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# புதுச்சேரி மாநில அரசிதழ்

## La Gazette de L'État de Poudouchéry The Gazette of Puducherry

### PART - I

சிறப்பு வெளியீடு

EXTRAORDINAIRE

EXTRAORDINARY

அதிகாரம் பெற்ற  
வெளியீடு

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#### GOVERNMENT OF PUDUCHERRY LABOUR DEPARTMENT

(G.O. Ms. No. 09/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

#### NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in Shops and 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 (60) 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 abovesaid 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 and Establishments in the Union territory of Puducherry as specified in the Schedule hereunder:—

### EMPLOYMENT IN SHOPS AND ESTABLISHMENTS

#### SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 hours per day)
(1)	(2)	(3)
		₹
<b>I. General Categories</b>		
1	Manager	} 11,695
2	Sales Manager	
3	Field Officer	
4	Development Officer	
5	Office in-charge	
6	Assistant Manager	} 11,283
7	Accountant	
8	Supervisor	
9	Sales Executive	
10	Purchaser	
11	Storekeeper	
12	Agent	
13	Sales Promotion Employees	

(1)	(2)	(3)
		₹
14	Cashier	11,242
15	Clerk	
16	Typist-cum-clerk	
17	Typist	
18	Stenographer	
19	Salesman	
20	Sales Representative	
21	Auction Bidder	
22	Tradesman	
23	Bill Writer	
24	Bill Collector	11,192
25	Booking Clerk	
26	Bill Clerk	
27	Godown-keeper	
28	Assistant Salesman	
29	Godown in-charge	
30	Accounts Assistant	
31	Receptionist	
32	Lineman	
33	Tally Clerk	
34	Weighman	11,131
35	Security Guard	
36	Driver	
37	Peon	
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	

(1)	(2)	(3)
		₹
<b>II. Special Categories</b>		
<b>1 Chemist and Druggist Shop</b>		
(a) Pharmacist	}	11,695
(b) Chemist		
(c) Compounder		11,242
<b>2 Hair Dressing Salon/Beauty Parlour</b>		
(a) Hair Dresser	}	11,283
(b) Hair Cutter		
(c) Beautician		
<b>3 Photo Studios</b>		
(a) Photographer	}	11,242
(b) Photo Artist		
(c) Assistant Photo Artist	}	11,192
(d) Assistant Photographer		
<b>4 Service Shops (Watch/Radio/Bicycle)</b>		
(a) Watch Mechanic	}	11,283
(b) Radio Mechanic/Repairer		
(c) Audio and Video Mechanic/Repairer		
(d) Bicycle Fitter		11,131
<b>5 Optical Shops</b>		
(a) Optical Mechanic/Grinder/Purchaser	}	11,283
(b) Refractory Mechanic		
<b>6 Block Making and Rubber Stamp Making</b>		
(a) Engraver	}	11,283
(b) Block Maker		
(c) Assistant Engraver		11,192
(d) Painter/Artist		11,242
<b>7 Electrical Light and Sound Service Shop</b>		
(a) Electrician/Wireman/Electrical Repairer		11,242
(b) Assistant Wireman	}	11,192
(c) Mike Operator		
<b>8 Diagnostic Laboratory</b>		
(a) Radiographer	}	11,242
(b) X-Ray Photographer		
(c) Laboratory Technician/Analyst		

(1)	(2)	(3)
		₹
<b>9</b>	<b><i>Chit Funds and Co-operative Societies</i></b>	
(a)	Chief Accountant	} 11,283
(b)	Office Superintendent	
(c)	Secretary	
(d)	Auditor	
(e)	Personal Assistant	} 11,242
(f)	Junior Development Officer	
(g)	Legal Assistant	
<b>10</b>	<b><i>Boarding and Lodges</i></b>	
(a)	Room Boy	} 11,131
(b)	Canvassar	
(c)	Mason	} 11,242
(d)	Plumber	
(e)	Painter	
(f)	Electrician	
<b>11</b>	<b><i>Furniture</i></b>	
(a)	Carpenter	} 11,283
(b)	Polisher	
(c)	Rattan Worker	
<b>12</b>	<b><i>Miscellaneous Workers</i></b>	
(a)	Technician in Musical Instrument Shop	} 11,283
(b)	Umbrella Fitting, Stitching and Cutting in Umbrella Shop.	
(c)	Polisher in Automobile Dealer Shop	
(d)	Suitcase/all kinds of bags and purse makers (other than in leather).	
(e)	Operator in Petrol Bunks	11,131
(f)	Photo Frame Worker and Cutter	11,242
(g)	Skilled Labour in Lift Installing Establishments	} 11,283
(h)	Air-Condition : Plant Operator	
(i)	Fruit juice and Lassi Makers in Shops	11,192
(j)	Engraver in Steel and Aluminium Vessels Shop	11,242
(k)	Firewood Cutter in Firewood Shop	11,192
(l)	Tyre Grinder in Tyre Resoling, Retreading and Tube Vulcanising Shop.	11,242

(1)	(2)	(3)
		₹
	(m) Workers engaged in drying, storing, washing, measuring, loading and unloading in Pandagasalai, warehouse, godown, store-room and hill produce merchant shops.	} 11,131
	(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.	

## 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 (1) with base year (2001=100) and for every rise of one point over and above 426 points, an increase of ₹ 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 1st April of every year on the basis of the average of the indices for the preceding twelve (12) 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 rates 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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
LABOUR DEPARTMENT

(G.O. Ms. No. 10/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in Security Guards 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. 30/AIL/Lab./G/2023, dated 14-08-2023 and published in the Official Gazette of Puducherry, No. 36, dated 05-09-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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;

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. 03/Lab./AIL/G/2015, dated 24-02-2015 of the Labour Department, Government of Puducherry, published in the Official Gazette of Puducherry, No. 10, dated 10-03-2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Security Guards in the Union territory of Puducherry as specified in the Schedule hereunder:—

**EMPLOYMENT IN SECURITY GUARDS**

SCHEDULE

Sl. No.	Classes of Employees/Workers	Minimum rates of wages per month (8 hours work per day)
(1)	(2)	(3)
		₹
1	Manager	20,609
2	Assistant Manager	19,541
3	Supervisor	17,044
4	Helper	15,263
5	Senior Security Inspector/Security Officer	19,541
6	Corporal/Sergant/Assistant Security Officer	18,115
7	Chief Watchman/Senior Watchman	16,689
8	Security Guard (Male/Female)	14,550

## NOTE

1. *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 shall be 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 raise of one point over and above 366 points, an increase of ₹ 45.20 (Rupees forty-five and paise twenty 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 (12) months, *i.e.*, from January to December.

