

GOVERNMENT OF PUDUCHERRY
ABSTRACT

LABOUR –Minimum Wages Act, 1948 – Revision of Minimum rates of wages to the employees employed in Bakeries & Biscuit Manufactory in the Union Territory of Puducherry– Preliminary Notification - Issued.

LABOUR DEPARTMENT

G.O.Ms.No.11 /AIL/Lab/G/2022

Puducherry, the 21 JUL 2022

READ: I.D.No.26/AIL/Lab/G/2022, dated 14.10.2022

ORDER:

The following Notification shall be published in the next issue of the Official Gazette of Government of Puducherry:-

NOTIFICATION

The following draft of the proposal for revision of minimum rates of wages payable to the employees employed in the Bakeries & Biscuit manufactory in the Union Territory of Puducherry, which the Lieutenant-Governor of Puducherry proposes to make in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), is hereby published as required under clause (b) of sub-section (1) of section 5 of the said Act, for information of all the persons likely to be affected thereby and notice is hereby given that the said draft proposal will be taken up for consideration by the Government of Puducherry, after the expiry of sixty days from the date of publication of the said proposal in the Official Gazette of Government of Puducherry.

2. Any objections or suggestions, which may be received from any person with respect to the proposal before the expiry of the period specified above, will be considered by the Government of Puducherry.

3. Objections or suggestions should be addressed to the Secretary to Government, Labour Department, Puducherry.

DRAFT PROPOSAL

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Lieutenant-Governor of Puducherry, is pleased to revise the minimum rates of wages payable to the categories of employees employed in Bakeries and Biscuit Manufactory in the Union Territory of Puducherry, as specified in the schedule hereunder:-

EMPLOYMENT IN BAKERIES & BISCUIT MANUFACTORY
THE SCHEDULE


Sl. No.	Classes of Employees	Minimum rates of basic wages
(1)	(2)	(3)
1.	<u>GENERAL CATEGORIES:</u>	Rs.14,341/- per month
	(1) Manager	Rs.13,926/- per month
	(2) Assistant Manager	Rs.13,401/- per month
	(3) Cashier / Clerk	
	(4) Typist	
	(5) Sales Man	
	(6) Store Assistant	Rs.13,266/- per month
	(7) Driver	Rs. 12,916/- per month
(8) Watchman / Peon		
2.	<u>OTHER CATEGORIES:</u>	
	<u>(i) HIGHLY SKILLED:</u>	Rs.479/- per day
	(1) Bakery Maistry	Rs.462/- per day
	(2) Any other highly skilled category	
	<u>(ii) SKILLED:</u>	Rs.448/- per day
	(1) Supervisor	
	(2) Head Baker	
	(3) Any other skilled category not covered above.	
	<u>(iii) SEMI- SKILLED:</u>	Rs.432/- per day
	(1) Baker	
	(2) Oven-keeper	
	(3) Table Man	
	(4) Dough Maker	
(5) Bun-Rounder		
(6) Bread-Moulder		
(7) Any other Semi-skilled category not covered above.		
<u>(iv) UN-SKILLED:</u>		
(1) Assistant Baker	Rs.432/- per day	
(2) Helper/Assistants		
(3) Cleaner of all categories		
(4) Assistant of all categories		
(5) Any other un-skilled category not covered		

NOTE

(1) Dearness Allowance:- In addition to the minimum rates of wages fixed herein, the employees shall be paid Dearness Allowance as indicated below:-

