



## **ABSTRACT**

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for Employment in Tobacco Manufactory (Snuff Industry) - Preliminary Notification – Orders - Issued.

### **LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT**

G.O.(D) No.651

Dated: 28.12.2022.

சுபகிருது வருடம், மார்கழி 13  
திருவள்ளூர் ஆண்டு, 2053

Read:

1. G.O.(2D) No.38, Labour and Employment (J1) Department, dated 19.06.2019.
2. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.செ3/22301/2022, dated 07.11.2022.

### **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). The Government have now proposed to revise further the minimum rates of wages for the above said employment.

2. 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, 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)**

**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 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 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. Amig.  
30.12.22.

**SECTION OFFICER**

Gms  
30.12.22

**APPENDIX.**  
**NOTIFICATION.**

The following draft Notification, which is proposed to be issued 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), is hereby published for information of all persons likely to be affected thereby, as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that the draft Notification will be taken into consideration on or after the expiry of two months from the date of publication of this Notification in the Tamil Nadu Government Gazette and that any objection or suggestion, which may be received from any person with respect thereto, before the expiry of the aforesaid period will be considered by the Government of Tamil Nadu. Objection or suggestion, if any, should be addressed to the Additional Chief Secretary to Government, Labour Welfare and Skill Development Department, Secretariat, Chennai - 600 009 through the Commissioner of Labour, DMS Campus, Chennai - 600 006.

**DRAFT 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/560/2019, published at page 663 of Part II- Section 2 of the Tamil Nadu Government Gazette, dated the 10<sup>th</sup> July, 2019, the Governor of Tamil Nadu 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 SCHEDULE.**

**Employment in tobacco manufactory (Snuff Industry).**

Serial Number. (1)	Classes of Employees. (2)	Minimum rates of basic wages (Rs. P.) (3)
1.	<b>Skilled:</b> Workers attending to all the process of work in the manufacture of snuff (manual).	260.50 per day
2.	<b>Semi-Skilled:</b> Workers engaged in both stripping and roasting or frying (manual).	234.50 per day
3.	<b>Unskilled:</b> Stripping, handling and packing and other miscellaneous works (manual).	228.00 per day
4.	<b>Piece rated works:</b>	
(i)	For converting 1 Kilogram of tobacco into snuff.	24.61
(ii)	For cutting 1 Kilogram of tobacco.	2.77
(iii)	For stripping 1 Kilogram of tobacco.	2.94

(iv)	For roasting and frying 1 Kilogram of tobacco.	7.68
(v)	For grinding 1 Kilogram of tobacco.	7.68
(vi)	For mixing of 1 Kilogram of tobacco.	3.98

**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.1.40 (One rupee and forty 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 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.

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

//TRUE COPY//

Un. Amr  
30.12.22.  
**SECTION OFFICER**  
SWS  
30.12.22