



ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the employment in Synthetic Gem Cutting Industry - Preliminary Notification - Confirmation - Orders - Issued.

LABOUR AND EMPLOYMENT (J 1) DEPARTMENT

G.O.(2D) No.113

Dated: 12.12.2018

விளம்பி, கார்த்திகை 26,
திருவள்ளூர் ஆண்டு 2049.

Read:-

- 1) G.O. (2D) No.58, Labour and Employment (J1) Department, dated 05.11.2012.
- 2) G.O. (2D) No.7, Labour and Employment (J1) Department, dated 25.01.2018.
- 3) From the Commissioner of Labour, Chennai-600 006, Letter No.Z3/26527/2016, dated 18.09.2018.

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ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Synthetic Gem Cutting 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 above said employment.

3. The Commissioner of Labour in his letter third read above, has stated that no objections and suggestions were received from the persons likely to be affected by such revision and has requested the Government to confirm the above said Preliminary Notification without any modification.

4. The Government have now decided to confirm the orders issued in the Preliminary Notification.

5. 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-600 079 is requested to publish the Notification and send five copies of the Gazette to the Government and 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-600 079.

(BY ORDER OF THE GOVERNOR)

SUNIL PALIWAL
PRINCIPAL SECRETARY TO GOVERNMENT.

To
The Works Manager, Government Central Press, Chennai-600 079 (for publication in the Tamil Nadu 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:

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 Labour, Chennai-600 009.
The Law (L&E-Sty.) Department, Chennai -600 009.
The Private Secretary to Principal Secretary to Government, Labour and Employment Department, Chennai – 600 009.
The Labour and Employment (OP-II) Department, Chennai – 600 009.
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//FORWARDED BY ORDER//

S. R. Ravi Kumar
SECTION OFFICER 17/12/18

J. J. J.
17/12/18

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/807/2012 published at pages 689 to 693 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 5th December 2012, the Governor of Tamil Nadu, after consultation with the Advisory Board, hereby revises the minimum rates of wages payable to the classes of employees in the employment in Synthetic Gem Cutting Industry, in the State of Tamil Nadu as specified in the Schedule below, 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 Synthetic Gem Cutting Industry.

<u>Kodaisirappu stone size per 10 grams.</u>	<u>Minimum rates of basic wages per gram. (Rs. P.)</u>
(1)	(2)
1-4	4.02
5-8	4.44
9-12	5.04
13-15	5.25
16-20	5.84
21-25	6.05
26-30	6.65

<u>Sannadam Jalladai stone size.</u>	<u>Minimum rates of basic wages per 100 pieces. (Rs. P.)</u>
(1)	(2)
1-10	101.43
11-13	121.76
14-16	137.65
17-18	153.75
19-20	170.06
21-22	186.37
23-24	202.47

Vandigai-Chathuram, Prabath, Pattu, Badani, Mokka, Rice		
<u>Stone Size.</u>	<u>Minimum rates of basic wages per gram.</u>	
	<u>Colour.</u> (Rs. P.)	<u>White.</u> (Rs. P.)
1-4	4.02	4.44
5-8	4.83	5.04
9-12	5.63	5.84
13-15	6.05	6.65
16-20	6.86	7.05
21-25	7.24	7.85
26-30	8.05	8.47

Kadai Munda, Sorukku Munda, Ashoka Chakkaram, Disco Cutting, Diamond Pattai, Spade Pattai, Parijatham, Diamond, Mearting, Triangle.

<u>Stone Size.</u>	<u>Minimum rates of basic wages per gram.</u>	
	<u>Colour.</u> (Rs. P.)	<u>White.</u> (Rs. P.)
(1)	(2)	(3)
1-4	4.83	5.04
5-8	5.63	5.84
9-12	6.05	6.65
13-15	6.86	7.05
16-20	7.24	7.85
21-25	8.05	8.47
26-30	8.85	9.27

<u>Uruttu Jalladai.</u>	<u>Minimum rates of basic wages per 100 pieces.</u> (Rs. P.)
(1)	(2)
1-10	88.97
11-13	105.26
14-16	121.36
17-18	137.65
19-20	153.75
21-22	170.06
23-24	186.37

Polishing:

For all Chathuram, Prabath, Sada, Round, Oval, Badani, Rice Stones.

