

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- Preliminary Notification - Issued.

LABOUR DEPARTMENT

G.O.Ms.No. ³³ /AIL/Lab/G/2023

Puducherry, the 14 AUG 2023

READ: I.D.No.26/III/AIL/Lab/G/2023, dated 2.6.2023

ORDER:

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

NOTIFICATION

The following draft of the proposal for revision of minimum rates of wages payable to the employees employed in Electronic Industry in the Union Territory of Puducherry, which the Lieutenant-Governor of Puducherry proposes to make in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), is hereby published as required under clause (b) of sub-section (1) of section 5 of the said Act, for information of all the persons likely to be affected thereby and notice is hereby given that the said draft proposal will be taken up for consideration by the Government of Puducherry, after the expiry of sixty days from the date of publication of the said proposal in the Official Gazette of Government of Puducherry.

2. Any objections or suggestions, which may be received from any person with respect to the proposal before the expiry of the period specified above, will be considered by the Government of Puducherry.

3. Objections or suggestions should be addressed to the Secretary to Government, Labour Department, Puducherry.

DRAFT PROPOSAL

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Lieutenant-Governor of Puducherry, is pleased to revise the minimum rates of wages payable to the categories of employees employed in Electronic Industry in the Union Territory of Puducherry, as specified in the schedule hereunder:-

EMPLOYMENT IN ELECTRONIC INDUSTRY

THE SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 hours per day)
(1)	(2)	(3)
I GENERAL CATEGORIES		
1.	Sales Assistant	Rs. 14,249/-
2.	Purchase Assistant	
3.	Assistant (Production planning control)	Rs. 15,056/-
4.	Accountant	
5.	Steno	
6.	Typist	Rs. 14,249/-
7.	Clerk/Office Assistant	
8.	Cashier/ Store Assistant	
9.	Store-keeper	Rs. 15,056/-
10.	Time-keeper	Rs. 14,249/-
11.	Driver	
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/-
II OTHER CATEGORIES		
(A) HIGHLY SKILLED		
1.	Workshop Supervisor/Assembling Supervisor	Rs. 15,056/-
2.	Laboratory Analyst	
3.	Any other highly skilled category not classified above.	
(B) SKILLED		
1.	Quality Inspector	Rs. 14,249/-
2.	Technician/Technical Assistant	
3.	Mechanic	
4.	Die-maker	
5.	Draughtsman	
6.	Cameraman	
7.	Machinist	
8.	Machine Operator	
9.	Miller	
10.	Die Casting Operator	
11.	Moulder	

12.	Welder	Rs. 14,249/-
13.	Fitter	
14.	Turner	
15.	Electrician	
16.	Radio and Television Mechanic	
17.	Computer Operator	
18.	Aligner	
19.	Maintenance Assistants on Machines (Electrical Electro-Mechanical, Mechanical and Electronics)	
20.	Any other skilled category not classified above.	

(C)	SEMI- SKILLED Assembling Operation.	Rs. 13,712/-
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.	
(D)	UN-SKILLED	Rs. 13,442/-
1.	Helper	
2.	Cleaner	
3.	Mazdoor	
4.	Packer	
5.	Any other unskilled category not classified above.	

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 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 rise of one point over and above 366 points, an increase of Rs. 43.50/- (Rupees Forty Three and Fifty paise only) per point 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 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 as between male and female employees.

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.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

(P. RAGINI)
UNDER SECRETARY TO GOVERNMENT
(LABOUR)

To

The Director of Stationery & Printing,
Puducherry.

o/c

8-8 14/8/23
DESPATCHED

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.