

NOTIFICATIONS BY GOVERNMENT

BACKWARD CLASSES, MOST BACKWARD CLASSES
AND MINORITIES WELFARE DEPARTMENT**Amendment to the Ulema Pension (Tamil Nadu)
Scheme, 1981.**

[G.O. Ms. No. 46, Backward Classes, Most Backward Classes
and Minorities Welfare (S1), 15th June 2022, ஆணி 01,
சுபகிருது, திருவள்ளூர் ஆண்டு- 2053.]

No.II(2)/BCMBCMW/532/2022.

AMENDMENT

In the Ulema Pension (Tamil Nadu) Scheme, 1981 under
Rule 5, the following proviso shall be substituted, namely:-

"Provided that the requirement of age is reduced from
50 years to 40 years and the requirement of qualifying
service from 20 years to 10 years in case of Differently
Abled persons for sanction of Ulema Pension.

A. KARTHIK,
Principal Secretary to Government.

HIGHER EDUCATION DEPARTMENT

**Nomination of Syndicate Member of Bharathiar University
Coimbatore under the Bharathiar University Act.**

[G.O. (D). No. 163, Higher Education (H2), 15th June 2022,
ஆணி 01, சுபகிருது, திருவள்ளூர் ஆண்டு- 2053.]

No.II(2)/HE/533/2022.—Under clause 3 of 'Class-II-Other
Members', of Section 24 (b) of the Bharathiar University
Act, 1981 the Governor-Chancellor, hereby nominates
Dr. F.X. Lovelina Little Flower, Professor & Head, Department
of Social Work, Bharathiar University, Coimbatore as a
member to the Syndicate of Bharathiar University, Coimbatore
for a period of three years with effect from 27-05-2022.

D. KARTHIKEYAN,
Principal Secretary to Government.

LABOUR WELFARE AND SKILL DEVELOPMENT
DEPARTMENT**Notifications under the Minimum Wages Act.****Revision of Minimum Rates of Wages for Employment in
Cotton Ginning and Pressing and Employment in Cotton
Waste under the Act**

[G.O. (2D). No. 39, Labour Welfare and Skill Development
(J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர்
ஆண்டு-2053.]

No.II(2)/LWSD/534/2022.—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/16/2018,
published at pages 15 and 16 of Part II-Section 2 of the

Tamil Nadu Government Gazette, dated the 3rd January
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 cotton ginning and pressing and Employment in cotton
waste 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. The 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 cotton Ginning and Pressing and
Employment in cotton waste.**

| Serial Number. | Classes of Employees. | Minimum rates of basic wages. |
|--------------------------|--|-------------------------------|
| (1) | (2) | (3) |
| I. Highly Skilled | | |
| (1) | Carpenter | ₹ 301.00 per day |
| (2) | Electrician | |
| (3) | Mechanic | |
| (4) | Willow Driver | |
| (5) | Press Driver | |
| (6) | Gin Driver | |
| II. Skilled | | |
| (1) | Box Man | ₹ 285.00 per day |
| (2) | Press Fitter/General Fitter/Gin Fitter | |
| (3) | Maistry | |
| (4) | Marker | ₹ 284.00 per day |
| (5) | Valve Man | |
| (6) | Oiler | |
| (7) | Reverter | ₹ 281.50 per day |
| (8) | Weigher | |
| (9) | Roller Coverer | |
| III. Semi-Skilled | | |
| (1) | Lasker (Helper) | ₹ 285.00 per day |
| (2) | Bale Stitcher | ₹ 281.50 per day |
| (3) | Gin Feeder | ₹ 279.00 per day |
| (4) | Key Opener | ₹ 281.50 per day |
| (5) | Ginning and Pressing Mazdoors | ₹ 277.00 per day |
| IV. Unskilled | | |
| (1) | Bag Carrier | ₹ 286.50 per day |
| (2) | Borah Filler | ₹ 284.00 per day |

| Serial Number. | Classes of Employees. | Minimum rates of basic wages. |
|-------------------------|--------------------------------------|-------------------------------|
| (1) | (2) | (3) |
| (3) | Borah Roller | ₹ 279.00 per day |
| (4) | Bundler | ₹ 275.00 per day |
| (5) | Cotton Picking | ₹ 273.00 per day |
| (6) | Cotton Cleaning Beaters | ₹ 275.00 per day |
| (7) | Cotton Carrier | ₹ 273.00 per day |
| (8) | Kapes Bag Opener | ₹ 275.00 per day |
| (9) | Kapes Picking | ₹ 273.00 per day |
| (10) | Lint Cleaners | ₹ 273.00 per day |
| (11) | Stitchers (other than bale stitcher) | ₹ 275.00 per day |
| (12) | Seed remover or carrier | ₹ 275.00 per day |
| (13) | Sweeper | ₹ 277.00 per day |
| (14) | Cotton cleaner seater | ₹ 275.00 per day |
| (15) | Staking | ₹ 282.00 per day |
| (16) | Borah Opener | ₹ 273.00 per day |
| (17) | Cotton Waste Cleaner | ₹ 273.00 per day |
| (18) | Washer Make | ₹ 281.50 per day |
| (19) | Any other category not covered above | ₹ 273.00 per day |
| V. Miscellaneous | | |
| (1) | Accountant | ₹ 7676.00 per month |
| (2) | Clerk / Typist | ₹ 7502.00 per month |
| (3) | Watchman | ₹ 7191.00 per month |
| (4) | Office Boy/Peon | ₹ 7191.00 per month |

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

- The dearness allowance is linked to the Average Chennai City Consumer Price Index Number 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 ₹ 44.65 (Rupees forty four and sixty five paise only) per month shall be paid as dearness allowance.
- The dearness allowance shall be calculated every year on the first April on the basis of the average of the indices for the preceding twelve months, namely, from January to December.
- 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 Number for the previous year.

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

(3) (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.

(ii) To arrive at the monthly rates of wages, the daily wages shall be multiplied by 30.

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

Revision of minimum rates of wages for employment in Polythene Manufactory, Processing Foam items and Plastic Manufactory under the Act

[G.O. (2D) No. 40, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/535/2022.—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/184(g-2)/2017 published at pages 2 to 6 of Part II - Section 2 of the *Tamil Nadu Government Gazette* Extraordinary, dated the 21st March 2017, 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 Polythene Manufactory and Processing Foam items and Plastic Manufactory 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. The 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 Polythene manufactory and processing foam Items and Plastic Manufactory.

| Classes of Employees. | Minimum rates of basic wages. (per month) Rs. P. |
|--|--|
| (1) | (2) |
| A.EMPLOYMENT IN POLYTHENE MANUFACTORY.- | |
| I. Unskilled.- | |
| (1) Operator | 7498.00 |
| (2) Helper | 7258.00 |
| II. Semi-Skilled.- | |
| (1) Operator | 7743.00 |
| (2) Winder | |
| (3) Weaver | |
| (4) Warper | |

| <i>Classes of Employees.</i> | <i>Minimum rates of basic wages. (per month) Rs. P.</i> |
|---|---|
| (1) | (2) |
| III. Skilled.- | |
| (1) Operator | 8229.00 |
| (2) Extruder Operator | |
| (3) Printino Operator | |
| (4) Mechanical Operator | |
| (5) Jobbar | |
| IV. Highly Skilled.- | |
| (1) Shift Incharge | 9444.00 |
| (2) Foreman | |
| (3) Supervisor | |
| V. Common Categories.- | |
| (1) Manager | 11634.00 |
| (2) Assistant Manager | 10174.00 |
| (3) Accountant | 8958.00 |
| (4) Store Keeper or Godown Keeper | 8715.00 |
| (5) Senior Assistant | 8472.00 |
| (6) Accounts Assistant | |
| (7) Clerk or Office Assistant | |
| (8) Typist | 8594.00 |
| (9) Steno-Typist | 8715.00 |
| (10) Receptionist | 8472.00 |
| (11) Attender | 7498.00 |
| (12) Salesman | |
| (13) Office Boy / Peon | |
| (14) Watchman | 7258.00 |
| B. EMPLOYMENT IN PROCESSING FOAM ITEMS MANUFACTORY.- | |
| I. Unskilled.- | |
| (1) Operator | 7743.00 |
| (2) Worker Grade-III | |
| (3) Cleaner | 7258.00 |
| (4) Packer | |
| (5) Helper | |
| II. Semi-Skilled.- | |
| (1) Operator | 7984.00 |
| (2) Boiler Operator | |
| (3) Worker - Grade-II | |

