

V.O.CHIDAMBARANAR PORT TRUST
GENERAL ADMINISTRATION DEPARTMENT
INDUSTRIAL RELATIONS SECTION

Sub: Enhanced Minimum Wages after revision of Variable
Dearness Allowances with effect from 01.10.2017 -Action- reg.

A copy of Office Memorandum vide No. M.92(02)/2017-C1 dated 01.11.2017 regarding Enhanced Minimum Wages after revision of Variable Dearness Allowances (VDA) with effect from 01.10.2017 received from the Labour Enforcement Officer(Central), Tuticorin is enclosed for strict compliance.

2. As per the notification issued by the Deputy Chief Labour Commissioner (Central) of the region (Chennai) during April and October of every year on minimum wages of Scheduled employment, the following schedule are applicable to the Ports:

- (i) Loading & Unloading;
- (ii) Sweeping and Cleaning;
- (iii) Construction.

3. As Watchmen are being engaged under Un-Skilled Category, the wages are to be fixed as an Un-Skilled Category, which is coming under the Construction Industries shall be followed.

4. The Minimum wages being paid with effect from 01.04.2017 and the revised Minimum wages to be paid with effect from 01.10.2017, are one and the same and there is no change in the rates of wages. The Pre-revised rates and revised rates are the same, which are as follows:

(i) Construction:

Unskilled	=	Rs.359/- per day.
Semiskilled	=	Rs.420/- per day
Skilled	=	Rs.506/- per day
Highly Skilled	=	Rs.593/- per day

(ii) Loading & Unloading:

Unskilled = Rs.359/- per day.

(iii) Sweeping and Cleaning:

Unskilled = Rs.359/- per day. (C City)

Unskilled = Rs.536/- per day. (A City)

4. All the Heads of Department are therefore, requested that, the wages in respect of category of personnel working in the above said nature of work have to be enhanced with effect from 01.10.2017 as stipulated in Office Memorandum ibid issued by Deputy Chief Labour Commissioner (Central) of the region without fail.

Encl.: As above.


SECRETARY(Stat)

All Heads of Department/VOCPT.

Gen.Admn.Deptt.I.D.Note No. S-14/01/2017-IR/D. 3771

Dated:20.11.2017

Copy to: (i) Sr. Dy.Traffic Manager /CHD, VOCPT.
(ii) PA to Chairman/PA to Dy. Chairman.
(iii) Establishment -II /Coordination/General/
PRO sections of GAD.
(iv) Sr. DD/EDP Centre, VOCPT.

} By mail.

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F-1177



Secy. D. No. 1759

Date: 17-11-17



Secretary <secyvocport@gmail.com>

Revised MW rates wef 01.10.2017

1 message

Labour Enforcement Officer-TUT Central <leo.central.tuticorin@gmail.com>

Thu, Nov 16, 2017 at 1:24 PM

To: tangaraj@irel.co.in, secyvocport@gmail.com, hrm-mk@irel.gov.in, personnel@vvtipigments.com, mrsp@nfc.gov.in, SRE ENTP <sre.vvk.entp@gmail.com>, hr.ntpl@nclindia.com, Cme Vocpt <cmevocpt@gmail.com>, officepaotirunelveli@yahoo.co.in, psasical@psasical.co.in, personnel@tmbank.in, sro.tirunelveli@epfindia.gov.in, ceo.ntpl@nclindia.com, lnarayanan.p@kknpp.com, jabastin@techsunenergy.com, legaltvlbsnl@gmail.com, 8849_ndct_nlcl@gammonindia.com, Mpec Mundra <mpecmundra@gmail.com>, edacttn@gmail.com, rajsekarj bsnl <rajsekar.bsni@gmail.com>, Tuticorin Site <tuticorin@powermech.net>, "N.U.M. gomathinayagam" <numgomathi@gmail.com>, dilliganeshp@Intecc.com, egaltvlbsnl@gmail.com, photuticorin@gmail.com, ksubbanna@tut.hwb.gov.in, egrladmin@iigs.iigm.res.in, Poompuhar Tuticorin <pscttn@gmail.com>

Sir,

With reference to the above subject, I attached herewith a copy of the Dy CLC(C), Chennai letter No M.92(02)/2017-C1 dated 01.11.2017 regarding revised Minimum Rates of Wages wef 01.10.2017 for further circulation to your contractors please.

