



ABSTRACT

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

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(D) No.277

Dated: 20.07.2021

பிலவ வருடம், ஆடி 4
திருவள்ளூர் ஆண்டு 2052

Read:

1. G.O.(2D) No.81, Labour and Employment (J1) Department, dated 07.12.2017.
2. From the Commissioner of Labour, Chennai - 600 006, Letter No.௫1/5231/2021, dated 26.02.2021.

ORDER:

In the Government Order first read above, the minimum rates of wages for the Employment in Bakeries and Biscuits manufactory were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government have now proposed to revise the minimum rates of wages further 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 Secretary to Government,
Labour Welfare and Skill Development Department, Chennai - 600 009.
- The Labour Welfare and Skill Development (OP-II) Department, Chennai - 600 009.
- The Law (L&E-Sty.) Department, Chennai - 600 009.
- Clean copy to file (C.No.4194/J1/2021).
- Stock file/ Spare copy.

//FORWARDED BY ORDER //

On 
22-7-2021
SECTION OFFICER.

D.G.
22.7.21

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/140/2018, published at page 162 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 14th February 2018, 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.

<u>Serial. Number.</u> (1)	<u>Classes of Employees.</u> (2)	<u>Minimum rates of basic wages.</u> <u>(Rs.P.)</u> (3)
1. General Categories		
(1)	Manager	8251.00 per month
(2)	Assistant Manager	7836.00 per month
(3)	Cashier/Clerk	7311.00 per month
(4)	Typist	7311.00 per month
(5)	Sales Man	7311.00 per month
(6)	Store Assistant	7176.00 per month
(7)	Driver	7176.00 per month
(8)	Watchman / Peon	6826.00 per month
2. Other Categories:		
Highly Skilled:		
(1)	Bakery Maistry	275.50 per day
(2)	Any other highly skilled category	
Skilled:		
(1)	Supervisor	259.00 per day
(2)	Head Baker	
(3)	Any other skilled category not covered above	

Semi-skilled:	
(1)	Baker
(2)	Oven-keeper
(3)	Table Man
(4)	Dough Maker
(5)	Bun-Rounder
(6)	Bread-Moulder
(7)	Any other semi-skilled category not covered above
244.50 per day	

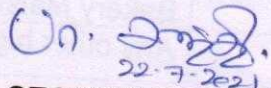
Un-skilled:	
(1)	Assistant Baker
(2)	Helper/Assistants
(3)	Cleaner of all categories
(4)	Assistant of all categories
(5)	Any other un-skilled category not covered above
228.00 per day	

Explanation.- (1) 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 is linked to the Average of Chennai City Consumer Price Index 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.1.40 (Rupee one and forty 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 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 of Chennai City Consumer Price Index of the previous year.
- (2) (i) To arrive at daily wages, the monthly wages shall be divided by 26.
(ii) To arrive at 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 employees.
 - (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

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

//TRUE COPY//

On: 
22-7-2021
SECTION OFFICER.

D. G.
22.7.21