



ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in Electronic Industry - Preliminary Notification - Orders - Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(D) No. 327

Dated: 29.07.2021

பிலவ வருடம், ஆடி 13

திருவள்ளூர் ஆண்டு 2052

Read:

1. G.O.(2D) No.9, Labour and Employment (J1) Department, dated 15.02.2016.
2. From the Commissioner of Labour, Chennai - 600 006, Letter No.Z1/000601/2020, dated 23.01.2020.

ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Electronic Industry were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government have now proposed to further revise the 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.

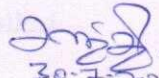
The Director of Industrial Safety and Health, Chennai - 600 032.

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.
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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/185/2016, published at pages 167 to 169 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 9th March 2016, the Governor of Tamil Nadu, hereby revises the minimum rates of wages payable to the classes of employees in the employment in Electronic 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 SCHEDULE.

Employment in Electronic Industry.

<u>Classes of employees.</u>	<u>Minimum rates of basic wages.</u>	
	<u>(per month)</u>	
(1)	(2)	
	<u>Zone-A</u> <u>(Rs.P.)</u>	<u>Zone-B</u> <u>(Rs.P.)</u>
<u>I. General Categories:</u>		
(1) Sales Assistant	7941.00	7705.00
(2) Purchase Assistant		
(3) Assistant (Production Planning Control)	8748.00	8433.00
(4) Accountant		
(5) Steno		
(6) Typist	7941.00	7705.00
(7) Clerk / Office Assistant		
(8) Cashier / Store Assistant		
(9) Store Keeper	8748.00	8433.00

(10) Time-Keeper	7941.00	7705.00
(11) Driver		
(12) Watchman / Chowkidar / Security Guard	7404.00	7274.00
(13) Peon / Attender / Office Boy	7134.00	7006.00
(14) Mali / Waterman / Gardener / Sweeper / Scavenger	7134.00	7006.00
(15) Receptionist / Telex or Telephone Operator.	7941.00	7705.00
II. <u>Other Categories:</u>		
(A) <u>Highly skilled :</u>		
(1) Workshop Supervisor / Assembling Supervisor	8748.00	8433.00
(2) Laboratory Analyst		
(3) Any other highly skilled category not classified above.		
(B) <u>Skilled :</u>		
(1) Quality Inspector	7941.00	7705.00
(2) Technician / Technical Assistant		
(3) Mechanic		
(4) Die maker		
(5) Draughtsman		
(6) Cameraman		
(7) Mechinist		
(8) Machine Operator		
(9) Miller		
(10) Die-Casting Operator		
(11) Moulder		
(12) Welder		
(13) Fitter		
(14) Turner		
(15) Electrician		
(16) Radio and Television Mechanic		
(17) Computer Operator		
(18) Aligner		
(19) Maintenance Assistants on Machines (Electrical, Electro mechanical, mechanical and Electronics)		
(20) Any other skilled category not classified above.		

(C) <u>Semi-skilled</u> : <u>Assembling Operation.-</u>		
(1) Winding / Wiring / Fitting / Soldering / Mounting / Testing and any other semi-skilled operations connected with assembling (with general qualification or no qualification)	7404.00	7274.00
(2) Planting Co-ordinator		
(3) Assembling Operator		
(4) Press Operator		
(5) Printing Operator		
(6) Punch Operator		
(7) Driller		
(8) Painter		
(9) Polisher		
(10) Any other semi-skilled category not classified above.		
(D) <u>Un-skilled</u> :		
(1) Helper	7134.00	7006.00
(2) Cleaner		
(3) Mazdoor		
(4) Packer		
(5) Any other unskilled category not classified above.		

Explanations.- (1) The classification of Zones and Category of employees shall be as follows:-

(a) Classification of Zones:-

Zone-A : All District Head Quarters, Municipal Corporations and Municipalities.

Zone-B : Other Places.

(b) Classification of Category:-

(i) **Highly Skilled.-** Highly skilled employee is one who does the work which involves skill or competence of extraordinary degree and possesses supervisory ability.

(ii) **Skilled.-** Skilled employee is one who is capable of working independently and efficiently and turning out accurate working. He must be capable of reading and working on simple drawing circuits and process, if necessary.

(iii) **Semi Skilled.-** Semi-skilled employee is one who has sufficient knowledge of the particular trade or above to do respective work and simple job with the help of simple tools and machines.

(iv) **Un-skilled.**- Un-skilled employee is one who possesses no special training and whose work involves the performance of the simple duties which require the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environment is necessary. His work may thus require in articles or goods.

(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 Number 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.43.50 (Rupees forty three and paise fifty only) per month shall be paid as dearness allowance.
 - (ii) The dearness allowance shall be calculated every year on the first April 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 thus be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette, based on the average Chennai City Consumer Price Index Number for the previous year.
- (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 the daily wages, the monthly wages shall be divided by 26.
- (5) Wherever the existing wages are higher than the minimum wages fixed herein, such existing wages shall be continued to be paid.

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

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