



ABSTRACT

Minimum Wages Act, (Central Act XI of 1948) 1948 - Revision of minimum rates of wages for employment in Tanneries and Leather Manufactory - Preliminary Notification - issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.55

Dated: 5.10.2010

Read:

- 1) G.O. (2D) No.30, Labour and Employment (J1) Department, dated 27.03.2007.
- 2) From the Commissioner of Labour, Chennai-6, Letter No. Z2/22477/2010, dated 2.07.2010.

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ORDER:

In the Government Order first read above the minimum rates of wages for the employment in Tanneries and Leather Manufactory were fixed under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government have now proposed to further revise these minimum rates of wages for employment in Tanneries and Leather 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-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 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-600 005 (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 (50 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/

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SECTION OFFICER
27/10/10.

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/241/2007, published at page 193 and 194 of Part II Section 2 of the Tamil Nadu Government Gazette, Dated the 9th May 2007, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the employment in Tanneries and Leather 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 TANNERIES AND LEATHER MANUFACTORY.**

<u>Classes of Employees.</u>		<u>Minimum rates of Basic wages per day.</u> (Rs.P.)
(1)		(2)
<u>LIMEYARD:</u>		
(1)	Helpers	66.00
(2)	Flashers	67.00
(3)	Scudders	67.00
(4)	Goat Skin Knifers	67.00
<u>TANNING AND DYEING DEPARTMENT:</u>		
(1)	Helpers	66.00
(2)	Drum Boys	66.00
(3)	Shavers	69.00
(4)	Splitters	69.00
(5)	Shaving Learners	66.00
(6)	Bamming Helpers	66.00
<u>SETTING DEPARTMENT:</u>		
(1)	Helpers	66.00
(2)	Setting Machine Operators	66.00
(3)	Hand Setters	66.00
<u>STACKING DEPARTMENT:</u>		
(1)	Helpers	66.00
(2)	Busters	66.00
(3)	Stackers	66.00
<u>STRAINING DEPARTMENT:</u>		
(1)	Helpers	66.00
(2)	Strainers	66.00
<u>FINISHING DEPARTMENT:</u>		
(1)	Helpers	66.00
(2)	Seasoners	66.00
(3)	Sprayers	66.00
<u>FINISHING MACHINERY DEPARTMENT:</u>		
(1)	Helpers	66.00
(2)	Buffing Machine Operators	66.00
(3)	Emery Wheel Operators	66.00
(4)	Glazing Machine Operators (COW)	66.00
(5)	Trimmers	66.00
(6)	Press Machine Operators	66.00
(7)	Hand Ironers	66.00
(8)	Bearders	66.00
(9)	Glazing machine Operators (Glaze Kid)	68.00

<u>FOUNDRY DEPARTMENT:</u>		
(1)	Helpers	66.00
(2)	Fitters	68.00
(3)	Drivers	70.00
(4)	Masons	68.50
(5)	Carpenters	68.50
(6)	Fitters and Drivers (Learners)	66.00
<u>BACKYARD DEPARTMENT:</u>		
(1)	Deamers	66.00
(2)	Setters	66.00
<u>GENERAL:</u>		
(1)	Maistries	2060.00/per month
(2)	Clerks / Cashiers	2060.00/per month
(3)	Watchman	2021.00/per month

OTHER TANNERIES:

- (i) Tanning of Skin and hides in the limepit or barkpit, the wages shall be paid at Rs.22.63 for the first unit and Rs.2.36 per every additional unit of work done.
- (ii) Un-skilled workers Rs.66.00 per day.

PIECE RATE WORKERS:

The wages shall be paid at Rs.35.36 for the work done in respect of first unit and Rs.15.56 for every additional unit of work done. Rs.2.36 shall be paid every additional unit of work done in lime and bark pit.

GENERAL CATEGORIES IN TANNERIES AND LEATHER MANUFACTORY:

- (1) Clerk / Cashier Rs.2060.00 per month.
- (2) Maistries or Supervisors Rs.2060.00 per month.
- (3) Watchman Rs.2021.00 per month.

EXPLANATIONS:-

- (i) The employees shall be paid dearness allowance in addition to the minimum rates of basic wages specified above. For calculation of dearness allowance, the base shall be taken as 2174 (base 1960=100) being the average of All India Consumer Price Index Number for the year 2000. For further rise of one point over and above 2174 points, an increase of 3 paise (three paise only) shall be paid per day.

- (ii) Where the nature of work is the same, no distinction in the payment of wages shall be made as between men and women employees.
- (iii) Where piece rate workers are employed in any Tannery and Leather Manufactory, the wages paid to each of them for a normal working day shall not be less than the minimum rates of wages fixed for that category.
- (iv) To arrive at daily wages, the monthly wages shall be divided by 26.
- (v) To arrive at monthly wages, the daily wages shall be multiplied by 30.
- (vi) Wherever the existing wages are higher than the minimum wages fixed herein, the existing wages shall be continued to be paid.

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

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SECTION OFFICER