



## ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the employment in Food Processing Industry - Preliminary Notification – Confirmation – Orders - Issued.

## LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.33

Dated: 06.06.2019.

விகாரி, வைகாசி 23,  
திருவள்ளூர் ஆண்டு 2050.

Read:-

1. G.O.(2D) No.31, Labour and Employment (JI) Department, dated 01.07.2014.
2. G.O.(2D) No.70, Labour and Employment (JI) Department, dated 10.07.2018.
3. From the Commissioner of Labour, Chennai -600 006, Letter No.Z2/8783/2018, dated. 16.04.2019.

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## ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Food processing Industry 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 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 each 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 direct 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 Private Secretary to Principal Secretary to Government,  
Labour and Employment Department, Chennai - 600 009.

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

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

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//FORWARDED BY ORDER//

On. 7.6.2019.  
SECTION OFFICER

J. P. 7/6/19

**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/478/2014, published at pages 534 to 537 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 13th August 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 Food Processing industry in the State of Tamil Nadu, as specified in column (2) of the Schedule below, as specified in the corresponding entries in columns (3) and (4) 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 Food Processing Industry.**

<b><u>Serial Number.</u></b>	<b><u>Classes of Employees.</u></b>	<b><u>Minimum rates of basic wages</u></b>	
		<b><u>Zone - A</u></b>	<b><u>Zone - B</u></b>
(1)	(2)	<b>(Rupees Paise) (per month) (3)</b>	<b>(Rupees Paise) (per month) (4)</b>
<b><u>I. COMMON CATEGORIES:</u></b>			
(1)	Manager	7171.00	7044.00
(2)	Chemist	6295.00	6214.00
(3)	Supervisor	6214.00	6132.00
(4)	Accountant		
(5)	Cashier		
(6)	Clerk	6119.00	6050.00
(7)	Collection Clerk		
(8)	Typist		
(9)	Sales Incharge		
(10)	Storekeeper		
(11)	Booking / Delivery Clerk	6060.00	5990.00
(12)	Sales Assistant / Bill Clerk		
(13)	Driver		

(14)	Office Boy / Delivery Boy	}	5863.00	5803.00
(15)	Security Guard / Watchman			
(16)	Sweeper / Scavenger			

Serial Number (1)	Classes of Employees (2)	Minimum rates of basic wages			
		Zone - A (3)		Zone - B (4)	
		Daily rated (a)	Monthly rated (b)	Daily rated (a)	Monthly rated (b)
		(Rs. P.)	(Rs. P.)	(Rs. P.)	(Rs. P.)
<b>II. SPECIAL CATEGORIES :</b>					
<b>A. Pickles and Masala Powder Manufacture:</b>					
(1)	Cutter	232.00	6059.00	228.00	5998.00
(2)	Mixer				
(3)	Powdering and Mixing				
(4)	Helper	226.00	5860.00	223.00	5816.00
(5)	Cleaner				
(6)	Packer				
<b>B. Fruit Jam and Pulp Manufacture:</b>					
(1)	Mechanic	258.00	6727.00	254.00	6604.00
(2)	Generator Operator	232.00	6059.00	229.50	5998.00
(3)	Boiler Operator				
(4)	Scamer Operator				
(5)	Mixer / Cutter				
(6)	Cleaner	224.50	5879.00	223.00	5816.00
(7)	Sorter				
(8)	Helper				
(9)	Loading and Unloading				
<b>C. Ice Cream Manufacture:</b>					
(1)	Mix Room Operator	258.00	6727.00	254.00	6604.00
(2)	Freezer Operator				
(3)	Mechanic				
(4)	Electrician	239.50	6242.00	236.00	6150.00
(5)	Carpenter				
(6)	Tinker				

(7)	Cold Room Boy	}	232.00	6059.00	228.00	5998.00
(8)	Cleaning Room Boy					
(9)	Helper		224.50	5879.00	223.00	5816.00
<b>D. Vermicelly Manufacture:</b>						
(1)	Foreman		239.50	6242.00	236.00	6150.00
(2)	Packer	}	224.50	5879.00	223.00	5816.00
(3)	General Worker					
<b>E. Coconut Products Manufacture:</b>						
(1)	Machine Operator		258.00	6727.00	254.00	6604.00
(2)	Peeler	}	239.50	6242.00	236.00	6150.00
(3)	Cracker					
(4)	General Worker		224.50	5879.00	223.00	5816.00
<b>F. Groundnut Cakes Manufacture:</b>						
(1)	Cutter	}	232.00	6059.00	228.00	5998.00
(2)	Master					
(3)	Packer		224.50	5879.00	223.00	5816.00
<b>G. Milk Gova Manufacture:</b>						
(1)	Gova Maker		258.00	6727.00	254.00	6604.00
(2)	Packer		224.50	5879.00	223.00	5816.00
<b>H. Sweets and Snacks Manufacture:</b>						
(1)	Sweet Master		258.00	6727.00	254.00	6604.00
(2)	Purchaser	}	239.50	6242.00	236.00	6150.00
(3)	Production Assistant					
(4)	Packer		231.00	6059.00	228.00	5998.00
(5)	Cleaner		224.50	5879.00	223.00	5816.00

**Explanations.- (1) Classification of Zones.-** Zones A and B shall comprise of the following areas:-

- (1) Zone A : All Municipal Corporations.
- (2) Zone B : All areas other than the areas of Municipal Corporations.

**(2) 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 Chennai City Consumer Price Index 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.36.00 (Rupees thirty six only) per month shall be paid as dearness allowance.

- (ii) The dearness allowance shall be calculated on the first April of every year on the basis of the average of the indices for the preceding twelve months, that is from January to December.
- (iii) The first calculation shall 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.
- (3) (i) To arrive at the daily rate of wages, the monthly rate of wages shall be divided by 26.
- (ii) To arrive at the monthly rate of wages, the daily rate of wages shall be multiplied by 30.
- (4) Where the nature of work is the same, no distinction in the payment of wages shall be made in the case of male and female employees.
- (5) Wherever the existing wages are higher than the minimum wages fixed herein, the existing wages shall be continued to be paid.

SUNIL PALIWAL  
PRINCIPAL SECRETARY TO GOVERNMENT

//TRUE COPY//

On. 20/11/2019.  
SECTION OFFICER

J. S. S.  
7/6/19