



GOVERNMENT OF KERALA
Labour and Rehabilitation (E) Department
NOTIFICATION

G.O.(Ms)No. 136/2010/LBR *Dated, Thiruvananthapuram 8th November, 2010*

S.R.O. No. 1047/2010.- 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 under G.O(Rt) No. 2159/2004/LBR dated 13th August 2004 and published as S.R.O. No. 884/2004 in the Kerala Gazette Extraordinary No. 1757 dated 13th August, 2004 the Government of Kerala after considering the objections and suggestions received on the preliminary Notification issued under No. 10037/E1/09/LBR dated 21st December, 2009 and published in the Kerala Gazette Extraordinary No. 16 dated 2nd January, 2010 as required under clause (b) of sub-section (1) of section 5 of the said Act and after considering the advice of 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 the Rubber Products 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 on which the revised rates shall come into force.

SCHEDULE

I. Daily Wage Rates

Minimum Wages per day
(for 8 hours duty)
Rupees

(a) Unskilled Workers (Rubber products & Rubber Foam mixed Coir Fibre Products Units)

1. Packers
2. Head load workers
3. Cleaners including lorry cleaners
4. Store workers
5. Workers engaged in transport of goods etc.
6. Fibre drying workers and other coolies.
7. Tilting machine helpers
8. Numbering workers
9. Rubber splitting workers
10. Weighing workers
11. Helpers in Mechanical section (for lifting & removal of goods)
12. Despatch Workers
13. Drying Room Attenders and Cleaners

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(b) Semi-skilled Workers (Rubber Products & Rubber Foam mixed Coir Fibre Products Units)

1. Vulcanisors including those working in vulcanizing press
2. Moulding workers including Moulding Press Operators
3. Trimming Workers including workers engaged in strap trimming and assembling of chappals
4. Hose-making Workers
5. Tyre and Tube making Workers
6. Fitter Grade-II (Mechanical Section)
7. Production Line Workers
8. Cutting Press Workers
9. Fabricators
10. Workers doing finishing work of the products
11. Cycle Tyre case forming workers
12. Heat Sealing Operators in Polythene Packing
13. Workshop Attenders
14. Laboratory Section workers engaged in weighing of chemicals
15. Stitchers in Tyre Retreading Section
16. Stitchers (cloth covers sections that is for beds, pillows, cushions, back rests etc.)
17. Curling workers/Fibre Twisting (Rolling) Workers.

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(c) Skilled Workers (Rubber Products & Rubber Foam mixed Coir Fibre Products Units)

1. Calender Section Workers.
2. Mixing Mill Workers.
3. Extrusion Workers
4. Skilled Fitter Grade – I (Mechanical Section)
5. Roller men (Rubber Mixing Mill Workers, Mixing Mill Operators, Rubber Mixing and Sheeting Section Workers and Workers engaged in mixing of raw materials and Chemicals and extruding them)
6. Mechanics
7. Mechanical Fitter.
8. Roller Section Workers.
9. Electrician.
10. Boiler (Smithy)/ Boiler Attendant) Class II
11. Machine Operators, including Machine Operators in Form Section.
12. Cycle Rickshaw Tyre Forming Workers.
13. Blacksmiths.
14. Carpenters
15. Vulcanisors, Moulders, Tyre Examiners, Buffers and Solutioners in Tyre Retreading section of the Industry
16. Cutters (cloth cover section)
17. Tilting Machine Operators
18. Lab Technicians (Centrifuge Factory)

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(d) Highly Skilled Workers (Rubber Products & Rubber Foam mixed Coir Fibre Products Units)

1. Charge man (mate)	}	212
2. Boiler Attendant Class I		
3. Turner		
4. Electrician Grade I		
5. Welders engaged in Boiler, welding lead burning and other work requiring skill of high order.		
6. Chemist		
7. Tyre Final Inspector		
8. Head Operator		
9. Quality Controller (including Centrifuge Factory)		

II. Monthly rated Workers (Rubber Products & Rubber Foam mixed Coir Fibre Products Units)

**Monthly basic wages
Rs.**

(a) 1. Supervisor	
2. Manager	5,550
(b) 1. Accountant	
2. Clerk	
3. Stenographer	
4. Store Keeper	5,252
5. Typist	
6. Driver	
(c) 1. Peon	
2. Watchman	4,654
3. Sweeper	

(d) The monthly basic wages of any category of employees, whose wages are fixed daily, shall be the amount fixed for one day multiplied by 26 and the daily basic wages of any category of employees whose wages are fixed monthly shall be the amount fixed for one month divided by 26.

III. Service Weightage:- The employees who have completed not less than three years continuous service in an establishment or under an employer as on the date of commencement of this notification shall be paid service weightage at the rate of one percent of the revised basic wages for every completed year of service, subject to a maximum of ten percent, which will be included in their basic wages.

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IV. Dearness Allowance:- In addition to the basic wages, every employees shall be eligible for dearness allowance calculated on the basis of Consumer Price Index numbers for each month published for the concerned District Headquarters by the Department of Economics and Statistics, Government of Kerala, at the rates specified below:

(1) All the daily rated employees shall be eligible for the Variable Dearness Allowance at the rate of 85 paise (eighty five paise) for every point in excess of 130 points in the new series (1998-99=100).

(2) All the monthly rated employees shall be eligible for the Variable Dearness Allowance at the rate of Rs. 22.10 (Rupees twenty two and paise ten) for every point in excess of 130 points in the new series (1998-99=100).

In respect of Idukki District and Wayanad District, the Consumer Price Index of Munnar and Meppady respectively shall be taken as the Consumer Price Index of the concerned district headquarters for the purpose of calculation of dearness allowance.

V. In case, the employees in any industry/establishment are actually in receipt of higher wages than the minimum wages fixed under this notification, they shall continue to enjoy the benefit of such higher wages.

By order of the Governor,
K. B. Valsala Kumari
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 rate of wages payable to the employees employed in Rubber Products Industry in the State vide G.O(Rt) No. 2159/2004/LBR dated 13th August, 2004, published as S.R.O No. 884/2004 in the Kerala Gazette Extra-ordinary dated 13th August, 2004. Government have now decided to revise the existing minimum rates of wages in Rubber Products Industry in the Kerala State.

This notification is intended to achieve the above object.