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La Gazette de L'État de Poudouchéry

The Gazette of Puducherry

PART - II

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GOVERNMENT OF PUDUCHERRY LABOUR DEPARTMENT

(G.O. Ms. No. 7/Lab./AIL/T/2026, Puducherry, dated 15th June 2026)

NOTIFICATION

In exercise of the powers conferred under sub-section (1) of section 67 of the Code on Wages, 2019 (Central Act 29 of 2019), and in supersession of the, -

- the Puducherry Payment of Wage Rules, 1964;
- the Minimum Wages (Puducherry) Rules, 1964;
- the Payment of Bonus Rules, 1975; and
- the Equal Remuneration Rules, 1976;

except as respects things done or omitted to be done before such supersession, the Lieutenant-Governor, Puducherry, hereby proposes to make the following rules, the draft of which is hereby notified, as required under sub-section (1) of the said section 67, for information of all persons likely to be affected thereby and the notice is hereby given that the said draft notification will be taken into consideration on expiry of a period of fifteen days from the date on which the copies of the Official Gazette in which this notification is published, are made available to the public;

2. Objections or suggestions which may be received from any person or organisation by the Government of Puducherry in respect of the said draft rules within the period specified above shall be considered by the Government.

3. Objections or suggestions, if any, shall be addressed to the Secretary to Government (Labour), Labour Department, Government of Puducherry, or by email to *secylab.pon@py.gov.in*

CHAPTER – I

PRELIMINARY

1. *Short title, extent and commencement.*— (1) These rules may be called the Puducherry Code on Wages Rules, 2026.

(2) They extend to the whole of the Union territory of Puducherry.

(3) They shall come into force on the date of publication in the Official Gazette.

2. *Definitions.*— (1) In these rules, unless the subject or context otherwise requires,-

(a) “appeal” means, an appeal preferred under sub-section (1) of section 49;

1. (b) “appellate authority” means, the appellate authority appointed by the Government under sub-section (1) of section 49;

(c) “authority” means, the authority appointed by the Government under sub-section (1) of section 45;

(d) “Chairperson” means, the chairperson of the State Advisory Board;

- (e) "Code" means, the Code on Wages, 2019 (29 of 2019);
- (f) "Committee" means, a committee appointed by the Government under clause (a) of sub-section (1) of section 8;
- (g) "day" means, a period of 24 hours beginning at mid-night;
- (h) "family" means, all or any of the following relatives of an employee namely:-
 - (a) a spouse;
 - (b) a minor legitimate or adopted child dependent upon the employee ;
 - (c) a child who is wholly dependent on the earnings of the employee, and who is-
 - (i) receiving education, till he attains the age of twenty-one years; and
 - (ii) an unmarried daughter;
 - (d) a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependent on the earnings of the employee, so long as the infirmity continues;
 - (e) dependent parents (including father-in-law and mother-in-law of a woman employee), whose income from all sources does not exceed such income as may be specified by the Central Government from time to time;
- (i) "Form" means, a form appended to these rules;
- (j) "Geographical Area" means, the areas notified as such by the Government from time to time.
- (k) "Government" means, the Administrator of the Union territory of Puducherry appointed by the President of India under Article 239 of the Constitution;
- (l) "highly skilled occupation" means, an occupation which calls in its performance, a specific level of perfection and required competence acquired through intensive technical or professional training or practical occupational experience for a considerable period and also requires of an employee to assume full responsibility for his judgment or decision involved in the execution of such occupation;

(m) “Inspector-*cum*-Facilitator” means, a person appointed by the Government of Puducherry notification under sub-section (1) of section 51;

(n) “member” means, a member of the Board and includes its Chairperson;

(o) “registered Trade Union” means, a Trade Union registered under the Industrial Relations Code, 2020 (35 of 2020);

(p) “schedule” means, the Schedule to these rules;

(q) “section” means, a section of the Code;

(r) “semi-skilled occupation” means, an occupation which in its performance requires the application of skill gained by the experience on job which is capable of being applied under the supervision or guidance of a skilled employee and includes supervision over the unskilled occupation;

(s) “skilled occupation” means, an occupation which involves skill and competence in its performance through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiating and judgment;

(t) “unskilled occupation” means, an occupation which in its performance requires the application of simply the operating experience and involves no further skills;

(2) Words and expressions used in these rules which are not defined herein, but are defined in the Code shall have their respective meanings as assigned to them in the Code.

CHAPTER – II

Minimum wages

3. *Manner of calculating the minimum rate of wages.*— (1) For the purposes of sub-section (5) of section 6, the minimum rate of wages shall be fixed on the day basis keeping in view the following criteria, namely:—

(i) The standard working class family which includes a spouse and two children apart from the earning employee; an equivalent of three adult consumption units;

- (ii) A net intake of 2700 calories per day per consumption unit;
- (iii) 66 meters cloth per year per standard working class family;
- (iv) housing rent expenditure to constitute 10 per cent of food and clothing expenditure;
- (v) Fuel, electricity and other miscellaneous items of expenditure to constitute 20 percent of minimum wage; and
- (vi) expenditure for children education, medical requirement, recreation and expenditure on contingencies to constitute 25 percent of minimum wage;

(2) when the rate of wages for a day is fixed, then, such amount shall be divided by eight for fixing the rate of wages for an hour and multiplied by twenty six for fixing the rate of wages for a month and in such division and multiplication, the factors of one-half and more than one-half shall be rounded as next figure and the factors less than one-half shall be ignored. In case of a five day working week, the hourly rate of minimum wages so calculated shall be used to derive the minimum wages for the day.

(3) While fixing minimum rates of wages under section 6 it shall not be less than the floor wages and if the minimum rate of wages fixed by the Government of India earlier is more than the floor wage, then, the Government shall not reduce such minimum rates of wages fixed by it earlier.

(4) For the categories of workers for whom minimum wages have not been fixed by the Government under this Code, the floor wages as fixed by Government of India is applicable.

4. *Norms for fixation of minimum rate of wages.*— (1) While fixing the minimum rates of wages under section 6, the Government shall take into account the following:

- (i) geographical area,
- (ii) experience in the area of employment, and
- (iii) level of skill required for working under the categories of unskilled, semi-skilled, skilled and highly skilled.

(2) The Government shall constitute a technical committee for the purpose of advising the Government in respect of skill categorization of occupation, arduousness of work, hazardous occupations or processes and underground work and like other categorization which shall consist of the following members, namely:—

- | | |
|--|-----------------------|
| (i) Commissioner of Labour | . . Chairperson |
| (ii) Deputy Labour Commissioner | . . Member |
| (iii) Joint Chief Inspector of Factories | . . Member |
| (iv) Assistant Director (Training), Puducherry | . . Member |
| (v) Employment Officer, Puducherry | . . Member |
| (vi) Two technical experts in wage determination as nominated by the Secretary to Government (labour). | . . Member |
| (vii) Labour Officer (Enforcement), Puducherry | . . Member-Secretary. |

(3) The Government shall, on the advice of the technical committee referred to in sub-rule (2), categorize the occupations of the employees into four categories that is to say unskilled, semi-skilled, skilled and highly skilled by modifying, deleting or adding any entry in the categorization of such occupations specified in Schedule A.

(4) The technical committee referred in sub-rule (2) shall while advising the Government under sub-rule (3) take into account, to the possible extent, the national classification of occupation or national skills qualification frame work or other similar frame work for the time being formulated to identify occupations.

5. *Interval for revision of variable dearness allowance.*— Endeavour shall be made so that the cost of living allowance and the cash value of the concession in respect of essential commodities at concession rate shall be computed once before 1st April and then before 1st October in every year to revise the variable dearness allowance payable to the employees on the minimum wages considering the Average Consumer Price Index Number for Industrial Workers/agricultural workers as the case may be, published by the Labour Bureau, Ministry of Labour and Employment, Government of India.

6. *Number of hours of work which shall constitute a normal working day.*— (1) The number of hours of work which shall constitute a normal working day inclusive of one or more specified intervals shall be as per general or special order, issued from time to time.

(2) The period of work of an employee shall be so arranged that inclusive of the intervals of rest, the spread over shall not exceed the number of hours as per general or special order, issued from time to time.

7. *Weekly day of rest.*— (1) Subject to the provisions of this rule, an employee shall be allowed rest of one day or more than one day as the case may be, every week (hereinafter referred to as “the rest days”) which in case of six day week shall ordinarily be Sunday and in case less of than six day week shall include Saturday and Sunday, but the employer may fix any other days of the week as the rest days for any employee or class of employees.

Provided that in a six day working week or less than six days working week, as the case may be, the remaining days of the week shall be paid rest days for such employees.