<u>Stone weight in Milligram.</u> (1)	<u>Minimum rates of basic wages per gram.</u>	
	<u>Colour</u> (Rs. P.) (2)	<u>White</u> (Rs. P.) (3)
200-400	24.36	28.17
401-600	20.12	24.36
601-800	16.31	20.12
801-1400	12.07	16.31
Above 1400	10.27	14.10

For all Vanki, Kadai Munda, Sorukku Munda, Disco Cutting, Diamond Cutting, Spade Cutting, Parijatham cutting, Diamond Triangle Stones.

<u>Stone weight in Milligram.</u> (1)	<u>Minimum rates of basic wages per gram.</u>	
	<u>Colour</u> (Rs. P.) (2)	<u>White</u> (Rs. P.) (3)
200-400	28.17	32.41
401-600	24.36	28.17
601-800	20.12	24.36
801-1400	16.31	20.12
Above 1400	14.10	18.32

Polishing and Shaping:

Grade-I
Sannam
Rs.64.82

Grade-II
Uruvu
Rs.40.67

American Diamond
Jerguni (Uruvu Sannam)
Rs.60.79

<u>Bangle Size in shapping Jalladai.</u> (1)	<u>Minimum rates of basic wages.</u> (Rs. P.) (2)
1-10	120.36
11-13	162.22
14-16	204.08
17-18	243.32
19-20	282.55
21-22	324.41
23-24	366.27

<u>Vandigai Uruttu Bangle Size in shapping.</u>	<u>Minimum rates of basic wages.</u> (Rs. P.)
(1)	(2)
1-10	120.36
11-13	162.22
14-16	204.08
17-18	243.32
19-20	282.55
21-22	324.41
23-24	366.27

<u>Bangle Polishing Single Cutting Jalladai.</u>	<u>Minimum rates of basic wages per 100 pieces.</u>	
	<u>Grade-I</u> (Rs. P.)	<u>Grade-II</u> (Rs. P.)
(1)	(2)	(3)
1-10	406.52	334.07
11-13	487.02	406.52
14-16	567.52	487.02
17-18	648.02	567.52
19-20	728.52	648.02
21-22	813.05	728.52
23-24	889.52	813.05

<u>Double Cutting.</u>	<u>Minimum rates of basic wages per 100 pieces.</u>	
	<u>Grade-I</u> (Rs. P.)	<u>Grade-II</u> (Rs. P.)
(1)	(2)	(3)
1-10	487.02	402.50
11-13	567.52	487.02
14-16	648.02	567.52
17-18	728.52	648.02
19-20	813.05	728.52
21-22	889.52	813.05
23-24	970.02	889.52
<u>Bangle Polishing Size Sathuram Rice.</u>	<u>Minimum rates of basic wages per 100 pieces.</u>	
(1)	<u>Grade-I</u> (Rs. P.)	<u>Grade-II</u> (Rs. P.)
14-16	648.02	567.52
17-18	728.52	648.02
19-20	813.05	728.52
21-22	970.02	889.52
23-24	1054.55	970.02

<u>Sannam Polishing Jalladai.</u>	<u>Minimum rates of basic wages per 100 pieces.</u>	
	<u>Grade-I</u> Rs. P.	<u>Grade-II</u> Rs. P.
(1)	(2)	(3)
1-10	406.52	366.27
11-13	446.77	406.52
14-16	487.02	446.77
17-18	527.27	487.02
19-20	567.52	527.27
21-22	607.77	567.52
23-24	648.02	809.02

CUTTING.

<u>For 10 gms weight issued.</u>	<u>Weight to be given for work.</u>	<u>Weight to be delivered after cutting.</u>	<u>Minimum basic rate of wages for 1000 Thalamani. (Rs. P.)</u>	<u>Details of colour Thalamani.</u>	<u>Minimum rates of basic wages for edge cutting for 100 grams. (Rs. P.)</u>
(1)	(2)	(3)	(4)	(5)	(6)
1 to sannam	1000 grams	900 grams	1135.05	White, Red	14.10
50 to Sannam	1000 grams	900 grams	1537.55	3-7½	20.12
100 to Sannam	1000 grams	875 grams	1903.82	Cup type	32.41
150 to Sannam	1000 grams	850 grams	2753.10	Jerguni	48.72
1 to Sannam	1000 grams	Selected Weight	1416.80	For all colour size	--
1 to Sannam	1000 grams	Selected Weight	1014.30	--	--
<u>Rice</u> 1 to Sannam	1000 grams	900 grams	2427.07	Blue Diamond	--
Blue Sannam	1000 grams	875 grams	2837.62	--	--
<u>Emerald Green</u> 1 to 15	1000 grams	Selected	2024.57	Emerald	--