(iii) The first calculation shall thus, be effective from the date of publication of the Notification in the Official 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 rates 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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

(G.O. Ms. No. 11/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

## NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in Electronic 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 Notification issued by the Labour Department *vide* G.O. Ms. No. 33/AIL/Lab./G/2023, dated 14-08-2023 and published in the Official Gazette of Puducherry, No. 37, dated 12-09-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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;

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. 07/AIL/Lab./G/2016, dated 10-08-2016 of the Labour Department, Government of Puducherry and published in the Official Gazette, Puducherry, No. 35, dated 30-08-2016, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Electronic Industry in the Union territory of Puducherry as specified in the Schedule hereunder:-

### EMPLOYMENT IN ELECTRONIC INDUSTRY

#### SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 hours per day)
(1)	(2)	(3)
		₹
<b>I General Categories</b>		
1	Sales Assistant	14,249
2	Purchase Assistant	
3	Assistant (Production and Planning Control)	15,056
4	Accountant	
5	Steno	
6	Typist	14,249
7	Clerk/Office Assistant	
8	Cashier/Store Assistant	15,056
9	Storekeeper	
10	Timekeeper	14,249
11	Driver	
12	Watchman/Chowkidar/Security Guard	13,712
13	Peon/Attender/Office Boy	13,442
14	Mali/Waterman/Gardener/Sweeper/Scavenger	13,442
15	Receptionist/Telex or Telephone Operator.	14,249
<b>II Other Categories</b>		
<b>(A) Highly Skilled</b>		
1	Workshop Supervisor/Assembling Supervisor	15,056
2	Laboratory Analyst	
3	Any other highly skilled category not classified above	

(1)	(2)	(3)
		₹
	<b>(B) Skilled</b>	
1	Quality Inspector	} 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	
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	
	<b>(C) Semi-Skilled</b>	
	<i>Assembling Operation.</i>	
1	Winding/Wiring/Fitting/Soldering/ Mounting/ Testing and any other semi-skilled operations connected with assembling (with general qualification or no qualification).	} 13,712
2	Planting Coordinator	
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	

(1)	(2)	(3)
		₹
	<b>(D) Unskilled</b>	
1	Helper	} 13,442
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) **Unskilled.**— Unskilled 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 judgment 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 shall be 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 raise of one point over and above 366 points, an increase of ₹ 43.50 (Rupees forty-three and paise fifty 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 (12) months *i.e.*, from January to December.

(iii) The first calculation shall thus, be effective from the date of issue 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.

3. To arrive at the daily rates of wages, the monthly rates 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 between male and female employees.

5. Wherever the existing wages are higher than the minimum rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

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GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

(G.O. Ms. No. 12/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision 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 Notification issued by the Labour Department *vide* G.O. Ms. No. 26/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 (60) 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 abovesaid 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;

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. 08/AIL/Lab./G/2017, dated 17-05-2017 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 22, dated 30-05-2017, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Food Processing Industries in the Union territory of Puducherry as specified in the Schedule hereunder:—

**EMPLOYMENT IN FOOD PROCESSING INDUSTRY****SCHEDULE**

Sl. No.	Classes of employees/Workers	Minimum rates of wages (8 hours work per day)
(1)	(2)	(3)

₹

**Common Categories****(A) General**

1	Manager	12,391 per month
2	Chemist	11,515 per month
3	Supervisor	} 11,434 per month
4	Accountant	
5	Cashier	} 11,339 per month
6	Clerk	
7	Collection Clerk	
8	Typist	
9	Sales in-charge	} 11,280 per month
10	Storekeeper	
11	Booking/Delivery Clerk	} 11,083 per month
12	Sales Assistant/Bill Clerk	
13	Driver	
14	Office Boy/Delivery Boy	} 11,083 per month
15	Security Guard/Watchman	
16	Sweeper/Scavenger	

**Special categories****(B) Pickles and Masala Powder Manufacture**

1	Cutter	} 433 per day
2	Mixer	
3	Powdering and Mixing	
4	Helper	} 427 per day
5	Cleaner	
6	Packer	

(1)	(2)	(3)
		₹
<b>(C) Fruit Jam and Pulp Manufacture</b>		
1	Mechanic	459 per day
2	Generator Operator	} 433 per day
3	Boiler Operator	
4	Scamer Operator	
5	Mixer/Cutter	} 426 per day
6	Cleaner	
7	Sorter	
8	Helper	
9	Loading and Unloading	
<b>(D) Ice Cream Manufacture</b>		
1	Mix Room operator	} 459 per day
2	Freezer operator	
3	Mechanic	
4	Electrician	} 441 per day
5	Carpenter	
6	Tinker	
7	Cold Room Boy	} 433 per day
8	Cleaning Room Boy	
9	Helper	426 per day
<b>(E) Vermicelli Manufacture</b>		
1	Foreman	441 per day
2	Packer	} 426 per day
3	General Worker	
<b>(F) Coconut Products Manufacture</b>		
1	Machine operator	459 per day
2	Peeler	} 441 per day
3	Cracker	
4	General Workers	426 per day
<b>(G) Groundnut Cakes Manufacture</b>		
1	Cutter	} 433 per day
2	Master	
3	Packer	426 per day

(1)	(2)	(3)
		₹
<b>(H) Milk Kova Manufacture</b>		
1	Kova Maker	459 per day
2	Packer	426 per day
<b>(I) Sweets and Snacks Manufacture</b>		
1	Sweet Master	459 per day
2	Purchaser	} 441 per day
3	Production Assistant	
4	Packer	432 per day
5	Cleaner	426 per day

## NOTE

(1) *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 shall be linked to the Average Puducherry City Consumer Price Index Points for the year 2021 that is 366 points (with base year 2001=100) and for every raise of one point over and above 366 points, an increase of ₹ 36.00 (Rupees thirty six 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 (12) 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 for the previous year.

(2) (i) To arrive at the daily rates of wages, the monthly rates of wages shall be divided by 26.

(ii) To arrive at the monthly rates of wages, the daily rates of wages shall be multiplied by 30.

