



ABSTRACT

Minimum Wages Act, 1948 - Revision of minimum rates of wages for employment in tobacco manufactory (Snuff Industry) - Preliminary Notification – Confirmation - Orders – Issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.83

Dated: 22.11.2013

Read:

- 1) G.O. (2D) No.61, Labour and Employment (J1) Department, dated 06.7.2009.
- 2) G.O. (2D) No.67, Labour and Employment (J1) Department, dated 17.12.2012.
- 3) From the Commissioner of Labour, Chennai-600 006, Letter No.Z3/36458/2012, dated 25.04.2013.

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ORDER

In the Government Order first read above, minimum rates of wages for the employment in tobacco manufactory (Snuff 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 employment in tobacco manufactory (Snuff Industry).

3. The Commissioner of Labour in his letter third read above, has stated that no objection and suggestion 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 Preliminary Notification.

5. The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette both in English and Tamil. The Secretary to Government, Tamil Development and Information 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. 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 for reference and record.

(BY ORDER OF THE GOVERNOR)

MOHAN PYARE
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Works Manager, Government Central Press, Chennai- 600 079 (for publication in the Government Gazette) (2 Copies) (He may be requested to publish the notification in the coming issue of the Tamil Nadu Government Gazette)

The Secretary to Government, Tamil Development and Information Department, Chennai-600 009. (2 copies)

The Commissioner of Labour, Chennai - 600 006. (5 copies)

The Director of Industrial Safety and Health, Chennai - 600 014. (5 Copies)

The Director of Industries and Commerce, Chennai -28.

The Accountant-General, Chennai - 600 018.

Copy to:

All Collectors. (through the Commissioner of Labour, Chennai 600 006).

The Secretary to Government of India, Ministry of Labour, New Delhi.

The Director, Labour Bureau, Ministry of Labour, Government of India, SCO-28- 31, Sector 17-A, Chandigarh-160 017.

The Secretary to Government of Andhra Pradesh, Labour Employment Training and Factories Department, Hyderabad.

The Secretary to Government of Karnataka, Labour Department, Bengaluru.

The Secretary to Government of Kerala, Labour Department, Trivandrum.

The Secretary to Government of Pondicherry, Labour Department, Pondicherry.

The Secretary (Labour) Administration of Union Territory of Lakshadweep, Kavarati Island-682 555.

The Employers' and Employees Association, through the Commissioner of Labour, Chennai-600 006 (25 copies)

The Regional Labour Commissioner, Shastri Bhavan, Chennai-600 006.

The Special Personal Assistant to Minister for Labour, Chennai-600 009.

The Private Secretary to Principal Secretary to Government, Labour and Employment Department, Chennai – 600 009.

The Law Department, Chennai - 600 009.

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// FORWARDED : BY ORDER //

SECTION OFFICER.

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/445/2009, published on page 301 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 26th August 2009, 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 tobacco manufactory (Snuff 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 tobacco manufactory (Snuff Industry)**

| <u>Serial Number</u> | <u>Classes of Employees</u> | <u>Minimum rates of basic wages (Rs. P.)</u> |
|-----------------------------|---|---|
| (1) | (2) | (3) |
| (1) | <u>Skilled:</u> Workers attending to all the process of work in the manufacture of snuff (manual) | 111.00 per day |
| (2) | <u>Semi-Skilled:</u> Workers engaged in both stripping and roasting or frying (manual) | 94.50 per day |
| (3) | <u>Unskilled:</u> Stripping, handling and packing and other miscellaneous works (manual) | 90.00 per day |
| (4) | <u>Piece rated works:</u> | |
| (i) | For Converting 1 Kilogram of tobacco into snuff | 10.13 |
| (ii) | For cutting 1 Kilogram of tobacco | 1.14 |
| (iii) | For stripping 1 Kilogram of tobacco | 1.21 |
| (iv) | For roasting and frying 1 Kilogram of tobacco | 3.16 |
| (v) | For grinding 1 Kilogram of tobacco | 3.16 |
| (vi) | For mixing of 1 Kilogram of tobacco | 1.64 |

Explanations.- (1) Dearness Allowance.- In addition to the above minimum rates of basic wages, the employees shall be paid dearness allowance as indicated below:-

- (i) The dearness allowance shall be linked to the Average Consumer Price Index number for Chennai City for the year 2000, (that is 475 points with base 1982=100) and for every raise of one point over and above 475 points, an increase of 18 paise (Eighteen paise 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 indices of the preceeding twelve months, namely from January to December.
 - (iii) The first calculation shall be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette based on the Average 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 in case of men and women employees.
- (3) To arrive at the monthly rates of wages, the daily wages shall be multiplied by 30.
- (4) The minimum wages and dearness allowance fixed above includes the element of holiday wages also.
- (5) Wherever the existing wages are higher than the minimum wages fixed herein, such existing wages shall be continued to be paid.

Mohan Pyare,
Principal Secretary to Government

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Section Officer.