

GOVERNMENT OF KERALA
Labour and Rehabilitation (E) Department
NOTIFICATION

G. O. (Ms.) No. 165/2009/LBR. Dated, Thiruvananthapuram, 11th December, 2009.

S. R. O. No. 1067/2009.—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 under G. O. (Rt.) No. 1749/1998/LBR dated 11th June, 1998 and published as S. R. O. No. 513/98 in the Kerala Gazette Extraordinary No. 977, dated 22nd June, 1998 the Government of Kerala after considering the advice of the Committee appointed under clause (a) of sub-section (1) of section 5 of the said Act and after 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 daily waged and piece rated employees employed in the Handloom Industry in the State of Kerala as specified in the Schedule hereto annexed and fix the date of publication of this notification in the Gazette as the date from which the revised rates of wages shall come into force.

SCHEDULE

A. Daily Wages

<i>Work</i>	<i>Basic Wage (Rs.)</i>	<i>Workload</i>
(1)	(2)	(3)
1. Highly Skilled Labourers		
(1) Card Cutter, Designer	137.00	8 hours
(2) Jacquard Fitter	137.00	8 hours
2. Skilled Labourers		
(1) Boiler Operator	137.00	8 hours
(2) Boiler Attender	131.00	8 hours
(3) Carpenter	131.00	8 hours
(4) Dye House Workers		
(a) One box/bundle (4.54 Kg.) ordinary thread	24.00	5 bundle/box
(b) One box/bundle (4.54 Kg.) Crepe thread	25.00	5 bundle/box
(c) Daily Wage	124.00	8 hours

Notes:—(1) In cases where yarn is to be provided with different dyes in different stages, wages are to be enhanced based on the increased workload.

(2) The work load of the categories A and B have been assessed purely on the mode of using manpower for production. The increase in the proportionate productivity and wages due to the modernisation in the dye houses have to be decided in such units on consensus.

(3) *Semiskilled Labourers*

Machine Tailor/Hand Tailor 124.00 8 hours

(4) *Unskilled Labourers*

Folders, Packers, Bailers, Ironers,
General Mazdoor, Sample Mazdoor,
Full-time Sweepers, Helpers 118.00 8 hours

B. Work and Rate (Piece rated working)

<i>Work</i>	<i>Basic rates per Kazhi (Rs.)</i>	<i>Workload</i>
(1)	(2)	(3)
1. Pirm winding		
(a) Bobbin winding/Tharu winding		
(1) 0.5s to 30s	8.79	10 Kazhi
(2) 2/2 to 2/60	8.79	10 Kazhi
(3) 20s to High Twist	9.92	9 Kazhi
(4) 2/17	10.91	8 Kazhi
(5) 2/80, 2/100, 40s	10.02	9 Kazhi
(6) 2/120, 60s	9.95	9 Kazhi
(7) 80s to 100s	11.14	8 Kazhi
(8) 120s	12.64	7 Kazhi
(b) Hand Pirm winding		
(1) 0.5s to 30s	11.11	8 Kazhi
(2) 2/2 to 2/60	11.11	8 Kazhi
(3) 20s to High Twist	12.64	7 Kazhi
(4) 2/80, 2/100, 40s	12.64	7 Kazhi
(5) 2/17	12.78	7 Kazhi
(6) 2/120, 60s	12.87	7 Kazhi
(7) 80s to 100s	14.99	6 Kazhi
(8) 120s	16.33	5½ Kazhi

Note:— Threads, box/bundle (4.54 Kg.) below 10s will be considered as 10 kazhi.

<i>Work</i>		<i>Revised basic wages</i>	<i>Workload</i>
(1)		(2)	(3)
<i>2. Wage rate for warping One piece of 23 metre</i>			
<i>Reed No.</i>	<i>Width</i>	<i>Rs.</i>	
36-48	30"	9.39	276 metre
36-48	32"-40"	11.29	230 "
36-48	42"-52"	12.95	207 "
52-64	30"	9.78	276 "
52-64	32"-40"	11.84	230 "
52-64	42"-52"	13.72	207 "
52-64	60"	16.24	184 "
72-84	30"	12.04	230 "
72-84	32"-40"	13.65	207 "
72-84	42"-52"	16.51	184 "
72-84	60"	19.99	161 "

Notes:—(1) Where design work is required to be done the rates shall be payable on the basis of workload.

(2) When width of the warp is in excess of what has been stated above, corresponding enhanced wage should be given.

3. Reed, Heald, Warp/Piercing Rates

- | | | |
|---|------|-----------|
| (a) Rate for drawing in deeds and healds of 100 yarns | 3.72 | 3000 yarn |
| (b) Rate for drawing in reeds only of 100 yarns | 1.74 | 6000 " |
| (c) Rate for piercing of 100 yarns | 1.74 | 6000 " |

Note:—In each reed the wage is calculated on the basis of the width (the same wages) between two yarns in dent. This is applicable when single yarn is designed.

