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(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 the daily wages, the monthly wages, shall be divided 26.

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

Revision of Minimum Rates of Wages for the Employment in Tobacco Manufactory (Snuff Industry) under the Act.

[G.O. (2D). No. 38, Labour and Employment (J1), 19th June 2019, ஆணி 4, விகாரி, திருவள்ளூர் ஆண்டு-2050.]

No.II(2)/LE/560/2019.—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/946/2013, published at page 814 of Part-II Section - 2 of the *Tamil Nadu Government Gazette*, dated the 18th December 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 tobacco Manufactory (Snuff Industry) 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 tobacco manufactory (Snuff Industry)

Serial number	Classes of Employees.	Minimum rates of basic wages (Rs.P.)
(1)	(2)	(3)
1.	Skilled: Workers attending to all the process of work in the manufacture of Snuff (manual)	210.00 per day
2.	Semi-Skilled Workers engaged in both stripping and roasting or frying (manual)	189.00 per day
3.	Unskilled: Stripping, handling and packing and other miscellaneous works (manual)	183.50 per day
4.	Piece rated works:	
(i)	For converting 1 Kilogram of tobacco into snuff	19.85
(ii)	For cutting 1 Kilogram of tobacco	2.23
(iii)	For Stripping 1 Kilogram of Tobacco	2.37
(iv)	For roasting and frying 1 Kilogram of tobacco	6.19

(v)	For Grinding 1 Kilogram of Tobacco	6.19
(vi)	For Mixing of 1 Kilogram of Tobacco	3.21

Explanations.- (1) 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 Consumer Price Index number for Chennai City for the year 2010, further that is 161 points (with base 2001=100) and for every raise of one point over and above 161 points, an increase of Rs. 1.13 (One rupee and thirteen paise only) per day 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 the preceding twelve namely 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 for the previous year.

(2) Where the nature of work is the same, no distinction in the payment of wages shall be made in case of men and women employees.

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

(4) The minimum wages and dearness allowance fixed above includes the element of holiday wages also.

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

Revision of Minimum Rates of Wages for the employment in Security Guards under the Act.

[G.O. (2D) No. 39, Labour and Employment (J1), 19th June 2019, ஆணி 4, விகாரி, திருவள்ளூர் ஆண்டு-2050.]

No.II(2)/LE/561/2019.—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/421/2014, published at pages 482 to 483 of Part II—Section - 2 of the *Tamil Nadu Government Gazette*, dated the 16th July 2014, 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 Security Guards in the State of Tamil Nadu, specified in column (2) of the Schedule below, as specified in the corresponding entries in columns (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 Security Gards.

Serial Number	Classes of Employees	Minimum rates of basis wages per month.		
		Zone-A (Rs. P.)	Zone-B (Rs.P.)	Zone-C (Rs.P.)
(1)	(2)	(3)		
(1)	Manager	14055.00	12987.00	11203.00
(2)	Assistant Manager	12987.00	12274.00	10490.00
(3)	Supervisor	10490.00	9777.00	8709.00
(4)	Helper	8709.00	8351.00	7638.00
(5)	Senior Security Inspector/ Security Officer	12987.00	12274.00	10490.00
(6)	Corporal / Seargent / Assistant Security Officer	11561.00	10848.00	10135.00
(7)	Chief Watchman / Senior Watchman	10135.00	9422.00	8709.00
(8)	Security Guard (Male / Female)	7996.00	7638.00	7283.00

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

Zone-A: shall include all municipal Corporations.

Zone -B: shall include all types of Municipalities.

Zone-C: shall include all areas 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 Number for the year 2010, that is 161 points (with base 2001=100) and for every raise of every one point over and above 161 points, an increase of Rs. 45.20 per point (Rupees forty five and Twenty 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 preceeding 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.

Revision of Minimum Rates of Wages for the employment in Neera tapping under the Act.

[G.O. (2D) No. 40, Labour and Employment (J1),
19th June 2019, ஆனி 4, விகாரி, திருவள்ளூர்
ஆண்டு-2050.]

No.II(2)/LE/562/2019.—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/709/2014, published at pages 758 of Part— II Section - 2 of the *Tamil Nadu Government Gazette*, dated the 26th November 2014, 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 Neera tapping in the State of Tamil Nadu, specified in column (2) 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.

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 Neera Tapping

Serial Number	Classes of Employees	Minimum Rates of basic wages per day (Rs.)
(1)	(2)	(3)
(1)	Jaggery Maker	396.00
(2)	Helper	396.00
(3)	Neera Tapper	425.00