

**Government Of Tamil Nadu**

**ABSTRACT**

Minimum Wages Act, 1948-Employment in Synthetic Gem Cutting Industry-  
Revision of minimum rates of wages-Preliminary Notification-Issued.

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**LABOUR AND EMPLOYMENT DEPARTMENT**

**G.O.(2D) No. 3**

**Dated:9.2.2005**

**Read:-**

1. G.O.(2D) No.57, Labour and Employment, dated 4.5.1999.
2. G.O.(2D) No.35, Labour and Employment, dated 2.6.2000.
3. From the Commissioner of Labour, Chennai letter No.Z1 / 58509 / 2003 dated 26.6.2003.

**O R D E R:**

In the Government Order second read above the minimum rates of wages for the employment in Synthetic Gem cutting industry were revised under the provisions of the Minimum Wages Act, 1948. The Government have now proposed to further revise these minimum rates of wages.

2. The appended Notification will accordingly be published in the Tamil Nadu Government Gazette both in English and Tamil. The Secretary to Government, Tamil Development, Culture and Religious Endowments (Translation) Department, Secretariat, Chennai-600 009 is requested to send the Tamil Translation of the Notification to the Works Manager, Government Central Press, Chennai-600 079 for publication in the Tamil Nadu Government Gazette.

**(BY ORDER OF THE GOVERNOR)**

**A. RAGHUVARAN NAIR,  
DEPUTY SECRETARY TO GOVT.**

To

The Works Manager, Government Central Press, Chennai-79 (for publication in the Government Gazette) (2 copies)

The Secretary to Government, Tamil Development Culture and Religious Endowments (Translation) Department, Chennai-600 009 (2 copies)

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

The Employers' and Employees' Organisations through the Commissioner of Labour, Chennai-600 006 (50 copies)

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

The Secretary to Government Andhra Pradesh, Labour Department, Hyderabad.

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

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

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

All Collectors.

The Regional Labour Commissioner, Sastri Bhavan, Chennai-6

Copy to:

The Private Secretary to Principal Secretary to Government, Labour and Employment Department, Chennai-9

The Law Department, Chennai-9

FORWARDED: BY ORDER

SECTION OFFICER

## **APPENDIX.**

### **NOTIFICATION.**

The following draft of a Notification which it is proposed to issue 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.

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 of two months will be considered by the Government of Tamil Nadu. Objection or suggestion, if any, should be addressed to the Principal Secretary to Government, Labour and Employment 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/726/2000, published at pages 349 to 351 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 5th July 2000, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the employment in Synthetic Gem Cutting Industry in the State of Tamil Nadu as specified in the Schedule below:-

### **THE SCHEDULE.**

#### **EMPLOYMENT IN SYNTHETIC GEM CUTTING INDUSTRY.**

Kodaisirappu Stone size per 10 grams  (1)	Minimum rates of wages per gram.  Rs.P.  (2)
1-4	2.00
5-8	2.21
9-12	2.50
13-15	2.61
16-20	2.90
21-25	3.01
26-30	3.30

Sannadam Jalladai	Minimum rates of wages per 100 pieces  Rs.P.
1-10	50.40
11-13	60.50
14-16	68.40
17-18	76.40
19-20	84.50
21-22	92.61
23-24	100.61

Vandigai-Chathuram, Prabath, Pattu, Badani, Mokka, Rice		
Stone Size	Colour per gram	White per gram
	Rs. P.	Rs.P.
1-4	2.00	2.21
5-8	2.40	2.50
9-12	2.80	2.90
13-15	3.01	3.30
16-20	3.41	3.50
21-25	3.60	3.90
26-30	4.00	4.21

Kadai Munda, Sorukku Munda, Ashoka Chakkaram, Disco Cutting, Diamond Pattai, Spade Pattai, Parijatham, Diamond, Mearting, Triangle.

