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ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) – Fixation of minimum rates of wages for the employment in Domestic Work - Orders – Issued.

LABOUR AND EMPLOYMENT (J 1) DEPARTMENT

G.O.(2D) No.72

Dated: 18.07.2018

விளம்பி, ஆடி 2,
திருவள்ளூர் ஆண்டு 2049.

Read:-

1. G.O.(Ms) No.222, Labour and Employment (J2) Department, dated 17.11.2016.
2. From the Commissioner of Labour, Letter No.Z1/44558/2015, dated 17.01.2018 and 25.05.2018.

ORDER:

In the Government Order first read above, a Committee was appointed under the Chairmanship of the Deputy Commissioner of Labour, Coimbatore for fixation of minimum rates of wages for the employment in Domestic Work. The said Committee conducted various meetings with the employers and employees and submitted a report to the Commissioner of Labour.

2) The Commissioner of Labour in his letter second read above, has sent the report of the said committee along with his recommendations to the Government for the fixation of minimum rates of wages for the employment in Domestic Work.

3) The Government carefully examined the report of the said committee with the recommendations of the Commissioner of Labour in detail and accept the proposal of the Commissioner of Labour and decided to fix the minimum rates of wages for the employment in Domestic Work.

4) The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette Extraordinary both in English and Tamil. The Works Manager, Government Central Press, Chennai-600 079 is requested to send five copies of Gazette Notification to the Government and to the Commissioner of Labour for reference and record purpose. 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)

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

To

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

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, 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 Personal Assistant 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.

Clean copy to file C.No.1905/J1/2018.

Stock file/ Spare copy.

//FORWARDED BY ORDER//

On. 18.07.2018.
SECTION OFFICER
S.W.H.
18/7/18

APPENDIX.
NOTIFICATION.

In exercise of the powers conferred by clause (a) 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), the Governor of Tamil Nadu, after considering the advice of the Committee, appointed under clause (a) of sub-section (1) of section 5 of the said Act, hereby fixes the minimum rates of basic wages payable to the classes of employees employed in the Employment in Domestic Work in the State of Tamil Nadu specified in column (1) of the Schedule below as specified in the corresponding entries in column (2) thereof:-

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

THE SCHEDULE.
EMPLOYMENT IN DOMESTIC WORK.

<u>Classification of category of Employees.</u> (1)	<u>Minimum rates of Basic Wages.</u> (2)			
	<u>Per Hour</u> (Rs.)	<u>Monthly Wages (one hour per day)</u> (Rs.)	<u>Monthly Wages (8 hours per day)</u> (Rs.)	<u>Live in Workers</u> (Rs.) (per month)
<u>Zone-A</u>				
<u>I Corporation Areas</u>				
(1) <u>Skilled:</u>				
Home Nurse (acquired necessary educational qualification or training)	39	1170	8051	8856
(2) <u>Semi skilled:</u>				
(a) Cooking	38	1140	7823	8605
(b) Gardener				
(c) Cooking and one or more tasks included in unskilled category				

(3) Unskilled:				
(a) Washing Clothes				
(b) Washing Utensils				
(c) Sweeping and Mopping the floor				
(d) Child care/taking children to school and back				
(e) Aged care/care of the sick /care of differently abled	37	1110	7595	8355
(f) Cooking assistance				
(g) Other Miscellaneous domestic works				
(h) Doing more than one tasks included in unskilled category				
Zone - B				
II Municipal Areas				
(1) Skilled :				
Home Nurse (acquired necessary educational qualification or training)	35	1050	7246	7971
(2) Semi skilled:				
(a) Cooking				
(b) Gardener				
(c) Cooking and one or more tasks included in unskilled category	34	1020	7041	7745
(3) Unskilled :				
(a) Washing Clothes				
(b) Washing Utensils				
(c) Sweeping and Mopping the floor				
(d) Child care/taking children to school and back				
(e) Aged care/care of the sick/care of differently abled	33	990	6836	7520
(f) Cooking assistance				
(g) Other Miscellaneous domestic works				
(h) Doing more than one tasks included in unskilled category				

III. Other Areas				
(1) Skilled:				
Home Nurse (acquired necessary educational qualification or training)	33	990	6843	7527
(2) Semi skilled:				
(a) Cooking	32	960	6650	7315
(b) Gardener				
(c) Cooking and one or more tasks included in unskilled category				
(3) Unskilled:				
(a) Washing Clothes	31	930	6456	7102
(b) Washing Utensils				
(c) Sweeping and Mopping the floor				
(d) Child care/taking children to school and back				
(e) Aged care/care of the sick/care of differently abled				
(f) Cooking assistance				
(g) Other Miscellaneous domestic works				
(h) Doing more than one tasks included in unskilled category				

Explanations.-

- (1) The Classification of Zones shall be as follows:-
 - Zone-A : Shall include all Corporations.
 - Zone-B : Shall include all Municipalities.
 - Zone-C : Shall include all places other than those in Zones A and B.

- (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 2015, that is 248 points (with base year 2001=100) and for every raise of one point over and above 248 points, an increase of Rs.26.00 (Rupees twenty six only) per month shall be paid as dearness allowance.

- (ii) The dearness allowance shall be calculated on the 1st April of every year on the basis of the average of the indices for the preceding 12 (twelve) months, namely from January to December.
- (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 Extraordinary, based on the average of Chennai City Consumer Price Index Number for the previous year.

To arrive at daily wages, the monthly wages shall be divided by 26.

To arrive at hourly rate of wages, the daily rate of wages shall be divided by 8.

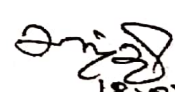
To arrive at monthly rate of wages for 1 hour per day, the hourly rate of wages shall be multiplied by 30.

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

Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

//TRUE COPY//

On. 
18-07-2018
SECTION OFFICER
En. h
18/7/18