| <i>Classes of Employees.</i> | <i>Minimum rates of basic wages. (per month) Rs. P.</i> |
|---|---|
| (1) | (2) |
| III. Skilled.- | |
| (1) Operator | 8229.00 |
| (2) Worker Grade - I | |
| IV. Highly Skilled.- | |
| (1) Junior Executive | 10660.00 |
| (2) Foremen | 9444.00 |
| (3) Supervisor | |
| (4) Section Head | |
| V. Common Categories.- | |
| (1) Manager | 11634.00 |
| (2) Assistant Manager | 10174.00 |
| (3) Accountant | 8958.00 |
| (4) Store Keeper or Godown Keeper | 8715.00 |
| (5) Senior Assistant | |
| (6) Accounts Assistant | 8472.00 |
| (7) Clerk or Office Assistant | |
| (8) Receptionist | |
| (9) Typist | 8594.00 |
| (10) Steno-Typist | 8715.00 |
| (11) Attender | 7498.00 |
| (12) Salesman | 7258.00 |
| (13) Office Boy / Peon | |
| (14) Watchman | |
| C. EMPLOYMENT IN PLASTIC MANUFACTORY.- | |
| I. Unskilled.- | |
| (1) Operator | 7498.00 |
| (2) Helper | |
| (3) Finisher | 7258.00 |
| (4) Packer or Despatch Assistant | |
| II. Semi-Skilled.- | |
| 1 Operator | 7743.00 |
| 2 Lathe Operator | |
| 3 Machine Assistant | |
| 4 Turner | |
| 5 Printer | |
| 6 Welder | |
| 7 Assembler | |
| 8 Cutter | |
| 9 Machinist | |
| 10 Tailor | |
| 11 Laboratory Assistant | |

| Classes of Employees. | Minimum rates of basic wages. (per month) Rs. P. |
|-----------------------------------|--|
| (1) | (2) |
| III. Skilled.- | |
| 1 Operator | 8229.00 |
| 2 Setter-cum-Operator | |
| 3 Moulder | |
| 4 Electrician | |
| 5 Dye Maker | |
| IV. Highly Skilled.- | |
| (1) Foremen | 9444.00 |
| (2) Supervisor | |
| V. Common Categories.- | |
| (1) Manager | 11634.00 |
| (2) Assistant Manager | 10174.00 |
| (3) Accountant | 8958.00 |
| (4) Computer Programmer | 8715.00 |
| (5) Store Keeper or Godown Keeper | |
| (6) Senior Assistant | |
| (7) Accounts Assistant | 8472.00 |
| (8) Clerk or Office Assistant | |
| (9) Receptionist | 8594.00 |
| (10) Typist | |
| (11) Steno-Typist | |
| (12) Attender | 7498.00 |
| (13) Salesman | |
| (14) Office Boy / Peon | 7258.00 |
| (15) Watchman | |

Explanation.- (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 Chennai City Consumer Price Index 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.45.00 (Rupees forty five only) per point per month shall be paid as dearness allowance.

(ii) The revision shall be effective from the first April of every year on the basis of the indices for the preceeding twelve months, namely from January to December.

(iii) The first calculation shall thus be effective from the date of issue of this Notification in the *Tamil Nadu Government Gazette* based on the Average Consumer Price index of the previous year.

(2) Where the same work or work of a similar nature is performed by women, no distinction in payment of wages shall be made between 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, the existing wages shall be continued to be paid.

Revision of minimum rates of wages for employment in Coffee Curing Works under the Act

[G.O. (2D) No. 41, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/536/2022.—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/11/2018, published at pages 9 and 10 of Part II-Section 2 of the *Tamil Nadu Government Gazette*, dated the 3rd January 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 Coffee Curing Works 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. The 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 Coffee Curing Works.

| Serial Number. | Classes of Employees. | Minimum rates of basic wages. (Rs.) |
|---|------------------------------------|-------------------------------------|
| (1) | (2) | (3) |
| GROUP-I | | |
| (1) | Assistant Manager | ₹ 7182.00 per month |
| (2) | Accountant | ₹ 6794.00 per month |
| (3) | Clerks / Typists/Cashiers | ₹ 6698.00 per month |
| (4) | Peon | ₹ 6455.00 per month |
| (5) | Watchman | ₹ 6455.00 per month |
| (6) | Creche Ayah | ₹ 6417.00 per month |
| GROUP-II | | |
| (1) | Electrician | ₹ 6942.00 per month |
| (2) | Carpenter | ₹ 6698.00 per month |
| (3) | Fitter | ₹ 6604.00 per month |
| (4) | Engine Driver | ₹ 6942.00 per month |
| (5) | Mechanic | ₹ 6887.00 per month |
| GROUP-III | | |
| (1) | Yard Superintendent | ₹ 7182.00 per month |
| (2) | Maistry | ₹ 6604.00 per month |
| Loading, unloading and stocking operations Uncured coffee:- | | |
| (1) | Unloading from lorries and staking | ₹ 53.73 per ton |
| (2) | 1st Day Drying | ₹ 35.27 per ton |
| (3) | Further Day Drying | ₹ 19.85 per ton |
| (4) | Taking to Godown | ₹ 17.20 per ton |
| (5) | Restaking | ₹ 18.54 per ton |

| Serial Number. | Classes of Employees. | Minimum rates of basic wages. (Rs.) | |
|-----------------------|---|--|------------------|
| (1) | (2) | (3) | |
| (6) | Restaking from one godown to another Godown | ₹ 37.06 per ton | |
| (7) | Warehousing (Weighing) | ₹ 1.54 per ton | |
| (8) | Peeling | ₹ 76.79 per ton | |
| (9) | Peeling State Pounded Coffee | ₹ 46.12 per ton | |
| (10) | Estate pounded coffee unloading and stacking from lorries | ₹ 42.88 per ton | |
| Cured Coffee:- | | | |
| (1) | C.T. Tramerer (from Gardling Shed) | ₹ 1.80 per 50 kgs | |
| (2) | Out-Turn rendered (complete process) | ₹ 4.53 per bag | |
| (3) | Out-turn coffee mixing (bulking) | ₹18.54 per ton | |
| (4) | Bulking | ₹ 84.44 per ton | |
| (5) | Samples drawing | ₹ 3.09 per sample | |
| (6) | Packing and delivery for peel sales (Excluding Marketing). Packing and Weighing | ₹ 61.42 | ₹ 115.14 per ton |
| | Stitching | ₹ 23.01 | |
| | Loading | ₹ 30.71 | |
| (7) | Export Coffee Packing and delivery (excluding packing). (60 Kgs Packing) Packing and Weighing | ₹ 69.11 | ₹130.53 per ton |
| | Stitching | ₹ 30.71 | |
| | Loading | ₹ 30.71 | |
| (8) | Export Coffee Packing and delivery (excluding Market). (75 Kgs Packing) Packing and Weighing | ₹ 69.11 | ₹130.53 per ton |
| | Stitching | ₹ 30.71 | |
| | Loading | ₹ 30.71 | |
| (9) | Set apart charges. | ₹ 130.52 per ton | |
| (10) | Marking. | ₹ 2.28 per bag | |
| (11) | Ordinary marking. | ₹ 1.54 per bag | |
| (12) | Jotta Charges, | ₹ 46.12 per 100 bags | |
| (13) | Depot Packing. | ₹ 130.52 per ton | |

| Serial Number. | Classes of Employees. | Minimum rates of basic wages. (Rs.) | |
|-------------------|--|--|----------------|
| (1) | (2) | (3) | |
| (14) | Four Corners Stitching and Roping R.C. | ₹46.12 | ₹76.80 per ton |
| | Roping | ₹30.68 | |
| (15) | Export Coffee Seal of - Sealing Charges | ₹ 15.38 per ton | |
| Carriers:- | | | |
| | Plantation - A and C | ₹ 1.54 per Kg | |
| | Plantation - B and Peaberry | ₹ 1.80 per Kg | |
| | Robusta A, B and C | ₹ 1.54 per Kg | |
| | Arabic Cherry and other grades. | ₹ 2.36 per Kg | |
| | Persons engaged in moving coffee bags, gunny bags, stacking attending bulking and weighing and other hazardous works. | ₹ 215.00 per day | |
| | Persons engaged in spreading, sweeping, drying, heaping coffee, stitching and packing and weighing and stacking uncured coffee in the yard bundling of gunnys, rendering out turn sizing the coffee. | ₹ 213.50 per day | |

Explanations.- (1) Dearness Allowance.- In addition to the minimum rates of basic wages mentioned 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 2010, that is, 161 points (with base 2001 = 100) and for every raise of one point over and above 161 points, an increase of ₹ 1.30 (Rupee one and thirty paise only) per day 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, that is 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 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 between men and women employees.

