



## **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 - Confirmation - Orders – Issued.

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

G.O.(2D) No.98

Date: 08.11.2022

சுபகிருது வருடம், ஐப்பசி-22

திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O.(2D) No.60, Labour and Employment (J1) Department, dated 26.06.2018.
2. G.O.(D) No.89, Labour Welfare and Skill Development (J1) Department, dated 04.03.2022.
3. From the Commissioner of Labour (I/c), Chennai - 600 006, Letter No.௫3/29053/2021, dated 15.09.2022.

### **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).

2. In the Government Order second read above, a Preliminary Notification was published in order to revise further the minimum rates of wages for the above said employment.

3. The Commissioner of Labour (I/c) in his letter third read above, has stated that objections and suggestions received from the persons likely to be affected by such revision were placed before the Minimum Wages (State) Advisory Board and after deliberations, it was decided to confirm the said Preliminary Notification without any modification. Hence, the Commissioner of Labour has requested the Government to confirm the above said Preliminary Notification.

4. The Government have now decided to confirm the orders issued in the said Preliminary Notification, without any modification.

5. 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 each five copies of the Gazette to the Government and

to the Commissioner of Labour, Chennai-600006 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)**

**Md.NASIMUDDIN  
ADDITIONAL CHIEF 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.

**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 for Labour Welfare and Skill  
Development, Chennai - 600 009.  
The Senior Private Secretary to  
the Additional Chief 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 (LW&SD/Scrutiny) Department, Chennai - 600 009.  
Stock file/ Spare copy.  
Clean copy to file (C.No.efile/914 /J1/2022).

**//FORWARDED BY ORDER //**

Un. Amg.  
09.11.2022.

**SECTION OFFICER**

09.11.22

**APPENDIX**  
**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 - 643 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 18th July 2018, the Governor of Tamil Nadu, after consultation with the Advisory Board, 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 draft of the same having been previously published as required by clause (b) of sub-section (1) of section 5 of the said Act.

2. This Notification shall come into force with effect on and from the date of its publication in the Tamil Nadu Government Gazette.

**THE SCHEDULE.**  
**Employment in Tanneries and Leather Manufactory.**

Classes of Employees. (1)	Minimum rates of basic wages per day. (Rs.P.) (2)
<b><u>Limeyard:</u></b>	
1. Helpers.	198.50
2. Flashers.	200.50
3. Scudders.	200.50
4. Goat Skin Knifers.	200.50
<b><u>Tanning and Dyeing Department:</u></b>	
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
<b><u>Setting Department:</u></b>	
1. Helpers.	198.50
2. Setting Machine Operators.	198.50
3. Hand Setters.	198.50
<b><u>Stacking Department:</u></b>	
1. Helpers.	198.50
2. Busters.	198.50
3. Stackers.	198.50
<b><u>Straining Department:</u></b>	
1. Helpers.	198.50
2. Strainers.	198.50
<b><u>Finishing Department:</u></b>	
1. Helpers.	198.50
2. Seasoners.	198.50
3. Sprayers.	198.50

<b>Finishing Machinery Department:</b>		
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
<b>Foundry Department:</b>		
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
<b>Backyard Department:</b>		
1.	Deamers.	198.50
2.	Setters.	198.50
<b>General:</b>		
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 for 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.

**Md.NASIMUDDIN**  
**ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

**//TRUE COPY//**

Un. Amid  
09.11.22  
**SECTION OFFICER**  
GWS  
09.11.22