



ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) – Revision of minimum rates of wages for the employment in Match Manufactory, based on the advice of the Committee – Orders – Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(2D) No. 45

Dated: 10.07.2023

சோபகிருது வருடம், ஆணி 25

திருவள்ளூர் ஆண்டு-2054

Read:

1. G.O (2D.) No.22, Labour Welfare and Skill Development (J1) Department, dated 11.04.2022.
2. G.O (D) No.209, Labour Welfare and Skill Development (J2) Department, dated 10.04.2023.
3. From the Principal Secretary / Commissioner of Labour, Chennai – 600 006, Letter No. Z2/3626/2023, dated 15.06.2023.

ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Match Manufactory were revised under 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).

2. In the Government Order second read above, a Committee was appointed under the Chairmanship of the Additional Commissioner of Labour, Madurai for revision of minimum rates of wages for the employment in Match Manufactory. The said Committee conducted various meetings with the employers and employees and submitted a report to the Principal Secretary / Commissioner of Labour.

3. The Principal Secretary / Commissioner of Labour in the letter third read above, has sent the report of the said Committee along with his recommendations to the Government for revision of minimum rates of wages for the employment in Match Manufactory.

4. The Government have carefully examined the report of the said Committee and the recommendations of the Principal Secretary / Commissioner of Labour.

The Government accepts the recommendations of the Principal Secretary / Commissioner of Labour and accordingly decided to revise the minimum rates of wages for the above said employment.

5. The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette both in English and Tamil.

6. 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 the Commissioner of Labour 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)

**Md.NASIMUDDIN,
ADDITIONAL CHIEF 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, New Delhi.

The Director, Labour Bureau, Ministry of Labour, Government of India, SCO-28-31,
Sector 17-A, Chandigarh-160017

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

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

The Special Personal Assistant to Hon'ble Minister (Labour Welfare and Skill
Development), Chennai-600 009.

The Senior Principal Private Secretary to
the Additional Chief 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.

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//FORWARDED BY ORDER//

Un. *[Signature]*
10.07.2023
SECTION OFFICER
[Signature]
10.7.23

APPENDIX.
NOTIFICATION.

In exercise of the powers conferred by clause (a) 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 Welfare and Skill Development Department Notification No.II(2)/LWSD/324/2022, published at page 700 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 4th May 2022, the Governor of Tamil Nadu, after considering the advice of the Committee appointed under clause (a) of sub-section (1) of section 5 of the said Act, hereby revises the minimum rates of wages payable to the classes of employees in the employment in Match Manufactory in the State of Tamil Nadu specified in column (2) of the Schedule below, as specified in the corresponding entries in column (3) thereof.

2. This Notification shall come into force on and from the date of its publication in the Tamil Nadu Government Gazette.

THE SCHEDULE.

Employment in Match Manufactory.

S.No. (1)	Classes of Employees. (2)	Minimum Rate of Basic Wages. (Rs.) (3)
CLASS - I - MONTHLY WAGES.		
(1)	Manager, Foreman, Skilled Technician, Chief Quality Control Officer.	10000 per month.
(2)	Supervisors, Accountant, Store Keeper, Stock maintenance, Semi-skilled technician, Driver.	8000 per month.
(3)	Clerk, Computer Operator, Data Entry Operator.	7000 per month.
(4)	Watchman, Peon, Office Boy.	4940 per month.
CLASS - II DAILY RATED WAGES.		
(1)	Dipping Master, Chemical Dipping, Wax Dipping, Paraffin Fitters, Sawman, Chipping drivers and Peeling drivers, Side Painter.	300 per day.
(2)	Machine operator, Shift in-charge, Chemical Grinding, Chemical Mixing, Leveling and preparation, Wax wire drawing Operator and workers involved in all Chemical process.	250 per day.

(3)	Frame and box leveling, Rack Arranger and Bundle packing 10 Nos and 100 Nos, Packing Checkers, Box Filling Checkers and Paper Cutters, Frame takers, Frame givers.	220 per day.
(4)	Cleaner, Watchman, Peon, Office Boy, Other unskilled general workers, Unskilled material carriers and workers not mentioned in the above categories.	190 per day.

