

## CHAPTER - 2

### 2. PARTICULARS OF LABOUR DEPARTMENT, FUNCTIONS AND DUTIES:-

#### 2.1 OBJECTIVE / PURPOSE AND MISSION / VISION STATEMENT OF THE LABOUR DEPARTMENT :-

Promotion and maintenance of Industrial Harmony in the Union Territory of Puducherry and safeguarding the interest of work force through effective implementation of various labour enactments.

Enforcement of Health and Safety Measures / Working Conditions of factory workers.

Sponsoring of registrants against suitable vacancies, career counseling and vocational guidance to employment seekers, motivation on self-employment in the context of soaring unemployment problem and collection / dissemination of labour market information.

Imparting of training in various vocational trades keeping in pace with technological advancement taking place at the national and international level.

The vibrant economy of the country largely depends on the active participation of the labour force and as such duty is cast on the States not only to create safe working environment but also to ensure the safety, health and welfare of the workers. With this objective in view, the Labour Department Puducherry has been successfully playing the role of providing and promoting the health, safety and social security for workers by implementation of an array of labour legislations both central and state, which are meant for regulating the terms and conditions of service and employment of workers in this Union Territory. Further, the Employment Exchange functions as focal point of employment information and generation which is vital for any planned development. Also in order to provide skilled work force the Labour Department caters to the needs through I.T.Is. The mission / vision of the Department is to attain still higher standards of working condition correlating with industrial growth

and harmonious relationship and as well as to produce multi-skilled work force through improvised training and to identify the thrust areas in employment generation.

## 2.2 BRIEF HISTORY OF THE LABOUR DEPARTMENT AND CONTEXT OF ITS FORMATION:-

2.2.1. The Union Territory of Puducherry comprising of Puducherry, Karaikal, Mahe and Yanam Regions was created by the Seventh Amendment of the Indian Constitution. The merger of Puducherry with the Indian Union took place in the year 1954 as a result of an agreement reached between the Governments of India and France on 21<sup>st</sup> October, 1954.

### 2.2.2. ENACTMENT OF GOVERNMENT OF UNION TERRITORIES ACT, 1963 :-

In the year 1963, the Parliament enacted the Government of Union Territories Act which provides for Legislative Assemblies and Council of Ministers in the Union Territories. In exercise of the powers conferred by Article 239 of the Constitution of India and Section 46 of the Government of Union Territories Act, 1963, the President of India has framed the Business of the Government of Pondicherry (Allocation) Rules, 1963. As per Rule 3 of the Business of the Government of Pondicherry (Allocation) Rules 1963, the entire business of the Government shall be transacted by 12 Departments which are detailed as follows:

1. Confidential and Cabinet Department;
2. Home Department;
3. Appointments Department;
4. General Administration Department;
5. Education Department;
6. Local Administration Department;
7. Labour Department;
8. Medical and Public Health;
9. Legislative and Judicial Department;
10. Planning and Development Department;

11. Finance Department;
12. Revenue Department.

Labour Department and its Branches as per Business Allocation Rules:

1. Employment Exchange;
2. Industrial Disputes;
3. All matters relating to Labour and Labour Laws;
4. Resettlement of Labour;
5. Employees State Insurance;
6. Recruitment to posts and training, probation, posting, transfer, etc. of officers and staff of the Department other than those within the purview of the Appointments Department.

Thus the Labour Department was the creation of the Business of the Government of Pondicherry (Allocation) Rules, 1963 and has undergone several structural changes in the subsequent years.

**2.2.3:-** Labour Department was originally functioning as "Inspector de Travail" and consequent on the introduction of various Labour enactments, the post of "Inspector de Travail" was redesignated as Commissioner. Since then, the functions of the Labour Department have become manifold and its activities are broadly classified into four wings, viz.

- 1) Labour Laws Administration Wing;
- 2) Employment;
- 3) Factory Inspectorate and
- 4) Training.

