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 8th 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 14st January 2016.
 - (ii) Employment in Plantations as per G.O (P) NO.76/2016/LBR dated 17th May 2016.
 - (iii) Employment in Hostels as per G.O (P) NO.94/2016/LBR dated 20th June 2016.
 - (iv) Employment in Ice Factories as per G.O (P) NO.109/2016/LBR dated 18th July 2016.
 - (v) Employment in Cane and Bamboo Industry as per G.O (P) NO.134/2016/LBR dated 6th August 2016.
 - (vi) Employment in Gold/ Silver ornaments manufacture as per G.O(P) NO.132/2016/LBR dated 6th August 2016.
 - (vii) Employment in Handling and care of Elephants as per G.O (P) NO.133/2016/LBR dated 6th August 2016.
 - (viii) Employment in Printing Press as per G.O (P) NO.131/2016/LBR dated 6th August 2016.
 - (ix) Employment in Sales Promotion of Pharmaceutical Products as per G.O (P) NO.112/2016/LBR dated 23th July 2016.
 - (x) Employment in Ayurvedic and Allopathic medicine manufacture as per G.O (P) NO.149/2016/LBR dated 3th September 2016.
 - (xi) Employment in Shops & Commercial Establishment as per G.O(P) NO.196/2016/LBR dated 21th December 2016.

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

SI.No	Name of Industry	No.of Establishments	No.of Workers
1	2	3	4
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 Charted Accountant Offices	97	423
78	Employment in Tree Climping	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
	TOTAL	398564	1219265

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

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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

		TOTAL VVE	Igos par						eturns received t	Oyers in rollin in	01 1110	, IVIII I	iiiidiii	vvag		103 10	,50				т —	
			orm iii	Average Person			og the		Т	otal Wage	es	The	No.	cases	and o	dedu	ction	made	e on	accou	ınt of	end
SI.	Industry /Employment	ishments er the Act	ishments turns in For				days worked during the	mandays worked the year	_	of wages		Fir	nes	Dam or L			each of ntract	Тс		en Fir	ursem It of nes und	of Fines at the of the year
		No.of Establishments covered under the Act	No.of Establishments submitted returns in Fi	Adults	Children	Total	No of days w year	No.of mandays or during the year	Paid in Cash	Cash value of wages paid in kind	Total	Α	В	А	В	Α	В	Α	В	Purpose	Amount	Balance of of t
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 Page 1	0	0	0	0	0	0	0	0	0	0	0	0	0

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			: ≡ ⊱	Average Person			g the			otal Wage	es .	The	No.	cases	and o	dedu	ction	made	e on	accou	ınt of	end
SI.	Industry /Employment	Establishments ed under the Act	shments turns in Forn			.p. 0 y 0 u	days worked during the	ys worked ar		of wages		Fir	nes	Dam or L			each of ntract	Тс	otal	en Fii	ursem t of nes und	of Fines at the of the year
	,_mpioyc.ik	No.of Establishments covered under the Act	No.of Establishments submitted returns in Form	Adults	Children	Total	No of days w year	No.of mandays of during the year	Paid in Cash	Cash value of wages paid in kind	Total	А	В	А	В	Α	В	А	В	Purpose	Amount	Balance of t
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

				ı		Daily No. of E Total Wages The No.cases and deduction made on account of E																
			orm iii	Average Person			ig the			otal Wage	es	The	No.	cases	and o	dedu	ction i	made	e on	accou	ınt of	end
SI. No	Industry /Employment	tablishments under the Act	ωL				worked during	ays worked ear		of wages		Fir	nes	Dam or L	_		each of ntract	То		en Fir	ursem t of nes ind	Fines at the year
	, ,	No.of Establ covered und	No.of Establishment submitted returns in	Adults	Children	Total	No of days v year	No.of mandays v	Paid in Cash	Cash value paid in kind	Total	А	В	Α	В	А	В	Α	В	Purpose	Amount	Balance of of t
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
	Total	169417	4703	235863	0	235863	328	77305302	28046582348	0	28046582348	0	0	0	0	0	0	0	0	0	0	0

