



## **ABSTRACT**

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

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

G.O (D) No.620

Dated:07.11.2025

விசுவாச வரூடம், ஜப்பசி-21

திருவள்ளூர் ஆண்டு-2056.

#### **Read:**

1. G.O.(2D) No.35,Labour Welfare and Skill Development (J1) Department, dated 03.06.2022.
2. From the Commissioner of Labour, Chennai, Letter No.Z1/18193/2025, dated 18.08.2025.

#### **ORDER:**

In the Government Order first read above, the minimum rates of wages for the Employment in Bakeries and Biscuits Manufactory were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government have now proposed to revise the minimum rates of wages further 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 each five copies of the Gazette to the Government and to the 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)**

**K. VEERA RAGHAVA RAO**  
**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.

P.T.O.,

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:

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  
(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 Labour Welfare and Skill Development (OP-II) Department, Chennai – 600 009.  
The Law (LW&SD-Sty.) Department, Chennai-600 009.  
Clean Copy for File (C.No. efile/6459/J1/2025)  
Stock File & Spare Copy.

**//FORWARDED BY ORDER//**

  
**SECTION OFFICER** 7.11.25  
G.P.  
7/11/25

**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 following 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, DMSCampus, 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 Welfare and Skill Development Department Notification No.II(2)/LWSD/517/2022, published at pages 821 and 822 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 29<sup>th</sup> June 2022, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the Employment in Bakeries and Biscuits 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 Bakeries and Biscuits Manufactory**

<b><u>Serial Number.</u></b>	<b><u>Classes of Employees.</u></b>	<b><u>Minimum rates of basic wages (Rs.P.)</u></b>
(1)	(2)	(3)
<b>1. General Categories</b>		
(1)	Manager	10231.00 per month
(2)	Assistant Manager	9717.00 per month
(3)	Cashier/Clerk	9066.00 per month
(4)	Typist	9066.00 per month
(5)	Sales Man	9066.00 per month
(6)	Store Assistant	8898.00 per month
(7)	Driver	8898.00 per month

(8)	Watchman / Peon	8464.00 per month
<b>2. Other Categories:</b>		
<b>Highly Skilled:</b>		
(1)	Bakery Maistry	342.00 per day
(2)	Any other highly skilled category	
<b>Skilled:</b>		
(1)	Supervisor	321.00 per day
(2)	Head Baker	
(3)	Any other skilled category not covered above	
<b>Semi-skilled:</b>		
(1)	Baker	303.00 per day
(2)	Oven-keeper	
(3)	Table Man	
(4)	Dough Maker	
(5)	Bun-Rounder	
(6)	Bread-Moulder	
(7)	Any other semi-skilled category not covered above	
<b>Un-skilled:</b>		
(1)	Assistant Baker	283.00 per day
(2)	Helper/Assistants	
(3)	Cleaner of all categories	
(4)	Assistant of all categories	
(5)	Any other un-skilled category not covered above	

**Explanation.- (1) Dearness Allowance.-** In addition to the minimum rates of basic wages fixed above, the employees shall be paid dearness allowance as follows:-

- (i) The dearness allowance is linked to the Average of Chennai City Consumer Price Index 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.1.74 (Rupee one and seventy four paise only) per day shall be paid as dearness allowance.

- (ii) The dearness allowance shall be calculated on the first April of every year on the basis of the average of the indices for the preceding 12 months, that is from January to December.
- (iii) The first calculation shall 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 of the previous year.
- (2) (i) To arrive at daily wages, the monthly wages shall be divided by 26.
- (ii) To arrive at monthly wages, the daily wages shall be multiplied by 30
- (3) Where the nature of work is same, no distinction in the payment of wages shall be made as between men and women employees.
- (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

**K. VEERA RAGHAVA RAO**  
**SECRETARY TO GOVERNMENT**

**//TRUE COPY//**

  
**SECTION OFFICER**





## **ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the Employment in Chemical Fertilizer Industry – Preliminary Notification - Orders - Issued.

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

G.O.(D) No.617

Dated: 07.11.2025

விசுவாச வரூடம், ஐப்பசி-21  
திருவள்ளூர் ஆண்டு-2056.