(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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

**GOVERNMENT OF PUDUCHERRY  
LABOUR DEPARTMENT**

(G.O. Ms. No. 13/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in General Engineering and Fabrication 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. 28/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 (60) 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 abovesaid 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;

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. 19/Lab./AIL/G/2015, dated 14-10-2015 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry, No. 44, dated 03-11-2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in General Engineering and Fabrication in the Union territory of Puducherry as specified in the Schedule hereunder:—

**EMPLOYMENT IN GENERAL ENGINEERING AND FABRICATION**

SCHEDULE

Sl. No.	Classes of employees/Workers	Minimum rates of wages (8 hours work per day)
(1)	(2)	(3)
₹		
<b>I. Administration</b>		
1	Manager	13,969 per month
2	Assistant Manager	} 13,801 per month
3	Accountant	
4	Cashier	} 13,684 per month
5	Storekeeper	
6	Typist	

(1)	(2)	(3)
		₹
7	Clerk	13,584 per month
8	Timekeeper	} 13,408 per month
9	Attender	
10	Security guard	
11	Watchman	} 13,092 per month
12	Peon	
<b>II Supervisory</b>		
1	Foreman	13,969 per month
2	Supervisor	} 13,801 per month
3	Chargeman	
4	Workshop tool keeper	13,408 per month
<b>III Skilled</b>		
	Persons having experience for a period of 5 years in a particular trade or the persons who possess Trade Certificate including Industrial Training Institute with experience for a period of three years in a particular trade.	515 per day
<b>IV Semi-Skilled</b>		
1	All Trade Certificate holders including Industrial Training Institute (Grade-I).	507 per day
2	Persons who worked as helpers for not less than two years in a particular trade (Grade-II).	502 per day
<b>V Unskilled</b>		
1	Persons doing work which do not require any training.	495 per day

## NOTE

1. *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 shall be linked to the Average Puducherry City Consumer Price Index Points for the year 2021 that is 366 points (with base year 2001=100) and for every raise of one point over and above 366 points, an increase of ₹ 42.35 (Rupees forty-two and paise thirty five 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 preceeding twelve (12) 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 Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index points for the previous year.

(2) (i) To arrive at the daily rates of wages, the monthly rates of wages shall be divided by 26.

(ii) To arrive at the monthly rates of wages, the daily rates of wages shall be multiplied by 30.

(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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

(G.O. Ms. No. 14/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in Chemical 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 Notification issued by the Labour Department *vide* G.O. Ms. No. 15/AIL/Lab./G/2022, dated 21-07-2023 and published in the Official Gazette of Puducherry, No. 33, dated 15-08-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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;

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. 17/AIL/Lab./G/2015, dated

14-10-2015 of the Labour Department, Government of Puducherry and published in the Official Gazette of Puducherry, No. 44, dated 03-11-2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Chemical Industries in the Union territory of Puducherry as specified in the Schedule hereunder:-

**EMPLOYMENT IN CHEMICAL INDUSTRIES**

SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 hours work per day)
(1)	(2)	(3)
		₹
<b>Technical Staff</b>		
(1)	Technical Manager (Chemical/Mechanical/ Electrical/Civil/Instrumentation).	17,750
(2)	Engineer (Chemical /Mechanical/Electrical/Civil/ Instrumentation)	17,250
(3)	Supervisor (Chemical/Mechanical/Electrical/ Civil/Instrumentation)	16,850
<b>Safety Officer</b>		
(1)	Safety Officer	16,850
<b>Administrative Staff</b>		
(1)	Administrative Manager	16,450
(2)	Administrative Assistant	15,650
(3)	Office Assistant/Helper	15,300
(4)	Driver	15,650
<b>Workers Category</b>		
(1)	Mechanical Technician	} 15,100
(2)	Electrical Technician	
(3)	Instrumentation Technician	
(4)	De-mineralised Water Plant Operator	
(5)	PDC Operator	
(6)	Forklift Operator	
(7)	Boiler Operator	
(8)	IBR Welder	
(9)	Welder	
(10)	Fitter	
(11)	Rigger	
(12)	Chemical Operator	
(13)	Housekeeper	14,500

## NOTE

(1) *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 shall be 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 raise of one point over and above 366 points, an increase of ₹ 50 (Rupees fifty 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 (12) months *i.e.*, from January to December.

(iii) The first calculation shall thus, be effective from the date of publication of the Notification in the Official 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 rates 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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

(G.O. Ms. No. 15/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

## NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in Plastic 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 Notification issued by the Labour Department *vide* G.O. Ms. No. 19/AIL/Lab./G/2022, dated 21-7-2023 and published in the Official Gazette of Puducherry, No. 33, dated 15-08-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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 revise the amount for unskilled categories Helper, Finisher and Packer/Dispatcher Assistant from ₹ 13,781 to ₹ 11,915;

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. 22/Lab./AIL/G/2015, dated 4-10-2015 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 44, dated 3-11-2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Plastic Industries in the Union territory of Puducherry as specified in the Schedule hereunder:-

### EMPLOYMENT IN PLASTIC INDUSTRIES

#### SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 hours work per day)
(1)	(2)	(3)
		₹
<b>1. Unskilled</b>		
	(a) Operator	14,023
	(b) Helper	} 11,915
	(c) Finisher	
	(d) Packer or Despatch Assistant	
<b>2. Semi-skilled</b>		
	(a) Operator	} 14,268
	(b) Lathe Operator	
	(c) Printer	
	(d) Machine Assistant	
	(e) Turner	
	(f) Welder	
	(g) Assembler	
	(h) Cutter	
	(i) Machinist	
	(j) Tailor	
	(k) Laboratory Assistant	

(1)	(2)	(3)
		₹
<b>3.</b>	<b><i>Skilled</i></b>	
	(a) Operator	} 14,754
	(b) Setter-cum-Operator	
	(c) Moulder	
	(d) Electrician	
	(e) Dye maker	
<b>4.</b>	<b><i>Highly Skilled</i></b>	
	(a) Foreman	} 15,969
	(b) Supervisor	
<b>5.</b>	<b><i>Common Categories</i></b>	
	(a) Manager	18,159
	(b) Assistant Manager	16,799
	(c) Accountant	15,483
	(d) Computer Programmer	} 15,240
	(e) Storekeeper or Godown Keeper	
	(f) Senior Assistant	
	(g) Accounts Assistant	} 14,997
	(h) Clerk or Office Assistant	
	(i) Receptionist	
	(j) Typist	15,119
	(k) Steno-typist	15,240
	(l) Attender	} 14,023
	(m) Salesman	
	(n) Office Boy or Peon	} 13,783
	(o) Watchman	

## NOTE

1. *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 raise of one point over and above 366 points, an increase of ₹ 45 (Rupees forty five 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 (12) months that is from January to December.

(iii) The first calculation shall thus, 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) To arrive at the daily rates of wages, the monthly rates 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 as between male and female employees.

