



**ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for Employment in Salt Pans - Preliminary Notification - Confirmation - Orders - Issued.

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

G.O.(2D) No.41

Dated:30.09.2025

விசுவாச வரடம், புரட்டாசி-14

திருவள்ளூர் ஆண்டு-2056.

Read:

1. G.O (2D) No.116, Labour and Employment (J1) Department, dated 12.12.2018.
2. G.O (2D) No.243, Labour and Employment (J1) Department, dated 27.05.2022.
3. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.Z3/6450/2022, dated 07.08.2025.

**ORDER:**

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

3. The Commissioner of Labour in his letter third read above, has stated that objections and suggestions were received from the persons likely to be affected by such revision and which were placed in the Minimum Wages (State) Advisory Board and was decided to confirm the said Preliminary Notification without any modification. Hence, the Commissioner of Labour 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.

P.T.O.,

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 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.  
The Principal Secretary/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/5977/J1/2025).  
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**//FORWARDED BY ORDER//**

**SECTION OFFICER**

*Handwritten signature and date:*  
06/10/25

**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/27/2019 published at pages 32 - 33 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 9<sup>th</sup> January 2019, 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 salt pans 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 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 Salt Pans**

Serial Number. (1)	Classes of Employees. (2)	Minimum rates of basic wages. (Rs.P.) (3)
1	Scraping	284.00 per day.
2	Transporting from Crystalliser bunds to drying platform	
	(i) Guaranteed minimum basic rates of wages.	280.00 per day.
	(ii) Piece-Rate.	
	(a) per metric tonne for a lead of upto 45 metres.	42.62
	(b) per metric tonne for a lead of more than 45 metres and upto 105 metres.	25.87
	(c) for every additional lead of 60 metres over and above 105 metres.	25.87
3	Maramath.	280.00 per day.
4	Pumping Man.	283.00 per day.
5	Pump Attender.	280.00 per day.
6	Maistry.	8286.00 per mensem.

7	Watchman.	7895.00 per mensem.
8	(i) Tractor Driver (including Krishi Tractor).	8286.00 per mensem.
	(ii) Pump Mechanic (Diesel or electrical Salt Crushing Machine).	
9	Clerk.	8286.00 per mensem.
10	Removal, weighing, filling up of bags.	285.70 per 100 bags.
11	Removal, weighing, filling up of bags, stitching and transporting of salt bags (75 kilograms to 80 kilograms with a lead of 30 metres).	806.89 per 100 bags.
12	General Categories (not covered under any of the above categories).	Suitable piece rate subject to a guaranteed minimum wages of Rs.280.00 per day.

**Explanations.- (1) Dearness Allowance:** In addition to the minimum rates of 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 raise of one point over and above 161 points, an increase of Rs.1.73 (Rupee one and paise seventy three 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 twelve 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 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 in the case of men and women employees.


(3) (i) To arrive at the daily rate of wages, the monthly rate of wages shall be divided by 26.

(ii) To arrive at the monthly rate of wages, the daily rate of wages shall be multiplied by 30.

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

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

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**SECTION OFFICER**  
*01/10/25*  
*06/10/25*



## **ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages Payable for the Employment in Home Textiles, that is to say, Bed room Textiles, Bathroom Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items - Preliminary Notification – Orders - Issued.

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

**G.O.(D) No.545**

**Dated:22.09.2025**

**விசுவாச வரடம், புரட்டாசி-06  
திருவள்ளூர் ஆண்டு-2056.**

**Read:**

1. G.O.(2D) No.46, Labour Welfare and Skill Development (J1) Department, dated 23.11.2021.
2. From the Commissioner of Labour, Chennai - 600 006, Letter No.௫1/01632/2024, dated:15.04.2025.

### **ORDER:**

In the Government Order first read above, the minimum rates of wages payable for the Employment in Home Textiles, that is to say, Bed room Textiles, Bathroom Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items were fixed 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 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

P.T.O.,

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 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.

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**//FORWARDED BY ORDER//**

*W. Prasad*  
22/9/25  
**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 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/851/2021 published at page 493 and 494 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 8<sup>th</sup> December 2021, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the employment in Home Textiles, that is to say, Bed room Textiles, Bathroom Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items, 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 Home Textiles, that is to say, Bed room Textiles, Bath room Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items.**

<b><u>Serial Number.</u></b>	<b><u>Classes of Work / Employees.</u></b>	<b><u>Minimum rates of basic wages.</u></b> (per month)		
		<b><u>Zone-A</u></b>	<b><u>Zone-B</u></b>	<b><u>Zone-C</u></b>
(1)	(2)	(i)	(ii)	(iii)
		<b><u>Rs.P.</u></b>	<b><u>Rs.P.</u></b>	<b><u>Rs.P.</u></b>
<b><i>Directly Not in Core Manufacturing Operations</i></b>				
(1)	Manager	14124	14000	13876
(2)	Accountant	11024	10900	10776

(3)	Supervisor	10404	10280	10156
(4)	Driver	10404	10280	10156
(5)	Computer Operator	9908	9784	9660
(6)	Storekeeper	9908	9784	9660
(7)	Electrician	9908	9784	9660
(8)	Security / Watchman	9474	9350	9226
(9)	Clerk	9474	9350	9226
<b>Directly in Core Manufacturing Operations</b>				
(10)	Cutter	8916	8792	8668
(11)	Mending	8916	8792	8668
(12)	Tailor	8792	8668	8544
(13)	Ironer/ Machine Operator	8792	8668	8544
(14)	Packer	7924	7800	7676
(15)	Checker	7924	7800	7676
(16)	Sweeper / Cleaner	7291	7167	7043
(17)	Trimmer	7291	7167	7043
(18)	Helper / Loadman	7291	7167	7043

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

- Zone-A : shall include all Corporations;  
 Zone-B : shall include all Municipalities;  
 Zone-C : shall include all places other than those in Zones A and B.

**(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 for the year 2016, that is, 255 points (with base year 2001=100) and for every raise of one point over and above 255 points, an increase of Rs.27.61 (Rupees twenty seven and sixty one paise only) per month 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 (twelve) months, namely from January to December.
- (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 of 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 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**

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*W. Srinivas*  
22/9/25  
**SECTION OFFICER**