### **Read:**

1. G.O.(2D)No.43, Labour Welfare and Skill Development (J1) Department, dated 10.06.2022.
2. From the Commissioner of Labour, Chennai-06, Letter No.Z1/20603/2025, dated 18.08.2025.

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### **ORDER:**

In the Government Order first read above, the minimum rates of wages for the Employment in Chemical Fertilizer Industry were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government have now proposed to revise the minimum rates of wages further 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 each five copies of the Gazette to the Government and to the 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)**

**K. VEERA RAGHAVA RAO**  
**SECRETARY TO GOVERNMENT**

To

The Works Manager, Government Central Press, Chennai-600 001.  
(for publication in the Government Gazette).

P.T.O.,

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:

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

The Law (LW&SD-Sty.) Department, Chennai-600 009.

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**//FORWARDED BY ORDER//**

**SECTION OFFICER**

**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 following 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 Welfare and Skill Development Department Notification No.II(2)/LWSD/538/2022, published on page 833 and 834 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 6<sup>th</sup> July 2022, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the Employment in Chemical Fertilizer Industry 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 Chemical Fertilizer Industry.**

Classes of employees  (1)	Minimum rates of basic wages (per month) (Rs. P.) (2)
<b>1) <u>Administrative staff:</u></b>	
(1) Manager.	11187.00
(2) Clerk / Typist / Accountant.	9424.00
(3) Driver / Storekeeper.	9170.00
(4) Office Boy.	8668.00
<b>2) <u>Workers category:</u></b>	
(1) <u>Highly skilled:</u> Technical Supervisor / Chemist.	10557.00
(2) <u>Skilled:</u> Operator / Technician / Electrician / Fitter.	9676.00
(3) <u>Unskilled:</u> Common workmen / Helper / Filler.	9169.00

**Explanations.-** (1) **Dearness Allowance.-** In addition to the minimum rates of basic wages as 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 2010 that is, 161 points (with base 2001 = 100) and for every rise of one point over and above 161 points an increase of Rs.53.80 per month (Rupees fifty three and eighty paise only) 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 Consumer Price Index for the preceding twelve months, that is, 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.

(2) To arrive at the daily wages, the monthly wages shall be divided by 26.

(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) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

(5) For the categories of Security services in the Employment in Chemical Fertilizer Industry, the minimum wages fixed / revised in the Employment in Security Guards shall be applicable.

**K. VEERA RAGHAVA RAO  
SECRETARY TO GOVERNMENT**

**//TRUE COPY//**

**SECTION OFFICER**



**ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the employment in any Rice Mill, Flour Mill or Dhall Mill – Preliminary Notification - Orders – Issued.

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

G.O (D) No.616

Dated:07.11.2025

விசுவாவச வருடம், ஜப்பசி-21

திருவள்ளூர் ஆண்டு-2056.

**Read:**

1. G.O.(2D)No.46,Labour Welfare and Skill Development (J1) Department, dated 10.06.2022
2. From the Commissioner of Labour, Chennai, Letter No.Z2/20287/2025, dated 06.08.2025.

**ORDER:**

In the Government Order first read above, the minimum rates of wages for the Employment in any Rice Mill, Flour Mill or Dhall Mill were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government have now proposed to 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 each five copies of the Gazette to the Government and to the 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)**

**K. VEERA RAGHAVA RAO  
SECRETARY TO GOVERNMENT**

To

The Works Manager, Government Central Press, Chennai-600 001.  
(for publication in the Government Gazette).

P.T.O.,

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:

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

The Law (LW&SD-Sty.) Department, Chennai-600 009.

Clean Copy for File (C.No.efile/6211/J1/2025)

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**//FORWARDED BY ORDER//**

  
**SECTION OFFICER**  
21/6/25  
21/6/25

**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 following 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 Welfare and Skill Development Department Notification No.II(2)/LWSD/541/2022, published at page 837 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 6<sup>th</sup> July 2022, the Governor of Tamil Nadu, hereby revises the minimum rates of wages payable to the classes of employees in the Employment in any Rice Mill, Flour Mill or Dhall Mill 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 any Rice Mill, Flour Mill or Dhall Mill.**

