



**ABSTRACT**

TN 0707 dt: 23.11.22  
11C22/LWSD/894/22

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

**LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT**

G.O.(2D) No.93

Date: 01.11.2022

சுபகிருது வருடம், ஐப்பசி-15  
திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O.(2D) No.66, Labour and Employment (J1) Department, dated 02.07.2018.
2. G.O.(D) No.166, Labour Welfare and Skill Development (J1) Department, dated 08.04.2022.
3. From the Commissioner of Labour (I/c), Chennai – 600 006, Letter No.௮௪3/29052/2021, dated 15.09.2022.

**ORDER:**

In the Government Order first read above, the minimum rates of wages for the employment in Sea 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 published in order to further revise the minimum rates of wages for the above said employment.

3. The Commissioner of Labour (I/c) in his letter third read above, has stated that no objections and suggestions were received from the persons likely to be affected by such revision and 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, without any modification.

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 – 600 001 is requested to publish the Notification and send each five copies of the Gazette to the Government and to the Commissioner of Labour, Chennai – 600 006 for reference and record.

[P.T.O.]

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 – 600 001.

(BY ORDER OF THE GOVERNOR)

**Md. NASIMUDDIN**  
**ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

To  
 The Works Manager, Government Central Press,  
 Chennai – 600 001 (for publication in the Government Gazette).  
 The Director, Tamil Development and Information (Translation) Department,  
 Chennai – 600 009.  
 The Commissioner of Labour (I/c), Chennai – 600 006.  
 The Director of Industrial Safety and Health, Chennai – 600 032.

**Copy to:**

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 (I/C), Chennai – 600 006)  
 The Regional Labour Commissioner, Shastri Bhavan, Chennai – 600 006.  
 The Senior Personal Assistant to the Hon'ble Minister for  
 Labour Welfare and Skill Development, Chennai – 600 009.  
 The Senior Private Secretary to the Additional Chief Secretary to Government,  
 Labour Welfare and Skill Development Department, Chennai – 600 009.  
 The Labour Welfare and Skill Development (OP-II) Department,  
 Chennai – 600 009.  
 The Law (LW&SD/Scrutiny) Department, Chennai – 600 009.  
 Stock file / Spare copy.  
 Clean copy to file (C.No.efile/827/J1/2022).

//FORWARDED BY ORDER //

Un. *[Signature]*  
 03.11.22.  
**SECTION OFFICER.**  
*[Signature]*  
 03.11.22

**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/674/2018, published at pages 717 – 718 of Part II–Section 2 of the Tamil Nadu Government Gazette, dated the 1st August 2018, 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 Sea Food Processing Industry 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 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 Sea Food Processing Industry.**

| Classes of Employees                    |  | Minimum rates<br>of basic wages<br>(per mensem)<br>(Rs.) |
|---|--|--|
| (1)                                     | (2)  |  |
| <b>A. <u>Administrative Staff.</u>–</b> |  |  |
| 1                                       | Manager.   | 8442.00  |
| 2                                       | Assistant Manager.                                       | 7097.00  |
| 3                                       | Cashier.   |  |
| 4                                       | Accountant.  | 6689.00  |
| 5                                       | Assistant / clerk.                                       | 6558.00  |
| 6                                       | Typist.  | 6419.00  |
| 7                                       | Driver.  |  |
| 8                                       | Office Boy / Peon.                                       | 6150.00  |
| 9                                       | Watchman.  | 6291.00  |
| <b>B. <u>Factory Workers:</u></b>       |  |  |
| 1                                       | Engineer.  | 9785.00  |
| 2                                       | Production In-charge.                                    | 8442.00  |
| 3                                       | Production Supervisor.                                   | 7636.00  |
| 4                                       | Supervisors (Plant / Processing / Purchase/<br>Packing). | 7636.00  |
| 5                                       | Assistant Supervisors.                                   | 7097.00  |
| 6                                       | Plant Operator.  | 7636.00  |
| 7                                       | Technologist.  | 7636.00  |

|    |   |         |
|----|---|---------|
| 8  | Electrician.                                      | 7097.00 |
| 9  | Mechanic.   | 7097.00 |
| 10 | Processing Worker.                                | 6827.00 |
| 11 | Peeling Worker.                                   | 6687.00 |
| 12 | Grading Worker.                                   | 6687.00 |
| 13 | Packer.   | 6419.00 |
| 14 | Processing Assistant.                             | 6419.00 |
| 15 | Workers engaged in Washing / setting.             | 6419.00 |
| 16 | Helpers (all categories).                         | 6419.00 |
| 17 | Workers engaged in loading / unloading operation. | 6150.00 |
| 18 | Workers not covered by any of the above category. | 6419.00 |

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

- (i) The dearness allowance shall be linked to the Average Consumer Price Index Number for Chennai City 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.38.19 (Rupees thirty eight and paise nineteen 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 consumer price indices of 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 Consumer Price Index of the previous year.
- (2) Where the nature of work is the same, no distinction in the payment of wages shall be made in the case of men and women employees.
  - (3) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.
  - (4) Wherever the existing wages are higher than the minimum wages fixed herein, such existing wages shall be continued to be paid.

**Md. NASIMUDDIN**  
**ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

//TRUE COPY//

Un. *Amid*  
03.11.2022  
**SECTION OFFICER.**  
*But*  
03.11.22