Yours faithfully,

.sd/-xx

(R SIVAKUMAR)

LABOUR ENFORCEMENT OFFICER (CENTRAL) I/C

TUTICORIN

Revised MW rated wef 01.10.2017.pdf
875K

Q
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Sept 11/17
17-11-2017



GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
OFFICE OF THE DEPUTY CHIEF LABOUR COMMISSIONER (CENTRAL)
SHASTRI BHAVAN, NO.26, HADDOWS ROAD, CHENNAI – 600 006
email : dclccennai@gmail.com - Phone: 044-28277241 FAX: 044-28277240

No.M. 92(02)/2017-C1

Date: 01.11.2017

To

MEMORANDUM

Sub: Revision of Variable Dearness Allowance and thus increase in Minimum Wages of Scheduled Employment in the Central Sphere establishment falling under Government of India with effect from **01.10.2017 -Reg.**

The Chief Labour Commissioner (Central), Government of India, Ministry of Labour and Employment, New Delhi had declared that there shall be no increase in Variable Dearness Allowance for the period of 01.10.2017 to 31.03.2018 due to decrease in the average Consumer Price Index for the period January, 2017 to June, 2017 for the workers employed in the

fields of Agriculture, Mines, Construction, Loading & Unloading operation in Good Shed, Parcel Offices of Railways, other Good Sheds, Godowns, Warehouses and Docks & Ports etc., Watch & Ward, Sweeping & Cleaning. The Minimum wages rates will be the same as it was during the period of **01.04.2017 to 30.09.2017**, in the establishments falling under Govt. of India. Thus the Minimum Wages including Variable Dearness Allowances applicable w.e.f. **01.10.2017** will be as follows:

(a) MINIMUM WAGES FOR EMPLOYMENT IN AGRICULTURE

Notification No.S.O.186 (E) dated 19th January, 2017 of the Ministry of Labour & Employment, Government of India declares that there shall be no increase in Variable Dearness Allowance for the period of 01.10.2017 to 31.03.2018 due to decrease in the Average Consumer Price Index for the period January, 2017 to June, 2017 for the workers employed in **AGRICULTURE** and the resulting Variable Dearness Allowance will be as it was during the period of 01.04.2017 to 30.09.2017.

Therefore, the Minimum Rates of Wages including the basic rates and Variable Dearness Allowance payable with effect from 01.10.2017 to the employees would be as under:-

[CLC(C)'s Order NO.1 / 13(1)/2017-LS-II DATED 06.10.2017]

CATEGORY OF WORKER	Rates of wages including V.D.A. (in Rs.) per day								
	'A' Area			'B' Area			'C' Area		
	Basic	DA	Total	Basic	DA	Total	Basic	DA	Total
Unskilled	333	8	341	303	8	311	300	8	308
Semiskilled/ Unskilled Supervisory	364	9	373	335	8	343	307	8	315
Skilled/Clerical	395	10	405	364	9	373	334	8	342
Highly skilled	438	11	449	407	10	417	364	9	373

AGRICULTURE

EXPLANATION: FOR THE PURPOSE OF THIS NOTIFICATION

- (a) Area "A" and Area "B" shall respectively comprise of all the places as specified in the Annexure to this Notification and include all places within a distance of fifteen kilometers from the periphery of Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place, and Area "C" shall comprise of all the other places not mentioned in the Annexure to which the Minimum Wages Act, 1948(11 of 1948) extends. The places added or upgraded from time to time by the Ministry of Finance for the purpose of Payment of House Rent allowance to Central Government Employees shall be taken to be added from such dated for the purpose of classification specified in the Annexure to this notification.

LABOUR LAWS

: 2:

