

GOVERNMENT OF PUDUCHERRY

Abstract

LABOUR – Acts & Rules - Minimum Wages Act, 1948 – Fixation of minimum rates of wages to the employees employed in Leather Goods Manufactory in the Union Territory of Puducherry– Final Notification- Issued.

LABOUR DEPARTMENT

4 APR 2017

G.O.Ms.No. 05 /AIL/Lab/G/2017

Puducherry, the

READ: I.D.No.1855/Lab/AIL/G/2013, dated 21.1.2017 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 Puducherry:-

NOTIFICATION

WHEREAS, the proposal for fixation 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 the Labour Department's Notification issued vide G.O.Ms.No.3/AIL/Lab/G/2016, dated 05th July, 2016 published in the Official Gazette No.29, dated 19th July, 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 19th July, 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, a meeting was convened on 29.9.2016 with the employers and employees representatives under the Chairmanship of Secretary to Government (Labour), Puducherry for the purpose of examining the minimum rates of wages to the employees employed in Leather Goods Manufactory in the Union Territory of Puducherry;

5. AND WHEREAS, the management of M/s. Hidesign India Private Limited, Puducherry has submitted their objection vide letter dated 07.10.2016, on the following grounds:

- i) Govt. of Puducherry has not opted to fix Minimum rates of Wages in the scheduled employment of Leather Goods Manufactory through Committee method under section 5 (a) of the Minimum Wages Act, 1948.
- ii) The Minimum Rates of Wages proposed by the Government of Puducherry is higher than rates fixed by the Government of Tamil Nadu.

6. AND WHEREAS, the objection received from the management of M/s.Hidesign India Private Limited, Puducherry was considered and found that the Government of Puducherry adopted the second method by notification in the official gazette, publish its proposals for the information of persons likely to be affected thereby and specify a date, not less than two months from the date of the notification, on which the proposals will be taken into consideration;

7. AND WHEREAS, objection raised under para 5 (ii) is not tenable in as much as the minimum rates of wages in this proposal is fixed taking into consideration of the Consumer Price Index Numbers (General) for Industrial workers of Puducherry as notified by the Labour Bureau, Ministry of Labour and Employment, Government of India.

8. AND WHEREAS, since, the Government followed the procedure as enshrined under Section 5 of the Act and other relevant provisions of the Minimum Wages Act, 1948, it was decided to fix the minimum rates of wages to the employees employed in Leather Goods Manufactory in the Union Territory of Puducherry;

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9. NOW, THEREFORE, in exercise of the powers conferred by clause (a) 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 fix the minimum rates of wages payable to each category of employees employed in Leather Goods Manufactory in the Union Territory of Puducherry, as specified in the schedule :-

THE SCHEDULE
EMPLOYMENT IN LEATHER GOODS MANUFACTORY.

Sl. No	Classes of Employees	Minimum rates of wages per month (8 Hours work per day)
(1)	(2)	(3) Rs. Ps.
(I)	Administrative Staff:	
1.	Manager	7923.00
2.	Accountant	7496.00
3.	Superintendent/Store Keeper	7210.00
4.	Typist/Time Keeper/Computer Operator/Cashier	6925.00
5.	Driver/Mechanic/Electrician	6925.00
6.	Cleaner/Attender/Gardener	6355.00
(II)	Technical Staff:	
1.	Unskilled	6355.00
2.	Semi-skilled	6640.00
3.	Skilled	6925.00

Explanations:

- (1) Dearness Allowance:- In addition to the minimum rates of basic wages fixed above, 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 December, 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.24.25 (Rupees twenty four and paise twenty five only) per point per month shall be paid as dearness allowance.
 - (ii) The dearness allowance shall be calculated every month based on the availability of latest Consumer Price Index points.
- (2) Where the nature of work is the same, no discrimination in the payment of wages shall be made between men and women employees.
- (3) To arrive at the daily wages, the monthly wages shall be divided by 26.
- (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same higher wages shall be continued to be paid.

// BY ORDER OF THE LIEUTENANT-GOVERNOR//


(E. VALLAVAN)

ADDITIONAL SECRETARY TO GOVERNMENT
(LABOUR)

To

The Director of Stationery & Printing, Puducherry.

Copy to:

1. The District Collector, Puducherry/Karaikal.
2. The Regional Administrative Officer, 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 (Conciliation), Puducherry.
7. The Labour Officer, Karaikal.
8. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
9. The Web Master, Labour Department, Puducherry.
10. G.O. Copy 11. Spare.