



## ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the employment in construction or maintenance of roads or in building operations - Preliminary Notification – Confirmation - Orders – Issued.

### LABOUR AND EMPLOYMENT (J 1) DEPARTMENT

G.O.(2D) No.100

Dated: 19.11.2018

விளம்பி, கார்த்திகை 3,  
திருவள்ளூர் ஆண்டு 2049.

Read:-

- 1) G.O. (2D) No.27, Labour and Employment (J1) Department, dated 18.06.2014.
- 2) G.O. (2D) No.21, Labour and Employment (J1) Department, dated 15.02.2018.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z1/35276/2017, dated 18.09.2018.

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### ORDER :

In the Government Order first read above, the minimum rates of wages for the Employment in construction or maintenance of roads or in building operations were revised 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 was issued in order to revise further the minimum rates of wages for the above said employment.

3. The Commissioner of Labour in his letter third read above, has stated that objections and suggestions were received from the persons likely to be affected by such revision and which were placed in the Minimum Wages (State) Advisory Board and was decided to confirm the said Preliminary Notification without any modification. Hence, the Commissioner of Labour has requested the Government to confirm the above said Preliminary Notification.

4. The Government have now decided to confirm the orders issued in the said Preliminary Notification.

5. 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 and the Commissioner of Labour, Chennai-600 006 for reference and record. The Director, Tamil Development and Information (Translation) 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.

(BY ORDER OF THE GOVERNOR)

SUNIL PALIWAL  
PRINCIPAL SECRETARY TO GOVERNMENT.

To

The Works Manager, Government Central Press, Chennai-600 079 (for publication in the Tamil Nadu Government Gazette).

The Director, Tamil Development and Information (Translation) Department, Chennai-600 009.

The Commissioner of Labour, Chennai - 600 006.

The Director of Industrial Safety and Health, Chennai - 600 032.

The Director of Industries and Commerce, Chennai -600 032.

Copy to:

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

The Secretary to Government of India, Ministry of Labour and Employment, New Delhi- 110 001.

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

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

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

The Senior Personal Assistant to the Hon'ble Minister for Labour, Chennai-600 009.

The Law (L&E-Sty.) Department, Chennai -600 009.

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

The Labour and Employment (OP-II) Department, Chennai – 600 009.

Clean copy to file (C.No.18369/J1/2018).

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//FORWARDED BY ORDER//

Un. Singh  
SECTION OFFICER 26.11.2018

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26/11/18

**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/420/2014, published at pages 479 to 482 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 16th July 2014, 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 construction or maintenance of roads or in building operations in the State of Tamil Nadu specified in column (2) of the Schedule below, as specified in the corresponding entries in column (3) thereof, the draft of the same having been previously published as required by 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 the construction or maintenance of roads or in building operations.**

<b><u>Serial Number.</u></b>	<b><u>Classes of employees.</u></b>	<b><u>Minimum rates of basic wages per day.</u></b>		
		<b>(3)</b>		
<b>(1)</b>	<b>(2)</b>	<b>ZONE - A</b>	<b>ZONE - B</b>	<b>ZONE - C</b>
		<b>(Rs.P.)</b>	<b>(Rs.P.)</b>	<b>(Rs.P.)</b>
(1)	Stone Cutter or Stone Breaker or Stone Crusher Class - I Class - II	502.00 486.00	493.00 480.50	474.00 469.50
(2)	Mason or Brick Layer Class - I Class - II	504.00 493.00	502.00 486.00	480.50 474.00
(3)	Carpenter Class - I Class - II	504.00 493.00	502.00 486.00	480.50 474.00
(4)	Painter or Varnisher Class - I Class - II	486.00 474.00	480.50 469.50	469.50 456.50
(5)	Fitter including bar bendings Class - I Class - II	486.00 474.00	480.50 469.50	469.50 456.50
(6)	Plumber for road pipe work Class - I Class - II	486.00 474.00	480.50 469.50	469.50 456.50

