

Clarifications re the minimum wage notification

1. The current minimum wage notification was brought as draft notification on May 5, 2007, (notification No: KEE 46 LMW 2006 dated 29th March 2007). This notification took the DA at 2703 points (DA for 1-4-2005 to 31-3-2006) for merger with the basic. However, the notification was not brought into effect for two years. Finally, in 2-3-2009, the notification was announced (notification No: KEE 46 LMW 2006 dated 2nd March 2009) and gazetted on 26th March 2009. The notification took the DA at 2703 points for merger with basic, as per the draft. It further took the DA neutralisation at 4 paise per point. The decision to raise the DA notification to 4 paise from 3 paise was taken at a meeting of the minimum wages committee on 16-10-2008, clearing giving the reason that this was a sector employing primarily women, and their difficulties for earning a living wage had to be taken into account.
2. Along with garments, the following other sectors were also taken up for minimum wage notification with draft notification issued in May 2007: Automobile engineering; printing press; oil mills; veneer; ceramics, stone ware and pottery works; ice factory and cold storage. In all the cases the notification took the DA at 2703 points for merger with basic. The fresh notification was also announced in these cases in March 2009, with DA at 2703 points for merger.
3. The new notification for garments was not implemented for a whole year. On 30-3-2010, a new notification was announced (No: KEE 69 LMW 2009 notification dated 30-3-2010), which was gazetted on 6-4-2010. In this notification the DA to be merged was taken from 3196 points (DA for 1-4-2007 to 31-3-2008). The reasoning for change in DA merger given was that of clerical error.
4. It should be stated here that the change in DA merger due to “typing error” was done only in the case of garments, while for all the other sectors (given under point 2) wherein notification was made along with garments in 2009, the DA merger continued from the originally mentioned 2703 points. This clearly shows that there was no clerical error in the notification for garments.
5. In all the period from the draft notification of May 5, 2007 to the revised notification and its being gazetted on 26th March 2009, the management at no point raised any objections. It was in 18th August 2009 that the Clothing Manufacturing Association sent a representation to the government stating that the minimum wage fixing was in error.
6. The issue of “typing error” was only brought up after the union complained to different garment manufacturers on non-implementation of the new minimum wages and demanded

immediate implementation in May 27th 2009. It was first discussed on 24-12-2009 in the minimum wage committee, with the suggestion of a clerical error from the management representatives. The long period from March to December 2009 (10 months) to discover a clerical error does further put doubt on the bona fides of this claim.

7. We need to add here that this is not the first time that the minimum wage notification has been retracted on grounds of error. In the previous minimum wage notification of 2001, the notification was first issued (KE 12 LMW 99 dated 15-6-2001) in June 2001, with minimum wage for unskilled workers as Rs.78 per day. The notification was withdrawn and reissued (as KE 54 LMW 2001) on 3-11-2001 with minimum wages for unskilled workers reduced to Rs.71.70 per day, giving the reason that there were errors in the earlier notification, without specifying what the errors were.

8. The minimum wage in the garment industry is substantially higher in other cities than in Bangalore.

Delhi: unskilled: Rs.203 per day.

Haryana unskilled: Rs.167 per day

Uttar Pradesh unskilled: Rs.152 per day

6. ಗಾರ್ಮೆಂಟ್ ಅಂಡ್ ಟೆಕ್ಸ್ಟೈಲ್ ವರ್ಕ್ಸ್ ಯೂನಿಯನ್ '2009 ರ ಮೇ ನಲ್ಲಿ ಹೊರಡಿಸಲಾದ ಆದೇಶವು ಜಾರಿಯಾಗಿಲ್ಲ. ಈ ಕೂಡಲೇ ಇದನ್ನು ಜಾರಿಮಾಡಬೇಕು' ಎಂದು ಒತ್ತಾಯಿಸಿ ದೂರು ನೀಡಿದಾಗ ಈ 'ಟೈಪ್ ಮಾಡುವಾಗ ಆದ ತಪ್ಪು' ಎಂಬ ವಿಷಯವು ಹೊರಬಂದಿತು. ಆಡಳಿತ ವರ್ಗದ ಪತಿನಿಧಿಗಳು 'ಇಲ್ಲಿ ತಪ್ಪಾಗಿದೆ' ಎಂದು ಹೇಳಿದ

ನಂತರ ದಿನಾಂಕ 24.12.2009 ರ ಕನಿಷ್ಠ ವೇತನ ಸಮಿತಿಯು ಸಭೆಯಲ್ಲಿ ಮೊದಲು ಚರ್ಚೆಯಾಗಿತ್ತು. ಟೈಪ್ ಮಾಡುವಾಗ ತಪ್ಪಾಗಿದೆ ಎಂದು ಕಂಡು ಹಿಡಿಯಲು ಮಾರ್ಚ್‌ನಿಂದ ಡಿಸೆಂಬರ್‌ವರೆಗಿನ 10 ತಿಂಗಳ ದೀರ್ಘ ಕಾಲ ಬೇಕಾಗಿತ್ತೇ ಎಂಬ ಅಂಶವೂ ಸಹ ಅನುಮಾನಗಳಿಗೆ ಎಡೆ ಮಾಡಿಕೊಡುತ್ತಿದೆ.

7. ಕನಿಷ್ಠ ವೇತನದ ಆದೇಶವು ಈ ರೀತಿ ಬದಲಾವಣೆಯಾಗುತ್ತಿರುವುದು ಇದೇ ಮೊದಲ ಸಾರಿಯಲ್ಲ ಎಂದು ನಾವು ಹೇಳಲೇಬೇಕಾಗಿದೆ. ಇದೇ ರೀತಿ 2011 ರಲ್ಲಿ ದಿನಕ್ಕೆ ರೂ. 78.ಎಂದು ನಿಗದಿಪಡಿಸಿ (ಏಇ 12 ಏಒಫ್ 99 ಜಚಿಣಜು 15-6-2001) ಆದೇಶ ಹೊರಡಿಸಿ, ನಂತರ ಅದನ್ನು ಹಿಂತೆಗೆದುಕೊಂಡು ಪುನಃ 71 ರೂ. (ಚಿ ಏಇ 54 ಏಒಫ್ 2001))ಎಂದು ಹೊಸ ಆದೇಶವನ್ನು ಹೊರಡಿಸಿತ್ತು.

8, ದೇಶದ ಇತರ ನಗರಗಳಲ್ಲಿ ಗಾರ್ಮೆಂಟ್ಸ್ ಉದ್ಯಮಕ್ಕೆ ನಿಗದಿ ಪಡಿಸಿರುವ ಕನಿಷ್ಠ ವೇತನವು ಬೆಂಗಳೂರಿಗಿಂತಲೂ ಬಹಳಷ್ಟು ಹೆಚ್ಚಾಗಿದೆ.

ದೆಹಲಿ : ಕುಶಲವಲ್ಲದ ಕಾರ್ಮಿಕರಿಗೆ ದಿನಕ್ಕೆ ರೂ. 203

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ಉತ್ತರ ಪ್ರದೇಶ: ಕುಶಲವಲ್ಲದ ಕಾರ್ಮಿಕರಿಗೆ ದಿನಕ್ಕೆ ರೂ. 152