- (3) (i) To arrive at daily wages, the monthly wages shall be divided by 26.
- (ii) To arrive at monthly wages, the daily wages shall be multiplied by 30.
- (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

Revision of minimum rates of wages for employment in Distillery Industry under the Act

[G.O. (2D) No. 42, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/537/2022.—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/216/2018, published at page 253 of Part II-Section 2 of the *Tamil Nadu Government Gazette*, dated the 7th March 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 Distillery Industry 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 Distillery Industry

| Serial Number. | Classes of Employees. | Minimum rate of basic wages. (per month) (Rs.) |
|-----------------------------|------------------------------|--|
| (1) | (2) | (3) |
| 1. | Supervisor/Chemist. | 10763 |
| 2. | Skilled/Operator. | 9982 |
| 3. | ITI Certificate Holder. | 9982 |
| 4. | Assistant/Junior Technician. | 9722 |
| 5. | Engineer/Workshop Engineer. | 9722 |
| Administrative Staff | | |
| 6. | Manager. | 10416 |
| 7. | Accountant. | 10416 |
| 8. | Sales Executive. | 10416 |
| 9. | Work Officer. | 10416 |
| 10. | Assistant. | 10156 |
| 11. | Clerk. | 9982 |

| Serial Number. | Classes of Employees. | Minimum rate of basic wages. (per month) (Rs.) |
|----------------|--------------------------|--|
| (1) | (2) | (3) |
| 12. | Driver. | 9982 |
| 13. | Office Assistant / Peon. | 9722 |
| 14. | Watchman. | 9722 |

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 Chennai City Consumer Price Index for the year 2010, that is, 161 points (with base year 2001 = 100) and for every raise of one point over and above 161 points, an increase of Rs.60.35/- (Rupees Sixty and thirty five 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.
- (2) Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.
- (3) To arrive at daily wages, the monthly wages shall be divided by 26.
- (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

Revision of minimum rates of wages for employment in Chemical Fertilizer Industry under the Act

[G.O. (2D) No. 43, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/538/2022.—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/184(g-4)/2017, published at pages 7 and 8 of Part II-Section 2 of the *Tamil Nadu Government Gazette* Extraordinary, dated the 21st March 2017, 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 Chemical Fertilizer 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 Chemical Fertilizer Industry.

| Classes of Employees. | Minimum rates of basic wages. (per month) (Rs. P.) |
|--|---|
| (1) | (2) |
| (1) Administrative Staff: | |
| (1) Manager | 9022.00 |
| (2) Clerk / Typist Accountant | 7600.00 |
| (3) Driver / Storekeeper | 7395.00 |
| (4) Office Boy | 6990.00 |
| (2) Workers category: | |
| (1) Highly skilled: Technical Supervisor / Chemist | 8514.00 |
| (2) Skilled: Operator / Technician / Electrician / Filler. | 7803.00 |
| (3) Unskilled: Common workmen / Helper / Filler | 7394.00 |

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

- The dearness allowance is linked to the Average Chennai City Consumer Price Index 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.43.40 per month (Rupees forty three and forty paise only) shall be paid as dearness allowance.
 - The dearness allowance shall be calculated every year on the first April on the basis of the Average of the Consumer Price Index for the preceding twelve months, that is, from January to December.
 - 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 Chennai City Consumer Price Index for the previous year.
- (2) To arrive at the daily wages, the monthly wages shall be divided by 26.
- (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) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

(5) For the categories of Security Services in the Employment in Chemical Fertilizer Industry, the minimum wages fixed / revised in the Employment in Security Guards shall be applicable.

Revision of minimum rates of wages for employment in Electronic Industry under the Act

[G.O. (2D). No. 44, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/539/2022.—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/185/2016, published at pages 167 to 169 of Part II-Section 2 of the *Tamil Nadu Government Gazette*, dated the 9th March 2016, 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 Electronic 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 Electronic Industry.

| Classes of Employees. | Minimum rates of basic wages. (per month) | |
|---|---|---------|
| (1) | (2) | |
| | Zone-A | Zone-B |
| | (Rs.P.) | (Rs.P.) |
| I. General Categories: | | |
| 1 Sales Assistant | 7941.00 | 7705.00 |
| 2 Purchase Assistant | | |
| (3) Assistant (Production Planning Control) | 8748.00 | 8433.00 |
| 4 Accountant | | |
| 5 Steno | | |
| 6 Typist | 7941.00 | 7705.00 |
| 7 Clerk/Office Assistant | | |
| 8 Cashier/Store Assistant | 8748.00 | 8433.00 |
| 9 Store Keeper | | |
| 10 Time-Keeper | 7941.00 | 7705.00 |
| 11 Driver | | |

| Classes of Employees. | Minimum rates of basic wages. (per month) | |
|---|---|-------------------|
| | (2) | |
| | Zone-A (Rs.P.) | Zone-B (Rs.P.) |
| (12) Watchman/Chowkidar Security Guard | 7404.00 | 7274.00 |
| (13) Peon/Attender/ Office Boy | 7134.00 | 7006.00 |
| (14) Mali/Waterman/ Gardener/Sweeper/ Scavenger | 7134.00 | 7006.00 |
| (15) Receptionist/Telex or Telephone Operator. | 7941.00 | 7705.00 |
| II. Other Categories: | | |
| (A) Highly skilled: | | |
| (1) Workshop Supervisor/ Assembling Supervisor | 8748.00 | 8433.00 |
| (2) Laboratory Analyst | | |
| (3) Any other highly skilled category not classified above. | | |
| (B) Skilled: | | |
| (1) Quality Inspector | 7941.00 | 7705.00 |
| (2) Technician/Technical Assistant | | |
| (3) Mechanic | | |
| (4) Die maker | | |
| (5) Draughtsman | | |
| (6) Cameraman | | |
| (7) Mechanist | | |
| (8) Machine Operator | | |
| (9) Miller | | |
| (10) Die-Casting Operator | | |
| (11) Moulder | | |
| (12) Welder | | |
| (13) Fitter | | |
| (14) Turner | | |
| (15) Electrician | | |
| (16) Radio and Television Mechanic | | |
| (17) Computer Operator | | |
| (18) Aligner | | |
| (19) Maintenance Assistants on Machines (Electrical, Electro mechanical, mechanical and Electronics) | | |
| (20) Any other skilled category not classified above. | | |

| Classes of Employees. | Minimum rates of basic wages. (per month) | |
|---|---|-------------------|
| | (2) | |
| | Zone-A (Rs.P.) | Zone-B (Rs.P.) |
| (C) Semi-skilled: Assembling Operation.- | | |
| (1) Winding/Wiring/ Fitting/Soldering/ Mounting /Testing and any other semi-skilled operations connected with assembling (with General qualification or no qualification) | 7404.00 | 7274.00 |
| (2) Planting Co-ordinator | | |
| (3) Assembling Operator | | |
| (4) Press Operator | | |
| (5) Printing Operator | | |
| (6) Punch Operator | | |
| (7) Driller | | |
| (8) Painter | | |
| (9) Polisher | | |
| (10) Any other semi-skilled category not classified above. | | |
| (D) Un-skilled: | | |
| (1) Helper | 7134.00 | 7006.00 |
| (2) Cleaner | | |
| (3) Mazdoor | | |
| (4) Packer | | |
| (5) Any other unskilled category not classified above. | | |

Explanations.- (1) The classification of Zones and Category of employees shall be as follows:-

(a) Classification of Zones:-

Zone-A : All District Head Quarters, Municipal Corporations and Municipalities.

Zone-B : Other Places.

(b) Classification of Category:-

(i) **Highly Skilled.-** Highly skilled employee is one who does the work which involves skill or competence of extraordinary degree and possesses supervisory ability.

(ii) **Skilled.-** Skilled employee is one who is capable of working independently and efficiently and turning out accurate working. He must be capable of reading and working on simple drawing circuits and process, if necessary.

(iii) **Semi Skilled.-** Semi-skilled employee is one who has sufficient knowledge of the particular trade or above to do respective work and simple job with the help of simple tools and machines

(iv) **Un-skilled.-** Un-skilled employee is one who possesses no special training and whose work involves the performance of the simple duties which require the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environment is necessary. His work may thus require in articles or goods.

(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 Number 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.43.50 (Rupees forty three and paise fifty 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 twelve months, that is, 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 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, such existing wages shall be continued to be paid.

