

EMPLOYMENT IN RUBBER INDUSTRIES¹

25th June, 2013

MINIMUM WAGES ACT, 1948

No.WRIT 2013/186/CR-90/Lab-7.-Whereas, by the Government Notification, Industries, Energy and Labour Department, No. WRIT 82006/CR-725/Lab-7, dated the 16th April 2007, the Government of Maharashtra has revised the minimum rates of wages payable to the employees employed in the Scheduled Employment viz. **“Employment in Rubber Manufacturing Industry”** (hereinafter referred to as “the said scheduled employment”) in the State of Maharashtra;

And whereas, the Government of Maharashtra, having reviewed the minimum rates of wages payable to the employees employed in the said scheduled employment, considers it necessary to revise them further;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), in its application to the State of Maharashtra, the Government of Maharashtra, after considering all the representations received by it in respect of the proposal published in the Government Notification, Industries, Energy and Labour Department No.WRIT 2011/CR-292/Lab-7, dated 7th March 2012, and after consulting the Advisory Board, hereby revises, with effect from 25th June 2013, the minimum rates of wages payable to the employees employed in the said scheduled employment and refixes them, as set out in column (3) of the Schedule appended hereto, as the minimum rates of wages payable to the class of employees mentioned against them in column (2) of the said Schedule:-

SCHEDULE

Sr. No.	Class of Employees	Minimum rates of wages (per month basic rates in rupees)		
		Zone I (3)	Zone II	Zone III
(1)	(2)			
1.	Skilled	7700.00	7400.00	7200.00
2.	Semi-Skilled	7000.00	6700.00	6500.00
3.	Unskilled	6500.00	6200.00	6000.00

Explanation. - For the purposes of this notification,—

¹ MGG Pt.I-L Ext. dt. 25.6.2013

- (a) *Zone I* - shall comprise of the areas falling within the limits of all 'A', 'B', 'C' and 'D' class Municipal Corporations, as so declared by the Government of Maharashtra vide Government Resolution, Urban Development Department, No. Sankirna 1005/ vargikaran/ C.R. 379/05/ Navi -24, dated the 4th May 2006, cantonment areas and Industrial areas within 20 Kilometers radius from all Municipal Corporation limit;
- (b) *Zone II* - shall comprise of the areas falling within the limits of all 'A', 'B' and 'C' Grade Municipal Councils, and Industrial areas within 20 Kilometers radius from all Municipal Council limit;
- (c) *Zone III* - shall comprise of all other areas in the State not included in *Zone I* and *Zone II*;
- (d) the minimum rates of daily wages payable to an employee employed on daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by twenty-six, the quotient being stepped up to the nearest *paisa*;
- (e) the minimum rates of hourly wages payable to part-time employee shall be computed by dividing the daily rates of minimum wages applicable to the concerned class of employees by eight (hours) with 15% rise in it and quotient being stepped up to the nearest *paisa*;
- (f) the minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest;
- (g) the minimum rates of wages shall consist of basic rates, the cost of living allowance, the cash value of concessions, if any;
- (h) a skilled employee is one, who is capable of working efficiently, of exercising considerable independent judgment and discharging his duties responsibly;
- (i) a semi-skilled employee is one, who does work generally of a well defined routine nature, wherein the major requirement is not so much of the judgment, skills and dexterity, but of proper discharge of duties assigned to him for a relatively narrow job and important decisions are made by others. His work is thus limited to the performance of routine operation of limited scope;
- (j) an unskilled employee is one, who does operations that involve the performance of simple duties which require exercise of little or no independent judgment or previous experience, although a familiarity with the occupational environment is necessary. His work may thus require, in addition to physical exertion, familiarity with a variety of articles or goods.

APPENDIX

The average Consumer Price Index Number in respect of ten centers in the State of Maharashtra for working class (New Series 2001 =100) shall be the Cost of Living Index Number applicable to the employee employed in the said scheduled employment. The Competent Authority appointed by the Government shall, after the expiry of every six months commencing on the first day of January and first day of July, calculate the average of the Cost of Living Index Number applicable to the said employee for these six months and ascertain the rise of such average over 196 points. For such rise of every point, special allowance (hereinafter referred to as "the Cost of Living Allowance") payable to the employee in the said scheduled employment for each of the six months immediately following six months in respect of which such average has been calculated at the rate of Rs.28.00 per month in respect of all Zones.

2. The Cost of Living Allowance computed as aforesaid shall be declared by the Competent Authority, by notification in the *Official Gazette*, in the last week of July when such allowance is payable for each of the months from July to December and in the last week of January, when such allowance is payable for each of the months from January to June:

Provided that, the Competent Authority shall declare the Cost of Living Allowance payable in respect of the period from the date of fixation of the rate of minimum wages to the end of December or June, as the case may be, immediately after the said date with effect from which the minimum rates of wages are fixed.