4. Weaving Rate:

A. Wage rates for weaving of ordinary varieties of cloth (4 heald, treadle, I shuttle, 1 metre)

Reed No.	Warp	Weft	Pick	36"	Work load 48"	Work load 60"	Work load 72"	Work load 90"	Work load				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
From 1 to 30	2s to 60 2/2-2/80	2s to 40 2/2-2/80	up to 20	11.68	9	13.12	8	17.56	6	21.08	5	28.69	4
	2s to 60 2/2-2/80	4s to 40 2/6-2/80	21-30	11.87	9	13.29	8	17.74	6	21.98	5	28.86	4
	2s to 60 2/2-2/80	6s to 40 2/10-2/80	31-40	12.40	9	13.53	8	17.89	6	22.22	5	29.11	4
	2s to 60 2/2-2/80	10s to 40 2/20-2/80	41-50	12.45	9	13.78	8	18.23	6	22.46	6	29.26	4
From 32 to 42	6s to 60 2/10-2/80	2s to 60 2/2-2/80	up to 20	11.91	9	13.34	8	17.78	6	22.02	5	28.90	4
	6s to 60 2/10-2/80	4s to 60 2/6-2/80	21-30	12.08	9	13.51	8	17.95	6	22.19	5	29.02	4
	6s to 60 2/6-2/80	6s to 60 2/10-2/80	31-40	12.32	9	13.74	8	18.20	6	22.44	5	29.32	4
	6s to 60 2/10-2/80	10s to 60 2/20-2/80	41-50	12.57	9	13.99	8	18.43	6	22.69	5	29.56	4
From 44 to 54	10s to 60 2/20-2/80	2s to 60 2/2-2/80	up to 20	12.16	9	13.57	8	18.02	6	22.27	5	29.15	4
	10s to 60 2/20-2/80	4s to 60 2/6-2/80	21-30	12.32	9	13.75	8	18.20	6	22.46	5	29.24	4
	10s to 60 2/20-2/80	6s to 60 2/10-2/80	31-40	12.57	9	13.99	8	18.43	6	22.69	5	29.56	4
	10s to 60 2/20-2/80	10s to 60 2/20-2/80	41-50	12.81	9	14.24	8	18.68	6	22.92	5	29.81	4

Explanatory Note

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

Government have decided to revise the minimum rates of wages payable to the daily waged and piece rated employees employed in the Handloom Industry and therefore appointed a Minimum Wages Committee and after considering the report of the Committee and also on the advise of Minimum Wages Advisory Board, Government have decided to revise the minimum rates of wages to the said categories.

This notification is intended to achieve the above object.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
3. Wage rate for warping	0.65	0.65	0.65	0.80	0.80	0.92	1.34	1.60
4. Piercing	0.39	0.39	0.39	0.53	0.53	0.65	1.07	1.34
5. Other works	0.65	0.65	0.65	0.80	0.80	0.92	1.34	1.60
Total wage rate for one Kazhi	17.08	18.68	19.12	21.14	22.63	25.19	28.89	35.28
Workload	6Kazhi	6 Kazhi	6 Kazhi	6 Kazhi	6 Kazhi	6 Kazhi	6 Kazhi	5½ Kazhi

Note:—In some places the labourers used to bring gum for sizing and other materials required for these type of works and for these places higher wage rate should be paid. This will continue as such.

Dearness Allowance

The workers employed in Handloom Industry are eligible for Dearness Allowance. The daily rated and piece rated workers shall be paid Dearness Allowance along with the wages Rs. 0.82 (Eighty two paise only) respectively for every point of increase above 120 points in the new series 1998-99=100 of the Consumer Price Index published for each District Headquarters by the Directorate of Economics and Statistics Department. For Idukki and Wayanad districts, Dearness Allowance shall be paid on the basis of the Consumer Price Index Number published for Munnar and Meppadi Centres respectively, until separate Consumer Price Index Numbers are published for the above Districts.

Notes:—(1) Wherever the workers are actually in receipt of higher wages than the minimum wages fixed above such higher wages shall be continued.

(2) Wherever the workers are supplied food free of cost and such other benefits, it shall be continued.

By order of the Governor,

C. K. VISWANATHAN,
Secretary to Government.

E. Saton design 8 Heald, 8 Treadle, shuttle (Rate of one metre weaving)

<i>Reed</i>	<i>Width</i>	<i>Warp</i>	<i>Weft</i>	<i>Rate</i> (Rs.) (ps).	<i>Workload</i>
(1)	(2)	(3)	(4)	(5)	(6)
52-64	48"	2/20-2/40	2/20-2/40	21.08	6metre
	60"	2/20-2/40	2/20-2/40	24.33	5 ½,,
	72"	2/20-2/40	2/20-2/40	27.91	5 ,,
	90"	2/20-2/40	2/20-2/40	35.45	4 ,,
68-76	48"	2/30-2/60	2/30-2/60	21.94	6 ,,
	60"	2/30-2/60	2/30-2/60	25.11	5 ½,,
	72"	2/30-2/60	2/30-2/60	32.73	4 ,,
	90"	2/30-2/60	2/30-2/60	36.28	4 ,,
80-84	48"	2/40-2/80	2/40-2/80	25.41	5 ,,
	60"	2/40-2/80	2/40-2/80	29.22	4 ½,,
	72"	2/40-2/80	2/40-2/80	33.55	4 ,,
	90"	2/40-2/80	2/40-2/80	39.94	3 ½,,

