



## **ABSTRACT**

**Minimum Wages Act, 1948-Revision of minimum rates of wages for Employment in Footwear making industry – Preliminary Notification - Confirmed - Orders - Issued.**

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### **LABOUR AND EMPLOYMENT (J1) DEPARTMENT**

**G.O.(2D)No. 32**

**Dated: 18-6-2010**

**Read:-**

1. G.Q.{2D} No.73, Labour and Employment(JI) Department, dated 5.12.2008.
2. From the Commissioner of Labour, Chennai -6 letter NO.Z2/46031/2008, dated 26.10.2009.

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### **ORDER:**

In the Government Order first read above, a Preliminary Notification containing proposals to revise the minimum rates of wages for the Employment in Footwear making industry was issued by the Government and objections and suggestions were invited from the persons likely to be affected by such revision.

2. The Commissioner of Labour, in his letter second read above, stated that the preliminary notification and the suggestions and objections received on the said preliminary notification were placed before the State Advisory Board on minimum wages in its 60th meeting held on 24.9.2009 and the Board by its majority of members decided to recommend to the Government for the confirmation of the preliminary notification issued for revision of minimum wages for employment in Footwear Making Industry. The Government have decided to confirm the above said preliminary notification.

3. The appended Notification will accordingly be published in the Tamil Nadu Government Gazette in English and Tamil. The Secretary to Government, Tamil Development Religious Endowments and Information Department, Secretariat, Chennai-9 is requested to send the Tamil Translation of the Notification to the Works Manager, Government Central Press, Chennai-600 079.

**(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 five copies of the Notification to this Department for reference and record)**

**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 - 600 006 ( 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 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 Secretary to Government, Labour and Employment  
Department, Chennai – 600 009.**

**The Law Department, Chennai - 600 009.**

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**/FORWARDED: BY ORDER/**

**SECTION OFFICER**

**APPENDIX.**  
**NOTIFICATION.**

In exercise of the powers conferred by clause (b) of subsection (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/1067/2004, published at page 590 of Part II Section 2 of the Tamil Nadu Government Gazette, dated the 1st day of December 2004, the Governor of Tamil Nadu hereby revises minimum rates of wages payable to the classes of employees in the employment in Footwear making 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 by 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 FOOTWEAR MAKING INDUSTRY.**

<u>Classes of Employees</u>	<u>Minimum Rates of Basic Wages (Per month)</u>	
	<u>Zone-A</u>	<u>Zone-B</u>
(1)	(2)	
<b>I ADMINISTRATIVE STAFF:</b>	<b>Rs.P .</b>	<b>Rs.P.</b>
(1} Accountant (Highly skilled)	2856.00	2798.00
(2) Superintendent / Storekeeper.	2626.00	2568.00
(3) Clerk/Cashier/Typist/Time Keeper/Computer Operator.	2396.00	2338.00
(4) Driver/Mechanic/Electrician	2396.00	2338.00
(5) Watchman/Attender/Sweeper/ Gardener (Unskilled)	1936.00	1878.00
<b>II TECHNICAL STAFF:</b>		
(1) Skilled.	2396.00	2338.00
(2) Semi-skilled	2166.00	2108.00
(3) Unskilled	1936.00	1878.00

Explanations.— (I) Zone A and Zone B shall comprise of the following areas:-

Zone - A.— All Municipal Corporations.

Zone – B.— All areas other than Municipal Corporations.

(2) 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, i.e. 475 points (with base 1982-100) and for every rise of one point over and above 475 points, an increase of Rs.3.95 (Rupees three and paise ninety five only) per point per month shall be paid as dearness allowance.

- (ii) The dearness allowance shall be calculated every month based on the availability of latest Consumer Price Index points.
- (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) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

**T.PRABHAKARA RAO**  
**PRINCIPAL SECRETARY TO GOVERNMENT**

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**SECTION OFFICER**