

GOVERNMENT OF PUDUCHERRY

Abstract

LABOUR – Minimum Wages Act, 1948 – Revision of minimum rates of wages to the employees engaged in Tailoring Industries in the Union territory of Puducherry- Final Notification- Issued.

LABOUR DEPARTMENT

G.O.Ms.No. 11 /Lab/ AIL /G/2017

Puducherry; the

29 JUN 2017

READ: I.D.No. 1056/AIL/Lab/G/2008/292, dated 21.4.2017 of the Labour Commissioner, Labour Department, Government of Puducherry.

ORDER:

The following Notification shall be published in the next issue of the Official Gazette of Government of Puducherry:-

NOTIFICATION

WHEREAS, the proposal for revision of minimum rates of wages payable to the employees engaged in Tailoring 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 the Labour Department's Notification issued vide G.O.Ms.No.14/AIL/Lab/G/2016, dated 10th November, 2016 published in the Official Gazette No.48, dated 29th November, 2016, inviting objections and suggestions from all persons likely to be affected thereby, within sixty days from the date of publication of the said notification in the Official Gazette of Puducherry;

2. AND WHEREAS, the said Gazette Notification was notified for information of the general public on 29th November, 2016;

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

4. AND WHEREAS, though no objections or suggestions have been received within the above said stipulated time limit, a meeting was convened on 23.2.2017 with the employers' and employees' representatives under the Chairmanship of Secretary to Government (Labour), Puducherry to hear their views/suggestions in respect of the minimum rates of wages notified in the employment of Tailoring Industries in the Union territory of Puducherry;

5. AND WHEREAS, the employee's representatives requested for Rs. 18,000/- per month to be fixed as minimum rates of wages and the employers representatives viewed that Rs.7,000/- per month be fixed as minimum wages for unskilled labour without adding DA and other liabilities;

6. AND WHEREAS, since, the present proposal is for the revision of minimum rates of wages in the Employment of Tailoring Industries in the Union territory of Puducherry, the issue was placed before the Minimum Wages Advisory Board in the meeting held under the Chairmanship of the Secretary to Government (Labour) on 16.3.2017;

7. AND WHEREAS, it was unanimously resolved to recommend the Government to adopt the rates notified in the preliminary notification so as to have uniform wage structure on par with the rates prevailing in the adjoining state of Tamil Nadu;

8. AND WHEREAS, since, the Government followed the procedure as mandated under Section 5 of the Act and other relevant enabling provisions of the Minimum Wages Act, 1948, it was decided to fix the minimum rates of wages to the employees employed in Tailoring Industries in the Union territory of Puducherry;

9. 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), the Lieutenant-Governor, Puducherry, is hereby pleased to revise the minimum rates of wages payable to the category of employees engaged in Tailoring Industries in the Union territory of Puducherry, as specified in the schedule hereunder:-

THE SCHEDULE

| Sl. No | Classes of Employees | Minimum rates of wages per month (8Hrs. work per day) |
|--|--|---|
| A.TAILORING: | | Rs. P |
| 1. | Cutter | 8340.00 |
| 2. | Machine Operator /Tailor | 8212.00 |
| 3. | Khaja Master | 7829.00 |
| 4. | Ironing Master | |
| B. EXPORT GARMENTS MANUFACTORY: | | |
| 1. | Production Manager | 8447.00 |
| 2. | Supervisor | 8340.00 |
| 3. | (i) Cutter-cum-Marker/Grade-I | |
| | (ii) Cutter-cum-Pattern maker Grade -II | 8212.00 |
| 4. | Tailor/Machine Operator | |
| | Grade-I | 8042.00 |
| | Grade-II | |
| 5. | Trimmer | 7829.00 |
| 6. | Button and Khaja Operator | |
| 7. | (i) Checker Grade-I | 8340.00 |
| | (ii) Checker Grade-II | 8212.00 |
| 8. | Washing Helper | 7829.00 |
| 9. | (i) Iron Man and Presser Grade-I | 7935.00 |
| | (ii) Iron Man and Presser Grade - II | 7829.00 |
| 10. | Packer | |
| 11. | Layer(Helpers) | |
| 12. | Helper (All kinds) | |
| 13. | Trainee-Apprentice | |
| 14. | Any other Categories not covered by the above items. | |
| C. ADMINISTRATIVE STAFF: (For both Tailoring Shops and Export Garments Manufactory) | | |
| 1. | Manager(Accounts, Shipping, Purchase/Sales) | 8447.00 |
| 2. | Accountant/Cashier/Clerk/Typist | 7978.00 |
| 3. | Store keeper | 7824.00 |
| 4. | Driver | 8085.00 |
| 5. | Time-keeper | 7978.00 |
| 6. | Security/Watchman | 7829.00 |
| 7. | Sweeper | 7829.00 |

NOTE

1. 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 Puducherry City Consumer Price Index for the month of April, 2016 i.e. 279 points with base year 2001=100 and for every raise of 1 point over and above 279 points an increase of Rs.31.05 (Rupees thirty one and paise five only) per month shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated on the 1st April of every year on the basis of the average of the indices for the preceding twelve months that is 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 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 in the case of male and female employees.
- (4) Wherever the existing wages are higher than the minimum wages fixed herein, the existing wages shall be continued to be paid.

// BY ORDER OF THE LIEUTENANT-GOVERNOR//

(E. VALLAVAN)

14/12
ADDITIONAL SECRETARY TO GOVERNMENT
(LABOUR)

To
The Director of Stationery & Printing, Puducherry, } with a request to supply 50 copies of the
notification to this Department.

Copy to:

1. The District Collector, Puducherry/Karaikal.
2. The Regional Administrative Officer, Mahe/Yanam.
3. 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. The Web Master, Labour Department, Puducherry.
9. G.O. Copy / Spare.