



# TAMIL NADU GOVERNMENT GAZETTE

EXTRAORDINARY PUBLISHED BY AUTHORITY

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## Part II—Section 2

Notifications or Orders of interest to a Section of the public  
issued by Secretariat Departments.

### NOTIFICATIONS BY GOVERNMENT

#### LABOUR AND EMPLOYMENT DEPARTMENT

REVISION OF MINIMUM RATES OF WAGES FOR THE EMPLOYMENT IN SHOPS AND  
COMMERCIAL ESTABLISHMENTS, UNDER THE MINIMUM WAGES ACT.

[G.O. (2D) No. 14, Labour and Employment (J-1), 5th March 2019,  
மாசி 21, விளம்பி, திருவள்ளுவர் ஆண்டு-2050.]

No. II(2)/LE/205(m)/2019.

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/472/2013 published at pages 467 to 469 of Part II—Section 2 of the *Tamil Nadu Government Gazette*, dated the 10th July 2013, 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 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 draft of the same having been previously published as required by clause (b) of sub-section (1) of Section 5 of the said Act.

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

# TAMIL NADU GOVERNMENT GAZETTE EXTRAORDINARY

## THE SCHEDULE.

### Employment in Shops and Commercial Establishments.

#### Classes of Employees.

#### Minimum Rates of basic wages per month

(1)	Zone-A (Rs.P.) (2)	Zone-B (Rs.P.) (3)	Zone-C (Rs.P.) (4)	Zone-D (Rs.P.) (5)
<b>I. GENERAL CATEGORIES:</b>				
(1) Manager	5960.00	5910.00	5858.00	5818.00
(2) Sales Manager				
(3) Field Officer				
(4) Development Officer				
(5) Office Incharge				
(6) Assistant Manager				
(7) Accountant	5548.00	5496.00	5446.00	5396.00
(8) Supervisor				
(9) Sales Executive				
(10) Purchaser				
(11) Store Keeper				
(12) Agent				
(13) Sales Promotion Employees				
(14) Cashier	5507.00	5446.00	5387.00	5338.00
(15) Clerk				
(16) Typist-cum-Clerk				
(17) Typist				
(18) Stenographer				
(19) Salesman				
(20) Sales Representative				
(21) Auction Bidder				
(22) Tradesman				
(23) Bill Writer				
(24) Bill Collector				
(25) Booking Clerk				
(26) Bill Clerk				
(27) Godown Keeper	5457.00	5396.00	5338.00	5285.00
(28) Assistant Salesman				
(29) Godown Incharge				
(30) Accounts Assistant				
(31) Receptionist				
(32) Lineman				
(33) Tally Clerk				
(34) Security Guard				
(35) Weighman				
(36) Driver				

Classes of Employees.

Minimum Rates of basic wages per month

(1)	Zone-A (Rs.P.) (2)	Zone-B (Rs.P.) (3)	Zone-C (Rs.P.) (4)	Zone-D (Rs.P.) (5)				
(37) Peon	5396.00	5338.00	5275.00	5218.00				
(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	5507.00	5446.00	5387.00	5338.00				
(48) Sweeper								
(49) Gardener								
(50) Scavenger								
<b>II. Special Categories:</b>								
(1) Chemist and Druggist Shop:	5960.00	5910.00	5858.00	5818.00				
(a) Pharmacist								
(b) Chemist								
(c) Compounder	5507.00	5446.00	5387.00	5338.00				
<b>(2) Hair Dressing Saloon / Beauty Parlour:</b>								
(a) Hair Dresser								
(b) Hair Cutter	5548.00	5496.00	5446.00	5383.00				
(c) Beautician								
<b>(3) Photo Studios:</b>								
(a) Photographer	5507.00	5446.00	5387.00	5338.00				
(b) Photo Artist								
(c) Assistant Photo Artist	5457.00	5396.00	5338.00	5285.00				
(d) Assistant Photographer								
<b>(4) Service Shops (Watch / Radio / Bicycle):</b>								
(a) Watch Mechanic	5548.00	5496.00	5446.00	5396.00				
(b) Radio Mechanic / Repairer								
(c) Audio and Video Mechanic / Repairer								
(d) Bicycle Fitter								
(a) Watch Mechanic	5396.00	5338.00	5275.00	5218.00				
(b) Radio Mechanic / Repairer								
<b>(5) Optical Shops:</b>								
(a) Optical Mechanic / Grinder / Purchaser	5548.00	5496.00	5446.00	5396.00				
(b) Refractionary Man								

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## Classes of Employees.