CLASS –III - Piece rated wages for Employees engaged in the classes of work in Safety Matches Manufactory.

S.No. (1)	Classes of Work (2)	Piece rate wages (3)	
		Rate (Rs. P)	Unit/boxes/Fame.
(1)	Box Filling 50s wooden splints -Safety matches.	4.75	Per 100 boxes.
(2)	Box Filling 50s wax-Safety matches.	5.50	Per 100 boxes.
(3)	Labelling.	1.50	Per 100 boxes.
(4)	Bundling.	0.27	Per Bundle.
(5)	Frame filling.		
	42 mm	3.80	Per frame.
	53mm, 70mm, 95mm, 105mm, 170mm, 220mm, 280mm.	6.40	Per frame.
(6)	10s and 100s packing.	0.85	Per Ten 10s packing and One 100s packing.
(7)	Outer Box pasting.	2.25	Per Unit.

CLASS – IV- Piece rated wages for employees engaged in the classes of work in Colour Matches Manufactory.

S.No. (1)	Classes of Work (2)	Piece rate wages (3)	
		Rate (Rs. P)	Unit/Boxes/Frame
(1)	Frame filling.		
	45 mm	Rs. 6.80	Per Frame.
	50 mm	Rs. 6.40	Per Frame.
	60 mm	Rs.6.40	Per Frame.
	80 mm	Rs. 6.00	Per Frame.

	110 mm	Rs. 5.60	Per Frame.
	140 mm	Rs. 5.60	Per Frame.
	180 mm	Rs. 5.00	Per Frame.
(2)	Box Filling.	Rate (Rs. P)	Unit/Boxes/Frame
	50mm	Rs. 5.00	Per Unit.
	60mm	Rs. 6.40	Per Unit.
	80 mm	Rs. 6.40	Per Unit.
	110 mm	Rs. 7.00	Per Unit.
	140 mm	Rs. 7.00	Per Unit.
	180 mm	Rs. 7.30	Per Unit.
(3)	10's Unit Box Packing.	Rate (Rs. P)	Unit/Boxes/Frame
	50mm	Rs.1.60	Per Unit.
	60mm	Rs. 1.70	Per Unit.
	80 mm	Rs.1.80	Per Unit.
	110 mm	Rs. 1.80	Per Unit.
	140 mm	Rs. 1.80	Per Unit.
	180 mm	Rs. 1.80	Per Unit.
(4)	Cardboard Outer Pasting.	Rate (Rs. P)	Unit/Boxes/Frame
	50mm	Rs.1.10	Per Unit.
	60mm	Rs. 2.40	Per Unit.
	80 mm	Rs.2.70	Per Unit.
	110 mm	Rs. 2.90	Per Unit.
	140mm	Rs. 2.90	Per Unit.
	180 mm	Rs. 3.20	Per Unit.
(5)	10's Combination Pasting.	Rate (Rs. P)	Unit/Boxes/Frame
	50mm	Rs.2.60	Per Unit.
	60mm	Rs. 2.70	Per Unit.
	80 mm	Rs.2.70	Per Unit.
	110 mm	Rs. 2.70	Per Unit.
	140 mm	Rs. 2.70	Per Unit.
	180 mm	Rs. 2.90	Per Unit.

Explanations:- (1) Dearness Allowance: In addition to the minimum rates of basic wages as 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 for the year 2010, that is 161 points (with base year 2001=100) and for every raise of one point over and above 161 points, an increase of Rs.30.67 (Rupees Thirty and Paise sixty seven only) 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 for the preceding twelve months, namely from January to December.
- (iii) The first calculation of the dearness allowance shall thus be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette based on the average of Chennai City Consumer Price Index Number for the previous year.
- (2) Payment of dearness allowance in respect of piece rated employees will be subject to eight hours of work in a day. Where any piece-rate employee works less than eight hours a day, he shall be entitled to payment of proportionate dearness allowance only.
- (3) To arrive at daily wages, the monthly wages shall be divided by 26.
- (4) To arrive at monthly wages, the daily wages shall be multiplied by 30.
- (5) Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.
- (6) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

**Md.NASIMUDDIN,
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

//TRUE COPY//

Un. Amia
10.07.23
SECTION OFFICER

Law
10.7.23