Revision of minimum rates of wages for employment in Coconut Peeling under the Act

[G.O. (2D). No. 45, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/540/2022.—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/13/2018, published at pages 11 and 12 of Part II-Section 2 of the *Tamil Nadu Government Gazette*, dated the 3rd January 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 Coconut Peeling 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 Coconut Peeling.

| Serial Number. | Classes of Works. | Minimum rates of basic wages. |
|----------------|--|-------------------------------|
| (1) | (2) | (3) |
| 1. | Coconut Peeling | |
| (i) | Time Rate | Rs. 288.00 per day. |
| (ii) | Piece Rate | Rs. 364.56 per 1000 coconuts. |
| 2. | Tree Climbing and Coconut Plucking | |
| (i) | Time Rate | Rs. 288.00 per day. |
| (ii) | Piece Rate | Rs. 5.11 per tree. |
| 3. | Grading of coconuts | |
| (i) | Time Rate | Rs. 241.00 per day. |
| (ii) | Piece Rate | Rs. 38.28 per 1000 coconuts. |
| 4. | Loading and Unloading | Rs. 364.56 per 1000 coconuts. |
| 5. | Un-skilled workers | Rs.234.50 per day. |
| 6. | Cleaning, Fertilising and Pesticiding of trees | Rs.12.15 per tree. |

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 Chennai Consumer Price Index Number 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.1.45 (Rupee one and forty five paise only) per day 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 twelve months, that is 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 Chennai City Consumer Price Index Number of the previous year.

(2) Where the nature of work is the same, no distinction in the payment of wages shall be made between male and female employees.

(3) To arrive at monthly rates of wages, the daily wages shall be multiplied by 30.

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

Revision of minimum rates of wages for employment in any rice mill, flour mill or dhall mill under the Act

[G.O. (2D). No. 46, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/541/2022.—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/215/2018, published at pages 252 and 253 of Part II-Section 2 of the *Tamil Nadu Government Gazette*, dated the 7th March 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 any rice mill, flour mill or dhall mill 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 any rice mill, flour mill or dhall mill.

| Serial Number. | Classes of Employees. | Minimum rates of basic wages. (per day) (Rs. P.) |
|----------------|--|--|
| (1) | (2) | (3) |
| (1) | Hamalis (Bag Carriers) | 270.50 |
| (2) | Bag Weighter of Katta Mazdoors | 267.00 |
| (3) | Bag Stitchers | 267.00 |
| (4) | Carriers of husk | 261.00 |
| (5) | Mazdoors including Miscellaneous Workers | 261.00 |
| (6) | Carriers of Rice | 261.00 |
| (7) | Engine Driver | 279.00 |
| (8) | Electrician | 279.00 |
| (9) | Fireman | 262.00 |
| (10) | Fitter | 267.00 |
| (11) | Hullerman | 262.00 |
| (12) | Maistries | 270.50 |
| (13) | Mechanic | 270.50 |
| (14) | Oilers | 261.00 |
| (15) | Paddy Boilers | 267.00 |
| (16) | Paddy Drivers | 261.00 |
| (17) | Paddy Millers | 261.00 |

| Serial Number. | Classes of Employees. | Minimum rates of basic wages. (per day) (Rs. P.) |
|----------------|-------------------------------------|--|
| (1) | (2) | (3) |
| (18) | Sweepers | 261.00 |
| (19) | Shellerman | 261.00 |
| (20) | Winnowers | 261.00 |
| (21) | Paddy Soakers | 261.00 |
| (22) | Water Carriers | 261.00 |
| (23) | Watchman | 261.00 |
| (24) | Mazdoors employed in polishing | 261.00 |
| (25) | Rice Measures | 262.00 |
| (26) | Mazdoors employed in grinding grain | 261.00 |
| (27) | Dhall Manufacturers | 261.00 |
| (28) | Loadman | 261.00 |
| (29) | Peons | 261.00 |
| (30) | Carpenters | 267.00 |
| (31) | Varukadalai Workers | 270.50 |
| (32) | Clerk | 7632.00 per month |
| (33) | Attenders | 7363.00 per month |

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

- The dearness allowance is 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.1.60 (one rupee and sixty paise only) per day shall be paid as dearness allowance.
- The dearness allowance shall be calculated on the first April of every year on the basis of the average of the indices of the preceding twelve months, that is, from January to December.
- The first calculation of dearness allowance 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) (i) The daily rates of wages and dearness allowance include the element of Holiday Wages also.

(ii) To arrive at daily wages, monthly rates of wages shall be divided by 26.

(iii) To arrive at monthly wages, the daily wages shall be multiplied by 30.

(3) 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.

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

Revision of minimum rates of wages for employment in Vessel (Utensil) Making under the Act

[G.O. (2D). No. 47, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/542/2022.— 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/17/2018, published on pages 16 to 22 of Part II-Section 2 of the *Tamil Nadu Government Gazette*, dated

the 3rd January 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 Vessel (Utensil) Making 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. The Notification shall come into force with effect on and from the date of its publication in the *Tamil Nadu Government Gazette*.

Employment In Vessel (Utensil) Making.

SCHEDULE-I.

Employment in Making Brass Vessels and Copper Vessels.

| Serial Number. | Classes of Work. | Minimum Rates of Basic Wages, | | |
|--|--|------------------------------------|--------------------------------------|---|
| | | Making Charges. (a) (Rs. P.) | Kadaisal Charges. (b) (Rs. P.) | Lead Coating Charges (c) (Rs. P.) |
| (1) | (2) | (3) | | |
| (I) FOR THE WORKERS ENGAGED IN MAKING OF BRASS VESSELS IN THE PREMISES OF THE FACTORY: | | | | |
| 1. | Kudams and Cooking Vessels (with supplied plates of 21 kg): | | | |
| (a) | For making Kudams of 5, 6, 7, 8 Numbers. | 2073.35 | 286.33 | --- |
| (b) | For making 10 Small Kudams. | 2102.11 | 292.83 | --- |
| (c) | For making 12 Kudams. | 2143.95 | 292.83 | --- |
| (d) | For making 14 Kudams. | 2159.65 | 298.07 | --- |
| (e) | For making 16 Kudams. | 2196.24 | 303.29 | --- |
| (f) | For making 18 Kudams. | 2230.23 | 303.29 | --- |
| 2. | Thahattu Paanai (with supplied plates of 19 kgs): | | | |
| (a) | For making above Item of 5, 6, 7, 8, 10 Numbers including polishing and drawing lines. | 2693.02 | --- | --- |
| (b) | For making above Item of 12 Numbers including polishing and drawing lines. | 2721.91 | --- | --- |
| (c) | For making above Item of 16 Numbers including polishing and drawing lines. | 2745.31 | --- | --- |
| (d) | For making above Item of 20 Numbers including polishing and drawing lines. | 2781.90 | --- | --- |
| (e) | For making above Item of 24 Numbers including polishing and drawing lines. | 2813.27 | --- | --- |
| (f) | For making above Item of 4 Numbers of size-4 including polishing and drawing lines. | 2771.45 | --- | --- |

| Serial Number. | Classes of Work. | Minimum Rates of Basic Wages, | | |
|----------------|---|------------------------------------|--------------------------------------|---|
| | | Making Charges. (a) (Rs. P.) | Kadaisal Charges. (b) (Rs. P.) | Lead Coating Charges (c) (Rs. P.) |
| (1) | (2) | (3) | | |
| (g) | For making above Item of 3 Numbers of size-3 including polishing and drawing lines. | 2849.89 | --- | --- |
| 3. | Kalaai Deksa and Drum Barrel: | | | |
| (a) | For making Kalaai Deksa for every 1 kg. of material supplied | 60.00 | 23.81 | 25.87 |
| (b) | For making of Drum Barrel for every 1 kg of material supplied (for fixing Iron Rods to Brass Deksa, Extra Charges- Rs.51.67) | 75.01 | 23.81 | --- |
| 4. | Thalai Thangi Thavalai and Cooking Vessels: | | | |
| (a) | For making Cooking Vessels: For each Kilo Gram of Material supplied (including of polishing charges and drawing lines). | 60.00 | --- | --- |
| (b) | For making Thalai Thangi Thavalai: For each Kg of materials supplied. | 60.00 | 23.81 | --- |
| 5. | Kuvalai (Annda) and Arai Adukk: | | | |
| (a) | For each Kg of material supplied including polishing and drawing lines. | 62.92 | --- | --- |
| (b) | For making small Padi Kuvalai each Kg of material supplied. | 106.74 | --- | --- |
| 6. | Kundan, Vanachatti, Kaavivana, Theuppu Vana: For each Kg of material supplied including polishing and drawing lines. | 91.51 | --- | --- |
| 7. | Filters: | | | |
| (a) | For making 20 Nos. of 560 gms each. | 1400.36 | 314.05 | --- |
| (b) | For making 20 Nos. of 420 gms. each. | 1500.77 | 314.05 | --- |
| (c) | For making 20 Nos. of 350 gms. each. | 1579.20 | 314.05 | --- |
| 8. | Sambadam: For each Kg. of material supplied. | 251.52 | 23.81 | --- |
| 9. | Idly Pot: For each Kg. of material supplied. | 70.69 | --- | --- |
| 10. | Keetupanai: For making 7, 8 Nos. with 17 Kg of material supplied for each Kg. | 97.58 | 23.81 | --- |
| 11. | Sombu, Bose, Vaishnava Sombu and Kaavi Urulai : For each Kg. of material supplied. | 123.18 | 23.81 | --- |
| 12. | Thookuchatti: For each Kg. of material supplied. | 86.28 | --- | --- |