Provided that an employee shall be entitled for the rest days under this sub-rule if, he has worked under the same employer in case of six day week for a continuous period of not less than six days and in case of less than six day working week for a continuous period of the stipulated number of working days as the case may be.

Provided further that the employee shall be informed of the days fixed as the rest days and of any subsequent change in the rest days before the change is effected, by display of a notice to that effect at a conspicuous place in the place of employment.

Explanation.— For the purpose of computation of the continuous period of not less than six days or the stipulated number of working days in a week specified in the second proviso to this sub-rule,

(a) any day on which an employee is required to attend for work but, is given only an allowance for attendance and is not provided with work;

(b) any day on which an employee is laid off on payment of compensation under the Industrial Relations Code, 2020 (35 of 2020); and

(c) any leave or holiday, with or without pay, granted by the employer to an employee in the period of six days or during the stipulated number of working days of a week as the case may be, immediately preceding the rest days, shall be deemed to be days on which the employee has worked.

(2) Any such employee shall not be required or allowed to work on the rest day unless he is allowed a substituted rest day on one of the working days in a week immediately before or after the rest day:

Provided that no substitution shall be made which will result in the employee working for more than ten days consecutively without a rest day for a whole day.

(3) Where in accordance with the foregoing provisions of this rule, any employee works on a rest day and has been given a substituted rest day on any working days before or after the rest day, the rest day shall, for the purpose of calculating the weekly hours of work, be included in the week in which the substituted rest day occurs.

(4) An employee shall be granted, –

(a) for rest day, wages calculated at the rate applicable to the next preceding day; and

(b) where he works on the rest day and has been given a substituted rest day, then, he shall be paid wages for the rest day on which he worked, at the overtime rate and wages for the substituted rest day at the rate applicable to the next preceding day:

Provided that in case of six-day week, where-

(i) the minimum rate of wages of the employee as notified under the Code has been worked out by dividing the minimum monthly rate of wages by twenty-six; or

(ii) the actual daily rate of wages of the employee has been worked out by dividing the monthly rate of wages by twenty-six and such actual daily rate of wages is not less than the notified minimum daily rate of wages of the employee, then, no wages for the rest day shall be payable; and

(iii) the employee works on the rest day and has been given a substituted rest day, then, he shall be paid, only for the rest day on which he worked, an amount equal to the wages payable to him at the overtime rate;

and, if any dispute arises whether the daily rate of wages has been worked out in accordance with the provisions of this proviso, the Labour Commissioner or the Deputy Labour Commissioner or the Labour Officer, Puducherry / Karaikal, Assistant Inspector of Labour, Mahe / Yanam region having territorial jurisdiction may, on application made to him in this behalf, decide the same, after giving an opportunity to the parties concerned to make written representations.

Provided further that in case of an employee governed by a piece-rate system, he shall be paid wages for the rest day on which he works, at the overtime rate and wages for the substituted rest day at the rate applicable to the next preceding day.

Explanation.— In this sub-rule 'next preceding day' means the last day on which the employee has worked, which precedes the rest day or the substituted rest day, as the case may be; and where the substituted rest day falls on a day immediately after the rest day, the next preceding day means the last day on which the employee has worked, which precedes the rest day.

(5) The provisions of this rule shall not operate to the prejudice of more favourable terms, if any, to which an employee may be, entitled under any other law or under the terms of any award, agreement or contract of service, and in such a case, the employee shall be entitled only to more favourable terms aforesaid.

Explanation.— For the purposes of this rule, 'week' shall mean a period of seven days beginning at midnight on Saturday night.

8. *Night shifts.*— Where an employee in an employment works on a shift which extends beyond midnight, then, —

(a) a rest day for the whole day for the purposes of rule 7 shall, in this case mean a period of twenty-four consecutive hours beginning from the time when his shift ends; and

(b) the following day in such a case shall be deemed to be the period of twenty-four hours beginning from the time when such shift ends, and the hours after midnight during which such employee was engaged in work shall be counted towards the previous day.

9. *The extent and conditions for the purposes of sub-section (2) of section 13.*— In case of employees—

(a) engaged in any emergency which could not have been foreseen or prevented;

(b) engaged in work of the nature of preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working in the employment concerned;

(c) whose employment is essentially intermittent;

(d) engaged in any work which for technical reasons has to be completed before the duty is over; and

(e) engaged in a work which could not be carried on except at times dependent on the irregular action of natural forces;

The number of hours of work which shall constitute a normal working day inclusive of one or more specified intervals and the spread over of the hours of work of the employee may exceed the number of hours as specified by general or special order, issued from time to time, under Rule 6.

10. *Longer wage period.*— The longer wage period for the purposes of minimum rate of wages under section 14 shall be by the month.

CHAPTER – III

PAYMENT OF WAGES

11. *Circumstances under clause (ii) of the proviso to section 10.*— An employee shall not be entitled to receive wages for a full normal working day under section 10, if he is not entitled to receive such wage under any other labour law for the time being in force.

12. *Recovery under sub-section (4) of section 18.*— Where the total deductions authorized under sub-section (2) of section 18 exceed fifty per cent of the wages of an employee, the excess shall be carried forward and recovered from the wages of succeeding wage period or wage periods, as the case may be, in such installments so that the recovery in any month shall not exceed the fifty per cent of the wages of the employee in that month.

13. *The authority under sub-section (1) of section 19.*— The Labour Officer (Welfare Schemes), Labour Department, Puducherry for Puducherry region; The Labour Officer, Labour Department, Karaikal for Karaikal region; The Assistant Inspector of Labour, Labour Department, Yanam for Yanam region and having jurisdiction over the place of work of the employee concerned shall be the authority for the purposes of sub-section (1) of section 19.

14. *The manner of exhibiting the notice under sub-section (2) of section 19.*— Notice referred to in sub-section (2) of section 19 shall be displayed in physical form or electronically in English and regional language at the conspicuous places in the premises of the work place in which the employment is carried on, so that every concerned employee would be able easily to read the contents of the notice and a copy of the notice shall be sent electronically or by speed post to the Inspector-cum-Facilitator having jurisdiction.

15. *The procedure under sub-section (3) of section 19.*— The employer shall give an intimation electronically or in writing specifying therein the detailed particulars for obtaining the approval of the imposition of fine to the Labour Officer (Welfare Schemes), Labour Department, Puducherry for Puducherry region; The Labour Officer, Labour Department, Karaikal for Karaikal region; The Assistant Inspector of Labour, Labour Department, Yanam for Yanam region mentioned in rule 13 who shall, before granting or refusing the approval, give opportunity of being heard to the employee and the employer concerned and shall dispose of the matter within 30 days from the date of receiving such intimation, failing which it shall be deemed to be approved.

16. *Intimation of deduction.*— (1) Where an employer makes any deduction in pursuance of the proviso to sub-section (2) of section 20, he shall make intimation electronically or by registered post of such deduction to the Inspector-*cum*-Facilitator having jurisdiction within 10 days from the date of such deduction explaining therein the reason of such deduction.

(2) The Inspector-*cum*-Facilitator shall, after receiving intimation under sub-rule (1), examine such intimation and if, he finds that the explanation given therein is in contravention of any provision of the Code or the rules made there under, he shall initiate appropriate action under the Code against the employer within thirty days from the date of receipt of such intimation.

17. *Procedure for deduction under sub-section (2) of section 21.*— Any employer desiring to make deduction for damages or loss under sub-section (1) of section 21 from the wages of an employee shall,—

(i) explain to the employee in writing the value of damage or loss of goods expressly entrusted to the employee for custody or for loss of money for which he is required to account and how such damages or loss is directly attributable to the neglect or default of the employee; and

(ii) give the employee an opportunity to submit any explanation and thereafter, deduction for any damages or loss, if made, shall be intimated to the employee within fifteen days from the date of such deduction.

18. *Conditions regarding recovery of advance under section 23.*— The recovery, as the case may be of,—

(i) Advances of money given to an employee after the employment begins under clause (b) of section 23; or

(ii) advances of wages to an employee not already earned under clause (c) of section 23, as the case may be, shall be made by the employer from the wages of the concerned employee in installments determined by the employer, so as any or all installments in a wage period shall not exceed fifty per cent of the wages of the employee subject to the ceiling specified in rule 14 in that wage period and the particulars of such recovery shall be recorded in the register maintained in Form-IV.

19. *Deduction under section 24.*— Deductions for recovery of loans granted for house building or other purposes approved by the Government and the interest due in respect thereof shall be, subject to any direction made or circular issued by the Government from time to time regulating the extent to which such loans may be granted and the rate of interest shall be payable thereon.

