



ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the employment in Tobacco Manufactory (Snuff Industry) - Preliminary Notification - Confirmation - Orders - issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.38

Dated: 19.06.2019.

விகாரி, ஆனி 4,
திருவள்ளூர் ஆண்டு 2050.

Read:-

1. G.O.(2D) No.83, Labour and Employment (J1) Department, dated 22.11.2013.
2. G.O.(2D).No.73, Labour and Employment (J1) Department, dated 20.07.2018.
3. From the Commissioner of Labour, Chennai -600 006, Letter No.Z3/36965/2017, dated 16.04.2019.

ORDER:

In the Government Order first read above, the 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 further revise the minimum rates of wages for the above said employment.

3. The Commissioner of Labour, in his letter third read above, has stated that objection and suggestion received from the persons likely to be affected by such revision were placed before the Minimum Wages (State) Advisory Board and was decided to confirm the said Preliminary Notification without any modification and hence he 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 to 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 Private Secretary to Principal Secretary to Government,
Labour and Employment Department, Chennai – 600 009.


The Labour and Employment (OP-II) Department, Chennai – 600 009.

The Law (L&E-Sty.) Department, Chennai -600 009.


Clean copy to file [C.No.8249/J1/2019].

Stock file/ Spare copy.

//FORWARDED BY ORDER//


24.6.2019.

SECTION OFFICER


24/6/19

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/946/2013, published at page 814 of Part II- Section 2 of the Tamil Nadu Government Gazette, dated the 18th December, 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 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> (1)	<u>Classes of Employees.</u> (2)	Minimum rates of basic wages (Rs. P.) (3)
1.	<u>Skilled:</u> Workers attending to all the process of work in the manufacture of snuff (manual)	210.00 per day
2.	<u>Semi-Skilled:</u> Workers engaged in both stripping and roasting or frying (manual)	189.00 per day
3.	<u>Unskilled:</u> Stripping, handling and packing and other miscellaneous works (manual)	183.50 per day
4.	<u>Piece rated works:</u>	
(i)	For converting 1 Kilogram of tobacco into snuff	19.85
(ii)	For cutting 1 Kilogram of tobacco	2.23
(iii)	For stripping 1 Kilogram of tobacco	2.37
(iv)	For roasting and frying 1 Kilogram of tobacco	6.19
(v)	For grinding 1 Kilogram of tobacco	6.19
(vi)	For mixing of 1 Kilogram of tobacco	3.21

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 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.1.13 (One rupee and thirteen 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 preceding 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 rate 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.

**SUNIL PALIWAL
PRINCIPAL SECRETARY TO GOVERNMENT.**

//TRUE COPY//

Un. 
24.6.2019.

SECTION OFFICER.

J. P. 
24/6/19