



ABSTRACT

Minimum Wages Act, 1948 - Revision of minimum rates of wages for employment in Polythene Manufactory and Processing Foam items and Plastic Manufactory - Preliminary Notification - issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.17

Dated: 16.04.2010

Read:

- 1) G.O. (2D) No.10, Labour and Employment (J1) Department, dated 27.03.2002.
- 2) From the Commissioner of Labour, Chennai-6 Letter No. Z1/21440/2006, dated 02/05/2006.
- 3) G.O. (2D) No.52, Labour and Employment (J1) Department, dated 02.07.2007.
- 4) From the Commissioner of Labour, Chennai-6 Letter No. Z1/21440/2006, dated 16/11/2007.
- 5) Government Letter No.45727/ J1/ 2007-1, dated 11.12.2007.
- 6) G.O.(Ms) No.3, Labour and Employment (J1) Department, dated 21.1.2009.
- 7) Government Letter No. 9987/J1/2009-1, dated 25.05.2009.
- 8) From the Commissioner of Labour, Chennai-6, Letter No. Z2/26709/2009, dated 28.01.2010.

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ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Polythene Manufactory and Processing Foam items and Plastic Manufactory were last revised under the provisions of the Minimum wages Act, 1948. In the Government Order third read above, a preliminary Notification was issued to revise further the minimum rates of wages for the said employment. In the Government letter fifth read above, amendments were made to the said preliminary Notification. In the Government Order sixth read above, the Government have rescinded the above said preliminary Notification. The Government have now proposed to further revise these minimum rates of wages for the employment in Polythene Manufactory and Processing Foam items and Plastic Manufactory.

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)

T. PRABHAKARA RAO,
PRINCIPAL SECRETARY TO GOVERNMENT.

To

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

The Secretary to Government, Tamil Development Culture and Religious Endowments (Translation) Department, Chennai-600 009

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

The Chief Inspector of Factories, Chennai-600 006 (5 copies)

The Director of Industries and Commerce, Chennai-600005

Copy to:

All Collectors through the Commissioner of Labour, Chennai-6.

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 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 of Labour, Chennai-9

The Private Secretary to Principal Secretary to Government, Labour and Employment Department, Chennai-9.

The Law Department, Chennai-9

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 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/817/2002, published at pages 505 to 507 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 2nd October 2002, 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 Polythene Manufactory and Processing Foam items and Plastic Manufactory 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 POLYTHENE MANUFACTORY, PROCESSING FOAM ITEMS
AND PLASTIC MANUFACTORY.**

<u>Classes of Employees</u> (1)	<u>Minimum rates of basic wages (per month) Rs.P. (2)</u>
<u>A. EMPLOYMENT IN POLYTHENE MANUFACTORY.-</u>	
<u>I.Unskilled.-</u>	
1.Operator	2977.00
2. Helper	2820.00
<u>II.Semiskilled.-</u>	
1. Operator	3136.00
2. Winder	
3. Weaver	
4. Warper	
<u>III.Skilled.-</u>	
1. Operator	3452.00
2. Extruder Operator	
3. Printing Operator	
4. Mechanical Operator	
5. Jobbar	
<u>IV.Highly-Skilled.-</u>	
1. Shift Incharge	4242.00
2. Foreman	
3. Supervisor	
<u>V.Common Categories.-</u>	
1. Manager	5666.00
2. Assistant Manager	4717.00
3. Accountant	3926.00
4. Store Keeper or Godown Keeper	3768.00
5. Senior Assistant	
6. Accounts Assistant	3610.00
7. Clerk or Office Assistant	
8. Typist	3690.00
9. Steno-Typist	3768.00
10. Receptionist	3610.00
11. Attender	2977.00
12. Salesman	
13. Office Boy/Peon	2820.00
14. Watchman	

<u>B.EMPLOYMENT IN PROCESSING FOAM ITEMS MANUFACTORY.-</u>	
<u>I. Unskilled.-</u>	
1. Operator	3136.00
2. Worker Grade-III	
3. Cleaner	2820.00
4. Packer	
5. Helper	
<u>II.Semiskilled.-</u>	
1. Operator	3293.00
2. Boiler Operator	
3. Worker Grade – II	
<u>III.Skilled.-</u>	
1. Operator	3452.00
2. Worker Grade – I	
<u>IV.Highly Skilled.-</u>	
1. Junior Exeutive	5033.00
2. Foremen	4242.00
3. Supervisor	
4. Section Head	
<u>V.Common Categories.-</u>	
1. Manager	5666.00
2. Assistant Manager	4717.00
3. Accountant	3926.00
4. Store Keeper or Godown Keeper	3768.00
5. Senior Assistant	
6. Accounts Assistant	3610.00
7. Clerk or Office Assistant	
8. Receptionist	
9. Typist	3690.00
10. Steno-Typist	3768.00
11. Attender	2977.00
12. Salesman	
13. Office Boy/Peon	2820.00
14. Watchman	
<u>C. EMPLOYMENT IN PLASTIC MANUFACTORY .-</u>	
<u>Unskilled.-</u>	
1.Operator	2977.00
2. Helper	2820.00
3. Finisher	
4. Packer or Despatch Assistant	

<u>II.Semiskilled.-</u>	
1. Operator	3136.00
2. Lathe Operator	
3. Machine Assistant	
4. Turner	
5. Printer	
6. Welder	
7. Assembler	
8. Cutter	
9. Machinist	
10. Tailor	
11. Laboratory Assistant	
<u>III. Skilled.-</u>	
1. Operator	3452.00
2. Setter-cum-Operator	
3. Moulder	
4. Electrician	
5. Dye Maker	
<u>IV. Highly Skilled.-</u>	
1. Foreman	4242.00
2. Supervisory	
<u>V.Common Categories.-</u>	
1. Manager	5666.00
2. Assistant Manager	4717.00
3. Accountant	3926.00
4. Computer Programmer	3768.00
5. Store Keeper or Godown Keeper	
6. Senior Assistant	3610.00
7. Accounts Assistant	
8. Clerk or Office Assistant	
9. Receptionist	3690.00
10. Typist	
11. Steno-Typist	3768.00
12. Attender	2977.00
13. Salesman	
14. Office Boy/Peon	2820.00
15 Watchman	

Explanations.-

- (1) **Dearness Allowance.-** In addition to the 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 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.5.90 (Rupees five and paise ninety only) per point per month shall be paid as dearness allowance.
 - ii. The revision shall be effective from the 1st April of every year on the basis of the indices for the earlier twelve months, namely, from January to December.
 - iii. The first calculation shall thus be effective from the date of issue of this Notification in the Tamil Nadu Government Gazette based on the Average Consumer Price Index of the previous year.
- (2) Where the same work or work of a similar nature is performed by women, no distinction in payment of wages shall be made between men and women employees.
- (3) To arrive at daily rates of wages, the monthly wages shall be divided by 26.
- (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

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