**2.3 DUTIES / MAIN ACTIVITIES / FUNCTIONS OF THE LABOUR DEPARTMENT:-**

**2.3.1. THE FOLLOWING OFFICES ARE FUNCTIONING UNDER THE CONTROL OF THE LABOUR DEPARTMENT:**

### **PUDUCHERRY REGION:-**

- i) Office of the Commissioner of Labour, Puducherry.
- ii) Office of the Chief Inspector of Factories and Boilers, Puducherry
- iii) Office of the Labour Officer (Conciliation), Puducherry.
- iv) Office of the Labour Officer (Enforcement), Puducherry.
- v) Office of the Labour Officer (Welfare Schemes), Puducherry.
- vi) Employment Exchange, Puducherry.
- vii) Special Employment Exchange, Puducherry.
- viii) Office of the Technical Officer (ATS), Puducherry.
- ix) Govt. I.T.I. for Men, Puducherry.
- x) Govt. I.T.I. for Women, Puducherry.
- xi) Govt. I.T.I. Nettapakkam, Puducherry.
- xii) Pondicherry Unorganized Labourers' Welfare Society.
- xiii) Pondicherry Building and Other Construction Workers Welfare Board.

### **KARAIKAL REGION:-**

- i) Office of the Labour Officer, Karaikal.
- ii) Govt. I.T.I. for Men, T.R. Pattinam, Karaikal.
- iii) Govt. I.T.I. for Women, T.R. Pattinam, Karaikal.

### **MAHE REGION:-**

- i) Office of the Assistant Inspector of Labour, Mahe.
- ii) Town Employment Exchange, Mahe.
- iii) Rajiv Gandhi Govt. IT.I, Mahe.
- iv) The Rural Labour Welfare Centre, Mahe.

### **YANAM REGION:-**

- i) Office of the Assistant Inspector of Labour, Yanam.
- ii) Town Employment Exchange, Yanam.
- iii) Nethaji Subhash Chandra Bose Govt. I T.I., Yanam
- iv) The Rural Labour Welfare Centre, Yanam.

### 2.3.2. OFFICE OF THE COMMISSIONER OF LABOUR:-

The Office of the Commissioner of Labour also functions as the Labour Secretariat headed by Commissioner of Labour-cum- Additional Secretary to Govt. (Labour) and assisted by Deputy Labour Commissioner-cum-Under Secretary to Government who is declared as the Head of Office.

As this Office functions as Labour Secretariat, it is responsible for scrutiny of all plan and Non-plan Schemes, preparation of Budget and revised estimates expenditure control and financial review. It also monitors complete departmental accounts and keeps it closely associated with the formulation of schemes and important expenditure proposals from initial stage.

It associates itself with the evolution of progress/performance in the case of projects and other continuing schemes and to see that the results of such evolution studies are taken into account in the budget formulation. It also ensures prompt action on Audit Reports and Appropriation of Accounts, Reports of the Public Accounts Committee, Estimates Committee. The Senior Accounts Officer of this Office is in charge of Accounts and budget matters.

Appointment /recruitment to posts, submission of proposals to work study group for creation of posts, framing of recruitment rules for the posts are also the main activities of the Labour Secretariat.

This office is responsible for the administration of various labour enactments and for laying down policies, standards, norms and guidelines in the area of vocational training and also for co-coordinating employment services.

This office also monitors the implementation of Craftsmen Training Scheme and Apprenticeship Training Scheme in accordance with the directions / guidelines of Directorate General of Employment and Training, New Delhi. The Assistant Director of Employment and Training assisted by the Assistant Employment officer (HQ) is in

charge of training matters in the Directorate and also assisted by Superintendent. (Technical) in the administration of various labour laws.

The various Labour Laws both Central/ state Act enactment that are enforced in this Union Territory are as follows.

