



## ABSTRACT

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

### LABOUR AND EMPLOYMENT (J 1) DEPARTMENT

G.O.(2D) No.107

Dated: 26.11.2018

விளம்பி, கார்த்திகை 10,  
திருவள்ளூர் ஆண்டு 2049.

Read:-

- 1) G.O. (2D) No.45, Labour and Employment (J1) Department, dated 14.08.2013.
- 2) G.O. (2D) No.17, Labour and Employment (J1) Department, dated 15.02.2018.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z2/42013/2016, dated 18.09.2018.

### ORDER :

In the Government Order first read above, the minimum rates of wages for the Employment in Sago 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 objections and suggestions were received from the persons likely to be affected by such revision and which were placed in the Minimum Wages State Advisory Board and was decided to confirm the said Preliminary Notification without any modification. Hence, the Commissioner of Labour 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.

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//

*Un. Amia*  
28.11.2018.  
SECTION OFFICER

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**Explanations.-** (1) (i) Classification of employees engaged in crushing, sizing, grinding, roasting, etc. into Grade-I and Grade-II is based on the physical capacity, skill, efficiency and out turn of work and seniority.

(ii) Classification of Drivers into Grade-I and Grade-II:

GRADE – I : Those who have completed five years of regular service.

GRADE – II : Those who have not completed five years of service.

(iii) Classification of Clerks into Grade-I and Grade-II:

GRADE – I : Those who have completed five years of regular service.

GRADE – II : Those who have not completed five years of service.

(2) **Dearness Allowance.-** In addition to the above minimum rates of basic wages, the employees shall be paid dearness allowance as follows:-

(i) The dearness allowance shall be linked to the average Consumer Price Index Number for the city of Chennai for the year 2010, namely 161 points with base 2001=100 and for every raise of one point over and above 161 points, Rs.39.65 (Rupees thirty nine and paise sixty five only) per point per month 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 consumer price indices of the preceeding twelve months, namely from January to December.

(iii) The first calculation shall be effective from the date of publication of the Notification in the Tamil Nadu Government Gazette based on the Average Consumer Price Index Number of the previous year.

(3) Where the nature of work is the same, no distinction in the payment of wages shall be made in the case of men and women employees.

(4) (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.

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

SUNIL PALIWAL  
PRINCIPAL SECRETARY TO GOVERNMENT.

//TRUE COPY//

Un.   
28.11.2018.  
SECTION OFFICER

  
28/11/18

**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/698/2013, published at pages 616 and 617 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 11th September 2013, 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 Sago 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 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 Sago Industry**

<b><u>Serial Number.</u></b>	<b><u>Classes of employees.</u></b>	<b><u>Minimum rates of basis wages (Rs. P.)</u></b>
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
1	Peelers (Piece-rate)	25.30 per 70 kg Bag
2	Workers employed in crushing, sizing, grinding, roasting and other Miscellaneous items of works GRADE - I GRADE - II	252.00 per day. 243.00 per day.
3	DRIVERS: GRADE - I GRADE - II	6819.00 per mensem. 6390.00 per mensem.
4	CLERKS: GRADE - I GRADE - II	6912.00 per mensem. 6564.00 per mensem.
5	WATCHMAN	6390.00 per mensem.