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

Annexure V.1

V. Enforcement

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

		of	No of pros	ecutions la		ring the year v sively covered		ne offence	ne	e e	Conv	victions
SI. No	Industry/ Employment	No.of offences in respect of which prosecution were pending from previous year	Payment of Wages	Deductions	Hours of Overtime work	Display of notice, maintenance of registers and submission of returns	Others	Total	Where more than one offence was covered in one prosecution	No.of offences in respect of which prosecutions where pending at the end of the year	No.of cases in Ines where	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
	TOTAL	2029	0	0	0	0	14	14	2067	3135	975	1875500

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

				SS					Rates of	Wages (Rs.)			
	iξ	.	nts	уеє	_		Men			women			Childrer	ì
Industry of imployment	Area of locality	Category of Employ ment	No.of Establishmer covered	No.of Employees	Wage period	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
/lid Day Meal eme in Schools	Thiruvananthapuram	Category 1			Daily Wage	350	44	394						

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

			Staten	nent s	howing	the deta	ils of em	nployment	s whe	re Ra	ite o	f Mir	nimum	wage	es was re	vised for t	he year 20)16						
								Old Ra	tes of \	Wages	S						Revised I	Rates	of Wag	es				
ent			ω				Men		V	omen/)		Childre	en		Men		١	Nomer)	(Childre	n]
Industry/ Employment	Area or Locality	Category of Employment	Number of Establishments covered	No.of Employees	Wage Period	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	Remarks
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
		Category 1			ge	139	164	303							320	52	372							
		Category 2			Daily Wage	134	164	298							310	52	362							
Mills	Jram	Category 3			Da	130	164	294							300	52	352							
угеере	nthapı	Category 1				4260	4264	8524							8950	1352	10302							
1.Rubber Creepe Mills	Thiruvananthapuram	Category 2			/age	4008	4264	8272							8650	1352	10002							
1.Ruk	Thir	Category 3			Monthly Wage	3818	4264	8082							8420	1352	9772							
		Category 4			Mon	3360	4264	7624							7910	1352	9262							
		Category 5]			3230	4264	7494							7710	1352	9062							
			1	ı							Tea	Plar	ntation					1						
		Field Worker			Daily Wage	82.63	153.25	235.88							256.21	49.54	305.75							
		Factory Worker			ă	85.88	153.25	239.13							259.46	49.54	309							
		Group 1			Vage	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			Mor	2480	4597.6	7077.63							7690	1380.13	9070.13							

								Old Rat	tes of \	Nages	S						Revised F	Rates o	of Wag	es				
) Jut			S				Men		V	omen)		Childre	en		Men		٧	Vomer	١	(Childre	า	
Industry/ Employment	Area or Locality	Category of Employment	Number of Establishments covered	No.of Employees	Wage Period	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	Remarks
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
					•					F	Rubb	er Pl	antatio	n										
		Field Worker			ge	167.63	153.25	320.88							336.21	49.54	385.75						<u> </u>	
		Factory Worker			Daily Wage	172.5	153.25	325.75							341.08	49.54	390.62							
L C	_	Group 1			/age	5200	4597.6	9797.63							10425	1380.13	11805.13							
2.Plantation	Ernakulam	Group 2			Monthly Wage	5115	4597.6	9712.63							10260	1380.13	11640.13							
2.Pla	Ern	Group 3			Mor	5030	4597.6	9627.63							10090	1380.13	11470.13							
				ı	1 .	ı				(Coffe	e Pla	antatio	n										
		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			hly v	2520	4597.6	7117.63							7820	1380.13	9200.13						<u> </u>	
		Group 3			Mont	2480	4597.6	7077.63							7690	1380.13	9070.13							
				ı		1				Ca	ardar	non F	Plantat	ion										
		Field Worker			Daily Wage	117.63	153.25	270.88							285.21	49.54	334.75							
		Group 1			<u>≥</u> 0	3650	4597.6	8247.63							8850	1380.13	10230.13						ļ	Щ
		Group 2			Monthly Wage	3590	4597.6	8187.63							8700	1380.13	10080.13						ļ	Ш
		Group 3			Σ ′	3530	4597.6	8127.63							8560	1380.13	9940.13						<u> </u>	