**CENTRAL ACTS:**

1. The Indian Boilers Act, 1923.
2. The Workmen's Compensation Act, 1923.
3. The Trade Unions Act, 1926
4. The Payment of Wages Act, 1936.
5. The Industrial Employment (Standing Orders) Act, 1946.
6. The Industrial Disputes Act, 1947.
7. The Dock Workers (Regulation of Employment) Act, 1948.
8. The Minimum Wages Act, 1948.
9. The Employee's State Insurance Act, 1948.
10. The Factories Act, 1948.
11. The Employee's Provident Fund & Miscellaneous Provisions Act, 1952.
12. The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959.
13. The Motor Transport Workers Act, 1961.
14. The Apprentices Act, 1961.
15. The Maternity Benefit Act, 1961.
16. The Payment of Bonus Act, 1965.
17. The Beedi and Cigar Workers (Condition of Employment) Act, 1966.
18. The Contract Labour (Regulation and Abolition) Act, 1970.
19. The Payment of Gratuity Act, 1972.
20. The Sales Promotion Employees (Condition of Service) Act, 1976.
21. The Bonded Labour System (Abolition) Act, 1976.
22. The Equal Remuneration Act, 1976.

23. The Inter-state Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
24. The Dangerous Machines (Regulation) Act, 1983.
25. The Child Labour (Prohibition and Regulation) Act, 1986.
26. The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service ) Act, 1996.
27. The Building and Other Construction Workers' Welfare Cess Act, 1996.

#### **STATE ACTS:**

28. The Pondicherry Shops and Establishments Act, 1964.
29. The Pondicherry Catering Establishments Act, 1964.
30. The Pondicherry Industrial Establishments (National and Festival Holidays) Act, 1964.

#### **2.3.3 INDUSTRIAL RELATIONS MACHINERY:**

Industrial Relations Machinery is responsible for the prevention, investigation and settlement of industrial disputes. Labour Officer (Conciliation), Puducherry, Labour Officer, Karaikal, Assistant Inspector of Labour, Puducherry, Mahe and Yanam are declared as Conciliation Officers under the Industrial Disputes Act, 1947.

#### **2.3.4. ENFORCEMENT MACHINERY:**

The Labour Officer (Enforcement), Puducherry, Labour Officer, Karaikal, Assistant Inspector of Labour, Mahe and Yanam region and Factory Inspectors are responsible for the enforcement of various labour enactments in the Union Territory of Puducherry. The major Acts that are enforced through the enforcement machinery of the Labour Department are detailed below:-

THE FACTORIES ACT, 1948

THE PONDICHERRY SHOPS AND ESTABLISHMENTS ACT, 1964

THE PONDICHERRY CATERING ESTABLISHMENTS ACT, 1964

CONTRACT LABOUR (REGULATION AND ABOLITION ) ACT, 1970

MINIMUM WAGES ACT, 1948

THE PAYMENT OF GRATUITY ACT,1972.

THE PAYMENT OPF WAGES ACT, 1936.

THE MOTOR TRANSPORT WORKERS ACT, 1961

THE PONDICHERRY INDUSTRIAL ESTABLISHMENT (NATIONAL AND FESTIVAL HOLIDAYS) ACT, 1964

#### 2.3.5 CHILD LABOUR CELL & WELFARE CENTRES:-

A separate Cell headed by a Labour Officer is functioning to combat the prevalence of child Labour in hazardous industries and regulate their working condition in non-hazardous occupation. A Society called Child Labour Rehabilitation cum Welfare Society was created with grant-in aid to the tune of Rs.7 Lakhs provided from Government of India. A State Level Committee has been constituted with representatives of Trade Unions, Industries, Non-Governmental Organizations and other Departments concerned to review, monitor the prevalence of Child labour and to rehabilitate the child labourers identified in non-hazardous occupations.

13 Welfare Centres have been set up to give pre-school education to children in the age group of 3 to 5 years and also to teach women folk of workers family in the skills of embroidery and needle work and handicrafts.