- (b) Where in any area the minimum rates of wages fixed by this notification are lower than the minimum rates of wages fixed by the State Government for the employees of the aforesaid employments in relation to which the State Government is the appropriate Government, the rates of wages fixed by the State Government shall in respect of these areas, be deemed to be the minimum rates of wages payable under this notification.
- (c) (i) **"Unskilled"** means work which involves simple operations requiring little or no skill or experience on the job;
- (ii) **"Semi-skilled Work"** means work which involves some degree of skill or Competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and include unskilled supervisory work;
- (iii) **"Skilled Work"** means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocation institute and the performance or which call for initiative and judgment;
- (iv) **"Highly Skilled Work"** means work which calls for a degree of perfection and full competence in the performance of certain tasks including clerical work acquired through intensive technical or professional training or practical work experience for certain reasonable period and also required of an worker to assume full responsibility for the judgment or decision involved in the execution of the tasks;
- (d) The Minimum rates of wages include the wages for weekly day of rest;
- (e) The minimum rates of wages fixed by this notification are applicable to employees engaged by contractors also;
- (f) The minimum rates of wages payable to disabled employees shall be the same as payable to workers of the appropriate category;
- (g) The men, women and transgender employees shall get the same rates of wages for the same work or work of similar nature; and
- (h) Minimum Rates of wages and variable dearness allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948)

(b) **MINIMUM WAGES IN EMPLOYMENTS IN MINES VIZ. GYPSUM, BARYTES, BAUXITE, MANGANESE, CHINA CLAY, KYANITE, COPPER, CLAY, MAGNESITE, WHITE CLAY, STONE, STEATITE (INCLUDING THE MINES PRODUCING SOAP STONES AND TALC), OCHRE, ASBESTOS, FIRE CLAY, CHROMITE, QUARTZITE, QUARTZ, SILICA, GRAPHITE, FELSPER, LATERITE, DOLOMITE, RED OXIDE, WOLFRAM, IRON ORE, GRANITE, ROCK PHOSPHATE, HEMATITE, MARBLE AND CALCITE, URANIUM, MICA, LIGNITE, GRAVEL, SLATE AND MAGNETITE.**

Notification No.S.O.2413 (E) dated 28th July, 2017 of the Ministry of Labour & Employment for the scheduled employment of mines.

[CLC(C)'s Order F. NO.1/13(2)/2017-LS.II DATED 06.10.2017]

Category of worker	Rates of wages per day					
	Above Ground			Below Ground		
	BASIC	DA	TOTAL	BASIC	DA	TOTAL
Unskilled	350	9	359	437	11	448
Semiskilled/Unskilled Supervisory	437	11	448	523	13	536
Skilled/Clerical	523	13	536	610	15	625
Highly skilled	610	15	625	683	17	700

MINES

EXPLANATION: FOR THE PURPOSE OF THIS NOTIFICATION

- (a) The minimum rates of wages shall consist of all inclusive rates including the basic rates, the cost of living allowance, namely, special allowance and the cash value of the concessional supply, if any, essential commodities;
- (b) The minimum rates of wages includes the wages for weekly day of rest;
- (c) The minimum rates of wages shall apply to employees engaged by contractors also;
- (d) The minimum rates of wages for disabled persons shall be the same as payable to the workers of the appropriate category;

LABOUR LAWS

: 3:

- (e) (i) **"Unskilled"** means work which involves simple operations requiring little or no skill or experience on the job;
- (ii) **"Semi-skilled Work"** means work which involves some degree of skill or Competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and include unskilled supervisory work;
- (iii) **"Skilled Work"** means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocation institute and the performance or which call for initiative and judgment;
- (iv) **"Highly Skilled Work"** means work which calls for a degree of perfection and full competence in the performance of certain tasks including clerical work acquired through intensive technical or professional training or practical work experience for certain reasonable period and also required of an worker to assume full responsibility for the judgment or decision involved in the execution of the tasks;
- (f) A person working or employed in or in connection with a mine is said to be working or employed "below ground" if he is working or employed;
- (i) In a shaft which has been or in the course of being sunk; or
- (ii) In any excavation which extends below superjacent grounds, or
- (iii) In an open cast working in which the depth of the excavation measured from its highest to its lowest point exceeds six meters;
- (g) Where the existing rates of wages of any employee, based on contract or agreement or otherwise are higher than the rates notified, the higher rates shall be protected and treated as the minimum rates of wages for purpose of this notification;
- (h) Where in any area the minimum rates of wages fixed by this notification are lower than the minimum rates of wages fixed by the State Government for the employees of the aforesaid Employments in relation to which the State Government is the appropriate Government, the rates of wages fixed by the State Government shall in respect of these areas, be deemed to be the minimum rates of wages payable under this notification;
- (i) Men, women and transgender employees shall be entitled for the same rates for the same work or works of a similar nature; and
- (j) The minimum rates of wages and Variable Dearness Allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948)

