



ABSTRACT

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

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(D) No. 318

Dated: 27.07.2021

பிலவ வருடம், ஆடி 11
திருவள்ளூர் ஆண்டு 2052

Read:

1. G.O.(2D) No.66, Labour and Employment (J1) Department, dated 13.11.2017.
2. From the Commissioner of Labour, Chennai - 600 006, Letter No.௫1/5573/2021, dated 03.03.2021.

ORDER:

In the Government Order first read above, the minimum rates of wages for the Employment in Coffee - curing works 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.4667/J1/2021).

Stock file/ Spare copy.

//FORWARDED BY ORDER //

Un. [Signature]
29.7.21

SECTION OFFICER.

[Signature]

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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/11/2018, published at pages 9 and 10 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 3rd January 2018, the Governor of Tamil Nadu, hereby revises the minimum rates of wages payable to the classes of employees in the employment in Coffee - curing works 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 COFFEE CURING WORKS.

<u>Serial Number.</u> (1)	<u>Classes of Employees.</u> (2)	<u>Minimum rates of basic wages.</u> (3)
GROUP - I		
(1)	Assistant Manager	₹ 7182.00 Per month
(2)	Accountant	₹ 6794.00 Per month
(3)	Clerks/Typists/Cashiers	₹ 6698.00 Per month
(4)	Peon	₹ 6455.00 Per month
(5)	Watchman	₹ 6455.00 Per month
(6)	Creche Ayah	₹ 6417.00 Per month

GROUP – II		
(1)	Electrician	₹ 6942.00 Per month
(2)	Carpenter	₹ 6698.00 Per month
(3)	Fitter	₹ 6604.00 Per month
(4)	Engine Driver	₹ 6942.00 Per month
(5)	Mechanic	₹ 6887.00 Per month
GROUP – III		
(1)	Yard Superintendent	₹ 7182.00 Per month
(2)	Maistry	₹ 6604.00 Per month
Loading, unloading and stocking operations Uncured coffee:-		
(1)	Unloading from lorries and staking	₹ 53.73 per ton
(2)	1 st Day Drying	₹ 35.27 per ton
(3)	Further Day Drying	₹ 19.85 per ton
(4)	Taking to godown	₹ 17.20 per ton
(5)	Restaking	₹ 18.54 per ton
(6)	Restaking from one godown to another godown	₹ 37.06 per ton
(7)	Warehousing (Weighing)	₹ 1.54 per ton
(8)	Peeling	₹ 76.79 per ton
(9)	Peeling State Pounded Coffee	₹ 46.12 per ton
(10)	Estate pounded coffee unloading and stacking from lorries	₹ 42.88 per ton
Cured coffee:-		
(1)	C.T. Tramerer (from Gardling Shed)	₹ 1.80 per 50 kgs
(2)	Out-Turn rendered (complete process)	₹ 4.53 per bag
(3)	Out-turn coffee mixing (bulking)	₹ 18.54 per ton
(4)	Bulking	₹ 84.44 per ton
(5)	Samples drawing	₹ 3.09 per sample
(6)	Packing and delivery for peel sales (Excluding Marketing) Packing and Weighing Stitching Loading	₹ 61.42 ₹ 23.01 ₹ 30.71 ₹115.14 per ton

(7)	Export Coffee Packing and Delivery (excluding packing) (60 Kgs Packing) Packing and Weighing Stitching Loading	₹ 69.11 ₹ 30.71 ₹ 30.71	₹130.53 per ton
(8)	Export Coffee Packing and Delivery (excluding marketing) 75 Kgs packing. Packing and Weighing Stitching Loading	₹ 69.11 ₹ 30.71 ₹ 30.71	₹ 130.53 per ton
(9)	Set apart charges		₹130.52 per ton
(10)	Marking		₹ 2.28 per bag
(11)	Ordinary marking		₹ 1.54 per bag
(12)	Jotta Charges		₹ 46.12 per 100 bags
(13)	Depot Packing		₹ 130.52 per ton
(14)	Four Corners Stitching and Roping R.C. Roping	₹ 46.12 ₹ 30.68	₹ 76.80 per ton
(15)	Export Coffee Seal of – Sealing Charges		₹ 15.38 per ton
Carriers:-			
	Plantation – A and C		₹ 1.54 per Kg
	Plantation – B and Peaberry		₹ 1.80 per Kg
	Robusta A, B and C		₹ 1.54 per Kg
	Arabic Cherry and other grades		₹ 2.36 per Kg
	Persons engaged in moving coffee bags, gunny bags, stacking attending bulging and weighing and other hazardous works.		₹ 215.00 per day
	Persons engaged in spreading, sweeping, drying, heaping coffee, stitching and packing and weighing and stacking uncured coffee in the yard bundling of gunnys, rendering out turn sizing the coffee.		₹ 213.50 per day

Explanations.- (1) Dearness Allowance.- In addition to the minimum rates of basic wages mentioned 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 for the year 2010, that is, 161 points (with base 2001 = 100) and for every raise of one point over and above 161 points, an increase of ₹ 1.30 (Rupee one and thirty paise only) per day shall be paid as dearness allowance.
 - (ii) The dearness allowance shall be calculated on the first April of every year on the basis of the average of the indices for the preceding twelve months, that is from January to December.
 - (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 Consumer Price Index of 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 employees.
 - (3) (i) To arrive at daily wages, the monthly wages shall be divided by 26.
(ii) To arrive at monthly wages, the daily wages shall be multiplied by 30.
 - (4) 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. Singh,
29.7.21.
SECTION OFFICER.

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29.7.21