CHAPTER – IV

PUDUCHERRY ADVISORY BOARD

A. Procedure for Puducherry Advisory Board under sub-section (10) of section 42.

20. *Constitution of the Puducherry Advisory Board.*— (1) The Board shall consist of the persons to be nominated by the Government representing employers and employees as specified in clauses (a) and (b) of sub-section (6) read with sub-section (4) of section 42 and the independent persons of the Board or committee or sub-committee as specified in clause (c) of that sub-section.

(2) The persons representing employers as referred to in clause (a) of sub-section (6) of section 42 shall be four and the persons representing employees referred to in clause (b) of that sub-section shall also be four.

(3) The independent persons specified in clause (c) of sub-section (6) of section 42 to be nominated by the Government shall consist of the following, namely:-

- | | |
|--|-----------------|
| (i) Secretary to Government (Labour) | . . Chairperson |
| (ii) Commissioner of Labour | . . Member |
| (iii) Two members each of whom, shall be a professional in the field of wages and labour related issues. | |

(4) The Government shall, while nominating the members of the Board, take into account that one-third of the members of the Board shall be women.

21. *Additional functions of the Board.*— In addition to the functions specified in sub-section (4) of section 42, the Board on reference by the Government advise that Government on the issue relating to the fixation of minimum wages in respect of –

(i) working journalists as defined in clause (zzm) of section 2 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020); and

(ii) sales promotion employees as defined in clause (zze) of section 2 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020).

22. *Meeting of the Board.*— The Chairperson may, subject to the provisions of rule 25, call a meeting of the Board, at any time he thinks fit.

Provided that on requisition in writing from not less than one half of the members, the Chairperson shall call a meeting within thirty days from the date of the receipt of such requisition.

23. *Notice of meetings.*— The Chairperson shall fix the date, time and place of every meeting and a notice in writing containing the aforesaid particulars along with a list of business to be conducted at the meeting shall be sent to each member by registered post and electronically at least fifteen days before the date fixed for such meeting.

Provided that in the case of an emergent meeting, notice of seven days only may be given to every member.

24. *Functions of Chairperson.*— The Chairperson shall –

(i) preside at the meetings of the Board

Provided that in the absence of the Chairperson at any meeting, the members shall elect from amongst themselves by a majority of votes, a member who shall preside at such meeting.

(ii) decide agenda of each meeting of the Board.

(iii) where in the meeting of the Board, if any, issue has to be decided by voting, conduct the voting and count or cause to be counted the secret voting in the meeting.

25. *Quorum.*— No business shall be transacted at any meeting unless at least one-third of the members and at least one representative member each of both the employers and an employee are present.

Provided that, if at any meeting less than one-third of the members are present, the Chairperson may adjourn the meeting to a date not later than seven days from the date of the original meeting and it shall there upon be lawful to dispose of the business at such adjourned meeting irrespective of the number of members present.

Provided further that the date, time and place of such adjourned meeting shall be intimated to all the members electronically or by a speed post.

26. *Disposal of business of the Board.*— All business of the Board shall be considered at a meeting of the Board and shall be decided by a majority of the votes of members present and voting, and in the event of an equality of votes, the Chairperson shall have a casting vote.

Provided that the Chairperson may, if he thinks fit, direct that any matter shall be decided by the circulation of necessary papers and by securing written opinion of the members.

Provided further that no decision on any matter under the preceding proviso shall be taken, unless supported by not less than two-thirds majority of the members.

27. *Method of voting.*— Voting in the Board shall ordinarily be by show of hands, but, if any member asks for voting by ballot, or if, the Chairperson so decides, the voting shall be by secret ballot and shall be held in such manner as the Chairperson may decide.

28. *Proceedings of the meetings.*— (1) The proceedings of each meeting of the Board showing *inter alia* the names of the members present there at shall be forwarded to each member and to the Government as soon after the meeting as possible, and in any case, not less than seven days before the next meeting.

(2) The proceedings of each meeting of the Board shall be confirmed with such modification, if any, as may be considered necessary at the next meeting.

29. *Summoning of witnesses and production of documents.*—

(1) The Chairperson may summon any person to appear as a witness if required in the course of the discharge of his duty and require any person to produce any document.

(2) Every person who is summoned and appears as a witness before the Board shall be entitled to an allowance for expenses by him in accordance with the scale for the time being in force for payment of such allowance to witnesses appearing before a civil Court.

(3) The Chairperson may shall have the powers of a Civil Court as are vested in a Civil Court under the Code of Civil Procedure, 1908 (5 of 1908).

30. Appointment of the committees.- The Government may constitute as many committee under clause (a) of sub-section (1) of section 8 as it considers necessary for the purposes specified in that clause.

B. Terms of office of members of the Board under sub-section (11) of section 42

31. *Term of office of members of the Board.*— (1) The term of office of the Chairperson or a member, as the case may be, shall be normally two years commencing from the date of his appointment or nomination, as the case may be, under sub-section (4) of section 42.

Provided that the Chairperson or member, shall, notwithstanding the expiry of the said period of two years, continue to hold office until his successor is appointed or nominated, as the case may be.

(2) The non-official member of the Board nominated to fill a casual vacancy shall hold office for the remaining period of the term of office of the member in whose place he is nominated.

(3) The official members of the Board shall hold office till they are replaced by respective such other official members.

(4) Notwithstanding anything contained in sub-rules (1), (2) and (3), the members of the Board shall hold office during the pleasure of the Government.

32. *Travelling allowance.*— The Chairman and every member of the Board, shall be entitled to draw travelling and halting allowance for any journey performed by him in connection with his duties at the rates and subject to the conditions applicable to a Group A officer of the Government.

33. *Officers and Staff.*— The Government may provide a Secretary not below the rank of Joint Secretary to the Government of Puducherry, other officers and staff to the Board, as it may think necessary for the functioning of the Board.

34. *Eligibility for re-nomination of the members of the Board.*— An outgoing non-official member shall be eligible for re-nomination for the membership of the Board for not more than total two terms.

35. *Resignation of the Chairperson and other members of the Board.*— (1) A member of the Board, other than the Chairperson, may, by giving notice in writing to the Chairperson, resign his membership and the Chairperson may resign by a letter addressed to the Government.

(2) A resignation shall take effect from the date of communication of its acceptance or on the expiry of 30 days from the date of resignation, whichever is earlier.

(3) When a vacancy occurs or is likely to occur in the membership of the Board, the Chairperson shall submit a report to the Government immediately and the Government shall, then, take steps to fill the vacancy in accordance with the provisions of the Code.

36. *Cessation of membership.*— If, a member of the Board, fails to attend three consecutive meetings, without prior intimation to the Chairperson, he shall, cease to be a member thereof.

37. *Disqualification.*— (1) A person shall be disqualified for being nominated as, and for being a member of the Board,-

(i) if he is declared to be of unsound mind by a competent Court; or

(ii) if he is an un-discharged insolvent; or

(iii) if before or after the commencement of the Code, he has been convicted of an offence involving moral turpitude.

(2) If any, question arises whether a disqualification has been incurred under sub-rule (1), the decision of the Government thereon shall be final.

CHAPTER – V

PAYMENT OF DUES, CLAIMS, etc.

38. *Payment under clause (a) of sub-section (1) of section 44.—*

(1) (a) Every employee shall make a declaration in Form-VII, nominating a person conferring the right to receive the amount that may stand in his credit at the event of his death before that amount standing to his credit has become payable or where the amount has become payable, before payment has been made.

(b) If the employee has a family at the time of making nomination, the nomination shall be in favour of the spouse or the spouse in preference followed by one or more members of his family.

Provided that nomination made by an employee having a family in favour of a person other than member of his family shall be invalid.

Provided further that a fresh nomination towards his spouse shall be made by the employee on his marriage and any nomination made before such marriage shall be deemed to be invalid.

(c) Where the nomination is wholly or partly in favour of a minor, the employee may appoint a major person of his family, to be the guardian of the minor nominee or where there is no major person in the family, he may at his discretion, appoint any other person to be a guardian of the minor nominee.

(d) If the employee nominates more than one member, he shall specify in the nomination, the amount or share payable to each of his nominees at his own discretion so as to cover the whole of the amount that may stand to his credit.

(2) Where any amount payable to an employee under the Code is due after his death or on account of his whereabouts not being known, and the amount could not be paid to the nominee of the employee until the expiry of three months from the date the amount had become

payable, then, such amount shall be deposited by the employer with the Deputy Labour Commissioner, Labour Department, Puducherry who shall disburse the amount to the person nominated by the employee after ascertaining his identity within two months of the date on which the amount was so deposited with him.

