



## ABSTRACT

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 – Confirmation - Orders – Issued.

### LABOUR AND EMPLOYMENT (J 1) DEPARTMENT

G.O.(2D) No.59

Dated: 20.09.2017

ஹேவிளம்பி, புரட்டாசி 4,  
திருவள்ளூர் ஆண்டு 2048.

Read:-

- 1) G.O. (2D) No.22, Labour and Employment (J1) Department, dated 21.03.2013.
- 2) G.O. (2D) No.42, Labour and Employment (J1) Department, dated 13.10.2016.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z2/25975/2016, dated 25.05.2017 and 23.08.2017.

### 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).

2. In the Government Order second read above, a Preliminary Notification was issued in order to revise further 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.

3. The Commissioner of Labour in his letter third read above, has stated that objections and suggestions were received from the persons likely to be affected by such revision and which were placed in the Minimum Wages (State) Advisory Board and was decided to confirm the said Preliminary Notification without any modification. Hence, the Commissioner of Labour has requested the Government to confirm the above said Preliminary Notification.

4. The Government have now decided to confirm the orders issued in the said Preliminary Notification.

5. The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette Extraordinary both in English and Tamil. The Works Manager, Government Central Press, Chennai-600 079 is requested to publish the Notification

and send five copies of the Gazette to the Government and the Commissioner of Labour, Chennai-00 006 for reference and record. The Secretary to Government, Tamil Development and Information Department, Secretariat, Chennai-600 009 is requested to send the Tamil translation of the Notification to the Works Manager, Government Central Press, Chennai-600 079.

(BY ORDER OF THE GOVERNOR)

MANGAT RAM SHARMA  
PRINCIPAL SECRETARY TO GOVERNMENT (FAC)

To

The Works Manager, Government Central Press, Chennai-600 079 (for publication in the Government Gazette Extraordinary)

The Secretary to Government, Tamil Development and Information 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.

The Accountant General, Chennai - 600 018.

Copy to:

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

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 (25 copies)

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

The Special Personal Assistant to Minister for Labour, Chennai-600 009.

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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//FORWARDED BY ORDER//

B. SHU  
20.9.2017  
SECTION OFFICER  
20/9/17



**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/333/2013, published at pages 290 and 291 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 24th April, 2013, the Governor of Tamil Nadu, after consultation with the Advisory Board, 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 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 Extraordinary.

**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**

<b><u>Classes of Employees</u></b>	<b><u>Minimum rates of basic wages ( per day )</u></b>		
	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)		
	<b>Rs. P.</b>	<b>Rs. P.</b>	<b>Rs. P.</b>
Adults	183.50	182.00	188.50
Adolescents	124.00	123.00	127.50

**Explanation.- (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. 1.10 (One rupee and ten paise per point per day).
Adolescent employees	76 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. 94.60 per day.
- (b) Minimum piece rates
- |           |  |
|-----------|--|
| Class-I   | (Yielding upto 113 kgs. per acre – 0.404686 Hectare per annum) <u>Rs. 31.53</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.18.92</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.10.51</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.7.28</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.

MANGAT RAM SHARMA  
PRINCIPAL SECRETARY TO GOVERNMENT (FAC)

//TRUE COPY//

*B. Slt*  
20.9.2017.  
SECTION OFFICER.

*20/9/17*