(c) MINIMUM WAGES IN CONSTRUCTION OR MAINTENANCE OF ROADS, RUNWAYS OR IN BUILDING OPERATIONS INCLUDING LAYING DOWN UNDERGROUND ELECTRIC, WIRELESS, RADIO, TELEVISION, TELEPHONE, TELEGRAPH AND OVERSEAS COMMUNICATION CABLES AND SIMILAR OTHER UNDERGROUND CABLING WORK, ELECTRIC LINES, WATER SUPPLY LINES AND SEWERAGE PIPE LINES

Notification No.S.O.188 (E) dated 19th January, of the Ministry of Labour & Employment, Government of India declares that there shall be no increase in Variable Dearness Allowance for the period of 01.10.2017 to 31.03.2018 due to decrease in the Average Consumer Price Index for the period January, 2017 to June, 2017 for the workers employed in **CONSTRUCTION** and the resulting Variable Dearness Allowance will be as it was during the period of 01.04.2017 to 30.09.2017.

Therefore, the Minimum Rates of Wages including the basic rates and Variable Dearness Allowance payable with effect from 01.10.2017 to the employees would be as under:-

[CLC(C)'s Order NO. 1/13(3)/2017-LS.II DATED 06.10.2017]

CATEGORY OF WORKER	Rates of wages including V.D.A. (in Rs.) per day								
	'A' Area			'B' Area			'C' Area		
	Basic	DA	Total	Basic	DA	Total	Basic	DA	Total
Unskilled	523	13	536	437	11	448	350	9	359
Semiskilled/ Unskilled Supervisory	579	14	593	494	12	506	410	10	420
Skilled/Clerical	637	16	653	579	14	593	494	12	506
Highly skilled	693	17	710	637	16	653	579	14	593

LABOUR LAWS

CONSTRUCTION**EXPLANATION: FOR THE PURPOSE OF THIS NOTIFICATION**

- (a) Area "A" and Area "B" shall respectively comprise of all the places as specified in the Annexure to this Notification and include all places within a distance of fifteen kilometers from the periphery of Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place, and Area "C" shall comprise of all the other places not mentioned in the Annexure to which the Minimum Wages Act, 1948(11 of 1948) extends.
- (b) The places added or upgraded from time to time by the Ministry of Finance for the purpose of Payment of House Rent allowance to Central Government Employees shall be taken to be added from such dated for the purpose of classification specified in the Annexure to this notification.
- (c) Employees employed in the employments of construction or maintenance of roads or runways or building operation including laying down underground Electric, Wireless, Radio, Television, Telephone, Telegraph and over communication Cables and similar other under Cabling work, Electric lines, Water supply lines and sewerage lines in "C" class areas where the minimum rates of wages have been fixed on area-wise basis and where the Central Government has sanctioned payment of winter allowance or hill allowance or any other special allowance shall be paid in addition to the minimum rates of wages fixed by the notification, an amount equal to ten percent of the minimum rates of wages so fixed;
- Provided that ten percent extra wages shall be paid in places, which are at a highest of over 6,000 feet, above sea level
- (d) Workers employed on a high rise structures, that is, on or above thirty feet height, even for one hour in a day shall be paid twenty percent extra wages of the minimum wages so fixed for the appropriate category;
- (e) Workers employed on tunnel working shall be paid twenty percent extra of the minimum wages fixed under this notification for the appropriate category;
- (f) (i) **"Unskilled"** means work which involves simple operations requiring little or no skill or experience on the job;
- (ii) **"Semi-skilled Work"** means work which involves some degree of skill or Competence acquired through experience on the job and which is capable of being of being performed under the supervision or guidance of a skilled employee and include unskilled supervisory work;
- (iii) **"Skilled Work"** means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocation institute and the performance or which call for initiative and judgment;
- (iv) **"Highly Skilled Work"** means work which calls for a degree of perfection and full competence in the performance of certain tasks including clerical work acquired through intensive technical or professional training or practical work experience for certain reasonable period and also required of an worker to assume full responsibility for the judgment or decision involved in the execution of the tasks;
- (g) Where in any area the minimum rates of wages fixed by this notification are lower than the minimum rates of wages fixed by the State Government for employees of the aforesaid employments in relation to which the State Government is the appropriate Government, the rates of wages fixed by the State government shall in respect of these areas, be deemed to be the minimum rates pf wages payable under this notification.
- (h) The minimum rates of wages include the wages for weekly day rest;
- (i) The minimum rates of wages fixed by this notification are applicable to employees engaged by contractors also;
- (j) The minimum rates of wages payable to disabled employees shall be the same as payable to workers of the appropriate category;
- (k) Men, women and transgender employees shall be entitles for the same rates for the same work or work in similar nature; and
- (l) Minimum rates of wages and special allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948(11 of 1948).

