

GOVERNMENT OF PUDUCHERRY

Abstract

LABOUR – Acts & Rules - Minimum Wages Act, 1948 – Revision of Minimum rates of wages for the classes of employees under the field of employment in any Electronic Industries in the Union Territory of Puducherry – Final Notification- Issued.

LABOUR DEPARTMENT

G.O.Ms.No. **DF**/AIL/Lab/G/2016

Puducherry, the

READ: I.D.No.999/Lab/AIL/G/2003 dated 01.07.2016 of the Labour Commissioner, Labour Department, Government of Puducherry.

ORDER:

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

NOTIFICATION

WHEREAS, the proposal for revision of minimum rates of wages for the classes of employees under the field of employment in any Electronic Industries 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) notified in G.O.Ms.No.13/AIL/Lab/G/2014, dated 17<sup>th</sup> June, 2014 and published in the Gazette of Puducherry No.26, dated 1<sup>st</sup> July, 2014 inviting objections and suggestions from all the persons likely to be affected thereby within sixty days from the date of publication of the said notification in the Official Gazette;

AND WHEREAS, pursuant to the said notification no objections or suggestions have been received within the stipulated time limit;

AND WHEREAS, the said proposal for the revision of minimum rates of wages for the classes of employees under the field of employment in any Electronic Industries in the Union Territory of Puducherry was placed before the Minimum Wages Advisory Board in its meeting held on 30.10.2015;

5. AND WHEREAS, in the said meeting, the Minimum Wages Advisory Board had unanimously recommended the Government to ensure reasonable difference between the categories of Highly skilled, Skilled, Semi-skilled and Un-skilled workers by revising the minimum rates of wages for the classes of employees under the field of employment in any Electronic Industries;

AND WHEREAS, it is proposed to ensure that the wages of Semi-skilled workers is atleast 20% higher than Un-skilled workers, the wages of Skilled workers is atleast 20% higher than Semi-skilled workers and the wages of Highly Skilled workers is atleast 20% higher than Skilled workers. Accordingly, the Government have decided to revise the minimum rates of wages notified in the preliminary notification based on the existing Puducherry Consumer Price Index as suggested by the Minimum Wages Advisory Board;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) 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 approve the proposed rates of wages and for the said purpose hereby revises the minimum rates of wages payable to each category of employees under in employment in any Electronic Industries of the Union Territory of Puducherry as specified in column (2) of the schedule annexed hereto at the rates and for such hours of work per day as specified against each in column (3) of the said schedule :-

**EMPLOYMENT IN ELECTRONIC INDUSTRY:****THE SCHEDULE**

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 hours per day)
(1)	(2)	(3)
		Rs. Ps.
<b>I</b>	<b>GENERAL CATEGORIES</b>	
1.	Sales Assistant	8777
2.	Purchase Assistant	
3.	Assistant (Production planning control)	9335
4.	Accountant	
5.	Steno	
6.	Typist	8777
7.	Clerk/Office Assistant	
8.	Cashier/ Store Assistant	
9.	Store-keeper	9335
10.	Time-keeper	8777
11.	Driver	
12.	Watchman/Chowkidar/Security Guard	8352
13.	Peon/Attender/Office Boy	7634
14.	Mali/Waterman/Gardener/Sweeper/Scavenger	7634
15.	Receptionist/Telex or Telephone operator.	8777
<b>II</b>	<b>OTHER CATEGORIES</b>	
	<b>(A) HIGHLY SKILLED</b>	
1.	Workshop Supervisor/Assembling Supervisor	
2.	Laboratory Analyst	
3.	Any other highly skilled category not classified above.	9335
	<b>(B) SKILLED</b>	
1.	Quality Inspector	
2.	Technician/Technical Assistant	
3.	Mechanic	
4.	Die-maker	
5.	Draughtsman	
6.	Cameraman	
7.	Mechinist	
8.	Machine Operator	8777
9.	Miller	
10.	Die Casting Operator	
11.	Moulder	
12.	Welder	
13.	Fitter	
14.	Turner	
15.	Electrician	
16.	Radio and Television Mechanic	
17.	Computer Operator	
18.	Aligner	
19.	Maintenance Assistants on Machines (Electrical Electro-Mechanical, Mechanical and Electronics)	
20.	Any other skilled category not classified above.	

(C)	<b>SEMI-SKILLED</b> Assembling Operation.	
1.	Winding/Wiring/Fitting/Soldering/Mounting/Testing and any other semi-skilled operations connected with assembling (with general qualification or no qualification)	8352
2.	Planting Co-ordinator	
3.	Assembling Operator	
4.	Press Operator	
5.	Printing Operator	
6.	Punch Operator	
7.	Driller	
8.	Painter	
9.	Polisher	
10.	Any other Semi-skilled category not classified above.	
(D)	<b>UN-SKILLED</b>	
	(1) Helper (2) Cleaner (3) Mazdoor (4) Packer (5) Any other unskilled category not classified above.	7634

**NOTE**

1. Dearness Allowance :- In addition to the above minimum wages, the employees shall be paid Dearness Allowance as follows :-

(i) The dearness allowance shall be linked to the Puducherry City Consumer Price Index for the month of September, 2015 i.e. 274 points (with base year 2001=100) and for every raise of 1 point over and above 274 points an increase of Rs.5.70 (Rupees Five and paise seventy only) per month shall be paid as dearness allowance.

(ii) The dearness allowance shall thus be calculated every year on the 1<sup>st</sup> April on the basis of the average of the indices for the preceding twelve months (i.e) from January to December.

(iii) The first calculation shall thus be effective from the date of publication of this notification in the Official Gazette of Government of Puducherry, based on the average Puducherry City Consumer Price Index of 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 men and women workers.

3. To arrive at the daily wages, the monthly wages shall be divided by 26.

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

// BY ORDER OF THE LIEUTENANT-GOVERNOR//

(R. DJEACOMAR)

UNDER SECRETARY TO GOVERNMENT  
(LABOUR)

To

The Director of Stationery & Printing, – with a request to supply 100 copies of the Puducherry. notification to this Department.

Copy to:

1. The District Collector, Puducherry/Karaikal.
2. The Regional Administrator, Mahe/Yanam.
3. The 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. G.O. Copy / Spare.

20/8/16  
DESPATCHED