



ABSTRACT

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

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(D) No. 89

Dated 04.03.2022

பிலவ வருடம், மாசி 20
திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O.(2D) No.60, Labour and Employment (J1) Department, dated 26.06.2018.
2. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.௨௪3/29053/2021, dated 15.11.2021.

ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Tanneries and Leather 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 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 Principal Secretary / 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 Principal Secretary / 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 Principal Secretary / 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 (L&E-Sty.) Department, Chennai-600 009.
The Labour Welfare and Skill Development (OP-II) Department, Chennai-600 009.
Stock file/ Spare copy/Clean copy to file (C.No.20308/J1/2021).

//FORWARDED BY ORDER //

Un. Singh.
4.3.2022
SECTION OFFICER

6/11/22
04.3.2022

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 objections or suggestions, which may be received from any person with respect thereto, before the expiry of the aforesaid period of two months, will be considered by the Government of Tamil Nadu. Objections or suggestions, 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, DMS Campus, 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/618/2018, published at pages 642 and 643 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 18th July 2018, the Governor of Tamil Nadu, hereby revises the minimum rates of wages payable to the classes of employees in the employment in Tanneries and Leather Manufactory 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 Tanneries and Leather Manufactory.

<u>Classes of Employees.</u>		<u>Minimum rates of basic wages per day.</u>
(1)		(Rs.P.)
(1)		(2)
<u>Limeyard:</u>		
1.	Helpers.	198.50
2.	Flashers.	200.50
3.	Scudders.	200.50
4.	Goat Skin Knifers.	200.50
<u>Tanning and Dyeing Department:</u>		
1.	Helpers.	198.50
2.	Drum Boys.	198.50
3.	Shavers.	203.50
4.	Splitters.	203.50
5.	Shaving Learners.	198.50
6.	Bamming Helpers.	198.50

<u>Setting Department:</u>		
1.	Helpers.	198.50
2.	Setting Machine Operators.	198.50
3.	Hand Setters.	198.50
<u>Stacking Department:</u>		
1.	Helpers.	198.50
2.	Busters.	198.50
3.	Stackers.	198.50
<u>Straining Department:</u>		
1.	Helpers.	198.50
2.	Strainers.	198.50
<u>Finishing Department:</u>		
1.	Helpers.	198.50
2.	Seasoners.	198.50
3.	Sprayers.	198.50
<u>Finishing Machinery Department:</u>		
1.	Helpers.	198.50
2.	Buffing Machine Operators.	198.50
3.	Emery Wheel Operators.	198.50
4.	Glazing Machine Operators (COW).	198.50
5.	Trimmers.	198.50
6.	Press Machine Operators.	198.50
7.	Hand Ironers.	198.50
8.	Bearders.	198.50
9.	Glazing machine Operators (Glaze Kid).	202.00
<u>Foundary Department:</u>		
1.	Helpers.	198.50
2.	Fitters.	202.00
3.	Drivers.	205.50
4.	Masons.	203.00
5.	Carpenters.	203.00
6.	Fitters and Drivers (Learners).	198.50
<u>Backyard Department:</u>		
1.	Deamers.	198.50
2.	Setters.	198.50
<u>General:</u>		
1.	Maistries.	6088.00 / per month
2.	Clerks / Cashiers.	6088.00 / per month
3.	Watchman.	6024.00 / per month

Other Tanneries:

- (i) Tanning of Skin and hides in the limepit or barkpit, the wages shall be paid at Rs.67.07 for the first unit and Rs.6.99 per every additional unit of work done.
- (ii) Un-skilled workers shall be paid Rs.198.50 per day.

Piece Rate Workers:

The wages shall be paid at Rs.104.79 for the work done in respect of first unit and Rs.46.12 for every additional unit of work done. Rs.6.99 shall be paid every additional unit of work done in lime and bark pit.

General Categories in Tanneries and Leather Manufactory

- | | |
|-----------------------------|-----------------------|
| 1. Clerk / Cashier | Rs.6088.00 per month. |
| 2. Maistries or Supervisors | Rs.6088.00 per month. |
| 3. Watchman | Rs.6024.00 per month. |

Explanations:-

- (i) The employees shall be paid dearness allowance in addition to the minimum basic rate of wages specified above. For calculation of dearness allowance, the base shall be taken as 176 (base 2001=100) being the average of All India Consumer Price Index Number for the year 2010. For further raise of one point over and above 176 points, an increase of Rs.1.12 (Rupee one and twelve paise only) shall be paid per day.
- (ii) Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.
- (iii) Where piece rate employees are employed in any Tannery and Leather Manufactory, the wages paid to each of them for a normal working day shall not be less than the minimum rates of wages fixed for that category.
- (iv) To arrive at daily wages, the monthly wages shall be divided by 26.
- (v) To arrive at monthly wages, the daily wages shall be multiplied by 30.
- (vi) 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//

Un. Singh
4-3-22
SECTION OFFICER.

Bus
04-3-22

