

**GOVERNMENT OF PUDUCHERRY**

**ABSTRACT**

LABOUR – Minimum Wages Act, 1948 – Revision of Minimum rates of wages to the employees employed in Shops & Establishments in the Union Territory of Puducherry – Final Notification – Order - Issued.

**LABOUR DEPARTMENT**

**02 SEP 2024**  
Puducherry, the

G.O.Ms.No.09/AIL/Lab/G/2024

READ: I.D.No. M-17041(11)/5/2024, dated 19.07.2024, of the  
Labour Department, Puducherry.

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**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 payable to the employees employed in Shops & 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) in Notification issued by the Labour Department vide G.O.Ms.No.27/AIL/Lab/G/2023, dated 14.08.2023 and published in the Official Gazette of Puducherry No.35, dated 29.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, objections/ suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act, has also been consulted with regard to the aforesaid revision of minimum rates of wages;

AND WHEREAS, after consideration of the grievance on the minimum rates of wages notified in the preliminary Notification and pursuant to the consensus arrived between the Employees and Employers Representative of the Advisory Board, the Minimum Wages Advisory Board unanimously resolved to recommend to increase the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O.Ms.No.09/AIL/Lab/G/2016, dated 22.08.2016 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 36, dated 06.09.2016, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Shops & Establishments in the Union Territory of Puducherry as specified in the Schedule hereunder:-

:2:

**EMPLOYMENT IN SHOPS & ESTABLISHMENTS**  
**THE SCHEDULE**

Sl.No.	Classes of Employees.	Minimum rates of wages per month (8 hours per day)
<b>I. GENERAL CATEGORIES:</b>		
1. 2. 3. 4. 5.	Manager Sales Manager Field Officer Development Officer Office in-charge	Rs.11,695/-
6. 7. 8. 9. 10. 11. 12. 13.	Assistant Manager Accountant Supervisor Sales Executive Purchaser Store Keeper Agent Sales Promotion Employees	Rs.11,283/-
14. 15. 16. 17. 18. 19. 20. 21. 22. 23.	Cashier Clerk Typist-cum-clerk Typist Stenographer Salesman Sales Representative Auction Bidder Tradesman Bill Writer	Rs.11,242/-
24. 25. 26. 27. 28. 29. 30.	Bill Collector Booking Clerk Bill Clerk Godown-keeper Assistant Salesman Godown incharge Accounts Assistant	Rs.11,192/-

31.	Receptionist	Rs.11,192/-
32.	Lineman	
33.	Tally Clerk	
34.	Weighman	
35.	Security Guard	
36.	Driver	
37.	Peon	Rs.11,131/-
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	
<b>II. SPECIAL CATEGORIES:</b>		
<b>1.</b>	<b>Chemist and Druggist Shop:</b>	
a.	Pharmacist	Rs.11,695/-
b.	Chemist	
c.	Compounder	Rs.11,242/-
<b>2.</b>	<b>Hair Dressing Saloon/Beauty Parlour:</b>	
a.	Hair Dresser	Rs.11,283/-
b.	Hair Cutter	
c.	Beautician	
<b>3.</b>	<b>Photo Studios:</b>	
a.	Photographer	Rs.11,242/-
b.	Photo Artist	



:4:

c.	Assistant Photo Artist	Rs.11,192/-
d.	Assistant Photographer	
<b>4.</b>	<b>Service Shops (Watch/Radio/Bicycle):</b>	
a.	Watch Mechanic	Rs.11,283/-
b.	Radio Mechanic/ Repairer	
c.	Audio and Video Mechanic/Repairer	
d.	Bicycle Fitter	Rs.11,131/-
<b>5.</b>	<b>Optical Shops:</b>	
a.	Optical Mechanic/Grinder/Purchaser	Rs.11,283/-
b.	Refractory Mechanic	
<b>6.</b>	<b>Block Making and Rubber Stamp Making:</b>	
a.	Engraver	Rs.11,283/-
b.	Block Maker	
c.	Assistant Engraver	Rs.11,192/-
d.	Painter/Artist	Rs.11,242/-
<b>7.</b>	<b>Electrical Light and Sound Service Shop:</b>	
a.	Electrician /Wireman / Electrical Repairer	Rs.11,242/-
b.	Assistant Wireman	Rs.11,192/-
c.	Mike Operator	
<b>8.</b>	<b>Diagnostic Laboratory :</b>	
a.	Radiographer	Rs.11,242/-
b.	X-Ray Photographer	
c.	Laboratory Technician/Analyst	
<b>9.</b>	<b>Chit Funds and Co-operative Societies:</b>	
a.	Chief Accountant	Rs.11,283/-
b.	Office Superintendent	
c.	Secretary	
d.	Auditor	
e.	Personal Assistant	Rs.11,242/-
f.	Junior Development Officer	
g.	Legal Assistant	

<b>10.</b>	<b>Boarding and Lodges:</b>	
a.	Room Boy	Rs.11,131/-
b.	Canvassar	
c.	Mason	Rs.11,242/-
d.	Plumber	
e.	Painter	
f.	Electrician	
<b>11.</b>	<b>Furniture:</b>	
a.	Carpenter	Rs.11,283/-
b.	Polisher	
c.	Rattan Worker	
<b>12.</b>	<b>Miscellaneous Workers:</b>	
a.	Technician in Musical Instrument Shop	Rs.11,283/-
b.	Umbrella Fitting , Stitching and Cutting in Umbrella Shop	
c.	Polisher in Automobile Dealer Shop	
d.	Suit case/ All Kinds of bags and Purse makers (other than in leather)	
e.	Operator in Petrol Bunks	Rs.11,131/-
f.	Photo Frame Worker and Cutter	Rs.11,242/-
g.	Skilled Labour in Lift Installing Establishments	Rs.11,283/-
h.	Air-Condition : Plant Operator	
i.	Fruit Juice and Lassi Makers in Shops	Rs.11,192/-
j.	Engraver in Steel and Aluminium Vessels Shop	Rs.11,242/-
k.	Firewood Cutter in Firewood Shop	Rs.11,192/-
l.	Tyre Grinder in Tyre Resoling, Retreading and Tube Vulcanising Shop	Rs.11,242/-
m.	Workers engaged in drying, storing, washing, measuring, Loading and unloading in Pandagasalai, Warehouse, Godown, Store Room and Hill Produce Merchant Shops	Rs.11,131/-

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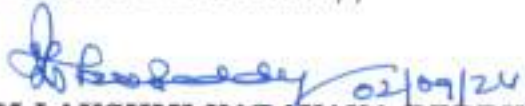
n.	General workers in all Shops and Commercial Establishments other than administration and clerical cadre and who are not covered in any of the above categories	Rs.11,131/-
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**NOTE:**

1. Dearness Allowance:- In addition to the above minimum rates of wages fixed herein, the employees shall be paid Dearness Allowance as indicated below:
  - (i) The Dearness Allowance shall be linked to the Average of Puducherry City Consumer Price Index Points for the year 2023 that is 426 points (with base year 2001=100) and for every raise of one point over and above 426 points, an increase of Rs.32.40/- (Rupees Thirty Two and paise Forty only) per point per month shall be paid as Dearness Allowance.
  - (ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding 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 of the Puducherry City Consumer Price Index points 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 between male and female employees.
4. Wherever the existing wages are higher than the minimum rate of wages fixed herein, the said existing higher wages shall be continued to be paid.

The Notification shall come into force on and from the date of its publication in the Puducherry Government Gazette.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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 Automobile Workshops in the Union Territory of Puducherry – Final Notification – Orders - Issued.

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**LABOUR DEPARTMENT**

G.O.Ms.No.19/AIL/Lab/G/2024

Puducherry, the 02 SEP 2024

READ: I.D.No.11699-7/Lab/AIL/G/2024, dated 04.03.2024 of the  
Labour Department, Puducherry.

