



## ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for Employment in bricks and tiles manufactory - Preliminary Notification - Orders - Issued.

### LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(D) No.305

Dated: 26.07.2021

பிலவ வருடம், ஆடி 10,  
திருவள்ளூர் ஆண்டு 2052.

Read:

1. G.O.(2D) No.70, Labour and Employment (J1) Department, dated 13.11.2017.
2. From the Commissioner of Labour, Chennai - 600 006, Letter No.௫1/5572/2021, dated 03.03.2021.

### ORDER:

In the Government Order first read above, the minimum rates of wages for the Employment in bricks and tiles manufactory were revised 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 the above said Employment.

2. The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette both in English and Tamil. The Works Manager, Government Central Press, Chennai - 600 001 is requested to publish the Notification and send five copies of the Gazette to the Government and to the Commissioner of Labour, Chennai - 600 006 for reference and record. The Director, Tamil Development and Information (Translation) Department, Secretariat, Chennai - 600 009 is requested to send the Tamil Translation of the Notification to the Works Manager, Government Central Press, Chennai - 600 001.

(BY ORDER OF THE GOVERNOR)

**R. KIRLOSH KUMAR,**  
**SECRETARY TO GOVERNMENT.**

To

The Works Manager, Government Central Press, Chennai - 600 001.

(for publication in the Government Gazette).

The Director, Tamil Development and Information (Translation) Department,  
Chennai - 600 009.

The Commissioner of Labour, Chennai - 600 006.

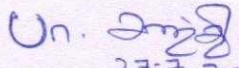



The Director of Industrial Safety and Health, Chennai - 600 032.  
The Director of Industries and Commerce, Chennai - 600 032.

Copy to:

- The Secretary to Government of India, Ministry of Labour and Employment,  
New Delhi - 110 001.  
The Director, Labour Bureau, Ministry of Labour, Government of India, SCO-28-31,  
Sector 17-A, Chandigarh - 160 017.  
The Employers' and Employees' Association.  
(through the Commissioner of Labour, Chennai - 600 006).  
The Regional Labour Commissioner, Shastri Bhavan, Chennai - 600 006.  
The Senior Personal Assistant to the Hon'ble Minister,  
(Labour Welfare and Skill Development), Chennai - 600 009.  
The Senior Private Secretary to the Secretary to Government,  
Labour Welfare and Skill Development Department, Chennai - 600 009.  
The Law (LW&SD-Sty.) Department, Chennai - 600 009.  
The Labour Welfare and Skill Development (OP-II) Department, Chennai - 600 009.  
Clean copy to file (C.No.4666/J1/2021).  
Stock file/ Spare copy.

**//FORWARDED BY ORDER //**

Un.   
27.7.2021  
**SECTION OFFICER.**

  
27.7.21



APPENDIX.  
NOTIFICATION.

The following draft Notification, which is proposed to be issued 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 Welfare and Skill Development 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/15/2018, published at pages 13 to 15 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated 3<sup>rd</sup> January 2018, the Governor of Tamil Nadu, hereby revises the minimum rates of wages payable to the classes of employees in the Employment in bricks and tiles 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 bricks and tiles manufactory.

<u>Serial Number.</u>	<u>Classes of employees.</u>	<u>Minimum rates of basic wages.</u> (Rs. P.)
(1)	(2)	(3)
<b>Group - I (Skilled Employees):</b>		
(1)	Blacksmiths.	6411.00 per month
(2)	Carpenters.	
(3)	Fitters.	6501.00 per month
(4)	Electricians.	
(5)	Mechanic.	6411.00 per month
(6)	Masons.	
(7)	Operators.	
(8)	Engine Drivers.	
(9)	Welders.	
(10)	Die Makers.	6501.00 per month



**Group – II :**

**Grade – I Employees:**

(1)	Mould Helpers.	225.00 per day
(2)	Press Man.	
(3)	Bricks Maker (or) Tile Makers.	
(4)	Die Pullers.	
(5)	Clay Slicers and Transplers.	
(6)	Clay Mixers.	
(7)	Kiln Loaders and Un-Loaders.	
(8)	Burnt goods sorters and packers (including stacking).	
(9)	Wheel tunners.	
(10)	Tile trimmers.	
(11)	Artificial drying fire attenders.	
(12)	Kiln Burners.	
(13)	Security Guard or Watchman.	