Serial Number.	Classes of Employees.	Minimum Rates of Basic Wages. (Per Day) (Rs. P.)
(1)	(2)	(3)
(1)	Hamalis (Bag Carriers).	335.50
(2)	Bag Weighter of Katta Mazdoors.	331.00
(3)	Bag Stitchers.	331.00
(4)	Carriers of husk.	324.00
(5)	Mazdoors including Miscellaneous Workers.	324.00
(6)	Carriers of Rice.	324.00
(7)	Engine Driver.	346.00

(8)	Electrician.	346.00
(9)	Fireman.	325.00
(10)	Fitter.	331.00
(11)	Hullerman.	325.00
(12)	Maistries.	335.50
(13)	Mechanic.	335.50
(14)	Oilers.	324.00
(15)	Paddy Boilers.	331.00
(16)	Paddy Drivers.	324.00
(17)	Paddy Millers.	324.00
(18)	Sweepers.	324.00
(19)	Shellerman.	324.00
(20)	Winnowers.	324.00
(21)	Paddy Soakers.	324.00
(22)	Water Carriers.	324.00
(23)	Watchman.	324.00
(24)	Mazdoors employed in polishing.	324.00
(25)	Rice Measures.	325.00
(26)	Mazdoors employed in grinding grain.	324.00
(27)	Dhall Manufacturers.	324.00
(28)	Loadman.	324.00
(29)	Peons.	324.00
(30)	Carpenters.	331.00
(31)	Varukadalai Workers.	335.50
(32)	Clerk.	9464.00 per month
(33)	Attenders.	9130.00 per month


**Explanations.- (1) Dearness Allowance.-** In addition to the minimum rates of basic wages fixed above, the employees shall be paid dearness allowance as follows:-

- (i) The dearness allowance is linked to the Average Consumer Price Index Number for Chennai City 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.1.98 (one rupee and ninety eight paise only) per day shall be paid as dearness allowance.

- (ii) ~~The dearness allowance shall be calculated on the first April of every year on the basis of the average of the indices of the preceding twelve months, that is, from January to December.~~
- (iii) The first calculation of dearness allowance shall be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette, based on the Average Consumer Price Index of the previous year.
- (2) (i) The daily rates of wages and dearness allowance include the element of Holiday Wages also.
- (ii) To arrive at daily wages, monthly rates of wages shall be divided by 26.
- (iii) To arrive at monthly wages, the daily wages shall be multiplied by 30.
- (3) Where the nature of work is the same, no distinction in the payment of wages shall be made in the case of men and women employees.
- (4) Wherever the existing wages are higher than the minimum wages fixed herein, such existing wages shall be continued to be paid.

**K. VEERA RAGHAVA RAO**  
**SECRETARY TO GOVERNMENT**

**//TRUE COPY//**

  
**SECTION OFFICER** 7.11.21  
9/11/21



### **ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the Employment in Paper and other incidental processes connected with the Handmade Paper Industry - Preliminary Notification - Confirmation – Orders - Issued.

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

G.O (2D) No.44

Dated:07.11.2025

விசுவாச வரடம், ஐப்பசி-21

திருவள்ளூர் ஆண்டு-2056.

**Read:**

1. G.O (2D) No.20, Labour and Employment (J1) Department, dated 07.06.2021.
2. G.O (2D) No.115, Labour Welfare and Skill Development (J1) Department, dated 28.02.2025.
3. From the Commissioner of Labour, Chennai - 600 006, Letter No.Z2/24052/2024, dated 08.08.2025.

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### **ORDER:**

In the Government Order first read above, the minimum rates of wages for the Employment in Paper and other incidental processes connected with the Handmade Paper Industry were revised again 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 published in order to revise further the minimum rates of wages for the above said employments.

3. The Commissioner of Labour in his letter third read above, has stated that no objections and suggestions were received from the persons likely to be affected by such revision and has requested the Government to confirm the above said Preliminary Notification, without any modification.

4. The Government have now decided to confirm the orders issued in the said Preliminary Notification, without any modification.

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 each five copies of the Gazette to the Government and to the Commissioner of Labour, Chennai-600 006 for reference and record. The Director,

P.T.O.,

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)**

**K. VEERA RAGHAVA RAO**  
**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 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 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 (Labour Welfare and Skill  
Development), Chennai - 600 009.  
The Senior Principal 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. efile/6223/J1/2025).  
Stock file/ Spare copy.