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**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 payable to the employees employed in the Automobile Workshops 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 Notification issued by the Labour Department vide G.O.Ms.No.25/AIL/Lab/G/2023, dated 14.08.2023 and published in the Official Gazette of Puducherry No.35, dated 29.08.2023, 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, objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard of the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.12/Lab/AIL/G/2015, dated 09.10.2015 of the Labour Department, Puducherry published in Official Gazette of Puducherry No.43 dated 27.10.2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Automobile Workshops in the Union Territory of Puducherry as specified in the Schedule hereunder:-

**EMPLOYMENT IN AUTOMOBILE WORKSHOPS****SCHEDULE**

Sl. No (1)	Classes of Employees / Workers (2)	Minimum rates of wages per month (8 hours work per day) (3)
<b>I. ADMINISTRATIVE :</b>		
1	Manager	Rs.15,578/-
2	Assistant Manager	
3	Accountant	Rs.15,296/-
4	Cashier	
5	Store Keeper	Rs.15,144/-
6	Typist	
7	Clerk	Rs.14,970/-
8	Time Keeper	
9	Attender	Rs.14,701/-
10	Watch man	
11	Peon	Rs.14,316/-
<b>II. SUPERVISORY :</b>		
1	Foreman	Rs.15,578/-
2	Supervisor	
3	Charge man	Rs.15,296/-
4	Workshop tool Keeper	Rs.14,701/-
<b>III. SKILLED :</b>		
1	Mechanic	Rs.15,296/-
2	Bench Fitter	Rs.15,144/-
3	Assistant Mechanic	
4	Fitter	
5	Electrician	
6	Blacksmith	
7	Carpenter	
8	Tinker	Rs.14,970/-
9	Turner	
10	Liner	
11	Spray painter	
12	Assistant Foreman	
13	Welder	
14	Machinist	
15	Tailor	Rs.14,970/-
16	Moulder	
17	Painter	Rs.14,737/-
18	Winder	Rs.14,970/-



19	Tyremen	Rs.14,701/-
20	Battery men	
21	Vulcaniser	
22	Assistant Machinist	
23	Assistant Welder	
24	Workshop Driver	Rs.14,407/-
25	Greaser	
<b>IV. SEMI-SKILLED :</b>		
1.	Assistant Fitter	Rs.14,796/-
2.	Assistant Blacksmith	
3.	Assistant Tinker	
4.	Assistant Electrician	
5.	Assistant Painter	Rs.14,619/-
6.	Hammerman	Rs.14,481/-
7.	Lubricating Assistant	
8.	Fitter Helper	
<b>V. UNSKILLED :</b>		
1.	Scavenger	Rs.14,316/-
2.	Sweeper	
3.	Cleaner	
4.	Helper	
5.	Water Carrier	
6.	Petrol Pump Operator	

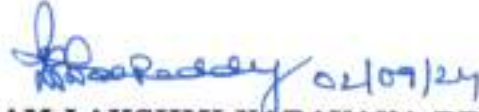
**NOTE**

- (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 shall be 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 raise of one point over and above 366 points, an increase of Rs.45.40/- (Rupees Forty Five and Forty Paise only) per point per month shall be paid as Dearness Allowance.
- (ii) The Dearness Allowance shall be calculated on 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding twelve months, i.e from January to December.
- (iii) The first calculation shall thus be effective from the date of issue this Notification in the Official Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index for the previous year, that is, from January to December.

- (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 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.

The Notification shall come into force on and from the date of its publication in the Official Gazette of Puducherry.

// BY ORDER OF THE LIETENANT - GOVERNOR//



**(YASAM LAKSHMI NARAYANA REDDY)**  
**ADDITIONAL 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 Bakeries & Biscuit Manufactory in the Union Territory of Puducherry – Final Notification - Issued.

**LABOUR DEPARTMENT**

G.O.Ms.No.22/AIL/Lab/G/2024

Puducherry, the

02 SEP 2024

READ: I.D.No.1839/Lab/AIL/G/2024, dated 04.03.2024 of the Labour Department, Puducherry.

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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 payable to the employees employed in the Bakeries & Biscuit Manufactory 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 Notification issued by the Labour Department vide G.O.Ms.No.11/AIL/Lab/G/2022 dated 21.07.2023 and published in the Official Gazette of Puducherry No.32, dated 08.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, Objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act, has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.15/Lab/AIL/G/2015, dated 14.10.2015 of the Labour Department, Government of Puducherry and published in the Gazette of Puducherry No.44, dated 03.11.2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the category 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****SCHEDULE**

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

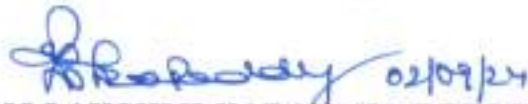
**NOTE**

(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 shall be 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 raise of one point over and above 366 points, an increase of Rs.1.10/- (Rupee one and ten paise only) per point per day shall be paid as Dearness Allowance.
  - i. The Dearness Allowance shall be calculated on 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceding twelve months, i.e. from January to December.
  - ii. The first calculation shall thus be effective from the date of issue of this Notification in the Official 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 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.

The Notification shall come into force on and from the date of its publication in the Official Gazette of Puducherry.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//



**(YASAM LAKSHMI NARAYANA REDDY)**  
**ADDITIONAL SECRETARY TO GOVERNMENT**  
**(LABOUR)**

**To**

The Director of Stationery & Printing, Puducherry, } with a request to supply 25 copies of the  
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.



**GOVERNMENT OF PUDUCHERRY**

**ABSTRACT**

LABOUR – Minimum Wages Act, 1948 – Revision of Minimum rates of wages to the employees employed Bricks and Tiles Manufactory in the Union Territory of Puducherry – Final Notification – Order - Issued.

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**LABOUR DEPARTMENT**

02 SEP 2024

G.O.Ms.No.26/AIL/Lab/G/2024

Puducherry, the

READ: I.D.No. I.D.No.11699/LAB/AIL/G/2009, dated 04.03.2024 of the Labour Department, 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 payable to the employees employed in the Bricks and Tiles Manufactory 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 Notification issued by the Labour Department vide G.O.Ms.No.32/AIL/Lab/G/2023 dated 14.08.2023 and published in the Official Gazette of Puducherry No.37, dated 12.09.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, Objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms.No.35/Lab/AIL/G/2013, dated 27.09.2013 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No.41, dated 8.10.2013, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Bricks and Tiles Manufactory in the Union Territory of Puducherry as specified in the Schedule hereunder:-



**EMPLOYMENT IN BRICKS AND TILES MANUFACTORY  
SCHEDULE**

Sl.No.	Class of Employees/Class of Workers	Minimum rates of wages (8 hours work per day)
<b>GROUP-I (Skilled Workers)</b>		
1.	Blacksmiths	Rs,12,066/- per month
2.	Carpenters	
3.	Fitters	
4.	Electricians	Rs,12,156/- per month
5.	Mechanics	
6.	Masons	Rs,12,066/- per month
7.	Operators	
8.	Engine Drivers	
9.	Welders	
10.	Die Makers	Rs,12,156/- per month
<b>GROUP-II</b>		
<b>Grade-I Employees :</b>		
1.	Mould Helpers	Rs.414/- per day
2.	Press Man	
3.	Brick makers (or) Tile makers	
4.	Die Pullers	
5.	Clay slicers and Transpiers	
6.	Clay Mixers	
7.	Kiln Loaders and Un-loaders	
8.	Burnt goods sorters and packers (including stacking)	
9.	Wheel turners	
10.	Tile trimmers	
11.	Artificial drying fire attenders	
12.	Kiln burners	
13.	Security Guard or Watchman	
<b>GROUP-III</b>		
<b>Grade -II Employees</b>		
1.	Material handling workers	Rs.404/- per day
2.	Material Carriers	
3.	Helpers	
4.	Tile Carriers	

5.	Fuel Carriers	Rs.404/- per day	
6.	Clay Transporters and Carriers		
7.	Loading, Unloading helpers		
8.	Slab Cutters and Slab Carriers		
9.	Clay Feeders		
10.	General Coolies		
11.	Slab Placers		
12.	Sweepers		
13.	Raw tiles removers from frame		
14.	Raw Bricks and Tiles Carriers		
15.	Pallet Suppliers		
16.	Pallet Collectors		
17.	Water Carriers		
18.	Sand and Cement Mixers (Mosaic)		
19.	Head Load Workers (Mosaic)		
20.	Sand Suppliers (Mosaic)		
21.	Tile Plasters (Mosaic)		
22.	Box Removers (Mosaic)		
23.	Colour Mixers (Mosaic)		
24.	Chips Sorenmers (Mosaic)		
25.	Other workers not specified in Groups I,II and IV		
<b>GROUP- IV</b>			
<b>Staff:</b>			
1.	Foreman		Rs.13,081/- per month
2.	Technical Supervisor		Rs.12,719/- per month
3.	Supervisors	Rs.12,344/- per month	
4.	Clerk	Rs.12,251/- per month	
5.	Accountant	Rs.12,719/- per month	
6.	Storekeeper	Rs.12,344/- per month	
7.	Office Boy	Rs.11,702/- per month	
8.	(i) Maistry	Rs.12,251/- per month	
	(ii) Maistry (Maistries who have put in more than 12 years as Maistry)	Rs.12,414/- per month	