| Serial Number. | Classes of Work. | Minimum Rates of Basic Wages, | | |
|----------------|---|------------------------------------|--------------------------------------|---|
| | | Making Charges. (a) (Rs. P.) | Kadaisal Charges. (b) (Rs. P.) | Lead Coating Charges (c) (Rs. P.) |
| (1) | (2) | (3) | | |
| 13. | Thambala Thattu: | | | |
| (a) | For each piece of 51.3 centimetre. | 266.70 | --- | --- |
| (b) | For bigger size, extra wages for every additional 2.50 centimetre. | 15.70 | --- | --- |
| (c) | For Chippal extra wages for each piece. | 36.38 | --- | --- |
| 14. | Buckets: For each Kg. of material supplied. | | | |
| (a) | Without cover. | 86.34 | 23.81 | 27.54 |
| (b) | With cover. | 88.91 | 23.81 | 27.54 |
| 15. | Dubba: | | | |
| (a) | For making dubba of 280 gms. in material supplied of 1 Kg (with cups). | 106.74 | 23.81 | 27.54 |
| (b) | For making dubba of 280 gms. in material supplied of 1 Kg. (Without cups). | 99.36 | 23.81 | 27.54 |
| 16. | Appala Dubba: For Making appala dubba of 1.680 Kg. weight (for each Kg. of material supplied). | 51.00 | 19.69 | 15.70 |
| 17. | Ghee Thavalai (Butter Milk Sombu): For making items of 280 gms. weight for each Kg. of material supplied. | 97.58 | 23.81 | 27.54 |
| 18. | Jaadi: For making items of 280 gms. weight for each Kg. of material supplied | 100.39 | 23.81 | 27.54 |
| 19. | Nilakathu: For making items of 280 gms. weight for each Kg. of material supplied. | 97.58 | 23.81 | 27.54 |
| 20. | Coffee Vessels: For making items of 280 gms. weight for each Kg. of material supplied. | 100.39 | 23.81 | 27.54 |
| 21. | Milk Boiler: For making items of 280 gms. weight for each Kg. of material supplied. | 113.22 | 23.81 | --- |
| 22. | Malligaippoo Thooku: For making items of 280 gms. weight for each Kg. of material supplied. | 92.14 | 23.81 | 27.54 |
| 23. | Kadaisal Vana: For making items of 280 gms. weight for each Kg. of material supplied. | 113.22 | 23.81 | 27.54 |
| 24. | Puttukudam: For each Piece. | 103.70 | 12.90 | --- |

| Serial Number. | Classes of Work. | Minimum Rates of Basic Wages, | | |
|----------------|--|-------------------------------|-------------------|----------------------|
| | | Making Charges. | Kadaisal Charges. | Lead Coating Charges |
| | | (a) | (b) | (c) |
| | | (Rs. P.) | (Rs. P.) | (Rs. P.) |
| (1) | (2) | (3) | | |
| 25. | Puttukuzhal: For each Piece. | 81.94 | 12.04 | 5.82 |
| 26. | Kalaai Adukku: For each Kg. of material supplied. | 84.72 | 23.81 | 27.54 |
| 27. | Bohini (Bright) : | | | |
| (a) | For each Kg. of material supplied. | 103.70 | --- | --- |
| (b) | Bohini of 17, 18 numbers of each Kg. of material supplied. | 122.72 | --- | --- |
| 28. | Bohini (Navam) | | | |
| (a) | For each Kg. of material supplied. | 122.72 | --- | --- |
| (b) | Black Pot. | 122.72 | --- | --- |
| 29. | Kasani: | | | |
| (a) | For items of 3 Kg. to 4½ Kg. for each Kg. of material supplied. | 122.72 | --- | --- |
| (b) | For items of 5½ to 6 Kg. for each Kg. of material supplied. | 141.41 | --- | --- |
| 30. | Saruvachatti: For each Kg. of material supplied. | 75.65 | --- | --- |
| 31. | Kadaisal Grinding Charges (with supplied plates of 21 kilograms): | | | |
| (a) | For Kudam and Cooking Vessel of 21 Kg. weight. | 276.68 | --- | --- |
| (b) | For Thahattupaanai 19 Kg. weight. | 302.52 | --- | --- |
| (c) | For ½ Adukku, Round Adukku per kg. | 27.54 | --- | --- |
| (d) | Nattuthavalai and Kuzhippanai per kg. | 12.90 | --- | --- |
| 32. | Naaligam: | | | |
| (a) | Brass Naaligam – per Kg. | 98.51 | --- | 35.35 |
| (b) | Brass White Naaligam – per Kg. | 55.07 | --- | 35.35 |
| 33. | Theuppu Brass Nalligam – per Kg. (Wastage allowed for the above three items 15 gms. for each Kg.) | 110.11 | --- | 35.35 |
| II. | FOR THE WORKERS ENGAGED IN MAKING OF COPPER VESSELS IN THE PREMISES OF THE FACTORY: | | | |
| 1. | Copper Boiler – per Kg. | 107.02 | --- | --- |
| 2. | Boiler with Load – per Kg. | 80.29 | --- | --- |
| 3. | Copper Thondi – per Kg. | 84.72 | --- | --- |
| 4. | Pot with Rod – per Kg. | 28.62 | --- | --- |
| 5. | Pot without Rod – per Kg. | 157.05 | --- | --- |
| 6. | Briyani Deksa, Kazhichatty, Thulukku Deksa and Tamil Deksa – per Kg. | 94.44 | --- | --- |
| 7. | Copper Urulli – per Kg. | 18.04 | --- | --- |

| Serial Number. | Classes of Work. | Minimum Rates of Basic Wages, | | |
|----------------|--|-------------------------------|-------------------|----------------------|
| | | Making Charges. | Kadaisal Charges. | Lead Coating Charges |
| | | (a) | (b) | (c) |
| | | (Rs. P.) | (Rs. P.) | (Rs. P.) |
| (1) | (2) | (3) | | |
| 8. | Copper Naaligam – per Kg. | 101.98 | --- | --- |
| 9. | Copper White Naaligam per Kg. (Wastage allowed for above two items – 25 gms. for each Kg). | 51.00 | --- | --- |

Explanations.-**(1) WASTAGE ALLOWED:**

- (a) For Brass Items .. 10 grams for each Kilogram
 (b) For Copper Items .. 15 grams for each Kilogram
 (c) For Brass and Copper Items without applying Kavi .. 20 grams for each Kilogram
- (2) The wastage such as cut bits, brass powder, etc., should be taken back after weighment.
- (3) For lead coating on vessels (with all materials and assistance supplied by the management) per kilogram Rs.5.25.

(4) For coating small items with narrow mouth (with all materials and assistance supplied by the management) per Kilogram Rs.7.85.

(5) For items other than those mentioned above, wages as applicable to similar item shall be paid.

DAILY WAGES (8 hours duty per day)

- (a) Workers who are trained in the trade. .. Rs.231.50
 (b) Semi-skilled workers. .. Rs.217.00
 (c) Unskilled workers. .. Rs.212.00

SCHEDULE-II.

Employment in making of Aluminium Vessels in the Premises of the Factory.

| Serial Number | Classes of Employees | Minimum Rates of Basic Wages (Per Day) (Rs.P.) | | | |
|---------------|--|--|---------------|---------------|---------------|
| | | Zone-A (a) | Zone-B (b) | Zone-C (c) | Zone-D (d) |
| | | (3) | | | |
| (1) | (2) | (3) | | | |
| 1. | Manager. | 267.00 | 259.00 | 249.00 | 242.00 |
| 2. | Assistant Manager, Accountant and Cashier. | 242.00 | 231.50 | 227.00 | 223.00 |
| 3. | Stenographer, Salesman, Supervisor, Inspector, Deep Drawing Pressman and Spinner. | 229.50 | 223.00 | 219.00 | 217.00 |
| 4. | Die maker, Electrician, Turner, Shaper, Driller, Polisher, Duffer, Mechanical Fitter, Repairer, Mechanic, Lorry and Van Driver, Clerk/Typist, Secondary Operation Fitter for punching, rivetting, fixing handles and other accessories on utensils, Rolling (Hot and Cold) Operation and Meeting Operator. | 223.00 | 219.00 | 217.00 | 213.50 |
| 5. | Godown Keeper, Booking Clerk, Watchman, Annealing Furnace Operator, Sheet Cutter and Circle Cutter. | 219.00 | 217.00 | 215.00 | 213.50 |
| 6. | Stamping, Press Operator, Circle Backing Press Operator, Cutting and Rimming Operator. | 219.00 | 217.00 | 215.00 | 213.50 |
| 7. | Matching Assistant, Machine Helper and Soda and Acid Bath Washer. | 219.00 | 217.00 | 215.00 | 213.50 |

| Serial Number | Classes of Employees | Minimum Rates of Basic Wages (Per Day) (Rs.P.) | | | |
|---------------|---|--|---------------|---------------|---------------|
| | | Zone-A (a) | Zone-B (b) | Zone-C (c) | Zone-D (d) |
| (1) | (2) | (3) | | | |
| 8. | Picking and Drying Labour, Peons, Cartman, Labour for loading and unloading, packing, stacking, shifting materials, cleaning other allied and general purpose work etc. | 217.00 | 215.00 | 213.50 | 212.00 |

NOTE:- In the case of the aluminum utensils industry, wages for aluminum sheet rolling and circle making are also specified. This is because very many units in Tamil Nadu are integrated units comprising of both circle making and utensils making.

