

Government Of Tamil Nadu

ABSTRACT

Minimum Wages Act, 1948 – Revision of Minimum rates of wages for the employment in agriculture and works ancillary to agriculture – Preliminary Notification – Confirmed.

LABOUR AND EMPLOYMENT (J2) DEPARTMENT

G.O.(2D) No.107

Dated 28.10.1999

Read:

- (1) G.O.(2D) No.48, Labour and Employment Department, dated 28.4.1999.
- (2) From the Principal Commissioner and Commissioner of Land Reforms, Letter No.B2/6839/99(Land Reforms) dated 5.7.1999.

ORDER:

In the Government Order first read above, a preliminary Notification containing proposals to revise the minimum rates of wages for the employment in agriculture and works ancillary to agriculture was issued and objections and suggestions were invited from the persons likely to be affected by such revision.

2. The Government after examining the objections and suggestions with regard to the preliminary Notification issued, have decided to confirm the preliminary Notification with some modification.

3. The Notifications appended to this order will be published in the Tamil Nadu Government Gazette, both in English and Tamil. The Secretary, Tamil Development, Culture and Religious Endowments (Translation) Department, Secretariat, Chennai-600 009 is requested to supply to the Works Manager, Government Central Press, Chennai-600 079 with Tamil translation of the Notification.

(BY ORDER OF THE GOVERNOR)

G.A.RAJKUMAR,

SECRETARY TO GOVERNMENT.

APPENDIX

NOTIFICATION-I

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/699(F1)/97 published at pages 1 and 2 of Part-II section 2 of the Tamil Nadu Government Gazette. Extraordinary, dated the 10th March 1997 the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees, employed in agriculture and works ancillary to agriculture as specified in part-II of the Schedule to the said Act. in the State of Tamil Nadu, specified in column(1) of the Schedule below and 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 on and from the date of publication in the Tamil Nadu Government Gazette.

THE SCHEDULE

Classes of employees (1)	Minimum rates of wages per day (2)
1) Employees engaged in ploughing with bullocks and ploughs supplied by him.	Rs.100/- per day
2) Employees engaged in ploughing with bullocks and ploughs not supplied by him.	Rs.54/- per day
3) Employees engaged in harvest of Rs.54/- per day for men workers, who paddy reaping, carrying to thrashing floor, thrashing, winnowing, measuring and bagging.	Rs.54/- per day for men workers, who do the work for six hours and Rs.45/- per day for women workers, who do the work for five hours. in kind to the extent of 1/8th of the gross yield of produce, whichever is higher per day.
4) Employees engaged in harvest of crops other than paddy.	Rs.54/- per day for men workers who do the work for six hours and Rs.45/- per day for women workers who do the work for five hours.
5) Employees engaged in sowing, plucking of seedlings replanting of seedling and for weeding operations.	Rs.54/- per day for men workers who do the work for six hours and Rs.45/- per day for women workers who do the work for five hours.
6) Employees engaged in other agricultural operations, namely trimming bunds and fields, bee-keeping poultry farming, dairy farming and climbing trees.	Rs.54/- per day for men workers who do the work for six hours and Rs.45/- per day for women workers who do the work for five hours.

The above revised minimum rates of wages shall also apply to the Agricultural Labourers employed in Colleges and Research Stations under the Tamil Nadu

Agricultural University and Agricultural Farms maintaining the Agriculture, Horticulture and other Government Departments.

Where there is no difference in the daily hours of work and where the same work or work of a similar nature is performed no distinction in the payment of wages should be made as between men and women workers as per the Equal Remuneration Act, 1976.

For the purpose of this Notification, minimum rate of wages specified above shall be all inclusive rate allowing for the basic rate, cost of living allowance and the cash value of concession, if any, but it does not include the cost of food, if any, supplied to the employees and hence the cost of food shall not be deducted from the minimum rates of wages paid to the employees.

NOTIFICATION-II

WHEREAS, it has been the custom in certain parts of the State of Tamil Nadu to pay wages wholly or partly in kind for certain classes of employment in agriculture;

AND WHEREAS, the Governor of Tamil Nadu is of the opinion that it is necessary in the circumstances of the case to authorise the payment of minimum wages either wholly or partly in kind for such classes of employment in agriculture.