39. Deposit of the undisbursed dues under clause (b) of sub-section (1) of section 44.— (1) Where any amount payable to an employee under this Code remains undisbursed because either no nomination has been made by such employee or for any other reason, such amounts could not be paid to the nominee of employee until the expiry of six months from the date the amount had become payable, all such amounts shall be deposited by the employer with the Deputy Labour Commissioner, Labour Department, Puducherry before the expiry of the fifteenth day after the last day of the said period of six months.

(2) The amount referred to in sub-rule (1) shall be deposited by the employer with the Deputy Labour Commissioner, Labour Department, Puducherry through bank transfer or through a crossed demand draft obtained from any scheduled Bank in India drawn in favour of such Deputy Labour Commissioner.

40. Manner of dealing with the undisbursed dues under clause (b) of sub-section (1) of section 44.— (1) The amount referred to in sub-rule (1) of rule 48 (hereinafter in this rule referred to as the amount) deposited with the Deputy Labour Commissioner, Labour Department, Puducherry shall remain with him and be invested in the Government Securities or deposited as a fixed deposit in a scheduled Bank.

(2) The Deputy Labour Commissioner, Labour Department, Puducherry will exhibit, as soon as maybe possible, a notice containing such particulars regarding the amount as the Deputy Labour Commissioner considers sufficient for information at least for fifteen days on the notice board and also publish such notice in any two newspapers being circulating in the language commonly understood in the area in which undisbursed wages were earned.

(3) Subject to the provision of sub-rule (4), the Deputy Labour Commissioner, Labour Department, Puducherry shall release the amount to the nominee or to that person who has claimed such amount, as the case may be, in whose favour such Deputy Labour Commissioner has decided, after giving the opportunity of being heard, the amount to be paid.

(4) If, the undisbursed amount remains unclaimed for a period of seven years, the same shall be transferred to the Social Security Fund constituted under sub section (5) of section 141 of the Social Security Code, 2020 (121 of 2020).

CHAPTER – VI

FORMS, REGISTERS AND WAGE SLIP

41. *The form of a single application.*— (1) A single application, may be filed under sub-section (5) of section 45 in Form-II manually or electronically along with documents specified in the said Form.

(2) Where an application under sub-section (5) of section 45 is entertained, the authority shall serve upon the employer electronically or by registered post a notice in Form VIII-A to appear before him on the date specified in the notice with all relevant documents and witnesses, if any, and shall inform the applicant of the date so specified.

(3) If, the employer or his representative fails to appear on the specified date, the authority may hear and determine the application *ex parte*.

(4) If, the applicant or his representative fails to appear on the specified date without any reasonable cause shown in advance, the authority may dismiss the application.

42. *Appeal.*— (1) Any person aggrieved by an order passed by the authority under sub-section (2) of section 45 may prefer an appeal under sub-section (1) of section 49 in Form-III electronically or by registered post, along with documents mentioned by the appellant in the said Form, to the appellate authority having jurisdiction.

Provided that no appeal by an employer shall be admitted unless at the time of preferring the appeal, the appellant has deposited the claim amount with the appellate authority.

(2) Where an appeal under sub-section (1) of section 49 is entertained, the appellate authority, shall serve upon the respondent electronically or by registered post a notice in Form VIII-B to appear before him on the date specified in the notice and shall inform the appellant of the date so specified.

(3) The appellate authority shall after hearing the appellant and the respondent shall, by order, decide the appeal.

43. *Form of register, etc.*— (1) all fines and all realizations thereof referred to in sub-section (8) of section 19 shall be recorded in a register to be kept by the employer in Form-IV appended to these rules, electronically or otherwise and the authority referred to in said sub-section (8) shall be the Deputy Labour Commissioner, Labour Department, Puducherry.

(2) All deductions and all realizations referred to in sub-section (3) of section 21 shall be recorded in a register to be kept by the employer in Form-IV appended to these rules, electronically or otherwise.

(3) Every employer of all establishments to which the Code applies shall maintain under sub-section (1) of section 50, electronically or in physical form in the formats appended to these Rules, the following registers:

(i) Employee Register in Form-I,

(ii) Register of Wages, Overtime, Advances, Fines and Deductions for Damage and Loss in Form-IV, and

(iii) Attendance Register-cum-Muster Roll in Form-IX.

(4) Registers required to be maintained under these rules shall be preserved for a period of five years after the date of last entry made therein.

44. *Wage slip.*— Every employer shall issue wage slips, electronically or otherwise to the employees in Form-V under sub-section (3) of section 50 on or before payment of wages.

45. *Manner of holding enquiry under sub-section (1) of section 53.*— (1) When a complaint is filed before the officer appointed under sub-section (1) of section 53 (hereinafter in this rule referred to as the officer) in respect of the offences referred to in said sub-section either by an officer authorized for such purpose by the Government or by an employee aggrieved or a registered Trade Union registered under the Industrial Relation Code, 2020(35 of 2020) or an Inspector-cum-Facilitator, the officer, after considering such evidences as produced before him by the complainant, is of the opinion that an offence has been committed, shall issue summons to the offender on the address specified in the complaint fixing a date for his appearance.

(2) If, the offender to whom the summons has been issued under sub-rule (1) appears or is produced before the officer, he shall explain the offender the offence complained against him and if, the offender pleads guilty, the officer shall impose penalty on him in accordance with the provisions of the Code and when the offender does not plead guilty, the officer shall take evidence of the witnesses produced by the complainant on oath and provide opportunity of cross examination of the witnesses so produced. The officer shall record the statement of the witnesses on oath and in cross examination in writing and take the documentary evidence on record.

(3) The officer shall, after the complainant's evidence is complete, provide opportunity of defense to the accused person and the witnesses produced by the accused shall be cross examined after their statements on oath by the complainant and documentary evidence in defense shall be taken on record by the officer.

(4) The officer shall after hearing the parties and considering the evidences both oral and documentary decide the complaint in accordance with the provisions of the Code.

46. *The manner of composition of offences under sub-section (1) of section 56.*— (1) An accused person desirous of making compounding of offence under sub-section (1) of section 56 may make an application in Form-VI electronically or manually to the Gazetted Officer notified under said sub-section (1) of section 56.

(2) The Gazetted Officer referred to in sub-rule (1), shall, on receipt of such application, satisfy himself as to whether the offence is compoundable or not under the Code and if, the offence is compoundable and the accused person agrees for the compounding, compromise the offence for a sum of fifty per cent of the maximum fine provided for such offence under the Code, to be paid by the accused within the time specified in the order of compounding issued by such officer.

(3) Where the offence has been compromised under sub-rule (2) after the institution of the prosecution, then, the officer shall send a copy of such order made by him for intimation to the appropriate Court specified in section 52(2) or officer referred to in sub-section (1) of section 53 for needful action under sub-section (6) of section 56.

CHAPTER – VII

MISCELLANEOUS

47. *Timely Payment of Wages.*— Where the employees are employed in an establishment through contractor, then, the company or firm or association or any other person who is the proprietor of the establishment shall pay to the contractor the amount payable to him or it, as the case may be, before the date of payment of wages so that payment of wages to the employees shall be made positively in accordance with the provisions of section 17.

Explanation.— For the purpose of this rule, the expression “firm” shall have the meaning as assigned to it in the Indian Partnership Act, 1932 (Central Act 9 of 1932).

48. *Technical Committee for working Journalist.*— The Government may, for the purpose of fixing minimum wages under the Code for the working journalist as defined in clause (zzm) of section 2 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020), appoint a technical advisory committee under clause (a) of sub-section (1) of section 8 to recommend the Government in respect of such fixation.

49. *Responsibility for payment of minimum bonus.*— Where in an establishment, the employees are employed through contractor and the contractor fails to pay minimum bonus to them under section 26, then, the company or firm or association or other person as referred to in the proviso to section 43 shall, on the written information of such failure, given by the employees or any registered Trade Union or unions of which the employees are members and on confirming such failure, pay such minimum bonus to the employees.

50. *Annual Return.*— The return under these rules shall be filed electronically by every employer of an establishment to which the Code applies in the relevant columns of the Form specified for such purpose in the rules made under the Occupational, Safety Health and Working Conditions Code, 2020 (37 of 2020). A copy of such return shall also be forwarded electronically to the Labour Bureau, Ministry of Labour and Employment, Government of India.

