



ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for Employment in Vessel (Utensil) Making - Preliminary Notification - Orders - Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(D) No.304

Dated: 26.07.2021

பிலவ வருடம், ஆடி 10

திருவள்ளூர் ஆண்டு 2052

Read:

- 1 G.O.(2D) No.75, Labour and Employment (J1) Department, dated 24.11.2017.
- 2 From the Commissioner of Labour, Chennai - 600 006, Letter No.௫3/3685/2021, dated 23.02.2021.

ORDER:

In the Government Order first read above, the minimum rates of wages for the Employment in Vessel (Utensil) Making 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.
Clean copy to file (C.No.3994/J1/2021).
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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/17/2018, published on pages 16 to 22 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 3rd January 2018, the Governor of Tamil Nadu, hereby revises the minimum rates of wages payable to the classes of employees in the Employment in Vessel (Utensil) Making in the State of Tamil Nadu specified in column (2) of the Schedule below, as specified in the corresponding entries in column (3) thereof.

EMPLOYMENT IN VESSEL (UTENSIL) MAKING.
SCHEDULE-I.

Employment in Making Brass Vessels and Copper Vessels.

Serial Number.	Classes of Work.	Minimum Rates of Basic Wages,		
		Making Charges (a) (Rs. P.)	Kadaisal Charges. (b) (Rs. P.)	Lead Coating Charges. (c) (Rs. P.)
(1)	(2)	(3)		
(I) FOR THE WORKERS ENGAGED IN MAKING OF BRASS VESSELS IN THE PREMISES OF THE FACTORY:				
1.	<u>Kudams and Cooking Vessels (with supplied plates of 21 kg):</u>			
(a)	For making Kudams of 5, 6, 7, 8 Numbers.	2073.35	286.33	---
(b)	For making 10 Small Kudams.	2102.11	292.83	---
(c)	For making 12 Kudams.	2143.95	292.83	---
(d)	For making 14 Kudams.	2159.65	298.07	---

(e)	For making 16 Kudams.	2196.24	303.29	---
(f)	For making 18 Kudams.	2230.23	303.29	---
2.	<u>Thahattu Paanai (with supplied plates of 19 kgs):</u>			
(a)	For making above Item of 5, 6, 7, 8, 10 Numbers including polishing and drawing lines.	2693.02	---	---
(b)	For making above Item of 12 Numbers including polishing and drawing lines.	2721.91	---	---
(c)	For making above Item of 16 Numbers including polishing and drawing lines.	2745.31	---	---
(d)	For making above Item of 20 Numbers including polishing and drawing lines.	2781.90	---	---
(e)	For making above Item of 24 Numbers including polishing and drawing lines.	2813.27	---	---
(f)	For making above Item of 4 Numbers of size-4 including polishing and drawing lines.	2771.45	---	---
(g)	For making above Item of 3 Numbers of size-3 including polishing and drawing lines.	2849.89	---	---
3.	<u>Kalaai Deksa and Drum Barrel:</u>			
(a)	For making Kalaai Deksa for every 1 kg. of material supplied	60.00	23.81	25.87
(b)	For making of Drum Barrel for every 1 kg of material supplied (for fixing Iron Rods to Brass Deksa, Extra Charges-Rs.51.67).	75.01	23.81	---
4.	<u>Thalai Thangi Thavalai and Cooking Vessels:</u>			
(a)	For making Cooking Vessels: for each Kilo Gram of Material supplied (including of polishing charges and drawing lines).	60.00	---	---
(b)	For making Thalai Thangi Thavalai: For each Kg of materials supplied.	60.00	23.81	---
5.	<u>Kuvalai (Annda) and Arai Adukku:</u>			
(a)	For each Kg of material supplied including polishing and drawing lines.	62.92	---	---
(b)	For making small Padi Kuvalai each Kg of material supplied.	106.74	---	---

6.	<u>Kundan, Vanachatti, Kaavivana, Theuppu Vana:</u> For each Kg of material supplied including polishing and drawing lines.	91.51	---	---
7.	<u>Filters:</u>			
(a)	For making 20 Nos. of 560 gms each.	1400.36	314.05	---
(b)	For making 20 Nos. of 420 gms. each.	1500.77	314.05	---
(c)	For making 20 Nos. of 350 gms. each.	1579.20	314.05	---
8.	<u>Sambadam:</u> For each Kg. of material supplied.	251.52	23.81	---
9.	<u>Idly Pot:</u> For each Kg. of material supplied.	70.69	---	---
10.	<u>Keetupanai:</u> For making 7, 8 Nos. with 17 Kg of material supplied for each Kg.	97.58	23.81	---
11.	<u>Sombu, Bose, Vaishnava Sombu and Kaavi Urulai :</u> For each Kg. of material supplied.	123.18	23.81	---
12.	<u>Thookuchatti:</u> For each Kg. of material supplied.	86.28	---	---
13.	<u>Thambala Thattu:</u>		---	
(a)	For each piece of 51.3 centimetre.	266.70	---	---
(b)	For bigger size, extra wages for every additional 2.50 centimetre.	15.70	---	---
(c)	For Chippal extra wages for each piece.	36.38	---	---
14.	<u>Buckets:</u> For each Kg. of material supplied.			
(a)	Without cover.	86.34	23.81	27.54
(b)	With cover.	88.91	23.81	27.54

