



## 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 WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(2D) No.101

Dated: 18.10.2024

குரோதி வருடம், ஜப்பசி - 1

திருவள்ளூர் ஆண்டு-2055.

Read:

1. G.O.(2D) No.113, Labour and Employment (J1) Department, dated 12.12.2018.
2. G.O.(D) No.250, Labour Welfare and Skill Development (J1) Department, dated 30.05.2022.
3. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.செ3 /5594/2022, dated 03.08.2023.

### 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 published in order to revise the minimum rates of wages further for the above said employment.

3. The Principal Secretary / 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.

4. The Government have now decided to confirm the orders issued in the said Preliminary Notification, without any modification.

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-600 001 is requested to publish the Notification and send each five copies of the Gazette to the Government and to the Commissioner of Labour,

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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)**

**K. VEERA RAGHAVA RAO  
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 Principal Secretary / Commissioner of Labour, Chennai - 600 006.  
The Director of Industrial Safety and Health, 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 Principal Secretary / 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 Principal 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.  
Stock file/ Spare copy.  
Clean copy to file (C.No.efile/3875/J1/2023).

**//FORWARDED BY ORDER//**

*W. R. Raghava Rao*  
18/11/24  
**SECTION OFFICER**  
08/11/24

**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/24/2019 published at pages 26-30 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 9th January 2019, 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.**

<b><u>Kodaisirappu stone size per 10 grams.</u></b>	<b><u>Minimum rates of basic wages per gram.</u></b> (Rs. P.)
(1)	(2)
1-4	4.98
5-8	5.51
9-12	6.25
13-15	6.51
16-20	7.24
21-25	7.50
26-30	8.25

<b><u>Sannadam Jalladai stone size.</u></b>	<b><u>Minimum rates of basic wages per 100 pieces.</u></b> (Rs. P.)
(1)	(2)
1-10	125.77
11-13	150.98
14-16	170.69
17-18	190.65
19-20	210.87
21-22	231.10
23-24	251.06

<b>Vandigai-Chathuram, Prabath, Pattu, Badani, Mokka, Rice</b>		
<b><u>Stone Size.</u></b>	<b><u>Minimum rates of basic wages per gram.</u></b>	
	<b><u>Colour</u></b> <b><u>(Rs. P.)</u></b>	<b><u>White</u></b> <b><u>(Rs. P.)</u></b>
1-4	4.98	5.51
5-8	5.99	6.25
9-12	6.98	7.24
13-15	7.50	8.25
16-20	8.51	8.74
21-25	8.98	9.73
26-30	9.98	10.50

**Kadai Munda, Sorukku Munda, Ashoka Chakkaram, Disco Cutting, Diamond Pattai, Spade Pattai, Parijatham, Diamond, Mearing, Triangle**

<b><u>Stone Size.</u></b>	<b><u>Minimum rates of basic wages per gram.</u></b>	
	<b><u>Colour</u></b> <b><u>(Rs. P.)</u></b>	<b><u>White</u></b> <b><u>(Rs. P.)</u></b>
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
1-4	5.99	6.25
5-8	6.98	7.24
9-12	7.50	8.25
13-15	8.51	8.74
16-20	8.98	9.73
21-25	9.98	10.50
26-30	10.97	11.49

<b><u>Uruttu Jalladai.</u></b>	<b><u>Minimum rates of basic wages per 100 pieces.</u></b> <b><u>(Rs. P.)</u></b>
<b>(1)</b>	<b>(2)</b>
1-10	110.32
11-13	130.52
14-16	150.49
17-18	170.69
19-20	190.65
21-22	210.87
23-24	231.10

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

<b><u>Stone weight in Milligram.</u></b>  (1)	<b><u>Minimum rates of basic wages</u></b> <b><u>per gram.</u></b>	
	<b><u>Colour</u></b> <b><u>(Rs. P.)</u></b> (2)	<b><u>White</u></b> <b><u>(Rs. P.)</u></b> (3)
200-400	30.21	34.93
401-600	24.95	30.21
601-800	20.22	24.95
801-1400	14.97	20.22
Above 1400	12.73	17.48