(4) Wherever the existing wages are higher than the minimum rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

*(G.O. Ms. No. 16/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)*

NOTIFICATION

Whereas, the proposal for revision 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 Notification issued by the Labour Department *vide* G.O. Ms. No. 31/AIL/Lab./G/2023, dated 14-08-2023 and published in the Official Gazette of Puducherry, No. 37, dated 12-09-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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;

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. 05/AIL/Lab./G/2017, dated 04-04-2017 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 16, dated 18-04-2017, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees employed in Leather Goods Manufactory in the Union territory of Puducherry as specified in the Schedule hereunder:-

## EMPLOYMENT IN LEATHER GOODS MANUFACTORY

## SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 hours per day)
(1)	(2)	(3)
		₹
<b>(I) Administrative Staff</b>		
1	Manager	13,414
2	Accountant	12,782
3	Superintendent/Storekeeper	12,353
4	Typist/Timekeeper/Computer Operator/Cashier	11,937
5	Driver/Mechanic/Electrician	11,937
6	Cleaner/Attender/Gardener	11,093
<b>(II) Technical Staff</b>		
1	Unskilled	11,093
2	Semi-skilled	11,515
3	Skilled	11,937

## NOTE

1. *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 shall be linked to the Average Puducherry City Consumer Price Index Points for the year 2021 that is 366 points (with base year 2001=100) and for every raise of one point over and above 366 points, an increase of ₹ 35.90 (Rupees thirty-five and paise ninety 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 (12) 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 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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

## GOVERNMENT OF PUDUCHERRY

## LABOUR DEPARTMENT

(G.O. Ms. No. 17/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

## NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in Hotels and Restaurants 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. 18/AIL/Lab./G/2022, dated 21-07-2023 and published in the Official Gazette of Puducherry, No. 33, dated 15-08-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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;

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. 13/AIL/Lab./G/2015, dated 09-10-2015 of the Labour Department, Government of Puducherry and published in Gazette of Puducherry No. 43, dated 27-10-2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Hotels and Restaurants in the Union territory of Puducherry as specified in the Schedule hereunder:-

## EMPLOYMENT IN HOTELS AND RESTAURANTS

## SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages per month
(1)	(2)	(3)
		₹
1	Grade - I	13,014
2	Grade - II	12,957
3	Grade - III	12,891
4	Grade - IV	12,835
5	Grade - V	12,787

The Grades I, II, III, IV and V shall comprise of the following categories of employees, namely:-

GRADE-I

Sl. No.	Classes of Employees
(1)	(2)
1	Head Cook
2	Head Baker
3	Sweet and Savoury Maker
4	Receptionist
5	Supervisor
6	Clerk (including Bill Writer)
7	Steno-Typist
8	Typist
9	Telephone Operator
10	Cashier
11	Assistant Manager
12	Accountant
13	Purchase Officer
14	Biryani Master

GRADE-II

Sl. No.	Classes of Employees
(1)	(2)
1	Assistant Cook
2	Baker
3	Steward
4	Barman
5	Head Housekeeper
6	Pantry in-charge

GRADE-III

Sl. No.	Classes of Employees
(1)	(2)
1	Assistant Cook (Chinna Aduppu)
2	Dosai Maker
3	Idly Maker
4	Ice Cream, Coffee, Tea and Milk Preparer
5	Parotta and Rotti Maker
6	Head Waiter

(1)	(2)
7	Grinder
8	Driver
9	Electrician
10	Air-conditioning Mechanic
11	Plumber
12	Carpenter
13	Tailor
14	Watchman and Security Guard

## GRADE-IV

Sl. No.	Classes of Employees
(1)	(2)
1	Supplier
2	Room Server
3	Waiter
4	Bearer
5	Store Assistant
6	Vegetable Cutter
7	Coffee Fryer and Grinder
8	Pantry Man
9	Mikkals
10	Kitchen Assistant
11	Stall Server

## GRADE-V

Sl. No.	Classes of Employees
(1)	(2)
1	Cleaners of all categories (such as vessel cleaners, plate washers and table cleaners).
2	Room Attendant
3	Luggage Carriers
4	Laskar
5	Masalchi
6	Gardener
7	Chamber Maid
8	Water Carrier
9	Officer Boy
10	Page Boy
11	Lift Operator

## NOTE

1. *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 shall be linked to the Average of Puducherry City Consumer Price Index Points for the year 2021 *i.e.*, 366 points (with base year 2001=100) and for every raise of one point over and above 366 points, an increase of ₹ 46.26 (Rupees forty-six and paise twenty six) 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 preceeding twelve (12) 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 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 rates 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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

(G.O. Ms. No. 18/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

## NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in Oil Mills 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. 22/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 (60) 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 abovesaid 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;

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. 05/AIL/Lab./G/2016, dated 10-08-2016 of the Labour Department, Government of Puducherry and published in Official Gazette of Puducherry, No. 35, dated 30-08-2016, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Oil Mills in the Union territory of Puducherry as specified in the Schedule hereunder :-

### EMPLOYMENT IN OIL MILLS

#### SCHEDULE

Sl. No.	Classes of Employees/Workers	Minimum rates of wages (8 hours per day)
(1)	(2)	(3)
₹		
<b>I. Staff</b>		
1	Clerk	} 11,307 per month
2	Timekeeper	
3	Cashier	
4	Typists	
5	Peon	11,144 per month
6	Office Boy	10,956 per month
7	Watchman	11,224 per month
<b>II. Skilled Worker</b>		
1	Electrician	} 435 per day
2	Engine Driver/Operator	
3	Expeller, Maistry/Supervisor	
4	Carpenter/Blacksmith	433 per day
5	Fitter/Mechanic	431 per day
6	Boiler Man	433 per day
7	Rotary Man	431 per day
<p>Provided that in case of Rotary man, if the wages are paid on piece rate basis, he shall be paid at ₹ 79.640 (Rupees seventy-nine and six forty only) per bag of 80 kilograms of groundnut seeds and at ₹ 93.15 (Rupees ninety-three and paise fifteen only) per bag of 75 kilograms of gingelly seeds.</p>		
8	Pint Man	431 per day
<p>Provided that in case of Pint Man, if the wages are paid on piece rate basis, he shall be paid at ₹ 79.40 (Rupees seventy-nine and paise forty only) per bag of 80 kilograms of groundnut seeds and at ₹ 93.15 (Rupees ninety-three and paise fifteen only) per bag of 75 kilograms of gingelly seeds.</p>		

(1)	(2)	(3)
		₹
9	Tinker (inclusive of materials to be brought by the employees)	6.65 per tin
10	Refinery Operator	} 12,206 per month
11	Solvent extraction plant operator	
<b>III Unskilled Worker</b>		
1	Sweeper	} 417 per day
2	Cake Carrier	
3	Mazdoor	
4	Decorticator (Groundnut carrier, husk carrier, gunny bag filler, gunny bag stitcher).	} 423 per day
5	Winnower	
6	Expeller Attender	} 425 per day
7	Oil Packer	
8	Boiler Attender	

## NOTE

1. *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 shall be linked to the Average Puducherry City Consumer Price Index Points for the year 2021 that is 366 points with base year (2001=100) and for every raise of one point over and above 366 points, an increase of ₹ 35.80 (Rupees thirty-five and eighty paise only) per point per month shall be paid as Dearness Allowance.