<b>Wages For Brick Manufactory</b>			
1.	Chamber Bricks 1000 numbers		Rs.799/-
2.	Country Bricks 1000 numbers		Rs.646/-
3.	Transporting Bricks in Kiln 1000 numbers.		Rs.495/-
4.	Table Mould Bricks 1000 numbers		Rs.952/-
5.	Loading and Unloading from Kiln 1000 numbers		Rs.265/-
(i)	To bring sand to kiln spread/Chamber		Rs.371/-
(ii)	To bring firewood or coal per ton		Rs.344/-
(iii)	(a) Fireman Kiln		Rs.432/- per day
	(b) For cutting and arranging table mould bricks.		Rs.955/- (per1000 numbers)
	(c) Chamber Bricks 1000 numbers		Rs.799/- (per1000 numbers)
	(d) Bricks Standard (standard brick size (9" x 4 1/2" x 3") (22.5 cm x 11.25 cm x 7.5 cm). Load to be fixed within 100 feet. Beyond 100 feet, the payment will be made on mutual agreements.		Rs.664/- (per1000 numbers)
<b>WAGES FOR MOSAIC TILES MANUFACTORY</b>			
1.	Cement Special Tiles	(i) Tiles Makers	Rs.447/- per day
2.	Mosaic Tiles	(ii) Mixer	Rs.414/- per day
		Mixing Allowance	Rs.32.50/-per day
		(iii) Helper	Rs.414/- per day
3	Cement Tiles Pressers		Rs.414/- per day
4	Mould Operators		




**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 shall be 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 raise of one point over and above 366 points, an increase of Rs.1.30/- (Rupee One and paise Thirty only) per day shall be paid as Dearness Allowance.
  - (ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding 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 Official Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index points for the previous year.
2.
  - (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.
  - (ii) To arrive at the monthly rates of wages, the daily 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 between male and female employees.
4. Wherever the existing wages are higher than the minimum rate of wages fixed herein, the said existing higher wages shall be continued to be paid.

The Notification shall come into force on and from the date of its publication in the Official Gazette of Puducherry.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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 Carpentry and Blacksmith Industries in the Union Territory of Puducherry – Final Notification- Order - Issued.

**LABOUR DEPARTMENT**

G.O.Ms.No.25/AIL/Lab/G/2024

Puducherry, the

02 SEP 2024

READ: I.D.No.2592/Lab/AIL/G/2024, dated 04.03.2024 of the  
Labour Department, 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 payable to the employees employed in the Carpentry and Blacksmith 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) in Notification issued by the Labour Department vide G.O.Ms.No.12/AIL/Lab/G/2022, dated 21.07.2023 and published in the Official Gazette of Puducherry No.32, dated 08.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, objections / suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard of the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.10/Lab/AIL/G/2017, dated 29.06.2017 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No.29, dated 18.07.2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Carpentry and Blacksmith Industries in the Union Territory of Puducherry as specified in the Schedule hereunder:-



**EMPLOYMENT IN CARPENTRY AND BLACKSMITH INDUSTRIES****SCHEDULE**

Sl. No.	Classes of Employees	Minimum rates of wages (8 hours work per day)
<b>I. CARPENTRY :</b>		
<b>(A) Highly Skilled</b>		
1.	Supervisor	Rs.791/- per day
2.	Pattern Maker	
3.	Interior Decorator	
4.	Upholstery Maker	
5.	Wood Carver	
<b>(B) Skilled</b>		
1.	Carpenter/Wood Turner	Rs.762/- per day
2.	Grinding (plywood works)	
<b>(C) Semi Skilled</b>		
1.	Assistant Carpenter	Rs.738/- per day
2.	Packer	
3.	Polishmen	
4.	Veneering pressing (Plywood works)	
<b>(D) Un-skilled</b>		
1.	Learner	Rs.697/- per day
2.	Helper	
3.	Other categories of workers in plywood works.	
<b>(E) Any other category not covered by the above.</b>		Rs.697/- per day
<b>II. BLACKSMITHY :</b>		
<b>(A) Skilled :</b>		
1.	Supervisor	Rs.762/- per day
2.	Blacksmith including lock makers	
3.	Welder	
4.	Mild Steel vessels maker	
5.	Agricultural Implements maker (including cattle shoe maker)	
<b>(B) Semi-skilled :</b>		
1.	Cutting	Rs.738/- per day
2.	Bending	
3.	Painter	
<b>(C) Un-skilled</b>		
<b>(D) Any other category not covered by the above</b>		Rs. 697/- per day
<b>III. OFFICE STAFF</b>		
		<b>Rate per month in Rs.</b>
1.	Manager	21,982
2.	Accountant/Cashier	20,906
3.	Clerk/Typist	
4.	Store keeper	19,294
5.	Office Assistant	
6.	Watchman	18,485
7.	Scavenger/Sweeper	
8.	Any other category not covered by the above.	



**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 shall be 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 raise of one point over and above 366 points, an increase of Rs.58.65/- (Rupees Fifty Eight and paise Sixty Five only) per point per month shall be paid as Dearness Allowance.

(ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year 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 issue of this Notification in the Official Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index points 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 rates of wages, the daily rate 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 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.

The Notification shall come into force on and from the date of its publication in the Official Gazette of Puducherry.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//



**(YASAM LAKSHMI NARAYANA REDDY)**  
**ADDITIONAL 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 – Final Notification – Order - Issued.

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**LABOUR DEPARTMENT**

G.O.Ms.No.14/AIL/Lab/G/2024

Puducherry, the 02 SEP 2024

READ: I.D.No. M-17041(11)/1/2024, dated 21.06.2024 of the  
Labour Department, 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 payable to the employees employed in Chemical 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) in Notification issued by the Labour Department vide G.O.Ms.No.15/AIL/Lab/G/2022, dated 21.07.2023 and published in the Official Gazette of Puducherry No.33, dated 15.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, objections / suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.17/AIL/Lab/G/2015, dated 14.10.2015 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 44, dated 03.11.2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Chemical Industries in the Union Territory of Puducherry as specified in the Schedule hereunder:-



**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)
<b>Technical Staff</b>		
(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/-
<b>Safety Officer</b>		
(1)	Safety Officer	Rs.16,850/-
<b>Administrative Staff</b>		
(1)	Administrative Manager	Rs.16,450/-
(2)	Administrative Assistant	Rs.15,650/-
(3)	Office Assistant / Helper	Rs.15,300/-
(4)	Driver	Rs.15,650/-
<b>Workers Category</b>		
(1)	Mechanical Technician	Rs.15,100/-
(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	Rs.14,500/-

**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 shall be 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 raise 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 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding twelve months i.e. from January to December.
- (iii) The first calculation shall thus, be effective from the date of publication of the Notification in the Official 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 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.

The Notification shall come into force on and from the date of its publication in the Puducherry Government Gazette.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//



**(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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 Electronic Industry in the Union Territory of Puducherry – Final Notification – Order - Issued.