NOW, THEREFORE, in exercise of the powers conferred by sub-section (2) of section 11 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and in supersession of Labour and Employment Notification No.II(2)/LE/699(f-2)/97, dated the 10th March, 1997, published at pages 2-3 of Part-II- Section 2 of the **Tamil Nadu Government Gazette** Extraordinary dated the 10th March, 1997, the Governor of Tamil Nadu hereby authorises the payment of minimum wages either wholly or partly in kind for the classes of employment in Agriculture and work ancillary to agriculture as specified in Part II of the Schedule to the said Act, for which minimum rates of wages has been fixed in the Labour and Employment Department Notification No.II(2)/LE/503(b)/99, dated the 28th April, 1999, published at pages 1-2 of Part II- section 2 of the Tamil Nadu Government Gazette Extraordinary dated the 28th April, 1999.

Where minimum wages are paid either wholly or partly in kind, such wages shall not be less than the minimum wages that would have been payable had they been paid wholly in cash in accordance with the Notification aforesaid.

The cash value of be minimum wages payable in kind shall be estimated in accordance with the provisions of rule 20 of the Minimum Wages (Tamil Nadu) Rules, 1953.

NOTIFICATION-III

Under clause (a) of sub-section (1) of section 13 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/699(f-3)/97, dated the 10th March 1997, published at pages 3 of the Tamil Nadu Government Gazette Extraordinary, dated the

10th March, 1997 the Governor of Tamil Nadu hereby fixes for the classes of employees specified in column (1) of the Schedule below, who are employed in agriculture and works ancillary to agriculture in the State of Tamil Nadu as specified in Part II of the schedule to the said Act, the number of hours of work which shall constitute a normal working day, inclusive of the time taken for meals, rest and other purposes as specified in the corresponding entries in column(2) thereof:-

THE SCHEDULE

Classes of employees	Number of hours of work per day	
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	For men workers (a)	For women workers(b)

All employees engaged	6	5
in agriculture except those		
engaged in ploughing:		

NOTIFICATION-I

In exercise of the powers conferred by sub-section (2-A) of section 26 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/699(f-4)/97 dated the 10th March 1997, published at page 3 of Part-II-section 2 of the Tamil Nadu Government Gazette Extraordinary, dated the 10th March 1997, the Governor of Tamil Nadu hereby directs that the provisions of sections 3 and 5 of the said Act shall not apply to each of those employees employed in agriculture and works ancillary to agriculture in the State of Tamil Nadu for which Minimum rates of wages have been fixed in the Labour and Employment Department Notification No.II(2)/LE/503(b)/39, dated the 28.4.99 published at pages 1-2 of Part-II section 2 of the Tamil Nadu Government Gazette Extrordinary dated 28.4.90 as specified in Part II of the Schedule to the said Act, who are in receipt of wages higher than the minimum rates of wages fixed under the said Act, subject to the condition that the said employee continue to receive such higher rates of wages.

TAMIL NADU LABOUR WELFARE BOARD

CHENNAI-6.

CITIZEN CHARTER

1999-2000

TAMIL NADU LABOUR WELFARE BOARD

CHENNAI-6.

The management is implementing various welfare measures for the workmen at workplace. The Tamil Nadu Labour Welfare Fund Act 1972 extends more benefits to the workers, outside the scope of working premises. To promote the welfare of workers, Labour Welfare Fund is being constituted by this legislation. As per this Act, Tamil Nadu Labour Welfare Board has been constituted with effect from 1.4.75.

The Hon'ble Minister for Labour, Tamil Nadu is the Chairman of this Board. The Board consists of five representatives from employees, five representatives from employers, three members from State Legislature, four Government Officials and two independent members. The Secretary of the Board is incharge of day to day administration.

Welfare Fund:

The Labour Welfare Fund was constituted under Section 3 of the Act for financing Labour Welfare activities. The main sources of fund are:

1. Annual Contribution from employer per worker Rs.10/-

Annual Contribution from employee Rs.5/- and Contribution from Government Rs.5/-

2. All Unpaid Accumulations.
3. All fines imposed on the workers.
4. Voluntary donations.

WELFARE SCHEMES

Labour Welfare Centres:

There are 68 Labour Welfare Centres in Tamil nadu in which 44 Centres consists of both Tailoring unit a Creche and 24 Centres are only Tailoring Units.

