



**ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for Employment in Shops and Commercial Establishments - Preliminary Notification - Orders - Issued.

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

G.O.(D) No.343

Dated: 07.07.2022.

சுபகிருது வருடம், ஆணி 23  
திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O.(2D) No.14, Labour and Employment (J1) Department, dated 05.03.2019.
2. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.Z3/10011/2022, dated 6.4.2022 and 11.05.2022.

**ORDER:**

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

(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 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.6672/J1/2022).

**//FORWARDED BY ORDER //**

Un. Singh  
11-7-2022  
**SECTION OFFICER.**

Un.  
11-7-22

**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 to 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 Additional Chief Secretary to Government, Labour Welfare and 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/205(m)/2019 published at pages 1-6 of Part II Section 2 of the Tamil Nadu Government Gazette, dated the 5<sup>th</sup> March 2019, the Governor of Tamil Nadu 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.**

Classes of Employees. (1)	Minimum rates of basic wages (per month) (2)			
	Zone-A (1) (Rs.P.)	Zone-B (2) (Rs.P.)	Zone-C (3) (Rs.P.)	Zone-D (4) (Rs.P.)
<b>I.GENERAL CATEGORIES:</b>				
(1) Manager.	7390.00	7328.00	7264.00	7214.00
(2) Sales Manager.				
(3) Field Officer.				
(4) Development Officer.				
(5) Office Incharge.				

(6) Assistant Manager.	6880.00	6815.00	6753.00	6691.00
(7) Accountant.				
(8) Supervisor.				
(9) Sales Executive.				
(10) Purchaser.				
(11) Store Keeper.				
(12) Agent.				
(13) Sales Promotion Employees.	6829.00	6753.00	6680.00	6619.00
(14) Cashier.				
(15) Clerk.				
(16) Typist-cum-Clerk.				
(17) Typist.				
(18) Stenographer.				
(19) Salesman.				
(20) Sales Representative.	6767.00	6691.00	6619.00	6553.00
(21) Auction Bidder.				
(22) Tradesman.				
(23) Bill Writer.				
(24) Bill Collector.				
(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.	6691.00	6619.00	6541.00	6470.00
(34) Security Guard.				
(35) Weighman.				
(36) Driver.				
(37) Peon.				
(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.				

<b>II. SPECIAL CATEGORIES:</b>				
<b>(1) Chemist and Druggist Shop:</b>				
(a) Pharmacist.	7390.00	7328.00	7264.00	7214.00
(b) Chemist.				
(c) Compounder.	6829.00	6753.00	6680.00	6619.00
<b>(2) Hair Dressing Saloon / Beauty Parlour:</b>				
(a) Hair Dresser.				
(b) Hair Cutter.	6880.00	6815.00	6753.00	6675.00
(c) Beautician				
<b>(3) Photo Studios:</b>				
(a) Photographer.	6829.00	6753.00	6680.00	6619.00
(b) Photo Artist.				
(c) Assistant Photo Artist.	6767.00	6691.00	6619.00	6553.00
(d) Assistant Photographer.				
<b>(4) Service Shops (Watch / Radio / Bicycle):</b>				
(a) Watch Mechanic.				
(b) Radio Mechanic / Repairer.	6880.00	6815.00	6753.00	6691.00
(c) Audio & Video Mechanic/ Repairer.				
(d) Bicycle Fitter.	6691.00	6619.00	6541.00	6470.00
<b>(5) Optical Shops:</b>				
(a) Optical Mechanic / Grinder Purchaser.	6880.00	6815.00	6753.00	6691.00
(b) Refractionary Man				
<b>(6) Block Making and Rubber Stamp Making:</b>				
(a) Engraver.	6880.00	6815.00	6753.00	6691.00
(b) Block Maker.				
(c) Assistant Engraver.	6767.00	6691.00	6619.00	6553.00
(d) Painter / Artist.	6829.00	6753.00	6680.00	6619.00
<b>(7) Electrical Light and Sound Services Shop:</b>				
(a) Electrician / Wireman / Electrical Repairer.	6829.00	6753.00	6680.00	6619.00
(b) Assistant Wireman.	6767.00	6691.00	6619.00	6553.00
(c) Mike Operator.				
<b>(8) Diagnostic Laboratory:</b>				
(a) Radiographer.				
(b) X-Ray Photographer.	6829.00	6753.00	6680.00	6619.00
(c) Laboratory Technician / Analyst.				

