



## ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) – Fixation of minimum rates of wages for the employment in Home Textiles, that is to say, Bed room Textiles, Bath room Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items – Orders – Issued.

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

G.O.(2D) No.46

Dated 23.11.2021

பிலவ வருடம், கார்த்திகை 7

திருவள்ளூர் ஆண்டு 2052

Read:

1. G.O (Ms.) No.179, Labour and Employment (J2) Department, dated 30.11.2018.
2. G.O (D) No.593, Labour and Employment (J2) Department, dated 20.11.2020.
3. From the Principal Secretary / Commissioner of Labour, Chennai – 600 006, Letter No. ௨௪1/4196/2020, dated 18.11.2021.

### ORDER:

In the Government Order first read above, orders were issued to include the “Employment in Home Textiles, that is to say, Bed room Textiles, Bath room Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items” in Part – I of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948).

2. In the Government Order second read above, a Committee was appointed under the Chairmanship of the Joint Commissioner of Labour, Dindigul for fixation of minimum rates of wages for the employment in Home Textiles, that is to say, Bed room Textiles, Bath room Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items. The said Committee conducted various meetings with the employers and employees and submitted a report to the Commissioner of Labour.

3) The Principal Secretary / Commissioner of Labour in his letter third read above, has sent the report of the said committee along with his recommendations to the Government for the fixation of minimum rates of wages for the employment in Home Textiles, that is to say, Bed room Textiles, Bath room Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items.

4) The Government have carefully examined the report of the said committee and the recommendations of the Commissioner of Labour. The Government accepts the recommendations of the Commissioner of Labour and accordingly decided to fix the minimum rates of wages for the above said employment.

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 five copies of the Gazette to the Government and the Commissioner of Labour 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, New Delhi.

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, Sastri Bhavan, Chennai-600 006.

The Special 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 Department, Chennai - 600 009.

The Labour Welfare and Skill Development (OP.II) Department, Chennai - 600 009.

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Un. [Signature]  
23.11.2021.  
SECTION OFFICER

[Signature]  
23.11.21

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

In exercise of the powers conferred by clause (a) 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), the Governor of Tamil Nadu, after considering the advice of the Committee, appointed under clause (a) of sub-section (1) of section 5 of the said Act, hereby fixes the minimum rates of basic wages payable to the classes of employees in the Employment in Home Textiles, that is to say, Bed room Textiles, Bath room Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items, in the State of Tamil Nadu specified in column (2) of the Schedule below, as specified in the corresponding entries in column (3) thereof.

(2) This Notification shall come into force on and from the date of its publication in the Tamil Nadu Government Gazette.

**THE SCHEDULE.**

**EMPLOYMENT IN HOME TEXTILES, THAT IS TO SAY, BED ROOM TEXTILES,**  
**BATH ROOM TEXTILES, LIVING ROOM TEXTILES, DECORATIVE TEXTILES,**  
**KITCHEN TEXTILES AND THE LIKE ITEMS.**

<b><u>Serial Number.</u></b>	<b><u>Classes of Work / Employees.</u></b>	<b><u>Minimum rates of basic wages.</u></b> <b><u>(per month)</u></b>		
		<b><u>Zone-A</u></b>	<b><u>Zone-B</u></b>	<b><u>Zone-C</u></b>
(1)	(2)	(3)		
		(i)	(ii)	(iii)
		Rs.P.	Rs.P.	Rs.P.
<b><i>Directly not in Core Manufacturing Operations</i></b>				
(1)	Manager	11390	11290	11190
(2)	Accountant	8890	8790	8690
(3)	Supervisor	8390	8290	8190
(4)	Driver	8390	8290	8190
(5)	Computer Operator	7990	7890	7790
(6)	Storekeeper	7990	7890	7790
(7)	Electrician	7990	7890	7790
(8)	Security / Watchman	7640	7540	7440
(9)	Clerk	7640	7540	7440
<b><i>Directly in Core Manufacturing Operations</i></b>				
(10)	Cutter	7190	7090	6990
(11)	Mending	7190	7090	6990
(12)	Tailor	7090	6990	6890
(13)	Ironer/ Machine Operator	7090	6990	6890

(14)	Packer	6390	6290	6190
(15)	Checker	6390	6290	6190
(16)	Sweeper / Cleaner	5880	5780	5680
(17)	Trimmer	5880	5780	5680
(18)	Helper / Loadman	5880	5780	5680

**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 2016, that is, 255 points (with base year 2001=100) and for every raise of one point over and above 255 points, an increase of Rs.22.25 (Rupees twenty two and twenty five paise only) per month shall be paid as dearness allowance.
  - (ii) The dearness allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding 12 (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) 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 wages, the monthly wages shall be divided by 26.
- (5) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

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

//TRUE COPY//

*Un. Singh*  
23.11.2021  
**SECTION OFFICER.**

*GAJ*  
23.11.21