[See rule 43 (3)]

EMPLOYEE REGISTER

Name of the Owner : PAN/TAN of the Employer :

Labour Identification Number (LIN):

Sl. No.	Employee Code	Name	Surname	Gender	Father's/ Spouse Name	Date of Birth	Nationality	Education of Level	Date of Joining	Designation	Category (HS/S/SS/US)*
1	2	3	4	5	6	7	8	9	10	11	12

Type of Employment	Mobile No.	UAN	PAN	ESIC IP No.	Aadhaar	Bank A/C Number	Bank	Branch (IFSC)	Present Address	Permanent Address
13	14	15	16	17	18	19	20	21	22	23

Service Book No.	Date of Exit	Reason for Exit	Mark of Identification	Photo	Specimen Signature/Thumb Impression	Remarks
24	25	26	27	28	29	30

*(Highly Skilled/Skilled/Semi skilled/Unskilled)

FORM II

[See rule 41(1)]

[SINGLE APPLICATION UNDER SUB-SECTION (5) OF
SECTION 45]

**BEFORE THE AUTHORITY APPOINTED UNDER SUB-SECTION (1)
OF SECTION 45 OF THE CODE ON WAGES, 2019 (29 OF 2019)**

FOR :

AREA :

Application No. of 20

Between

ABC and (State the number) other

(Through employees concerned or registered Trade Union or
Inspector-*cum*-Facilitator)

Address :

And

XYZ

Address :

1. The applicant(s), whose name(s) appear in the attached schedule, was/were employed from to as (category) in (establishment), Shri/M/s engaged in (nature of work), which is/are covered under the Code on Wages, 2019.

2. The opponent(s) is/are the employer(s) within the meaning of section 2(1) of the Code.

3. (a) The applicant(s) has/have been paid wages at less than the minimum rates fixed under the Code by ₹ per day for the period from to

(b) The applicant(s) has/have not been paid wages at ₹ per day for weekly rest days from to

(c) The applicant(s) has/have not been paid wages at overtime rate(s) for the period from to

(d) The applicant(s) has/have not been paid wages for the period from to

(e) Deductions in contravention of the Code have been made as detailed in the Annexure.

(f) The applicant(s) has/have not received minimum bonus for the accounting year

4. The applicant(s) estimate(s) the relief as:

(a) ₹

(b) ₹

(c) ₹

(d) Total ₹

5. The applicant(s), therefore, pray(s) for a direction under section 45(2) for:

(a) Payment of the difference between payable and paid wages

(b) Remuneration for days of rest

(c) Overtime wages

(d) Compensation of ₹

6. The applicant(s) solemnly declare(s) that the above facts are true to the best of their knowledge, belief and information.

Dated :

*Signature/thumb-impression of the employee(s),
or authorized trade union official
or Inspector-cum-Facilitator.*

Note : The applicant(s), if required, may append annexures containing details, with this application.

FORM – III

[See rule 42 (1)]

APPEAL UNDER SECTION 49(1) OF THE CODE ON WAGES, 2019
**BEFORE THE APPELLATE AUTHORITY UNDER THE CODE
ON WAGES, 2019**

A.B.C.

Address Appellant

Vs.

C.D.E.

Address Respondent

Details of Appeal :

1. Particulars of the order against :
which the appeal is made.

Number and date :

The authority who has passed :
the impugned order.

Amount awarded :

Compensation awarded, if any :

2. Facts of the case :

(Give here a concise statement of facts in a chronological order,
each paragraph containing as nearly as possible a separate issue
or fact).

3. Grounds for appeal :

4. Matters not previously filed or :
pending with any other Court
or any Appellate Authority.

The Appellant further declares that he had not previously filed any appeal, writ petition or suit regarding the matter in respect of which this appeal has been made, before any Court or any other Authority or Appellate Authority nor any such appeal, writ petition or suit is pending before any of them.

5. Reliefs sought :

In view of the facts mentioned above the Appellant prays for the following relief(s):—

[Specify below the relief(s) sought]

6. List of enclosures :

- 1.
- 2.
- 3.

Date :

Place : *Signature of the Appellant*

For office use

.....

Date of filing

or

Date of receipt by post

Registration No.

Authorized Signatory

Form – IV
[See rule 43]

REGISTER OF FINE

Name of the Establishment :

Name of the Employer:

Name of the Owner :

PAN/TAN of the Employer:

Labour Identification Number (LIN):

Sl. No. Employee Register	Name of the Employee	Designation Department	Duration of Payment of Wages Monthly/ Fortnightly/ Weekly/ Daily/Piece Rated)	Wage period From - To	Total No. of days worked during the period	Total overtime (hours worked or production in case of piece workers)	Rates of Wages		
							Basic	D A	Allowances
1	2	3	4	5	6	7	8	9	10

Overtime earning	Nature of acts and omissions for which fine imposed with date	Amount of fine imposed/ realized	Damage or loss caused to the employer by neglect or default of the employee	Amount of Deduction/ realization from wages	Total amount of wages paid	Date of Payment	Attendance	
							Date	Signature
11	12	13	14	15	16	17	18	19

FORM – V

(See rule 44)

WAGE SLIP

Date of issue :

Name of the Establishment

Address

Period

1. Name of employee :
2. Father's /Spouse name :
3. Designation :
4. UAN :
5. Bank Account No. :
6. Wage period :
7. Rate of wages payable : (a) Basic (b) D.A.
(c) other allowances
8. Total attendance/unit of work :
done.
9. Overtime wages :
10. Gross wages payable :
11. Total deductions : (a) PF (b) ESI (c) Others
12. Net wages paid :

Employer / Pay-in-charge signature

FORM – VI

(See rule 46)

**APPLICATION UNDER SUB-SECTION (4) OF SECTION 56 FOR
COMPOUNDING / COMPOSITION OF OFFENCE**

1. Name of Applicant :
2. Father's / Spouse name :
3. Address of the Applicant :
4. Particulars of the offence :
.....
.....
.....
5. Section of the Code under which the offence is committed. :
.....
6. Maximum fine provided for the offence under the Code. :
.....
7. Whether prosecution against the applicant is pending or not. :
.....
8. Whether the offence is first offence or the Applicant had committed any other offence prior to the offence. If yes, then, full details of the prior offence. :
.....
.....
.....
.....
9. Any other information which the applicant desires to provide :
.....
.....
.....

Dated :

Applicant
(Name and signature)

FORM – VII

[See rule 38 (1)]

NOMINATION FORM

[SEE SECTION 44 (1) (A) OF THE CODE ON WAGES 2019]

I,, hereby nominate the person / persons mentioned below and confer on him / her / them the right to receive the amount standing to my credit has become payable, to the extent specified below at the event of my death :

Name, date of birth (DOB) and address of the nominee	Relationship with employer	Share to be paid to each	If nominee is minor, name, DOB and address of guardian who may receive the amount on behalf of minor	Name, DOB, relationship and address of alternate nominee in case the nominee under Column (1) predeceases the employee	Share to be paid to each	Name, DOB and address of person who may receive the amount if alternate nominee in Column (5) is a minor	Contingency on happening of which nomination shall become invalid
1	2	3	4	5	6	7	8

These nominations supersede any nominations made by me earlier.

Place and date:

Signature of Employee

Mobile No.

CERTIFICATE BY EMPLOYER

Certified that the above declaration and nomination has been signed/thumb impressed before me by Shri/Smt/Ku employed in my establishment after he / she has read the entry / entries or have been read over to him / her by me and got confirmed by him / her in either of the cases.

Signature of the employer or other authorised officer of the establishment and Designation

Place : *Name and Address of the Factory /*
Date : *Establishment and rubber stamp thereof*

FORM – VIII – A

[See rules 41 (2)]

NOTICE FOR APPEARANCE BEFORE THE AUTHORITY

(Strike out the words not applicable)

To,

(Name and address of the employer/applicant)

Whereas, Shri an employee under you / a nominee(s) / legal heir(s) of Shrian employee under the above-mentioned employer, has/have filed an application under sub-section (5) of section 45 of the Code on Wages, 2019 alleging that –

(A copy of the said application is enclosed, if summon is issued then copy of application is not required)

And Whereas, you are hereby called upon / summoned to appear before the Authority at.....(place) either personally or through a person duly authorized in this behalf for the purpose of answering all material questions relating to the application on the day of 20..... at ‘O’ clock in the forenoon/afternoon in support of/to answer the allegation;

and as the day fixed for your appearance is appointed for final disposal of the application, you must be prepared to produce on that day all the witnesses upon whose evidence, and the documents upon which you intend to rely in support of your allegation / defence.

Take notice that in default of your appearance on the day before-mentioned, the application will be dismissed/heard and determined in your absence.

Now, therefore, your attendance is required to give evidence/you are required to produce the documents mentioned in this list below, on behalf of in the case arising out of the claim for You are hereby summoned to appear personally before this Authority on the Day of 20..... at 'O' clock in the forenoon/afternoon and to bring with you to send to this Authority) the said documents.

List of documents

- 1.
- 2.
3. so on

Given under my hand and seal, this day of 20.....

AUTHORITY

UNDER THE CODE WAGES, 2019

Note : 1. Strike out the words and paragraphs not applicable.