### 2.3.6. EMPLOYMENT EXCHANGE:

The Directorate General of Employment and Training, Government of India is the apex body in so far as the Employment Exchanges are concerned under whose instructions/ guidelines the functioning of the Employment Exchange is governed. The Employment Exchanges in this Union Territory are functioning under the administrative control of the Director of Employment and Training, Labour Department, Puducherry.

Apart from one full-fledged Employment Exchange at Puducherry, one sub-Employment Exchange at Karaikal, one town Employment Exchange each at Mahe and Yanam regions are also functioning to cater to the needs of the job aspirants of the respective regions.

A separate cell to motivate and guide the unemployed job seekers to start their self Employment Unit is functioning in this Exchange.

One Employment Officer has been posted in the SC/ST/Ex-SM unit of this Exchange for the benefit of the SC/ST and Ex-SM registrants. As and when the registrants approached necessary clarifications/ information are provided to them.

A Special Employment Exchange for Physically Challenged Persons have also been set up to cater to their employment needs.

### **2.3.7. FACTORY INSPECTORATE:-**

In view of increased industrial activity in the country, it has become necessary to protect the workmen employed in factories against industrial and occupational hazards. Keeping this in view, Factories Act, 1948 was enacted. This Act seeks not only to ensure that workers would not be subject to long hours of strain but also that adequate precautions are taken for their welfare and safety. The stringent provisions relating to the obligations of occupiers or managers with a view to protect workers and to secure to them employment on conditions conducive to their health and safety indicate the broad purpose of the Act.

In keeping with the aim and object of the Act, which is essentially to safeguard the interests of workers, stop their exploitations and take care of their safety, hygiene and welfare at their place of work, numerous restrictions have been enacted in public interest in the Act. Under section 112 of the Factories Act, 1948, this Administration has also framed Pondicherry Factories Rules to give effect to the purposes of this Act.

The Chief Inspectorate of Factories and Boilers is functioning under the administrative control of the Chief Inspector of Factories and Boilers, assisted by Joint Chief Inspector of Factories with a team of Inspectors of Factories and Assistant Inspectors of Factories.

### **2.3.8 TRAINING:-**

In order to ensure a steady flow of skilled workers in different trades for the domestic industry, to raise quantitatively and qualitatively the industrial production by systematic training, to reduce unemployment among the educated youth by providing them employable training, to cultivate and nurture a technical and industrial attitude in the mind of the younger generation, training is imparted to the prospective candidates in the Union Territory of Puducherry under the Craftsmen Training Scheme and

Apprenticeship Training Scheme. The main activities of the Office of the Technical Officer which deals with Apprenticeship Training Scheme runs as follows:-

- a) Conducting of Survey / Resurvey in Establishments covered towards notifying training places
- b) Supply of list of ITI passed candidates to the Employers on request for Engagement as Apprentices.
- c) Conduct of Special Camps / Campus Interview for spot selection of Apprentices by the Employers.
- d) Arrangement of Related Instructions Classes to all Trade Apprentices including Part Time Instructors / Lecturers.
- e) Execution / Registration of Contract of Apprentices which includes termination of Contract if any Trainee discontinues Training in the middle.
- f) Conduct of All India Trade Test (Bi-Annually)
- g) Constitution of Local Board of Examiners
- h) Issue of Trade Certificate (N.A.C) to Successful Apprentices
- i) Sending periodical returns to Directorate General of Employment and Training, New Delhi.

### **2.3.9. THE PONDICHERRY UNORGANISED LABOURERS' WELFARE SOCIETY:-**

To give a concrete shape to the proposal for providing Social Security to the labourers in the Unorganised Sector, the Government of Puducherry as announced by the Hon'ble Chief Minister in his Budget Speech 2000 - 2001, has formed a Society under the name and style of "The Pondicherry Unorganised Laborer's Welfare benefits in the Unorganised workers and the same has been registered pm 17-1-2001 under the Societies Registration Act, 1860 vide Regn. No. 44/2001.

