



ABSTRACT

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

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.23

Dated 07.06.2021

பிலவ வருடம், வைகாசி 24
திருவள்ளூர் ஆண்டு 2052

Read:

1. G.O.(2D) No.40, Labour and Employment (J1) Department, dated 24.07.2014.
2. G.O.(2D) No.83, Labour and Employment (J1) Department, dated 14.09.2018.
3. From the Commissioner of Labour, Chennai – 600 006, Letter No.௪3/21445/2018, dated 18.02.2020.

ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Footwear making Industry 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 issued in order to revise further the minimum rates of wages for the above said employment.

3. The Commissioner of Labour in his letter third read above, has stated that no objections and suggestions were received from the persons likely to be affected by such revision and has requested the Government to confirm the above said Preliminary Notification.

4. The Government have now decided to confirm the orders issued in the Preliminary Notification.

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 five copies of the Gazette to the Government and to the Commissioner of Labour,

[P.T.O.]

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 Special Personal Assistant to Hon'ble Minister for
Labour Welfare and Skill Development, Chennai – 600 009.
The Senior Private Secretary to Secretary to Government,
Labour and Employment Department, Chennai – 600 009.
The Law (L&E-Sty) Department, Chennai – 600 009.
Clean copy to C.No.4066/J1/2020.
Stock file/ Spare copy.

//FORWARDED BY ORDER //

On. 14.6.2021

SECTION OFFICER

14.6.21

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/556/2014, published at page 639 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 17th September 2014, 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 Footwear Making 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 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. The 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 Footwear making Industry.

<u>Classes of employees.</u> (1)	<u>Minimum rates of basic wages (per month)</u> (2)	
	Zone-A (Rs.P)	Zone-B (Rs.P)
<u>I. ADMINISTRATIVE STAFF:</u>		
(1) Accountant (Highly skilled)	6348.00	6258.00
(2) Superintendent / Storekeeper	5993.00	5904.00
(3) Clerk / Cashier / Typist / Time Keeper / Computer Operator	5640.00	5550.00
(4) Driver/Mechanic/Electrician	5640.00	5550.00
(5) Watchman / Attender / Sweeper / Gardener (Unskilled)	4933.00	4843.00
<u>II. TECHNICAL STAFF:</u>		
(1) Skilled	5640.00	5550.00
(2) Semi-skilled	5286.00	5197.00
(3) Unskilled	4933.00	4843.00

Explanations.- (1) Zone A and Zone B shall comprise of the following areas:-

Zone – A : All municipal corporations.

Zone – B : All areas other than municipal corporations.

(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 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.30.00 (Rupees thirty only) per month shall be paid as dearness allowance.

(ii) The dearness allowance shall be calculated every month based on the availability of latest Consumer Price Index points.

(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 daily rates of wages, the monthly wages shall be divided by 26.

(5) 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//

Un. Singh
14.6.2021
SECTION OFFICER.

SK
14.6.21