**LABOUR DEPARTMENT**

G.O.Ms.No.11/AIL/Lab/G/2024

Puducherry, the 02 SEP 2024

READ: I.D.No. M-17041(11)/10/2024, dated 25.06.2024 of the Labour Department, 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 payable to the employees employed in Electronic 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 Notification issued by the Labour Department vide G.O.Ms.No.33/AIL/Lab/G/2023, dated 14.08.2023 and published in the Official Gazette of Puducherry No.37; dated 12.09.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, Objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.07/AIL/Lab/G/2016, dated 10.08.2016 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 35, dated 30.08.2016, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Electronic Industry in the Union Territory of Puducherry as specified in the Schedule hereunder:-

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

<b>Sl. No.</b>	<b>Classes of Employees</b>	<b>Minimum rates of wages per month (8 hours per day)</b>
(1)	(2)	(3)
<b>I</b>	<b>GENERAL CATEGORIES</b>	
1.	Sales Assistant	Rs.14,249/-
2.	Purchase Assistant	
3.	Assistant (Production planning control)	
4.	Accountant	Rs.15,056/-
5.	Steno	
6.	Typist	
7.	Clerk/Office Assistant	Rs.14,249/-
8.	Cashier/ Store Assistant	
9.	Store-keeper	Rs.15,056/-
10.	Time-keeper	
11.	Driver	Rs.14,249/-
12.	Watchman/Chowkidar/Security Guard	Rs.13,712/-
13.	Peon/Attender/Office Boy	Rs.13,442/-
14.	Mali/Waterman/Gardener/Sweeper/Scavenger	Rs.13,442/-
15.	Receptionist/Telex or Telephone operator.	Rs.14,249/-
<b>II</b>	<b>OTHER CATEGORIES</b>	
<b>(A)</b>	<b>HIGHLY SKILLED</b>	
1.	Workshop Supervisor/Assembling Supervisor	
2.	Laboratory Analyst	Rs.15,056/-
3.	Any other highly skilled category not classified above.	
<b>(B)</b>	<b>SKILLED</b>	
1.	Quality Inspector	
2.	Technician/Technical Assistant	
3.	Mechanic	
4.	Die-maker	
5.	Draughtsman	
6.	Cameraman	Rs.14,249/-
7.	Machinist	
8.	Machine Operator	
9.	Miller	
10.	Die Casting Operator	
11.	Moulder	



12. 13. 14. 15. 16. 17. 18. 19. 20.	Welder Fitter Turner Electrician Radio and Television Mechanic Computer Operator Aligner Maintenance Assistants on Machines (Electrical Electro-Mechanical, Mechanical and Electronics) Any other skilled category not classified above.	Rs.14,249/-
(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) 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.	Rs.13,712/-
(D)	<b>UN-SKILLED</b> 1. Helper 2. Cleaner 3. Mazdoor 4. Packer 5. Any other unskilled category not classified above.	Rs.13,442/-

**NOTE****1. Classification of Category**

- (a) **Highly Skilled** - Highly skilled employee is one who does the work which involves skill or competence of extraordinary degree and possesses supervisory ability.

- (b) **Skilled** - Skilled employee is one who is capable of working independently and efficiently and turning out accurate working. He must be capable of reading and working on simple drawing circuits and process, if necessary.
- (c) **Semi Skilled** - Semi-skilled employee is one who has sufficient knowledge of the particular trade or above to do respective work and simple job with the help of simple tools and machines.
- (d) **Un-Skilled** - Un-skilled employee is one who possesses no special training and whose work involves the performance of the simple duties which require the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environment is necessary. His work may thus require in articles or goods.

2. 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 shall be 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 raise of one point over and above 366 points, an increase of Rs. 43.50/- (Rupees Forty Three and paise Fifty only) per point per month shall be paid as Dearness Allowance.

(ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding 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 Official Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index points for the previous year.

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


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

:5:

5. Wherever the existing wages are higher than the minimum rate of wages fixed herein, the said existing higher wages shall be continued to be paid.

The Notification shall come into force on and from the date of its publication in the Puducherry Government Gazette.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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 Food Processing Industries in the Union Territory of Puducherry – Final Notification - Order - Issued.

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**LABOUR DEPARTMENT**

G.O.Ms.No. 12 /AIL/Lab/G/2024

Puducherry, the 02 SEP 2024

READ: I.D.No. M-17041(11)/3/2024, dated 02.07.2024, of the  
Labour Department, 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 payable to the employees employed in Food Processing 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) in Notification issued by the Labour Department vide G.O.Ms.No.26/AIL/Lab/G/2023, dated 14.08.2023 and published in the Official Gazette of Puducherry No.35, dated 29.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.08/AIL/Lab/G/2017, dated 17.05.2017 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 22, dated 30.05.2017, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Food Processing Industries in the Union Territory of Puducherry as specified in the Schedule hereunder:-

**EMPLOYMENT IN FOOD PROCESSING INDUSTRY****THE SCHEDULE**

Sl. No.	Classes of Employees / Workers	Minimum rates of wages ( 8 hours work per day)
1	2	3
<b>COMMON CATEGORIES</b>		<b>Per month</b>
<b>(A) GENERAL:</b>		
1	Manager	Rs.12,391/-
2	Chemist	Rs.11,515/-
3	Supervisor	Rs.11,434/-
4	Accountant	
5	Cashier	
6	Clerk	
7	Collection Clerk	
8	Typist	Rs.11,339/-
9	Sales in-charge	
10	Storekeeper	
11	Booking/Delivery Clerk	Rs.11,280/-
12	Sales Assistant/ Bill Clerk	
13	Driver	
14	Office Boy/Delivery Boy	Rs.11,083/-
15	Security Guard / Watchman	
16	Sweeper/Scavenger	
<b>SPECIAL CATEGORIES:</b>		<b>Per day</b>
<b>(B) Pickles and Masala Powder Manufacture:</b>		
1	Cutter	Rs.433/-
2	Mixer	
3	Powdering and Mixing	
4	Helper	Rs.427/-
5	Cleaner	
6	Packer	
<b>(C) Fruit Jam and Pulp Manufacture:</b>		
1	Mechanic	Rs.459/-
2	Generator Operator	Rs.433/-
3	Boiler Operator	
4	Scamer Operator	
5	Mixer/Cutter	
6	Cleaner	
7	Sorter	Rs.426/-
8	Helper	
9	Loading and Unloading	
<b>(D) Ice Cream Manufacture:</b>		
1	Mix Room operator	Rs.459/-
2	Freezer operator	
3	Mechanic	
4	Electrician	Rs.441/-
5	Carpenter	
6	Tinker	
7	Cold Room Boy	Rs.433/-
8	Cleaning Room Boy	
9	Helper	Rs.426/-
<b>(E) Vermicelli Manufacture:</b>		
1	Foreman	Rs.441/-



2	Packer	Rs.426/-
3	General Worker	
<b>(F) Coconut Products Manufacture:</b>		
1	Machine operator	Rs.459/-
2	Peeler	Rs.441/-
3	Cracker	
4	General Workers	Rs.426/-
<b>(G) Groundnut Cakes Manufacture:</b>		
1	Cutter	Rs.433/-
2	Master	
3	Packer	Rs.426/-
<b>(H) Milk Kova Manufacture:</b>		
1	Kova Maker	Rs.459/-
2	Packer	Rs.426/-
<b>(I) Sweets and Snacks Manufacture:</b>		
1	Sweet Master	Rs.459/-
2	Purchaser	Rs.441/-
3	Production Assistant	
4	Packer	Rs.432/-
5	Cleaner	Rs.426/-

**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 shall be 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 raise of one point over and above 366 points, an increase of Rs.36.00/- (Rupees Thirty six only) per point per month shall be paid as Dearness Allowance.
  - (ii) The dearness allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding 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 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 rates of wages, the daily rates of wages shall be multiplied by 30.

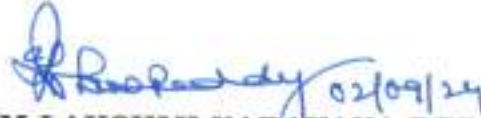


(3) Where the nature of work is the same, no distinction in the payment of wages shall be made between male and female employees.

(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.

The Notification shall come into force on and from the date of its publication in the Puducherry Government Gazette.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//



**(YASAM LAKSHMI NARAYANA REDDY)**  
**ADDITIONAL 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 General Engineering and Fabrication in the Union Territory of Puducherry – Final Notification – Order - Issued.

