro-

Mechanical, Mechani-

cal and Electronics)

(20) Any other skilled

category not classified

above.

(C) Semi-skilled:

Assembling Operation.-

(1) Winding/Wiring,Fitting

Soldering/Mounting/

Testing and any other 2591.00 2517.00

semi-skilled operations

connected with assembling

(with general qualification

or no qualification)

(1) (2) (3)

(2) Planting Co-ordinator

(3) Assembling Operator

(4) Press Operator

(5) Printing Operator 2591.00 2517.00

(6) Punch Operator

(7) Driller

(8) Painter

(9) Polisher

(10) Any other semi-skilled

category not classified

above.

(D) Unskilled:

1) Helper

2) Cleaner

3) Mazdoor 2438.00 2366.00

4) Packer

5) Any other

unskilled category not classified above..

Definition.-

The Classification of Zones and Category of employees shall be as follows:-

Classification of Zones.-

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

Zone-B: Other places.

Classification of Category.-

(A) Highly skilled.- Highly skilled work employee is one who does the work which involves skill or competence of extra-ordinary 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.

Dearness Allowance:- In addition to the Minimum wages fixed above, the employees shall be paid Dearness Allowance as indicated below:-

(1)

(i) The Dearness Allowance is linked to the average Chennai City Consumer Price Index Number for the year 2000 (i.e.) 475 points (with base 1982=100) and for every rise of one point over and above 475 points, an increase of Rs.4.95 (Rupees Four and paise ninety five only) per month shall be paid as Dearness Allowance per months.

(ii) The Dearness Allowance calculated every year on the 1st 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 be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette based on the Average Consumer Price Index Number for the previous year .

(2) Where the nature of work is the same, no distinction on the payment of wages shall be made in the case of male and female workers.

(3) To arrive at daily rates of wages, the monthly wages shall be divided by 26.

(4) To arrive at monthly rates of wages and Dearness Allowances, the daily rate of wages and Dearness Allowance shall be multiplied by 30.

(5) Wherever the existing wages are higher than the minimum rates of wages fixed herein, such existing wages shall be continued to be paid.