#### **AIMS AND OBJECTIVES OF THE SOCIETY**

The objectives of the society is to provide for the following welfare measures to the Unorganised Labourers namely:

1. Introduction of Group Personal Accident Insurance Scheme

2. Grant of financial assistance to the dependants on the death of a beneficiary
3. Grant of financial assistance for the education and marriage of the son or daughter of a beneficiary
4. Extension of maternity benefits
5. Grant of financial assistance to the beneficiary suffering from major ailments for getting necessary medical treatment at any of the specialised hospitals approved by the Government
6. To do all such lawful acts as are conducive or incidental to the attainment of the objectives of the Society

#### 2.3.10. THE PONDICHERRY BUILDING AND OTHER CONSTRUCTION WORKERS' WELFARE BOARD:

This Act came into force with effect from March 1996 to regulate the employment and conditions of service of building and other construction workers and to provide safety, health and welfare measures to the building workers and to provide social security and various welfare benefits to the building workers. Under this Act a building worker includes any person doing any skilled, semi-skilled or unskilled manual supervisory, Technical or Clerical work for hire in connection with any building or construction work and does not include any person employed in a managerial or administrative capacity or supervisory category or drawing wages exceeding Rs. 1600 per month or functions mainly of a managerial nature

The State Government has constituted a State Advisory Committee to advise the Government on matters arising out of the administration of this Act

The Act applies to any establishment under the control of Government, any body corporate or Firm, an individual or Association who employs Building workers in any building or other construction work and also includes establishments belonging to a contractor, but does not include an individual who employs construction workers in any building or construction work in relation to his own residence, the total cost not being more than Rs.10,00,000.

Employer means the owner in relation to a building and other construction work carried on by any department / by a local authority / by or through a Contractor and includes Head of Department / Contractor.

The Building and Other Construction Workers Welfare Cess Act 1996 came into force with effect from 19.8.1996 to provide for the levy and collection of Cess on the cost of construction incurred by the employer with a view to augmenting the resources of the Building and Other Construction Workers Welfare Board constituted under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996. Under this Act Cess amount levied and collected from the employer for the purpose of Building and Other Construction Workers (Regulation of Employment and conditions of Service) Act, 1996 at such rate not exceeding 2 per cent but not less than 1 per cent of the cost of the construction. Under Rule 3, cost of construction shall include all expenditure in connection with the Building and other construction work other than cost of land and any compensation paid or payable to a worker under the Workmen's Compensation Act 1923. The assessment of Cess shall be made under Section 5 of the Act by the concerned officer or the authority after satisfying himself by enquiry and assess the amount of Cess payable by the employer.

#### 2.4. LIST OF SERVICES BEING PROVIDED BY THE LABOUR DEPARTMENT:-

1. Enforcement of Labour Laws, Conciliation and Settlement of Industrial disputes including reference to Labour Courts and Industrial Tribunal.
2. Certification of Standing Orders.
3. Registration of Trade Unions.
4. Settlement of Bonus issues.
5. Award of compensation to workmen in case of injury / fatal accidents in the course of employment.
6. Grant of registration / renewal of registration certificate to the shops and establishments.
7. Issue of Principal Employer's certificate to the management of factories/establishment and licence to the contractors under the Contract Labour (Regulation and Abolition) Act.
8. Hearing and deciding claims on payment of gratuity and wages.

9. Issue of permission for the construction / extension of any factory buildings and installation of machineries (Approval of Lay out).
10. Registration and grant / renewal of licence for the new / existing factories.
11. Carrying out of medical examination including biological monitoring and investigation of factory workers.
12. Educating the workers in factories by giving lectures, audio - visual aids such as screening of safety films periodically to create safety awareness among workers to minimize the accident rates.
13. Organising and conducting of Industrial Hygiene and Environmental Surveys in factories and analyzing the samples collected.
14. Employment counseling, sponsoring of name to various employers on notification of vacancies and promote self-employment.
15. Imparting vocational skill to educated youths.
16. Imparting training to the women folks belonging to Labourer's family and extension of pre-primary education to their children.