LABOUR DEPARTMENT

G.O.Ms.No. 13 /AIL/Lab/G/2024

Puducherry, the  
02 SEP 2024

READ: I.D.No. M-17041(11)/12/2024 dated 02.07.2024, of the  
Labour Department, 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 payable to the employees employed in General Engineering and Fabrication 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 Notification issued by the Labour Department vide G.O.Ms.No.28/AIL/Lab/G/2023, dated 14.08.2023 and published in the Official Gazette of Puducherry No.35, dated 29.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, Objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.19/Lab/AIL/G/2015, dated 14.10.2015 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 44, dated 03.11.2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in General Engineering and Fabrication in the Union Territory of Puducherry as specified in the Schedule hereunder:-

**EMPLOYMENT IN GENERAL ENGINEERING AND FABRICATION  
THE SCHEDULE**

Sl. No.	Classes of Employees/Workers	Minimum rates of wages (8 Hours Work per day)
(1)	(2)	(3)
<b>I</b>	<b>ADMINISTRATION</b>	<b>Per month</b>
1.	Manager	Rs.13,969/-
2.	Assistant Manager	
3.	Accountant	Rs.13,801/-
4.	Cashier	
5.	Store Keeper	Rs.13,684/-
6.	Typist	
7.	Clerk	Rs.13,584/-
8.	Time-keeper	
9.	Attender	Rs.13,408/-
10.	Security guard	
11.	Watchman	
12.	Peon	Rs.13,092/-
<b>II</b>	<b>SUPERVISORY</b>	
1.	Foreman	Rs.13,969/-
2.	Supervisor	
3.	Chargeman	Rs.13,801/-
4.	Workshop tool keeper	Rs.13,408/-
<b>III</b>	<b>SKILLED</b>	<b>Rate per day</b>
	Persons having experience for a period of 5 years in a particular trade or the persons who possess trade certificate including Industrial Training Institute with experience for a period of three years in a particular trade	Rs.515/-
<b>IV</b>	<b>SEMI- SKILLED</b>	
1.	All Trade Certificate holders including Industrial Training Institute (Grade-I)	Rs.507/-
2.	Persons who worked as helpers for not less than two years in a particular trade (Grade-II)	Rs.502/-
<b>V</b>	<b>UN-SKILLED</b>	
1	Persons doing work which do not require any training	Rs.495/-

**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 shall be 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 raise of one point over and above 366 points, an increase of Rs.42.35/- (Rupees Forty two and paise thirty five only) per point per month shall be paid as Dearness Allowance.



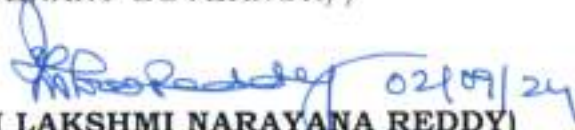
(ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding twelve months i.e., from January to December.

(iii) The first calculation shall thus, be effective from the date of publication of this Notification in the Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index points 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 rate 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 between male and female employees.
- (4) Wherever the existing wages are higher than the minimum rate of wages fixed herein, the said existing higher wages shall be continued to be paid.

The Notification shall come into force on and from the date of its publication in the Official Gazette of Puducherry.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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 Hotels and Restaurants in the Union Territory of Puducherry – Final Notification – Order - Issued.

-----  
**LABOUR DEPARTMENT**

G.O.Ms.No.17/AIL/Lab/G/2024

Puducherry, the

02 SEP 2024

READ: I.D.No. M-17041(11)/6/2024, dated 25.06.2024 of the  
Labour Department, 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 payable to the employees employed in Hotels and Restaurants 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 Notification issued by the Labour Department vide G.O.Ms.No.18/AIL/Lab/G/2022, dated 21.07.2023 and published in the Official Gazette of Puducherry No.33, dated 15.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O.Ms.No.13/AIL/Lab/G/2015, dated 09.10.2015 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 43, dated 27.10.2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Hotels and Restaurants in the Union Territory of Puducherry as specified in the Schedule hereunder:-

:2:

**EMPLOYMENT IN HOTELS AND RESTAURANTS**

**THE SCHEDULE**

Sl.No.	Classes of employees	Minimum rates of wages per month
1.	Grade - I	Rs.13,014/-
2.	Grade - II	Rs.12,957/-
3.	Grade - III	Rs.12,891/-
4.	Grade - IV	Rs.12,835/-
5.	Grade - V	Rs.12,787/-

The Grades I, II, III, IV and V shall comprise of the following categories of employees, namely:-

GRADE - I

Sl.No.	Classes of employees
1.	Head Cook
2.	Head Baker
3.	Sweet and Savoury Maker
4.	Receptionist
5.	Supervisor
6.	Clerk (including Bill Writer)
7.	Steno - Typist
8.	Typist
9.	Telephone Operator
10.	Cashier
11.	Assistant Manager
12.	Accountant
13.	Purchase Officer
14.	Biryani Master

GRADE - II

Sl.No.	Classes of employees
1.	Assistant Cook
2.	Baker
3.	Steward
4.	Barman
5.	Head Housekeeper
6.	Pantry in charge

GRADE - III

Sl.No.	Classes of employees
1.	Assistant Cook (Chinna Aduppu)
2.	Dosai Maker
3.	Idly Maker
4.	Ice Cream, Coffee, Tea and Milk Preparer
5.	Parotta and Rotti Maker
6.	Head Waiter
7.	Grinder
8.	Driver
9.	Electrician
10.	Air-Conditioning Mechanic
11.	Plumber
12.	Carpenter
13.	Tailor
14.	Watchman & Security Guard



:3:

GRADE - IV

SI.No.	Classes of employees
1.	Supplier
2.	Room Server
3.	Waiter
4.	Bearer
5.	Store Assistant
6.	Vegetable Cutter
7.	Coffee Fryer and Grinder
8.	Pantry Man
9.	Mikkals
10.	Kitchen Assistant
11.	Stall Server

GRADE - V

SI.No.	Classes of employees
1.	Cleaners of all categories (such as vessel cleaners, plate washers and table cleaners)
2.	Room Attendant
3.	Luggage Carriers
4.	Laskar
5.	Masalchi
6.	Gardener
7.	Chamber Maid
8.	Water Carrier
9.	Office Boy
10.	Page Boy
11.	Lift Operator

**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 shall be linked to the Average of Puducherry City Consumer Price Index Points for the year 2021 i.e. 366 points (with base year 2001=100) and for every raise of one point over and above 366 points, an increase of Rs.46.26/- (Rupees Forty Six and paise Twenty Six) per point per month shall be paid as Dearness Allowance.
- (ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding 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 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.

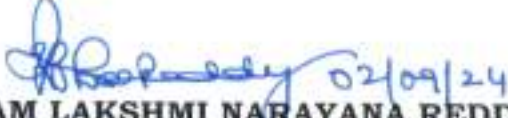
:4:

(3) Where the nature of work is the same, no distinction in the payment of wages shall be made 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.

The Notification shall come into force on and from the date of its publication in the Puducherry Government Gazette.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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 Leather Goods Manufactory in the Union Territory of Puducherry – Final Notification – Order - Issued.

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**LABOUR DEPARTMENT**

G.O.Ms.No. 16/AIL/Lab/G/2024

Puducherry, the 02 SEP 2024

READ: I.D.No. M-17041(11)/13/2024, dated 02.07.2024, of the  
Labour Department, 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 payable to the employees employed in Leather Goods Manufactory 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 Notification issued by the Labour Department vide G.O.Ms.No.31/AIL/Lab/G/2023, dated 14.08.2023 and published in the Official Gazette of Puducherry No.37, dated 12.09.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.05/AIL/Lab/G/2017, dated 04.04.2017 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 16, dated 18.04.2017, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Leather Goods Manufactory in the Union Territory of Puducherry as specified in the Schedule hereunder:-



**EMPLOYMENT IN LEATHER GOODS MANUFACTORY**  
**THE SCHEDULE**

Sl. No	Classes of Employees	Minimum rates of wages per month (8 hours per day)
(1)	(2)	(3)
(I)	<b><u>Administrative Staff:</u></b>	
1.	Manager	Rs.13,414/-
2.	Accountant	Rs.12,782/-
3.	Superintendent/Store Keeper	Rs.12,353/-
4.	Typist/Time Keeper/Computer Operator/Cashier	Rs.11,937/-
5.	Driver/Mechanic/Electrician	Rs.11,937/-
6.	Cleaner/Attender/Gardener	Rs.11,093/-
(II)	<b><u>Technical Staff:</u></b>	
1.	Unskilled	Rs.11,093/-
2.	Semi-skilled	Rs.11,515/-
3.	Skilled	Rs.11,937/-

**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 shall be 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 raise of one point over and above 366 points, an increase of Rs.35.90/- (Rupees Thirty Five and paise Ninety only) per point per month shall be paid as Dearness Allowance.

(ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding 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 of the Puducherry City Consumer Price Index points for the previous year.

:3:

2. To arrive at the daily rates of wages, the monthly 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 between male and female employees.
4. Wherever the existing wages are higher than the minimum rate of wages fixed herein, the said existing higher wages shall be continued to be paid.

