



ABSTRACT

Minimum Wages Act, 1948 (Central Act XI of 1948)-Revision of minimum rates of wages for Employment in Shops and Commercial Establishments - Preliminary Notification- Confirmation – Orders - Issued.

LABOUR AND EMPLOYMENT(JI) DEPARTMENT

G.O.(2D) No. 30

Dated: 29.5.2013

Read:-

1. G.O.(2D) No.5 Labour and Employment(JI) Department, dated 22.2.2005.
2. G.O.(2D) No.39 Labour and Employment(JI) Department, dated 25.5.2009.
3. From the Commissioner of Labour, Chennai-6, letter No. ௫3/51663/2008, dated 3.3.2010 and 25.5.2010.

ORDER:

1. In the Government Order first read above, the minimum rates of wages for the employment in Shops and Commercial Establishments were fixed under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948).

2. In the Government Order second read above, a Preliminary Notification containing proposals to revise further the minimum rates of wages for the employment in Shops and Commercial Establishments was issued and objection and suggestion were invited from the persons likely to be affected by such revision.

3. The Government, after examining the objections and suggestions with regard to the Preliminary Notification issued, have decided to confirm the preliminary Notification without any modification.

4. The appended Notification will accordingly be published in the Tamil Nadu Government Gazette, both in English and Tamil. The Works Manager, Government Central Press, Chennai-600 079 is requested to publish the notification and send five copies of the Gazette to the Government for reference and record. The Secretary to Government, Tamil Development and Information Department, Secretariat, Chennai-600 009 is requested to send the Tamil translation of the Notification to the Works Manager, Government Central Press, Chennai-600 079 for publication.

(By Order of the Governor)

Mohan Pyare,
Principal Secretary to Government.

To

The Works Manager, Government Central Press,
Chennai-600 079, (for publication in the Government Gazette) (2 Copies)

(He is requested to send 5 copies of the Notification to this Department for reference and record)

The Secretary to Government, Tamil Development and Information Department, Chennai-600 009. (2 copies)

The Commissioner of Labour, Chennai - 600 006. (5 copies)

The Director of Industrial Safety and Health, Chennai - 600 014. (5 Copies)

The Director of Industries and Commerce, Chennai -600 028.

Copy to:

All Collectors. (through the Commissioner of Labour, Chennai 600 006).

The Secretary to Government of India, Ministry of Labour, New Delhi.

The Director, Labour Bureau, Ministry of Labour, Government of India, SCO-28-31, Sector 17-A, Chandigarh-160 017.

The Secretary to Government of Andhra Pradesh, Labour Employment Training and Factories Department, Hyderabad.

The Secretary to Government of Karnataka, Labour Department, Bengaluru.

The Secretary to Government of Kerala, Labour Department, Trivandrum.

The Secretary to Government of Pondicherry, Labour Department, Pondicherry.

The Secretary (Labour) Administration of Union Territory of Lakshadweep, Kavarati Island-682 555.

The Employers' and Employees Association, through the Commissioner of Labour, Chennai-600 006 (25 copies)

The Regional Labour Commissioner, Sastri Bhavan, Chennai-600 006.

The Special Personal Assistant to Minister for Labour, Chennai-600 009.

The Private Secretary to Principal Secretary to Government, Labour and Employment Department, Chennai – 600 009.

The Law Department, Chennai - 600 009.

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// FORWARDED : BY ORDER //

SECTION OFFICER.

APPENDIX.**NOTIFICATION.**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and in supersession of the Labour and Employment Department Notification No.II(2)/LE/ 206/2005, published at pages 146 to 149 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 30th March 2005, the Governor of Tamil Nadu, after consultation with the Advisory Board, hereby revises the minimum rates of wages payable to the classes of employees in the employment in Shops and Commercial Establishments in the State of Tamil Nadu, specified in column (1) of the Schedule below as specified in the corresponding entries in column (2) thereof, the draft of the same having been previously published as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. This Notification shall come into force with effect on and from the date of its publication in the Tamil Nadu Government Gazette.

