



ABSTRACT

Minimum Wages Act, 1948 - Revision of minimum rates of wages for employment in any Plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea, coffee or cardamom - Preliminary Notification – Confirmed.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.22

Dated: 21.03.2013

Read:

- 1) G.O. (2D) No.34, Labour and Employment (J1) Department, dated 15.6.2008.
- 2) G.O. (2D) No.25, Labour and Employment (J1) Department, dated 12.7.2012.
- 3) From the Commissioner of Labour, Chennai-6, Letter No. Z2/35947/2011, dated.3.1.2013.

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ORDER :

In the Government order first read above, the minimum rates of wages for the employment in any Plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea, coffee or cardamom were reserved 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 to revise further the minimum rates of wages for the above said employment was issued and objection and suggestion were invited from the persons likely to be affected by such revision.

3. Objection and suggestion were received from certain unions and management, The Government, after consideration, have now decided to confirm the orders issued in the Preliminary Notification.

4. The appended Notification will accordingly be published in the Tamil Nadu Government Gazette both in English and Tamil. The Secretary to Government, Tamil Development and Information 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-600079 .

(By Order of the Governor)

Mohan Pyare,
Principal Secretary to Government.

To

The Works Manager, Government Central Press, Chennai- 600 079
(for publication in the Government Gazette) (2 Copies) (He may be requested to publish the notification in the coming issue of the Tamil Nadu Government Gazette and also send 5 copies of the Notification to this Department for reference and record)

The Secretary to Government, Tamil Development and Information Department, Chennai-600 009. (2 copies)

The Commissioner of Labour, Chennai - 600 006. (5 copies)

The Director of Industrial Safety and Health, Chennai - 600 006. (5 Copies)

The Director of Industries and Commerce, Chennai -600028.

Copy to:

All Collectors.(through the Commissioner of Labour, Chennai 600 006).

The Secretary to Government of India, Ministry of Labour, New Delhi.

The Director, Labour Bureau, Ministry of Labour, Government of India, SCO-28- 31, Sector 17-A, Chandigarh-160 017.

The Secretary to Government of Andhra Pradesh, Labour Employment Training and Factories Department, Hyderabad.

The Secretary to Government of Karnataka, Labour Department, Bengaluru.

The Secretary to Government of Kerala, Labour Department, Trivandrum.

The Secretary to Government of Pondicherry, Labour Department, Pondicherry.

The Secretary (Labour) Administration of Union Territory of Lakshadweep, Kavarati Island-682 555.

The Employers' and Employees Association, through the Commissioner of Labour, Chennai-600 006 (25 copies)

The Regional Labour Commissioner, Sastri Bhavan, Chennai-600 006.

The Special Personal Assistant to Minister of Labour, Chennai-600009.

The Private Secretary to Principal Secretary to Government, Labour and Employment Department, Chennai – 600 009.

The Law Department, Chennai - 600 009.

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SECTION OFFICER.

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/286(b)/2008, published at pages 1 and 2 of Part II-Section 2 of the Tamil Nadu Government Gazette, Extraordinary dated the 15 th June 2008, 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 any plantation, that is to say, any estate which is maintained for the purpose of growing Cinchona, Rubber, Tea, Coffee or Cardamom 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 PLANTATION.

<u>Classes of Employees.</u>	Minimum rates of basic wages (per day)		
	Tea plantations and cinchona plantations in the areas other than those in Kanniyakumari district.	Coffee and cardamom plantations.	Tea and Rubber plantations in Kanniyakumari district.
(1)	(2)		
	Rs. P.	Rs. P.	Rs. P.
Adults	90.00	88.50	94.00
Adolescents	61.00	60.50	64.00

Explanation.- (1) **Dearness Allowance.-** (a) The above minimum rates of basic wages are linked to average Consumer Price Index for the year 2000 for Chennai City namely 475 points with Base 1982=100 and for every rise of one point over and above 475 points, the employees working in the above mentioned plantations shall be paid dearness allowance at the rate indicated below:-

Adult employees --18 paise per point per day.
Adolescent employees--12 paise per point per day.

(b) The dearness allowance shall be revised on the first January, first April, first July and first October of every year based on the average Consumer Price Index of

Chennai City with base 1982=100 for the second previous quarter beginning from first July, first October, first January and first April, respectively.

(2) Minimum piece rates of basic wages for employees in rubber plantations who are tappers:

- (a) Guaranteed time rate -- Rs. 47.20 per day.
 (b) Minimum piece rates

Class-I	(Yielding upto 113 kgs. per acre – 0.404686 hectare per annum) <u>Rs.15.73</u> per half kg upto first 1½ kg of dry rubber.
Class-II	(Yielding above 113 kgs upto 181 kgs. per acre – 0.404686 hectare per annum) <u>Rs.9.44</u> per half kg upto first 2 ½ kg. of dry rubber.
Class-III	(Yielding above 181 kgs upto 272 kgs. per acre – 0.404686 hectare per annum) <u>Rs.5.24</u> per half kg upto first 4 ½ kg. of dry rubber.
Class-IV	(Yielding above 272 kgs. per acre – 0.404686 hectare per annum) <u>Rs.3.63</u> per half kg upto first 6 ½ kg. of dry rubber.

- (c) The dearness allowance as applicable to other time rated rubber plantation employees.

(3) Where the same work or work of a similar nature is performed, 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.

Mohan Pyare,
 Principal Secretary to Government

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Section Officer.