

**ANNUAL REPORT ON THE WORKING OF MINIMUM WAGES ACT  
1948**

*Report for the year 2016*

*State: KERALA*

**1. SCHEDULED EMPLOYMENT**

*I. During the year under report no Employment has been added to the schedule under section 27 of the Act.*

**II. Composition of various Committees-** *No Minimum Wages committee has been constituted afresh during the year 2016.*

**Fixation of Minimum rates of wages.** *During the year under report one employment in which minimum wages have been fixed for the first time.*

*(i) Employment in Mid Day Meal Scheme in Schools 2016 as per G.O (P) NO.136/2016/LBR dated 8<sup>th</sup> August 2016.*

**III Revision of Minimum rates of wages.** *During the year under report Minimum Wages have been revised in twelve Industries.*

*(i) Employment in Rubber Crepe mills as per G.O. (P)No.05/2016/LBR dated 14<sup>st</sup> January 2016.*

*(ii) Employment in Plantations as per G.O (P) NO.76/2016/LBR dated 17<sup>th</sup> May 2016.*

*(iii) Employment in Hostels as per G.O (P) NO.94/2016/LBR dated 20<sup>th</sup> June 2016.*

*(iv) Employment in Ice Factories as per G.O (P) NO.109/2016/LBR dated 18<sup>th</sup> July 2016.*

*(v) Employment in Cane and Bamboo Industry as per G.O (P) NO.134/2016/LBR dated 6<sup>th</sup> August 2016.*

*(vi) Employment in Gold/ Silver ornaments manufacture as per G.O (P) NO.132/2016/LBR dated 6<sup>th</sup> August 2016.*

*(vii) Employment in Handling and care of Elephants as per G.O (P) NO.133/2016/LBR dated 6<sup>th</sup> August 2016.*

*(viii) Employment in Printing Press as per G.O (P) NO.131/2016/LBR dated 6<sup>th</sup> August 2016.*

*(ix) Employment in Sales Promotion of Pharmaceutical Products as per G.O (P) NO.112/2016/LBR dated 23<sup>th</sup> July 2016.*

*(x) Employment in Ayurvedic and Allopathic medicine manufacture as per G.O (P) NO.149/2016/LBR dated 3<sup>th</sup> September 2016.*

*(xi) Employment in Shops & Commercial Establishment as per G.O (P) NO.196/2016/LBR dated 21<sup>th</sup> December 2016.*

(xii) *Employment in .Domestic Works as per G.O (P) NO.202/2016/LBR dated 29<sup>th</sup> December 2016.*

#### **IV Payment of wages and reductions there from**

*The details of total wages paid and deductions made etc. are prepared on the basis of the returns received from the employers in Form No. III of the Kerala Minimum Wages Rules 1958 and are added as Appendix I*

#### **V Enforcement**

*Details regarding the working of the enforcement machinery, laws, regulations, rules etc. framed by the Central/ State Government relating to the enforcement of the acts, number of inspections made, the functional procedure followed and the observations on the inspections etc. cover the enforcement part of the report. One hundred and thirty one inspectors have been appointed to conduct inspections under the Minimum Wages Act.*

*The Labour Commissioner, The Additional Labour Commissioners (2), The Joint Labour Commissioner(P) (1), Regional Joint Labour Commissioner (3), The Deputy Labour Commissioner(HQ)(1), The Chief inspector of Plantations (1), District Labour Officer (HQ) (1), District Labour Officers (E) (11), The Assistant Labour Officers (101), The Inspectors of Plantations (10) have all functions as the Inspectors under the Minimum Wages Act during the year under report.*

*27033 inspections have been conducted during the year 2016 and 81538 cases of irregularities were noticed. There were 2202 prosecutions launched against employers who have violated the provisions of the Act and rules during the year under report. A statement showing the violations of the provisions of the Act and rules framed there under in respect of each scheduled employment is enclosed as Appendix II.*

#### **I. Claims**

*The Labour Commissioner Thiruvananthapuram, is vested with the powers under section 20 (1) to hear and decide on the claims filed under the section.*

*Out of the 1623 cases handled during the year 2016 no cases were decided, and 1623 cases were pending at the end of the year.*

## **VI. Rules framed under section 30 of the Act and or any amendments made thereof.**

*There is an amendment in the Kerala Minimum Wages Rules, 1958 rules have been framed afresh under section 30 of the Act and an amendments made thereof during 2016, Draft Notification No.43/E1/2016LBR, Dated.17.12.2016 and Final Notification G.O.(P)No.30/2017/LBR, Dated.26.04.2017*