THE SCHEDULE.**EMPLOYMENT IN SHOPS AND COMMERCIAL ESTABLISHMENTS.**

<u>Classes of Employees.</u> (1)	<u>Minimum rates of basic wages per month.</u> (2)			
	<u>Zone-A</u> (1)	<u>Zone-B</u> (2)	<u>Zone-C</u> (3)	<u>Zone-D</u> (4)
	Rs. P.	Rs. P.	Rs. P.	Rs. P.
<u>I.GENERAL CATEGORIES:</u>				
(1)Manager (2)Sales Manager (3) Field Officer (4)Development Officer (5) Office Incharge	2921.00	2883.00	2844.00	2814.00

(6) Assistant Manager (7) Accountant (8) Supervisor (9) Sales Executive (10) Purchaser (11) Store-keeper (12) Agent (13) Sales Promotion Employees		2609.00	2570.00	2532.00	2494.00
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(14) Cashier (15) Clerk (16) Typist-cum- Clerk (17) Typist (18) Stenographer (19) Salesman (20) Sales Representative (21) Auction Bidder (22) Tradesman (23) Bill Writer	2578.00	2532.00	2487.00	2450.00
(24) Bill Collector (25) Booking Clerk (26) Bill clerk (27) Godown Keeper (28) Assistant Salesman (29) Godown incharge (30) Accounts Assistant (31) Receptionist (32) Lineman (33) Tally Clerk (34) Security Guard (35) Weighman (36) Driver	2540.00	2494.00	2450.00	2410.00
(37) Peon (38) Watchman (39) Shop Assistant (40) Helper (41) Packer (42) Attender (43) Delivery Boy (44) Messenger (45) Lift Operator (46) Shop Boy (47) Water Boy (48) Sweeper (49) Gardener (50) Scavenger	2494.00	2450.00	2402.00	2359.00
<u>II. SPECIAL CATEGORIES:</u>				
(1) <u>Chemist and Druggist Shop:</u>				
(a) Pharmacist (b) Chemist	2921.00	2883.00	2844.00	2814.00
(c) Compounder	2578.00	2532.00	2487.00	2450.00

(2) <u>Hair Dressing Saloon/ Beauty Parlour:-</u> (a) Hair Dresser } (b) Hair Cutter } (C)Beautician }	2609.00	2570.00	2532.00	2484.00
(3) <u>Photo Studios:</u> (a) Photographer } (b) Photo Artist }	2578.00	2532.00	2487.00	2450.00
(c) Assistant Photo Artist } (d) Assistant Photographer }	2540.00	2494.00	2450.00	2410.00
(4) <u>Service Shops (Watch/ Radio/Bicycle):</u> (a)Watch Mechanic } (b)Radio Mechanic/ Repairer } (c) Audio and Video Mechanic } Repairer }	2609.00	2570.00	2532.00	2494.00
(d) Bicycle Fitter	2494.00	2450.00	2402.00	2359.00
5. <u>Optical Shops:</u> (a) Optical Mechanic/ } Grinder/Purchaser } (b) Refractionary Man }	2609.00	2570.00	2532.00	2494.00
6.<u>Block Making and Rubber Stamp making:</u> (a) Engraver } (b) Block maker }	2609.00	2570.00	2532.00	2494.00
(c) Assistant Engraver	2540.00	2494.00	2450.00	2410.00
(d) Painter / Artist	2578.00	2532.00	2487.00	2450.00
(7) <u>Electrical Light and Sound Service Shop:</u> (a)Electrician/Wireman/ } Electrical Repairer. }	2578.00	2532.00	2487.00	2450.00
(b)Assistant Wireman } (c) Mike Operator }	2540.00	2494.00	2450.00	2410.00
(8) <u>Diagnostic Laboratory:</u> (a) Radiographer } (b) X-Ray Photographer } (c) Laboratory Technician/ } Analyst. }	2578.00	2532.00	2487.00	2450.00