(ii) The Dearness Allowance shall be calculated on 1st April of every year on the basis of the average of the indices for the preceding twelve (12) months *i.e.* from January to December.

(iii) The first calculation shall thus be effective from the date of issue 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) (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.

(ii) To arrive at the monthly rates of wages, the daily wages shall be multiplied by 30.

(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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
LABOUR DEPARTMENT

(G.O. Ms. No. 19/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in the Automobile Workshops 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. 25/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 60 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 abovesaid 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;

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. 12/Lab./AIL/G/2015, dated 09-10-2015 of the Labour Department, Government of Puducherry and published in Official Gazette of Puducherry, No. 43, dated 27-10-2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in the Automobile Workshops in the Union territory of Puducherry as specified in the Schedule hereunder :-

**EMPLOYMENT IN AUTOMOBILE WORKSHOPS**

SCHEDULE

Sl. No.	Classes of Employees/Workers	Minimum rates of wages per month (8 hours work per day)
(1)	(2)	(3)
₹		
<b>I. Administrative</b>		
1	Manager	15,578
2	Assistant Manager	} 15,296
3	Accountant	
4	Cashier	} 15,144
5	Storekeeper	
6	Typist	

(1)	(2)	(3)
		₹
7	Clerk	14,970
8	Timekeeper	14,701
9	Attender	
10	Watchman	14,316
11	Peon	
<b>II. Supervisory</b>		
1	Foreman	15,578
2	Supervisor	15,296
3	Chargeman	
4	Workshop toolkeeper	14,701
<b>III. Skilled</b>		
1	Mechanic	15,296
2	Bench Fitter	15,144
3	Assistant Mechanic	14,970
4	Fitter	
5	Electrician	
6	Blacksmith	
7	Carpenter	
8	Tinker	
9	Turner	
10	Liner	
11	Spray Painter	
12	Assistant Foreman	
13	Welder	14,970
14	Machinist	
15	Tailor	
16	Moulder	
17	Painter	14,737
18	Winder	14,970
19	Tyremen	14,701
20	Batterymen	
21	Vulcaniser	
22	Assistant Machinist	
23	Assistant Welder	
24	Workshop Driver	14,407
25	Greaser	

(1)	(2)	(3)
		₹
<b>IV. Semi-Skilled</b>		
1	Assistant Fitter	} 14,796
2	Assistant Blacksmith	
3	Assistant Tinker	
4	Assistant Electrician	
5	Assistant Painter	} 14,619
6	Hammerman	} 14,481
7	Lubricating Assistant	
8	Fitter Helper	
<b>V. Unskilled</b>		
1	Scavenger	} 14,316
2	Sweeper	
3	Cleaner	
4	Helper	
5	Water Carrier	
6	Petrol Pump Operator	

## NOTE

1. *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 shall be 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 ₹ 45.40 (Rupees forty-five and forty 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 12 months, *i.e.*, from January to December.

(iii) The first calculation shall thus, be effective from the date of issue of this Notification in the Official Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index for the previous year, *i.e.*, from January to December.

2. To arrive at the daily rates of wages, the monthly rates 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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

(G.O. Ms. No. 20/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in the Tailoring 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 Notification issued by the Labour Department *vide* G.O. Ms. No. 13/AIL/Lab./G/2022, dated 21-07-2023 and published in the Official Gazette of Puducherry, No. 32, dated 08-08-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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. 11/Lab./AIL/G/2017, dated 29-06-2017 of the Labour Department, Government of Puducherry and published in the Official Gazette of Puducherry, No. 29, dated 18-07-2017, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Tailoring Industry in the Union territory of Puducherry as specified in the Schedule hereunder :-

**EMPLOYMENT IN TAILORING INDUSTRIES**

## SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 hours work per day)
(1)	(2)	(3)
		₹
<b>A. Tailoring</b>		
1	Cutter	13,190
2	Machine Operator/Tailor	} 11,870
3	Khaja Master	
4	Ironing Master	11,290
<b>B. Export Garments Manufactory</b>		
1	Production Manager	14,020
2	Supervisor	} 13,190
3	(i) Cutter-cum-Marker/Grade-I	
	(ii) Cutter-cum-Pattern maker Grade-II	12,520
4	Tailor/Machine Operator	} 11,870
	Grade-I	
	Grade-II	} 10,510
5	Trimmer	
6	Button and Khaja Operator	11,870
7	(i) Checker Grade-I	11,090
	(ii) Checker Grade-II	10,510
8	Washing Helper	9,940
9	(i) Ironman and Presser Grade-I	11,290
	(ii) Ironman and Presser Grade-II	11,090
10	Packer	10,510
11	Layer (Helpers)	10,510
12	Helper (All kinds)	} 9,940
13	Trainee-Apprentice	
14	Any other Categories not covered by the above items.	
<b>C. Administrative Staff</b>		
(For both Tailoring Shops and Export Garments Manufactory)		
1	Manager (Accounts, Shipping, Purchase/Sales).	14,020
2	Cashier/Clerk/ Storekeeper	12,110
3	Accountant/Timekeeper/Typist	11,680
4	Driver	12,040
5	Security/Watchman	9,940
6	Sweeper	9,640

## 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 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 ₹ 31.05 (Rupees thirty-one and paise five only) per point per day 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 12 months, *i.e.*, from January to December.