SCHEDULE- III.

Employment in Making Stainless Steel Vessels in the Premises of the Factory.

| Serial Number | Classes of Employees. | Minimum Rates of Basic Wages. (Per Day) (Rs.P.) | | | |
|---------------|---|---|---------------|---------------|---------------|
| | | Zone-A (a) | Zone-B (b) | Zone-C (c) | Zone-D (d) |
| (1) | (2) | (3) | | | |
| 1. | Manager. | 267.00 | 259.00 | 249.00 | 242.00 |
| 2. | Assistant Manager, Accountant and Cashier. | 242.00 | 231.50 | 227.00 | 223.00 |
| 3. | Stenographer, Salesman, Supervisor and Inspector. | 229.50 | 223.00 | 219.00 | 217.00 |
| 4. | Die maker, Electrician, Turner, Shaper, Driller, Polisher, Duffer, Mechanical Fitter, Repairer, Mechanic, Lorry and Van Driver, Clerk and Typist, Secondary Operation Fitter for punching, rivetting, fixing handles and other accessories on utensils. | 223.00 | 219.00 | 217.00 | 213.50 |
| 5. | Godown Keeper, Booking Clerk, Watchman, Machine Assistant and Helper. | 219.00 | 217.00 | 215.00 | 213.50 |
| 6. | Peon, Cartman, Labour for loading and unloading, packing, stacking, shifting materials, cleaning other allied and general purpose, work etc., | 217.00 | 215.00 | 213.50 | 212.00 |
| 7. | Pressman, Spinner and Sheet Marker. | 229.50 | 223.00 | 219.00 | 217.00 |
| 8. | Sheet Cutter, Circle Cutter, Welder and Treading Operation. | 223.00 | 219.00 | 217.00 | 213.50 |

Explanation.-**(1) Classification of Zones:-**

- (1) Zone - A - All Corporations
- (2) Zone - B - All Municipalities
- (3) Zone - C - Townships, Cantonments and Town Panchayats.
- (4) Zone - D - Village Panchayats

(2) Dearness Allowance:- In addition to the 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 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.1.30 (Rupee One and thirty paise only) per point per day 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 twelve months, namely, from January to December.
- (iii) The first calculation shall thus be effective from the date of publication of the Notification in the *Tamil Nadu Government Gazette* based on the Average Consumer Price Index Number for the previous year.

(3) To arrive at monthly wages, the daily rate of minimum wages (both basic wages and dearness allowance) shall be multiplied by 30.

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

(5) The minimum rates of wages for Aluminium and Stainless Steel Vessels making will not apply to piece-rate workers, whose average earnings per day is more than or equal to the minimum rates of wages specified in the Schedules II and III.

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

Revision of minimum rates of wages for employment in Printing Press under the Act

[G.O. (2D). No. 48, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/543/2022.—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/184(g-3)/2017, published at pages 6 and 7 of Part II- Section 2 of the *Tamil Nadu Government Gazette* Extraordinary, dated the 21st March 2017, 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 Printing Presses 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 Printing Presses.

| Classes of Employees | Minimum rate of basic wages (per month) | | |
|------------------------------------|--|----------|----------|
| | (1) | (2) | |
| | Zone-A | Zone-B | Zone-C |
| | (Rs. P.) | (Rs. P.) | (Rs. P.) |
| | (i) | (ii) | (iii) |
| GROUP – I | | | |
| Accountant, Foreman and Supervisor | 6522.00 | 6219.00 | 6092.00 |

| | | | |
|--|---------|---------|---------|
| GROUP – II | | | |
| Clerk, Cashier, Typist, Stenotypist, Time-Keeper, Mono-operator, Mono-caster, Line Operator, Off-set printer, Artist, Cameraman, Imposer and Automatic Machine man | 6348.00 | 6055.00 | 5905.00 |
| GROUP – III | | | |
| Proof reader, Cylinder treadle Machine man, Plate maker, Electrician, Compositor, Binder, Ruler, Grinder and Feeder | 6174.00 | 5880.00 | 5740.00 |
| GROUP – IV | | | |
| Wheeler, Helper, Office-boy, Peon, Watchman, Packer and Apprentice | 5940.00 | 5633.00 | 5600.00 |

Explanations.- (1) Classification of Zones.- Zones - A, B and C shall comprise of the following areas:-

- Zone - A : All Municipal Corporations and Special Grade Municipalities.
- Zone - B : All Municipalities other than Special Grade Municipalities.
- Zone - C : All other areas excluding those specified in Zone-A and Zone –B.

(2) Dearness Allowance.- In addition to the above minimum rates of basic wages, the employees shall be paid dearness allowance as indicated below:-

- The dearness allowance shall be linked to the average Chennai City Consumer Price Index Number for the year, 2010, that is, 161 points with base 2001=100 and for any future raise of every one point over and above 161 points, an increase of Rs.34.75 (Rupees thirty four and paise seventy five only) per month shall be paid as dearness allowance.
- 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 twelve months, namely, from January to December.
- The first calculation shall be effective from the date of publication of the Notification in the *Tamil Nadu Government Gazette*, based on the Average Chennai City Consumer Price Index Number for the previous year.

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

(4) To arrive at 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.

Revision of minimum rates of wages for employment in Mushroom growing and allied works under the Act

[G.O. (2D). No. 49, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/544/2022.—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 Labour and Employment Department Notification No.II(2)/LE/188/2016 published at pages 171 and 172 of Part II - Section 2 of the *Tamil Nadu Government Gazette*, dated the 9th March 2016, 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 Mushroom growing and allied works 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 Mushroom Growing and Allied Works.

| Serial Number. | Classes of employees. | Minimum rates of basic wages. (per month) | | |
|----------------|-----------------------|---|-----------------|-----------------|
| | | Zone-1 (Rs. P.) | Zone-2 (Rs. P.) | Zone-3 (Rs. P.) |
| (1) | (2) | (3) | | |
| Category No.1 | | | | |
| | Supervisors | 11678.00 | 11596.00 | 11514.00 |
| Category No.2 | | | | |
| (1) | Accountant | 10041.00 | 9959.00 | 9878.00 |
| (2) | Electrician | | | |
| (3) | Bobcat Operators | | | |
| (4) | Growers | | | |

| Category No.3 | | | | |
|---------------|-------------------|---------|---------|---------|
| (1) | Drivers | 8895.00 | 8814.00 | 8732.00 |
| (2) | Lab Technician | | | |
| (3) | Skilled Workers | | | |
| Category No.4 | | | | |
| (1) | Unskilled Workers | 6849.00 | 6654.00 | 6572.00 |
| (2) | Watchman | | | |

| Serial Number | Classification of work and Category of employees. | Minimum rates of basic wages. (per day) (Rs. P.) |
|---------------|---|--|
| (1) | (2) | (3) |
| (1) | Pile formation Workers (I-Turning, II-Turning, III-Turning) | 253.00 |
| (2) | Bunker Operation (Bunker-I, Bunker-II, Bunker-III) | |
| (3) | Spawn Mixing | |
| (4) | Flussing Processing | |
| (5) | Casing | |
| (6) | Picking | |
| (7) | Packing | |
| (8) | Watering | |
| (9) | Tamping | |
| (10) | Other General Workers (Who are not covered any of the above Categories) | |

Explanations.- (1) **Dearness Allowance.-** (i) The dearness allowance is linked to the average Consumer Price Index of Chennai City for the year 2010 which is 161 points (with base year 2001=100) and for any further raise of every point over and above 161 points, Rs.40.80 (Rupees forty and paise eighty only) per point 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 indices of the preceding twelve months, that is from January to December.

