



**ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in Polythene Manufactory, Processing Foam items and Plastic Manufactory - Preliminary Notification - Orders - Issued.

**LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT**

G.O.(D) No. 329

Dated: 30.07.2021

பிலவ வருடம், ஆடி 14,

திருவள்ளூர் ஆண்டு 2052

Read:

1. G.O.(2D) No.15, Labour and Employment (J1) Department, dated 16.03.2017.
2. From the Commissioner of Labour, Chennai - 600 006, Letter No.௫2/25256/2020, dated 16.10.2020.

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**ORDER:**

In the Government Order first read above, the minimum rates of wages for the employment in Polythene Manufactory, Processing Foam items and Plastic Manufactory were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government have now proposed to further revise these minimum rates of wages for the above said employment.

2. 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 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)**

**R. KIRLOSH KUMAR,  
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 Commissioner of Labour, Chennai - 600 006.

The Director of Industrial Safety and Health, Chennai - 600 032.

The Director of Industries and Commerce, Chennai - 600 032.

Copy to:

The Secretary to Government of India, Ministry of Labour and Employment,  
New Delhi - 110 001.

The Director, Labour Bureau, Ministry of Labour, Government of India,  
SCO-28-31, Sector 17-A, Chandigarh - 160 017.

The Employers' and Employees' Association.  
(through the Commissioner of Labour, Chennai - 600 006).

The Regional Labour Commissioner, Shastri Bhavan, Chennai - 600 006.

The Senior Personal Assistant to the Hon'ble Minister  
(Labour Welfare and Skill Development), Chennai - 600 009.

The Senior Private Secretary to the Secretary to Government,  
Labour Welfare and Skill Development Department, Chennai - 600 009.

The Law (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.16687/J1/2020].

Stock file/ Spare copy.

**//FORWARDED BY ORDER //**

Un. Singh  
2.8.21

**SECTION OFFICER.**

2.8.21

**APPENDIX.**  
**NOTIFICATION.**

The following draft Notification, which is proposed to be issued 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 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 Tamil Nadu 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 Tamil Nadu. Objection or suggestion, if any, should be addressed to the Secretary to Government, Labour Welfare Skill Development Department, Secretariat, Chennai - 600 009 through the Commissioner of Labour, DMS Campus, Chennai - 600 006.

**DRAFT 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/184(g-2)/2017, published at pages 2 to 6 of Part II - Section 2 of the Tamil Nadu Government Gazette Extra ordinary, dated the 21<sup>st</sup> March 2017, the Governor of Tamil Nadu, 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 SCHEDULE.**

**Employment in Polythene manufactory and processing foam items and Plastic manufactory.**

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

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

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

| <b>III. Skilled.-</b>             |          |
|-----------------------------------|----------|
| (1) Operator                      | 8229.00  |
| (2) Setter-cum-Operator           |          |
| (3) Moulder                       |          |
| (4) Electrician                   |          |
| (5) Dye Maker                     |          |
| <b>IV. Highly Skilled.-</b>       |          |
| (1) Foremen                       | 9444.00  |
| (2) Supervisor                    |          |
| <b>V. Common Categories.-</b>     |          |
| (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                  |          |
| (10) Typist                       | 8594.00  |
| (11) Steno-Typist                 | 8715.00  |
| (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.

**R. KIRLOSH KUMAR,  
SECRETARY TO GOVERNMENT.**

//TRUE COPY//

Un. Singh  
2-8-2021

**SECTION OFFICER.**

BB. 15  
2-8-21