



## ABSTRACT

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

### LABOUR AND EMPLOYMENT (J 1) DEPARTMENT

G.O.(2D) No.49

Dated: 15.05.2018

விளம்பி, வைகாசி 1,  
திருவள்ளூர் ஆண்டு 2049.

Read:-

1. G.O.(2D) No.46, Labour and Employment Department, dated 5.10.2012.
2. G.O.(2D) No.23, Labour and Employment Department, dated 10.04.2017.
3. From the Commissioner of Labour, Chennai - 06, Letter No. Z1/4173/2016, dated 20.11.2017.

### ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Agarbathi Manufactory 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 issued in order to revise further the minimum rates of wages for the employment in Agarbathi Manufactory.

3. The Commissioner of Labour in his letter third read above, has stated that no objection and suggestion 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-600 079 is requested to publish the Notification and send five copies of the Gazette to the Government and to the Commissioner of Labour, Chennai-600 0006 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-600 079.

(BY ORDER OF THE GOVERNOR)

MANGAT RAM SHARMA

PRINCIPAL SECRETARY TO GOVERNMENT

To

The Works Manager, Government Central Press, Chennai-600 079 (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:

All Collectors. (through the Commissioner of Labour, Chennai 600 006).  
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 for Labour, Chennai-600 009.  
The Private Secretary to Principal Secretary to Government, Labour and Employment  
Department, Chennai – 600 009.  
The Labour and Employment (OP-II) Department, Chennai – 600 009.  
The Law (L&E-Sty.) Department, Chennai -600 009.  
Clean copy to file C.No.1542/J1/2018.  
Stock file/ Spare copy.

//FORWARDED BY ORDER//

On. 2. 18. 18  
18.05.2018  
SECTION OFFICER  
18/05/18



**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/725/2012, published at pages 575 to 576 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 31st October 2012, 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 Agarbathi Manufactory 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 with effect on and from the date of its publication in the Tamil Nadu Government Gazette.

**THE SCHEDULE.**  
**Employment in Agarbathi Manufactory.**

<b><u>Serial Number</u></b> (1)	<b><u>Classes of Work / Employees</u></b> (2)	<b>Minimum Rates of Basic Wages (Per month)</b> (3)			
		<b>ZONE-A</b>	<b>ZONE-B</b>	<b>ZONE-C</b>	<b>ZONE-D</b>
		<b>(i)</b> <b>Rs. P.</b>	<b>(ii)</b> <b>Rs. P.</b>	<b>(iii)</b> <b>Rs. P.</b>	<b>(iv)</b> <b>Rs. P.</b>
<b>I.</b>	<b><u>Production Section:</u></b>				
	(1) Rolling of raw bathis (in Industries)	5211.00	5125.00	5037.00	4950.00
	(2) (a) Packing	5299.00	5211.00	5125.00	5037.00
	(b) Packing (Including spraying of scent or dipping)	5631.00	5525.00	5430.00	5334.00
<b>II.</b>	<b><u>Administrative Section:</u></b>				
	(1) Typist	5256.00	5169.00	5080.00	4994.00
	(2) Clerk	5229.00	5141.00	5055.00	4967.00
	(3) Supervisor	5299.00	5211.00	5125.00	5037.00
	(4) Manager	5648.00	5474.00	5235.00	5299.00
	(5) Driver (except the drivers coming under the definition of 'Labour' in Motor Transport Workers Act)	5474.00	5387.00	5299.00	5211.00

	(6) Watchman or Office Assistant or Peon or Attender	4950.00	4862.00	4820.00	4767.00
<b>III.</b>	<b><u>Sales Section:</u></b>				
	(a) Salesman	5299.00	4950.00	4775.00	4601.00
	(b) Assistant Salesman.	4950.00	4862.00	4820.00	4775.00
<b>IV.</b>	<b><u>Other Classes:</u></b>				
	Any other classes of employees not covered above	4950.00	4862.00	4820.00	4775.00
<b>V.</b>	<b><u>Rolling of raw bathis (for home workers):</u></b>				
	(a) Rolling of raw bathis upto 6" for 1000 bathis	37.67	36.61	35.53	34.44
	(b) Rolling of raw bathis above 6" for 1000 bathis	46.28	45.22	44.14	43.06

**Note.-** The Classification of Zones are as follows :-

- Zone – A All Corporations  
 Zone – B All Municipalities  
 Zone – C All Townships, Town Panchayats and Contonments.  
 Zone – D Other areas not covered in Zones A, B and C.

**Explanations.-**

1. **Dearness Allowance** (For Home workers on par with Industrial workers).- Dearness allowance shall be calculated at the rate of Rs.34.55 for rolling of 1000 bathis. However, the maximum dearness allowance should not exceed Rs.103.65 even though the rolling of bathis exceeds 3000 in a day.

2. **Dearness Allowance** (for industrial workers).-

- (i) The Dearness allowance is linked to the Average Chennai City Consumer Price Index for the year 2010. (i.e. 161 points with base 2001=100) and for every rise of one point over and above 161 points, an increase of Rs.28.55 (Rupees Twenty eight and fifty five paise only) per point per month shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated every year on 1st April on the basis of the average of the Consumer Price Index for the preceding 12 months i.e. 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.

- (iv) To arrive at daily rates of wages the monthly wages shall be divided by 26.
- (v) Where the nature of the work is the same no distinction in the payment of wages shall be made between men and women employees.
- (vi) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

MANGAT RAM SHARMA  
PRINCIPAL SECRETARY TO GOVERNMENT

//TRUE COPY//

Un. Singh  
18.5.2018  
SECTION OFFICER  
W/O S/O