



ABSTRACT

Minimum Wages Act, 1948-Revision of minimum rates of wages for employment in Bakeries and Biscuits Manufactory - Preliminary Notification-Issued.

LABOUR AND EMPLOYMENT(JI) DEPARTMENT

G.O.(2D) No. 89

Dated: 13/11/2007

Read:-

1. G.O.(2D) No.25, Labour and Employment(JI) Department, dated 24.5.2004.
2. From the Commissioner of Labour, Chennai letter No.Z1/33933/2007, dated 27.7.2007.

ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Bakeries and Biscuit Manufactory were lastly revised under the provisions of the Minimum Wages Act, 1948. The Government have now proposed to revise further these minimum rates of wages for employment in Bakeries and Biscuit 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 Religious Endowments and Information 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)

**RAMESH KUMAR KHANNA
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 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.

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 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.**

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 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)/555/2004, published at pages 334 and 335 of Part II- Section 2 of the Tamil Nadu Government Gazette, dated the 14th July 2004, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the employment in Bakeries and Biscuits manufactory in the State of Tamil Nadu, specified in column (2) of the Schedule below, as specified in the corresponding entries in column (3) thereof.

THE SCHEDULE.**EMPLOYMENT IN BAKERIES AND BISCUITS MANUFACTORY.**

Sl. No.	Classes of employees	Minimum rates of wages. Rs. Ps.
(1)	(2)	(3)
<u>1. General categories</u>		
(1)	Manager	3154.00 per month
(2)	Assistant Manager	2919.00 per month
(3)	Cashier/Clerk	2623.00 per month
(4)	Typist	2623.00 per month
(5)	Sales Man	2623.00 per month
(6)	Store Assistant	2546.00 per month
(7)	Driver	2546.00 per month
(8)	Watchman/Peon	2349.00 per month
<u>2. Other Categories:-</u> (i) <u>Highly Skilled:</u>		
(1)	Bakery Maistry	105.00 per day
(2)	Any other highly skilled category	
	<u>(ii) Skilled:</u>	
(1)	Supervisor	95.50 per day
(2)	Head packer	
(3)	Any other skilled category not covered above	
<u>(ii) Semi-skilled:</u>		
(1)	Baker	87.50 per day
(2)	Oven-keeper	
(3)	Table Man	
(4)	Dought Maker	
(5)	Bun-Rounder	
(6)	Bread-Moulder	
(7)	Any other semi-skilled category not covered above	

	<u>(iii) Un-skilled:-</u>	
(1)	Assistant Baker	78.00 per day
(2)	Helper/Assistants	
(3)	Cleaner of all categories	
(4)	Assistant of all categories	
(5)	Any other un-skilled category not covered above	

Explanations.- (1) **Dearness Allowance .-** In addition to the Minimum Wages, the employees shall be paid dearness allowance as follows:-

- (i) The dearness allowance is linked to the Average of 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 16 paise (Sixteen paise only) per day shall be paid as dearness allowance.
 - (ii) The revision of the dearness allowance shall be effective from the first April of every year on the basis of the average of the indices for the preceding twelve months, that is 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 of the previous year.
- (2) (i) To arrive at the daily wages, the monthly wages shall be divided by 26.
- (ii) To arrive at the monthly wages, the daily wages shall be multiplied by 30.
- (3) 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.
- (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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