**//FORWARDED BY ORDER//**

  
**SECTION OFFICER** 7.11.24  
7/11/24

**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/378/2021, published at pages 246 and 247 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 7<sup>th</sup> July, 2021, 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 Paper and other incidental processes connected with Handmade Paper Industry 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.

**THE SCHEDULE.**  
**Employment in Paper and other incidental processes connected with**  
**Handmade Paper industry**

Classes of employees.		Minimum rates of basic wages (per month) (Rs.P.)
(1)	(2)	(2)
<b>(1) UNSKILLED:</b>		
(i) Sorting.	6928.00	
(ii) Pressing.		
(iii) Beating.		
(iv) Calendaring.		
(v) Lifting.		
(vi) Cutting.		
(vii) Carding.		
(viii) Packing.		
<b>(2) SEMI-SKILLED:</b>		
(i) Electrician.	7181.00	
(ii) Fitter.		
(iii) Welder.		
<b>(3) SKILLED:</b>		
(i) Manager.	7687.00	
(ii) Supervisor / Accountant.	7434.00	
<b>(4) COMMON CATEGORIES:</b>		
(i) Driver.	7181.00	
(ii) Office Boy / Watchman.	7119.00	

**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 Chennai City Consumer Price Index for the year 2010; that is 161 points (with base 2001=100) and for every rise of one point over and above 161 points, an increase of Rs. 43.00 (Rupees forty three 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 preceding twelve months, that is 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.
- (2) Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.
- (3) To arrive at daily rates of wages, the monthly wages shall be divided by 26.
- (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

**K. VEERA RAGHAVA RAO**  
**SECRETARY TO GOVERNMENT**

//TRUE COPY//

  
**SECTION OFFICER** 7.11.22  
Date  
7/11/22



**ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the Employment in Coconut Peeling – Preliminary Notification - Orders – Issued.

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

G.O (D) No.615

Dated:07.11.2025

விசுவாச வரட்டம், ஜப்பசி-21

திருவள்ளூர் ஆண்டு-2056.

**Read:**

1. G.O.(2D) No.45, Labour Welfare and Skill Development (J1) Department, dated 10.06.2022.
2. From the commissioner of Labour, Chennai-06, Letter No.Z1/20604/2025, dated 08.08.2025.

**ORDER:**

In the Government Order first read above, the minimum rates of wages for the Employment in Coconut Peeling were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government have now proposed to revise the minimum rates of wages further 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 each five copies of the Gazette to the Government and to the 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)

**K. VEERA RAGHAVA RAO**  
**SECRETARY TO GOVERNMENT**

To

The Works Manager, Government Central Press, Chennai-600 001.  
(for publication in the Government Gazette).

P.T.O.,

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:

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

The Law (LW & SD-Sty.) Department, Chennai-600 009.

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**//FORWARDED BY ORDER//**

  
**SECTION OFFICER**  
7.11.25

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

The following draft Notification, which it 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 following 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, 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 Welfare and Skill Development Department Notification No.II(2)/LWSD/540/2022, published at pages 836 and 837 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 6<sup>th</sup> July 2022, the Governor of Tamil Nadu hereby revises the Minimum rates of wages payable to the classes of employees in the Employment in Coconut Peeling 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 Coconut Peeling**

Sl.No	Classes of Works	Minimum Rates of Basic Wages
(1)	(2)	(3)
1.	Coconut Peeling.	
	(i) Time Rate.	Rs. 357.00 per day
	(ii) Piece Rate.	Rs. 452.05 per 1000 coconuts
2.	Tree Climbing and Coconut Plucking.	
	(i) Time Rate.	Rs. 357.00 per day
	(ii) Piece Rate.	Rs. 6.34 per tree
3.	Grading of coconuts.	
	(i) Time Rate.	Rs. 299.00 per day

	(ii) Piece Rate.	Rs. 47.47 per 1000 coconuts
4.	Loading and Unloading.	Rs. 452.05 per 1000 coconuts
5.	Un-skilled workers.	Rs.291.00 per day
6.	Cleaning, Fertilising and Pesticiding of trees.	Rs.15.07 per tree

**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 Chennai Consumer Price Index 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.1.80 (Rupee one and eighty paise only) per day shall be paid as dearness allowance.
  - (ii) The dearness allowance shall be calculated every year on the 1<sup>st</sup> April on the basis of the average of the indices 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 the Notification in the Tamil Nadu Government Gazette, based on the Average Chennai City Consumer Price Index Number of the previous year.
- (2) Where the nature of work is the same, no distinction in the payment of wages shall be made between male and female employees.
  - (3) To arrive at monthly rates of wages, the daily wages shall be multiplied by 30.
  - (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

**K. VEERA RAGHAVA RAO**  
**SECRETARY TO GOVERNMENT**

**//TRUE COPY//**

  
**SECTION OFFICER** 7.11.25  
004  
7/11/25



### **ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the Employment in Printing Presses – Preliminary Notification - Orders – Issued.