(iii) The first calculation shall thus be effective from the date of issue of this Notification in the Official 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 rates 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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

(G.O. Ms. No. 21/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

## NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in the Distribution of Liquefied Petroleum Gas Cylinders 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. 17/AIL/Lab./G/2022, dated 21-07-2023 and published in the Official Gazette of Puducherry, No. 33, dated 15-08-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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. 1/Lab./AIL/G/2015, dated 19-01-2015 of the Labour Department, Government of Puducherry and published in Official Gazette of Puducherry, No. 5, dated 03-02-2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Distribution of Liquified Petroleum Gas Cylinders in the Union territory of Puducherry as specified in the Schedule hereunder :-

**EMPLOYMENT IN DISTRIBUTION OF  
LIQUIFIED PETROLEUM GAS CYLINDERS**

SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages per month (8 hours work per day)
(1)	(2)	(3)
		₹
1	Manager	12,180
2	Mechanic/Cashier/Clerk/Salesman	11,790
3	Light Commercial Vehicle Driver	} 11,730
4	Godown Keeper/Delivery Man	
5	Helper	11,660

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 Puducherry City Consumer Price Index Points for the year 2021 that is 366 points with base year (2001=100) and for every raise of one point over and above 366 points, an increase of ₹ 31.90 (Rupees thirty-one and paise ninety 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 (12) months, from January to December.

(iii) The first calculation shall thus be effective from the date of issue of this Notification in the Official 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 rates 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 as between male and female employees.

4. Wherever, the existing wages are higher than the minimum rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

(G.O. Ms. No. 22/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in the Bakeries and Biscuit 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 Notification issued by the Labour Department *vide* G.O. Ms. No. 11/AIL/Lab./G/2022, dated 21-07-2023 and published in the Official Gazette of Puducherry, No. 32, dated 08-08-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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;

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. 15/Lab./AIL/G/2015, dated 14-10-2015 of the Labour Department, Government of Puducherry and published in the Official Gazette of Puducherry, No. 44, dated 03-11-2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the category of employees, employed in Bakeries and Biscuit Manufactory in the Union territory of Puducherry as specified in the Schedule hereunder :-

**EMPLOYMENT IN BAKERIES AND BISCUIT MANUFACTORY**

SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of basic wages
(1)	(2)	(3)
		₹
<b>1. General Categories</b>		
1	Manager	14,341 per month
2	Assistant Manager	13,926 per month
3	Cashier/Clerk	} 13,401 per month
4	Typist	
5	Salesman	
6	Store Assistant	} 13,266 per month
7	Driver	
8	Watchman/Peon	12,916 per month
<b>2. Other Categories</b>		
<b>(i) Highly Skilled</b>		
1	Bakery Maistry	} 479 per day
2	Any other highly skilled category	
<b>(ii) Skilled</b>		
1	Supervisor	} 462 per day
2	Head Baker	
3	Any other skilled category not covered above	
<b>(iii) Semi-Skilled</b>		
1	Baker	} 448 per day
2	Ovenkeeper	
3	Tableman	
4	Dough Maker	
5	Bun-Rounder	
6	Bread-Moulder	
7	Any other Semi-skilled category not covered above	

(1)	(2)	(3)
		₹
<b>(iv) Un-Skilled</b>		
1	Assistant Baker	} 432 per day
2	Helper/Assistant	
3	Cleaner of all categories	
4	Assistant of all categories	
5	Any other un-skilled category not covered above	

## NOTE

1. *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 shall be 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 raise of one point over and above 366 points, an increase of ₹ 1.10 (Rupee one and ten paise only) per point per day 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 (12) months, *i.e.*, from January to December.

(iii) The first calculation shall thus be effective from the date of issue of this Notification in the Official Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index for the previous year.

2. (i) To arrive at the daily rates of wages, the monthly rates of wages shall be divided by 26.

(ii) To arrive at the monthly rates of wages, the daily rates of wages shall be multiplied by 30.

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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
LABOUR DEPARTMENT

(G.O. Ms. No. 23/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in the Rice Mills, Flour Mills or Dhall Mills 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. 25/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 (60) 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;

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. 08/Lab./AIL/G/2016, dated 10-08-2016 of the Labour Department, Government of Puducherry and published in Official Gazette of Puducherry, No. 35, dated 30-08-2016, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Rice Mills, Flour Mills or Dhall Mills in the Union territory of Puducherry as specified in the Schedule hereunder :-

**EMPLOYMENT IN RICE MILLS, FLOUR MILLS OR DHALL MILLS**

SCHEDULE

Sl. No.	Classes of Employees/ Workers	Minimum rates of wages per day (8 hours work per day)
(1)	(2)	(3)
		₹
1	Hamalis (Bag Carriers)	503
2	Bag Weighter of Katta Mazdoors	} 499
3	Bag Stitchers	
4	Carriers of husk	} 493
5	Mazdoors including Miscellaneous workers	
6	Carriers of Rice	

(1)	(2)	(3)
		₹
7	Engine Driver	} 511
8	Electrician	
9	Fireman	494
10	Fitter	499
11	Hullerman	494
12	Maistries	} 503
13	Mechanic	
14	Oilers	493
15	Paddy Boilers	499
16	Paddy Drivers	} 493
17	Paddy Millers	
18	Sweepers	
19	Shellerman	
20	Winnowers	
21	Paddy Soakers	
22	Water Carriers	
23	Watchman	
24	Mazdoors employed in polishing	
25	Rice Measurers	
26	Mazdoors employed in grinding grain	} 493
27	Dhall Manufacturers	
28	Loadman	
29	Peons	
30	Carpenters	499
31	Varukadalai Workers	503
32	Clerk	14,592 per month
33	Attenders	14,323 per month

## NOTE

1. *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 shall be linked to the Average Puducherry City Consumer Price Index Points that is 366 points with base year (2001=100) and for every raise of one point over and above 366 points, an increase of ₹ 1.60 (Rupees one and paise sixty only) per point per day 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 (12) months, *i.e.*, from January to December.

(iii) The first calculation shall thus be effective from the date of issue 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. (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.

(ii) To arrive at the monthly rates of wages, the daily wages shall be multiplied by 30.

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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

(G.O. Ms. No. 24/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in the Taxies and Autorickshaws 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. 14/AIL/Lab./G/2022, dated 21-07-2023 and published in the Official Gazette of Puducherry, No. 32, dated 08-08-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 of 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. 17/Lab./AIL/G/2017, dated 12-10-2017 of the Labour Department, Government of Puducherry and published in the Official Gazette of Puducherry, No. 43, dated 24-10-2017, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Taxies and Autorickshaws in the Union territory of Puducherry as specified in the Schedule hereunder :-

**EMPLOYMENT IN TAXIES AND AUTORICKSHAWS**

SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages (8 hours work per day)
(1)	(2)	(3)
		₹
1	Drivers in Autorickshaws (fitted with meters)	678 per day (or) 17,626 per month.
2	Drivers in Taxies (fitted with meters)	727 per day (or) 18,871 per month.