(7)	Electrician / Lab Technician Class - I Class - II	502.00 486.00	493.00 480.50	474.00 469.50
(8)	Mechanic Class - I Class - II	502.00 486.00	493.00 480.50	474.00 469.50
(9)	Well Sinker (i) Deep Well Sinker (ii) Ordinary Well Sinker	516.50 486.00	504.00 480.50	493.00 474.00
(10)	Welder	504.00	502.00	480.50
(11)	Head Mazdoor	374.50	371.00	366.00
(12)	Mazdoor Class - I Class - II	366.00 358.50	362.00 355.00	357.00 350.00
(13)	Spray Man or Mixer Man (Road Surfacing)/ Patching plant Operator	461.00	454.00	449.50
(14)	Wooden or Stone Packer	461.00	454.00	449.50
(15)	Well Diver for removing Silt Class - I Class - II	486.00 474.00	480.50 469.50	474.00 463.00
(16)	Hammerman	465.00	461.00	454.00
(17)	Thatcher	456.50	451.50	445.00
(18)	Maistry/Supervisor	516.50	504.00	493.00
(19)	Blacksmith Class - I Class - II	504.00 493.00	502.00 486.00	480.50 474.00
(20)	Sawer	493.00	486.00	474.00
(21)	Caulker	465.00	461.00	454.00
(22)	Mixer (Including concrete Mixer Operator)	480.50	474.00	463.00
(23)	Pump Operator			
(24)	Mixer Driver			
(25)	Lorry Driver	493.00	480.50	474.00
(26)	Lorry Cleaner	465.00	461.00	454.00
(27)	Roller Driver/Wheel Load Operator	493.00	480.50	474.00
(28)	Gumastha (Clerk or Time Keeper) /Store Keeper	474.00	469.50	463.00
(29)	Kalasis or Serang engaged in heavy engineering construction like heavy machinery bridge work etc. Class - I Class - II	516.50 504.00	504.00 502.00	493.00 480.50

(30)	Picothaman			
(31)	Watchman / Helper	451.50	445.00	440.00
(32)	Mosaic Polisher	451.50	445.00	440.00
(33)	JCB Operator	504.00	502.00	480.50
		529.00	516.50	505.50

**Explanations.-** (1) Composition of Zones are as follows:-

**Zone - A :** All Corporations and Hill Stations as detailed below, including works lying in the reserve forest areas and five kilometre belt areas.

**Hill Stations**

- (1) The Nilgiris Plateau.
- (2) Valparai sub-taluk of Coimbatore district.
- (2) The Sheveroys.
- (3) Kodaikanal.
- (4) Peermedu.
- (5) Sangalteri in the Kalakkad reserve of Nanguneri range in Tirunelveli district.
- (6) Mudaliaroothu in the Srivilliputhur reserve of Srivilliputhur range in Virudhunagar district.
- (7) Gudalur taluk in the Nilgiris district.
- (8) Javadi Hills and Elagiri Hills in the Vellore district.

**Zone - B :** All Grades of Municipalities.

**Zone - C :** All Other areas not covered under Zones "A" and "B".

(2) Classification of employees into class-I and class-II is based on physical capacity, skill, efficiency and out turn of work.

(3) In case of piece rated workers, their daily total earning for 8 hours of work shall not be less than the daily rates of wages revised for that category of employees. In computing the above rates, a day's work is deemed to comprise of 8 working hours. If the employee is employed for less than 8 hours, wages have to be calculated proportionately.

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

- (i) The dearness allowance is linked to the average Chennai City Consumer Price Index number for the year 2010, that is 161 points (with base 2001 = 100) and for every raise of one point over and above 161 points an increase of Rs.2.17 (Two rupees and seventeen paise only) per day shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated every year on the first April on the basis of the average Consumer Price indices of the preceding twelve months, that is from January to December.

- (iii) The first calculation 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 Number for the previous year.
- (2) Where the nature of work is the same, no distinction in the payment of wages shall be made as between men and women employees.
- (3) To arrive at monthly rates of wages, the daily rates of wages shall be multiplied by 30.
- (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same higher wages shall be continued to be paid.

SUNIL PALIWAL  
PRINCIPAL SECRETARY TO GOVERNMENT.

//TRUE COPY//

  
26. 4. 2018.  
SECTION OFFICER

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26/4/18