



# TAMIL NADU GOVERNMENT GAZETTE

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## Part II—Section 2

Notifications or Orders of interest to a section of the public  
issued by Secretariat Departments.

### NOTIFICATIONS BY GOVERNMENT

#### LABOUR AND EMPLOYMENT DEPARTMENT

REVISION OF MINIMUM RATES OF WAGES FOR EMPLOYMENT IN ANY PLANTATION, THAT IS TO SAY, ANY ESTATE WHICH IS MAINTAINED FOR THE PURPOSE OF GROWING CINCHONA, RUBBER, TEA, COFFEE OR CARDAMOM UNDER THE MINIMUM WAGES ACT.

[G.O.(2D)No. 59, Labour and Employment (J1), 20th September 2017, புரட்டாசி 4, ஹேவிளம்பி, திருவள்ளூர் ஆண்டு-2048.]

No. II(2)/LE/793(b)/2017.

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/333/2013, published at pages 290 and 291 of Part II - Section 2 of the *Tamil Nadu Government Gazette*, dated the 24th April, 2013, the Governor of Tamil Nadu, after consultation with the Advisory Board, hereby revises the minimum rates of basic wages payable to the classes of employees in the employment in any plantation, that is to say, any estate which is maintained for the purpose of growing Cinchona, Rubber, Tea, Coffee or Cardamom in the State of Tamil Nadu, specified in column (1) of the Schedule below, 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 with effect on and from the date of its publication in the *Tamil Nadu Government Gazette Extraordinary*.

## THE SCHEDULE

**Employment in any Plantation, that is to say, any Estate which is Maintained for the purpose of Growing Cinchona, Rubber, Tea, Coffee or Cardamom**

Classes of Employees	Minimum rates of basic wages (per day)		
	Tea plantations and Cinchona Plantations in the areas other than those in Kanniyakumari district.	Coffee and cardamom plantations.	Tea and rubber plantations in Kanniyakumari district.
(1)	Rs. P.	(2) Rs. P.	Rs. P.
Adults	183.50	182.00	188.50
Adolescents	124.00	123.00	127.50

*Explanation.- (1) Dearness Allowance.- (a)* The above minimum rates of basic wages are linked to average Consumer Price Index for the year 2010 for Chennai City namely 161 points with Base 2001=100 and for every raise of one point over and above 161 points, the employees working in the above mentioned plantations shall be paid dearness allowance at the rate indicated below:-

Adult employees	Rs.1.10 (One rupee and ten paise per point per day).
Adolescent employees	76 paise per point per day.

(b) The dearness allowance shall be revised on the first January, first April, first July and first October of every year based on the average Consumer Price Index of Chennai City with base 2001=100 for the second previous quarter beginning from first July, first October, first January and first April, respectively.

(2) Minimum piece rates of basic wages for employees in rubber plantations who are tappers:

(a) Guaranteed time rate -- Rs. 94.60 per day.

(b) Minimum piece rates

Class-I	(Yielding upto 113 kgs. per acre – 0.404686 Hectare per annum) <b>Rs. 31.53</b> per half kg upto first 1½ kg of dry rubber.
Class-II	(Yielding above 113 kgs upto 181 kgs. per acre – 0.404686 hectare per annum) <b>Rs.18.92</b> per half kg upto first 2 ½ kg. of dry rubber.
Class-III	(Yielding above 181 kgs upto 272 kgs. per acre – 0.404686 hectare per annum) <b>Rs.10.51</b> per half kg upto first 4 ½ kg. of dry rubber.
Class-IV	(Yielding above 272 kgs. per acre – 0.404686 hectare per annum) <b>Rs.7.28</b> per half kg upto first 6 ½ kg. of dry rubber.

(c) The dearness allowance as applicable to other time rated rubber plantation employees.

(3) Where the same work or work of a similar nature is performed, no distinction in the payment of wages shall be made as between men and women employees.

(4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

MANGAT RAM SHARMA,  
Principal Secretary to Government (FAC).