NOTE

1. *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 ₹ 57.60 (Rupees fifty-seven and paise sixty only) per point per day shall be paid as Dearness Allowance.

(ii) The Dearness Allowance shall be calculated on 1st April of every year on the basis of the average of the indices for the preceding twelve (12) months, *i.e.*, from January to December.

(iii) The first calculation shall thus be effective from the date of issue of this Notification in the Official Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index for the previous year.

2. (i) To arrive at the daily rates of wages, the monthly rates of wages shall be divided by 26.

(ii) To arrive at the monthly rates of wages, the daily rates of wages shall be multiplied by 26.

3. Where, the nature of work is the same, no distinction in the payment of wages shall be made as between male and female employees.

4. Wherever, the existing wages are higher than the minimum rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

*(G.O. Ms. No. 25/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)*

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in the Carpentry and Blacksmith 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 Notification issued by the Labour Department *vide* G.O. Ms. No. 12/AIL/Lab./G/2022, dated 21-07-2023 and published in the Official Gazette of Puducherry, No. 32, dated 08-08-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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;

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. 10/Lab./AIL/G/2017, dated 29-06-2017 of the Labour Department, Government of Puducherry and published in the Official Gazette of Puducherry, No. 29, dated 18-07-2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Carpentry and Blacksmith Industries in the Union territory of Puducherry as specified in the Schedule hereunder :-

## EMPLOYMENT IN CARPENTRY AND BLACKSMITH INDUSTRIES

## SCHEDULE

Sl. No.	Classes of Employees	Minimum rates of wages (8 hours work per day)
(1)	(2)	(3)
		₹
<b>I. Carpentry</b>		
<b>(A) Highly skilled</b>		
1	Supervisor	} 791 per day
2	Pattern Maker	
3	Interior Decorator	
4	Upholstery Maker	
5	Wood Carver	
<b>(B) Skilled</b>		
1	Carpenter/Wood Turner	} 762 per day
2	Grinding (Plywood works)	
<b>(C) Semi-Skilled</b>		
1	Assistant Carpenter	} 738 per day
2	Packer	
3	Polishmen	
4	Veneering pressing (Plywood works)	
<b>(D) Unskilled</b>		
1	Learner	} 697 per day
2	Helper	
3	Other categories of workers in plywood works	
<b>(E) Any other category not covered by the above.</b>		697 per day
<b>II. Blacksmithy</b>		
<b>(A) Skilled</b>		
1	Supervisor	} 762 per day
2	Blacksmith including lock makers	
3	Welder	
4	Mild Steel vessels maker	
5	Agricultural Implements maker (including cattle shoe maker)	
<b>(B) Semi-skilled</b>		
1	Cutting	} 738 per day
2	Bending	
3	Painter	

(1)	(2)	(3)
		₹
<b>(C) Unskilled</b>	}	697 per day
<b>(D) Any other category not covered by the above</b>		
<b>III. Office Staff</b>		
1	Manager	21,982 per month
2	Accountant/Cashier	}
3	Clerk/Typist	
4	Storekeeper	
5	Office Assistant	}
6	Watchman	
7	Scavenger/Sweeper	}
8	Any other category not covered by the above	

## NOTE

1. *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 shall be linked to the Average Puducherry City Consumer Price Index Points for the year 2021 that is 366 points with base year (2001=100) and for every raise of one point over and above 366 points, an increase of ₹ 58.65 (Rupees fifty-eight and paise sixty five only) per point per month shall be paid as Dearness Allowance.

(ii) The Dearness Allowance shall be calculated on 1st April of every year on the basis of the average of the indices for the preceding twelve (12) months, *i.e.*, from January to December.

(iii) The first calculation shall thus be effective from the date of issue of this Notification in the Official Gazette of Government of Puducherry, based on the average of the Puducherry City Consumer Price Index for the previous year.

2. (i) To arrive at the daily rates of wages, the monthly rates of wages shall be divided by 26.

(ii) To arrive at the monthly rates of wages, the daily rates of wages shall be multiplied by 30.

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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

**GOVERNMENT OF PUDUCHERRY  
LABOUR DEPARTMENT**

(G.O. Ms. No. 26/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in the Bricks and Tiles 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 Notification issued by the Labour Department *vide* G.O. Ms. No. 32/AIL/Lab./G/2023, dated 14-08-2023 and published in the Official Gazette of Puducherry, No. 37, dated 12-09-2023, inviting objections and suggestions from all the persons likely to be affected thereby, within sixty (60) 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 abovesaid 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;

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. 35/Lab./AIL/G/2016, dated 27-09-2013 of the Labour Department, Government of Puducherry and published in the Official Gazette of Puducherry, No. 41, dated 08-10-2013, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the employees, employed in Bricks and Tiles Manufactory in the Union territory of Puducherry as specified in the Schedule hereunder :-

**EMPLOYMENT IN BRICKS AND TILES MANUFACTORY**

SCHEDULE

Sl. No.	Classes of Employees/ Class of Workers	Minimum rates of wages (8 hours work per day)
(1)	(2)	(3)

₹

**GROUP - I**

***Skilled Workers***

1	Blacksmiths	}	12,066 per month
2	Carpenters	}	
3	Fitters	}	12,156 per month
4	Electricians	}	

(1)	(2)	(3)
		₹
5	Mechanics	} 12,066 per month
6	Masons	
7	Operators	
8	Engine Drivers	
9	Welders	
10	Die Makers	12,156 per month

**GROUP – II*****Grade-I Employees***

1	Mould Helpers	} 414 per day
2	Press Man	
3	Brick makers (or) Tile makers	
4	Die Pullers	
5	Clay slicers and Transpiers	
6	Clay Mixers	
7	Kiln Loaders and Unloaders	
8	Burnt goods sorters and packers (including stacking)	
9	Wheel turners	
10	Tile trimmers	
11	Artificial drying fire attenders	
12	Kiln burners	
13	Security Guard or Watchman	

**GROUP – III*****Grade -II Employees***

1	Material handling workers	} 404 per day
2	Material Carriers	
3	Helpers	
4	Tile Carriers	
5	Fuel Carriers	
6	Clay Transporters and Carriers	
7	Loading, Unloading helpers	
8	Slab Cutters and Slab Carriers	
9	Clay Feeders	
10	General Coolies	
11	Slab Placers	
12	Sweepers	
13	Raw tiles removers from frame	

