

GOVERNMENT OF PUDUCHERRY
ABSTRACT

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

LABOUR DEPARTMENT

G.O.Ms.No. 08/AIL/Lab/G/2017

Puducherry, the

READ: I.D.No.11771/AIL/Lab/G/2016, dated 13.04.2017 **11 7 MAY 2017**

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 Food Processing 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.11/AIL/Lab/G/2016, dated 30th September, 2016 published in the Official Gazette No.41, dated 11th October, 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 11th October, 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 23.2.2017 with the employers' and the employees' representatives under the Chairmanship of Secretary to Government (Labour), Puducherry for the purpose of examining the minimum rates of wages payable to the employees employed in Food Processing Industries in the Union Territory of Puducherry;

5. AND WHEREAS, the employee's representatives requested for Rs. 18,000/- per month as minimum rates of wages for the workers in the employment of Food Processing Industries in the Union Territory of Puducherry;

6. AND WHEREAS, the employer's representative viz., Pondicherry Chamber of Industries filed a representation dated 24.02.2017, wherein, it was requested that the Micro, Small and Medium Enterprises (MSME) are competing with big Giant Industries and the minimum wages shall be fixed on consolidated basis as Rs.7000/- per month without adding DA and other liabilities;

7. AND WHEREAS, the representations have been considered and the minimum rates of wages prevailing in adjoining State of Tamil Nadu taken into consideration while fixing minimum rates of wages in Puducherry;

8. 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 Food Processing Industries in the Union Territory of Puducherry;

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 of Puducherry, is hereby pleased to fix the minimum rates of wages payable to each category of employees employed in Food Processing 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)
1	2	3
COMMON CATEGORIES		
(A) GENERAL:		
1	Manager	Rs.8208/-
2	Chemist	Rs. 7538/-
3	Supervisor	Rs. 7472/-
4	Accountant	
5	Cashier	
6	Clerk	
7	Collection Clerk	Rs. 7406/-
8	Typist	
9	Sales in-charge	
10	Storekeeper	
11	Booking/Delivery Clerk	Rs.7358/-
12	Sales Assistant/ Bill Clerk	
13	Driver	
14	Office Boy/Delivery Boy	Rs. 7207
15	Security Guard / Watchman	
16	Sweeper/Scavenger	
SPECIAL CATEGORIES:		
(B)	Pickles and Masala Powder Manufacture:	
1	Cutter	Rs.7364/-
2	Mixer	
3	Powdering and Mixing	
4	Helper	Rs.7217/-
5	Cleaner	
6	Packer	
(C)	Fruit Jam and Pulp Manufacture:	
1	Mechanic	Rs. 7853/-
2	Generator Operator	Rs.7364/-
3	Boiler Operator	
4	Scamer Operator	
5	Mixer/Cutter	
6	Cleaner	Rs.7217/-
7	Sorter	
8	Helper	
9	Loading and Unloading	

..3/-

(D)	Ice Cream Manufacture:	
1	Mix Room operator	Rs.7853/-
2	Freezer operator	
3	Mechanic	
4	Electrician	Rs.7487/-
5	Carpenter	
6	Tinker	
7	Cold Room Boy	Rs.7364/-
8	Cleaning Room Boy	
9	Helper	Rs.7217/-
(E)	Vermicelli Manufacture:	
1	Foreman	Rs.7487/-
2	Packer	Rs.7487/-
3	General Worker	
(F)	Coconut Products Manufacture:	
1	Machine operator	Rs. 7853/-
2	Peeler	Rs.7487/-
3	Cracker	
4	General Workers	Rs. 7217/-
(G)	Groundnut Cakes Manufacture:	
1	Cutter	Rs.7364/-
2	Master	
3	Packer	Rs.7217/-
(H)	Milk Kova Manufacture:	
1	Kova Maker	Rs.7853/-
2	Packer	Rs.7217/-
(I)	Sweets and Snacks Manufacture:	
1	Sweet Master	Rs.7853/-
2	Purchaser	Rs.7487/-
3	Production Assistant	
4	Packer	Rs.7364/-
5	Cleaner	Rs.7217/-

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 dearness allowance shall be 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.29.05 (Rupees Twenty nine and paise five only)per point per month shall be paid.
- (ii) The revision of dearness allowance shall be effective from 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))

ADDITIONAL SECRETARY TO GOVERNMENT
(LABOUR)

To

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