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

G.O (D) No.618

Dated:07.11.2025

விசுவாச வரூடம், ஐப்பசி-21

திருவள்ளூர் ஆண்டு-2056.

#### **Read:**

1. G.O.(2D) No.48,Labour Welfare and Skill Development (J1)Department, dated 10.06.2022.
2. From the Commissioner of Labour, Chennai-06, Letter No.Z2/20291/2025, dated 11.09.2025.

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#### **ORDER:**

In the Government Order first read above, the minimum rates of wages for the Employment in Printing Presses were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government have now proposed to 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 each five copies of the Gazette to the Government and to the 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)**

**K. VEERA RAGHAVA RAO**  
**SECRETARY TO GOVERNMENT**

To

The Works Manager, Government Central Press, Chennai-600 001. (for publication in the Government Gazette).

P.T.O.,

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.

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 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 Labour Welfare and Skill Development (OP-II) Department, Chennai-600 009.  
The Law (LW&SD-Sty.) Department, Chennai-600 009.  
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Stock File & Spare Copy.

**//FORWARDED BY ORDER//**

  
**SECTION OFFICER**  
7.11.25  
S. S. Srinivasan

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

The following draft Notification, which it 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 by clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that the following 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 Welfare and Skill Development Department Notification No.II(2)/LWSD/543/2022, published at pages 844 and 845 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 06<sup>th</sup> July 2022, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the employment in Printing Presses 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 PRINTING PRESSES.**

<b><u>Classes of Employees</u></b> <b>(1)</b>	<b><u>Minimum rate of basic wages</u></b> <b><u>(per month)</u></b>		
	<b>(2)</b>		
	<b>ZONE-A</b>	<b>ZONE-B</b>	<b>ZONE-C</b>
	<b>Rs. P.</b>	<b>Rs. P.</b>	<b>Rs. P.</b>
	<b>(i)</b>	<b>(ii)</b>	<b>(iii)</b>
<b><u>GROUP - I</u></b> Accountant, Foreman and Supervisor	8087.00	7712.00	7554.00

<b>GROUP – II</b> Clerk, Cashier, Typist, Steno- typist, Time-Keeper, Mono-operator, Mono-caster, Line Operator, Off- set printer, Artist, Cameraman, Imposer and Automatic Machine man	7872.00	7508.00	7322.00
<b>GROUP – III</b> Proof reader, Cylinder treadle Machine man, Plate maker, Electrician, Compositor, Binder, Ruler, Grinder and Feeder	7656.00	7291.00	7118.00
<b>GROUP – IV</b> Wheeler, Helper, Office-boy, Peon, Watchman, Packer and Apprentice	7366.00	6985.00	6944.00

**Explanations.- (1) Classification of Zones.-** Zones - A, B and C shall comprise of the following areas:-

- (i) Zone-A: All Municipal Corporations and Special Grade Municipalities.
- (ii) Zone-B: All Municipalities other than Special Grade Municipalities.
- (iii) Zone-C: All other areas excluding those specified in Zone-A and Zone-B.

**(2) Dearness Allowance.-** In addition to the above minimum rates of basic wages, the employees shall be paid dearness allowance as indicated below:-

- (i) The dearness allowance shall be linked to the average Chennai City Consumer Price Index Number for the year, 2010, that is, 161 points with base 2001=100 and for any future raise of every one point over and above 161 points, an increase of Rs.43.10 (Rupees forty three and paise ten 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 consumer price 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 payment of wages shall be made in the case of 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.

**K. VEERA RAGHAVA RAO**  
**SECRETARY TO GOVERNMENT**

**//TRUE COPY//**

  
**SECTION OFFICER** 2.11.25  
Date  
2/11/25