2. The portion not applicable to be deleted.
3. The summons shall be issued in duplicate. The duplicate is to be signed and returned by the persons served before the date fixed.
4. In case the summons is issued only for producing a document and not to give evidence it will be sufficient compliance to the summons if the documents are caused to be produced before the Competent Authority on the day and hour fixed for the purpose.

FORM – VIII – B

[See rule 42(2)]

**NOTICE FOR APPEARANCE BEFORE THE APPELLATE
AUTHORITY / SUMMON****(Strike out the words not applicable)**

To,

(Name and address of the employer/applicant)

Whereas, an appeal has been preferred against the Order No., dated of the Authority under the Code on Wages, Puducherry, under sub-section (1) of section 49 of the Code on Wages, 2019.

(A copy of the said Appeal is enclosed,)

And Whereas, you are hereby called upon/summoned to appear before the Appellate Authority at (place) either personally or through a person duly authorized in this behalf for the purpose of answering all material questions relating to the appeal on the day of 20..... at 'O' clock in the forenoon/afternoon in support of/to answer the allegation; and as the day fixed for your appearance is appointed for final disposal of the appeal, you must be prepared to produce on that day all the witnesses upon whose evidence, and the documents upon which you intend to rely in support of your allegation / defense.

Take notice that in default of your appearance on the day before-mentioned, the appeal will be dismissed / heard and determined in your absence.

Given under my hand and seal, this day of 20

APPELLATE AUTHORITY**UNDER THE CODE ON WAGES, 2019**

FORM – IX

[See rule 43(3)]

ATTENDANCE REGISTER-CUM-MUSTER ROLL

(The attendance register-*cum*-muster roll can also be maintained electronically capturing, *inter-alia* the following details)

For the Month of ,
year 20.....

Name of Establishment :

Name of the Employer/owner :

Labour Identification Number (LIN) / :
Registration

Number of Establishment

1. Serial Number :

2. Employee Code :

3. Name :

4. Designation :

5. Shift or relay :

6. Place of work / department / :
section.

7. Date and timings of In and Out :	1	2	3	4	5	6
	7	8	9	10	11	12
	13	14	15	16	17	18
	19	20	21	22	23	24
	25	26	27	28	29	30
	31					

8. Total number of days worked :

9. Total number of extra/overtime :
hours worked.

10. In case of tour or assignments :
outside the work place suitable
entries may be made.

11. Signature of Register keeper :

**Note* : Required in case register is maintained physically.

SCHEDULE – A

[See rule 4(3)]

Sl. No.	Unskilled
(1)	(2)
1	Calfboy
2	Cattleman
3	Cleaner (Motorshed, Tractor, Cattle, Yard, M.T)
4	Collecting loosefodder
5	Dairy coolie
6	Mazdoor (Arportculturist Compost, Dairy's Haystaking, Irrigation, Manure, Stacking, Milk- room, Ration room Store, Anti-Malaria, M.R.)
7	Driver (Mule, Bullock, Camel, Donkey)
8	Grazler
9	Dairyman
10	Store-Mazdoor
11	Carrier (Stone),
12	Breaker (using manual appliances)
13	Helper
14	Messenger (Office)
15	Mali
16	Syce
17	Tying and Carrying loosehay
18	Sweeper
19	Weighing and Carrying bales,
20	Weighman (Bales, pally)
21	Waterman
22	Stableman
23	Trolly man
24	Valveman

(1)	(2)
25	Watchman
26	Wooder man
27	Wooder Woman
28	Borryman
29	Coalman
30	Condenser
31	Attendant
32	Grass Cutter
33	Muchhers Jamadars
34	Condenser Attendant
35	Shunters
36	Turner
37	Bajri Spreader
38	Beater Women
39	Bell-Woman
40	Chain Man
41	Boat Man
42	Bucket Man
43	Labourer (Boiler, Cattle Yard, Cultivation, General Loading and Unloading, Bunding, Carting- Fertilizers, Harvesting, Miscellaneous Seeding, Sowing, Thatching, Transplanting, Weeding Garden)
44	Cleaner (Crane, Truck, Cinder for ash Pit)
45	Cartman
46	Caretaker (Bridge)
47	Carrier (Water)
48	Chowkidar
49	Concrete (Hand Mixer)
50	Daffadar
51	Driver (Bullock, Camel, Donkey, Mule)

(1)	(2)
52	Flagman
53	Flagman (Blast Train)
54	Khalasi not attending to machines
55	Gangmen
56	Gatingman (Permanent Way)
57	Handle Man, Jumper Man
58	Kamin (Female Work)
59	Khalas
60	Bridge
61	Electrical
62	Marine
63	Moplah
64	Store
65	Steam Road
66	Share
67	Roller Survey
68	Hole Cutter
69	Lorry Trainees
70	Petrolman
71	Searcher
72	Signal man
73	Strikers
74	Vaks Controller
75	Cleaner
76	Dresser / Dressing Mazdoor
77	Loader
78	Messenger (Male/Female)
79	Trammer
80	Caretaker (except in Copper, Chromite and Graphite mines where it is semiskilled).

(1)	(2)
81	Office Peon/Peon(except in Bauxite Mines)
82	Carrier
83	Number Taker
84	Trolly Triper
85	Water Carrier
86	Earth Cutter
87	Survey Khalasi
88	Gate Man
89	Dismantling stocks
90	Lampman
91	Beldar/Beldar (Canteen)
92	Coolie
93	Cook-helper
94	Office Boy
95	Quarry Worker
96	Jelly Maker
97	Overburden Remover
98	Waste removing mazdoor
99	Unloader
100	Excavating Labour
101	Digger
102	Butcher
103	Attender
104	Lorry Helper
105	Surface loader
106	Wood Cutter
107	Surface Mukar
108	Under Ground Mukar
109	Striker(Moplahgang)
110	Tall Boy

(1)	(2)
111	Tile
112	Person employed in loading and unloading
113	Person employed in sweeping and cleaning and other cateogires by whatever name called Which are of unskilled nature.
114	Stretcher Bearer
115	Nursing Orderlies
116	Trolley Retriever (Airport)
Sl. No.	Semiskilled
(1)	(2)
1	Assistant(Chowdhary)
2	Attendant(Bull-calvinglines, Chowkidar, Chaffcutter, Hostel, Dry Stock, Grain crusher, Pump, Siekline)
3	Stable, Yard Stock
4	Assistant-Plumber
5	Attendant
6	Bhisti
7	Brander
8	Bullman
9	Butterman
10	Coachman
11	Cobbler
12	Cultivator
13	Daftry
14	Deliveryman
15	Dhobi
16	Dresser
17	Fireman

(1)	(2)
18	Gowala
19	Helper (Blacksmith)
20	Helper
21	Jamadar (stand)
22	Jamadar
23	Khalasi
24	Mali Senior
25	Mate / Mistry
26	Mazdoor (literate)
27	Nalband
28	Oilman
29	Ploughman
30	Vtackers
31	Supervisor
32	Thatcher
33	Valveman
34	Valveman (Senior)
35	Wireman fixing tin cables
36	Cook
37	Dandee
38	Frash
39	Hacksaw man
40	Helper (locco-Crane / Truck)
41	Manjhee (Boatman)
42	Belchawala
43	Muccadam (without competency certificate under Metalliferous Bulldozer Driver Mines Regulations,1961)
44	Bhisti (with Mushk)
45	Boatman (head)
46	Breaker
47	Breaker (Stone, Rock, Rock Stone, Stone Metal)

(1)	(2)
48	Canweaver
49	Chainman (Head)
50	Charpoy-Stringer
51	Checker
52	Cracker
53	Dollyman
54	Assistant
55	Driller
56	Driver(Skin)
57	Excavator
58	Ferroman
59	Fireman(Brick Kiln, Steam Road Roller)
60	Gate Keeper
61	Gharami
62	Classman
63	Grater
64	Greaser- <i>cum</i> -Fireman
65	Grinder
66	Hammerman
67	Helper (Artisan)
68	Helper (Sawyer)
69	Keyman
70	Khalasi (Head Survey, Rivertters - Moplah Gang, Supervisory)
71	Labourer (Rock- Cutting)
72	Lascar
73	Mali (Head)
74	Stockers and Boilerman
75	Thoombaman (Spadeworker)
76	Trollyman (Head Motor)