15.	<u>Dubba:</u>			
(a)	For making dubba of 280 gms. in material supplied of 1 Kg (with cups).	106.74	23.81	27.54
(b)	For making dubba of 280 gms. in material supplied of 1 Kg. (Without cups).	99.36	23.81	27.54
16.	<u>Appala Dubba:</u> For Making appala dubba of 1.680 Kg. weight (for each Kg. of material supplied).	51.00	19.69	15.70
17.	<u>Ghee Thavalai (Butter Milk Sombu):</u> For making items of 280 gms. weight for each Kg. of material supplied.	97.58	23.81	27.54
18.	<u>Jaadi:</u> For making items of 280 gms. weight for each Kg. of material supplied.	100.39	23.81	27.54
19.	<u>Nilakathu:</u> For making items of 280 gms. weight for each Kg. of material supplied.	97.58	23.81	27.54
20.	<u>Coffee Vessels:</u> For making items of 280 gms. weight for each Kg. of material supplied.	100.39	23.81	27.54
21.	<u>Milk Boiler:</u> For making items of 280 gms. weight for each Kg. of material supplied.	113.22	23.81	---
22.	<u>Malligaippoo Thooku:</u> For making items of 280 gms. weight for each Kg. of material supplied.	92.14	23.81	27.54
23.	<u>Kadaisal Vana:</u> For making items of 280 gms. weight for each Kg. of material supplied.	113.22	23.81	27.54
24.	<u>Puttukudam:</u> For each Piece.	103.70	12.90	---
25.	<u>Puttukuzhal:</u> For each Piece.	81.94	12.04	5.82
26.	<u>Kalaai Adukku:</u> For each Kg. of material supplied.	84.72	23.81	27.54
27.	<u>Bohini (Bright) :</u>			
(a)	For each Kg. of material supplied.	103.70	---	---
(b)	Bohini of 17, 18 number of each Kg. of material supplied.	122.72	---	---

28.	<u>Bohini (Navam) :</u>			
(a)	For each Kg. of material supplied.	122.72	---	---
(b)	Black Pot.	122.72	---	---
29.	<u>Kasani :</u>			
(a)	For items of 3 Kg. to 4½ Kg. for each Kg. of material supplied.	122.72	---	---
(b)	For items of 5½ to 6 Kg. for each Kg. of material supplied.	141.41	---	---
30.	<u>Saruvachatti :</u> For each Kg. of material supplied.	75.65	---	---
31.	<u>Kadaisal Grinding Charges (with supplied plates of 21 kilograms):</u>			
(a)	For Kudam and Cooking Vessel of 21 Kg. weight.	276.68	---	---
(b)	For Thahattupaanai 19 Kg. weight.	302.52	---	---
(c)	For ½ Adukku, Round Adukku per kg.	27.54	---	---
(d)	Nattuthavalai and Kuzhippanai per kg.	12.90	---	---
32.	<u>Naaligam :</u>			
(a)	Brass Naaligam – per Kg.	98.51	---	35.35
(b)	Brass White Naaligam – per Kg.	55.07	---	35.35
33.	Theuppu Brass Naligam – per Kg. (Wastage allowed for the above three items 15 gms. for each Kg.)	110.11	---	35.35
II.	<u>FOR THE WORKERS ENGAGED IN MAKING OF COPPER VESSELS IN THE PREMISES OF THE FACTORY:</u>			
1.	Copper Boiler – per Kg.	107.02	---	---
2.	Boiler with Load – per Kg.	80.29	---	---
3.	Copper Thondi – per Kg.	84.72	---	---
4.	Pot with Rod – per Kg.	28.62	---	---
5.	Pot without Rod – per Kg.	157.05	---	---
6.	Briyani Deksa, Kazhichatty, Thulukku Deksa and Tamil Deksa – per Kg.	94.44	---	---
7.	Copper Urulli – per Kg.	18.04	---	---
8.	Copper Naaligam – per Kg.	101.98	---	---
9.	Copper White Naaligam per Kg. (Wastage allowed for above two items – 25 gms. for each Kg).	51.00	---	---

Explanations.-

(1) WASTAGE ALLOWED:

- (a) For Brass Items .. 10 grams for each Kilogram
 (b) For Copper Items .. 15 grams for each Kilogram
 (c) For Brass and Copper Items without applying Kavi .. 20 grams for each Kilogram

- (2) The wastage such as cut bits, brass powder, etc., should be taken back after weighment.
- (3) For lead coating on vessels (with all materials and assistance supplied by the management) per kilogram Rs.5.25.
- (4) For coating small items with narrow mouth (with all materials and assistance supplied by the management) per Kilogram Rs.7.85.
- (5) For items other than those mentioned above, wages as applicable to similar item shall be paid.

