



ABSTRACT

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

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(2D) No.65

Dated:20.08.2024

குரோதி வருடம், ஆவணி - 4

திருவள்ளூர் ஆண்டு-2055.

Read:

1. G.O.(2D) No.14, Labour and Employment (J1) Department, dated 05.03.2019.
2. G.O.(D) No.343, Labour Welfare and Skill Development (J1) Department, dated 07.07.2022.
3. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.Z3/10011/2022, dated 01.08.2023.

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 published in order to revise the minimum rates of wages further for the above said employment.

3. The Principal Secretary / Commissioner of Labour 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. 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 Employer's and Employee's 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
(Labour Welfare and Skill Development), Chennai - 600 009.
The Senior Principal Private Secretary to the Secretary to Government,
Labour Welfare and Skill Development Department, Chennai - 600 009.
The Law (LW&SD-Sty.) Department, Chennai - 600 009.
The Labour Welfare and Skill Development (OP-II) Department, Chennai - 600 009.
Clean copy to file (C.No.5654/J1/2023).
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//FORWARDED BY ORDER//

W. Raghava Rao
20/09/24
SECTION OFFICER

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/205(m)/2019 published at pages 1-6 of Part II Section 2 of the Tamil Nadu Government Gazette, dated the 5th March 2019, 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.

| Classes of Employees. (1) | Minimum rates of basic wages (per month) (2) | | | |
|----------------------------------|---|--------------------------|--------------------------|--------------------------|
| | Zone-A (1) (Rs.P.) | Zone-B (2) (Rs.P.) | Zone-C (3) (Rs.P.) | Zone-D (4) (Rs.P.) |
| I.GENERAL CATEGORIES: | | | | |
| (1) Manager. | 7390.00 | 7328.00 | 7264.00 | 7214.00 |
| (2) Sales Manager. | | | | |
| (3) Field Officer. | | | | |
| (4) Development Officer. | | | | |
| (5) Office Incharge. | | | | |
| (6) Assistant Manager. | 6880.00 | 6815.00 | 6753.00 | 6691.00 |
| (7) Accountant. | | | | |
| (8) Supervisor. | | | | |
| (9) Sales Executive. | | | | |
| (10) Purchaser. | | | | |
| (11) Store Keeper. | | | | |
| (12) Agent. | | | | |
| (13) Sales Promotion Employees. | | | | |

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|----------------------------|---------|---------|---------|---------|
| (14) Cashier. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (15) Clerk. | | | | |
| (16) Typist-cum-Clerk. | | | | |
| (17) Typist. | | | | |
| (18) Stenographer. | | | | |
| (19) Salesman. | | | | |
| (20) Sales Representative. | | | | |
| (21) Auction Bidder. | | | | |
| (22) Tradesman. | | | | |
| (23) Bill Writer. | | | | |
| (24) Bill Collector. | 6767.00 | 6691.00 | 6619.00 | 6553.00 |
| (25) Booking Clerk. | | | | |
| (26) Bill Clerk. | | | | |
| (27) Godown Keeper. | | | | |
| (28) Assistant Salesman. | | | | |
| (29) Godown Incharge. | | | | |
| (30) Accounts Assistant. | | | | |
| (31) Receptionist. | | | | |
| (32) Lineman. | | | | |
| (33) Tally Clerk. | | | | |
| (34) Security Guard. | | | | |
| (35) Weighman. | | | | |
| (36) Driver. | | | | |
| (37) Peon. | 6691.00 | 6619.00 | 6541.00 | 6470.00 |
| (38) Watchman. | | | | |
| (39) Shop Assistant. | | | | |
| (40) Helper. | | | | |
| (41) Packer. | | | | |
| (42) Attender. | | | | |
| (43) Delivery Boy. | | | | |
| (44) Messenger. | | | | |
| (45) Lift Operator. | | | | |
| (46) Shop Boy. | | | | |
| (47) Water Boy. | | | | |
| (48) Sweeper. | | | | |
| (49) Gardener. | | | | |
| (50) Scavenger. | | | | |