## 2.6. EXPECTATION OF THE PUBLIC AUTHORITY FROM THE PUBLIC FOR ENHANCING ITS EFFECTIVENESS AND EFFICIENCY:

On the Labour aspect, both the employer and their employees form the two wheels of an enterprise. While on the one hand, a great social responsibility lies on the employers to improve the employment and other conditions of workers, similar responsibility rests, on the other hand, with the employees also, to collaborate wholeheartedly towards the aims of the enterprise. Both the employers and the employees are therefore required to help the Labour Department by due observance of Labour legislation in letter and spirit. The Labour Department only acts as a catalyst between the employers and employees by vigilant supervision.

It is the responsibility of the employer to maintain and submit all statutory registers connected with the employment of workers as and when the Labour Department officials require them for inspection. The employers are also required to exhibit the statutory forms in a conspicuous place.

On the employment aspect, the Department undertakes the responsibility to sponsor the names of candidates when it was notified about the vacancies. Similarly, the employer should also intimate the employment exchange / department within 15 days regarding the selection of candidates.

On the training aspect, the responsibility lies with the Government to provide the complete infrastructure and other facilities to the trainees so as to get first hand training in vocational trades and also to get familiarized in the respective trades through apprenticeship training. It is the duty of the educated youth to make best use of the training offered by the Department.

Practical suggestion is very much solicited from the concerned, so as to improve the performance of the Labour Department.

## 2.7. ARRANGEMENTS AND METHODS MADE FOR SEEKING PUBLIC PARTICIPATION / CONTRIBUTION:

The public can approach the Office of the Labour Commissioner, which is functioning as the headquarters, of the department situated at 2nd Floor, Labour Department Complex, Vazhudavur Road, Gandhi Nagar, Puducherry - 605 009 for seeking any help in regard to the services rendered by the Labour Department.

## GENERAL PROCEDURE

1. Any application / communication intended for the Office of the Commissioner of Labour will be received by the receipt section authorized in this behalf.
2. The written enquiries will be replied within 15 days.
3. In case of a likely or inevitable delay in replying, the office will promptly communicate the reason.

### 2.8. MECHANISIM AVAILABLE FOR MONITORING THE SERVICE DELIVERY AND PUBLIC GRIEVANCE RESOLUTION:-

Time Taken for Process/ Scrutiny of Licenses / Registration Certificate / Renewal / Disposal of Cases under various Labour Enactments / Industrial Safety Laws etc., by the Labour Department, Government of Puducherry are given in detail at Chapter 12.

### GRIEVANCE REDRESSAL

1. To maintain transparency and early disposal of cases, the Deputy Labour Commissioner has been appointed as the Grievance Redressal Authority in so far as the Labour Department is concerned. If the public are having any grievances, they are welcome to contact the Deputy Labour Commissioner in the first instance for redressal of their grievances and further appeal, if any lies, with the Commissioner of Labour, Puducherry.
2. Complaints will be settled within 15 working days of its receipt. If not, the delay and time taken to resolve will be intimated.