The Notification shall come into force on and from the date of its publication in the Puducherry Government Gazette.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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 Distribution of Liquified Petroleum Gas Cylinders in the Union Territory of Puducherry– Final Notification – Order - Issued.

**LABOUR DEPARTMENT**

G.O.Ms.No.21 /AIL/Lab/G/2024

Puducherry, the

02 SEP 2024

READ: I.D.No.2054/AIL/Lab/G/2013, dated 04.03.2024, of the  
Labour Department, 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 payable to the employees employed in the Distribution of Liquified Petroleum Gas Cylinders 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 Notification issued by the Labour Department vide G.O.Ms.No.17/AIL/Lab/G/2022 dated 21.07.2023 and published in the Official Gazette of Puducherry No.33, dated 15.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act, has also been consulted with regard to the aforesaid revision of minimum rates of wages;

AND WHEREAS, after consideration of the grievance on the minimum rates of wages notified in the preliminary Notification and pursuant to the consensus arrived between the Employees' and Employers' Representatives of the Advisory Board the Minimum Wages Advisory Board unanimously resolved to recommend to increase the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the notification issued vide G.O. Ms. No.1/Lab/AIL/G/2015

...2/-



dated 19.01.2015 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No.5, dated 3.2.2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Distribution of Liquefied Petroleum Gas Cylinders in the Union Territory of Puducherry as specified in the Schedule hereunder:-

**EMPLOYMENT IN DISTRIBUTION OF LIQUIFIED PETROLEUM GAS CYLINDERS:**

**SCHEDULE**

<b>Sl. No.</b>	<b>Classes of Employees</b>	<b>Minimum rates of wages per month (8 Hours Work per day)</b>
(1)	(2)	(3)
1.	Manager	Rs.12,180/-
2.	Mechanic / Cashier / Clerk / Salesman	Rs.11,790/-
3.	Light Commercial Vehicle Driver	Rs.11,730/-
4.	Gowdown Keeper/ Delivery Man	
5.	Helper	Rs.11,660/-

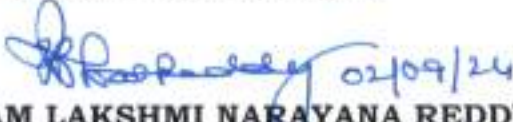
**NOTE**

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

- (i) The Dearness Allowance shall be 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 raise of one point over and above 366 points, an increase of Rs.31.90/- (Rupees Thirty One and paise Ninety only) per point per month shall be paid as Dearness Allowance.
- (ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceding twelve months from January to December.
- (iii) The first calculation shall thus be effective from the date of issue of this Notification in the Official 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 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. The Notification shall come into force on and from the date of its publication in the Official Gazette of Puducherry.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
**(YASAM LAKSHMI NARAYANA REDDY)**  
**ADDITIONAL 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 Oil Mills in the Union Territory of Puducherry – Final Notification - Order - Issued.

---

**LABOUR DEPARTMENT**

G.O.Ms.No. | 8 /AIL/Lab/G/2024

Puducherry, the

02 SEP 2024

READ: I.D.No.6985/LAB/AIL/G/2024, dated 04.03.2024, of the  
Labour Department, 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 payable to the employees employed in Oil Mills 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 Notification issued by the Labour Department vide G.O.Ms.No.22/AIL/Lab/G/2023, dated 14.08.2023 and published in the Official Gazette of Puducherry No.35, dated 29.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, Objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.05/AIL/Lab/G/2016, dated 10.08.2016 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 35, dated 30.08.2016, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Oil Mills in the Union Territory of Puducherry as specified in the Schedule hereunder:-



**EMPLOYMENT IN OIL MILLS****SCHEDULE**

Sl. No	Classes of employees / Workers	Minimum rates of wages ( 8 Hours per day)
(1)	(2)	(3)
<b>I. Staff :</b>		<b>Per month</b>
1.	Clerk	Rs.11,307/-
2.	Time-Keeper	
3.	Cashier	
4.	Typists	
5.	Peon	Rs.11,144/-
6.	Office Boy	Rs.10,956/-
7.	Watchman	Rs.11,224/-
<b>II. Skilled Worker</b>		<b>Per day</b>
1.	Electrician	Rs. 435 /-
2.	Engine Driver/Operator	
3.	Expeller, Maistry/Supervisor	
4.	Carpenter / Blacksmith	Rs.433 /-
5.	Fitter/Mechanic	Rs.431 /-
6.	Boiler Man	Rs.433 /-
7.	Rotary Man	Rs.431 /-

Provided that in case of Rotary man, if, the wages are paid on piece rate basis, he shall be paid at Rs. 79.64 (Rupees Seventy Nine and paise Sixty Four only) per bag of 80 kilograms of groundnut seeds and at Rs.93.15 (Rupees Ninety Three and paise Fifteen only) per bag of 75 kilograms of gingelly seeds.

8.	Pint Man	Rs. 431 /- per day
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Provided that in case of Pint Man, if, the wages are paid on piece rate basis, he shall be paid at Rs.79.40 (Rupees Seventy Nine and paise Forty only) per bag of 80 kilograms of groundnut seeds and at Rs.93.15 (Rupees Ninety Three and paise Fifteen only) per bag of 75 kilograms of gingelly seeds.

9.	Tinker	Rs. 6.65 per tin
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(inclusive of materials to be brought by the employees)

10.	Refinery Operator	Rs.12,206 /- per month
11.	Solvent extraction plant operator	
<b>III Unskilled Worker</b>		Rs.417 /- per day
1.	Sweeper	
2.	Cake Carrier	
3.	Mazdoor	Rs.423 /- per day
4.	Decorticator (Groundnut carrier, husk carrier, gunny bag filler, gunny bag sticher)	
5.	Winnower	Rs.425 /- per day
6.	Expeller Attender	
7.	Oil Packer	
8.	Boiler Attender	

**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 shall be 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 raise of one point over and above 366 points, an increase of Rs.35.80/- (Rupees Thirty five and eighty paise only) per point per month shall be paid as Dearness Allowance.
- (ii) The Dearness Allowance shall be calculated on 1<sup>st</sup> April of every year 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 issue of this Notification in the Official Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index points for the previous year.
- (2) (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.
- (ii) To arrive at the monthly rates of wages, the daily 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 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. The Notification shall come into force on and from the date of its publication in the Puducherry Government Gazette.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

 02/07/24.

**(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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 Paper and Paper Products Manufacturing Industries (both Machine made and Handmade) in the Union Territory of Puducherry – Final Notification – Order - issued.

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**LABOUR DEPARTMENT**

G.O.Ms.No. 27 /AIL/Lab/G/2024

**02 SEP 2024**  
Puducherry, the

READ: I.D. No.8069/AIL/Lab/G/2013, dated 04.03.2024, of the  
Labour Department, 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 payable to the employees employed in the Paper and Paper Products Manufacturing Industries (both Machine made and Handmade) 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 Notification issued by the Labour Department vide G.O.Ms.No.24/AIL/Lab/G/2023 dated 14.08.2023 and published in the Official Gazette No.35, dated 29.08.2023, 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 of Puducherry.

AND WHEREAS, pursuant to the said Notification, Objections / suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act, has also been consulted with regard of the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.14/AIL/Lab/G/2015, dated 09.10.2015 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No.43 dated 27.10.2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the category of employees employed in Paper and Paper Products Manufacturing Industries (both Machine made and Handmade) in the Union Territory of Puducherry as specified in the Schedule hereunder:-



**EMPLOYMENT IN PAPER AND PAPER PRODUCTS MANUFACTURING INDUSTRIES**  
**(Both Machine Made and Handmade)**

**SCHEDULE**

<b>Sl. No.</b>	<b>Classes of Employees/Workers</b>	<b>Minimum rates of basic wages per month (8 Hours Work per day)</b>
(1)	(2)	(3)
<b>1</b>	<b><u>MACHINE MADE PAPER INDUSTRY :</u></b>	
I.	<u>Unskilled:</u> (a) Driver	Rs.11,146/-
	(b) Press Boy (c) All kind of mazdoors	Rs.11,096/-
II.	<u>Semi- skilled:</u> (a) Colourman (b) Machine Attender (c) Refiner (d) Wire Boy (e) Stitching and Packing (f) Fitter Helpers and other Helpers (g) Pulper	Rs.11,300/-
III	<u>Skilled</u> (a) Boiler Operator (b) Water Treatment Plant Operator (c) Calendar Operator (d) Paper machine Operators (e) Pulp making Operators (f) Cutting machine Operator (g) Other equivalent Operators (h) Electrician (i) Welder (j) Fitter (k) Carpenter (l) Smith (m) Finisher (n) Turner	Rs.11,706/-
IV.	Highly Skilled: Supervisor	Rs.12,062/-
V.	Miscellaneous: (a) Accountant	Rs.11,706/-
	(b) Typist/Clerk/Driver	Rs.11,198/-
	(c) Head Watchman	Rs.11,300/-

