

GOVERNMENT OF PUDUCHERRY

LABOUR DEPARTMENT

(G.O. Ms. No. 9/AIL/Lab./G/2016, Puducherry, dated 22nd August 2016)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages to 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./G/AIL/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 notifications 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 Establishment 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 and 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:-

SCHEDULE

Employment in shops and establishments in Puducherry, Karaikal, Mahe and Yanam regions

Sl. No.	Classes of employees	Minimum rates of wages per month (8 hrs. work per day)
(1)	(2)	(3)
I. General categories :		₹
1	Manager	7,909
2	Office In-charge	7,909
3	Sales Manager	7,909
4	Field Officer	7,909
5	Development Officer	7,909
6	Assistant Manager	7,591
7	Accountant	7,591

(1)	(2)	(3)
		₹
8	Supervisor	7,591
9	Sales Executive	7,591
10	Purchaser	7,591
11	Storekeeper	7,591
12	Agent	7,591
13	Sales Promotion Employees	7,591
14	Cashier	7,542
15	Clerk	7,542
16	Typist-cum-Clerk	7,542
17	Typist	7,542
18	Stenographer	7,542
19	Salesman	7,542
20	Sales Representative	7,542
21	Auction Bidder	7,542
22	Tradesman	7,542
23	Bill Writer	7,542
24	Bill Collector	7,433
25	Booking Clerk	7,433
26	Bill Clerk	7,433
27	Godown Keeper	7,433
28	Assistant Salesman	7,433
29	Godown In-charge	7,433
30	Accounts Assistant	7,433
31	Receptionist	7,433
32	Lineman	7,433
33	Tally Clerk	7,433
34	Weighman	7,433
35	Security Guard	7,433
36	Driver	7,433
37	Peon	6,717
38	Watchman	6,717
39	Shop Assistant	6,717
40	Helper	6,717
41	Packer	6,717
42	Attender	6,717
43	Delivery Boy	6,717
44	Messenger	6,717
45	Lift Operator	6,717
46	Shop Boy	6,717
47	Water Boy	6,717
48	Sweeper	6,717
49	Gardener	6,717
50	Scavenger	6,717

(1)	(2)	(3)
		₹
II. Special categories :		
<i>Chemist and Druggist shops :</i>		
(a) Pharmacist		7,909
(b) Chemist		7,909
(c) Compounder		7,542
<i>Hair Dressing Saloon/Beauty Parlour :</i>		
(a) Hair Dresser		7,591
(b) Hair Cutter		7,591
(c) Beautician		7,591
<i>Photo Studios :</i>		
(a) Photographer		7,542
(b) Photo Artist		7,542
(c) Assistant Photo Artist		7,433
(d) Assistant Photographer		7,433
<i>Service shops (Watch/Radio/Bicycle) :</i>		
(a) Watch Mechanic		7,591
(b) Radio Mechanic/Repairer		7,591
(c) Audio and Video Mechanic/Repairer		7,591
(d) Bicycle Fitter		6,717
<i>Optical shops :</i>		
(a) Optical Mechanic Grinder/Purchaser		7,591
(b) Refractionary Man		7,591
<i>Block Making and Rubber Stamp making :</i>		
(a) Engraver		7,591
(b) Block maker		7,591
(c) Assistant Engraver		7,433
(d) Painter/Artist		7,542
<i>Electrical Light and Sound Service shops :</i>		
(a) Electrician/Wireman/ Electrical Repairer		7,542
(b) Assistant Wireman		7,433
(c) Mike Operator		7,433
<i>Diagnostic Laboratory :</i>		
(a) Radiographer		7,542
(b) X-Ray Photographer		7,542
(c) Laboratory Technician/Analyst		7,542

(1)	(2)	(3)
		₹
	<i>Chit Funds, Co-operative Societies, Jewellery shops and Banking Establishments:</i>	
	(a) Chief Accountant	7,591
	(b) Office Superintendent	7,591
	(c) Secretary	7,591
	(d) Auditor	7,591
	(e) Personal Assistant	7,542
	(f) Junior Development Officer	7,542
	(g) Legal Assistant	7,542
	<i>Boarding and Lodges :</i>	
	(a) Room Boy	6,717
	(b) Canvassar	6,717
	(c) Mason	7,542
	(d) Plumber	7,542
	(e) Painter	7,542
	(f) Electrician	7,542
	<i>Furniture :</i>	
	(a) Carpenter	7,591
	(b) Polisher	7,591
	(c) Rattan Worker	7,591
	<i>Miscellaneous Workers :</i>	
	(a) Technician in Musical instrument shop	7,591
	(b) Umbrella Fitting, Stitching and Cutting in Umbrella shop	7,591
	(c) Polisher in Auto-Mobile Dealer shop	7,591
	(d) Suitcase/All kinds of bags and purse makers (other than in leather)	7,591
	(e) Operator in Petrol Bunks	6,717
	(f) Photo frame worker and cutter	7,542
	(g) Skilled labour in Lift installing Establishments	7,591
	(h) Air-condition Plant Operator	7,591
	(i) Fruit Juice and Lassi makers in the shops	7,433
	(j) Engraver in steel and aluminium vessels shops	7,542
	(k) Firewood Cutter in firewood shop	7,433
	(l) Tyre grinder in tyre resoling, retreading and tube vulcanizing shops	7,542
	(m) Workers engaged in drying, storing, washing, measuring loading and unloading in pandagasalai, warehouse, godown, store room and hill produce merchant shops.	6,717
	(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.	6,717

NOTE

1. *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 ₹ 4.95 (Rupees four and ninety-five paise only) in respect of Shops and 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. DJEACOMAR,
Under Secretary to Government (Labour).