



ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the employment in Shops and Commercial Establishments - Preliminary Notification - Confirmation - Orders - Issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No. 14

Dated: 05.03.2019.

விளம்பி, மாசி 21,

திருவள்ளூர் ஆண்டு 2050.

Read:

- 1) G.O. (2D) No.30, Labour and Employment (J1) Department, dated 29.05.2013.
- 2) G.O. (2D) No.6, Labour and Employment (J1) Department, dated 25.01.2018.
- 3) From the Commissioner of Labour, Chennai-600 006, Letter No.Z1/20474/2017, dated 18.09.2018.

ORDER :

In the Government Order first read above, the minimum rates of wages for the Employment in Shops and Commercial Establishments 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.

[P.T.O]

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 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.18368/J1/2018).
Stock file/ Spare copy.

//FORWARDED BY ORDER//

Un. Amia
5-3-2019.
SECTION OFFICER.

S. Han
5/3/19

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/472/2013 published at pages 467 to 469 of Part II- Section 2 of the Tamil Nadu Government Gazette, dated the 10th July 2013, 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 Shops and Commercial Establishments 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 Shops and Commercial Establishments.

<u>Classes of Employees.</u> (1)	<u>Minimum rates of basic wages per month.</u> (2)			
	<u>Zone-A</u> (1)	<u>Zone-B</u> (2)	<u>Zone-C</u> (3)	<u>Zone-D</u> (4)
	(Rs.P.)	(Rs.P.)	(Rs.P.)	(Rs.P.)
<u>I. GENERAL CATEGORIES:</u>				
(1) Manager				
(2) Sales Manager				
(3) Field Officer	5960.00	5910.00	5858.00	5818.00
(4) Development Officer				
(5) Office Incharge				
(6) Assistant Manager				
(7) Accountant				
(8) Supervisor				
(9) Sales Executive				
(10) Purchaser	5548.00	5496.00	5446.00	5396.00
(11) Store Keeper				
(12) Agent				
13) Sales Promotion Employees				

(14) Cashier				
(15) Clerk				
(16) Typist-cum-Clerk				
(17) Typist				
(18) Stenographer	5507.00	5446.00	5387.00	5338.00
(19) Salesman				
(20) Sales Representative				
(21) Auction Bidder				
(22) Tradesman				
(23) Bill Writer				
(24) Bill Collector				
(25) Booking Clerk				
(26) Bill Clerk				
(27) Godown Keeper				
(28) Assistant Salesman				
(29) Godown Incharge				
(30) Accounts Assistant	5457.00	5396.00	5338.00	5285.00
(31) Receptionist				
(32) Lineman				
(33) Tally Clerk				
(34) Security Guard				
(35) Weighman				
(36) Driver				
(37) Peon				
(38) Watchman				
(39) Shop Assistant				
(40) Helper				
(41) Packer				
(42) Attender				
(43) Delivery Boy	5396.00	5338.00	5275.00	5218.00
(44) Messenger				
(45) Lift Operator				
(46) Shop Boy				
(47) Water Boy				
(48) Sweeper				
(49) Gardener				
(50) Scavenger				
II. SPECIAL CATEGORIES:				
(1) Chemist and Druggist Shop:				
(a) Pharmacist	5960.00	5910.00	5858.00	5818.00
(b) Chemist				
(c) Compounder	5507.00	5446.00	5387.00	5338.00

(2) <u>Hair Dressing Saloon / Beauty Parlour:</u>				
(a) Hair Dresser	5548.00	5496.00	5446.00	5383.00
(b) Hair Cutter				
(c) Beautician				
(3) <u>Photo Studios:</u>				
(a) Photographer	5507.00	5446.00	5387.00	5338.00
(b) Photo Artist				
(c) Assistant Photo Artist	5457.00	5396.00	5338.00	5285.00
(d) Assistant Photographer				
(4) <u>Service Shops (Watch / Radio / Bicycle):</u>				
(a) Watch Mechanic	5548.00	5496.00	5446.00	5396.00
(b) Radio Mechanic / Repairer				
(c) Audio and Video Mechanic / Repairer				
(d) Bicycle Fitter	5396.00	5338.00	5275.00	5218.00
(5) <u>Optical Shops:</u>				
(a) Optical Mechanic / Grinder / Purchaser	5548.00	5496.00	5446.00	5396.00
(b) Refractionary Man				
(6) <u>Block Making and Rubber Stamp Making:</u>				
(a) Engraver	5548.00	5496.00	5446.00	5396.00
(b) Block Maker				
(c) Assistant Engraver	5457.00	5396.00	5338.00	5285.00
(d) Painter / Artist	5507.00	5446.00	5387.00	5338.00
(7) <u>Electrical Light and Sound Services Shop:</u>				
(a) Electrician / Wireman / Electrical Repairer.	5507.00	5446.00	5387.00	5338.00
(b) Assistant Wireman	5457.00	5396.00	5338.00	5285.00
(c) Mike Operator				

