

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 Shops and Establishments in the Union Territory of Puducherry – Final Notification- Issued.

LABOUR DEPARTMENT

12 2 AUG 2016

G.O.Ms.No.00 /AIL/Lab/G/2016

Puducherry, the

READ: I.D.No.2/AIL/Lab/G/2012, dated 28.7.2016 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 employment in any Shops and Establishments 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.22/Lab/AIL/G/2014, dated 29th December, 2014 published in the Gazette of Puducherry No.1, dated 6th January, 2015 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 Shops and Establishments in the Union Territory of Puducherry was placed before the Minimum Wages Advisory Board in its meeting held on 30.10.2015;

AND WHEREAS, in the said meeting, it was proposed that there should be some difference of pay between the 5 cadres of General categories of employees under the employment in any Shops & Establishment in the Union Territory of Puducherry;

AND WHEREAS, it is proposed to ensure that there is atleast 10% difference between one grade to the next grade in the general categories and for special categories, corresponding scale from general categories will apply. Accordingly, the Government have decided to revise the minimum rates of wages based on the existing Puducherry City Consumer Price Index for various classes of workers engaged in the employment of Shops and Establishments in the Union Territory of Puducherry;

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 employment in any Shops and Establishments in the Union Territory of Puducherry as specified in column (1) of the schedule annexed hereto at the rates and for such hours of work per day as specified against each in column (2) of the said schedule :-

EMPLOYMENT IN SHOPS AND ESTABLISHMENTS IN PUDUCHERRY, KARAIKAL, MAHE AND YANAM REGIONS

THE SCHEDULE

Classes of Employees	Minimum rates of wages per month (8 hours per day)
(1)	(2)
I. GENERAL CATEGORIES	
(1) Manager (2) Office incharge (3) Sales Manager (4) Field Officer (5) Development Officer	Rs. 7909/-
(6) Assistant Manager (7) Accountant (8) Supervisor (9) Sales Executive (10) Purchaser (11) Store-keeper (12) Agent (13) Sales Promotion Employees	Rs. 7591/-
(14) Cashier (15) Clerk (16) Typist-cum-Clerk (17) Typist (18) Stenographer (19) Salesman (20) Sales Representative (21) Auction Bidder (22) Tradesman (23) Bill Writer	Rs. 7542/-

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(24) Bill Collector (25) Booking Clerk (26) Bill Clerk (27) Godown Keeper (28) Assistant Salesman (29) Godown incharge (30) Accounts Assistant (31) Receptionist (32) Lineman (33) Tally Clerk (34) Weighman (35) Security Guard (36) Driver	Rs.7433/-
(37) Peon (38) Watchman (39) Shop Assistant (40) Helper (41) Packer (42) Attender (43) Delivery Boy (44) Messenger (45) Lift Operator (46) Shop Boy (47) Water Boy (48) Sweeper (49) Gardener (50) Scavenger	Rs. 6717/-
II. Special Categories:	
Chemist and Druggist Shop	
(a) Pharmacist (b) Chemist	Rs. 7909/-
(c) Compounder	Rs. 7542/-
Hair Dressing Saloon/Beauty Parlour	
(a) Hair Dresser (b) Hair Cutter (c) Beautician	Rs. 7591/-
Photo Studios	
(a) Photographer (b) Photo Artist	Rs. 7542/-
(c) Assistant Photo Artist (d) Assistant Photographer	Rs. 7433/-
Service Shops (Watch/Radio/Bicycle)	
(a) Watch Mechanic (b) Radio Mechanic/ Repairer (c) Audio and Video Mechanic / Repairer	Rs.7591/-
(d) Bicycle Fitter	Rs. 6717/-

Optical Shops:-	
(a) Optical Mechanic/ Grinder/Purchaser (b) Refractionary Man	Rs. 7591/-
Block Making and Rubber Stamp making	
(a) Engraver (b) Block maker	Rs.7591/-
(c) Assistant Engraver	Rs. 7433/-
(d) Painter/Artist	Rs. 7542/-
Electrical Light and Sound Service Shop	
(a) Electrician/Wireman/ Electrical Repairer.	Rs. 7542/-
(b) Assistant Wireman	Rs. 7433/-
(c) Mike Operator	
Diagnostic Laboratory:	
(a) Radiographer (b) X-Ray Photographer (c) Laboratory Technician/Analyst	Rs. 7542/-
Chit Funds, Co-operative Societies, Jewellery Shops and Banking Estt.	
(a) Chief Accountant (b) Office Superintendent (c) Secretary (d) Auditor	Rs.7591/-
(e) Personal Assistant (f) Junior Development Officer (g) Legal Assistant	Rs. 7542/-

Boarding and Lodges:	
(a) Room Boy (b) Canvassar	Rs. 6717/-
(c) Mason (d) Plumber (e) Painter (f) Electrician	Rs. 7542
Furniture:	
(a) Carpenter (b) Polisher (c) Rattan Worker	Rs.7591/-
Miscellaneous Workers :	
(a) Technician in Musical instrument Shop. (b) Umbrella Fitting, Stitching and Cutting in Umbrella Shop (c) Polisher in Auto-Mobile Dealer shop (d) Suit case/all kinds of Bags and Purse makers (other than in leather)	Rs.7591/-
(e) Operator in Petrol Bunks	Rs.6717/-

(f) Photo frame worker and cutter	Rs. 7542/-
(g) Skilled labour in Lift installing Establishments	Rs.7591/-
(h) Air Condition Plant operator	Rs. 7591/-
(i) Fruit Juice and Lassi makers in the shops	Rs. 7433/-
(j) Engraver in Steel and Aluminium Vessels shops	Rs.7542/-
(k) Fire Wood Cutter in fire wood shop	Rs. 7433/-
(l) Tyre Grinder in Tyre resoling, retreading and tube vulcanizing shops	Rs.7542/-
(m) Workers engaged in drying, storing, washing, measuring loading and unloading in Pandagasalai, Warehouse, godown, store room and Hill produce Merchant shops.	Rs.6717/-
(n) General Workers in all shops and Commercial Establishments other than in Administration and Clerical Cadre and who are not covered in any of the above categories.	Rs.6717/-

Dearness Allowance:- In addition to the minimum wages fixed, 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 one point over and above 274 points, an increase of Rs.4.95 (Rupees Four and Ninety Five Paise only) in respect of Shops & Establishments in the Union Territory of Puducherry per month shall be paid as dearness allowance.

(ii) The dearness allowance shall be calculated every year on the 1st April on the basis of the average of the indices for the preceding 12 months, that is, from January to December; and


(iii) The first calculation of the dearness allowance 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 number of the previous year, that is, from January to December.

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

3. To arrive at 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. DJEASOUMAR)
UNDER SECRETARY TO GOVERNMENT
(LABOUR)

To
The Director of Stationary & Printing,
Puducherry –

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

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 Asst. Inspectors of Labour, Karaikal/Mahe/Yanam.
6. The Web Master, Labour Department, Puducherry.
7. G.O. File. 8. Spare


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