								Old Ra	tes of \	Wage	S						Revised	Rates	of Wag	jes				
au t			ω,				Men		V	/omer)		Childre	en		Men		\	Vomer	ì	(Childre	n	
Industry/ Employment	Area or Locality	Category of Employment	Number of Establishments covered	No.of Employees	Wage Period	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	Remarks
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
	m	Group 1				3311	4264	7575							10570	1352	11922							
v	Thiruvananthapuram	Group 2			age	3247	4264	7511							10460	1352	11812							
3. Hostels	ntha	Group 3			Monthly Wage	3185	4264	7449							10360	1352	11712							
는 글 보	anaı	Group 4			nthly	3101	4264	7365							10230	1352	11582							
<u>س</u>	iiruv	Group 5a			Mo	3059	4264	7323							10160	1352	11512							
	Τ	Group 5b				3019	4264	7283							10100	1352	11452							
		Part la				5160	3801.2	8961.2							10260	1404	11664							
	E	Part Ib				4992	3801.2	8793.2							10040	1404	11444							
ries	pura	Part Ic			age	4836	3801.2	8637.2							9840	1404	11244							
acto	ıtha	Part lia			, Wa	7200	3801.2	11001.2							12910	1404	14314							
4. Ice Factories	anar	Part lib			Monthly Wage	6000	3801.2	9801.2							11350	1404	12754							
4. Ic	Thiruvananthapuram	Part lic			Mo	4992	3801.2	8793.2							10040	1404	11444							
	Ţ	Part lid				4836	3801.2	8637.2							9840	1404	11244							
		Part lie				4368	3801.2	8169.2							9230	1404	10634							
р.,	лар	Skilled			Φ	300	156.6	456.6							550	57.6	607.6							
e ar boo tries	antl m	Unskilled 1			Vag	225	156.6	381.6							450	57.6	507.6							
5. Cane and Bamboo Industries	Thiruvananthap uram	Unskilled 2			Daily Wage	175	156.6	331.6							380	57.6	437.6							
5 E	Thir	Unskilled 3			Dę	160	156.6	316.6							360	57.6	417.6							

								Old Ra	tes of	Wages	S						Revised I	Rates	of Wag	es				
ent			ω				Men		V	/omer	1		Childre	en		Men	_	١	Nomer)	(Childre	n	
Industry/ Employment	Area or Locality	Category of Employment	Number of Establishments covered	No.of Employees	Wage Period	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	Remarks
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
		Group la				250	150.88	400.88							480	48	528							
	ram	Group lb				240	150.88	390.88							470	48	518							
		Group lia			Daily Wage	225	150.88	375.88							450	48	498							
ø		Group lib			Daily	200	150.88	350.88							410	48	458							
nament		Group IIIa				175	150.88	325.88							380	48	428							
lver orr	nthapu	Group IIIb				160	150.88	310.88							360	48	408							
6. Gold and Silver ornaments	Thiruvananthapuram	Group la				6500	3922.9	10422.88							12520	1248	13768							
3. Gold	Thi	Group Ib			Ф	6240	3922.9	10162.88							12170	1248	13418							
		Group IIa			y Wag	5850	3922.9	9772.88							11640	1248	12888							
		Group IIb			Monthly Wage	5200	3922.9	9122.88							10760	1248	12008							
		Group IIIa			_	4550	3922.9	8472.88							9890	1248	11138							
		Group IIIb				4160	3923	8082.88							9360	1248	10608							

								Old Rat	es of \	Vages	3						Revised I	Rates	of Wag	es				
ant.			S				Men		W	omen			Childre	en		Men		Women			C	Childre	1	
Industry/ Employment	Area or Locality	Category of Employment	Number of Establishments covered	No.of Employees	Wage Period	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	Remarks
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
ng and s	anthapur n	First Mahout			' Wage	4000	3816.3	7816.28							11660	1248	12908							
7. Handling and Care of Elephants	Thiruvananthapur am	Second Mahout			Monthly Wage	3815	3816.3	7631.28							11340	1248	12588							
		Unskilled			Эe	137.55	177.48	315.03							340	55.2	395.2							
		Skilled 1	_		Daily Wage	151.3	177.48	328.78							355	55.2	410.2							
		Skilled 2			aily	166.4	177.48	343.88							375	55.2	430.2							
SS	Thiruvananthapuram	Skilled 3			Ω	183.1	177.48	360.58							410	55.2	465.2							
Pre	napu	Unskilled				3576	4637.1	8213.1							8810	1440	10250							
8. Printing Press	nantl	Skilled A1			Φ	4524	4637.1	9161.1							10040	1440	11480							
Pri	uvar	Skilled A2			Vag	3934	4637.1	8571.1							9270	1440	10710							
κό	Thi	Skilled B1			Monthly Wage	4976	4637.1	9613.1							10630	1440	12070							
		Skilled B2			Jont	4327	4637.1	8964.1							9780	1440	11220							
		Skilled C1			_	5474	4637.1	10111.1							11710	1440	13150							
		Skilled C2				4760	4637.1	9397.1							10740	1440	12180							
9. Sales Promotion of Pharmaceutical Products	Thiruvananthapur am	Sales Promotion Employees			Monthly Wage	7100	3304.6	10404.6							14410	1404	15814							