(d) MINIMUM WAGES FOR EMPLOYMENT IN STONE MINES

Notification No.S.O. 189 (E) dated 19th January, 2017 of the Ministry of Labour & Employment, Government of India declares that there shall be no increase in Variable Dearness Allowance for the period of 01.10.2017 to 31.03.2018 due to a decrease in the Average Consumer Price Index for the period January, 2017 to June, 2017 for the workers employed in **STONE BREAKING & STONE CRUSHING** and the resulting Variable Dearness Allowance will be as it was during the period of 01.04.2017 to 30.09.2017.

Therefore, the Minimum Rates of Wages including the basic rates and Variable Dearness Allowance payable with effect from 01.10.2017 to the employees would be as under:-

[CLC(C)'s Order No. 1/13(4)/2017-LS.II DATED 06.10.2017]

Sl. No.	Category	Basic Wages	VDA	Total
1.	EXCAVATION & REMOVAL OF OVER BURDEN WITH 50 METRES LEAD/1.5 METERS LIFT.*			
(i)	Soft Soil	351	9	360
(ii)	Soft Soil with rock	531	13	544
(iii)	Rock	703	17	720
2	Removal and stacking of rejected stones with 50 meters lead 1.5 meters lift*.	283	7	290
3.	Stone breaking or stone crushing for the stone size of category:**			
(i)	1.0 inch to 1.5 inches	2171	53	2224
(ii)	Above 1.5 inches to 3.0 inches	1857	45	1902
(iii)	Above 3.0 inches to 5.0 inches	1088	27	1115
(iv)	Above 5.0 inches	893	22	915

*Per 2.831 cube meters (100 cubic feet)

** Per truck of 5.662 cubic meters (200 cft)

STONE MINES

EXPLANATION: FOR THE PURPOSE OF THIS NOTIFICATION

- 1 The basic minimum piece-rate of wages are inclusive of wages payable for the weekly day of rest;
- 2 The minimum rates of wages are applicable to employees engaged by contractors also;
- 3 Where the prevailing rates of wages of any employee, based on contract or agreement or otherwise are higher than the rates notified under the said Act, the higher rates shall be protected and treated as the minimum rates of wages for the purpose of this notification
- 4 The minimum guaranteed wages, i.e. the fallback wages for all piece rated employees shall be as specified under column (3) of the said Table against each category of work.
- 5 The employer shall not make any deductions whatsoever from the aforesaid piece-rate of wages on account of the cost of explosives, detonator, removal of soil, dewatering charges and similar other costs and the employer will supply material for blasting, drilling of holes and dewatering facilities;
- 6 The minimum rates of wages for disabled persons shall be the same as payable to the workers of the appropriate category;
- 7 Men, women and transgender employees shall get the same rates of wages for the same work or works of a similar nature; and
- 8 The minimum rates of wages and variable Dearness Allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948

LABOUR LAWS

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(e) MINIMUM WAGES IN EMPLOYMENT OF SWEEPING AND CLEANING EXCLUDING ACTIVITIES PROHIBITED UNDER THE EMPLOYMENT OF MANUAL SCAVENGERS AND CONSTRUCTION OF DRY LATRINES (PROHIBITION) ACT, 1993

Notification No.S.O. 190 (E) dated 19th January, 2017 of the Ministry of Labour & Employment, Government of India declares that there shall be no increase in Variable Dearness Allowance for the period of 01.10.2017 to 31.03.2018 due to a decrease in the Average Consumer Price Index for the period January, 2017 to June, 2017 for the workers employed in **Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993** and the resulting Variable Dearness Allowance will be as it was during the period of 01.04.2017 to 30.09.2017.