(iii) The first calculation of the dearness allowance shall 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 of the previous year, that is, from January to December.

(2) Classification of Zones shall be as follows:-

- (i) Zone-1 - shall include all Corporations and all Municipalities.
- (ii) Zone-2 - shall include all Townships, Third Grade Municipalities and Cantonments.
- (iii) Zone-3 - shall include other areas not covered in Zones 1 and 2 mentioned above.

- (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 rate of wages, the monthly rate of wages shall be divided by 26.
- (5) To arrive at the monthly rate of wages, the daily rate of wages shall be multiplied by 30.
- (6) The total wage packet, that is, basic wages plus dearness allowance shall be the criterion for the purpose of compliance of this Notification.
- (7) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

Revision of minimum rates of wages for employment in bricks and tiles manufactory under the Act

[G.O. (2D) No. 50, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/545/2022.—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/15/2018, published at pages 13 to 15 of Part II-Section 2 of the *Tamil Nadu Government Gazette*, dated the 3rd January 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 bricks and tiles 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 bricks and tiles manufactory.

| Serial Number. | Classes of employees. | Minimum rates of basic wages. (Rs. P.) |
|---------------------------------------|-----------------------|---|
| (1) | (2) | (3) |
| Group – I (Skilled Employees): | | |
| (1) | Blacksmiths. | 6411.00 per month |
| (2) | Carpenters. | |
| (3) | Fitters. | 6501.00 per month |
| (4) | Electricians. | |

| Serial Number. | Classes of employees. | Minimum rates of basic wages. (Rs. P.) |
|----------------|-----------------------|---|
| (1) | (2) | (3) |
| (5) | Mechanic. | 6411.00 per month |
| (6) | Masons. | |
| (7) | Operators. | |
| (8) | Engine Drivers. | |
| (9) | Welders. | |
| (10) | Die Makers. | 6501.00 per month |

Group – II :

Grade – I Employees:

| | | |
|------|---|----------------|
| (1) | Mould Helpers. | 225.00 per day |
| (2) | Press Man. | |
| (3) | Bricks Maker (or) Tile Makers. | |
| (4) | Die Pullers. | |
| (5) | Clay Slicers and Transplers. | |
| (6) | Clay Mixers. | |
| (7) | Kiln Loaders and Un-loaders. | |
| (8) | Burnt goods sorters and packers (including stacking). | |
| (9) | Wheel tunners. | |
| (10) | Tile trimmers. | |
| (11) | Artificial drying fire attenders. | |
| (12) | Kiln Burners. | |
| (13) | Security Guard or Watchman. | |

Group – III:

Grade - II Employees:

| | | |
|------|---------------------------------|----------------|
| (1) | Material Handling workers. | 215.00 per day |
| (2) | Material Carriers. | |
| (3) | Helpers. | |
| (4) | Tile Carriers. | |
| (5) | Fuel Carriers. | |
| (6) | Clay Transporters and Carriers. | |
| (7) | Loading, Unloading helpers. | |
| (8) | Slab Cutters and Slab Carriers. | |
| (9) | Clay Feeders. | |
| (10) | General Coolies. | |

| | | |
|------|---|----------------|
| (11) | Slab Placers. | 215.00 per day |
| (12) | Sweepers. | |
| (13) | Raw tiles removers from frame. | |
| (14) | Raw Bricks and Tiles Carriers. | |
| (15) | Pallet Suppliers. | |
| (16) | Pallet Collectors. | |
| (17) | Water Carriers. | |
| (18) | Sand and Cement Mixers (Mosaic). | |
| (19) | Head Load Workers (Mosaic). | |
| (20) | Sand Suppliers (Mosaic). | |
| (21) | Tile Plasters (Mosaic). | |
| (22) | Box Removers (Mosaic). | |
| (23) | Colour Mixers (Mosaic). | |
| (24) | Chips Sorenmers (Mosaic). | |
| (25) | Other workers not specified in Groups I, II and IV. | |

| | | |
|--------------------|---|-------------------|
| Group – IV: Staff: | | |
| (1) | Foreman. | 7426.00 per month |
| (2) | Technical Supervisor. | 7064.00 per month |
| (3) | Supervisor. | 6689.00 per month |
| (4) | Clerk. | 6596.00 per month |
| (5) | Accountant. | 7064.00 per month |
| (6) | Storekeeper. | 6689.00 per month |
| (7) | Office Boy. | 6047.00 per month |
| 8(i) | Maistry. | 6596.00 per month |
| 8(ii) | Maistry (Maistries who have put in more than 12 years of service as Maistry). | 6759.00 per month |

| | | |
|-------------------------------|---|--------|
| Wages for Brick Manufactory : | | |
| (1) | Chamber Bricks 1000 numbers. | 610.39 |
| (2) | Country Bricks 1000 numbers. | 457.98 |
| (3) | Transporting Bricks in Kiln 1000 numbers. | 306.71 |
| (4) | Table Mould Bricks 1000 numbers. | 763.74 |

| | | |
|-----|---|---------------------------|
| (5) | Loading and Unloading from Kiln 1000 numbers. | 76.76 |
| | To bring sand to Kiln spread/ Chamber. | 182.01 |
| | To bring firewood or coal/ton. | 155.73 |
| (a) | Fireman Kiln. | 243.00 per day |
| (b) | For cutting and arranging table mould bricks. | 766.39 (per 1000 numbers) |
| (c) | Chamber Bricks. | 610.39 (per 1000 numbers) |
| (d) | Bricks Standard (Standard bricks size 9" x 4 ½ x 3") 22.5cmx11.25 cmx7.5 cm Load to be fixed within 100 feet, beyond 100 feet, the payment will be made on mutual agreements. | 457.96 (Per 1000 numbers) |

Wages for Mosaic Tiles Manufactory:

| | | | |
|-----|------------------------|-----------------------------|---------------------------------|
| (1) | Cement Special Tiles. | (i) Tile Makers | 259.00 per day |
| (2) | Mosaic Tiles. | (ii) Mixer Mixing Allowance | 225.00 per day 32.50 per day |
| | | (iii) Helper | 225.00 per day |
| (3) | Cement Tiles Pressers. | | 225.00 per day |
| (4) | Mould Operators. | | 225.00 per day |

Explanations.- (1) During the rainy seasons, after the commencement of the work, if the workers are forced to stop the work on account of rain, they shall be allowed 50% of the wages normally they would have earned on completion of the work.

(2) **Dearness Allowance.-** In addition to the minimum rates of basic wages fixed above, 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.1.30 (Rupee one and thirty Paise only) per day 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 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.

(3) The daily rates of wages and dearness allowance include the element of holiday wages also.

(4) (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.

(ii) To arrive at the monthly wages, the daily wages, shall be multiplied by 30.

(5) Where the same work or work of a similar nature is performed by women, no distinction in the payment of wages shall be made between men and women employees.

(6) The employees employed in Bricks and Tiles manufactory who are not governed by the Factories Act, 1948 (Central Act LXIII of 1948) and other Labour enactments and who do not enjoy leave benefits, sickness benefits or holidays under the Tamil Nadu Industrial Establishments (National, Festival and Special Holidays) Act, 1958 (Tamil Nadu Act 33 of 1958) and Provident Fund and Employees State Insurance benefits, shall, in lieu of those benefits, be paid an additional wage of Rs.45.45 per day in respect of employees falling under Group-I and Group -III and Rs.38.96 per day in respect of employees falling under Group-II and Group-IV.

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

Revision of minimum rates of wages for employment in Appalam manufactory under the Act.

[G.O. (2D). No. 51, Labour Welfare and Skill Development (J1), 10th June 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No.II(2)/LWSD/546/2022.—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/14/2018, published at pages 12 and 13 of Part II-Section 2 of the *Tamil Nadu Government Gazette*, dated the 3rd January 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 Appalam manufactory 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 Appalam manufactory.

| Classes of Employees. | Minimum rates of basic wages. | |
|---|-------------------------------|-----------------------|
| | Zone - I (Rs. P.) | Zone - II (Rs. P.) |
| (1) | (2) | |
| (1) Packer. | 7352.00 per month | 7191.00 per month |
| (2) Accountant. | 7502.00 per month | 7352.00 per month |
| (3) Weigher/Assistant. | 7352.00 per month | 7191.00 per month |
| (4) Cutting (per 100 kilograms) | 604.75 | 455.86 |
| (5) Kalavai (per 100 kilograms) | 707.09 | 521.01 |
| (6) Appalam Manufactory | 11.72 | 8.42 |
| (i) Appalams (3 inches) or 7.6 centimeters (Diameter) 100 Nos. (300 gms) | | |
| (ii) Appalams (4 inches) or 10.2 centimeters (Diameter) 100 Nos. (400 gms) | 14.97 | 11.04 |
| (iii) Appalams (5 inches) or 12.7 centimeters (Diameter) 100 Nos. (500 gms) | 22.15 | 16.29 |
| (iv) Appalams (6 inches) or 15.2 centimeters (Diameter) 100 Nos. (700 gms) | 24.74 | 18.28 |

Explanations.- (1) Zone-I and Zone-II shall comprise of the following areas:-

Zone-I: All Municipal Corporations and Special Grade and Selection Grade Municipalities including Special and Selection Grade Municipal Townships.

