

LABOUR -Minimum Wages Act, 1948 - Fixation of Minimum rates of wages to the employees employed in Footwear Making Industry in the Union Territory of Puducherry - Final Notification- Order - Issued.

LABOUR DEPARTMENT

G.O.Ms.No. /AIL/Lab/G/2018 Puducherry, the

READ: I.D.No.1002/Lab/AIL/G/2018, dated 12.09.2018

ORDER:

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

NOTIFICATION

WHEREAS, the proposal for fixation of minimum rates of wages payable to the employees employed in Footwear Making 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 the Labour Department's Notification issued vide G.O.Ms.No.05/AIL/Lab/G/2018, dated 6th February, 2018 published in the Official Gazette No.8, dated 20th February, 2018, 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 20th February, 2018;

3. AND WHEREAS, after examining the objections and suggestions with regard to the preliminary notification received after the expiry of stipulated period from the managements association was not considered and the Government has decided to confirm the preliminary notification;

4. AND WHEREAS, the minimum rates of wages prevailing in the adjoining State of Tamil Nadu taken into consideration while fixing minimum rates of wages in Puducherry;

5. AND WHEREAS, the Government has followed the procedure as envisaged under Section 5 of the Act and other relevant provisions of the Minimum Wages Act, 1948, to fix the minimum rates of wages to the employees employed in Footwear Making Industry in the Union Territory of Puducherry;

6. 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 of Puducherry, is hereby pleased to fix the minimum rates of wages payable to each category of employees employed in Footwear Making Industry in the Union Territory of Puducherry, as specified in the schedule hereunder:-

THE SCHEDULE

EMPLOYMENT IN FOOTWEAR MAKING INDUSTRY

<u>Classes of Employees</u> (1)	<u>Minimum Rates of</u> <u>Basic</u> Wages (Per month) (2)
I ADMINISTRATIVE STAFF:	
(1) Accountant (Highly skilled)	Rs.8300/-
(2) Superintendent / Storekeeper.	Rs.8024/-
(3) Clerk/Cashier/Typist/Time Keeper/Computer Operator.	Rs.7748/-
(4) Driver/Mechanic/Electrician	Rs.7748/-
(5) Watchman/Attender/Sweeper/Gardener (Unskilled)	Rs.7196/-
II TECHNICAL STAFF:	
(1) Skilled.	Rs.7748/-
(2) Semi-skilled	Rs.7472/-
(3) Unskilled	Rs.7196/-

Note:

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

- (i) The wages notified above is linked to the Puducherry City Consumer Price Index for the month of November, 2017 i.e. 311 points with base year 2001=100 and for every raise of 1 point over and above 311 points an increase of 3.95 (Rupees three and paise ninety five only) per point per month shall be paid as dearness allowance.

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- (ii) The dearness allowance shall be calculated every year on the 1st April, on the basis of the average of the indices for preceding twelve months that is 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 of the Puducherry City Consumer Price Index for the previous year.
- (2) 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.
- (3) To arrive at monthly wages, the weekly wages shall be first divided by seven and then multiplied by 30.
- (4) To arrive at monthly wages, the daily wages shall be multiplied by 30.
- (5) To arrive at daily wages, the weekly wages shall be divided by 6 and the monthly wages by 26.
- (6) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

// BY ORDER OF THE LIEUTENANT-GOVERNOR //



(S. MOUTTOULINGAM)
UNDER 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.