



## **ABSTRACT**

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

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

G.O.(2D) No.99

Date: 08.11.2022

சுபகிருது வருடம், ஐப்பசி-22

திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O.(2D) No.72, Labour and Employment (J1) Department, dated 18.07.2018.
2. G.O.(D) No.163, Labour Welfare and Skill Development (J1) Department, dated 08.04.2022.
3. From the Commissioner of Labour (I/c), Chennai - 600 006, Letter No.௫1/33979/2021, dated 15.09.2022.

### **ORDER:**

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

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

3. The Commissioner of Labour (I/c) in his letter third read above, has stated that objections and suggestions received from the persons likely to be affected by such revision were placed before the Minimum Wages (State) Advisory Board and it was decided to confirm the said Preliminary Notification without any modification. Hence, the Commissioner of Labour has requested the Government to confirm the above said Preliminary Notification.

4. The Government have now decided to confirm the orders issued in the said Preliminary Notification, without any modification.

5. The appended Notification will accordingly, be published in the Tamil Nadu Government Gazette both in English and Tamil. The Works Manager, Government Central Press, Chennai-600 001 is requested to publish the Notification and send each five copies of the Gazette to the Government and to the Commissioner of Labour, Chennai-600 006 for reference and record. The Director, Tamil Development and Information (Translation) Department,

Secretariat, Chennai-600 009 is requested to send the Tamil translation of the Notification to the Works Manager, Government Central Press, Chennai-600 001.

**(BY ORDER OF THE GOVERNOR)**

**Md.NASIMUDDIN  
ADDITIONAL CHIEF 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 for Labour Welfare and Skill  
Development, Chennai - 600 009.  
The Senior Private Secretary to  
the Additional Chief Secretary to Government,  
Labour Welfare and Skill Development Department,  
Chennai - 600 009.  
The Labour Welfare and Skill Development (OP-II) Department,  
Chennai - 600 009.  
The Law (LW&SD/Scrutiny) Department, Chennai - 600 009.  
Stock file/ Spare copy.  
Clean copy to file (C.No.efile/912 /J1/2022).

**//FORWARDED BY ORDER //**

Un. *[Signature]*  
09.11.2022  
**SECTION OFFICER**

*[Signature]*  
09.11.22

**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/628(a)/2018, published at pages 1 to 4 of Part II-Section 2 of the Tamil Nadu Government Gazette Extraordinary, dated the 18th July 2018, the Governor of Tamil Nadu, after consultation with the Advisory Board, hereby revise the minimum rates of wages payable to the classes of employees in the employment in Domestic Work 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 Domestic Work.**

Classification of category of Employees (1)	Minimum rates of basic wages (2)			
	Per Hour (Rs.P)	Monthly Wages (one hour per day) (Rs.)	Monthly Wages (8 hours per day) (Rs.)	Live in Workers (per month) (Rs)
<b>Zone-A</b> <b>Corporation Areas:</b>				
<b>(1) Skilled:</b>				
Home Nurse (acquired necessary educational qualification or training)	48	1440	9983	10981
<b>(2) Semi skilled:</b>				
(a) Cooking	47	1410	9701	10671
(b) Gardener				
(c) Cooking and one or more tasks included in unskilled category.				
<b>(3) Unskilled:</b>				
(a) Washing Clothes.	45.50	1365	9418	10360
(b) Washing Utensils.				
(c) Sweeping and Mopping the floor.				
(d) Child care/taking children to school and back.				
(e) Aged care/care of the sick/care of differently abled.				
(f) Cooking assistance.				
(g) Other Miscellaneous domestic works.				
(h) Doing more than one tasks included in unskilled category.				

<b>Zone-B</b>				
<b>Municipal Areas:</b>				
<b>(1) Skilled:</b>				
Home Nurse (acquired necessary educational qualification or training)	43.50	1305	8985	9884
<b>(2) Semi skilled:</b>				
(a) Cooking.	42	1260	8731	9604
(b) Gardener.				
(c) Cooking and one or more tasks included in unskilled category.				
<b>(3) Unskilled:</b>				
(a) Washing Clothes.	41	1230	8477	9325
(b) Washing Utensils.				
(c) Sweeping and Mopping the floor.				
(d) Child care/taking children to school and back.				
(e) Aged care/care of the sick/care of differently abled.				
(f) Cooking assistance.				
(g) Other Miscellaneous domestic works.				
(h) Doing more than one tasks included in unskilled category.				
<b>Zone-C</b>				
<b>Other Areas:</b>				
<b>(1) Skilled:</b>				
Home Nurse (acquired necessary educational qualification or training).	41	1230	8485	9334
<b>(2) Semi skilled:</b>				
(a) Cooking.	40	1200	8246	9071
(b) Gardener.				
(c) Cooking and one or more tasks included in unskilled category.				
<b>(3) Unskilled:</b>				
(a) Washing Clothes.	39	1170	8005	8806
(b) Washing Utensils.				
(c) Sweeping and Mopping the floor.				
(d) Child care/taking children to school and back				
(e) Aged care/care of the sick/care of differently abled.				
(f) Cooking assistance.				
(g) Other Miscellaneous domestic works.				
(h) Doing more than one tasks included in unskilled category.				

**Explanations.-**

(1) The Classification of Zones shall be as follows:-

- Zone-A : Shall include all Corporations.  
 Zone-B : Shall include all Municipalities.  
 Zone-C : Shall include all places other than those  
 in Zones A and B

(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 for the year 2015, that is 248 points (with base year 2001=100) and for every raise of one point over and above 248 points, an increase of Rs.32.25 (Rupees thirty two and paise twenty five 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 consumer price indices for the preceding twelve months, namely from January to December.
- (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 of Chennai City Consumer Price Index Number for the previous year.

- (3) To arrive at daily wages, the monthly wages shall be divided by 26.
- (4) To arrive at hourly rate of wages, the daily rate of wages shall be divided by 8.
- (5) To arrive at monthly rate of wages for one hour per day, the hourly rate of wages shall be multiplied by 30.
- (6) Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.
- (7) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

**Md. NASIMUDDIN**  
**ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

//TRUE COPY//

Un. - A. m. S.  
 09.11.22  
**SECTION OFFICER**  
 09.11.22