- (i) The Dearness Allowance is linked to the Average of Puducherry City Consumer Price Index Points for the year 2021, that is 366 points with base year 2001=100 and for every rise of one point over and above 366 points, an increase of Rs.1.10/- (Rupees one and paise ten only) per point per day shall be paid as Dearness Allowance.
 - (ii) The Dearness Allowance shall be calculated on the 1st April of every year on the basis of the average of the indices for the preceding twelve months that is from January to December.
 - (iii) The first calculation shall thus be effective from the date of issue of this Notification in the Gazette of Government of Puducherry, based 'on the average of the Puducherry City Consumer Price Index for the previous year.
- (2) (i) To arrive at the daily rates of wages, the monthly rates of wages shall be divided by 26.
(ii) To arrive at the monthly rates of wages, the daily rates of wages shall be multiplied by 30.
- (3) Where the nature of work is the same, no distinction in the payment of wages shall be made as between male and female employees.
- (4) Wherever the existing wages are higher than the minimum rates of wages fixed herein, the said existing higher wages shall be continued to be paid.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//


(P. RAGINI)
UNDER SECRETARY TO GOVERNMENT
(LABOUR)

To
The Director of Stationery & Printing,
Puducherry.
Copy to:

1. The Deputy Labour Commissioner, Puducherry.
2. The Inspector of Factories, Puducherry/Karaikal.
3. The Labour Officer (Enforcement), Puducherry
4. The Labour Officer, Karaikal.
5. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
6. The Web Master, Labour Department, Puducherry.
7. G.O. Copy / Spare.

GOVERNMENT OF PUDUCHERRY
ABSTRACT

LABOUR -Minimum Wages Act, 1948 - Revision of Minimum rates of wages to the employees employed in Chemical Industries in the Union Territory of Puducherry - Preliminary Notification - Issued.

LABOUR DEPARTMENT

G.O.Ms.No.15/AIL/Lab/G/2022

Puducherry, the 21 JUL 2023

READ: I.D.No.26 /AIL/Lab/G/2022, dated 14.10.2022

ORDER:

The following Notification shall be published in the next issue of the Official Gazette of Government of Puducherry:-

NOTIFICATION

The following draft of the proposal for revision of minimum rates of wages payable to the employees employed in Chemical Industries in the Union Territory of Puducherry, which the Lieutenant-Governor of Puducherry proposes to make in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), is hereby published as required under clause (b) of sub-section (1) of section 5 of the said Act, for information of all the persons likely to be affected thereby and notice is hereby given that the said draft proposal will be taken up for consideration by the Government of Puducherry, after the expiry of sixty days from the date of publication of the said proposal in the Official Gazette of Government of Puducherry.

2. Any objections or suggestions, which may be received from any person with respect to the proposal before the expiry of the period specified above, will be considered by the Government of Puducherry.

3. Objections or suggestions should be addressed to the Secretary to Government, Labour Department, Puducherry.

DRAFT PROPOSAL

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Lieutenant-Governor of Puducherry, is pleased to revise the minimum rates of wages payable to the categories of employees employed in Chemical Industries in the Union Territory of Puducherry, as specified in the schedule hereunder:-

:2:
EMPLOYMENT IN CHEMICAL INDUSTRIES

THE SCHEDULE


Sl. No.	Classes of Employees	Minimum rates of wage per month (8 Hours Work per day)
(1)	(2)	(3)
Technical Staff		
(1)	Technical Manager (Chemical / Mechanical / Electrical / Civil / Instrumentation)	Rs.17,750/-
(2)	Engineer (Chemical / Mechanical / Electrical / Civil / Instrumentation)	Rs.17,250/-
(3)	Supervisor (Chemical / Mechanical / Electrical/ Civil / Instrumentation)	Rs.16,850/-
Safety Officer		
(1)	Safety Officer	Rs.16,850/-
Administrative Staff		
(1)	Administrative Manager	Rs.16,450/-
(2)	Administrative Assistant	Rs.15,650/-
(3)	Office Assistant / Helper	Rs.15,300/-
(4)	Driver	Rs.15,650/-
Workers Category		
(1)	Mechanical Technician	Rs.16,100/-
(2)	Electrical Technician	
(3)	Instrumentation Technician	
(4)	De-Mineralised Water Plant Operator	
(5)	PDC Operator	
(6)	Forklift Operator	
(7)	Boiler Operator	
(8)	IBR Welder	
(9)	Welder	
(10)	Fitter	
(11)	Rigger	
(12)	Chemical Operator	
(13)	House Keeper	

