

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

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

[L.N. 220/74]  
Amdt.  
L.N. 208/85]  
[20th May, 1974.)

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

2. In this Order—

“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 other 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 Sunday, public general holiday, Good Friday or Christmas Day;
- (c) during any period in excess of eight hours on any standard day;

“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 Sunday, public general holiday, Good Friday or Christmas Day) done during any period not exceeding—

- (a) eight hours on any standard day;
- (b) forty hours in any one week of five standard days and shall not include work done on a rest day;

“standard day” means in relation to a worker, any day of a week (excluding Sunday) 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*.

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 wilfully 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 Sunday, 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.

3. (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*

<u>Category of Worker</u>	<u>Wage</u>
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.

### SCHEDULE B

(Paragraph 3)

#### *DEFINITION OF THE VARIATION CATEGORIES OF WORKERS EMPLOYED IN THE GARMENT-MAKING TRADE*

**WAREHOUSE FOREMAN** A worker who exercises supervising authority over all the workers in a warehouse in addition to any other work which may be required of him.

**CUTTER** A worker who is primarily engaged in cutting garments by hand/machine.

**SPREADER** A worker whose primary duty is to spread cloth in layers on the cutting table for cutting.

**MACHINE OPERATOR** A worker whose primary duty is to operate a sewing machine for the making of garments or parts thereof.

**PRESSER/FINISHER** A worker who is primarily engaged in finishing a garment, viz, turning a seam; cutting threads, making loops; attach buttons, press-studs. etc.; or final pressing.

**STOREMAN** A worker primarily engaged in the handling and distribution of stores.

**MECHANIC** A worker who is in charge of the maintenance and repair of any or all of the equipment and machinery in the Factory.

**MAINTENANCE WORKER** A worker who assists generally in maintenance but is not responsible for the operation of mechanical or electrical Machinery.

**MAID** A worker primarily engaged in work of a domestic nature in the establishment And who may be required to run errands.

**MESSENGER** A worker who performs the duties of a messenger.