Therefore, the Minimum Rates of Wages including the basic rates and Variable Dearness Allowance payable with effect from 01.10.2017 to the employees would be as under:-

[CLC(C)'s Order NO. 1/13(5)/2017-LS.II DATED 06.10.2017]
Rates of wages including V.D.A. (In Rs.) per day

AREA								
'A'			'B'			'C'		
Basic	DA	Total	Basic	DA	Total	Basic	DA	Total
523	13	536	437	11	448	350	9	359

SWEEPING AND CLEANING

EXPLANATION: FOR THE PURPOSE OF THIS NOTIFICATION

- 1 Area "A" and Area "B" shall respectively comprise of all the places as specified in the Annexure to this Notification and include all places within a distance of fifteen kilometers from the periphery of Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place, and Area "C" shall comprise of all the other places not mentioned in the Annexure to which the Minimum Wages Act, 1948(11 of 1948) extends.
- 2 The places added or upgraded from time to time by the Ministry of Finance for the purpose of Payment of House Rent allowance to Central Government Employees shall be taken to be added from such dated for the purpose of classification specified in the Annexure to this notification.
- 3 Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages, applicable for the purpose of this notification to such employees;
- 4 The minimum rates of wages include the wages for weekly day of rest;
- 5 The minimum rates of wages are applicable to employees employed by contractors also;
- 6 The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- 7 The men, women and transgender employee shall get the same rates of wages for the same work or work of similar nature;
- 8 The minimum rates of wages and Variable Dearness Allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948);
- 9 Where in any area the minimum rates of wages fixed by this notification are lower than the minimum rates of wages fixed by the State Government for employees of the aforesaid employments in relation to which the State Government is the appropriate Government, the rates of wages fixed by the State government shall in respect of these areas, be deemed to be the minimum rates of wages payable under this notification.

LABOUR LAWS

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(g) MINIMUM WAGES FOR EMPLOYMENT OF WATCH AND WARD

Notification No.S.O. 191 (E) dated 19th January, 2017 of Ministry of Labour & Employment, Government of India declares that there shall be no increase in Variable Dearness Allowance for the period of 01.10.2017 to 31.03.2018 due to a decrease in the Average Consumer Price Index for the period January, 2017 to June, 2017 for the workers employed in **WATCH & WARD** and the resulting Variable Dearness Allowance will be as it was during the period of 01.04.2017 to 30.09.2017.

Therefore, the Minimum Rates of Wages including the basic rates and Variable Dearness Allowance payable with effect from 01.10.2017 to the employees would be as under:-

[CLC(C)'s Order NO. 1/13(6)/2017-LS.II DATED 06.10.2017]

CATEGORY OF WORKER	[WITHOUT ARMS]								
	Rates of wages including V.D.A. (in Rs.) per day								
	'A' Area			'B' Area			'C' Area		
	Basic	DA	Total	Basic	DA	Total	Basic	DA	Total
Skilled	637	16	653	579	14	593	494	12	506

CATEGORY OF WORKER	[WITH ARMS]								
	Rates of wages including V.D.A. (in Rs.) per day								
	'A' Area			'B' Area			'C' Area		
	Basic	DA	Total	Basic	DA	Total	Basic	DA	Total
Highly Skilled	693	17	710	637	16	653	579	14	593

WATCH AND WARD

EXPLANATION: FOR THE PURPOSE OF THIS NOTIFICATION

- (a) Area "A" and Area "B" as indicated in Annexure to this notification shall respectively comprise of all the places as specified in the said Annexure as such areas, and include all the places within a distance of fifteen kilometers from the periphery of Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place, and Area "C" shall comprise of all the other places not mentioned in the Annexure to which the Minimum Wages Act, 1948(11 of 1948) extends.
- (b) The places added or upgraded from time to time by the Ministry of Finance for the purpose of Payment of House Rent allowance to Central Government Employees shall be taken to be added from such dated for the purpose of classification specified in the Annexure to this notification.
- (c) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages, applicable for the purpose of this notification to such employees;
- (d) (i) "Skilled Work" means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocation institute and the performance of which calls for initiative and judgment;
(ii) "Highly Skilled Work" means work which calls for a degree of perfection and full competence in the performance of certain tasks including clerical work acquired through intensive technical or professional training or practical work experience for certain reasonable period and also required an worker to assume full responsibility for the judgment or decision involved in the execution of the tasks;
- (e) The minimum rates of wages include the wages for weekly day of rest;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men, women and transgender employee shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948);
- (j) Where in any area the minimum rates of wages fixed by this notification are lower than the minimum rates of wages fixed by the State Government for employees of the aforesaid employments in relation to which the State Government is the appropriate Government, the rates of wages fixed by the State government shall in respect of these areas, be deemed to be the minimum rates of wages payable under this notification.