NOTE

- (1) Dearness Allowance:- In addition to the minimum rates of wages fixed herein, the employees shall be paid Dearness Allowance as indicated below:-
- (i) The Dearness Allowance is linked to the Average of Puducherry City Consumer Price Index Points for the year 2021 that is 366 points with base year (2001=100) and for every rise of one point over and above 366 points, an increase of Rs.50/- (Rupees Fifty only) per point per month shall be paid as Dearness Allowance.

- (ii) The Dearness Allowance shall be calculated on the 1st April of every year on the basis of the average of the indices for the preceeding twelve months that is from January to December.
- (iii) The first calculation shall thus be effective from the date of issue of this Notification in the Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index for the previous year.
- (2) To arrive at the daily rates of wages, the monthly rate of wages shall be divided by 26.
- (3) Where the nature of work is the same, no distinction in the payment of wages shall be made as between male and female employees.
- (4) Wherever the existing wages are higher than the minimum rates of wages fixed herein, the said existing higher wages shall be continued to be paid.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//


(P. RAGINI)
UNDER SECRETARY TO GOVERNMENT
(LABOUR)

To
The Director of Stationery & Printing,
Puducherry.

Copy to:

1. The Deputy Labour Commissioner, Puducherry.
2. The Inspector of Factories, Puducherry/Karaikal.
3. The Labour Officer (Enforcement), Puducherry
4. The Labour Officer, Karaikal.
5. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
6. The Web Master, Labour Department, Puducherry.
7. G.O. Copy / Spare.

GOVERNMENT OF PUDUCHERRY
ABSTRACT

LABOUR -Minimum Wages Act, 1948 - Revision of Minimum rates of wages to the employees employed in Detergent Industries in the Union Territory of Puducherry- Preliminary Notification - Issued.

LABOUR DEPARTMENT

G.O.Ms.No. 16 /AIL/Lab/G/2022

Puducherry, the 21 JUL 2023

READ: I.D.No 26/AIL/Lab/G/2022, dated 14.10.2022

ORDER:

The following Notification shall be published in the next issue of the Official Gazette of Government of Puducherry:-

NOTIFICATION

The following draft of the proposal for revision of minimum rates of wages payable to the employees employed in Detergent Industries in the Union Territory of Puducherry, which the Lieutenant-Governor of Puducherry proposes to make in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), is hereby published as required under clause (b) of sub-section (1) of section 5 of the said Act, for information of all the persons likely to be affected thereby and notice is hereby given that the said draft proposal will be taken up for consideration by the Government of Puducherry, after the expiry of sixty days from the date of publication of the said proposal in the Official Gazette of Government of Puducherry.

2. Any objections or suggestions, which may be received from any person with respect to the proposal before the expiry of the period specified above, will be considered by the Government of Puducherry.

3. Objections or suggestions should be addressed to the Secretary to Government, Labour Department, Puducherry.

DRAFT PROPOSAL

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Lieutenant-Governor of Puducherry, is pleased to revise the minimum rates of wages payable to the categories of employees employed in Detergent Industries in the Union Territory of Puducherry, as specified in the schedule hereunder:-

SCHEDULE

Sl. No.	Classes of employees	Minimum rates of wages payable (8 hours work per day)
(1)	(2)	(3)
1.	Foreman/Supervisor/Chemist	Rs.633/- per day
2.	Boiler operator /Mixer/Chemist	Rs.625/- per day
3.	Cutter	Rs.618/- per day
4.	Stamping	Rs.614/- per day
5.	Packing (a) Case (b) Label	Rs.613/- per day 11.29 per gross subject to guaranteed time rate of Rs.613/- per day
6.	Miscellaneous Workers: (a) Inside (b) Outside	Rs.613/- per day
7.	Office Boy	Rs. 613/- per day
8.	Van Drivers	Rs.16,400/- per month
9.	Clerk	Rs.16,195/- per month
10.	Accountant	Rs.16,400/- per month
11.	Typist	Rs.16,400/- per month
12.	Cashier	Rs.16,400/- per month
13.	Salesman	Rs.16,195/- per month