(1)	(2)	(3)
	Rs.P.	Rs..P.
1-4	2.40	2.50
5-8	2.80	9.90
9-12	3.01	3.30
13-15	3.41	3.50
16-20	3.60	3.90
21-25	4.00	4.21
26-30	4.40	4.61

Uruttu Jalladai	Minimum rates of wages per 100 pieces
(1)	(2)
	Rs.P.
1-10	44.21
11-13	52.30
14-16	60.30
17-18	68.40
19-20	76.40
21-22	84.50
23-24	92.61

Polishing:

For all Chathuram, Prabath, Sada, Round, Oval, Badani, Rice Stones.

Stone Weight in Milligram  (1)	Minimum rates of wages per gram	
	Colour	White
	Rs.P.  (2)	Rs.P.  (3)
200-400	12.10	14.00
401-600	10.00	12.10
601-800	8.10	10.00
801-1400	6.00	8.10
Above 1400	5.10	7.01

For all Vanki, Kadai Munda, Soruku Munda, Disco Cutting, Diamond Cutting, Spade Cutting, Parijatham Cutting, Diamond Triangle Stones.

(1)	Minimum rates of wages per gram	
	Colour	White
	Rs.P.  (2)	Rs.P.  (3)
200-400	14.00	16.10
401-600	12.10	14.00
601-800	10.00	12.10
801-1400	8.10	10.00
Above 1400	7.01	9.10

Polishing and Shaping:

Grade-I  
Sannam  
Rs.32.21

Grade-II  
Uruvu  
Rs.20.21

American Diamond

Jorungi (Uruvu Sannam)  
Rs.30.21

Bangle Size in Shapping Jalladai  (1)  Rs. P.	Minimum rates of wages  (2)  Rs. P.
1-10	59.81
11-13	80.61

14-16	101.41
17-18	120.90
19-20	140.40
21-22	161.20
23-24	182.00

#### Vandigai Uruttu

1-10	59.81
11-13	80.61
14-16	101.41
17-18	120.90
19-20	140.40
21-22	161.20
23-24	182.00

Bangle Polishing single Cutting Jalladai	Minimum rates of wages per 100 pieces	
(1)	(2)	(3)
	Grade-I	Grade-II
	Rs. P.	Rs. P.
1-10	202.00	166.00
11-13	242.00	202.00
14-16	282.00	242.00
17-18	322.00	282.00
19-20	362.00	322.00
21-22	404.00	362.00
23-24	442.00	404.00

#### Double Cutting

(1)	(2)	(3)
1-10	242.00	200.00
11-13	282.00	242.00
14-16	322.00	282.00
17-18	362.00	322.00
19-20	404.00	362.00
21-22	442.00	404.00

23-24	482.00	442.00
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#### Bangle Polishing Size Sathuram Rice

(1)	(2)	(3)
14-16	322.00	282.00
17-18	362.00	322.00
19-20	404.00	362.00
21-22	482.00	442.00
23-24	524.00	482.00

Sannam Polishing Jalladai  (1)	Minimum rates of wages per 100 pieces	
	Grade-I Rs. P  (2)	Grade-II  Rs. P.  (3)
1-10	202.00	182.00
11-13	222.00	202.00
14-16	242.00	222.00
17-18	262.00	242.00
19-20	282.00	262.00
21-22	302.00	282.00
23-24	322.00	402.00

#### Cutting.

For 10 grams weight issued  (1)	Weight to be given for work  (2)	Weight to be delivered after cutting  (3)	Minimum rates of wages for 1000 Thalamani  (4)  Rs.P.	Details of Colour Thalamani (5)	Minimum rates of wages for edge cutting for 100 grams. (6)  Rs.P.
1 to Sannam 1000 grams		900 grams	564.00	White, Red	7.01
50 to Sannam 1000 grams		900 grams	764.00	3-7 ½	10.00
100 to Sannam		875	946.00	Cuptype	16.10