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 hours work per day)
(1)	(2)	(3)
<b>2</b>	<b>HANDMADE PAPER INDUSTRY</b>	
I.	<b><u>Unskilled</u></b> (a) Sorting (b) Pressing (c) Beating (d) Calendering (e) Lifting (f) Cutting (g) Carding (h) Packing	Rs.10,619/-
II.	<b><u>Semi-Skilled:</u></b> (a) Electrician (b) Fitter (c) Welder	Rs. 10,823/-
III.	<b><u>Skilled:</u></b> (a) Manager (b) Supervisor / Accountant	Rs.11,231/- Rs.11,027/-
IV.	<b><u>Common Categories:</u></b> (a) Driver (b) Office Boy/Watchman	Rs. 10,823/- Rs. 10,773/-

**NOTE**

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

- (i) The Dearness Allowance shall be 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 raise of one point over and above 366 points, an increase of Rs.36.25/- (Rupees Thirty Six and Twenty Five paise only) per point per month in respect of employment in Machine made Paper Industry and Rs.34.70 (Rupees Thirty four and paise seventy only) per point per month in respect of employment in Handmade Paper Industry shall be paid as Dearness Allowance.
- (ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding 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 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 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.

The Notification shall come into force on and from the date of its publication in the Official Gazette of Puducherry.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//



**(YASAM LAKSHMI NARAYANA REDDY)**  
**ADDITIONAL 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 – Final Notification - Order - Issued.

**LABOUR DEPARTMENT**

G.O.Ms.No.15/AIL/Lab/G/2024

Puducherry, the 02 SEP 2024

READ: I.D.No. M-17041(11)/15/2024, dated 02.07.2024, of the  
Labour Department, 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 payable to the employees employed in Plastic 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) in Notification issued by the Labour Department vide G.O.Ms.No.19/AIL/Lab/G/2022, dated 21.7.2023 and published in the Official Gazette of Puducherry No.33, dated 15.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, objections / suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act, has also been consulted with regard to the aforesaid revision of minimum rates of wages;

AND WHEREAS, after consideration of the grievance on the minimum rates of wages notified in the preliminary Notification and pursuant to the consensus arrived between the Employees' and Employers' Representative of the Advisory Board, the Minimum Wages Advisory Board unanimously resolved to revise the amount for unskilled categories Helper, Finisher and Packer/Dispatcher Assistant from Rs. 13,781/- to Rs. 11,915/-;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O.Ms.No.22/Lab/AIL/G/2015, dated 4.10.2015 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 44, dated 3.11.2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of

:2:

the employees employed in Plastic Industries in the Union Territory of Puducherry as specified in the Schedule hereunder:-

**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.	<b><u>Unskilled:</u></b> (a) Operator	Rs.14,023/-
	(b) Helper (c) Finisher (d) Packer or Despatch Assistant	Rs.11,915/-
2.	<b><u>Semi-skilled:</u></b> (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.	<b><u>Skilled :</u></b> (a) Operator (b) Setter-cum-Operator (c) Moulder (d) Electrician (e) Dye maker	Rs.14,754/-
4	<b><u>Highly Skilled:</u></b> (a) Foreman (b) Supervisor	Rs.15,969/-
	<b><u>Common Categories:</u></b> (a) Manager	Rs.18,159/-
	(b) Assistant Manager	Rs.16,799/-
	(c) Accountant	Rs.15,483/-
	(d) Computer Programmer	
	(e) Store-Keeper or Godown Keeper	Rs.15,240/-
	(f) Senior Assistant	
	(g) Accounts Assistant	
	(h) Clerk or Office Assistant	Rs.14,997/-
	(i) Receptionist	
	(j) Typist	Rs.15,119/-
	(k) Steno-typist	Rs.15,240/-
	(l) Attender	
	(m) Salesman	Rs.14,023/-
	(n) Office Boy or Peon	
	(o) Watchman	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 of Puducherry City Consumer Price Index Points for the year 2021 that is 366 points (with base year 2001=100) and for every raise 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 1<sup>st</sup> 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 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) 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.
- The Notification shall come into force on and from the date of its publication in the Puducherry Government Gazette.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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.



**GOVERNMENT OF PUDUCHERRY  
ABSTRACT**

LABOUR – Minimum Wages Act, 1948 – Revision of Minimum rates of wages to the employees employed in Rice Mills, Flour Mills or Dhall Mill in the Union Territory of Puducherry – Final Notification - Order - Issued.

**LABOUR DEPARTMENT**

G.O.Ms.No. 23 /AIL/Lab/G/2024 Puducherry, the

**02 SEP 2024**

READ: I.D.No.7928/ LAB/AIL/G/2024, dated 04.03.2024, of the  
Labour Department, 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 payable to the employees employed in Rice Mills, Flour Mills or Dhall Mills 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 Notification issued by the Labour Department vide G.O.Ms.No.23/AIL/Lab/G/2023, dated 14.08.2023 and published in the Official Gazette of Puducherry No.35, dated 29.08.2023, 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 of Puducherry.

AND WHEREAS, pursuant to the said Notification, objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act, has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.08/AIL/Lab/G/2016, dated 10.08.2016 of the Labour Department, Government of Puducherry and published in the Gazette of Puducherry No.35, dated 30.08.2016, , the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Rice Mills, Flour Mills or Dhall Mills in the Union Territory of Puducherry as specified in the Schedule hereunder:-

**EMPLOYMENT IN RICE MILL, FLOUR MILL AND DHALL MILL****SCHEDULE**

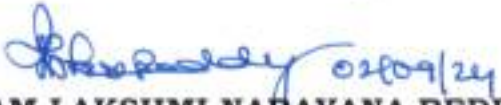
Sl. No.	Classes of Employees/Workers	Minimum rates of wages per day (8 hours work per day)
(1)	(2)	(3)
1.	Hamalis (Bag Carriers)	Rs.503 /- per day
2.	Bag Weighter of Katta Mazdoors	Rs.499 /- per day
3.	Bag Stitchers	
4.	Carriers of husk	Rs.493 /- per day
5.	Mazdoors including Miscellaneous workers	
6.	Carriers of Rice	
7.	Engine Driver	Rs.511 /- per day
8.	Electrician	
9.	Fireman	Rs.494 /- per day
10.	Fitter	Rs.499 /- per day
11.	Hullerman	Rs.494 /- per day
12.	Masteries	Rs.503 /- per day
13.	Mechanic	
14.	Oilers	Rs.493 /- per day
15.	Paddy Boilers	Rs.499 /- per day
16.	Paddy Drivers	Rs.493 /- per day
17.	Paddy Millers	
18.	Sweepers	
19.	Shellerman	
20.	Winnowers	
21.	Paddy Soakers	
22.	Water Carriers	
23.	Watchman	
24.	Mazdoors employed in polishing	Rs.494 /- per day
25.	Rice Measurers	
26.	Mazdoors employed in grinding grain	Rs.493 /- per day
27.	Dhall Manufacturers	
28.	Loadman	
29.	Peons	Rs.499 /- per day
30.	Carpenters	
31.	Varukadalai Workers	Rs.503 /- per day
32.	Clerk	Rs.14,592 /- per month
33.	Attenders	Rs.14,323 /- 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 shall be linked to the Average Puducherry City Consumer Price Index Points that is 366 points with base year (2001=100) and for every raise of one point over and above 366 points, an increase of Rs.1.60/- (Rupees One and Paise Sixty only) per point per day shall be paid as Dearness Allowance.
  - (ii) The Dearness Allowance shall be calculated on 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding 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 Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index points for the previous year.
- (2) (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.  
(ii) To arrive at the monthly rates of wages, the daily 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 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.  
The Notification shall come into force on and from the date of its publication in the Puducherry Government Gazette.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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 as Security Guards in the Union Territory of Puducherry – Final Notification - Order - Issued.