NOTE

(1) Dearness Allowance:- In addition to the minimum rates of wages fixed herein, the employees shall be paid Dearness Allowance as indicated below:-

- (i) The Dearness Allowance is linked to the Average of Puducherry City Consumer Price Index Points for the year 2021 that is 366 points with base year (2001=100) and for every rise of one point over and above 366 points, an increase of Rs.52.90/- (Rupees Fifty two and paise ninety only) per point per month shall be paid as Dearness Allowance.
- (ii) The Dearness Allowance shall be calculated on the 1st April of every year on the basis of the average of the indices for the preceding twelve months that is from January to December.
- (iii) The first calculation shall thus be effective from the date of issue of this Notification in the Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index for the previous year.

(2) (i) To arrive at the daily rates of wages, the monthly rate of wages shall be divided by 26.

(ii) To arrive at the monthly wages, the daily rates of wages shall be multiplied by 30.

(3) Where the nature of work is the same, no distinction in the payment of wages shall be made as between male and female employees.

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

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

(P.RAGINI)

**UNDER SECRETARY TO GOVERNMENT
(LABOUR)**

To
The Director of Stationery & Printing,
Puducherry.

Copy to:

1. The Deputy Labour Commissioner, Puducherry.
2. The Inspector of Factories, Puducherry/Karaikal.
3. The Labour Officer (Enforcement), Puducherry
4. The Labour Officer, Karaikal.
5. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
6. The Web Master, Labour Department, Puducherry.
7. G.O. Copy / Spare.

GOVERNMENT OF PUDUCHERRY
ABSTRACT

LABOUR -Minimum Wages Act, 1948 - Revision of Minimum rates of wages to the employees employed in Plastic Industries in the Union Territory of Puducherry- Preliminary Notification - Issued.

LABOUR DEPARTMENT

G.O.Ms.No.19/AIL/Lab/G/2022

Puducherry, the

21 JUL 2023

READ: I.D.No.26 /AIL/Lab/G/2022, dated 14.10.2022

ORDER:

The following Notification shall be published in the next issue of the Official Gazette of Government of Puducherry:-

NOTIFICATION

The following draft of the proposal for revision of minimum rates of wages payable to the employees employed in Plastic Industries in the Union Territory of Puducherry, which the Lieutenant-Governor of Puducherry proposes to make in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), is hereby published as required under clause (b) of sub-section (1) of section 5 of the said Act, for information of all the persons likely to be affected thereby and notice is hereby given that the said draft proposal will be taken up for consideration by the Government of Puducherry, after the expiry of sixty days from the date of publication of the said proposal in the Official Gazette of Government of Puducherry.

2. Any objections or suggestions, which may be received from any person with respect to the proposal before the expiry of the period specified above, will be considered by the Government of Puducherry.

3. Objections or suggestions should be addressed to the Secretary to Government, Labour Department, Puducherry.

DRAFT PROPOSAL

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Lieutenant-Governor of Puducherry, is pleased to revise the minimum rates of wages payable to the categories of employees employed in Plastic Industries in the Union Territory of Puducherry, as specified in the schedule hereunder:-