<u>(9) Chit Funds and Co-operative Societies:</u>				
(a) Chief Accountant (b) Office Superintendent (c) Secretary (d) Auditor	2609.00	2570.00	2532.00	2494.00
(e) Personal Assistant (f) Junior Development Officer (g) Legal Assistant	2578.00	2532.00	2487.00	2450.00
<u>(10) Boarding and Lodges:</u>				
(a) Room Boy (b) Canvasser	2494.00	2450.00	2402.00	2359.00
(c) Mason (d) Plumber (e) Painter (f) Electrician	2578.00	2532.00	2487.00	2450.00
<u>(11) Furniture:</u>				
(a) Carpenter (b) Polisher (c) Rattan Worker	2609.00	2570.00	2532.00	2494.00
<u>(12) Miscellaneous Workers:</u>				
(a) Technician in Musical instrument Shop. (b) Umbrella Fitting, Sticking and Cutting in Umbrella Shop. (c) Polisher in Auto-Mobile Dealer Shop (d) Suit case/All kinds of Bags and Purse makers. (other than in leather)	2609.00	2570.00	2532.00	2494.00
(e) Operator in Petrol Bunks.	2494.00	2450.00	2402.00	2359.00
(f) Photo Frame Worker and Cutter	2578.00	2532.00	2487.00	2450.00
(g) Skilled Labour in Lift installing Establishments.	2609.00	2570.00	2532.00	2494.00
(h) Air Condition Plant Operator	2609.00	2570.00	2532.00	2494.00
(i) Fruit Juice and Lassi Makers in the shops	2540.00	2494.00	2450.00	2410.00
(j) Engraver in Steel and Aluminium Vessels shops	2578.00	2532.00	2487.00	2450.00
(k) Fire Wood Cutter in fire wood shop	2540.00	2494.00	2450.00	2410.00
(l) Tyre Grinder in Tyre resoling, retreading and tube vulcanising shops.	2578.00	2532.00	2487.00	2450.00

(m) Workers engaged in drying, storing, washing, measuring loading and unloading in Pandagasalai, Warehouse, Godown, Store Room and Hill Produce Merchant shops	2494.00	2450.00	2402.00	2359.00
(n) General Workers in all shops and Commercial Establishments other than in administration and clerical cadre and who are not covered in any of the above categories.	2494.00	2450.00	2402.00	2359.00

Explanations.- (1) Dearness Allowance.- In addition to the minimum rates of basic wages fixed above, the employees shall be paid dearness allowance as indicated below:-

- (i) The dearness allowance is linked to the Average Consumer Price Index of Chennai City for the year 2000, that is, 475 points (with base 1982=100) and for any further rise of every one point over and above 475 points, an increase of Rs.4.95 (Rupees four and paise ninety five only) per month shall be paid as dearness allowance;
- (ii) The dearness allowance shall be calculated every year on the 1st April on the basis of the average of the indices for the preceding 12 months, that is, from January to December; and
- (iii) The first calculation of the dearness allowance shall thus be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette based on the average Chennai City Consumer Price Index for the previous year, that is, from January to December.

(2)The classification of Zones, shall be as follows:-

- (i) Zone-A: All Corporations and Special Grade Municipalities,
- (ii) Zone-B: All Municipalities other than Special Grade Municipalities.
- (iii) Zone-C: All Townships, Town Panchayats and Contonments.
- (iv) Zone-D: All places other than those mentioned in Zones-A, B and C.

(3) Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.

(4) To arrive at daily rates of wages, the monthly wages shall be divided by 26.

(5) Wherever the existing wages are higher than the minimum wages fixed herein such higher wages shall be continued to be paid.

**Mohan Pyare,
Principal Secretary to Government**

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Section Officer.