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

<b><u>Stone weight in Milligram.</u></b>  (1)	<b><u>Minimum rates of basic wages</u></b> <b><u>per gram.</u></b>	
	<b><u>Colour</u></b> <b><u>(Rs. P.)</u></b> (2)	<b><u>White</u></b> <b><u>(Rs. P.)</u></b> (3)
200-400	34.93	40.19
401-600	30.21	34.93
601-800	24.95	30.21
801-1400	20.22	24.95
Above 1400	17.48	22.72

**Polishing and Shaping:**

<b><u>Grade-I</u></b>	<b><u>Grade-II</u></b>	<b><u>American Diamond</u></b>
Sannam	Uruvu	Jerguni (Uruvu Sannam)
Rs.80.38	Rs.50.43	Rs.75.38

<b><u>Bangle Size in shapping Jalladai.</u></b>  (1)	<b><u>Minimum rates of basic wages.</u></b> <b><u>(Rs. P.)</u></b> (2)
1-10	149.25
11-13	201.15
14-16	253.06
17-18	301.72
19-20	350.36
21-22	402.27
23-24	454.17

<u>Vandigai Uruttu Bangle Size in shapping.</u>	<u>Minimum rates of basic wages.</u> (Rs. P.)
(1)	(2)
1-10	149.25
11-13	201.15
14-16	253.06
17-18	301.72
19-20	350.36
21-22	402.27
23-24	454.17

<u>Bangle Polishing Single Cutting Jalladai.</u>	<u>Minimum rates of basic wages per 100 pieces.</u>	
	<u>Grade-I</u> (Rs. P.) (2)	<u>Grade-II</u> (Rs. P.) (3)
(1)		
1-10	504.08	414.25
11-13	603.90	504.08
14-16	703.72	603.90
17-18	803.54	703.72
19-20	903.36	803.54
21-22	1008.18	903.36
23-24	1103.00	1008.18

<u>Double Cutting.</u>	<u>Minimum rates of basic wages per 100 pieces.</u>	
	<u>Grade-I</u> (Rs. P.) (2)	<u>Grade-II</u> (Rs. P.) (3)
(1)		
1-10	603.90	499.10
11-13	703.72	603.90
14-16	803.54	703.72
17-18	903.36	803.54
19-20	1008.18	903.36
21-22	1103.00	1008.18
23-24	1202.82	1103.00
<u>Bangle Polishing Size Sathuram Rice.</u>	<u>Minimum rates of basic wages per 100 pieces.</u>	
(1)	<u>Grade-I</u> (Rs. P.) (2)	<u>Grade-II</u> (Rs. P.) (3)
14-16	803.54	703.72
17-18	903.36	803.54
19-20	1008.18	903.36

21-22	1202.82	1103.00
23-24	1307.64	1202.82

<u>Sannam Polishing Jalladai.</u>	<u>Minimum rates of basic wages per 100 pieces.</u>	
	<u>Grade-I</u> Rs. P. (2)	<u>Grade-II</u> Rs. P. (3)
(1)		
1-10	504.08	454.17
11-13	553.99	504.08
14-16	603.90	553.99
17-18	653.81	603.90
19-20	703.72	653.81
21-22	753.63	703.72
23-24	803.54	1003.18

**CUTTING:**

<u>For 10 grams 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	1407.46	White, Red	17.48
50 to Sannam	1000 grams	900 grams	1906.56	3-7½	24.95
100 to Sannam	1000 grams	875 grams	2360.74	Cup type	40.19
150 to Sannam	1000 grams	850 grams	3413.84	Jerguni	60.41
1 to Sannam	1000 grams	Selected Weight	1756.83	For all colour size	--
1 to Sannam	1000 grams	Selected Weight	1257.73	--	--
<u>Rice</u> 1 to Sannam	1000 grams	900 grams	3009.57	Blue Diamond	--
Blue Sannam	1000 grams	875 grams	3518.65	--	--
<u>Emerald Green</u> 1 to 15	1000 grams	Selected	2510.47	Emerald	--