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**LABOUR DEPARTMENT**

G.O.Ms.No. 10/AIL/Lab/G/2024

Puducherry, the **02 SEP 2024**

READ: I.D.No. M-17041(11)/20/2024, dated 03.07.2024, of the  
Labour Department, 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 payable to the employees employed in Security Guards 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 Notification issued by the Labour Department vide G.O.Ms.No.30/AIL/Lab/G/2023, dated 14.08.2023 and published in the Official Gazette of Puducherry No.36, dated 05.09.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, objection / suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act has also been consulted with regard to the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.03/Lab/AIL/G/2015, dated 24.02.2015 of the Labour Department, Government of Puducherry, published in Gazette of Puducherry No. 10, dated 10.03.2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Security Guards in the Union Territory of Puducherry as specified in the Schedule hereunder:-

**EMPLOYMENT IN SECURITY GUARDS**  
**THE SCHEDULE**

Sl. No.	Classes of Employees / Workers	Minimum rates of wages per month (8 hours work per day)
1.	Manager	Rs.20,609/-
2.	Assistant Manager	Rs.19,541/-
3.	Supervisor	Rs.17,044/-
4.	Helper	Rs.15,263/-
5.	Senior Security Inspector / Security Officer	Rs.19,541/-
6.	Corporal /Seargent /Assistant Security Officer	Rs.18,115/-
7.	Chief Watchman /Senior Watchman	Rs. 16,689/-
8.	Security Guard (Male /Female)	Rs. 14,550/-

**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 shall be 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 raise of one point over and above 366 points, an increase of Rs.45.20 (Rupees Forty five and paise twenty only) per point per month shall be paid as Dearness Allowance.

(ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceding 12 months, namely from January to December.

(iii) The first calculation shall thus, be effective from the date of publication of the Notification in the Official 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:

- (3) Where the nature of work is the same, no distinction in the payment of wages shall be made 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.

The Notification shall come into force on and from the date of its publication in the Official Gazette of Puducherry.

**//BY ORDER OF THE LIEUTENANT-GOVERNOR//**

  
**(YASAM LAKSHMI NARAYANA REDDY)**  
**ADDITIONAL 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 Tailoring Industry in the Union Territory of Puducherry – Final Notification - Order - Issued.

**LABOUR DEPARTMENT**

G.O.Ms.No. 20 /AIL/Lab/G/2024

Puducherry, the 02 SEP 2024

READ: I.D.No.1056/AIL/Lab/G/2008, dated 04.03.2024 of the  
Labour Department, Puducherry.

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**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 payable to the employees employed in the Tailoring 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 Notification issued by the Labour Department vide G.O.Ms.No.13/AIL/Lab/G/2022 dated 21.07.2023 and published in the Official Gazette of Puducherry No. 32, dated 08.08.2023, 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 of Puducherry;

AND WHEREAS, pursuant to the said Notification, objections /suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act, has also been consulted with regard to the aforesaid revision of minimum rates of wages;

AND WHEREAS, after consideration of the grievance on the minimum rates of wages notified in the preliminary Notification and pursuant to the consensus arrived between the Employees' and Employers' Representative of the Advisory Board, the Minimum Wages Advisory Board unanimously resolved to recommend to increase the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.11/Lab/AIL/G/2017, dated 29.06.2017 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No.29

dated 18.07.2017, the Lieutenant - Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Tailoring Industries in the Union Territory of Puducherry as specified in the Schedule hereunder:

**EMPLOYMENT IN TAILORING INDUSTRIES**  
**SCHEDULE**

Sl.No.	Classes of Employees	Minimum rates of wages per month (8 hours work per day)
<b>A.TAILORING:</b>		
1.	Cutter	Rs.13,190/-
2.	Machine Operator/Tailor	Rs.11,870/-
3.	Khaja Master	
4.	Ironing Master	Rs.11,290/-
<b>B. EXPORT GARMENTS MANUFACTORY:</b>		
1.	Production Manager	Rs.14,020/-
2.	Supervisor	Rs.13,190/-
3.	(i) Cutter-cum-Marker/Grade-I	
	(ii) Cutter-cum-Pattern maker Grade -II	Rs.12,520/-
4.	Tailor/Machine Operator	Rs.11,870/-
	Grade-I	
	Grade-II	Rs.10,510/-
5.	Trimmer	
6.	Button and Khaja Operator	Rs.11,870/-
7.	(i) Checker Grade-I	Rs.11,090/-
	(ii) Checker Grade-II	Rs.10,510/-
8.	Washing Helper	Rs.9,940/-
9.	(i) Iron Man and Presser Grade-I	Rs.11,290/-
	(ii) Iron Man and Presser Grade - II	Rs.11,090/-
10.	Packer	Rs.10,510/-
11.	Layer(Helpers)	Rs.10,510/-
12.	Helper (All kinds)	
13.	Trainee-Apprentice	Rs.9,940/-
14.	Any other Categories not covered by the above items.	
<b>C. ADMINISTRATIVE STAFF:</b>		
(For both Tailoring Shops and Export Garments Manufactory)		
1.	Manager(Accounts, Shipping, Purchase/Sales)	Rs.14,020/-
2.	Cashier/Clerk/ Store keeper	Rs.12,110/-
3.	Accountant/ Time-keeper/Typist	Rs.11,680/-
4.	Driver	Rs.12,040/-
5.	Security/Watchman	Rs.9,940/-
6.	Sweeper	Rs.9,640/-



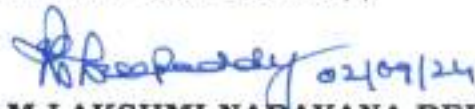
**NOTE**

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

- (i) The Dearness Allowance shall be 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.31.05/- (Rupees Thirty One and paise Five only) per point per day shall be paid as Dearness Allowance.
- (ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year 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 issue of this Notification in the Official 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 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.

The Notification shall come into force on and from the date of its publication in the Official Gazette of Puducherry.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//



**(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL 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 Taxies and Autorickshaws in the Union Territory of Puducherry – Final Notification - Order - Issued.

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**LABOUR DEPARTMENT**

G.O.Ms.No.24/AIL/Lab/G/2024

Puducherry, the

02 SEP 2024

READ: I.D.No.12880/Lab/AIL/G/2009, dated 04.03.2024, of the  
Labour Department, Puducherry.

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**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 payable to the employees employed in the Taxies and Autorickshaws 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 Notification issued by the Labour Department vide G.O.Ms.No.14/AIL/Lab/G/2022 dated 21.07.2023 and published in the Official Gazette of Puducherry No.32, dated 08.08.2023, 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 of Puducherry.

AND WHEREAS, pursuant to the said Notification, objections/suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act, has also been consulted with regard of the aforesaid revision of minimum rates of wages;

NOW, THEREFORE, in exercise of the powers conferred under 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) and in supersession of the Notification issued vide G.O. Ms. No.17/Lab/AIL/G/2017, dated 12.10.2017 of the Labour Department, Government of Puducherry published in the Official Gazette of Puducherry No.43, dated 24.10.2017, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Taxies and Autorickshaws in the Union Territory of Puducherry as specified in the Schedule hereunder:-

**EMPLOYMENT IN TAXIS AND AUTORICKSHAWS:**

<b>Classes of Employees</b>	<b>Minimum rates of wages ( 8 Hours. work per day)</b>
1. Drivers in Autorickshaws (fitted with meters)	Rs. 678 /- per day (or) Rs.17,626 /- per month
2. Drivers in Taxis (fitted with meters)	Rs. 727 /- per day (or) Rs. 18,871 /- 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 raise of one point over and above 366 points, an increase of Rs.57.60/- (Rupees Fifty seven and paise sixty only ) per point per day shall be paid as Dearness Allowance.

(ii) The Dearness Allowance shall be calculated on 1<sup>st</sup> April of every year 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 issue of this Notification in the Official 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 rates of wages, the daily rate of wages shall be multiplied by 26,

- (3) Where the nature of work is the same, no distinction in the payment of wages shall be made 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.

The Notification shall come into force on and from the date of its publication in the Official Gazette of Puducherry.

// BY ORDER OF THE LIETENANT – GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL SECRETARY TO GOVERNMENT  
(LABOUR)

**To**

The Director of Stationery & Printing,  
Puducherry.

**Copy to:**

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