...2/-

:2:
EMPLOYMENT IN PLASTIC INDUSTRIES

THE SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 Hours work per day)
(1)	(2)	(3)
1.	Unskilled: (a) Operator (b) Helper (c) Finisher (d) Packer or Despatch Assistant	Rs. 14,023/- Rs. 13,783/-
2.	Semi-skilled: (a) Operator (b) Lathe Operator (c) Printer (d) Machine Assistant (e) Turner (f) Welder (g) Assembler (h) Cutter (i) Machinist (j) Tailor (k) Laboratory Assistant	Rs. 14,268/-
3.	Skilled : (a) Operator (b) Setter-cum-Operator (c) Moulder (d) Electrician (e) Dye maker	Rs. 14,754/-
4	Highly Skilled: (a) Foreman (b) Supervisor	Rs. 15,969/-
5	Common Categories: (a) Manager (b) Assistant Manager (c) Accountant (d) Computer Programmer (e) Store-Keeper or Godown Keeper (f) Senior Assistant (g) Accounts Assistant (h) Clerk or Office Assistant (i) Receptionist (j) Typist (k) Steno-typist (l) Attender (m) Salesman (n) Office Boy or Peon (o) Watchman	Rs. 18,159/- Rs. 16,799/- Rs. 15,483/- Rs. 15,240/- Rs. 14,997/- Rs. 15,119/- Rs. 15,240/- Rs. 14,023/- Rs. 13,783/-

NOTE

(1) Dearness Allowance:- In addition to the minimum rates of wages fixed herein, the employees shall be paid Dearness Allowance as indicated below:-

(i) The Dearness Allowance is linked to the Average Puducherry City Consumer Price Index Points for the year 2021 that is 366 points with base year (2001=100) and for every rise of one point over and above 366 points, an increase of Rs.45/- (Rupees Forty five only) per point per month shall be paid as Dearness Allowance.

(ii) The Dearness Allowance shall be calculated on the 1st April of every year on the basis of the average of the indices for the preceding twelve months that is from January to December.


(iii) The first calculation shall thus be effective from the date of issue of this Notification in the Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index for the previous year.

(2) To arrive at the daily rates of wages, the monthly rate of wages shall be divided by 26.

(3) Where the nature of work is the same, no distinction in the payment of wages shall be made as between male and female employees.

(4) Wherever the existing wages are higher than the minimum rates of wages fixed herein, the said existing higher wages shall be continued to be paid.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//


(P.RAGINI)
UNDER SECRETARY TO GOVERNMENT
(LABOUR)

To
The Director of Stationery & Printing,
Puducherry.

Copy to:

1. The Deputy Labour Commissioner, Puducherry.
2. The Inspector of Factories, Puducherry/Karaikal.
3. The Labour Officer (Enforcement), Puducherry
4. The Labour Officer, Karaikal.
5. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
6. The Web Master, Labour Department, Puducherry.
7. G.O. Copy / Spare.

GOVERNMENT OF PUDUCHERRY
ABSTRACT

LABOUR - Minimum Wages Act, 1948 - Minimum rates of wages for employment in Loading and Unloading Operations - Final Notification - Issued.

LABOUR DEPARTMENT

1 MAR 2011

G.O. Ms No. 4 /Lab/AIL/G/2011

Pondicherry, the

READ: This Departments' I.D.No.6655/Lab/AIL/G/2010,
dated 07.02.2011.

ORDER:

The following Notification shall be published in the next issue of the Official Gazette:-

NOTIFICATION

WHEREAS, the proposal to fix the minimum rates of wages payable to the employees engaged in the Loading and Unloading Operations in the Union territory of Puducherry, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Labour Department's Notification issued under G.O.Ms.No.26/AIL/Lab/G/2010, dated 30th September, 2010 in the Official Gazette No. 42, dated 19th October, 2010 inviting objections and suggestions from all persons likely to be affected thereby within sixty days from the date of publication of the said notification in the Official Gazette, Puducherry ;

2. AND WHEREAS, the said Gazette was made available to the general public on 19.10.2010 ;

3. AND WHEREAS, after examining the objections and suggestions with regard to the preliminary notification, the Government have decided to confirm as such the preliminary notification ;

4. NOW, THEREFORE, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 and sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Lieutenant-Governor, Puducherry, is pleased to fix the minimum rates of wages as specified in the schedule hereunder payable to the categories of employees under employment in the Loading and Unloading Operations in the Union Territory of Puducherry.