LABOUR LAWS

(h) **MINIMUM WAGES IN LOADING AND UNLOADING IN (I) GOODS SHEDS, PARCEL OFFICES OF RAILWAYS, (II) OTHER GOODS SHEDS, GODOWNS, WAREHOUSES AND OTHER SIMILAR EMPLOYMENT; (III) DOCKS AND PORTS; AND (IV) PASSENGERS GOODS AND CARGO CARRIED OUT AT AIRPORTS (BOTH INTERNATIONAL AND DOMESTIC)**

Notification No. S.O. 192 (E) dated 19th January, 2017 of the Ministry of Labour & Employment, Government of India declares that there shall be no increase in Variable Dearness Allowance for the period of 01.10.2017 to 31.03.2018 due to a decrease in the Average Consumer Price Index for the period January, 2017 to June, 2017 for the workers employed in **LOADING & UNLOADING** and the resulting Variable Dearness Allowance will be as it was during the period of 01.04.2017 to 30.09.2017.

Therefore, the Minimum Rates of Wages including the basic rates and Variable Dearness Allowance payable with effect from 01.10.2017 to the employees would be as under:-

[CLC(C)'s Order NO. 1/13(7)/2017-LS.II DATED 06.10.2017]

Rates of wages including V.D.A. (in Rs.) per day								
AREA								
'A'			'B'			'C'		
Basic	DA	Total	Basic	DA	Total	Basic	DA	Total
523	13	536	437	11	448	350	9	359

LOADING AND UNLOADING

EXPLANATION: FOR THE PURPOSE OF THIS NOTIFICATION

- Area "A" and Area "B" as indicated in Annexure to this notification shall respectively comprise of all the places as specified in the said Annexure as such areas, and include all the places within a distance of fifteen kilometers from the periphery of Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place, and Area "C" shall comprise of all the other places not mentioned in the Annexure to which the Minimum Wages Act, 1948(11 of 1948) extends.
- The places added or upgraded from time to time by the Ministry of Finance for the purpose of Payment of House Rent allowance to Central Government Employees shall be taken to be added from such dated for the purpose of classification specified in the Annexure to this notification.
- Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages, applicable for the purpose of this notification to such employees;
- The minimum rates of wages include the wages for weekly day of rest;
- The minimum rates of wages are applicable to employees employed by contractors also;
- The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- The men, women and transgender employee shall get the same rates of wages for the same work or work of similar nature;
- The minimum rates of wages and Variable Dearness Allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948);

AREA - "A"

Ahmedabad (UA)	Bengaluru (UA)	Kolkata (UA)	Delhi (UA)	Greater Mumbai (UA)
Hyderabad (UA)	Kanpur (UA)	Lucknow (UA)	Chennai (UA)	Nagpur (UA)
Faridabad Complex	Ghaziabad	Gurgaon	Noida	Secundrabad
Navi Mumbai(UA)	Pune(UA)	Lucknow(UA)		

LABOUR LAWS

AREA - "B"

:9:

Agra (UA)	Ajmer	Aligarh	Allahabad (UA)	Amravati
Amritsar (UA)	Aurangabad (UA)	Bareilly (UA)	Bhavnagar	Bikaner
Bhopal	Bhubaneswar	Chandigarh (UA)	Coimbatore (UA)	Cuttack (UA)
Durgapur	Gorakpur	Guwahati City	Guntur	Gwalior (UA)
Indore (UA)	Hubli-Dharwad	Jabalpur (UA)	Jaipur (UA)	Jalandhar (UA)
Jamshedpur (UA)	Jodhpur	Kochi (UA)	Kolhapur (UA)	Kozhikode (UA)
Kota	Ludhiana	Madurai (UA)	Meerut (UA)	Moradabad (UA)
Mysore (UA)	Nasik (UA)	Vasai-Virar City	Patna (UA)	Raipur (UA)
Rajkot	Ranchi (UA)	Sholapur	Srinagar (UA)	Surat (UA)
Thiruvananthapuram (UA)	Vadodra (UA)	Varanasi (UA)	Vijayawada (UA)	Vishakapatnam (UA)
Warangal	Mangalore (UA)	Puducherry (UA)	Salem (UA)	Tiruppur (UA)
Tiruchirappalli (UA)	Asonol (UA)	Belgaum (UA)	Bhilwandi (UA)	Dhanbad (UA)
Dehradun (UA)	Jammu (UA)	Jalandhar Contl	Jamnagar (UA)	Durg-Bhilai Nagar (UA)
Bokaro Steel City(UA)	Erode(UA)	Firozabad	Goa	Greater Visakhapatnam
Gulbarga(UA)	Jhansi(UA)	Kannur (UA)	Kollam(UA)	Malappuram(UA)
Malegaon(UA)	Nanded Waghala	Nellore(UA)	Panchkula(UA)	Port Blair(UA)
Raurkela((UA)	Saharanpur	Sangli(UA)	Shillong	Siliguri(UA)
Thrissur(UA)	Ujjain			