**Group – III:**

**Grade - II Employees:**

(1)	Material Handling workers.	215.00 per day
(2)	Material Carriers.	
(3)	Helpers.	
(4)	Tile Carriers.	
(5)	Fuel Carriers.	
(6)	Clay Transporters and Carriers.	
(7)	Loading, Unloading helpers.	
(8)	Slab Cutters and Slab Carriers.	
(9)	Clay Feeders.	
(10)	General Coolies.	
(11)	Slab Placers.	
(12)	Sweepers.	
(13)	Raw tiles removers from frame.	
(14)	Raw Bricks and Tiles Carriers.	
(15)	Pallet Suppliers.	
(16)	Pallet Collectors.	
(17)	Water Carriers.	
(18)	Sand and Cement Mixers (Mosaic).	
(19)	Head Load Workers (Mosaic).	
(20)	Sand Suppliers (Mosaic).	
(21)	Tile Plasters (Mosaic).	
(22)	Box Removers (Mosaic).	
(23)	Colour Mixers (Mosaic).	
(24)	Chips Sorenmers (Mosaic).	
(25)	Other workers not specified in Groups I, II and IV.	



<b>Group – IV: Staff:</b>			
(1)	Foreman.		7426.00 per month
(2)	Technical Supervisor.		7064.00 per month
(3)	Supervisor.		6689.00 per month
(4)	Clerk.		6596.00 per month
(5)	Accountant.		7064.00 per month
(6)	Storekeeper.		6689.00 per month
(7)	Office Boy.		6047.00 per month
8(i)	Maistry.		6596.00 per month
8(ii)	Maistry (Maistries who have put in more than 12 years of service as Maistry).		6759.00 per month
<b>Wages for Brick Manufactory :</b>			
(1)	Chamber Bricks 1000 numbers.		610.39
(2)	Country Bricks 1000 numbers.		457.98
(3)	Transporting Bricks in Kiln 1000 numbers.		306.71
(4)	Table Mould Bricks 1000 numbers.		763.74
(5)	Loading and Unloading from Kiln 1000 numbers.		76.76
	To bring sand to Kiln spread/ Chamber.		182.01
	To bring firewood or coal/ton.		155.73
(a)	Fireman Kiln.		243.00 per day
(b)	For cutting and arranging table mould bricks.		766.39 (per 1000 numbers)
(c)	Chamber Bricks.		610.39 (per 1000 numbers)
(d)	Bricks Standard (Standard bricks size 9" x 4 ½ x 3") 22.5 c.m. X 11.25 c.m. x 7.5. c.m. Load to be fixed within 100 feet, beyond 100 feet, the payment will be made on mutual agreements.		457.96 (Per 1000 numbers)
<b>Wages for Mosaic Tiles Manufactory:</b>			
(1)	Cement Special Tiles.	(i)Tile Makers	259.00 per day
(2)	Mosaic Tiles.	(ii)Mixer Mixing Allowance	225.00 per day 32.50 per day
		(iii) Helper	225.00 per day
(3)	Cement Tiles Pressers.		225.00 per day
(4)	Mould Operators.		225.00 per day

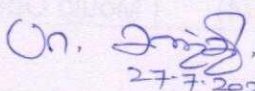


**Explanations.-** (1) During the rainy seasons, after the commencement of the work, if the workers are forced to stop the work on account of rain, they shall be allowed 50% of the wages normally they would have earned on completion of the work.

- (2) **Dearness Allowance.-** In addition to the minimum rates of basic wages fixed above, the employees shall be paid dearness allowance as follows:-
- (i) The dearness allowance shall be linked to the Average Consumer price Index Numbers for Chennai City for the year 2010, that is, 161 points, with base 2001 = 100 and for every raise of one point over and above 161 points, an increase of Rs.1.30 (Rupee one and thirty Paise only) per day shall be paid as dearness allowance.
  - (ii) The dearness allowance shall be calculated on the first April of every year on the basis of the average of the indices of 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.
- (3) The daily rates of wages and dearness allowance include the element of holiday wages also.
- (4) (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.  
(ii) To arrive at the monthly wages, the daily wages, shall be multiplied by 30.
- (5) Where the same work or work of a similar nature is performed by women, no distinction in the payment of wages shall be made between men and women employees.
- (6) The employees employed in Bricks and Tiles manufactory who are not governed by the Factories Act, 1948 (Central Act LXIII of 1948) and other Labour enactments and who do not enjoy leave benefits, sickness benefits or holidays under the Tamil Nadu Industrial Establishments (National, Festival and Special Holidays) Act, 1958 (Tamil Nadu Act 33 of 1958) and Provident Fund and Employees State Insurance benefits, shall, in lieu of those benefits, be paid an additional wage of Rs.45.45 per day in respect of employees falling under Group I and Group III and Rs.38.96 per day in respect of employees falling under Group II and Group IV .
- (7) Wherever the existing wages are higher than the minimum wages fixed therein, the same shall be continued to be paid.

**R. KIRLOSH KUMAR,  
SECRETARY TO GOVERNMENT.**

**//TRUE COPY//**

On.   
27.7.2021.  
**SECTION OFFICER.**

BSG  
27.7.21