

## **Government Of Tamil Nadu**

### **ABSTRACT**

Minimum Wages Act, 1948 - Revision of minimum rates of wages for employment in Cashew nut Industry - Preliminary Notification - Issued.

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### **LABOUR AND EMPLOYMENT (J1) DEPARTMENT**

**G.O. (2D) No. 16**  
**DATED: 20-02-2003**

READ:

1. 1. G.O. (2D) No. 28, Labour and Employment Department, dated 24/4/2000.
2. Government letter No. 23735/J1/2002-1, dated 11/6/2002.
3. From the Commissioner of Labour, Letter No. Z1/40543/2002, dated 4/10/2002.

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ORDER:

In the Government Order first read above, the minimum rates of wages for employment in Cashewnut Industry were last revised under the Provisions of the Minimum Wages Act, 1948. The Government have now proposed to further revise these minimum rates of wages to the employment in Cashewnut Industry.

2. The appended Notification will accordingly be published in the Tamilnadu Government Gazette both in English and Tamil. The 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 0079.

( BY ORDER OF THE GOVERNOR)

**M.B. PRANESH**  
**PRINCIPAL SECRETARY TO GOVERNMENT.**

### **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.

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 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/623/2000, dated the 24th April 2000, published at pages 301 and 302 of Part-II Section 2 of the Tamil Nadu Government Gazette dated the 7th June, 2000, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the employment in Cashewnut Industry in the State of Tamil Nadu specified in column (1) of the Schedule below, as specified in column (1) of the Schedule below, as specified in the corresponding entries in column (2) thereof :-

### **THE SCHEDULE**

#### **EMPLOYMENT IN CASHEWNUT INDUSTRY.**

Classes of work	Minimum Rates of Wages
(1)	(2)
	Rs. P.
(1) Shelling	3.71 per kilo gram.
(2) Peeling	4.18 per kilo gram
(3) Peeling - shelling pieces.	4.18 per kilo gram
(4) Grading :	
(i) White wholes	
(ii) Scorched wholes, Desert wholes, Kattal, Kari scorched splits	
(iii) Kara Niran piruvel.	
(iv) Puzhukuthi, puzhukuthupodi, piruval podi, small scorched pieces.	
(v) Scorched pieces, Scorched Butts.	
(vi) Kattal pieces (Podi)	

	33.35 per work specified in the item (2) to the explanations.
(5) Roasting	66.00 per day.
(6) Borma Worker	
(7) Oil Expeller Operator.	
(8) Tinker	
(9) Packer	
(10) (a) Mycaud :	47.50 per day
(i) Miscellaneous work including lap, checking.	
(ii) Kernel Checking	
(iii) Tin Filler	
(iv) Cook	
(v) Sweeper / Scavenger.	
(10) (b) Supervisory Mycaud	55.50 per day
(11) Supervisory / Maistry / Watchman	1419.00 per month
(12) Clerk / Typist.	1452.00 per month
(@) Tin Filler has to be paid Rs. 4.00 per day extra only on the days he is doing filling work, besides his normal work.	

**Explanations:-**

(1) Dearness Allowance: - In addition to the basic wages fixed above, the employees shall be paid dearness allowance as indicated below:-

(a) Fixed Dearness Allowance: - The employees shall be paid fixed dearness allowance of Rs. 3.44 per day.

The basic wages together with the fixed Dearness Allowance of Rs. 3.44 per day are linked to 426 points of Consumer Price Index for Nagercoil Centre with base 1982=100)

(b) Variable Dearness Allowance:-

- (i) The variable dearness allowance is linked to the Consumer Price Index of Nagercoil Centre for the month of December 2000 (i.e., 426 points, with base 1982=100) and for any further rise of every point over and above 426 points an increase of all paise (eleven paise only) per day shall be paid as Variable Dearness Allowance.
- (ii) The revision of variable dearness allowance shall be effective from the 1st April and the 1st October of every year on the basis of the average of indices for the previous six months commencing from July and January respectively.
- (iii) The first calculation shall be effective from the date of publication of the Notification of this Notification in the Tamil Nadu Government Gazette, based

on the average of the Nagercoil Centre Consumer Price Index as specified in item (ii)

(2) Minimum prescribed work load for payment of dearness allowances :-

The employees engaged in the following classes of work specified in column (1) below shall be entitled to get the dearness allowance as fixed above, only if they perform the entries in column (2) thereof :-

Classes of work (1)	Minimum prescribed work load (2)
(1) Shelling	6 Kilo grams
(2) Peeling	5 Kilo grams
(3) Peeling - shelling pieces.	5 Kilo grams

Work load for works in respect of various classes of work under grading:

Classes of work (1)	Work load (2)
(1) White wholes	100 Kilo grams
(2) Scorched wholes, Desert wholes, kattal, Kari, Scorched Splits	14 Kilo grams
(3) Puzhukuthu, puzhkuhupodi, karaval podi, small scorched pieces.	10 Kilo grams
(4) Puzhukuthu, puzhkuhupodi, Karaval podi, small scorched pieces.	6 Kilo grams
(5) Scorched pieces, Scorched butts	12 Kilo grams
(6) Kattal pieces (podi)	4 Kilo grams

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

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

(ii) To arrive at daily wages monthly wages shall be divided by 26.

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

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**Section officer.**