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| II. SPECIAL CATEGORIES: | | | | |
| (1) Chemist and Druggist Shop: | | | | |
| (a) Pharmacist. | 7390.00 | 7328.00 | 7264.00 | 7214.00 |
| (b) Chemist. | | | | |
| (c) Compounder. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (2) Hair Dressing Saloon / Beauty Parlour: | | | | |
| (a) Hair Dresser. | 6880.00 | 6815.00 | 6753.00 | 6675.00 |
| (b) Hair Cutter. | | | | |
| (c) Beautician. | | | | |
| (3) Photo Studios: | | | | |
| (a) Photographer. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (b) Photo Artist. | | | | |
| (c) Assistant Photo Artist. | 6767.00 | 6691.00 | 6619.00 | 6553.00 |
| (d) Assistant Photographer. | | | | |
| (4) Service Shops (Watch / Radio / Bicycle): | | | | |
| (a) Watch Mechanic. | 6880.00 | 6815.00 | 6753.00 | 6691.00 |
| (b) Radio Mechanic / Repairer. | | | | |
| (c) Audio & Video Mechanic / Repairer. | | | | |
| (d) Bicycle Fitter. | 6691.00 | 6619.00 | 6541.00 | 6470.00 |
| (5) Optical Shops: | | | | |
| (a) Optical Mechanic / Grinder / Purchaser. | 6880.00 | 6815.00 | 6753.00 | 6691.00 |
| (b) Refractionary Man | | | | |
| (6) Block Making and Rubber Stamp Making: | | | | |
| (a) Engraver. | 6880.00 | 6815.00 | 6753.00 | 6691.00 |
| (b) Block Maker. | | | | |
| (c) Assistant Engraver. | 6767.00 | 6691.00 | 6619.00 | 6553.00 |
| (d) Painter / Artist. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (7) Electrical Light and Sound Services Shop: | | | | |
| (a) Electrician / Wireman / Electrical Repairer. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (b) Assistant Wireman. | | | | |
| (c) Mike Operator. | | | | |
| | 6767.00 | 6691.00 | 6619.00 | 6553.00 |

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| (8) Diagnostic Laboratory: | | | | |
| (a) Radiographer. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (b) X-Ray Photographer. | | | | |
| (c) Laboratory Technician / Analyst. | | | | |
| (9) Chit Funds and Co-operative Societies: | | | | |
| (a) Chief Accountant. | 6880.00 | 6815.00 | 6753.00 | 6691.00 |
| (b) Office Superintendent. | | | | |
| (c) Secretary. | | | | |
| (d) Auditor. | | | | |
| (e) Personal Assistant. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (f) Junior Development Officer. | | | | |
| (g) Legal Assistant. | | | | |
| (10) Boarding and Lodges: | | | | |
| (a) Room Boy. | 6691.00 | 6619.00 | 6541.00 | 6470.00 |
| (b) Canvassar. | | | | |
| (c) Mason. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (d) Plumber. | | | | |
| (e) Painter. | | | | |
| (f) Electrician. | | | | |
| (11) Furniture: | | | | |
| (a) Carpenter. | 6880.00 | 6815.00 | 6753.00 | 6691.00 |
| (b) Polisher. | | | | |
| (c) Rattan Worker. | | | | |
| (12) Miscellaneous Workers: | | | | |
| (a) Technician in Musical Instrument Shop. | 6880.00 | 6815.00 | 6753.00 | 6691.00 |
| (b) Umbrella Fitting, Stitching and Cutting in Umbrella Shop. | | | | |
| (c) Polisher in Automobile Dealer Shop. | | | | |
| (d) Suitcase / All Kinds of Bags and Purse makers (other than in leather). | | | | |
| (e) Operator in Petrol Bunks. | 6691.00 | 6619.00 | 6541.00 | 6470.00 |

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|--|---------|---------|---------|---------|
| (f) Photo Frame Worker and Cutter. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (g) Skilled Labour in Lift Installing Establishments. | 6880.00 | 6815.00 | 6753.00 | 6691.00 |
| (h) Air Condition Plant Operator. | 6880.00 | 6815.00 | 6753.00 | 6691.00 |
| (i) Fruit Juice and Lassi Makers in the Shops. | 6767.00 | 6691.00 | 6619.00 | 6553.00 |
| (j) Engraver in Steel and Aluminium Vessels Shops. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (k) Fire Wood Cutter in Fire Wood Shop. | 6767.00 | 6691.00 | 6619.00 | 6553.00 |
| (l) Tyre Grinder in Tyre Resoling, Retreading and Tube Vulcanizing Shops. | 6829.00 | 6753.00 | 6680.00 | 6619.00 |
| (m) Workers engaged in Drying, Storing, Washing, Measuring, Loading and Unloading in Pandagasalai, Warehouse, Godown, Store Room and Hill Produce Merchant Shops. | 6691.00 | 6619.00 | 6541.00 | 6470.00 |
| (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. | 6691.00 | 6619.00 | 6541.00 | 6470.00 |

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.40.18 (Rupees forty and paise eighteen 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 consumer price 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 Cantonments.
- (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.

K. VEERA RAGHAVA RAO
SECRETARY TO GOVERNMENT

//TRUE COPY//

W. S. Srinivasan
20/8/24
SECTION OFFICER