



## ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in Chemical Fertilizer Industry - Preliminary Notification - Confirmation - Orders - Issued.

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

G.O.(2D) No.43

Dated: 10.06.2022.

சுபகிருது வருடம், வைகாசி 27  
திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O.(2D) No.17, Labour and Employment (J1) Department, dated 16.03.2017.
2. G.O.(D) No.270 Labour Welfare and Skill Development (J1) Department, dated 12.07.2021.
3. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.௫௪1/25463/2020, dated 19.04.2022.

### ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Chemical Fertilizer Industry were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948).

2. In the Government Order second read above, a Preliminary Notification was published in order to further revise the minimum rates of wages for the above said employment.

3. The Principal Secretary / Commissioner of Labour in his letter third read above, has stated that no objections and suggestions were received from the persons likely to be affected by such revision and has requested the Government to confirm the above said Preliminary Notification.

4. The Government have now decided to confirm the orders issued in the Preliminary Notification.

5. The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette both in English and Tamil. The Works Manager, Government Central Press, Chennai-600 001 is requested to publish the Notification and send each

five copies of the Gazette to the Government and to the Commissioner of Labour, Chennai-600 006 for reference and record. The Director, Tamil Development and Information (Translation) Department, Secretariat, Chennai-600 009 is requested to send the Tamil translation of the Notification to the Works Manager, Government Central Press, Chennai-600 001.

**(BY ORDER OF THE GOVERNOR)**

**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 Principal Secretary / Commissioner of Labour, Chennai - 600 006.

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

Copy to:

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

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

The Employers' and Employees' Association.

(through the Principal Secretary / 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.

Stock file/ Spare copy.

Clean copy to file (C.No.7489/J1/2022).

**//FORWARDED BY ORDER //**

On. *[Signature]*  
12.6.2022

**SECTION OFFICER**

*[Signature]*  
13.6.22

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

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and in supersession of the Labour and Employment Department Notification No.II(2)/LE/184(g-4)/2017, published at pages 7 and 8 of Part II-Section 2 of the Tamil Nadu Government Gazette Extraordinary, dated the 21<sup>st</sup> 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.**

<b><u>Classes of employees.</u></b>  (1)	<b><u>Minimum rates of basic wages.</u></b>  (per month) (Rs. P.) (2)
<b>1) Administrative staff:</b>	
(1) Manager.	9022.00
(2) Clerk / Typist / Accountant.	7600.00
(3) Driver / Storekeeper.	7395.00
(4) Office Boy.	6990.00
<b>2) Workers category:</b>	
(1) <b>Highly skilled:</b> Technical Supervisor/ Chemist.	8514.00
(2) <b>Skilled:</b> Operator / Technician / Electrician / Fitter.	7803.00
(3) <b>Unskilled:</b> 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:-

- (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.43.40 per month (Rupees forty three and forty paise only) shall be paid as dearness allowance.

- (ii) The dearness allowance shall be calculated every year on the first April on the basis of the Average of the Consumer Price Index 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 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.

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

**//TRUE COPY//**

Un. *[Signature]*  
12.6.2022.

**SECTION OFFICER.**

*[Signature]*  
13.6.22