

GOVERNMENT OF KERALA
Labour and Skills (E) Department

NOTIFICATION

G. O. (P) No. 62/2018/LBR.

Dated, Thiruvananthapuram, 2nd August, 2018
17th Karkadakam, 1193.

S. R. O. No. 566/2018.—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. (Ms.) No. 39/2010/LBR dated 15th March, 2010 and published as S.R.O. No. 279/2010 in the Kerala Gazette Extraordinary No. 664 dated 19th March, 2010, the Government of Kerala after considering the objections and suggestions received on the draft proposal published as notification No. E1/379/2017/LBR dated 11th January, 2018 in the Kerala Gazette Extraordinary No. 83 dated 17th January, 2018, 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 sector 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. Basic Wages

Sl. No.	Category	(₹)
(1)	(2)	(3)

I. Time rated working (Minimum time rates for 8 hours work)

Factory Section	Daily Wages
(i) Processing Workers	365
(ii) Icemen	367
(iii) Loading and Unloading from trawlers	368

(1)	(2)	(3)
II. Monthly rated Wages		<i>Monthly Wages</i>
(i)	Plant Manager/Factory Manager	12,877
(ii)	Assistant Plant Manager/Assistant Factory Manager	11,477
(iii)	Plant/Machine Operators	
	(a) Grade-I	10,427
	(b) Grade-II	10,077
(iv)	Boilerman/Fireman	
	(a) Senior	10,497
	(b) Junior	10,147
(v)	Processing Supervisors	
	(a) Grade I	10,357
	(b) Grade II	10,077
(vi)	Weighing and Tally Clerks/Office Clerks/ Cashiers/Computer Operators/ Computer Programmers	9,979
(vii)	Time Keepers	10,077
(viii)	Heavy Vehicle Drivers	10,035
(ix)	Light Vehicle Drivers	9,937
(x)	Vehicle Cleaners, Watchman, General Workman/Attender, Peon	9,876
(xi)	Sweepers and Cleaners	9,313

III. Piece rated working (Minimum Piece rates)

Peeling Section

Type of Fish	Count (ie., numbers which together weigh 1 Kg.)	Rate per 1 Kg. (₹)	Workload for a day (Kg.)
(1)	(2)	(3)	(4)
(1) Peeling and Under veining (PUD):			
(a) Poovalan	Below 200	15.28	25
(b) Kazhanthan	200 to 400	25.48	15
	400 to 500	35.25	11
	500 to 600	41.92	9.5
	600 and above	42.93	9
(c) Karikkadi (large)	400 to 500	35.12	11
Karikkadi (small)	500 to 600	40.52	9.5
	600 and above	42.93	9
(d) Thelly, Chemmeen	600 and above	42.93	9
(2) Peeling and De-veining:			
(a) Poovalan	Below 200	17.8	21.5
(b) Kazhanthan	200 to 400	27.7	14
	400 to 500	38.22	10
	500 to 600	42.93	9
	600 and above	45.45	8.5
(c) Karikkadi (large)	400 to 500	38.22	10
Karikkadi (small)	500 to 600	42.93	9
	600 and above	45.45	8.5
(d) Thelly, Chemmeen	600 and above	45.45	8.5

(1)	(2)	(3)	(4)
(3) Whole Cleaning:			
(a) Cuttle Fish	2 (ie., Single fish weighing 500 or more gram)	7.64	50
	3 to 5 (Single fish weighing above 200 gram up to 500 gram)	10.13	38
	Above 5 (Single fish weighing 200 gram or below)	15.28	25
(b) Squid and other fishes	2 (ie., Single fish weighing 500 or more gram)	8.9	43
	3 to 5 (Single fish weighing above 200 gram and up to 500 gram)	12.74	30
	Above 5	16.58	23
(4) De-heading:			
Poovalan	200 and below	7.64	50
Kazhanthan	200 to 400	12.74	30
Karikkadi	400 to 600	19.11	20
Thelly, Chemmeen, other Fishes	600 and above	21.46	18

IV. Other Works

<i>Nature of Work</i>	<i>Rate per ton (₹)</i>
(1)	(2)
(a) Washing and Checking	1,530
(b) Loading, Unloading, Weighing and Ice Packing	1,410
(c) Ice landing	82
(d) Measuring	160
(e) Serving	930
(f) Sterilising	1.90 paise per tube
(g) Cooking	₹ 4.10 per gram

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 ₹ 1 (one rupee only) and the monthly rated workers at the rate of ₹ 26 (Rupees twenty six only) for the increase of every one point above 280 points of the Consumer Price Index in the new series ie., 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. 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.

C. Service 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,

DR. ASHA THOMAS,
Additional Chief 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 minimum rates of wages payable to the employees employed in Fish Peeling, Fish Canning, Freezing and Exporting of Sea Foods sector in the State of Kerala as per notification issued under G. O. (Ms.) No. 39/2010/LBR dated 15th March, 2010 and published as S.R.O. No. 279/2010 in the Kerala Gazette Extraordinary No. 664 dated 19th March, 2010. Government have now decided to revise the existing minimum rates of wages in the said industry sector following the procedure laid down in clause (b) of sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948).

The notification is intended to achieve the above object.