

## GOVERNMENT OF PUDUCHERRY

### ABSTRACT

LABOUR – Minimum Wages Act, 1948 – Revision of Minimum rates of wages to the employees employed in Shops & Establishments in the Union Territory of Puducherry – Final Notification – Order - Issued.

### LABOUR DEPARTMENT

02 SEP 2024  
Puducherry, the

G.O.Ms.No.09/AIL/Lab/G/2024

READ: I.D.No. M-17041(11)/5/2024, dated 19.07.2024, of the  
Labour Department, Puducherry.

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### 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 employed in Shops & Establishments 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 Notification issued by the Labour Department vide G.O.Ms.No.27/AIL/Lab/G/2023, dated 14.08.2023 and published in the Official Gazette of Puducherry No.35, dated 29.08.2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty days from the date of publication of the said Notification in the Official Gazette of Puducherry;

AND WHEREAS, pursuant to the said Notification, objections/ suggestions received within the above said stipulated time limit have been considered in depth;

AND WHEREAS, in pursuance of the proviso to sub-section (2) of Section 5, the Minimum Wages Advisory Board constituted under Section 7 of the said Act, has also been consulted with regard to the aforesaid revision of minimum rates of wages;

AND WHEREAS, after consideration of the grievance on the minimum rates of wages notified in the preliminary Notification and pursuant to the consensus arrived between the Employees and Employers Representative of the Advisory Board, the Minimum Wages Advisory Board unanimously resolved to recommend to increase the aforesaid revision of minimum rates of wages;

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) and in supersession of the Notification issued vide G.O.Ms.No.09/AIL/Lab/G/2016, dated 22.08.2016 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 36, dated 06.09.2016, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Shops & Establishments in the Union Territory of Puducherry as specified in the Schedule hereunder:-

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**EMPLOYMENT IN SHOPS & ESTABLISHMENTS**  
**THE SCHEDULE**

| Sl.No.                                                             | Classes of Employees.                                                                                                                            | Minimum rates of wages per month<br>(8 hours per day) |
|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <b>I. GENERAL CATEGORIES:</b>                                      |                                                                                                                                                  |                                                       |
| 1.<br>2.<br>3.<br>4.<br>5.                                         | Manager<br>Sales Manager<br>Field Officer<br>Development Officer<br>Office in-charge                                                             | Rs.11,695/-                                           |
| 6.<br>7.<br>8.<br>9.<br>10.<br>11.<br>12.<br>13.                   | Assistant Manager<br>Accountant<br>Supervisor<br>Sales Executive<br>Purchaser<br>Store Keeper<br>Agent<br>Sales Promotion Employees              | Rs.11,283/-                                           |
| 14.<br>15.<br>16.<br>17.<br>18.<br>19.<br>20.<br>21.<br>22.<br>23. | Cashier<br>Clerk<br>Typist-cum-clerk<br>Typist<br>Stenographer<br>Salesman<br>Sales Representative<br>Auction Bidder<br>Tradesman<br>Bill Writer | Rs.11,242/-                                           |
| 24.<br>25.<br>26.<br>27.<br>28.<br>29.<br>30.                      | Bill Collector<br>Booking Clerk<br>Bill Clerk<br>Godown-keeper<br>Assistant Salesman<br>Godown incharge<br>Accounts Assistant                    | Rs.11,192/-                                           |

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|--------------------------------|---------------------------------------------|-------------|
| 31.                            | Receptionist                                | Rs.11,192/- |
| 32.                            | Lineman                                     |             |
| 33.                            | Tally Clerk                                 |             |
| 34.                            | Weighman                                    |             |
| 35.                            | Security Guard                              |             |
| 36.                            | Driver                                      |             |
| 37.                            | Peon                                        | Rs.11,131/- |
| 38.                            | Watchman                                    |             |
| 39.                            | Shop Assistant                              |             |
| 40.                            | Helper                                      |             |
| 41.                            | Packer                                      |             |
| 42.                            | Attender                                    |             |
| 43.                            | Delivery Boy                                |             |
| 44.                            | Messenger                                   |             |
| 45.                            | Lift Operator                               |             |
| 46.                            | Shop Boy                                    |             |
| 47.                            | Water Boy                                   |             |
| 48.                            | Sweeper                                     |             |
| 49.                            | Gardener                                    |             |
| 50.                            | Scavenger                                   |             |
| <b>II. SPECIAL CATEGORIES:</b> |                                             |             |
| <b>1.</b>                      | <b>Chemist and Druggist Shop:</b>           |             |
| a.                             | Pharmacist                                  | Rs.11,695/- |
| b.                             | Chemist                                     |             |
| c.                             | Compounder                                  | Rs.11,242/- |
| <b>2.</b>                      | <b>Hair Dressing Saloon/Beauty Parlour:</b> |             |
| a.                             | Hair Dresser                                | Rs.11,283/- |
| b.                             | Hair Cutter                                 |             |
| c.                             | Beautician                                  |             |
| <b>3.</b>                      | <b>Photo Studios:</b>                       |             |
| a.                             | Photographer                                | Rs.11,242/- |
| b.                             | Photo Artist                                |             |

