

THE MINIMUM WAGE ACT

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THE MINIMUM WAGE ACT

ORDER
(under section 3)

THE NATIONAL MINIMUM WAGE (GARMENT-MAKING TRADE) ORDER, 1974

(Made by the Minister on the 10th day of May, 1974)

L.N. 339/75
Amdts.:
L.Nn. 208/85
Act 15/2014

[20th May, 1974.]

1. This Order may be cited as the National Minimum Wage Order (Garment-Making Trade) Order, 1974. Citation.

2. In this Order— Interpretation.

“casual worker” means a worker whose total period of employment in any week in any garment-making establishment does not exceed eighteen hours;

“garment-making establishment” means an establishment in which the garment-making trade is carried on whether exclusively or in addition to any trade or business;

“garment-making trade ” means the trade or business of making or manufacturing, altering or repairing garments, whether for profit or not;

“overtime work” means work done—

(a) during any period on a rest day;

(b) during any period on any public general holiday, Good Friday or Christmas Day;

(c) during any period in excess of forty hours in any week;

“rest day” means in relation to a worker such day of the week as may be excluded from single-time work in respect of such worker;

“single-time work” means work (not being done on any public general holiday, Good Friday or Christmas Day) done during any period not exceeding forty hours in any one week of seven standards days and shall not include work done on a rest day.

“standard day” means in relation to a worker, any day of a week which is not a rest day in respect of such worker;

“various categories of workers” means the various categories defined in Schedule B;

“wage” means wage received in money, exclusive of ancillary benefits;

“week” means the period commencing immediately after twelve o’clock midnight on each Saturday and ending at twelve o’clock midnight on the Saturday next following;

“worker” means a worker of any category specified in the first column of Schedule A and defined in Schedule B.

Schedules A
and B.

3.—(1) Subject to sub-paragraph (2) in respect of employment in the garment-making trade—

- (a) the minimum wage payable to a worker in any category specified in the first column of Schedule A in respect of single-time work done by him in any week shall be the sum specified in the second column of the aforesaid Schedule in respect of such worker:

Provided that a worker who fails to do single-time work for a period of forty hours in any week by reason of not presenting himself for work or absenting himself from the establishment without the permission of his employer or willfully refusing to work shall be paid such sum as is arrived at by dividing the sum specified in the said Schedule by forty and multiplying the result by the number of hours of single-time work done by him;

- (b) the minimum wage payable to a worker of any category specified in the first column of Schedule A in respect of any overtime work done by him in any week shall be such sum as is arrived at by dividing the sum specified in the second column of the said Schedule in respect of such worker by forty and multiplying the result thereof by twice the number of hours of overtime work done by such worker in the case of work done on any public general holiday, Good Friday or Christmas Day or by one and one-half times the number of such hours in any other case;

- (c) the minimum wage payable to a casual worker in respect of work done in any week shall be such sum as is arrived at by dividing the sum specified in the second column of Schedule A in respect of a worker similarly employed and multiplying the result thereof by one and one-third times.

(2) Where a worker is employed in more than one category by reason of the fact that the work at the garment-making establishment at which he works does not justify his employment on one particular task only, he shall be paid wage at the minimum rate fixed for the higher or highest of the categories in which he is employed.

4. Nothing in this Order shall be construed as preventing the payment of wage at a rate higher than the minimum rates specified herein.

SCHEDULE A

(Paragraph 2)

Minimum single-time rates per week of forty hours in garment-making establishments

CATEGORY OF WORKER	WAGE
Warehouse Foreman	\$110.00
Cutter	\$106.00
Spreader	\$ 91.00
Sewing Machine Operator	\$ 90.00
Sewing Machine Operator Trainee	\$ 85.00
Presser and Finisher	\$ 86.00
Storeman	\$ 90.00
Miscellaneous Worker	\$ 86.00
Mechanic	\$118.00
Mechanic Trainee	\$ 86.00
Maintenance Worker	\$ 93.00
Office Maid	\$ 85.00
Messenger	\$ 85.00

- (i) Miscellaneous Workers include: Floor Girls, Floor Helpers, Packers, Wrappers, Trimmers.
- (ii) The period of training for any trainee should not exceed twelve weeks.