

**Government Of Tamil Nadu**

**ABSTRACT**

Minimum Wages Act, 1948 - Revision of Minimum rates of Wages for employment in Shops and Commercial Establishments - Preliminary Notification - Confirmed.

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**LABOUR AND EMPLOYMENT (J1) DEPARTMENT**

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Minimum Wages Act, 1948 - Revision of Minimum rates of Wages for employment in Shops and Commercial Establishments - Preliminary Notification - Confirmed.

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**LABOUR AND EMPLOYMENT (J1) DEPARTMENT**

G.O.(2D)No.35

Dated: 05.05.2003.

Read:

1. 1. G.O.(2D) No.44, Labour and Employment Department, Dated: 13.07.2000.
2. 2. Government letter No. 36196/J1/2002-1, dated 20.08.2002.
3. 3. From the Commissioner of Labour, Chennai-6. Letter No.Z1/58510/2002, Dated: 22.01.2003

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ORDER :

In the Government Order first read above, the minimum rates of wages for employment in Shops and Commercial Establishments were last revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government has now proposed to further revise these minimum rates of wages to the employment in Shops and Commercial Establishments.

2) The appended Notification will be published in the Tamil Nadu Government Gazette, both in English and Tamil. The Tamil Development, Culture and Religious Endowments (Translation) Department, Secretariat, Chennai - 600 009 is requested to send the Tamil Translation of the Notification to the works Manager, Government Central Press, Chennai -79.

(BY ORDER OF THE GOVERNOR)

M.B. PRANESH  
PRINCIPAL SECRETARY TO GOVERNMENT.

## APPENDIX

### NOTIFICATION

The following draft of a Notification, which it is proposed to issue 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), is hereby published for the information of all persons likely to be affected thereby, as required by clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that the draft Notification will be taken into consideration on or after the expiry of two months from the date of publication of this Notification in the Tamilnadu Government Gazette and that any objection or suggestion which may be received from any person with respect thereto before the expiry of the aforesaid period will be considered by the Government of Tamilnadu. Objection or suggestion if any, should be addressed to the Secretary to Government, Labour and Employment Department, Secretariat, Chennai -600 009 through the Commissioner of Labour, Chennai – 600 006.

### DRAFT NOTIFICATION

In the 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 super session of the Labour and Employment Department Notification No. II (2) /LE/926/2000, published at pages 422 to 424 of part II section 2 of the Tamil Nadu Government Gazette. dated the 16th August, 2000, 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 SCHEDULE

#### EMPLOYMENT IN SHOPS AND COMMERCIAL ESTABLISHMENTS

Sl.No (1)	Classes of employees (2)	Minimum rates of basic wages per month (3)			
		Zone-A	Zone-B	Zone-C	Zone-D
I.	General	2540.00	2507.00	2473.00	2447.00
1.	Categories:				
2.	Manager				

3.	Sales Manager				
4.	Filed Officer				
5.	Development Officer				
	Office In charge				
6.	Assistant Manager				
7.	Accountant				
8.	Supervisor				
9.	Sales Executive				
10.	Purchaser	2269.00	2235.00	22.02.00	2169.00
11.	Store-keeper				
12.	Agent				
13.	Sales promotion Employment.				
14.	Cashier	2242.00	2202.00	2163.00	2130.00
15.	Clerk				
16.	Typist-Cum-Clerk				
17.	Typist				
18.	Stenographer				
19.	Salesman				
20.	Sales				
21.	Representative				
22.	Action Bidder				
23.	Tradesman				
	Bill Writer.				
24.	Bill Collector	2209.00	2169.00	2130.00	2096.00

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.	Weigh man				
35.	Security Guard				
36.	Driver.				
37.	Peon	2169.00	2130.00	2089.00	2051.00
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				
II	Special Categories : -	2540.00	2507.00	2473.00	2447.00
1.	Chemist and Druggist Shop				
	(a) Pragmatist				
	(b) Chemist	2242.00	22.02.00	2163.00	2130.00
	(c) Compounder				
2	Hair Dressing Saloon/ Beauty Parlour.				
	(a) Hair Dresser	2269.00	2235.00	2202.00	2169.00
	(b) Hair Cutter				
	(c) Beautician				
3.	Photo Studios				
	(a) Photographer	2242.00	2202.00	2163.00	2130.00
	(b) Photo Artist				
	(c) Assistant Photo Artist	2209.00	2169.00	2130.00	2096.00
	(d) Assistant Photographer				
4.	Service Shops (Water/Radio / Bicycle:				
	(a) Watch Mechanic	2269.00	235.00	2202.00	2169.00
	(b)Radio Mechanic/ Repairer				
	(c) Audio and Video mechanic Repairer	2169.00	2130.00	2089.00	2051.00
	(d) Bicycle Fitter				

