



ABSTRACT

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

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(D) No.317

Dated: 27.07.2021.

பிலவ வருடம், ஆடி 11
திருவள்ளூர் ஆண்டு 2052

Read:

1. G.O.(2D) No.10, Labour and Employment (J1) Department, dated 15.02.2016.
2. From the Commissioner of Labour, Chennai - 600 006, Letter No.௫௪1/33310/2020, dated 07.12.2020.

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). The Government have now proposed to further revise the minimum rates of wages for the above said employment.

2. The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette both in English and Tamil. The Works Manager, Government Central Press, Chennai - 600 001 is requested to publish the Notification and send five copies of the Gazette to the Government and to the Commissioner of Labour, Chennai - 600 006 for reference and record. The Director, Tamil Development and Information (Translation) Department, Secretariat, Chennai - 600 009 is requested to send the Tamil Translation of the Notification to the Works Manager, Government Central Press, Chennai - 600 001.

(BY ORDER OF THE GOVERNOR)

**R. KIRLOSH KUMAR,
SECRETARY TO GOVERNMENT.**

To

The Works Manager, Government Central Press, Chennai - 600 001.
(for publication in the Government Gazette).

The Director, Tamil Development and Information (Translation) 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.

Copy to:

- 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
(Labour Welfare and Skill Development), Chennai - 600 009.
- The Senior Private Secretary to the Secretary to Government,
Labour Welfare and Skill Development Department, Chennai - 600 009.
- The Law (LW&SD-Sty.) Department, Chennai - 600 009.
- The Labour Welfare and Skill Development (OP-II) Department, Chennai - 600 009.
- Clean copy to file (C.No.20631/J1/2020).
- Stock file/ Spare copy.

//FORWARDED BY ORDER //

U. J. J.
27.7.2021
SECTION OFFICER.

B. U.
27.7.2021

APPENDIX.
NOTIFICATION.

The following draft Notification, which is proposed to be issued 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 Welfare and Skill Development 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/186/2016, published at pages 169 and 170 of Part II Section 2 of the Tamil Nadu Government Gazette, dated the 9th March 2016, the Governor of Tamil Nadu, hereby revises the minimum rates of basic 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 SCHEDULE.

Employment in Cashewnut industry.

<u>Serial Number.</u>	<u>Classes of work and employees.</u>	<u>Minimum rates of basic wages.</u>
(1)	(2)	(3)
(1)	Shelling / Cutting	Rs.26.82 per Kg
(2)	Peeling	Rs.31.28 per Kg
(3)	Peeling - Shelling pieces	Rs.31.28 per Kg
(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 (v) Kattal pieces (Podi)	Rs.196.88 per work Specified in the item (2) to the Explanation

(5)	Roasting	Rs.317/- 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.277.00 per day
(*) Tin filler has to be paid Rs.12.55 per day extra, only on the days he is doing filling works, besides normal work.		
	(b) Supervisory Mycaud	Rs.305.00 per day
(11)	Supervisor / Maistry / Watchman	Rs.7618.00 per month
(12)	Clerk / Typist	Rs.7565.00 per month

Explanations.- 1. Dearness Allowance.- 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 raise of every point over and above 827 points, an increase of 33 paise (thirty three paise only) per day shall be paid as variable dearness allowance.

(i) **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.

(ii) 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:-

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

Workload for work in respect of various classes of work under Grading	
(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 Pbutts	11 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.

**R. KIRLOSH KUMAR,
SECRETARY TO GOVERNMENT.**

//TRUE COPY//

Un. [Signature]
27.7.2021

SECTION OFFICER.

[Signature]
27.7.2021