(8) Diagnostic Laboratory:				
(a) Radiographer				
(b) X-Ray Photographer				
(c) Laboratory Technician/ Analyst	5507.00	5446.00	5387.00	5338.00
(9) Chit Funds and Co-operative Societies:				
(a) Chief Accountant				
(b) Office Superintendent				
(c) Secretary	5548.00	5496.00	5446.00	5396.00
(d) Auditor				
(e) Personal Assistant				
(f) Junior Development Officer	5507.00	5446.00	5387.00	5338.00
(g) Legal Assistant				
(10) Boarding and Lodges:				
(a) Room Boy	5396.00	5338.00	5275.00	5218.00
(b) Canvassar				
(c) Mason				
(d) Plumber				
(e) Painter	5507.00	5446.00	5387.00	5338.00
(f) Electrician				
(11) Furniture:				
(a) Carpenter				
(b) Polisher	5548.00	5496.00	5446.00	5396.00
(c) Rattan Worker				
(12) Miscellaneous Workers:				
(a) Technician in Musical Instrument Shop.				
(b) Umbrella Fitting, Stitching and Cutting in Umbrella Shop.				
(c) Polisher in Automobile Dealer Shop.	5548.00	5496.00	5446.00	5396.00
(d) Suitcase / All Kinds of Bags and Purse makers (other than in leather)				
(e) Operator in Petrol Bunks.	5396.00	5338.00	5275.00	5218.00

(f) Photo Frame Worker and Cutter.	5507.00	5446.00	5387.00	5338.00
(g) Skilled Labour in Lift Installing Establishments	5548.00	5496.00	5446.00	5396.00
(h) Air Condition Plant Operator	5548.00	5496.00	5446.00	5396.00
(i) Fruit Juice and Lassi Makers in the Shops.	5457.00	5396.00	5338.00	5285.00
(j) Engraver in Steel and Aluminium Vessels Shops.	5507.00	5446.00	5387.00	5338.00
(k) Fire Wood Cutter in Fire Wood Shop	5457.00	5396.00	5338.00	5285.00
(l) Tyre Grinder in Tyre Resoling, Retreading and Tube Vulcanizing Shops	5507.00	5446.00	5387.00	5338.00
(m) Workers engaged in Drying, Storing, Washing, Measuring, Loading and Unloading in Pandagasalai, Warehouse, Godown, Store Room and Hill Produce Merchant Shops	5396.00	5338.00	5275.00	5218.00
(n) General Workers in all Shops and Commercial Establishments other than in Administration and Clerical Cadre and who are not covered in any of the above categories	5396.00	5338.00	5275.00	5218.00

Explanations.- (1) 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 Consumer Price Index of Chennai City for the year 2010, that is 161 points (with base 2001=100) and for any further raise of every one point over and above 161 points, an increase of Rs.32.40 (Rupees thirty two and paise forty only) per month 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 of the indices for the preceding 12 months, that is, from January to December; and
- (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 based on the average Chennai City Consumer Price Index for the previous year, that is from January to December.

(2) The classification of zones shall be as follows:-

- (i) Zone – A : All Corporations and Special Grade Municipalities.
(ii) Zone – B: All Municipalities other than Special Grade Municipalities.
(iii) Zone – C : All Townships, Town Panchayats and Contonments.
(iv) Zone – D : All places other than those mentioned in Zones A, B and C.

(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 daily rates of wages, the monthly wages shall be divided by 26.

(5) Wherever the existing wages are higher than the minimum wages fixed herein, such higher wages shall be continued to be paid.

SUNIL PALIWAL,
PRINCIPAL SECRETARY TO GOVERNMENT.

//TRUE COPY//

Un. Amia
5-3-2019
SECTION OFFICER.

J. h
5/3/19