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കേരള സർക്കാർ  
2010



District Labour Office  
Labour Commissionerate  
Thiruvananthapuram  
Reg. No. 100/2009  
KL/TV(N)/12/2009-2011

**KERALA GAZETTE**  
**കേരള ഗസറ്റ്**  
**EXTRAORDINARY**

അസാധാരണം

**PUBLISHED BY AUTHORITY**

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GOVERNMENT OF KERALA

Labour and Rehabilitation (E) Department

NOTIFICATION

G. O. (Ms.) No. 39/2010/LBR. Dated, Thiruvananthapuram, 15th March, 2010.

**S. R. O. No. 279/2010.**—In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) read with sub-section (2) of section 5 thereof, and in supersession of the Notification issued as G. O. (Rt.) No. 637/98/LBR dated 13th March, 1998 and published as S. R. O. No. 282/98 in the Kerala Gazette Extraordinary No. 516 dated 27th March, 1998, the Government of Kerala after considering the objections and suggestions received on the draft proposal issued in notification No. 5277/E1/2007/LBR dated 27th January, 2009 and published in the Kerala Gazette Extraordinary No. 280 dated 4th February, 2009 as required under clause (b) of sub-section(1) of section 5 of the said Act and in consultation with the Minimum Wages Advisory Board constituted under section 7 of the said Act, hereby revise the minimum rates of wages payable to the employees employed in Fish Peeling, Fish Canning, Freezing and Exporting of Sea Foods in the State of Kerala as specified in the schedule hereto annexed and fixed the date of publication on this notification in the Gazette as the date from which the revised rates of wages shall come into force.

## SCHEDULE

## A. BASIC WAGES

<i>Sl. No.</i>	<i>Category</i>	<i>Rs.</i>
(1)	(2)	(3)
<b>I Time rated working</b>		<i>Daily Wages</i>
(Minimum time rates for 8 hours work)		
<i>Factory Section</i>		
(i)	Processing Workers	138.00
(ii)	Icemen	139.00
(iii)	Loading and Unloading from trawlers	140.00
<b>II Monthly rated Wages</b>		<i>Monthly Wages</i>
(i)	Plant Manager/Factory Manager	6000
(ii)	Assistant Plant Manager/Assistant Factory Manager	5000
(iii)	Plant/Machine Operators	
	(a) Grade I	4250
	(b) Grade II	4000
(iv)	Boilerman/Fireman	
	(a) Senior	4300
	(b) Junior	4050
(v)	Processing Supervisors	
	(a) Grade I	4200
	(b) Grade II	4000
(vi)	Weighing and Tally Clerks/Office Clerks/Cashiers/Computer Operators/ Computer Programmers	3930
(vii)	Time Keepers	4000

(1)	(2)	(3)
(viii)	Heavy Vehicle Drivers	3970
(ix)	Light Vehicle Drivers	3900
(x)	Vehicle Cleaners, Watchman, General Workman/Attender, Peon	3856
(xi)	Sweepers and Cleaners	3454

### III. Piece rated working (Minimum Piece rates)

#### PEELING SECTION

Type of Fish	Count (i.e. numbers which altogether weigh 1 Kg.)	Rate per 1 Kg.	Workload for a day (Kg.)		
(1)	(2)	(3)	(4)		
(1) Peeling and Undeveining (PUD):					
(a)	Pooyalan	Below 200	6	25	
(b)	Kazhanthan	200 to 400	10	15	
		400 to 500	14	11	
		500 to 600	16	9.5	
		600 and above	17	9	
(c)	Karikkadi (large)	400 to 500	14	11	
		Karikkadi (small)	500 to 600	16	9.5
			600 and above	17	9
(d)	Theliy, Chemmeen	600 and above	17	9	
(2) Peeling and De-veining:					
(a)	Pooyalan	Below 200	7	21.5	
(b)	Kazhanthan	200 to 400	11	14	
		400 to 500	15	10	
		500 to 600	17	9	
		600 and above	18	8.5	