(1)	(2)
77	Fitter (Assistant Semiskilled)
78	Mate (Stone)
79	Kasab
80	Khalasi (Structural)
81	MasalchiP.M. Mates
82	Miner
83	Untrained Mate / Mining Mate/Mate without Competency certificateUnder Metalliferous Mines Regulations,1961
84	Butler / Cook
85	Breaker (using mechanical appliances)
86	Crech Ayah / Ayah / Untrained Crech Attendant
87	Assistant Driller
88	Oilman / Oiler
89	Chowkidar / Watchman
90	Helper (Mason, Carpenter, Blacksmith)
91	Tindals
92	Topas
93	Topkar (Big Stone Breaker)
94	Trolly Jamadar
95	Winchman
96	Attendance-keeper
97	Assistant Wireman
98	Mate
99	Mate (Blacksmith, Road, Carpenter)
100	Engine Driver and/or Feeder
101	Fitter
102	Gang
103	Mazdoor Mason
104	Permanent Way

(1)	(2)
105	Pump-Driver, Turner
106	Mazdoor (Heavy-weight)
107	Charge-man
108	Mistri (Head)
109	Muccadam
110	Night-guard
111	Runner (Postdak)
112	Oilman
113	Quarryman
114	Quarry Operator
115	Stoneman
116	Stocker
117	Thatcher
118	Pump Attendant
119	Bearer
120	Breakman
121	Crowlder Man
122	Laboratory Boy
123	Pointsman Sencummy
124	Stone mine sand other cateogires by whatever name called which are of semi-skilled nature
125	Lab. Attendant
126	Dark Room Attendant
127	Animal Attendant
128	Sr. Ward Orderlies
129	Floor Cleaner with machine
130	Housekeeping janitor
131	Cylinder handler
132	Delivery boy

(1)	(2)
133	Lift and Escalator Operator
134	Waiter
Sl. No.	Skilled
(1)	(2)
1	Artificer (Class-II, III, IV)
2	Blacksmith
3	Blacksmith (Class II)
4	Boilerman
5	Carpenter
6	Carpenter (Class II) Carpenter- <i>cum</i> -Blacksmith
7	Chowdhary
8	Driver / Cash van Driver
9	Driver (Engine Tractor, M.T.Motor)
10	Electrician
11	Fitter
12	Mason
13	Mason Class II
14	Machine hand (Class II,III,IV)
15	Machineman
16	Mate Gr.I (Senior)
17	Mechanic
18	Milk Writer
19	Mistry (Head)
20	Moulder
21	Muster Writer
22	Operator (Tube-well)
23	Painter
24	Plumber

(1)	(2)
25	Welder
26	Upholsterer
27	Wireman
28	Chipper
29	Chipper-cum-Grinder
30	Cook (Head)
31	Driller
32	Driller (Well Boring)
33	Driver (Loco / Truck)
34	Electrician (Assistant)
35	Mechanic (Tube-Well)
36	Mistry (Stell, Tube-Well, Telephone)
37	Meter Reader
38	Meteorological Observer Navghani
39	Operator(Batching plant, Cinema Project, Clamp Shelf, Compressor, Grane, Dorrick, Diesel Engine, Doser, Dragling Drill Dumber, Excavator, Fork Lift Generator, Grader, Jack Hammer and Payment breaker Loader, Pump, Pile Driving, Scrapper, Screening Plant, Shoal, Tractor, Vibrator, Weight Batcher, Railway Guards, Repairer (Battery)
40	Sharper/Slotter
41	Sprayer (Ashalt) Station Master
42	Surveyor (Silt)
43	Trades-Man
44	Train Examiner
45	Turner / Miller
46	Tyre Vulcaniser
47	Sawyer
48	Sawyer (Selection Grade Class II) Serang
49	Serangpile

(1)	(2)
50	Driving Pantooms with Boiler
51	Shapesman
52	Shift-incharge
53	Sprayman
54	Sprayman (Roads)
55	Stone Cutter
56	Stone Cutter (Selection Grade, Grade II, Class II)
57	Stone Chisler
58	Stone Chisler (Class II)
59	Stone Blasterer
60	Sub-Overseer (Unqualified)
61	Surveyors
62	Pump Driver
63	Pump Driver (Selection Grade, Grade II and III, Class II)
64	Pump Driver (Selection Grade, P.E., Driver)
65	Pumpman
66	Pumpman (Assistant)
67	Polisher (with spray) Grade-II
68	Ratan Man
69	Rivet Cutter (Assistant)
70	Rivetter
71	Rivetter (Cutter)
72	Road Inspector Grade-II, Railway Plate Layer
73	Rod Bender
74	Haulage Operator
75	Dispensary Attendant
76	Work Sakar
77	Mica Cutter Grade-I
78	Dresser Grade-I Mica

(1)	(2)
79	Supervisory Fireman
80	Fireman only in Mines
81	Compressor Driver
82	Pump Man Driver 96. Grinder in Mica Mines
83	Surveyors (Assistant)
84	Tailor
85	Tailor (Upholstry)
86	Transprayer
87	Tarman
88	LineMan
89	Tiler Class II
90	Wall (Floor, Roof)
91	Tiler (Selection Grade)
92	Tin-Smith
93	Tin Smith (Selection Grade, Grade II and III, Class II)Tinker
94	Well Sinker
95	Assistant Mistry
96	Armature Winder Grade-II and III
97	Bhandari
98	Blacksmith
99	Blacksmith (Selection Grade, Grade II, III, Class II and III)
100	Boilerman
101	Boilerman Grade II and III
102	Boiler Foreman Grade II
103	Work (Assistant)
104	Brick Layer
105	Bricklayer (Selection Grade, Class II)
106	Blaster
107	Chowkidar (Head)

(1)	(2)
108	Security Guard (without arms)
109	Carpenter (Selection Grade, Grade II and III , Class I and III Assistant
110	B.I.M. Road
111	Cabinet Maker
112	Caneman
113	Celotex
114	Cutter Maker Chargeman, Class II and Class III, Carpenter Ordinary)
115	Checkder (Junior)
116	Chick Maker
117	Chickman (Junior) Concrete Mixure Mixer
118	Concrete Mixure Operator
119	Cobbler
120	Coremaker
121	Driver Motor Vehicle
122	Motor Vehicle Selection Grade
123	Motor Lorry
124	Motor-Lorry Grade II
125	Lorry Grade II
126	Diesel Engine
127	Diesel Engine Grade II
128	Mechanical Road Roller I.C. and Cement Mixer <i>etc.</i>
129	Road Roller
130	Road Roller Driver Grade II
131	Driver (Engine Static Stone Crusher, Tractor / Bull Dozer, Steam Road Roller, Water Pump, Mechanical Assistant, Road Roller, Mechanical, Steam Crane, Tractor with Bull Dozer Mechanical, Transport, Engine Static and Road Roller Boiler Attendant.
132	Engine Operator (Stone Cursher Mechanical)

(1)	(2)
133	Distemprer, Electrician, Electrician (Grade II, Class II and Class III)
134	Fitter (Selection Grade, Grade II and III) Class II and III Assistant, pipe Class II, pipe Line ending Bars for Reinforcement- <i>cum</i> -mechanic, Mechanic and Plumber)
135	Gharami (Head)
136	Glazier
137	Hole Drillar for Blasting
138	Joiner
139	Joiner (Cable, Cable Grade II)
140	Lineman (Grade II, III, High Tension/Low Tension)
141	Mason
142	Mason (Selection Grade, Grade II, III and Class B Mistry)
143	Stone (Stone Class II, Brick Work, Stonework)
144	Brick-layer
145	Tile Flooring
146	B.I. M Muccadam (Head)
147	Stonecutting
148	Ordinary Machanis
149	Mechanic
150	Mechanic (Class II, Air conditioning, Air conditioning Grade II)
151	Diesel Grade II
152	Road Roller Grade II
153	Assistant, Radio
154	Manson (Gharami)
155	Mistry
156	Mistry Grade II, Air conditioning Grade II, P. Way, Survey, Santras Works)
157	Mason Class A
158	Moulder(Brick, Tile)

(1)	(2)
159	Painter (Selection Grade, Grade II and III, Class II, Assistant Lotter and Polisher, Polisher, Rough)
160	Plasterer
161	Plasterer (Mason Grade II)
162	Plumber
163	Plumber (Selection Grade, Class II, Assistant Lotter and Polisher, Rough),
164	Plasterer
165	Plasterer (Mason Grade II)
166	Plumber (Selection Grade, Class-II, Assistant lotter, Junior, Mistry Grade II)
167	Plumbing Mistry
168	Plumber- <i>cum</i> -Fitter
169	Polisher
170	Polisher (Floor)
171	Sirdhar Lathe Man
172	Geologist
173	Trailors
174	Turner
175	Upholsterer
176	Upholsterer (Grade II and III)
177	Painter Spray (Class II)
178	Wood Cutter
179	Wood Cutter Section Grade
180	Wood Cutter Class II
181	Work Sircar
182	Welder
183	Air winch Haulage Operator
184	Auto-electrician
185	Tailor