JERGUNI URUVUGAL:

Shaping.		Uruttu.	
Number of stones per 10 gms.	Minimum rates of basic wages per gram. (Rs. P.)	Number of stones per 5 gms.	Minimum rate of basic wages per gram. (Rs. P.)
(1)	(2)	(3)	(4)
1-4	3.64	1-4	4.02
5-8	4.02	5-8	5.04
9-12	4.44	9-12	5.84
13-15	5.04	13-15	6.65
16-20	5.25	16-20	7.24
21-25	5.84	21-25	8.05
26-30	6.24	26-30	8.85

Jerguni		Uruttu	
Sannam Shaping Jalladai.	Minimum rates of basic wages per 100 pieces. (Rs. P.)	Jalladai Uruttu.	Minimum rates of basic wages per 100 pieces. (Rs. P.)
(1)	(2)	(3)	(4)
1-10	104.65	1-10	88.97
11-13	121.76	11-13	104.65
14-16	138.67	14-16	121.76
17-18	154.36	17-18	138.67
19-20	171.46	19-20	154.36
21-22	185.76	21-22	171.46
23-24	202.86	23-24	185.76
25-26	219.76	25-26	202.86
27-28	243.32	27-28	219.76

Jerguni Polishing Uruvugal Milligram.	Minimum rates of basic wages per gram.		
	Number-I. (Rs. P.)	Number-II. (Rs. P.)	Number-III. (Rs. P.)
(1)	(2)	(3)	(4)
200-400	121.76	102.04	81.11
401-600	111.30	91.57	70.64
601-800	102.04	81.11	60.18
801-1400	91.57	70.64	50.71
Above 1400	81.11	60.18	40.67

<u>Jerguni Sannam Polishing Jalladai.</u>		<u>Minimum rates of basic wages per 100 pieces.</u>		
	<u>Number-I</u> (Rs. P.)	<u>Number-II</u> (Rs. P.)	<u>Number-III</u> (Rs. P.)	
(1)	(2)	(3)	(4)	
1-10	813.05	692.30	563.50	
11-13	1014.30	889.52	768.77	
14-16	1215.55	1094.80	974.05	
17-18	1416.80	1296.05	1171.27	
19-20	1622.07	1497.30	1376.55	
21-22	1819.30	1702.57	1581.82	
23-24	2024.57	1903.82	1783.07	
25-26	2229.85	2105.07	1984.32	
27-28	2427.07	2306.32	2185.57	
<u>Herald Shaping.</u>		<u>Uruvugal Vandigai.</u>		
<u>Number of stones per 10 grams.</u>	<u>Minimum rates of basic wages per gram.</u> (Rs. P.)	<u>Number of stones per 5 grams.</u>	<u>Minimum rates of basic wages per gram.</u> (Rs. P.)	
(1)	(2)	(3)	(4)	
1-4	8.05	1-4	9.66	
5-8	8.85	5-8	11.27	
9-12	9.66	9-12	13.09	
13-15	10.46	13-15	14.70	

<u>Polishing Stone Weight.</u>	<u>Minimum rates of basic wages per gram.</u> (Rs. P.)
(1)	(2)
401-600 milligrams	64.82
601-800 milligrams	56.56
801-1400 milligrams	48.72
Above 1400 milligrams	40.67

Explanations: (1) Dearness Allowance.- In addition to the minimum rates of basic wages fixed 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 Number 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 Rs.1.05 (Rupee one and paise five) per day shall be paid as dearness allowance.

- (ii) The dearness allowance shall be calculated every year on the first April 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 the Notification in the Tamil Nadu Government Gazette based on the average of Chennai City Consumer Price Index for 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) To arrive at daily rates of wages, the monthly wages shall be divided by 26.
- (4) To arrive at monthly wages, the daily minimum wages shall be multiplied by 30.
- (5) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

SUNIL PALIWAL
PRINCIPAL SECRETARY TO GOVERNMENT.

//TRUE COPY//

S. Rajkumar
SECTION OFFICER 17.12.2016
J. hu
17/12/18