### 2.9. ADDRESS OF THE MAIN OFFICE AND OTHER OFFICES AT DIFFERENT LEVELS:-

**Office of the Labour Commissioner,  
Labour Department Complex,  
Vazhudavur Road, Gandhi Nagar, Puducherry-605013.  
Phone: 0413 - 2279211, 2271394, 2279278,2271283  
Fax: 0413 - 2279211  
E-Mail: lc@pon.nic.in**

**Office of the Chief Inspector of Factories and Boilers,  
Labour Department Complex,  
Vazhudaaur Road, Gandhi Nagar, Puducherry - 605013  
Phone: 0413 - 2271868**

**Government Industrial Training Institute for Men,  
Mettupalayam, Puducherry.  
Phone: 0413 - 2271063, 2273692, 2278903**

**Government Industrial Training Institute for Women,  
Puducherry.  
Phone: 0413 - 2341764, 2336437**

**Government Industrial Training Institute,  
Nettapakkam,  
Puducherry.  
Phone: 0413-2699401**

**Government Industrial Training Institute for Men,  
T.R. Pattinam, Karaikal.  
Phone: 04368 - 233411**

**Government Industrial Training Institute (Women),  
T.R. Pattinam, Karaikal.  
Phone: 04368 - 234249, 234248**

**Rajiv Gandhi Government Industrial Training Institute,  
Mahe  
Phone: 0490-2339711**

**Nethaji Subash Chandra Bose Government Industrial Training  
Institute,  
Yanam  
Phone: 0884 - 2374001, 2324001**

**Employment Exchange,  
Ground Floor, Labour Department Complex,  
Gandhi Nagar, Vazhudavur Road, Puducherry.  
Phone: 0413 - 2271283, 2274672**

**Sub Employment Exchange,  
Perunthalaivar Kamaraiar Administrative Complex.**

**Madagadi, Karaikal.**  
**Phone: 04368 - 223842**

**Town Employment Exchange,**  
**Civil Station, Mahe**  
**Phone: 0490 - 2332560**

**Town Employment Exchange,**  
**Mini Civil Station, Yanam.**

**Office of the Labour Officer (Enforcement)**  
**No.1, Rue Sufferen, Puducherry.**  
**Phone: 0413 - 2226320**

**Office of the Labour Officer (Conciliation)**  
**No.1, Rue Sufferen, Puducherry.**  
**Phone: 0413 - 2336337**

**Office of the Labour Officer (Welfare Schemes),**  
**No.1, Rue Sufferen, Puducherry.**  
**Phone: 0413 - 2223770**

**Office of the Labour Officer,**  
**Perunthalaivar Kamarajar Administrative Complex,**  
**Madagadi, Karaikal.**  
**Phone: 04368 - 222562**

**Office of the Assistant Inspector of Labour,**  
**Civil Station, Yanam.**

**Office of the Assistant Inspector of Labour,**  
**Civil Station, Mahe.**

**Office of the Technical Officer**  
**No 21, St. Vincent De Paul Street, Colas Nagar**  
**Puducherry -605 001, Phone: 0413-2355275**

**Special Employment Exchange for Physically Handicapped,**  
**Ground Floor. Labour Department Complex. Vazhudavur Road.**

**Gandhi Nagar, Puducherry**  
**Phone: 0413 - 2273931, 2271283**

**Office of the Inspector of Factories,**  
**Perunthalaivar Kamarajar Administrative Complex,**  
**Madagadi, Karaikal.**  
**Phone No. 04368-221740**

