

ABSTRACT

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

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(D) No.619

Dated: 07.11.2025

விசுவாச வரூடம், ஐப்பசி-21

திருவள்ளூர் ஆண்டு-2056.

Read:

1. G.O.(2D) No.51, Labour Welfare and Skill Development (J1) Department, dated 10.06.2022.
2. From the Commissioner of Labour, Chennai-06, Letter No.Z1/20605/2025, dated 18.08.2025.

ORDER:

In the Government Order first read above, the minimum rates of wages for the Employment in Appalam 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).

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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SECTION OFFICER 2.11.25
Date 2.11.25

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 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/546/2022, published at pages 848 and 849 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 6th July 2022 , the Governor of Tamil Nadu, hereby revises the minimum rates of wages payable to the classes of employees in the Employment in Appalam Manufactory 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 Appalam Manufactory

<u>Classes of Employees</u>	Minimum rates of Basic Wages	
	ZONE - I (Rs. P.)	ZONE - II (Rs. P.)
(1)	(2)	
1.Packer	9116.00 per month	8917.00 per month
2.Accountant	9302.00 per month	9116.00 per month
3.Weigher/Assistant	9116.00 per month	8917.00 per month
4.Cutting (per100 kilograms)	749.89	565.27
5.Kalavai (per100 kilograms)	876.79	646.05

6. Appalam Manufactory		
(i) Appalams (3 inches) or 7.6 centimeters (Diameter) 100 Nos. (300 gms)	14.53	10.44
(ii) Appalams (4 inches) or 10.2 centimeters (Diameter) 100 Nos. (400 gms)	18.56	13.69
(iii) Appalams (5 inches) or 12.7 centimeters (Diameter) 100 Nos. (500 gms)	27.47	20.20
(iv) Appalams (6 inches) or 15.2 centimeters (Diameter) 100 Nos. (700 gms)	30.68	22.67

Explanations.- (1) Zone-I and Zone-II shall comprise of the following areas:-

Zone-I: All Municipal Corporations and Special Grades and Selection Grade Municipalities including Special and Selection Grade Municipal Townships.

Zone-II: Other Places.

(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. **55.38** (Rupees fifty five and thirty eight paise only) per month shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated every year on the 1st 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 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 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 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.

K. VEERA RAGHAVA RAO
SECRETARY TO GOVERNMENT

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SECTION OFFICER 7.11.21
7/11/21



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 வரும், 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.

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**

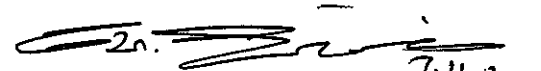
To

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.
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SECTION OFFICER 7.11.24
7/11/25

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/378/2021, published at pages 246 and 247 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 7th 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)
(1)	UNSKILLED:	
(i)	Sorting.	6928.00
(ii)	Pressing.	
(iii)	Beating.	
(iv)	Calendaring.	
(v)	Lifting.	
(vi)	Cutting.	
(vii)	Carding.	
(viii)	Packing.	
(2)	SEMI-SKILLED:	
(i)	Electrician.	7181.00
(ii)	Fitter.	
(iii)	Welder.	
(3)	SKILLED:	
(i)	Manager.	7687.00
(ii)	Supervisor / Accountant.	7434.00
(4)	COMMON CATEGORIES:	
(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 1st 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

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SECTION OFFICER 7.11.22
Date
7/11/22