## **VII. General**

1. *A critical review of the minimum wages fixed vis-à-vis wage rates in the corresponding employments in the same locality- NIL*
2. *An account of the problems and difficulties arising on the implementation of the Act and measures taken to overcome these difficulties- NIL*
3. *Suggestions for the effective enforcement of the Act and proposals for amending the Act and the rules framed there under. NIL*
4. *Evaluation of the effect of the minimum wages under the following heads.*
  - a. **Effect on the occupation in the scheduled employment:** *The fixation of minimum wages for various scheduled employments was of great help to minimize the possibilities for the exploitations of unorganized laborers by the employers and workers are assured of a reasonable wage rate under the statutes.*
  - b. **Effect on the occupation in the same category.** *The fixation of minimum wages for scheduled employments have promoted the employees in similar employment in other industries to put their claims for higher wages on the principle of minimum wages.*
  - c. **Inter Regional Effects- NIL**

**d. General Evaluation:** *The fixation of minimum rates of wages in the schedule employment has enabled the workers employed in the scheduled employments to get reasonable wage rate and better service conditions. This has helped the workers in other industries too, to raise demands and to obtain higher rates of wages and other benefits that are being enjoyed by them in employments in which minimum wages have not been fixed. The fixation of minimum wages has not brought out any adverse effect on any industry in general. But in a few traditional industries which are functioning in the state, there were indications of migration. Steps were taken to arrest this trend by bringing this fact to the notice of the centre and requesting for a regional minimum wages for these industries.*

**Sd/-**

**K.O.George**  
**Additional Labour Commissioner (E) i/c**  
**For Labour Commissioner**

## ANNUAL REPORT OF WORKING OF MINIMUM WAGES ACT 1948

## REPORT FOR THE YEAR 2016

## SCHEDULED EMPLOYMENT

Details of Scheduled Employment and Workers employed therein

SI.No	Name of Industry	No.of Establishments	No.of Workers
1	2	3	4
1	Employment in any woollen Carpets making Shawl weaving Establishments	0	0
2	Employment in Rice Mill/Dhall Mill	1135	1643
3	Employment in Tobacco and Beedi Manufacturing	53	58
4	Employment in Plantations	668	54746
5	Employment in Oil mills	503	562
6	Employment in Local Authority	0	0
7	Employment in Construction of Roads and Buildings	14	70
8	Employment in Stone Breaking and Crushing	269	2775
9	Employment in Lac manufacturing	1	3
10	Employment in Mica Works	0	0
11	Employment in Public Motor Transports	466	1834
12	Employment in Tanneries and Leather Manufacturing	101	291
13	Employment in Coir Industry	135	518
14	Employment in Cashew Industry	160	529
15	Employment in Salt Pan	0	0
16	Employment in Water Boat Transport	50	194
17	Employment in Printing Press	1852	4434
18	Employment in Tile manufacturing Industry	230	628
19	Employment in Toddy Tapping	395	2517
20	Employment in Match Industry	22	47
21	Employment in Shops and Commercial Establishments	354675	823976
22	Employment in Timber & Plywood Industry	454	997
23	Employment in Bricks Manufacturing	311	1250
24	Employment in Banks	330	1410
25	Employment in Handloom Industry	164	284
26	Employment in Plywood Industry	53	367
27	Employment in Minor Ports	6	16
28	Employment in Forests	96	157
29	Employment in Rubber Products	376	876
30	Employment in Minor Engineering	2840	7111
31	Employment in construction of or maintenance of Dams	332	5198
32	Employment in Fish Peeling and Canning	151	658