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| c. | Assistant Photo Artist                          | Rs.11,192/- |
| d. | Assistant Photographer                          |             |
| 4. | <b>Service Shops (Watch/Radio/Bicycle):</b>     |             |
| a. | Watch Mechanic                                  | Rs.11,283/- |
| b. | Radio Mechanic/ Repairer                        |             |
| c. | Audio and Video Mechanic/Repairer               |             |
| d. | Bicycle Fitter                                  | Rs.11,131/- |
| 5. | <b>Optical Shops:</b>                           |             |
| a. | Optical Mechanic/Grinder/Purchaser              | Rs.11,283/- |
| b. | Refractory Mechanic                             |             |
| 6. | <b>Block Making and Rubber Stamp Making:</b>    |             |
| a. | Engraver                                        | Rs.11,283/- |
| b. | Block Maker                                     |             |
| c. | Assistant Engraver                              | Rs.11,192/- |
| d. | Painter/Artist                                  | Rs.11,242/- |
| 7. | <b>Electrical Light and Sound Service Shop:</b> |             |
| a. | Electrician /Wireman / Electrical Repairer      | Rs.11,242/- |
| b. | Assistant Wireman                               | Rs.11,192/- |
| c. | Mike Operator                                   |             |
| 8. | <b>Diagnostic Laboratory :</b>                  |             |
| a. | Radiographer                                    | Rs.11,242/- |
| b. | X-Ray Photographer                              |             |
| c. | Laboratory Technician/Analyst                   |             |
| 9. | <b>Chit Funds and Co-operative Societies:</b>   |             |
| a. | Chief Accountant                                | Rs.11,283/- |
| b. | Office Superintendent                           |             |
| c. | Secretary                                       |             |
| d. | Auditor                                         |             |
| e. | Personal Assistant                              | Rs.11,242/- |
| f. | Junior Development Officer                      |             |
| g. | Legal Assistant                                 |             |

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| 10. | Boarding and Lodges:                                                                                                                                         |             |
| a.  | Room Boy                                                                                                                                                     | Rs.11,131/- |
| b.  | Canvassar                                                                                                                                                    |             |
| c.  | Mason                                                                                                                                                        | Rs.11,242/- |
| d.  | Plumber                                                                                                                                                      |             |
| e.  | Painter                                                                                                                                                      |             |
| f.  | Electrician                                                                                                                                                  |             |
| 11. | Furniture:                                                                                                                                                   |             |
| a.  | Carpenter                                                                                                                                                    | Rs.11,283/- |
| b.  | Polisher                                                                                                                                                     |             |
| c.  | Rattan Worker                                                                                                                                                |             |
| 12. | Miscellaneous Workers:                                                                                                                                       |             |
| a.  | Technician in Musical Instrument Shop                                                                                                                        | Rs.11,283/- |
| b.  | Umbrella Fitting , Stitching and Cutting in Umbrella Shop                                                                                                    |             |
| c.  | Polisher in Automobile Dealer Shop                                                                                                                           |             |
| d.  | Suit case/ All Kinds of bags and Purse makers (other than in leather)                                                                                        |             |
| e.  | Operator in Petrol Bunks                                                                                                                                     | Rs.11,131/- |
| f.  | Photo Frame Worker and Cutter                                                                                                                                | Rs.11,242/- |
| g.  | Skilled Labour in Lift Installing Establishments                                                                                                             | Rs.11,283/- |
| h.  | Air-Condition : Plant Operator                                                                                                                               |             |
| i.  | Fruit Juice and Lassi Makers in Shops                                                                                                                        | Rs.11,192/- |
| j.  | Engraver in Steel and Aluminium Vessels Shop                                                                                                                 | Rs.11,242/- |
| k.  | Firewood Cutter in Firewood Shop                                                                                                                             | Rs.11,192/- |
| l.  | Tyre Grinder in Tyre Resoling, Retreading and Tube Vulcanising Shop                                                                                          | Rs.11,242/- |
| m.  | Workers engaged in drying, storing, washing, measuring, Loading and unloading in Pandagasalai, Warehouse, Godown, Store Room and Hill Produce Merchant Shops | Rs.11,131/- |

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| n. | General workers in all Shops and Commercial Establishments other than administration and clerical cadre and who are not covered in any of the above categories | Rs.11,131/- |
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**NOTE:**

1. Dearness Allowance:- In addition to the above minimum rates of wages fixed herein, the employees shall be paid Dearness Allowance as indicated below:
  - (i) The Dearness Allowance shall be linked to the Average of Puducherry City Consumer Price Index Points for the year 2023 that is 426 points (with base year 2001=100) and for every raise of one point over and above 426 points, an increase of Rs.32.40/- (Rupees Thirty Two and paise Forty only) per point per month shall be paid as Dearness Allowance.
  - (ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceeding twelve months i.e. from January to December.
  - (iii) The first calculation shall thus be effective from the date of publication of this Notification in the Official Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index points 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 between male and female employees.
4. 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.

The Notification shall come into force on and from the date of its publication in the Puducherry Government Gazette.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL SECRETARY TO GOVERNMENT  
(LABOUR)

To  
The Director of Stationery & Printing,  
Puducherry.

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.