F. Mat weaving (1 kolli+1 shuttle)

<i>Size</i> <i>Lenth Width</i>	<i>Rate</i> <i>For one pice</i>	<i>Workload</i>
19" × 13"	Rs. 5.48	25 piece

Note:—When Size, Kolli, Heald, Treadle, Shuttle are increased, proportionate enhanced wage should be given.

5. Yarn and Wages System

	<i>Thread numbers</i>							
	20s	26s	30s	40s	60s	80s	100s	120s
	<i>Rs.Ps.</i>	<i>Rs.Ps.</i>	<i>Rs.Ps.</i>	<i>Rs.Ps.</i>	<i>Rs.Ps.</i>	<i>Rs.Ps.</i>	<i>Rs.Ps.</i>	<i>Rs.Ps.</i>
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1. Wage rate of weaving rate for one Kazhi	11.23	12.83	13.27	14.20	14.90	17.10	18.72	23.79
2. Rate for Nalli	4.16	4.16	4.16	4.81	5.60	5.60	6.42	6.95

B. Fabrics, Lunki, Saree, Dhotti (4 heald, 4 treadle, 1 shuttle, 1 metre)

Reed	Warp	Weft	Width	Rate (Rs.)	Workload	Width	Rate (Rs.)	Workload
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
64	20-30	20-30	48"	14.75	7½ metre	60"	18.59	6 metre
64	40	40	48"	15.40	7½ metre	60"	19.25	6 metre
72	40	40-60	48"	17.81	6½ metre	60"	19.90	6 metre
72	60	60	48"	19.07	6 metre	60"	22.89	5 metre
80	40-50	60	48"	20.09	6 metre	60"	23.99	5 metre
(Mercidiced)								
80	80	80	48"	21.06	5½ metre	60"	23.92	5 metre
80	100	100	48"	23.36	5 metre	60"	27.10	4½ metre
100	80/100	100	48"	28.04	4 metre	60"	30.39	4 metre
100	120	120	48"	30.58	4 metre	60"	31.03	4 metre

Note:—(1) When wages fixed above 48 inches up to 60 inches for 12 inches wage is fixed the difference between 48" and 60", if it is above 60 inches up to 72 inches for every 12 inches wage is fixed the difference between 60" and 72" and if it is above 72" to 90" for every 18" wage is fixed the difference between 72" and 90" proportionate wage for every inch should be fixed.

- (2) When line sada, double sada, ottacharadu etc., are produced wage may be fixed based on the workload.
- (3) When shuttle and heald are increased, 1.25% of basic wages may be given for every shuttle and heald.
- (4) When treadle are increased, 1.25% of basic wage may be given for every two treadle.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
From 56 to 66	16s to 2/30-2/80	4s to 2/6-2/80	up to 20	12.38	9	13.82	8	18.27	6	22.05	5	29.04	4
	16s to 2/30-2/80	4s to 2/6-2/80	21-30	12.75	9	13.99	8	18.43	6	22.69	5	29.56	4
	16s to 2/30-2/80	6s to 2/10-2/80	31-40	12.81	9	14.24	8	18.68	6	23.29	5	29.81	4
	16s to 2/30-2/80	10s to 2/20-2/80	41-50	13.05	9	14.48	8	18.93	6	23.17	5	30.04	4
From 68 to 74	20s to 2/40-2/80	2s to 2/2-2/80	up to 20	12.68	9	14.07	8	18.51	6	22.75	5	29.63	4
	20s to 2/40-2/80	4s to 2/6-2/80	21-30	12.81	9	14.24	8	18.68	6	22.29	5	29.80	4
	20s to 2/40-2/80	6s to 2/10-2/80	31-40	13.05	9	14.48	8	18.93	6	23.17	5	30.04	4
	20s to 2/40-2/80	10s to 2/20-2/80	41-50	13.30	9	15.15	8	19.16	6	23.41	5	30.30	4
From 76 to 84	20s to 2/40-2/80	4s to 2/2-2/80	up to 20	13.79	8	15.47	7	18.75	6	23.00	5	29.87	4
	20s to 2/40-2/80	4s to 2/6-2/80	21-30	13.96	8	15.65	7	18.93	6	23.17	5	30.07	4
	20s to 2/40-2/80	6s to 2/10-2/80	31-40	14.21	8	15.89	7	19.16	6	23.41	5	30.30	4
	20s to 2/40-2/80	10s to 2/20-2/80	41-50	14.44	8	16.13	7	19.41	6	23.65	5	30.54	4