..2..

THE SCHEDULEEMPLOYMENT IN THE LOADING AND UNLOADING OPERATIONSTable A

Classes of Work (1)	Minimum rates of wages (8 Hrs. work per day) (2)
<u>DAILY RATED WORKERS</u>	
To load or unload articles weighing upto 75 kilograms (in a day of 8 hours work)	Rs. P. 149.00

Table B

Classes of Work (1)	Minimum rates of wages (2) Rs. P.
<u>PIECE RATED WORKERS</u>	
(1) To load or unload flower baskets, fruit baskets and vegetables and other perishable article per basket.	2.28
(2) To load or unload articles weighing upto 25 kilograms each.	1.66
(3) To load or unload articles weighing above 25 Kilograms and upto 50 Kilograms each.	2.28
(4) To load or unload articles weighing above 50 Kilograms and upto 75 kilograms each.	2.28
(5) To load or unload articles weighing above 75 Kilograms and upto 100 kilograms.	3.42
(6) To load or unload articles weighing above 100 Kilograms.	4.55
(7) For loading or unloading operations done in metric tonnes.	34.07 (per metric tonnes)

: 3 :

NOTE

1. The employees referred to above, apart from the minimum wages are eligible for getting Dearness Allowance as detailed below :

- (i) The dearness allowance shall be linked to the Puducherry City Consumer Price Index for the month of May, 2010 i.e. 168 points with base year 2001=100 and for every raise of 1 point over and above 168 points an increase of Rs.0.15 (Paise Fifteen only) per point per day shall be paid as dearness allowance.
- (ii) The revision of dearness allowance shall be effective from the 1st April of every year on the basis of the average of the indices for the proceeding twelve months (i.e) from January to December.
- (iii) The first calculation shall thus be effective from the date of issue of this notification in the Puducherry Government Gazette, based on the average of the Puducherry City Consumer Price Index for the previous year as explained in item (ii).

2. Where the nature of work is the same, no distinction, in the payment of wages shall be made between men and women workers.

3. Wherever, the existing wages are higher than the minimum rates of wages fixed herein, the same higher wages shall be continued to be paid.

// BY ORDER OF THE LIEUTENANT-GOVERNOR //

(G. MALAR KANNAN)
JOINT SECRETARY TO GOVERNMENT
(LABOUR)

7/13/11
DESPATCHED
To

9/2/11
11/3/11

The Director of Stationery & Printing,
Puducherry -

With a request to supply 100 copies of the
notification to this Department.

Copy to:

1. The Deputy Labour Commissioner, Puducherry.
2. The Joint Chief Inspector of Factories, Puducherry.
3. The Labour Officer (Enforcement), Puducherry
4. The Labour Officer (Conciliation), Puducherry.
5. The Labour Officer, Karaikal.
6. The Web Master, Labour Department, Puducherry.
7. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
8. G.O. Copy. 9. Spare.

GOVERNMENT OF PUDUCHERRY
ABSTRACT

LABOUR –Minimum Wages Act, 1948 – Fixation of Minimum rates of wages to the employees employed in Footwear Making Industry in the Union Territory of Puducherry – Final Notification- Order - Issued.

