



## **ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in Coaching academies that is to say, Tutorial Colleges, Technical Institutes, Primary or Nursery Schools, English medium Schools run on commercial lines without Government grant other than those run by Government and local bodies as the case may be - Preliminary Notification - Orders - Issued.

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

G.O.(D) No. 87

Dated 04.3.2022

பிலவ வருடம், மாசி 20  
திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O.(2D) No.61, Labour and Employment (J1) Department, dated 26.06.2018.
2. From the Principal Secretary/Commissioner of Labour, Chennai - 600 006, Letter No.௫௪1/29775/2021, dated 12.11.2021.

### **ORDER:**

In the Government Order first read above, the minimum rates of wages for the employment in Coaching academies that is to say, Tutorial Colleges, Technical Institutes, Primary or Nursery Schools, English medium Schools run on commercial lines without Government grant other than those run by Government and local bodies as the case may be, 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 five copies of the Gazette to the Government and to the Principal Secretary / 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.  
The Director of Industries and Commerce, 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.  
Clean copy to file (C.No.20310/J1/2021).  
Stock file/ Spare copy.

**//FORWARDED BY ORDER //**

Un. Singh.  
7.3.2022.

**SECTION OFFICER**

Sub  
4.3.22

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**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 of all persons likely to be affected thereby, as required under 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 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/619/2018, published at pages 643 and 644 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 18th July 2018, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the employment in Coaching academies that is to say, Tutorial Colleges, Technical Institutes, Primary or Nursery Schools, English medium Schools run on commercial lines without Government grant other than those run by Government and local bodies as the case may be, 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 Coaching academies that is to say, Tutorial Colleges, Technical Institutes, Primary or Nursery Schools, English medium Schools run on commercial lines without Government grant other than those run by Government and local bodies as the case may be.**

<b><u>Classes of employees.</u></b>	<b><u>Minimum rates of basic wages.</u></b>		
(1)	<b><u>(per month)</u></b>		
	<b><u>(Rs. P.)</u></b>		
	<b><u>Zone-A</u></b>	<b><u>Zone-B</u></b>	<b><u>Zone-C</u></b>
<b><u>Non – Teaching Staff</u></b>			
(a) Clerk / Typist / Cashier / Librarian	8506.00	8241.00	7977.00
(b) Driver	8241.00	7977.00	7713.00



(c) Office Assistant / Gardener / Ayah / Watchman	6919.00	6787.00	6655.00
(d) Scavenger	6787.00	6655.00	6522.00

**Explanations.- (1) Classification of Zones.- The classification of Zones shall be as follows:-**

Zone A : All Municipal Corporations.

Zone B : All Grades of Municipalities.

Zone C : Town Panchayats, Panchayats and other areas.

**(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 number 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.40.50 (Rupees Forty and paise fifty 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 indices for the preceding twelve months, namely from January to December.

(iii) The first calculation shall be effective from the date of publication of the Notification in the Tamil Nadu Government Gazette based on the Average Chennai City Consumer Price Index Number for the previous year.

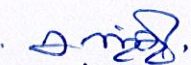
**(3)** Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.

**(4)** To arrive at the 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, the same shall be continued to be paid.

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

//TRUE COPY//

Un.   
4.3.2022.  
SECTION OFFICER.

  
04.3.22