(1)	(2)	(3)
		₹
14	Raw Bricks and Tiles Carriers	} 404 per day
15	Pallet Suppliers	
16	Pallet Collectors	
17	Water Carriers	
18	Sand and Cement Mixers (Mosaic)	
19	Head Load Workers (Mosaic)	
20	Sand Suppliers (Mosaic)	
21	Tile Plasters (Mosaic)	
22	Box Removers (Mosaic)	
23	Colour Mixers (Mosaic)	
24	Chips Sorenmers (Mosaic)	
25	Other workers not specified in Groups I, II and IV	

**GROUP – IV****Staff**

1	Foreman	13,081	} per month
2	Technical Supervisor	12,719	
3	Supervisors	12,344	
4	Clerk	12,251	
5	Accountant	12,719	
6	Storekeeper	12,344	
7	Office Boy	11,702	
8	(i) Maistry	12,251	
	(ii) Maistry (Maistries who have put in more than 12 years as Maistry).	12,414	

**Wages for Brick Manufactory**

1	Chamber Bricks 1,000 numbers	799
2	Country Bricks 1,000 numbers	646
3	Transporting Bricks in Kiln 1,000 numbers	495
4	Table Mould Bricks 1,000 numbers	952
5	Loading and Unloading from Kiln 1,000 numbers	265
	(i) To bring sand to kiln spread/chamber	371
	(ii) To bring firewood or coal per ton	344
	(iii) (a) Fireman Kiln	432 per day
	(b) For cutting and arranging table mould bricks	955 (per 1,000 numbers)
	(c) Chamber Bricks 1,000 numbers	799 (per 1,000 numbers)

(1)	(2)	(3)	
		₹	
	(d) Bricks Standard [standard brick size (9" x 4 ½" x 3") (22.5 cm x 11.25 cm x 7.5 cm)]. Load to be fixed within 100 feet. Beyond 100 feet, the payment will be made on mutual agreements.	664 (per 1,000 numbers)	
<b><i>Wages for Mosaic Tiles Manufactory</i></b>			
1	Cement Special Tiles	} per day	
	(i) Tiles Makers		447.00
	(ii) Mixer		414.00
2	Mosaic Tiles		32.50
	Mixing Allowance	414.00	
	(iii) Helper		
3	Cement Tiles Pressers	} 414.00 per day	
4	Mould Operators		

## NOTE

1. *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 shall be linked to the Average Puducherry City Consumer Price Index Points for the year 2021 that is 366 points with base year (2001=100) and for every raise of one point over and above 366 points, an increase of ₹ 1.30 (Rupees one and paise thirty only) per day 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 (12) months, *i.e.*, from January to December.

(iii) The first calculation shall thus be effective from the date of issue 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. (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.

(ii) To arrive at the monthly rates of wages, the daily wages shall be multiplied by 30.

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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

GOVERNMENT OF PUDUCHERRY  
LABOUR DEPARTMENT

(G.O. Ms. No. 27/AIL/Lab./G/2024, Puducherry, dated 02nd September 2024)

NOTIFICATION

Whereas, the proposal for revision of minimum rates of wages payable to the employees, employed in the Paper and Paper Products Manufacturing Industries (both Machine made and Handmade) 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. 24/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 (60) 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 abovesaid 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;

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. 14/AIL/Lab./G/2015, dated 09-10-2015 of the Labour Department, Government of Puducherry and published in Official Gazette of Puducherry, No. 43, dated 27-10-2015, the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable in respect of the category of employees, employed in Paper and Paper Products Manufacturing Industries (both Machine made and Handmade) in the Union territory of Puducherry as specified in the Schedule hereunder :-

**EMPLOYMENT IN PAPER AND PAPER PRODUCTS MANUFACTURING INDUSTRIES  
(Both Machine made and Handmade)**

SCHEDULE

Sl. No.	Classes of Employees/Workers	Minimum rates of basic wages per month (8 hours work per day)
(1)	(2)	(3)

₹

**1. Machine made Paper Industry**

**I. Unskilled :**

(a) Driver	11,146
(b) Press Boy	} 11,096
(c) All kind of mazdoors	

(1)	(2)	(3)
		₹
<b>II. Semi-skilled :</b>		
	(a) Colourman	} 11,300
	(b) Machine Attender	
	(c) Refiner	
	(d) Wire Boy	
	(e) Stitching and Packing	
	(f) Fitter Helpers and other Helpers	
	(g) Pulper	
<b>III. Skilled :</b>		
	(a) Boiler Operator	} 11,706
	(b) Water Treatment Plant Operator	
	(c) Calendar Operator	
	(d) Paper machine Operators	
	(e) Pulp making Operators	
	(f) Cutting machine Operator	
	(g) Other Equivalent Operators	
	(h) Electrician	
	(i) Welder	
	(j) Fitter	
	(k) Carpenter	
	(l) Smith	
	(m) Finisher	
	(n) Turner	
<b>IV. Highly Skilled :</b>		
	(a) Supervisor	12,062
<b>V. Miscellaneous :</b>		
	(a) Accountant	11,706
	(b) Typist/Clerk Driver	11,198
	(c) Head Watchman	11,300
<b>2. Handmade Paper Industry</b>		
<b>I. Unskilled:</b>		
	(a) Sorting	} 10,619
	(b) Pressing	
	(c) Beating	
	(d) Calendering	
	(e) Lifting	
	(f) Cutting	
	(g) Carding	
	(h) Packing	

(1)	(2)	(3)
		₹
<b>II. Semi-Skilled :</b>		
(a) Electrician	}	10,823
(b) Fitter		
(c) Welder		
<b>III. Skilled :</b>		
(a) Manager		11,231
(b) Supervisor/Accountant		11,027
<b>IV. Common Categories :</b>		
(a) Driver		10,823
(b) Office Boy/Watchman		10,773

## NOTE

1. *Dearness Allowance.*— 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 Average of Puducherry City Consumer Price Index Points for the year 2021 that is 366 points with base year (2001=100) and for every raise of one point over and above 366 points, an increase of ₹ 36.25 (Rupees thirty-six and twenty five paise only) per point per month in respect of employment in Machine made Paper Industry and ₹ 34.70 (Rupees thirty-four and paise seventy only) per point per month in respect of employment in Handmade Paper Industry 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 (12) 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 for the previous year.

2. To arrive at the daily rates of wages, the monthly rates 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 rates 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 Official Gazette of Puducherry.

(By order of the Lieutenant-Governor)

**YASAM LAKSHMI NARAYANA REDDY,**  
Additional Secretary to Government (Labour).

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