LABOUR DEPARTMENT

G.O.Ms.No. /AIL/Lab/G/2018 Puducherry, the

READ: I.D.No.1002/Lab/AIL/G/2018, dated 12.09.2018

ORDER:

The following Notification shall be published in the next issue of the Official Gazette of Government of Puducherry:-

NOTIFICATION

WHEREAS, the proposal for fixation of minimum rates of wages payable to the employees employed in Footwear Making Industry in the Union Territory of Puducherry was published as required under clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Labour Department's Notification issued vide G.O.Ms.No.05/AIL/Lab/G/2018, dated 6th February, 2018 published in the Official Gazette No.8, dated 20th February, 2018, inviting objections and suggestions from all persons likely to be affected thereby, within sixty days from the date of publication of the said notification in the Official Gazette of Puducherry;

2. AND WHEREAS, the said Gazette Notification was notified for information of the general public on 20th February, 2018;

3. AND WHEREAS, after examining the objections and suggestions with regard to the preliminary notification received after the expiry of stipulated period from the managements association was not considered and the Government has decided to confirm the preliminary notification;

4. AND WHEREAS, the minimum rates of wages prevailing in the adjoining State of Tamil Nadu taken into consideration while fixing minimum rates of wages in Puducherry;

5. AND WHEREAS, the Government has followed the procedure as envisaged under Section 5 of the Act and other relevant provisions of the Minimum Wages Act, 1948, to fix the minimum rates of wages to the employees employed in Footwear Making Industry in the Union Territory of Puducherry;

6. NOW, THEREFORE, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3, read with sub-section (2) of section 5 and sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Lieutenant-Governor of Puducherry, is hereby pleased to fix the minimum rates of wages payable to each category of employees employed in Footwear Making Industry in the Union Territory of Puducherry, as specified in the schedule hereunder:-

THE SCHEDULE

EMPLOYMENT IN FOOTWEAR MAKING INDUSTRY

<u>Classes of Employees</u> (1)	<u>Minimum Rates of Basic Wages (Per month)</u> (2)
I ADMINISTRATIVE STAFF:	
(1) Accountant (Highly skilled)	Rs.8300/-
(2) Superintendent / Storekeeper.	Rs.8024/-
(3) Clerk/Cashier/Typist/Time Keeper/Computer Operator.	Rs.7748/-
(4) Driver/Mechanic/Electrician	Rs.7748/-
(5) Watchman/Attender/Sweeper/Gardener (Unskilled)	Rs.7196/-
II TECHNICAL STAFF:	
(1) Skilled.	Rs.7748/-
(2) Semi-skilled	Rs.7472/-
(3) Unskilled	Rs.7196/-

Note:

- (1) In addition to the minimum rates of basic wages fixed herein, the employees shall be paid Dearness Allowance as indicated below:
- (i) The wages notified above is linked to the Puducherry City Consumer Price Index for the month of November, 2017 i.e. 311 points with base year 2001=100 and for every raise of 1 point over and above 311 points an increase of 3.95 (Rupees three and paise ninety five only) per point per month shall be paid as dearness allowance.

:3:

- (ii) The dearness allowance shall be calculated every year on the 1st April, on the basis of the average of the indices for preceding twelve months that is from January to December.
- (iii) The first calculation shall be effective from the date of publication of this notification in the Gazette of Government of Puducherry, based on the average of the Puducherry 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 the case of male and female employees.
- (3) To arrive at monthly wages, the weekly wages shall be first divided by seven and then multiplied by 30.
- (4) To arrive at monthly wages, the daily wages shall be multiplied by 30.
- (5) To arrive at daily wages, the weekly wages shall be divided by 6 and the monthly wages by 26.
- (6) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

// BY ORDER OF THE LIEUTENANT-GOVERNOR//



(S. MOUTTOULGAM)
UNDER SECRETARY TO GOVERNMENT
(LABOUR)

To

The Director of Stationery & Printing, Puducherry, } with a request to supply 50 copies of
the notification to this Department.

Copy to:

1. The District Collector, Puducherry/Karaikal.
2. The Regional Administrative Officer, Mahe/Yanam.
3. Deputy Labour Commissioner, Puducherry.
4. The Inspector of Factories, Puducherry/Karaikal.
5. The Labour Officer (Enforcement), Puducherry
6. The Labour Officer, Karaikal.
7. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
8. The Web Master, Labour Department, Puducherry.
9. G.O. Copy / Spare.