



## **ABSTRACT**

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

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

G.O.(D) No. 88

Dated 04.03.2022

பிலவ வருடம், மாசி 20  
திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O.(2D) No.49, Labour and Employment (J1) Department, dated 15.05.2018.
2. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.௫௪1/29004/2021, dated 12.11.2021.

### **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). 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 Secretary to Government,  
Labour Welfare and Skill Development Department, Chennai – 600 009.  
The Law (L&E-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.20311/J1/2021).

**//FORWARDED BY ORDER //**

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4.3.22,  
**SECTION OFFICER**

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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/513/2018, published at pages 526 and 527 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 6<sup>th</sup> June 2018, the Governor of Tamil Nadu 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:-

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

<u>Serial Number</u> (1)	<u>Classes of Work / Employees</u> (2)	<u>Minimum Rates of Basic Wages</u> (Per month) (3)			
		<u>ZONE-A</u>	<u>ZONE-B</u>	<u>ZONE-C</u>	<u>ZONE-D</u>
		<u>(i)</u>	<u>(ii)</u>	<u>(iii)</u>	<u>(iv)</u>
		<u>(Rs. P.)</u>	<u>(Rs. P.)</u>	<u>(Rs. P.)</u>	<u>(Rs. P.)</u>
I.	<u>Production Section:</u> (1) Rolling of raw bathis (in Industries)	6462.00	6355.00	6246.00	6138.00
	(2) (a)Packing	6571.00	6462.00	6355.00	6246.00
	(b)Packing (Including spraying of scent or dipping)	6982.00	6851.00	6733.00	6614.00

II.	<b><u>Administrative Section:</u></b>				
	(1) Typist	6517.00	6410.00	6299.00	6193.00
	(2) Clerk	6484.00	6375.00	6268.00	6159.00
	(3) Supervisor	6571.00	6462.00	6355.00	6246.00
	(4) Manager	7004.00	6788.00	6491.00	6571.00
	(5) Driver (except the drivers coming under the definition of 'Labour' in Motor Transport Workers Act)	6788.00	6680.00	6571.00	6462.00
	(6) Watchman or Office Assistant or Peon or Attender	6138.00	6029.00	5977.00	5911.00
III.	<b><u>Sales Section:</u></b>				
	(a) Salesman	6571.00	6138.00	5921.00	5705.00
	(b) Assistant Salesman	6138.00	6029.00	5977.00	5921.00
IV.	<b><u>Other Classes:</u></b> Any other classes of employees not covered above	6138.00	6029.00	5977.00	5921.00
V.	<b><u>Rolling of raw bathis (for home workers):</u></b>				
	(a) Rolling of raw bathis upto 6" for 1000 bathis	46.71	45.40	44.06	42.71
	(b) Rolling of raw bathis above 6" for 1000 bathis	57.39	56.07	54.73	53.39

**Explanations.-** 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.

**1. Dearness Allowance (For Home workers on par with Industrial workers).-**

Dearness allowance shall be calculated at the rate of Rs.42.84 for rolling of 1000 bathis. However, the maximum dearness allowance should not exceed Rs.128.52 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.35.43 (Rupees Thirty five and forty three 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 twelve 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.

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

**//TRUE COPY//**

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4.3.22  
**SECTION OFFICER.**

  
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