Tailoring Centres:

Wives and daughters of workmen who are contributors of Tamil Nadu Labour Welfare Fund are eligible to undergo training in Tailoring Centres. They will be paid a sum of Rs.80/- p.m. stipend. At the end of each year Government Examination is being conducted for both Lower Grade and Higher Grade, and those come out as first

in each Centre in the Lower Grade as well as Higher Grade will be given a prize of Tailoring Machine.

Creche:

Workers children in the age group of two to five will be admitted in the Creche. They are given nutritious food and milk and they are given free supply of two sets of uniform. Pre-school education is being given and the children are medically examined twice in a month.

Reading Rooms:

There are 7 Reading Rooms in Tamil Nadu where dailies and magazines are provided for the benefit of the workers.

Book Allowance:

Book Allowance ranging from Rs.35/- to Rs.150/- is sanctioned to the children of the workers of pursuing their studies from 9th Standard to Master Degree Course.

Scholarship:

Scholarship is given to the children of the workers for pursuing their education at the rate as indicated below:

1. M.B.B.S. Rs. 1,200/- per year
2. B.E.
3. Law
4. B.Sc.,(Agri)
5. I.T.I. Rs. 500/- per year
6. Higher Secondary Rs. 600/- per year
7. D.M.E. Rs. 720/- per year
8. D.Pharm Rs. 720/- per year
9. Educational Incentive in each Educational District for 10th and +2
 - I Prize Rs. 1000/- per year
 - II Prize Rs. 500/- per year

Spectacles:

Reimbursement of cost of Spectacles is given to the workers on production of Medical Certificate.

Typewriting and Shorthand:

Workers' children who study Typewriting and Shorthand are paid Rs.15/- per month and the Government prescribes the examination fees.

Hearing Aid, Artificial Limbs and Three Wheelers:

Hearing-impaired workers are given hearing aid. Similarly Artificial limbs and three wheelers are supplied to the handicapped workers.

Funeral Expenses:

When a worker dies in harness, his dependant is paid Rs.500/- towards funeral expenses.

T.B.Wards:

Tamil Nadu Labour Welfare Board has reserved beds for workers in T.B.Wards in Tiruppur (Coimbatore District). Tambaram Sanatorium (Chennai). Asaripallam (Kanyakumari District). Austinpatti (Madurai District) and Kilpennathur (North Arcot District) for the benefit of the workers.

Holiday Homes:

In order to enable the workers to enjoy with their family, Holiday Homes has been put up by the Tamil Nadu Labour Welfare Board at Courtalam, Mamallapuram and Valparai.

Jeeva Illam:

Workers' representatives who come to Chennai from different places for conducting cases on behalf of the workers can get accommodation in Jeeva Illam at Nominal rent.

RENT FOR REST HOUSES

	DOUBLE BED ROOM		DORMITORY	
	Labourers	Public	Labourers	Public
	Rs.	Rs.	Rs.	Rs.
1. Mamallapuram	25/-	100/-	15/-	50/-
2. Valparai	30/-	60/-	15/-	40/-
3. Courtalam				

Ordinary Days	20	60/-	15/-	30/-
Season Days	25/-	100/-	20/-	50/-

RENT FOR JEEVA ILLAM

DOUBLE BED ROOM DORMITORY

	Rs.	Rs.
Trade Union Leaders Only	30/-	20/-

‘Uzhaippavar Ulagam’:

A monthly magazine named ‘Uzhaippavar Ulagam’ has been published by this board. This magazine contains judgements related to Labour Disputes, Explanation for Labour Laws, Amendments, Question – Answers, Letters from Readers etc. This magazine can be received by way of paying Annual Subscription of Rs.60/- or Life Subscription of Rs.500/- addressed to:

The Secretary,

(Uzhaippavar Ulagam)

Tamilnadu Labour Welfare Board,

Teynampet, Chennai-600 006.

CONDITIONS FOR GETTING BENEFITS FROM THE BOARD;

1. Employees shall be a regular contributor to the Tamil Nadu Labour Welfare Fund.

1. 2. Salary including all allowances should not exceed Rs.5,000/- per month.

The application for all the welfare schemes can be obtained from:

The Secretary,

Tamil Nadu Labour Welfare Board,

Teynampet,

Chennai-600 006.