(1)	(2)
186	Compressor Operator
187	Blaster / Shot-firer
188	Head cook
189	Chargeman
190	Concrete Mixer Operator
191	Compressor Attendant
192	Air Compressor Attendant
193	Tractor Driver
194	Vehicle Driver
195	Chemist and Assistant/ Chemist
196	Sub-overseer (unqualified)
197	Driller
198	Handhole Driller
199	Drill Mechanic
200	Driver Auto
201	Electrician
202	Wireless Operator Asstt. Foreman
203	Foreman
204	Ferry Driver
205	Issuer Loco
206	Super Foreman
207	Hoist Operator
208	IMCE Driver
209	Loco Driver
210	Loader Operator
211	Linesman
212	Mechanic/Machinist
213	Mid Wife
214	Tinsmith

(1)	(2)
215	Supervisory Mechanic
216	Pump Attendant only in Gypsum, Barytes and Rock Phosphates
217	Pump Operator/Driver
218	Mining Mate with competency certificate under Metalliferous Mines\Regulations,1961.
219	Skilled Mazdoor
220	Turner
221	Senior Mechanic
222	Pipe Fitter
223	Supervisor
224	Drafts Man
225	Wireman
226	Timber Man/Timber Mistry Elect.
227	Stone Crusher Operator
228	Crusher Operator
229	Welder
230	Operator
231	Work Mistry
232	Engine Driver
233	Mining Engine Driver Grade-II
234	Engineman
235	Valveman
236	Cutter
237	Winding Engine Driver Grade-II
238	Security Guard(Unarmed)/Head Chowkidar
239	Shovel Operator
240	Limco Loader Operator
241	Surface Supervisor
242	Dozer Operator

(1)	(2)
243	Compressor Driller
244	Dumper Tractor Operator
245	Boiler Man (with Certificate)
246	Machinery Attendant
247	Air-conditions Mechanic
248	Crech Attendant only in Magnesite, Manganese and Mica Mines
249	Power Shovel Operator
250	Power and Pump House Operator
251	Miner Grade- I
252	Tractor Operator 80.Tub Repairer 81.Lathe Mistry
253	Stationery Engine Attendant 83. Generator Operator 84. Loading Foreman
254	Diesel Mechanic
255	Ferro Printer- <i>cum</i> -chairman
256	White Washing and Colour Washing Man
257	Operator Pneumatic Tools, Operator(Fitter)
258	Boreman
259	Borer
260	Wireman (Grade II and III, Mechanic, Electrical)
261	White Washer
262	White Washer (Selection Grade, Class II)
263	Welder (Class II, Bridgework)
264	Weldergas
265	Muccatam (with Compentency Certificate under Metalliferous Mines Regulations,1961).
266	Security Guard(without arms) and other cateogires by whatever name called which are of skilled nature
267	Assistant (Farm)
268	Assistant (Cashier)
269	Librarian

(1)	(2)
270	Telexor Telephone Operator
271	Hindi Translator
272	Telexor Telephone Operator
273	Hindi Translator
274	Accounts Clerk
275	Clerks
276	Computer/Data Entry Operator
277	Telephone Operator, Typist
278	Store Attendant
279	M.C. Clerk
280	Munshi(Matriculate, Non-matriculate)
281	Store Clerk(Matriculate, Non-Matriculate)
282	Store Keeper
283	Store Keeper Grade I, Grade II, (Matriculate)
284	Time Keeper
285	Time Keeper(Matriculate, Non-Matriculate)
286	Book Keeper
287	Work Munshi
288	Work Munshi(Sub-ordinate)
289	Magazine Clerk
290	Teller Clerk
291	Store clerk
292	Tally Clerk
293	Store Issuer
294	Tool Keeper
295	Computer/Data Entry Operator
296	Record Keeper

(1)	(2)
297	Tracer
298	Clerk / File Clerk
299	Register Keeper
300	Time Keeper
301	Munshi
302	Typist and other cateogires by whatever name called which are of clerical nature
303	Nursing sister
304	Staff Nurse Grade 'B'
305	Medical Social Worker
306	Dietician
307	Physiotherapist / Therapist
308	Technical Asstt. / Scientific Asst.
309	Pharmacist
310	Radiographer
311	ECG Technician
312	Lab. Technician
313	AC Operator
314	Data Entry Supervisor
315	DG Operator
316	Pestcontrol
317	Housekeeping Machine operator
318	Executive House Keeper (Railway Coach)
319	Ticket Vendor (Metro)
320	Persons working at Airlines counter (Airport)
321	Battery car operator (Airport)
322	Head Waiter

Sl. No.	Highly Skilled
(1)	(2)
1	Artificier Class I
2	Blacksmith Class I
3	Carpenter Class I
4	Machine
5	Hand Class I
6	Mason Class I
7	Mechanic (Senior)
8	Painter (Grade I, Class I, Spray) Plasterer(Mason)Class I
9	Plumber (Head, class I)
10	Mistry Grade I
11	Polisher (with spray Grade I)
12	Road Inspector Grade I
13	Sawyer Class I
14	Stone Cutter Class I
15	Stone Cutter Grade I
16	Stone Chisler Class I
17	Stone Mason Class I
18	Sub-Overseer (Qualified)
19	Tiler Class I
20	Tinsmith Grade I and Class I
21	Upholsterer Grade I
22	Varnisher Class I
23	Welder- <i>cum</i> -Fitter and Air Conditioning Mechanic
24	Welder (Gas) Class I
25	White Washer Class I
26	Wireman Grade I, Class I
27	Wood Cutter Class I

(1)	(2)
28	Grinder (Tool) Grade I
29	Operator (Batching Plant Grade I)
30	Leader Grade I
31	Pile Driving Grade I
32	Pump Grade
33	Scraper Grade I
34	Screening Plant Grade I
35	Pump Grade I
36	Scraper Grade I
37	Security Guards (with arms)
38	Armature Winder Grade I
39	Blacksmith Grade I and Class I
40	Boilerman Grade I
41	Boilerman Foreman Grade I
42	Brick Layer class I
43	Cable Joiner Grade I
44	Carpenter Grade I and Class I
45	Celo Cutter and Decorator
46	Chargeman Class I
47	Checker (Sr.) Driver Lorry Grade I
48	Motor Lorry Grade I
49	Motor Vehicle Class I and Diesel Engine Grade I
50	Road Roller Grade I
51	Pump Class Electrician Grade I and Class I /Grade I
52	Fitter (Grade I, Class I)
53	Pipe ClassI (Head)
54	Foreman (Assistant) Line Man Grade I Mason (Skilled Grade I, Class I)
55	Mast Rig

(1)	(2)
56	Mechanic Class I and Class II
57	Mechanic(Diesel Grade I and Road Roller Grade I)
58	Air-conditioning Grade I / Class I, Mistry Grade I
59	Mistry(Air-conditioning Grade I)
60	Overseer
61	Overseer(Senior and Junior)
62	Dragline Grade I
63	Drill Grade I
64	Dumper Grade I
65	Excavator Grade I
66	Fork Lift Grade I
67	Generator Grade I
68	Rigger Grade I
69	Rigger Grade II
70	Charper / Sletter Grade I
71	Shoveland Dragline Tractor Grade I
72	Tradesman Class I
73	Turner / Miller Grade I
74	Work (Assistant) Grade I
75	Compounder
76	Surveyor
77	Winding Engine Driver
78	Operator (Heavy Earth Moving Shoveland Bulldozer)
79	Head Mistry
80	Staff Nurse Grade 'A'
81	Drill Operator other than Jack Hammer
82	Electrical Supervisor with Competency Certificate

(1)	(2)
83	Underground Shift Boss
84	Head Mechanic
85	Qualified and Experienced Welder
86	Machine Tool Mechanic
87	Mechanical / Plant Foreman
88	Mining Supervisor
89	Vocational Training Instructor / Teacher
90	Head Electrician
91	Accountant
92	Steno with 7 years of service
93	Store In-charge
94	Shift In-charge
95	Supervisor
96	In-charge of Watch and Ward
97	Security Guard (Armed)
98	Crane Grade I
99	Diesel Engine Grade I
100	Dozer Grade I
101	Clamp Shell Grade I
102	Compressor Grade I
103	Grader Grade I
104	Tractor Grade I
105	Vibrator Grade I
106	Screening Plant Grade I
107	Shovel Grade I
108	Shove land Dragline
109	Tyre vulcaniser Grade I
110	Security Guard (with Arms) and other categories by whatever name called which are of Highly-Skilled nature

(1)	(2)
111	Housekeeping Supervisor
112	Cash/ATM Custodian
113	Cash Van Armed Security Guard

(By order of the Lieutenant-Governor)

R. SMITHA, I.A.S.,
Secretary to Government (Labour).