								Old Rat	tes of \		3						Revised I	Rates	of Wag	es				
ţ			10				Men		V	omen			Childre	en		Men		Women			(Childre	า]
Industry/ Employment Area or Locality	Area or Locality	Category of Employment	Number of Establishments covered	No.of Employees	Wage Period	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	Remarks
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
a e	am	Group A				2502	4221.4	6723.36							7980	1300	9280							
dic &	apur	Group B			age	2558	4221.4	6779.36							8130	1300	9430							
urve ic me ıfact	antha	Group C			N VI	2614	4221.4	6835.36							8280	1300	9580							
10. Ayurvedic & Allopathic medicine manufacture	Thiruvananthapuram	Group D			Monthly Wage	2670	4221.4	6891.36							8430	1300	9730							
	Ę	Group E				2782	4221.4	7003.36							8580	1300	9880							
		Grade A			_	146	141.1	287.1							325	60	385							
		Grade B			age	140	141.1	281.1							315	60	375							
ent		Grade C			Daily Wage	137	141.1	278.1							305	60	365							
Ę		Grade D			Jaily	134.35	141.1	275.45							295	60	355							
blis		Grade E				131.4	141.1	272.5							285	60	345							
sta	am	Special Grade				4204	4233	8437							9330	1560	10890							
<u>#</u>	Ind	Grade A				4104	4233	8337							9120	1560	10680							\Box
ig gi	ıtha	Grade B				3954	4233	8187							8910	1560	10470							
jme	nar	Grade C			Φ	3877	4233	8110							8700	1560	10260							\Box
Commercial Establishment	Thiruvananthapuram	Grade D			۷ag	3800	4233	8033							8490	1560	10050							
∞ ∞	Pir	Grade E			۷ راد	3727	4233	7960							8280	1560	9840							
11. Shops &	-	Grade F	1		Monthly Wage	3500	4233	7733							8230	1560	9790							
Sho		Grade G			Σ	3400	4233	7633							8040	1560	9600							
-		Grade H				3246	4233	7479							7850	1560	9410							\dagger
		Grade I				3173	4233	7406							7660	1560	9220							
		Grade J				3096	4233	7329							7470	1560	9030							

						Old Rates of Wages									Revised Rates of Wages									
ant.			S				Men		V	/omen)		Childre	en		Men		Women			(Childre	n	
Industry/ Employment		Category of Employment	Number of Establishments covered	No.of Employees	Wage Period	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	Remarks
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
		Category 1				130	156	286							195	136.5	331.5							
		Category 2			age	134	160.8	294.8							201	140.7	341.7							
ω	4	Category 3			Daily Wage	142	170.4	312.4							213	149.1	362.1							
Vork	ercentage	Category 4			Dail	146	175.2	321.2							219	153.3	372.3							
tic V	rcer	Category 5				150	180	330							225	157.5	382.5							
12.Domestic Works	Ф	Category 1			6)	3380	4056	7436							5070	3549	8619							
2.Dc	State	Category 2			Vage	3484	4181	7664.8							5226	3658.2	8884.2							
_		Category 3			hly V	3692	4430	8122.4							5538	3876.6	9414.6							
		Category 4			Monthly Wage	3796	4555	8351.2							5694	3985.8	9679.8							
		Category 5			V	3900	4680	8580							5850	4095	9945							

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