5.	Optical Shops				
	(a) Optical Mechanic/Grinder Purchaser	2269.00	2235.00	2202.00	2169.00
	(b) Refractionary				
6.	Block Making and Rubber Stamp Making:				
	(a) Engraver	2269.00	2235.00	2202.00	2169.00
	(b) Block maker				
	(c) Assistant Engraver	2209.00	2169.00	2130.00	2096.00
	(d) Painter/Artist	2242.00	2202.00	2163.00	2130.00
7	Electrical lights and Sound Service Shop:-				
	(a) Electrician / Wireman/ Electrical Repairer.	2242.00	2202.00	2163.00	2130.00
	(b) Assistant Wireman				
	(c) Mike Operator	2209.00	2169.00	2130.00	2096.00
8.	Diagnostic Laboratory				
	(a) Radiographer				
	(b) X- Ray Photographer	2242.00	2202.00	2163.00	2130.00
	(c) Laboratory / Analyst				
9.	Chit Funds and Co-operative Societies				
	(a) Chief Accountant	2269.00	2235.00	2202.00	2169.00
	(b) Office Superintendent				

	(c) Secretary				
	(d) Auditor				
	(e) Personal Assistant				
	(f) Junior Development Officer	2242.00	2202.00	2163.00	2130.00
	(g) Legal Assistant				
10.	Boarding and Lodges	2169.00	2130.00	2089.00	2051.00
	(a) Room Boy				
	(b) Canvasser				
	(c) Mason	2242.00	2202.00	2163.00	2130.00
	(d) Plumber				
	(e) Painter				
	(f) Electrician				
11.	Furniture:				
	(a) Carpenter				
	(b) Polisher	2269.00	2235.00	2202.00	2169.00
	(c) Rattan Worker.				
12.	Miscellaneous Workers:				
	(a) Technician in Musical instrument shop.				
	(b) Umbrella Fitting stitching and Cutting in Umbrella shop.	2269.00	2235.00	2202.00	2169.00
	(c) Polisher in Auto mobile Dealer shop				

	(d) Suit case/All kinds of Bags and Purse makers.(Other than in Leather)				
	(e) Operator in Petrol Banks	2169.00	2130.00	2089.00	2051.00
	(f) Photo Frame Worker and Cutter	2242.00	2202.00	2163.00	2130.00
	(g) Skilled Labour in Lift installing Establishments.	2269.00	2235.00	2202.00	2169.00
	(h) Air Condition Plant Operator	2269.00	2235.00	2202.00	2169.00
	(i) Fruit Juice and Lassi makers in the shops	2209.00	2169.00	2130.00	2096.00
	(j) Engraver in Steel and Aluminum Vessels shops.	2242.00	2202.00	2163.00	2130.00
	(k) Fire Wood cutter in fire wood shop	2209.00	2169.00	2130.00	2096.00
	(l) Tyre Grinder in Tyre reselding retreating and tube vulcanizing shops	2242.00	2202.00	2163.00	2130.00
	(m) Workers engaged in drying staring washing measuring loading and unloading in Pandagasalai, Warehouse use godown, store room and bill produce merchant shops.	2169.00	2130.00	2089.00	2051.00
	(n) General workers in all Shops and Commercial Establishments other than in	2169.00	2130.00	2089.00	2051.00



	Administration and Clerical Cadre and who are not covered in any of the above categories				
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### **Explanations:**

1. The Dearness allowance shall be as follows:

(i) The Dearness allowance, is linked to the Average Consumer Price Index of Chennai City for the year 2000 i.e. 475 points with base 1982=100 and for any further rise of every one point over and above 475 points, an increase of Rs.4.30 per month shall be paid as dearness allowance.

(ii) The dearness allowance shall be calculated every year on the 1st April in the basis of the average of the indices for the proceeding 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: Shall include all Corporations and Special Grade Municipalities.

(ii) Zone-B: Shall include all Municipalities other than Special Grade Municipalities.

(iii) Zone-C: Shall include Townships, Town Panchayats and Cantonments and

(iv) Zone-D : Shall include all places other than these mentioned in Zone A, B and C

(3) Where the same work or work of a similar nature is performed by men and women, no distinction in the payment of Wages shall be made as between men and women workers.

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

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

/True Copy/

Section Officer

Read:

1. 1. G.O.(2D) No.44, Labour and Employment Department, Dated: 13.07.2000.
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9.	Sales Executive				
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11.	Store-keeper				
12.	Agent				
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