<b>(9) Chit Funds and Co-operative Societies:</b>				
(a) Chief Accountant.	6880.00	6815.00	6753.00	6691.00
(b) Office Superintendent.				
(c) Secretary.				
(d) Auditor.				
(e) Personal Assistant.	6829.00	6753.00	6680.00	6619.00
(f) Junior Development Officer.				
(g) Legal Assistant.				
<b>(10) Boarding and Lodges:</b>				
(a) Room Boy.	6691.00	6619.00	6541.00	6470.00
(b) Canvassar.				
(c) Mason.	6829.00	6753.00	6680.00	6619.00
(d) Plumber.				
(e) Painter.				
(f) Electrician.				
<b>(11) Furniture:</b>				
(a) Carpenter.	6880.00	6815.00	6753.00	6691.00
(b) Polisher.				
(c) Rattan Worker.				
<b>(12) Miscellaneous Workers:</b>				
(a) Technician in Musical Instrument Shop.	6880.00	6815.00	6753.00	6691.00
(b) Umbrella Fitting, Stitching and Cutting in Umbrella Shop.				
(c) Polisher in Automobile Dealer Shop.				
(d) Suitcase / All Kinds of Bags and Purse makers (other than in leather).				
(e) Operator in Petrol Bunks.	6691.00	6619.00	6541.00	6470.00
(f) Photo Frame Worker and Cutter.	6829.00	6753.00	6680.00	6619.00
(g) Skilled Labour in Lift Installing Establishments.	6880.00	6815.00	6753.00	6691.00
(h) Air Condition Plant Operator.	6880.00	6815.00	6753.00	6691.00
(i) Fruit Juice and Lassi Makers in the Shops.	6767.00	6691.00	6619.00	6553.00
(j) Engraver in Steel and Aluminium Vessels Shops.	6829.00	6753.00	6680.00	6619.00

(k) Fire Wood Cutter in Fire Wood Shop.	6767.00	6691.00	6619.00	6553.00
(l) Tyre Grinder in Tyre Resoling, Retreading and Tube Vulcanizing Shops.	6829.00	6753.00	6680.00	6619.00
(m) Workers engaged in Drying, Storing, Washing, Measuring, Loading and Unloading in pandagasalai, warehouse, Godown, Store Room and Hill Produce Merchant Shops.	6691.00	6619.00	6541.00	6470.00
(n) General Workers in all Shops and Commercial Establishments other than in Administration and Clerical Cadre and who are not covered in any of the above categories.	6691.00	6619.00	6541.00	6470.00

**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 Consumer Price Index of Chennai City for the year 2010, that is 161 points (with base 2001=100) and for any further raise of every one point over and above 161 points, an increase of Rs.40.18 (Rupees forty and paise eighteen 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 consumer price indices for the preceding 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 : All Corporations and Special Grade Municipalities.
- (ii) Zone – B : All Municipalities other than Special Grade Municipalities.
- (iii) Zone – C : All Townships, Town Panchayats and Contonments.

- (iv) Zone - D : All places other than those mentioned in Zones A, B and C.
- (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 rates of wages, the monthly wages shall be divided by 26.
- (5) Wherever the existing wages are higher than the minimum wages fixed herein, such higher wages shall be continued to be paid.

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

//TRUE COPY//

Un. *Amir*  
11.7.2022  
SECTION OFFICER.

*Amir*  
11.7.22