



## ABSTRACT

Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in cashewnut industry - Preliminary Notification – Confirmation - Orders – Issued.

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### LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.10.

Dated: 15.02.2016.

மன்மத- மாசி 3,  
திருவள்ளூர் ஆண்டு 2047.

Read:-

- 1) G.O. (2D) No.18, Labour and Employment (J1) Department, dated 22.4.2010.
- 2) G.O. (2D) No.6, Labour and Employment (J1) Department, dated 5.2.2014.
- 3) From the Commissioner of Labour, Chennai-600 006, Letter No.Z1/30870/2013, dated 16.11.2015.

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### ORDER :

In the Government Order first read above, the minimum rates of wages for the employment in cashewnut industry 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 cashewnut industry.

3. The Commissioner of Labour in her letter third read above, has stated that objections and suggestions were received from the persons likely to be affected by such revision which were placed in the Minimum Wages (State) Advisory Board and based on the recommendation of the Minimum Wages (State) Advisory Board, the Commissioner of Labour has requested to confirm the Preliminary Notification issued with the Government Order second read above, with an amendment to the minimum rates of basic wages revised per day for the Classes of work and employees namely Roasting, Borma Worker, Oil Expeller Operator, Tinker and Packer as Rs.240/- instead of Rs.231/- as specified in the Preliminary Notification.

4. The Government have now decided to confirm the Preliminary Notification issued with the Government Order second read above, with an amendment to the

minimum rates of basic wages revised per day for the Classes of work and employees namely Roasting, Borma Worker, Oil Expeller Operator, Tinker and Packer as Rs.240/- instead of Rs.231/-.

5. The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette both in English and Tamil. 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. 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 for reference and record.

(BY ORDER OF THE GOVERNOR)

KUMAR JAYANT  
SECRETARY TO GOVERNMENT.

To

The Works Manager, Government Central Press, Chennai-600 079 (for publication in the Government Gazette) (2 Copies).

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 - 600 014.

The Director of Industries and Commerce, Chennai -600 028.

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)

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

The Senior Personal Assistant to the Hon'ble Minister for Rural Industries and Labour, Chennai-600 009.

The Private Secretary to Secretary to Government, Labour and Employment Department, Chennai – 600 009.

The Labour and Employment (OP-II) Department, Chennai – 600 009.

The Law (L&E-Sty.) Department, Chennai -600 009.

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Stock file/ Spare copy.

//FORWARDED BY ORDER//

  
SECTION OFFICER.  
16.2.16  
GJP  
16/2/16

**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/224(a)/2010, published on pages 1 and 2 of Part II -Section 2 of the Tamil Nadu Government Gazette Extraordinary, dated the 22nd April 2010, the Governor of Tamil Nadu after consultation with Advisory Board hereby revises the minimum rates of wages payable to the classes of work and employees in the employment in cashewnut industry in the State of Tamil Nadu specified in column (2) of the Schedule below as specified in the corresponding entries in column (3) 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.

**THE SCHEDULE.**

**Employment in cashewnut industry.**

<b><u>Serial Number.</u></b> <b>(1)</b>	<b><u>Classes of work and employees.</u></b> <b>(2)</b>	<b><u>Minimum rates of basic wages.</u></b> <b>(3)</b>
(1)	Shelling / Cutting	Rs.20.32 per Kilogram
(2)	Peeling	Rs.23.70 per Kilogram
(3)	Peeling - Shelling pieces	Rs.23.70 per Kilogram
(4)	Grading (i) White wholes (ii) Scorched wholes, Desert wholes, Kattal, Kari, Scorched splits (iii) Kara Niram Piruval (iv) Puzhukuthu, Puzhukuthu Podi, Kairuval Podi, Small scorched pieces (v) Scorched pieces, scorched butts (vi) Kattal pieces (Podi)	Rs.149.15 per work Specified in item (2) to the Explanation
(5)	Roasting	Rs.240/- per day
(6)	Borma Worker	
(7)	Oil Expeller Operator	
(8)	Tinker	
(9)	Packer	

(10)	(a) Mycaud (i) Miscellaneous work including lap checking (ii) Kernel Checking (iii) Tin Filler (*) (iv) Cook (v) Sweeper / Scavenger	Rs.209.50 per day
(*) Tin filler has to be paid Rs.9.50 per day extra, only on the days he is doing filling works, besides normal work.		
	(b) Supervisory Mycaud	Rs.231.00 per day
(11)	Supervisor / Maistry / Watchman	Rs.5771.00 per month
(12)	Clerk / Typist	Rs.5731.00 per month

**Explanations.-** (1) **Dearness Allowance** .- (i)The variable dearness allowance is linked to the Nagercoil Centre Consumer Price Index for the month of December 2010 which is 827 points (with base year 1982=100) and for any further rise of every point over and above 827 points, an increase of 25 paise (twenty five paise only) per day shall be paid as variable dearness allowance.

(ii) **Revision of Variable Dearness Allowance.-**

It shall be effective from the first April and first 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 thus be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette based on the average of Nagercoil Centre Consumer Price Index as specified in item (ii) above.

(2) **Minimum Prescribed Workload for payment of Dearness Allowance.-** 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 prescribed workload as specified in the corresponding entries in column (2) thereof :-

<b><u>Classes of work.</u></b> (1)	<b><u>Minimum prescribed workload.</u></b> (2)
(1) Shelling / Cutting	6 Kilograms
(2) Peeling	5 Kilograms
(3) Peeling - Shelling pieces	5 Kilograms

<b>Workload for work in respect of various classes of work under Grading</b>	
(1) White wholes	100 Kilograms
(2) Scorched wholes, Desert wholes, Kattal, Kari, Scorched splits	14 Kilograms
(3) Kara Niram Piruval	10 Kilograms
(4) Puzhukuthu, Puzhukuthu Podi, Kairuval Podi, Small scorched pieces	6 Kilograms
(5) Scorched pieces, scorched butts	12 Kilograms
(6) Kattal pieces (Podi)	4 Kilograms

- (3) Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.
- (4) (i) To arrive at the monthly rates of wages, the daily rates of wages shall be multiplied by 30.  
(ii) To arrive at the daily rates of wages, the monthly rates of 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.

KUMAR JAYANT  
SECRETARY TO GOVERNMENT.

//TRUE COPY//

*[Handwritten Signature]*  
16/12/16  
SECTION OFFICER.  
GP  
12/12/16