

EMPLOYMENT IN SHOPS AND COMMERCIAL ESTABLISHMENTS

G.O. (2D) No. 30, Labour & Employment (J1), dated 29/05/2013,
Notification No. II (2)/LE/ 472/2013,
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EXPLANATIONS :

1. DEARNESS ALLOWANCE:

In addition to the minimum rates of basic wages fixed herein, 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 2000, that is, 475 points (with base 1982=100), and for any further rise of every one point over and above 475 points, an increase of ₹ 4.95 (Rupees four and paise ninety five 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 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 of Chennai City Consumer Price Index for the previous year, that is from January to December.

2. Classification of Zones, shall be as follows :

Zone A : Corporations and Special Grade Municipalities.

Zone B : Municipalities other than Special Grade Municipalities.

Zone C : All Townships, Town Panchayats and Cantonments.

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 the daily rate 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.

Apart from the minimum rates of basic wages detailed herein the dearness allowance payable for the period from 01/04/2016 to 31/03/2017 shall be ₹ 3,727.00 per month.

Sl. No.	Classes of Employees	Minimum rates of basic wages p.m. (₹)			
		Zone A	Zone B	Zone C	Zone D
I. GENERAL CATEGORIES					
1	Manager	2,921.00	2,883.00	2,844.00	2,814.00
2	Sales Manager				
3	Field Officer				
4	Development Officer				
5	Officer in-charge				
6	Asst. Manager	2,609.00	2,570.00	2,532.00	2,494.00
7	Accountant				
8	Supervisor				
9	Sales Executive				
10	Purchaser				
11	Store Keeper				
12	Agent				
13	Sales Promotion Employees	2,578.00	2,532.00	2,487.00	2,450.00
14	Cashier				
15	Clerk				
16	Typist-cum-clerk				
17	Typist				
18	Stenographer				
19	Salesman				
20	Sales Representative				
21	Auction Bidder				
22	Tradesman				
23	Bill Writer	2,540.00	2,494.00	2,450.00	2,410.00
24	Bill Collector				
25	Booking Clerk				
26	Bill Clerk				
27	Godown Keeper				
28	Asst. Salesman				
29	Godown in-charge				
30	Accounts Assistant				
31	Receptionist				
32	Lineman				
33	Tally Clerk				
34	Weighman				
35	Security Guard				
36	Driver				

Sl. No.	Classes of Employees	Minimum rates of basic wages p.m. (₹)			
		Zone A	Zone B	Zone C	Zone D
37	Peon	2,494.00	2,450.00	2,402.00	2,359.00
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				
48	Sweeper				
49	Gardener				
50	Scavenger				
II. SPECIAL CATEGORIES					
(1) Chemists and Druggist Shop :					
a	Pharmacist	2,921.00	2,883.00	2,844.00	2,814.00
b	Chemist				
c	Compounder				
(2) Hair Dressing Saloon/Beauty Parlour :					
a	Hair Dresser	2,609.00	2,570.00	2,532.00	2,484.00
b	Hair Cutter				
c	Beautician				
(3) Photo Studios :					
a	Photographer	2,578.00	2,532.00	2,487.00	2,450.00
b	Photo Artist				
c	Assistant Photo Artist				
d	Assistant Photographer	2,540.00	2,494.00	2,450.00	2,410.00

Sl. No.	Classes of Employees	Minimum rates of basic wages p.m. (₹)			
		Zone A	Zone B	Zone C	Zone D
(4)	Service Shops (Watch/Radio/Bicycle):				
a	Watch mechanic	2,609.00	2,570.00	2,532.00	2,494.00
b	Radio Mechanic/Repairer				
c	Audio and Video Mechanic/Repairer				
d	Bicycle Fitter	2,494.00	2,450.00	2,402.00	2,359.00
(5)	Optical Shops :				
a	Optical Mechanic/ Grinder/ Purchaser	2,609.00	2,570.00	2,532.00	2,494.00
b	Refractory Mechanic				
(6)	Block Making and Rubber Stamp Making :				
a	Engraver	2,609.00	2,570.00	2,532.00	2,494.00
b	Block Maker				
c	Assistant Engraver	2,540.00	2,494.00	2,450.00	2,410.00
d	Painter/Artist	2,578.00	2,532.00	2,487.00	2,450.00
(7)	Electrical Light and Sound Service Shop :				
a	Electrician / Wireman / Electrical Repairer	2,578.00	2,532.00	2,487.00	2,450.00
b	Assistant Wireman	2,540.00	2,494.00	2,450.00	2,410.00
c	Mike Operator				
(8)	Diagnostic Laboratory:				
a	Radiographer	2,578.00	2,532.00	2,487.00	2,450.00
b	X-Ray Photographer				
c	Laboratory Technician/Analyst				
(9)	Chit Funds and Co-operative Societies :				
a	Chief Accountant	2,609.00	2,570.00	2,532.00	2,494.00
b	Office Superintendent				
c	Secretary				
d	Auditor				
e	Personal Assistant	2,578.00	2,532.00	2,487.00	2,450.00
f	Junior Development Officer				
g	Legal Assistant				
(10)	Boarding and Lodges :				
a	Room Boy	2,494.00	2,450.00	2,402.00	2,359.00
b	Canvasser				
c	Mason	2,578.00	2,532.00	2,487.00	2,450.00
d	Plumber				

Sl. No.	Classes of Employees	Minimum rates of basic wages p.m. (₹)			
		Zone A	Zone B	Zone C	Zone D
e	Painter	2,578.00	2,532.00	2,487.00	2,450.00
f	Electrician				
(11) Furniture :					
a	Carpenter	2,609.00	2,570.00	2,532.00	2,494.00
b	Polisher				
c	Rattan Worker				
(12) Miscellaneous Workers :					
a	Technician in Musical Instruments Shop	2,609.00	2,570.00	2,532.00	2,494.00
b	Umbrella Fitting, Stitching and Cutting in Umbrella Shop				
c	Polisher in Automobile Dealers Shop				
d	Suit case / All kinds of Bags and Purse makers (other than leather)				
e	Operator in Petrol Bunks	2,494.00	2,450.00	2,402.00	2,359.00
f	Photo Frame Worker and Cutter	2,578.00	2,532.00	2,487.00	2,450.00
g	Skilled Labour in Lift Installing Establishment	2,609.00	2,570.00	2,532.00	2,494.00
h	Air Condition: Plant Operator				
i	Fruit Juice and Lassi Makers in Shops	2,540.00	2,494.00	2,450.00	2,410.00
j	Engraver in Steel and Aluminium Vessels Shop	2,578.00	2,532.00	2,487.00	2,450.00
k	Firewood Cutter in Firewood Shop	2,540.00	2,494.00	2,450.00	2,410.00
l	Tyre Grinder in Tyre Resoling, Retreading and Tube Vulcanising Shop	2,578.00	2,532.00	2,487.00	2,450.00
m	Workers engaged in drying, storing, washing measuring, Loading and unloading in Pandagasalai, Warehouse, Godown, Store Room, and Hill Produce Merchant Shops	2,494.00	2,450.00	2,402.00	2,359.00
n	General workers in all shops and commercial establishments other than administration and clerical cadre and who are not covered in any of the above categories				

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