1000 grams	grams			
150 to Sannam 1000 grams	850grams	1368.00	Jerguni	24.21
1 to Sannam 1000 grams	Selected weight	704.00	For all Colour Size	--
1 to Sannam 1000 grams	Selected Weight.	504.00	--	--
Rice	900 grams	1206.00	Blue Diamond	--
1 to Sannam 1000 grams	875 grams	1410.00	--	--
Blue Sannam 1000 grams.				
Emerald Green	Selected	1006.00	Emerald	
1 to 15 1000 grams				

Jerguni Uruvugal:

Shaping

		Uruttu	
Number of Stones per 10 grams	Minimum rate of wages per gram	Minimum rate of wages per gram	Minimum rates of wages per gram
(1)	Rs. P. (2)	(3)	Rs. P. (4)
1-4	1.81	1-4	2.00
5-8	2.00	5-8	2.50
9-12	2.21	9-12	2.90
13-15	2.50	13-15	3.30
16-20	2.61	16-20	3.50
21-25	2.90	21-25	4.00
26-30	3.10	26-30	4.40

Jerguni		Uruttu	
Sannam shapping	Minimum rates of wages	Jalladai Uruttu (3)	Minimum rates of wages



Jalladai	per 100		per 100
(1)	(2)		(4)
	Rs. P.		Rs.P.
1-10	52.00	1-10	44.21
11-13	60.50	11-13	52.00
14-16	68.90	14-16	60.50
17-18	76.70	17-18	68.90
19-20	85.20	19-20	76.70
21-22	92.30	21-22	85.20
23-24	100.80	23-24	92.30
25-26	109.20	25-26	100.80
27-28	120.90	27-28	109.20

Jerguni Polishing Uruvugal Milligram		Minimum rates of wages per gram	
	Number-I	Number-II	Number-III
(1)	(2)	(3)	(4)
	Rs. P.	Rs. P.	Rs. P.
200-400	60.50	50.70	40.30
401-600	55.30	45.50	35.10
601-800	50.70	40.30	29.90
801-1400	45.50	35.10	25.20
Above 1400	40.30	29.90	20.21

Jerguni Sannam	Minimum rates of wages per 100 pieces		
Polishing Jalladai			
(1)	Number-I	Number-II	Number-III
	(2)	(3)	(4)
	Rs.P.	Rs. P.	Rs. P.
1-10	404.00	344.00	280.0
11-13	504.00	442.00	382.00
14-16	604.00	544.00	484.00
17-18	704.00	644.00	582.00
19-30	806.00	744.00	684.00
21-22	904.00	846.00	786.00

23-24	1006.00	946.00	886.00
25-26	1108.00	1046.00	986.00
27-28	1206.00	1146.00	1086.00

Herald Shaping	Uruvugal Vandigai		
(1)	Minimum rates of wages per gram (2) Rs.P.	No.of Stones per 5 grams. (3)	Minimum rates of wages per gram (4) Rs. P.
1-4	4.00	1-4	4.80
5-8	4.40	5-8	5.60
9-12	4.80	9-12	6.50
13-15	5.20	13-15	7.30

Polishing Stone Weight (1)	Minimum rates of wages per gram (2) Rs. P.
401-600 milligrams	32.21
601-800 milligrams	28.10
801-1400 milligrams	24.21
Above 1400 milligrams	20.21

Explanations.- (1) Dearness Allowance.- In addition to the minimum 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, 2000 that is, 475 points (with base 198 = 100) and for every rise of one point over and above 475 points, an increase of 17 (seventeen) paise per day 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, namely from January to December.

(iii) The first calculation shall thus be effective from the date of publication of the Notification in the Tamil Nadu Government Gazette, based on the Average Chennai City Consumer Price Index Number for the previous year.

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

(3) To arrive at daily rates of wages, the monthly wages shall be divided by 26.

(4) To arrive at monthly wages, the daily minimum wages shall be multiplied by 30.

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

*//True Copy//*

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