<b>Sl.No</b>	<b>Name of Industry</b>	<b>No.of Establishments</b>	<b>No.of Workers</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
33	Employment in Hill produce Industry	386	212
34	Employment in Manufacturers of medicines	1763	2562
35	Employment in Powerlooms	20	113
36	Employment in making Copra	42	46
37	Employment in handling and care of Elephants	40	104
38	Employment in Hosiery manufacturing	43	244
39	Employment in Ice factories	49	1807
40	Employment in manufacture of umbrellas	39	189
41	Employment in Hostels	524	2297
42	Employment in Rubber crape Mills	184	201
43	Employment in Liquor Trading	106	764
44	Employment in Cinema theatres	419	2364
45	Employment in crumb Rubber Factories	36	480
46	Employment in Collection of Sands	13	34
47	Employment in manufacture of Aluminium and Tin	313	625
48	Employment in Light Motor Vehicles	368	2514
49	Employment in Oil Palm cultivation	13	31
50	Employment in Marble and Granite	239	1195
51	Employment in Food processing	964	4228
52	Employment in Electric Equipment & Software	3011	5174
53	Employment in manufacture of soap	451	1079
54	Employment in Computer Software Industry	1698	77025
55	Employment in Plastic Industry	150	449
56	Employment in manufacture of wirecut Bricks	87	563
57	Employment in Screen Printing	117	255
58	Employment in Handicrafts	151	276
59	Employment in Readymade Garments	1367	3248
60	Employment in Diamond cutting and Polishing	44	565
61	Employment in Khadi Industry	57	174
62	Employment in Cane and Bamboo Industry	27	77
63	Employment in motion picture and Tele films	105	2601
64	Employment in private education Institution (Non teaching)	410	12834
65	Employment in Security services	1501	28313
66	Employment in Machanised Fish catching Industry	22	44
67	Employment in Private Hospitals/ Dispensaries/ Pharmacies etc	5500	101455
68	Employment in LPGas agencies (Cooking Gas)	479	3621

SI.No	Name of Industry	No.of Establishments	No.of Workers
1	2	3	4
69	Employment in Electronic Industry	492	2051
70	Employment in Sale promotion of Pharmaceutical products	1658	4384
71	Employment in Petrol pump	1461	9069
72	Employment in Star Hotel	278	11077
73	Employment in Domestic Works	213	679
74	Employment in Timber cutting, clear felling and transporting of logs	693	2487
75	Employment in the manufacture of Gold and Silver Ornaments	626	2242
76	Employment in Private Temples	30	84
77	Employment in Chartered Accountant Offices	97	423
78	Employment in Tree Climbing	6	10
79	Employment in Sweeping and Cleaning	84	1136
80	Employment in Furniture Industry	515	1172
81	Employment in Medical Shops	3512	6117
82	Employment in Breweries	17	38
83	Employment in footwear manufacturing	91	144
84	Employment in Paper Industry	109	926
85	Employment in Financial Institution	1185	3810
86	Employment in Photography and Videography	558	1539
87	Mid day Meal Scheme in Schools	0	0
88	Employment in Cable TV	7	41
PART 2			
1	Employment in Agriculture	352	924
	<b>TOTAL</b>	<b>398564</b>	<b>1219265</b>

Sd/-  
**K.O.Geroge**  
Additional Labour Commissioner (E) i/c  
For Labour Commissioner

## Payment of Wages and deductions thereon

Total Wages paid and deduction made etc on the basis of the returns received from Employers in Form III of the Minimum Wage Rules 1950

Sl. No	Industry /Employment	No. of Establishments covered under the Act	No. of Establishments submitted returns in Form iii	Average Daily No. of Persons employed			No of days worked during the year	No. of mandays worked during the year	Total Wages			The No. cases and deduction made on account of										
				Adults	Children	Total			Paid in Cash	Cash value of wages paid in kind	Total	Fines		Damage or Loss		Breach of Contract		Total		Disbursement of Fines Fund		Balance of Fines at the end of the year
												A	B	A	B	A	B	A	B	Purpose	Amount	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
1	Shops and Establishments	144582	3481	146787	0	146787	307	45111566	15996939696	0	15996939696	0	0	0	0	0	0	0	0	0	0	0
2	Ice Factory	39	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Printing Press	1599	1	5	0	5	307	1535	784068	0	784068	0	0	0	0	0	0	0	0	0	0	0
4	Rice mill/ Dhal mill	1082	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Oil Mill	443	6	104	0	104	298	30952	11620608	0	11620608	0	0	0	0	0	0	0	0	0	0	0
6	Motor Transport Undertakings	401	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Minor Engineering	2482	31	1781	0	1781	303	538909	205310304	0	205310304	0	0	0	0	0	0	0	0	0	0	0
8	Liquor Trading	105	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Cinema theatre	382	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Pharmaceuticals	1618	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Timber Industries	397	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Tile Industry	168	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Dairy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