AREA "C"

Area "C" will comprise all areas not mentioned in this list.

NB: U.A. stands for Urban Agglomeration.

The Inspecting Officers are advised to inform the same to the concerned Trade Unions and employers in your jurisdiction.

They shall ensure the implementation of the said orders.

(V SRINIVAS)

**DEPUTY CHIEF LABOUR COMMISSIONER [C]
CHENNAI**

Copy to:

- 1) The CLC(C), New Delhi, his office circular No. dated 17.03.2017.
- 2) Secretary Labour Government of Tamilnadu/Pudhucherry.
- 3) All Field Officers of Chennai Region.
- 4) Labour Commissioner, Government of Tamilnadu/Pudhucherry.
- 5) Chief Inspector of Factory, Government of Tamilnadu/Pudhucherry.
- 6) Director (HR) NLC Neyveli/NTPL., Tuticorin
- 7) GM Personal ONGC Chennai/Karaikal.
- 8) GM Personal IOCL/BPCL/HPCL/CPCL, Chennai
- 9) Chairman Chennai Port Trust/Ennore Port Trust/VOC Tuticorin
- 10) Directors, IG CAR/BHAVINI/NP CIL/MAPS, Kalpakkam
- 11) GM (Personal)/SAIL Salem/BHEL Trichy, Ranipet/Bharat Electronics Ltd, Chennai.
- 12) Indian Rare Earth Limited, Manavalakurichi
- 13) JIPMER, Pudhucherry.
- 14) CMD, TANMAG, Salem /TAMIN, Chennai
- 15) GM, Ramco Cements Pvt Ltd, Ariyalur.
- 16) GM, Ultra Tech Cement Pvt. Ltd., Ariyalur, Arakkonam
- 17) GM, JPR Cement Pvt Ltd, Ariyalur.
- 18) GM, Tamilnadu Cements Corporation Pvt Ltd, Ariyalur, Alangulam
- 19) GM, Chettinad Cement Pvt Ltd, Ariyalur.
- 20) GM, India Cement Pvt Ltd, Ariyalur/Sankari
- 21) DRM Southern Railway, Salem, Trichy, Madurai, Chennai
- 22) SE, CPWD, Madurai, Chennai
- 23) MD, Tamilnadu Trade Promotion Organization, Chennai.
- 24) Chairman, Madras Fertilizers Ltd.
- 25) RO, India Tourism Development Corporation Limited, Chennai.
- 26) Director, DGMS, Chennai.
- 27) CGM, BSNL Chennai Telephones & Tamilnadu Circle
- 28) AO, Department of Revenue, Rajaji Salai, Chennai.
- 29) NTPCL, Kudankulam
- 30) GM, SRCL, Salem, Dalmia Magnesite, Salem.
- 31) PSA/CITPL, Chennai
- 32) DP/CCTPL, Chennai
- 33) HWVP, Tuticorin
- 34) AAI, Chennai
- 35) XEN (Civil) Department of Post Commander in Chief Road, Egmore, Chennai-8
- 36) GE, OTA, Chennai
- 37) GE, Fort St George Chennai-3
- 38) GE, Airforce, Tambaram
- 39) GE, INS Rajali, Arakonam
- 40) ZO/RM, FCI, Chennai
- 41) RM, CWC, Chennai
- 42) GM, HVF/EF/OCF/OD/OF, Chennai

