

G. O. (P) No. 70/2019/LBR.

Dated, Thiruvananthapuram

26th July, 2019

10th Karkadakam, 1194.

S. R. O. No. 518/2019

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. 24/2011/LBR. dated 18th February, 2011 and published as S. R. O. No.138/2011 in the Kerala Gazette Extraordinary No. 390 dated 21st February, 2011, the Government of Kerala, after considering the objections and suggestions received on the draft proposal published under Notification No. 188/E1/2018/LBR, dated 19th October, 2018 in the Kerala Gazette Extraordinary No. 2636 dated 24th October, 2018 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 class of employees employed in the Furniture Industry sector in the State of Kerala, as specified in the Schedule hereto annexed and fix the date of publication of this notification in the Official Gazette as the date from which the revised rates of wages shall come into force.

SCHEDULE

I. Rate of Basic Wages

| <i>Sl. No.</i> | <i>Class/Category</i> | <i>Monthly Basic Wages</i> |
|------------------------|-----------------------|----------------------------|
| (1) | (2) | (3) |
| 1. Office Staff | | |
| (1) <i>Group –A</i> | | |
| Manager | | ₹ 20,290 |
| (2) <i>Group –B</i> | | |
| 1. Accountant | } | ₹ 15,720 |
| 2. Cashier | | |
| 3. Clerk/Assistant | | |
| 4. Typist | | |
| 5. Stenographer | | |
| 6. Computer Operator | | |
| 7. Receptionist | | |
| 8. Store Keeper | | |



| (1) | (2) | (3) |
|---------------------|-----|----------|
| (3) <i>Group –C</i> | | |
| Driver | | ₹ 14,940 |
| (4) <i>Group –D</i> | | |
| 1. Watchman | } | ₹ 14,160 |
| 2. Attender | | |
| 3. Peon | | |
| (5) <i>Group –E</i> | | |
| 1. Sweeper | } | ₹ 13,770 |
| 2. Cleaner | | |

2. Daily Wage Workers

| <i>Sl. No.</i> | <i>Class/Category</i> | <i>Daily Basic Wages</i> |
|-----------------------------|-----------------------|--------------------------|
| (1) | (2) | (3) |
| (A) Wooden Furniture | | |
| (i) Highly Skilled | | |
| <i>Group –1</i> | | |
| 1. Quality Controller | } | ₹ 750 |
| 2. Designer | | |
| <i>Group–2</i> | | |
| 1. Supervisor | } | ₹ 725 |
| 2. Mason | | |
| 3. Foreman | | |
| 4. Pattern Maker | | |
| 5. Upholstery Maker | | |
| 6. Wood Carver | | |



| (1) | (2) | (3) |
|--------------------------------|-----|-------|
| (ii) Skilled | | |
| 1. Carpenter | } | ₹ 680 |
| 2. Wood Turner | | |
| 3. Machine Operator | | |
| 4. Power row Cutter | | |
| 5. Resaw Operator | | |
| 6. Band saw Operator | | |
| 7. Jumpsaw Operator | | |
| 8. Boiler Operator | | |
| 9. Electrician | | |
| 10. Sharpener | | |
| 11. Welder | | |
| (iii) Semi-Skilled | | |
| 1. Assistant Carpenter | } | ₹ 600 |
| 2. Assistant Machine Carpenter | | |
| 3. Polisher | | |
| 4. Spray Painter/Painter | | |
| 5. Plainer | | |
| 6. Boiler Assistant | | |
| (iv) Unskilled | | |
| 1. Helper | } | ₹ 570 |
| 2. General Worker | | |
| (B) Metal Furniture | | |
| (i) Highly Skilled | | |
| <i>Group-1</i> | | |
| 1. Quality Controller | } | ₹ 750 |
| 2. Designer | | |
| <i>Group-2</i> | | |
| 1. Supervisor | } | ₹ 725 |
| 2. Mason | | |
| 3. Foreman | | |



| (1) | (2) | (3) |
|---------------------------|-----|-------|
| (ii) Skilled | | |
| 1. Welder | } | ₹ 680 |
| 2. Turner | | |
| 3. Tinker | | |
| 4. Machine Operator | | |
| (iii) Semi-Skilled | | |
| 1. Cutter | } | ₹ 600 |
| 2. Bending Worker | | |
| 3. Spray Painter/ Painter | | |
| (iv) Unskilled | | |
| 1. Helper | } | ₹ 570 |
| 2. General Worker | | |
| (C) Cane Furniture | | |
| Skilled | | |
| 1. Cane Furniture Worker | } | ₹ 680 |
| 2. Polisher | | |

II. Dearness Allowance.—In addition to the basic rates of wages, the employees shall be eligible for Dearness Allowance on the basis of Consumer Price Index Numbers. For monthly waged employees, Dearness Allowance shall be paid @ ₹ 26 (Rupees Twenty six only) and for daily waged employees Dearness Allowance shall be paid @ ₹ 1 (Rupee One only) for every increase of one point above 300 points in the New Series i.e., 1998-99=100 of the Consumer Price Index published by the Department of Economics and Statistics for concerned District headquarters.



III. General conditions

1. In case of employees who are at present getting higher wages than the Minimum Wages fixed as per this notification, they shall continue to enjoy such higher rates.
2. If any category of employee is not included in this notification, such employee shall be eligible to get wages at the rate of wages fixed for the employees of equal status.
3. The daily wages of monthly paid employees shall be calculated by dividing the monthly total wages by 26 and the monthly wages in respect of the daily paid employees shall be calculated by multiplying the total daily wages by 26.

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.)

The Government had earlier, fixed the minimum rates of wages payable to the employees employed in the Furniture Industry sector in the State of Kerala as per Notification issued under G. O. (Ms.) No. 24/2011/LBR. dated 18th February, 2011 and published as S. R. O. No. 138/2011 in the Kerala Gazette Extraordinary No. 390 dated 21st February, 2011. The Government, after considering the objections and suggestions received on the draft proposal published as per notification No. 188/E1/2018/LBR dated 19th October, 2018 in the Kerala Gazette Extraordinary No. 2636 dated 24th October, 2018 and after considering the advice of the Minimum Wages Advisory Board, have now decided to revise the existing minimum rates of wages in the said industry in the State of Kerala.

The notification is intended to achieve the above object.