DAILY WAGES (8 hours duty per day)

- | | | |
|--|----|-----------|
| (a) Workers who are trained in the trade | .. | Rs.231.50 |
| (b) Semi-skilled workers | .. | Rs.217.00 |
| (c) Unskilled workers | .. | Rs.212.00 |

SCHEDULE-II.

Employment in making of Aluminium Vessels in the Premises of the Factory.

Serial Number	Classes of Employees	Minimum Rates of Basic Wages (Per Day) (Rs.P.)			
		Zone-A (a)	Zone-B (b)	Zone-C (c)	Zone-D (d)
(1)	(2)	(3)			
1.	Manager.	267.00	259.00	249.00	242.00
2.	Assistant Manager, Accountant and Cashier.	242.00	231.50	227.00	223.00
3.	Stenographer, Salesman, Supervisor, Inspector, Deep Drawing Pressman and Spinner.	229.50	223.00	219.00	217.00
4.	Die maker, Electrician, Turner, Shaper, Driller, Polisher, Duffer, Mechanical Fitter, Repairer, Mechanic, Lorry and Van Driver, Clerk/Typist, Secondary Operation Fitter for punching, rivetting, fixing handles and other accessories on utensils, Rolling (Hot and Cold) Operation and Meeting Operator.	223.00	219.00	217.00	213.50
5.	Godown Keeper, Booking Clerk, Watchman, Annealing Furnace Operator, Sheet Cutter and Circle Cutter.	219.00	217.00	215.00	213.50
6.	Stamping, Press Operator, Circle Backing Press Operator, Cutting and Rimming Operator.	219.00	217.00	215.00	213.50
7.	Matching Assistant, Machine Helper and Soda and Acid Bath Washer.	219.00	217.00	215.00	213.50
8.	Picking and Drying Labour, Peons, Cartman, Labour for loading and unloading, packing, stacking, shifting materials, cleaning other allied and general purpose work etc.	217.00	215.00	213.50	212.00

NOTE:- In the case of the aluminum utensils industry, wages for aluminum sheet rolling and circle making are also specified. This is because very many units in Tamil Nadu are integrated units comprising of both circle making and utensils making.

SCHEDULE- III.

Employment in Making Stainless Steel Vessels in the Premises of the Factory.

Serial Number.	Classes of Employees.	Minimum Rates of Basic Wages. (Per Day) (Rs.P)			
		Zone-A (a)	Zone-B (b)	Zone-C (c)	Zone-D (d)
(1)	(2)	(3)			
1.	Manager.	267.00	259.00	249.00	242.00
2.	Assistant Manager, Accountant and Cashier.	242.00	231.50	227.00	223.00
3.	Stenographer, Salesman, Supervisor and Inspector.	229.50	223.00	219.00	217.00
4.	Die maker, Electrician, Turner, Shaper, Driller, Polisher, Duffer, Mechanical Fitter, Repairer, Mechanic, Lorry and Van Driver, Clerk and Typist, Secondary Operation Fitter for punching, rivetting, fixing handles and other accessories on utensils.	223.00	219.00	217.00	213.50
5.	Godown Keeper, Booking Clerk, Watchman, Machine Assistant and Helper.	219.00	217.00	215.00	213.50
6.	Peon, Cartman, Labour for loading and unloading, packing, stacking, shifting materials, cleaning other allied and general purpose, work etc.,	217.00	215.00	213.50	212.00
7.	Pressman, Spinner and Sheet Marker.	229.50	223.00	219.00	217.00
8.	Sheet Cutter, Circle Cutter, Welder and Treading Operation.	223.00	219.00	217.00	213.50

Explanation.-

(1) Classification of Zones:-

- (1) Zone - A - All Corporations
- (2) Zone - B - All Municipalities
- (3) Zone - C - Townships, Cantonments and Town Panchayats.
- (4) Zone - D - Village Panchayats

(2) Dearness Allowance:- In addition to the 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 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 point per day 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, namely, from January to December.
 - (iii) The first calculation shall thus be effective from the date of publication of the Notification in the Tamil Nadu Government Gazette based on the Average Consumer Price Index Number for the previous year.
- (3) To arrive at monthly wages, the daily rate of minimum wages (both basic wages and dearness allowance) shall be multiplied by 30.
 - (4) Where the nature of the work is the same no distinction in the payment of wages shall be made between men and women employees.
 - (5) The minimum rates of wages for Aluminium and Stainless Steel Vessels making will not apply to piece-rate workers, whose average earnings per day is more than or equal to the minimum rates of wages specified in the Schedules II and III.
 - (6) Wherever the existing wages are higher than the minimum wages fixed herein, the existing wages shall be continued to be paid.

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

//TRUE COPY//

On. *[Signature]*
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SECTION OFFICER.

[Signature]
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