(1)	(2)	(3)	(4)		
(c)	Karikkadi (large)	400 to 500	15	10	
	Karikkadi (small)	500 to 600	17	9	
		600 and above	18	8.5	
(d)	Thelly, Chemmeen	600 and above	18	8.5	
(3) <i>Whole Cleaning:</i>					
(a)	Cuttle Fish	2 (i.e. Single fish weighing 500 or more gram)	3	50	
		3 to 5 (Single fish weighing above 200 grams up to 500 grams)	4	38	
		Above 5 (Single fish weighing 200 gms. or below)	6	25	
(b)	Squid and other fishes	2 (i.e. single fish weighing 500 or more gms.)	3.50	43	
		3 to 5 (Single fish weighing above 200 gms. and up to 500 gms.)	5	30	
		Above 5	6.50	23	
(4) <i>De-heading</i>					
	Poovalan	} 200 and below	3	50	
	Kazhanthan		200 to 400	5	30
	Karikkadi		400 to 600	7.50	20
	Thelly Chemmeen		600 and above	8.50	18
	Other Fishes				

## IV. Other Works

<i>Nature of work</i>	<i>Rate per ton (Rs.)</i>
(a) Washing and Checking	560
(b) Loading, Unloading, Weighing and Ice Packing	515
(c) Ice landing	30
(d) Measuring	60
(e) Serving	340
(f) Sterilising	70 paise per tube
(g) Cooking	Re. 1 and paise 50 per gm.

## B. DEARNESS ALLOWANCE

In addition to the basic wages, the employees are entitled to be paid Dearness Allowance calculated on the basis of the latest available Consumer Price Index Numbers for each month published for the concerned District Headquarters by the Department of Economics and Statistics, Government of Kerala.

The daily rated workers and the piece rated workers shall be eligible for the Variable Dearness Allowance at the rate of 82 (eighty-two) paise and the monthly rated workers at the rate of Rs. 21.32 (Rupees twenty-one and thirty two paise only) for the increase of every one point above 130 points of the Consumer Price Index in the new series i.e. 1998-99=100. The Dearness Allowance may be calculated based on the highest number of Consumer Price Index Numbers for a month during January to June and paid from October to March and, from July to December and paid from April to September respectively every year. As no separate Consumer Price Index Number is published, Meppadi and Munnar centres may be reckoned for Wayanad and Idukki Districts respectively. The work turned out in a week may be reckoned together and DA shall be paid at the rate of 1 DA when one day workload is completed subject to a maximum of 1 DA for a day and 6 DA for a week.

The daily rate in respect of the category of workers for whom monthly rate is fixed in this notification shall be calculated by dividing the monthly rate by 26 and the monthly rate in respect of those for whom daily rate is fixed shall be arrived at by multiplying the daily rate by 26.

## Weightage

In the case of time rated and monthly paid employees who have completed not less than three years service as on the date of coming into force of this notification, service weightage shall be allowed @ 1 per cent of the revised wages for each completed year of service, subject to a maximum of 15 per cent included in their wages.

In case the employees of any establishment/industry are at present getting higher wages than the Minimum Wages fixed as per this notification, shall continue to enjoy such higher rates.

By order of the Governor,

C. K. VISWANATHAN,  
*Secretary to Government.*

### Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

Government had earlier revised the minimum rates of wages payable to the employees employed in Fish Peeling, Fish Canning, Freezing and Exporting of Sea Foods in the State of Kerala vide notification issued in G. O. (Rt.) No. 637/98/LBR dated 13th March, 1998 and published as S.R.O. No. 282/98 in the Kerala Gazette Extraordinary No. 516 dated 27th March, 1998. Government have now decided to revise the existing minimum rates of wages following the procedure laid down in clause (b) of sub-section (2) of section 5 of the Minimum Wages Act, 1948.

This notification is intended to achieve the above object.