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NOTIFICATIONS BY GOVERNMENT

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LABOUR, EMPLOYMENT, TRAINING AND FACTORIES DEPARTMENT
(LABOUR-I)

REVISION OF MINIMUM RATES OF WAGES IN THE EMPLOYMENT IN “ANY TANNERIES AND LEATHER MANUFACTURING” IN PART-I OF THE SCHEDULE TO THE MINIMUM WAGES ACT, 1948.

[G.O.Rt.No.106, Labour, Employment, Training and Factories (Labour- I), 29th January, 2024.]

PRELIMINARY NOTIFICATION

The following revision of minimum rates of wages as specified in column (3) of the Schedule annexed to this notification, payable to the each category of employees, specified in the corresponding entry in column (2) thereof and employed in the employment in “**ANY TANNERIES AND LEATHER MANUFACTURING**” included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948), which is proposed to make in exercise of the powers conferred by 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 the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that, any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Telangana Gazette, will be considered by the Government of Telangana.

3. Objections or suggestions should be addressed to the Special Chief Secretary to Government, Labour, Employment, Training & Factories Department, Government of Telangana through the Director of Labour, Telangana, Hyderabad.

ANNEXURE**SCHEDULE**

Name of the Employment: I. ANY TANNERIES AND LEATHER MANUFACTURING					
Sl. No.	Name of the Category			Basic Wage proposed in the draft notification at 1768 CPI points	Cost of living allowance to be paid per each point of increase (in Rs.)
(1)	(2)			(3)	(4)
		UNIT OF WORK			
		GOAT SKIN	SHEEP SKIN		
1	Soaking	200	200	386.28	0.22
2	Bandam (Painting)	200	200	386.28	0.22
3	Mudicar (Unhairing)	150	150	386.28	0.22
4	Challa (Fleshing)	60	60	386.28	0.22
5	Madchal (Scudding)	12	16	386.28	0.22
		(6 Scudding & 6 Fleshing)	(8 Scudding & 8 Fleshing)		
6	Aurkam (First Beaming)	60	80	386.28	0.22
7	Pattaship (Second Beaming)	100	100	386.28	0.22
8	Kadakship (Myrobing)	100	100	386.28	0.22
9	Tolship (Oiling)	100	100	386.28	0.22
10	Ghota (Hand setting)	100	100	386.28	0.22
11	Trimmer	50	50	386.28	0.22
12	Round cutting	100	100	386.28	0.22
13	Chouka (Picking of wood)	100	100	386.28	0.22

II.MINIMUM WAGES FOR WORKERS EMPLOYED IN TANNERIES PRODUCING BUFFALOW/ COW AND CALF HIDES THROUGHOUT TELANGANA						
Sl. No	Name of the Category				Basic Wage proposed in the draft notification at 1768 CPI points	Cost of living allowance to be paid per each point of increase (in Rs.)
(1)	(2)				(3)	(4)
		UNIT OF WORK				
		Buffalow	Cow Hide	Calf Hide		
1	Soaking	25 (Weighing 410 Kgs to 455 Kgs)	50 (Weighing 410 Kgs to 455 Kgs)	100 (Weighing 410 Kgs to 455 Kgs)	386.28	0.22
2	Dehairing	20 8 1/3 (100 to 12 Uts)	40 16 1/3 (100 to 6 Uts)	80 33 1/3 (100 to 3 Uts)	386.28	0.22
3	Fleshing				386.28	0.22
4	Challa (Shaving or Mudikar Fleshing)	5	10	20	386.28	0.22
5	Charke	11 1/4	25	50	386.28	0.22
6	Pattaships (Second)	11 2/7	28 1/2	57	386.28	0.22
7	Murkul (Squessing Beaming)	33 1/3	66 2/3		386.28	0.22
8	First Myrobolan	14 2/7	28 1/4	57	386.28	0.22
9	Second Myrobolan	14 2/7	28 1/4	57	386.28	0.22
10	Talship(Oiling)	10 1/4	21	42	386.28	0.22
11	Augatla	25	50	100	386.28	0.22
12	Ghota (Shipping of Glazing or Thana Hand setting	6	10	20	386.28	0.22
13	Trimming	50	100	200	386.28	0.22
14	Linning (Handling)	8 (Pits 1 Ut each unit containing 25 Buffalow Hides)	8 (Pits 1 Ut each unit containing 50-40 Cow Hides)	8 (Pits 1 Ut each unit containing 50-40 Calf Hides)	386.28	0.22
15	Bark Pits	--do--	--do--	--do--	386.28	0.22
16	Myrobolan Pits	--do--	--do--	--do--	386.28	0.22
17	Bundling	--do--	--do--	--do--	386.28	0.22
18	Unhairing	---	---	---	386.28	0.22
19	Round cutting	---	---	---	386.28	0.22
20	Chowka (Picking of- wool)	---	---	---	386.28	0.22

Sl. No.	Name of the Category	Basic Wage proposed in the draft notification at 1768 CPI points	Cost of living allowance to be paid per each point of increase (in Rs.)
(1)	(2)	(3)	(4)
1	Manager	17568	9.94
2	Assistant Manager/ Executive	16658	9.42
3	General Foreman/ Electrical Engineer/Civil Engineer/ Technician	15984	9.04
4	Foreman	15077	8.53
5	Security Officer	14621	8.27
6	Assistant Foreman/ Sorter	14386	8.14
7	Senior Supervisor/ Supervisor Grade-A	14168	8.01
8	Accountant/ Superintendent/ Senior Sales Assistant	13931	7.88
9	Senior Assistant/ Supervisor Grade-B	13478	7.62
10	Senior Dock Runner/ Boiler Operator	13258	7.50
11	Electrician/ Machine Operator/ General Operator/ Welder/ Store Keeper	13022	7.37
12	Supervisor Grade-C/ Clerk/ Computer Operator/ Fitter	12569	7.11
13	Maistries	12349	6.98
14	Trainee Supervisor/ Watchman/ Misc.workers/ Office Boy/ Helper/ Attender/ Sweepers/ Scavenger/ Cartman	12023	6.80

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at **1768** points (Base Year 1982=100 series). The Director of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October of the calendar year. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above **1768** points are specified at Col.No.4 against each category in the schedule.

NOTE:-

1. One unit of work is to be guaranteed to every worker every day subject to minimum of Rs. 12023/- per month.
2. If any of the categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, doing the same and similar category of work in this employment.
3. Where piece rate workers employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wages fixed for a general worker being similar work, calculated on the basis of 8 hours a day.
4. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
5. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
6. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
7. For categories in the employment of Security Services and Safaikarmacharies, the minimum wages fixed/revised in the respective employments shall be applicable.

I. RANI KUMUDINI,
Special Chief Secretary to Government.

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