Zone-II: Other Places.

(2) **Dearness Allowance.-** In addition to the minimum rates of basic wages fixed above, the employees shall be paid dearness allowance as indicated below:-

- The dearness allowance is linked to the Average Chennai City Consumer Price Index Number 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.44.65 (Rupees forty four and sixty five paise only) per month shall be paid as dearness allowance.
- The dearness allowance shall be calculated every year on the first April on the basis of the average of the indices for the preceding twelve months, namely from January to December.
- 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 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 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.

Disputes between Workmen and Managements referred to Industrial Tribunal for Adjudication.

சொடேசியா இந்தியா பிரைவேட் லிமிடெட்.

[அரசாணை (டி) எண் 283, தொழிலாளர் நலன் மற்றும் திறன் மேம்பாட்டு (அ)2த் துறை, 10 ஜூன் 2022, வைகாசி 27, சுபகிருது, திருவள்ளூர் ஆண்டு-2053.]

No. II(2)/LWSD/547/2022.—இந்த ஆணையின் இணைப்பில் குறிப்பிட்டுள்ள பொருள் தொடர்பாக, சொடேசியா இந்தியா பிரைவேட் லிமிடெட் நிர்வாகத்திற்கும் சொடேசியா இந்தியா தொழிலாளர் சங்கத்திற்குமிடையே ஊதிய உயர்வு உள்ளிட்ட பொதுக் கோரிக்கைகள் குறித்து தொழிற் தகராறு எழுந்துள்ளது என்று அரசு கருதுவதாலும்;

மேற்சொன்ன தகராறை சென்னை தொழிற் தீர்ப்பாயத்தின் தீர்ப்புக்காக அனுப்புவது அவசியமென்று தமிழ்நாடு ஆளுநர் அவர்கள் கருதுவதாலும்;

எனவே, 1947—ஆம் ஆண்டு தொழிற் தகராறுகள் சட்டத்தின் (மத்தியச் சட்டம் XIV/1947) 10(1)(c) பிரிவினும், 10(1)(d) பிரிவின் வரம்பு நிபந்தனையிலும் வழங்கியுள்ள அதிகாரங்களைக் கொண்டு, தமிழ்நாடு ஆளுநர் அவர்கள் மேற்சொன்ன தகராறு, சென்னை தொழிற் தீர்ப்பாயத்தின் தீர்ப்புக்காக அனுப்பப்பட வேண்டும் என்று இதனால் ஆணையிடுகிறார்.

மேலும், 1947—ஆம் ஆண்டு தொழிற் தகராறுகள் சட்டத்தின் 10(2A) பிரிவின் கீழ், இந்த ஆணையைப் பெற்றுக்கொண்ட நாளிலிருந்து மூன்று மாதங்களுக்குள் தீர்ப்பு அளிக்குமாறு சென்னை, தொழிற் தீர்ப்பாயம் கேட்டுக் கொள்ளப்படுகிறது.

இணைப்பு எழுவினாக்கள்

கோரிக்கை எண். 6(d)

20 வருடம் பணிசெய்து முடிக்கும் தொழிலாளர்களுக்கு ரூ.10,000/-மும் 25 வருடம் பணி செய்து முடிக்கும் தொழிலாளர்களுக்கு, ரூ. 12,000/-மும் 30 வருடத்திற்கு மேல் பணிசெய்து முடிக்கும் தொழிலாளர்களுக்கு ரூ. 15,000/-மும் வழங்கப்பட வேண்டுமென்ற தொழிற்சங்கத்தின் கோரிக்கை நியாயமானது தானா? ஆம் எனில் உரிய உத்தரவுகள் பிறப்பிக்கவும்.

கோரிக்கை எண். 6(e)

தொழிலாளர்கள் பெற்று வரும் ஆயுத பூஜை பரிசு தொகை ரூ.2150/-ஐ இனி 10,000/-மாக உயர்த்தி வருடத்திற்கு ஒருமுறை வழங்கப்பட வேண்டுமென்ற தொழிற் சங்கத்தின் கோரிக்கை நியாயமானது தானா? ஆம் எனில் உரிய உத்தரவுகள் பிறப்பிக்கவும்.

கோரிக்கை எண். 9

உற்பத்தி ஊக்கத் தொகை (Production Incentive)

தொழிற்சாலையின் மொத்த விற்பனை தொகையில் 1%ஐ ஊக்கத்தொகையாக அனைத்து தொழிலாளர்களுக்கும் சமமாக பிரித்து வழங்க வேண்டுமென்ற தொழிற்சங்கத்தின் கோரிக்கை நியாயமானது தானா? ஆம் எனில் உரிய உத்தரவுகள் பிறப்பிக்கவும்.

கோரிக்கை எண். 10

வருகைப் பதிவேட்டு ஊக்கத்தொகை (Attendance Allowance & Incentive)

ஏற்கனவே யூனிட் 1ல் பணிபுரிந்து கடந்த 2 வருடங்களுக்கு முன்பு யூனிட் 2-ற்கு பணிமாற்றம் செய்யப்பட்டு பணிபுரிந்து வரும் கீழ்க்காணும் 19 தொழிலாளர்கள் மற்றும் தற்போதும் யூனிட் 2ல் பணிசெய்யும் தொழிலாளர்கள் ஆகிய அனைத்து தொழிலாளர்களுக்கும் ஒரே விதமாக மாதம் ரூ.1,000/- வருகை பதிவேட்டு ஊக்கத்தொகை வழங்க வேண்டும் என்ற தொழிற் சங்கத்தின் கோரிக்கை நியாயமானது தானா? ஆம் எனில் உரிய உத்தரவுகள் பிறப்பிக்கவும்.

இணைப்பு

பட்டியல்

| வரிசை எண் | பதிவு எண் | பெயர் |
|-----------|-----------|------------------|
| 1. | 091 | I. ராஜேந்திரன் |
| 2. | 126 | A. கன்னன் |
| 3. | 155 | G. வேலு |
| 4. | 171 | B. வேலாயுதம் |
| 5. | 172 | S. நந்தகோபால் |
| 6. | 191 | P. தினகரன் |
| 7. | 201 | P. ஆனந்தன் |
| 8. | 262 | V. தேவந்திரன் |
| 9. | 276 | P. சரவணன் |
| 10. | 292 | M. ராஜி |
| 11. | 305 | K. கோவிந்தராஜ் |
| 12. | 330 | A. தாமோதரன் |
| 13. | 335 | P. தீனதயாளன் |
| 14. | 352 | P. ராமன் |
| 15. | 375 | N. முருகேசன் |
| 16. | 405 | K. ஜானகிராமன் |
| 17. | 479 | S. ராஜசேகரன் |
| 18. | 487 | K. சங்கர் |
| 19. | 517 | T. சுப்பிரமணியன் |

கோரிக்கை எண். 11

வருகைப்பதிவேட்டு போனஸ் தொகை (Attendance Bonus)

ஏற்கனவே யூனிட் 1-ல் பணிபுரிந்து கடந்த 2 வருடங்களுக்கு முன்பு யூனிட் 2-ற்கு பணிமாற்றம் செய்யப்பட்டு பணிபுரிந்து வரும் 19 தொழிலாளர்கள் மற்றும் தற்போதும் யூனிட் 2ல் பணிசெய்யும் தொழிலாளர்கள் ஆகிய அனைத்து தொழிலாளர்களுக்கும் ஒரே விதமாக மாதம் ரூ.1000/- வருகை பதிவேட்டு போனஸ் வழங்க வேண்டும் என்ற தொழிற்சங்கத்தின் கோரிக்கை நியாயமானது தானா? ஆம் எனில் உரிய உத்தரவுகள் பிறப்பிக்கவும்.

கோரிக்கை எண். 17

பணி கால மரண நிவாரணம் (Relief for Death on Duty)

புதிய நடைமுறையாக, பணிக்காலத்தில் பணியின்போது தொழிலாளர் மரணம் அடைந்தால் அவரது குடும்பத்தை சார்ந்த ஒருவருக்கு தொழிற்சாலையில் நிரந்தர பணி வழங்க வேண்டும்