



## ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 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 - Orders - Issued.

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

G.O.(D) No.330

Dated:30.07.2021

பிலவ வருடம், ஆடி 14

திருவள்ளூர் ஆண்டு 2052

Read:

1. G.O.(2D) No.59, Labour and Employment (J1) Department, dated 20.09.2017.
2. From the Commissioner of Labour, Chennai - 600 006, Letter No.௫2/34688/2020, dated 16.12.2020.

### 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 revised 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 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)

R. KIRLOSH KUMAR,  
SECRETARY TO GOVERNMENT.

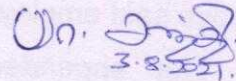
To  
The Works Manager, Government Central Press, Chennai - 600 001.  
(for publication in the Government Gazette).

- 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.  
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 for 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.  
Clean copy to file (C.No.20988/J1/2020).  
Stock file/Spare copy.

**//FORWARDED BY ORDER //**

  
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**SECTION OFFICER.**

  
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**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 by 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 and Employment Department Notification No.II(2)/LE/793(b)/2017, published at pages 1 and 2 of Part II-Section 2 of the Tamil Nadu Government Gazette Extraordinary, dated the 20<sup>th</sup> September 2017, the Governor of Tamil Nadu, hereby revises the minimum rates of basic 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 SCHEDULE.**

**Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing Cinchona, Rubber, Tea, Coffee or Cardamom**

<u>Classes of Employees.</u>	<u>Minimum rate of basic wages ( per day )</u>		
	<u>Tea plantations and Cinchona plantations in the areas other than those in Kanniyakumari District.</u>	<u>Coffee and cardamom plantations.</u>	<u>Tea and rubber plantations in Kanniyakumari District.</u>
(1)	(2)		
	(Rs. P.)	(Rs. P.)	(Rs. P.)
Adults	228.00	226.00	234.00
Adolescents	154.00	153.00	158.00

**EXPLANATIONS.-** (1) **Dearness Allowance.-** (a) The above minimum rates of basic wages are linked to average Consumer Price Index for the year 2010 for Chennai City namely 161 points with Base 2001=100 and for every raise of one point over and above 161 points, the employees working in the above mentioned plantations shall be paid dearness allowance at the rate indicated below:-

Adult employees	Rs.1.40 (One rupee and forty paise per point per day).
Adolescent employees	95 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 2001=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. 117.50 per day.

b) Minimum piece rates

Class - I	(Yielding upto 113 kgs. per acre – 0.404686 hectare per annum) Rs.39.17 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) Rs.23.50 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) Rs.13.06 per half kg. upto first 4 ½ kg. of dry rubber.
Class - IV	(Yielding above 272 kgs. per acre – 0.404686 hectare per annum) Rs.9.04 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.

**R. KIRLOSH KUMAR,  
SECRETARY TO GOVERNMENT.**

**//TRUE COPY//**

Un. Singh  
3.8.21.

**SECTION OFFICER.**

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