**Puducherry Unorganised Labourer's Welfare Society,**  
**No.1, Rue Sufferen, Puducherry.**  
**Phone: 0413 - 220814**

**Pondicherry Building & Other Construction Workers Welfare Board,**  
**Puducherry.**  
**Phone: 0413 - 6536868**

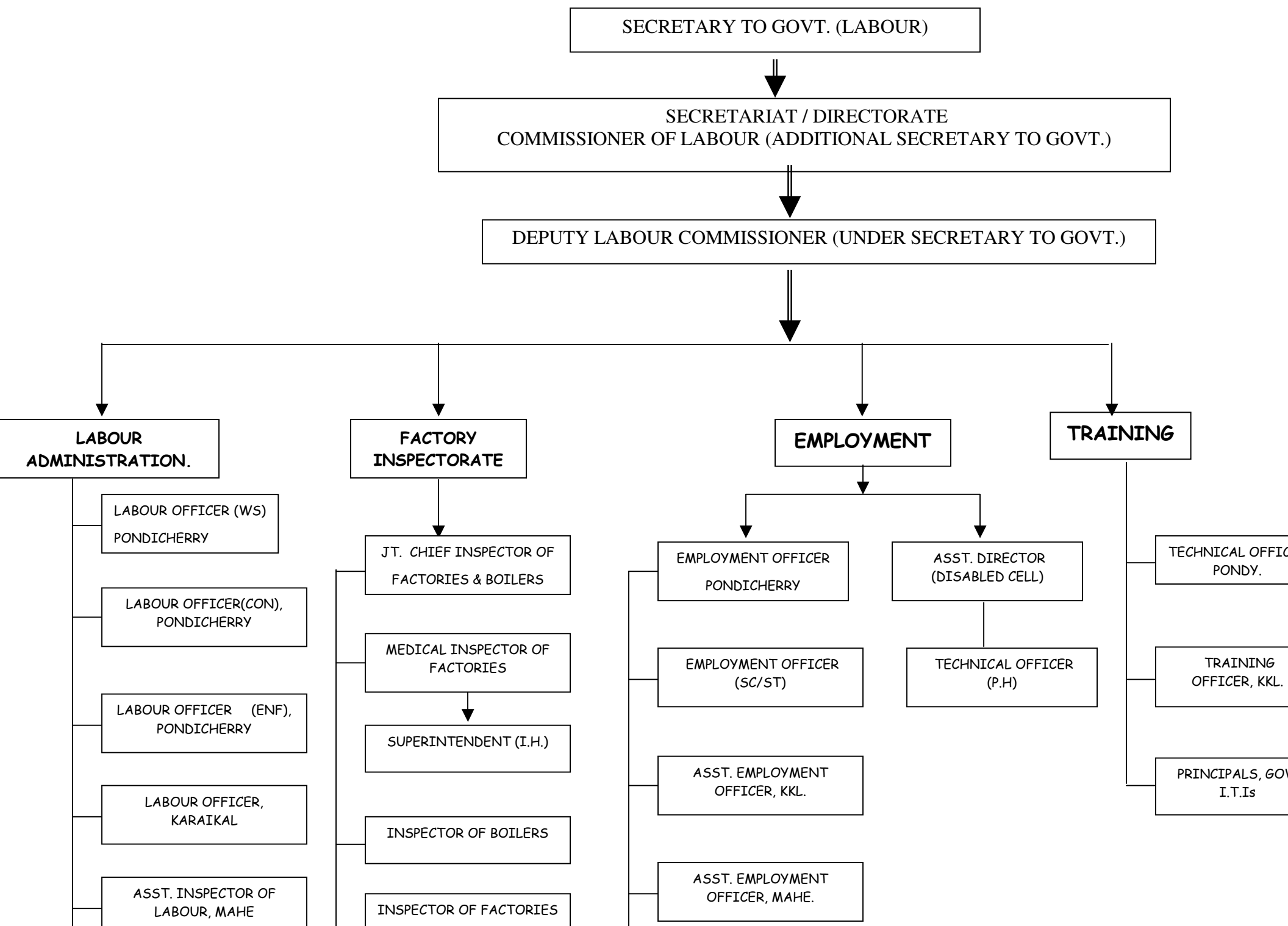
**2.10. MORNING HOURS OF THE OFFICE 8.45 A.M. TO 1.00 P.M.**  
**AFTERNOON HOURS OF THE OFFICE 2.00 P.M. TO 5.45 P.M.**







# 5. ORGANISATIONAL STRUCTURE OF THE LABOUR DEPARTMENT:



PULWS, (\*)  
PONDICHERRY

(\*) The Pondicherry Unorganised Labourers' Welfare Society.

PBOCWWB, (\*\*)  
PONDICHERRY

(\*\*) The Pondicherry Building and Other Construction Workers' Welfare Board.