(1)	Minimum Rates of basic wages per month			
	Zone-A (Rs.P.) (2)	Zone-B (Rs.P.) (3)	Zone-C (Rs.P.) (4)	Zone-D (Rs.P.) (5)
<b>(6) Block Making and Rubber Stamp Making:</b>				
(a) Engraver	} 5548.00	5496.00	5446.00	5396.00
(b) Block Maker				
(c) Assistant Engraver				
(d) Painter / Artist				
	5457.00	5396.00	5338.00	5285.00
	5507.00	5446.00	5387.00	5338.00
<b>(7) Electrical Light and Sound Services Shop:</b>				
(a) Electrician/Wireman/ Electrical Repairer.	5507.00	5446.00	5387.00	5338.00
(b) Assistant Wireman	} 5457.00	5396.00	5338.00	5285.00
(c) Mike Operator				
<b>(8) Diagnostic Laboratory:</b>				
(a) Radiographer	} 5507.00	5446.00	5387.00	5338.00
(b) X-Ray Photographer				
(c) Laboratory Technician/ Analyst				
<b>(9) Chit Funds and Co-operative Societies:</b>				
(a) Chief Accountant	} 5548.00	5496.00	5446.00	5396.00
(b) Office Superintendent				
(c) Secretary				
(d) Auditor				
(e) Personal Assistant	} 5507.00	5446.00	5387.00	5338.00
(f) Junior Development Officer				
(g) Legal Assistant				
<b>(10) Boarding and Lodges:</b>				
(a) Room Boy	} 5396.00	5338.00	5275.00	5218.00
(b) Canvassar				
(c) Mason	} 5507.00	5446.00	5387.00	5338.00
(d) Plumber				
(e) Painter				
(f) Electrician				
<b>(11) Furniture:</b>				
(a) Carpenter	} 5548.00	5496.00	5446.00	5396.00
(b) Polisher				
(c) Rattan Worker				

(1)	Minimum Rates of basic wages per month			
	Zone-A (Rs.P.) (2)	Zone-B (Rs.P.) (3)	Zone-C (Rs.P.) (4)	Zone-D (Rs.P.) (5)
<b>(12) Miscellaneous Workers:</b>				
(a) Technician in Musical Instrument Shop.	5548.00	5496.00	5446.00	5396.00
(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.	5396.00	5338.00	5275.00	5218.00
(f) Photo Frame Worker and Cutter.	5507.00	5446.00	5387.00	5338.00
(g) Skilled Labour in Lift Installing Establishments	5548.00	5496.00	5446.00	5396.00
(h) Air Condition Plant Operator	5548.00	5496.00	5446.00	5396.00
(i) Fruit Juice and Lassi Makers in the Shops.	5457.00	5396.00	5338.00	5285.00
(j) Engraver in Steel and Aluminium Vessels Shops.	5507.00	5446.00	5387.00	5338.00
(k) Fire Wood Cutter in Fire Wood Shop	5457.00	5396.00	5338.00	5285.00
(l) Tyre Grinder in Tyre Resoling, Retreading and Tube Vulcanizing Shops	5507.00	5446.00	5387.00	5338.00
(m) Workers engaged in Drying, Storing, Washing, Measuring, Loading and Unloading in Pandagasalai, Warehouse, Godown, Store Room and Hill Produce Merchant Shops	5396.00	5338.00	5275.00	5218.00
(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	5396.00	5338.00	5275.00	5218.00

**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 161 points (with base 2001=100) and for any further raise of every one point over and above 161 points, an increase of Rs.32.40 (Rupees thirty two and paise forty 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 of 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.

SUNIL PALIWAL,  
Principal Secretary to Government.