

GOVERNMENT OF PUDUCHERRY

Abstract

LABOUR – Acts & Rules- Minimum Wages Act, 1948 – Proposal for revision of Minimum rates of wages for Employment in Paper and Paper Products Manufacturing Industries (both Machine made and Handmade) – Final Notification- Issued.

LABOUR DEPARTMENT

9 OCT 2015

G.O.Ms.No. 14 /AIL/Lab/G/2015

Puducherry, the

READ: This Departments' I.D.No.8139/AIL/Lab/G/2009, dated 14.8.2015.

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 in the field of Employment in 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 the Labour Department's Notification issued under G.O.Ms.No.41/AIL/Lab/G/2013, dated 23rd October, 2013 published in the official Gazette No.45, dated 5th November, 2013 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 Government of Puducherry;

2. AND WHEREAS, the said Gazette Notification was made available to the general public on 5th November, 2013;

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

4. AND WHEREAS, the present proposal for the revision of minimum rates of wages in the field of Employment in Paper and Paper Products Manufacturing Industries (both Machine made and Handmade) in the Union territory of Puducherry, the issue was placed before the Minimum Wages Advisory Board in the meeting held on 11.8.2014;

5. AND WHEREAS, in the said meeting, it was unanimously decided to revise the minimum rates of wages notified in all the preliminary notifications based on the then existing Puducherry Consumer Price Index and therefore, the Government have decided to revise the minimum rates of wages for various classes of workers engaged in the Employment of Paper and Paper Products Manufacturing Industries (both Machine made and Handmade) in the Union territory of Puducherry;

6. NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 and sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable to each category of employees engaged in the Employment in Paper and Paper Products Manufacturing Industries (both Machine made and Handmade) of the Union territory of Puducherry as specified in column (2) of the schedule annexed hereto at the rates and for such hours of work per day as specified against each in column (3) of the said schedule :-

Employment in Paper and Paper Products Manufacturing Industries (Both Machine Made and Handmade)

THE SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of basic wages per month (8 Hours Work per day)
(1)	(2)	(3)
		Rs. P
1	<u>MACHINE MADE PAPER INDUSTRY :</u>	
I.	<u>Unskilled:</u>	
	(a) Driver	6115
	(b) Press Boy	6083
	(c) All kind of mazdoors	

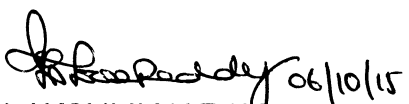
II.	<u>Semi- skilled:</u> (a) Colourman (b) Machine Attender (c) Refiner (d) Wire Boy (e) Stitching and Packing (f) Fitter Helpers and other Helpers (g) Pulper	6215
III	<u>Skilled</u> (a) Boiler operator (b) Water Treatment Plant Operator (c) Calendar Operator (d) Paper machine Operators (e) Pulp making operators (f) Cutting machine operator (g) Other equivalent operators (h) Electrician (i) Welder (j) Fitter (k) Carpenter (l) Smith (m) Finisher (n) Turner	6480
V.	<u>Highly Skilled:</u> Supervisor	6711
V.	<u>Miscellaneous:</u> (a) Accountant (b) Typist/Clerk/Driver (c) Head Watchman	6480 6149 6215

Sl. No.	Classes of Employees	Minimum rates of basic wages per month (8 Hours Work per day)
(1)	(2)	(3)
2	HANDMADE PAPER INDUSTRY	
I.	<u>Unskilled</u> (a) Sorting (b) Pressing (c) Beating (d) Calendering (e) Lifting (f) Cutting (g) Carding (h) Packing	5823
II.	<u>Semi Skilled:</u> (a) Electrician (b) Fitter (c) Welder	5955
III.	<u>Skilled:</u> (a) Manager (b) Supervisor	6220 6088
IV.	<u>Common Categories:</u> (a) Driver (b) Office Boy/Watchman	5955 5923

Explanations:

- (1) Dearness Allowance :- In addition to the minimum wages fixed above, the employees shall be paid dearness allowance as follows :-
- (i) The dearness allowance is linked to the Puducherry City Consumer Price Index for the month of July, 2014 i.e. 262 points (with base year 2001=100) and for every raise of one point over and above 262 points an increase of Rs. 4.75 (Rupees Four and seventy five Paise only) per point per month in respect of employment in Machine made Paper Industry and Rs. 4.55 (Rupees Four and fifty five Paise only) per point per month in respect of employment in Hand made Paper Industry shall be paid as dearness allowance.
 - (ii) The revision of dearness allowance shall be calculated every year on the 1st 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 be effective from the date of publication of this notification in the Gazette of Government of Puducherry based on the average Puducherry Consumer Price Index Number of the previous year.
- (2) To arrive at the daily 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 as between men and women workers.
- (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same higher wages shall be continued to be paid.

// BY ORDER OF THE LIEUTENANT-GOVERNOR//


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

To

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

Copy to:

1. The 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 8. Spare.