Sl. No	Industry /Employment	No. of Establishments covered under the Act	No. of Establishments submitted returns in Form iii	Average Daily No. of Persons employed			No of days worked during the year	No. of mandays worked during the year	Total Wages			The No. cases and deduction made on account of										Balance of Fines at the end of the year
				Adults	Children	Total			Paid in Cash	Cash value of wages paid in kind	Total	Fines		Damage or Loss		Breach of Contract		Total		Disbursement of Fines Fund		
												A	B	A	B	A	B	A	B	Purpose	Amount	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14	Powerloom	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Bricks manufacturing	283	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16	Hostels	483	1	14	0	14	365	5110	2858904	0	2858904	0	0	0	0	0	0	0	0	0	0	0
17	Ayurvedic and Allopathic medicines	1343	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Rubber Industry	297	1	2	0	2	295	590	318240	0	318240	0	0	0	0	0	0	0	0	0	0	0
19	Private Hospitals	5091	753	70248	0	70248	365	25640520	8819199288	0	8819199288	0	0	0	0	0	0	0	0	0	0	0
20	Manufacturing of Umbrellas	31	3	19	0	19	303	5757	1823088	0	1823088	0	0	0	0	0	0	0	0	0	0	0
21	Fish Peeling and canning	94	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	Toddy Tapping	395	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23	Match Industry	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24	Cashew Industry	152	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25	Coir Industry	122	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26	Sea Foods	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27	Copra	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Sl. No	Industry /Employment	No. of Establishments covered under the Act	No. of Establishments submitted returns in Form iii	Average Daily No. of Persons employed			No of days worked during the year	No. of mandays worked during the year	Total Wages			The No.cases and deduction made on account of										
				Adults	Children	Total			Paid in Cash	Cash value of wages paid in kind	Total	Fines		Damage or Loss		Breach of Contract		Total		Disbursement of Fines Fund		Balance of Fines at the end of the year
												A	B	A	B	A	B	A	B	Purpose	Amount	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
28	Agriculture	286	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
29	Tobacco and Beedi	52	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30	Handloom Industry	109	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31	Stone breaking and crushing	220	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	Others	7092	426	16903	0	16903	353	5970363	3007728152	0	3007728152	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>169417</b>	<b>4703</b>	<b>235863</b>	<b>0</b>	<b>235863</b>	<b>328</b>	<b>77305302</b>	<b>28046582348</b>	<b>0</b>	<b>28046582348</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Sd/-  
**K.O.George**  
**Additional Labour Commissioner (E) i/c**  
**For Labour Commissioner**

**Annexure V.1  
V. Enforcemrnt**

**Violations of ther provisions of the Act and the rules framed thereunder in respect of such Scheduled Employment for the year 2016**

Sl. No	Industry/ Employment	No.of offences in respect of which prosecution were pending from previous year	No of prosecutions launched during the year where only one offence was exclusively covered						Where more than one offence was covered in one prosecution	No.of offences in respect of which prosecutions were pending at the end of the year	Convictions	
			Payment of Wages	Deductions	Hours of Overtime work	Display of notice, maintenance of registers and submission of returns	Others	Total			Total No.of cases in which fines were imposed	Total amount of fines
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Shops and commercial Establishment Act	1764	0	0	0	0	10	10	1513	2622	665	1175150
2	Cashew	0	0	0	0	0	0	0	1	0	1	2000
3	Sawmill	0	0	0	0	0	0	0	2	1	1	1200
4	Minor Engineering	9	0	0	0	0	1	1	16	18	8	10550
5	Fish peeling	0	0	0	0	0	0	0	5	1	4	9500
6	Motor Transport	2	0	0	0	0	0	0	2	4	0	0
7	Timber Plywood	1	0	0	0	0	0	0	13	10	4	6900
8	Bricks manufacturing	3	0	0	0	0	0	0	4	6	1	1700
9	Agriculture	0	0	0	0	0	0	0	0	0	0	0
10	Marble and Granite	0	0	0	0	0	0	0	6	6	0	0
11	Printing press	22	0	0	0	0	0	0	15	31	6	9400
12	Crusher	1	0	0	0	0	0	0	4	2	3	4200
13	Cinema	4	0	0	0	0	0	0	1	5	0	0
14	Rubber Industry	0	0	0	0	0	0	0	5	1	4	6600
15	Others	223	0	0	0	0	3	3	480	428	278	648300
	<b>TOTAL</b>	<b>2029</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>14</b>	<b>2067</b>	<b>3135</b>	<b>975</b>	<b>1875500</b>

Sd/-  
**K.O.George**  
Additional Labour Commissioner (E) i/c  
For Labour Commissioner

**Annexure VI  
Claims**

Name of State	No. of claims pending from previous year	No. of claims preferred during the year	No. of claims decided during the year	No. of claims pending at the end of the year	Total amount directed by the authorities to be paid to the Employees as a result of claims made (Rs)	Total amount of penalties imposed on the Employees by the authorities (Rs)	Total amount of compensation award by the authorities to be paid to the Employees (Rs)
1	2	3	4	5	6	7	8
Kerala	932	691	0	1623	5019999	0	0

