



ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for Employment in Hosiery Manufactory and Knitwear Manufactory - Preliminary Notification - Confirmation - Orders - Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(2D)No :2

Dated:18.02.2025

குரோதி வருடம், மாசி - 6
திருவள்ளூர் ஆண்டு 2056

Read:

1. G.O.(2D) No.5, Labour and Employment (J1) Department, dated 27.01.2016.
2. G.O.(2D) No.11, Labour and Employment (J1) Department, dated 06.02.2018.
3. G.O.(D) No.57, Labour Welfare and Skill Development (J1) Department, dated 31.01.2024.
4. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.Z3/ 396/ 2024, dated:09.07.2024 and 13.09.2024.

ORDER:-

In the Government Order first read above, the minimum rates of wages for the employment in Employment in Hosiery Manufactory and Knitwear Manufactory were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948).

2. In the Government Order second read above, an amendment has been issued to the Confirmation Notification issued with the Government Order first read above by including Knitwear Manufactory. The Government have now proposed to revise the minimum rates of wages further for the above said employments.

3. In the Government Order third read above, a Preliminary Notification was published in order to further revise the minimum rates of wages for the above said employment.

4. The Principal Secretary / Commissioner of Labour in his letter fourth 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 with some modification. Hence, the Principal Secretary / Commissioner of Labour has requested the Government to confirm the above said Preliminary Notification with some modification.

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5. The Government have now decided to confirm the orders issued in the said Preliminary Notification, with some modification.

6. 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 – 600006 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-600 001.

(BY ORDER OF THE GOVERNOR)

**K. VEERA RAGHAVA RAO,
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 Principal Secretary / Commissioner of Labour, 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 Principal Secretary / Commissioner of Labour, Chennai - 600 006).
The Regional Labour Commissioner, Shastri Bhavan, Chennai - 600 006.
The Senior Personal Assistant to the Hon'ble Minister
(Labour Welfare and Skill Development), Chennai - 600 009.
The Senior Private Secretary to the Secretary to Government,
Labour Welfare and Skill Development Department, Chennai – 600 009.
The Law (Labour Welfare and Skill Development -Sty.) Department,
Chennai - 600 009.
The Labour Welfare and Skill Development (OP-II) Department, Chennai – 600 009.
Stock file/ Spare copy. Clean copy to file (C.No.758/J1/2024).

//FORWARDED BY ORDER//

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18/12/2024
SECTION OFFICER
18/12/2024

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/120/2016, published at page 127 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 17th February 2016, read with amendment to Extraordinary Notification No. II(2)/LE/116(f)/2018 published at pages 1 - 2 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 06th February 2018, the Governor of Tamil Nadu, after consultation with the Advisory Board, hereby revises the minimum rates of basic wages for the classes of work, payable to the classes of employees in the Employment in Hosiery Manufactory and Knitwear Manufactory 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 Hosiery Manufactory and Knitwear Manufactory**

| Sl. No. | Classes of Employees | Minimum rates of Basic Wages per month (Rs. P) |
|---------|------------------------------|--|
| (1) | (2) | (3) |
| 1. | Cutting | 8098 |
| 2. | Tailoring | 8098 |
| 3. | Ironing | 8098 |
| 4. | Packing | 8098 |
| 5. | Fabrication | 8098 |
| 6. | Checking | 5434 |
| 7. | Labelling | 4990 |
| 8. | Hand folding | 4768 |
| 9. | Damage | 4635 |
| 10. | Fold and tie like Assistance | 4546 |

Dearness Allowance: In addition to the minimum rates of basic wage 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 2012, that is, 196 points (with base year 2001 = 100) and for every rise of one point over and above 196 points, an increase of

Rs.23.19 (Rupees twenty three and Nineteen paise 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, namely, 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 of Chennai City Consumer Price Index Number for the previous year.
- (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 the daily wages, the monthly wages shall be divided by 26.
- (5) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

K. VEERA RAGHAVA RAO,
SECRETARY TO GOVERNMENT

//TRUE COPY//

P. S. 18/2/25
SECTION OFFICER

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18/2/2025