**JERGUNI URUVUGAL:**

<u>Shaping.</u>		<u>Uruttu.</u>	
<u>Number of stones per 10 grams.</u>	<u>Minimum rates of basic wages per grams.</u> (Rs. P.)	<u>Number of stones per 5 grams.</u>	<u>Minimum rate of basic wages per gram.</u> (Rs. P.) (4)
(1)	(2)	(3)	
1-4	4.51	1-4	4.98
5-8	4.98	5-8	6.25
9-12	5.51	9-12	7.24
13-15	6.25	13-15	8.25
16-20	6.51	16-20	8.98
21-25	7.24	21-25	9.98
26-30	7.74	26-30	10.97
<u>Jerguni</u>		<u>Uruttu</u>	
<u>Sannam Shapping Jalladai.</u>	<u>Minimum rates of basic wages per 100 pieces.</u> (Rs. P.) (2)	<u>Jalladai Uruttu.</u>	<u>Minimum rates of basic wages per 100 pieces.</u> (Rs. P.) (4)
(1)		(3)	
1-10	129.77	1-10	110.32
11-13	150.98	11-13	129.77
14-16	171.95	14-16	150.98
17-18	191.41	17-18	171.95
19-20	212.61	19-20	191.41
21-22	230.34	21-22	212.61
23-24	251.55	23-24	230.34
25-26	272.50	25-26	251.55
27-28	301.72	27-28	272.50
<u>Jerguni Polishing Uruvugal Milligram.</u>	<u>Minimum rates of basic wages per gram.</u>		
(1)	<u>Number-I.</u> (Rs. P.) (2)	<u>Number-II.</u> (Rs. P.) (3)	<u>Number-III.</u> (Rs. P.) (4)
200-400	150.98	126.53	100.58
401-600	138.01	113.55	87.59
601-800	126.53	100.58	74.62
801-1400	113.55	87.59	62.88
Above 1400	100.58	74.62	50.43



<b>Jerguni Sannam Polishing Jalladai.</b>		<b>Minimum rates of basic wages per 100 pieces</b>		
	<b>Number-I. (Rs. P.)</b>	<b>Number-II. (Rs. P.)</b>	<b>Number-III. (Rs. P.)</b>	
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>	
1-10	1008.18	858.45	698.74	
11-13	1257.73	1103.00	953.27	
14-16	1507.28	1357.55	1207.82	
17-18	1756.83	1607.10	1452.37	
19-20	2011.37	1856.65	1706.92	
21-22	2255.93	2111.19	1961.46	
23-24	2510.47	2360.74	2211.01	
25-26	2765.01	2610.29	2460.56	
27-28	3009.57	2859.84	2710.11	
<b>Herald Shaping.</b>		<b>Uruvugal Vandigai.</b>		
<b>Number of stones per 10 grams.</b>	<b>Minimum rates of basic wages per grams. (Rs. P.)</b>	<b>Number of stones per 5 grams.</b>	<b>Minimum rates of basic wages. per grams (Rs. P.)</b>	
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>	
1-4	9.98	1-4	11.98	
5-8	10.97	5-8	13.97	
9-12	11.98	9-12	16.23	
13-15	12.97	13-15	18.23	

<b>Polishing Stone Weight.</b>	<b>Minimum rates of basic wages per gram. (Rs. P.)</b>
<b>(1)</b>	<b>(2)</b>
401-600 milligrams	80.38
601-800 milligrams	70.13
801-1400 milligrams	60.41
Above 1400 milligrams	50.43

**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.1.30 (Rupee one and paise thirty only) 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 consumer price 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.

**K. VEERA RAGHAVA RAO**  
**SECRETARY TO GOVERNMENT**

//TRUE COPY//

*W. S. Srinivasan*  
18/10/24  
**SECTION OFFICER**  
18/10/24