Sd/-  
K.O.George  
Additional Labour Commissioner (E) i/c  
For Labour Commissioner

**Details of Minimum wages fixed for the first time during the year 2016**

Industry of Employment	Area of locality	Category of Employment	No.of Establishments covered	No.of Employees	Wage period	Rates of Wages (Rs.)								
						Men			women			Children		
						Basic Wages	Cost of living allowance	Composite wage	Basic Wages	Cost of living allowance	Composite wage	Basic Wages	Cost of living allowance	Composite wage
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Mid Day Meal Scheme in Schools	Thiruvananthapuram	Category 1			Daily Wage	350	44	394						

Sd/-  
**K.O.George**  
 Additional Labour Commissioner (E)i/c  
 For Labour Commissioner



Industry/ Employment	Area or Locality	Category of Employment	Number of Establishments covered	No. of Employees	Wage Period	Old Rates of Wages									Revised Rates of Wages									Remarks		
						Men			Women			Children			Men			Women			Children					
						Basic Wage	Cost of Living allowance	Composite wage	Basic Wage	Cost of Living allowance	Composite wage	Basic Wage	Cost of Living allowance	Composite wage	Basic Wage	Cost of Living allowance	Composite wage	Basic Wage	Cost of Living allowance	Composite wage	Basic Wage	Cost of Living allowance	Composite wage			
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		
2.Plantation	Ernakulam	Rubber Plantation																								
		Field Worker			Daily Wage	167.63	153.25	320.88									336.21	49.54	385.75							
		Factory Worker			Daily Wage	172.5	153.25	325.75									341.08	49.54	390.62							
		Group 1			Monthly Wage	5200	4597.6	9797.63									10425	1380.13	11805.13							
		Group 2			Monthly Wage	5115	4597.6	9712.63									10260	1380.13	11640.13							
		Group 3			Monthly Wage	5030	4597.6	9627.63									10090	1380.13	11470.13							
		Coffee Plantation																								
		Field Worker			Daily Wage	82.63	153.25	235.88									256.21	49.54	305.75							
		Group 1			Monthly Wage	2560	4597.6	7157.63									7950	1380.13	9330.13							
		Group 2			Monthly Wage	2520	4597.6	7117.63									7820	1380.13	9200.13							
		Group 3			Monthly Wage	2480	4597.6	7077.63									7690	1380.13	9070.13							
		Cardamon Plantation																								
		Field Worker			Daily Wage	117.63	153.25	270.88									285.21	49.54	334.75							
		Group 1			Monthly Wage	3650	4597.6	8247.63									8850	1380.13	10230.13							
		Group 2			Monthly Wage	3590	4597.6	8187.63									8700	1380.13	10080.13							
		Group 3			Monthly Wage	3530	4597.6	8127.63									8560	1380.13	9940.13							











Industry/ Employment	Area or Locality	Category of Employment	Number of Establishments covered	No. of Employees	Wage Period	Old Rates of Wages									Revised Rates of Wages									Remarks						
						Men			Women			Children			Men			Women			Children									
						Basic Wage	Cost of Living allowance	Composite wage	Basic Wage	Cost of Living allowance	Composite wage	Basic Wage	Cost of Living allowance	Composite wage	Basic Wage	Cost of Living allowance	Composite wage	Basic Wage	Cost of Living allowance	Composite wage	Basic Wage	Cost of Living allowance	Composite wage							
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						
12.Domestic Works	State Percentage	Category 1			Daily Wage	130	156	286							195	136.5	331.5													
		Category 2				134	160.8	294.8						201	140.7	341.7														
		Category 3				142	170.4	312.4						213	149.1	362.1														
		Category 4				146	175.2	321.2						219	153.3	372.3														
		Category 5				150	180	330						225	157.5	382.5														
			Category 1			Monthly Wage	3380	4056	7436							5070	3549	8619												
			Category 2				3484	4181	7664.8						5226	3658.2	8884.2													
			Category 3				3692	4430	8122.4						5538	3876.6	9414.6													
			Category 4				3796	4555	8351.2						5694	3985.8	9679.8													
			Category 5				3900	4680	8580						5850	4095	9945													

Sd/-  
**K.O.Geroge**  
**Additional Labour Commissioner (E) i/c**  
**For Labour Commissioner**