

GOVERNMENT OF KERALA  
Labour and Rehabilitation (E) Department  
NOTIFICATION

G. O. (Ms.) No. 16/2014/LBR. *Dated, Thiruvananthapuram, 6th February, 2014.*

**S. R. O. No. 112/2014.**— 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. 2816/2008/LBR dated 13th November, 2008 and published as S.R.O. No. 1169/2008 in the Kerala Gazette Extraordinary No. 2514 dated 20th November, 2008 and after considering the objections and suggestions on the Preliminary Notification published as Notification No. 12456/E1/2011/LBR dated 14th October, 2011 in the Kerala Gazette Extraordinary No. 2034 dated 25th October, 2011 as required under clause (b) of sub-section (1) of section 3 of the said Act and after considering the advice of the Minimum Wages Advisory Board constituted under section 7 of the said Act, Government of Kerala hereby revise the Minimum rates of wages payable to the employees employed in the Tile Industry in the State of Kerala as specified in the Schedule annexed hereto. The revised rates shall come into force from the date of publication of this notification in the Gazette.

SCHEDULE

**I. Daily Rated Workers**

**I. Category 'A'**

- |  |   |                        |
|--|---|------------------------|
| <ul style="list-style-type: none"> <li>(1) Mason</li> <li>(2) Carpenter</li> <li>(3) Blacksmith</li> <li>(4) Engine Driver</li> <li>(5) Kiln Foreman</li> <li>(6) Burner in Kiln Firing</li> <li>(7) Electrician with Wireman License</li> </ul> | } | Basic Wages Rupees 230 |
|--|---|------------------------|

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2. *Category 'B'*


- (1) Electrician
- (2) Fitter
- (3) Mechanic
- (4) Turner
- (5) Planer
- (6) Welder
- (7) Foundary Moulder
- (8) Excavator Operator
- (9) Wheel Turner
- (10) Dye Puller



Basic Wages Rupees 229

3. *Category 'C'*

- (1) Slab Placer in Revolving Press
- (2) Trimmer
- (3) Kiln Setter
- (4) Kiln Drawer
- (5) Screw Ridges Press Operator
- (6) Dust Floor Press Operator
- (7) Potary Worker
- (8) Trolley Turner and Trolley Puller in Clay
- (9) Tile receiver who receives tile on both sides in the Double Dye Press



Basic Wages Rupees 228

4. *Category 'D'*

- (1) Garblers (If there are workers engaged in full time in sorting of raw tiles, they also come under this category)
- (2) Slab Beater or Polisher
- (3) Tile Receiver
- (4) Winch Operator in Jetty
- (5) Fire Wood Cutter
- (6) Drier Attender in Humidity Drier
- (7) Finger Car Operator
- (8) Sawyer
- (9) Crusted Ridge Worker
- (10) Boiler Fireman
- (11) Workers impressing the printing Types through the elevation and keeping stock of the printing types in the press from the elevator
- (12) Pugmill Worker

Basic Wage Rupees 226

5. *Category 'E'*

- (1) Headload worker
- (2) Tile Conveyor Man
- (3) Slicer
- (4) Firing Helper
- (5) Helper (of Mason, Carpenter, Blacksmith, Engine Driver etc.)
- (6) Canteen Worker
- (7) Scavenger

Basic Wages Rupees 225

**Dearness Allowance**

Variable Dearness Allowance shall be paid at the rate of 1 rupee for every point of increase above 130 points in the Consumer Price Index Number for each month (New Series 1998-99-100) published for each District by the Directorate of Economics and Statistics. Dearness Allowance of each District is calculated on the basis of Consumer Price Index of respective District Headquarters.

For Idukki and Wayanad District Headquarters, Dearness Allowance shall be paid on the basis of the Consumer Price Index Number published for Munnar and Meppadi Centres respectively.

**II. Monthly Rated Workers**1. *Category I*

- (1) General Foreman
- (2) Accountant
- (3) Head Clerk
- (4) U. D. Clerk
- (5) Cashier
- (6) Stenographer

} Monthly Basic Wages Rupees 6983

2. *Category II*

- (1) Store keeper
- (2) L. D. Clerk
- (3) Typist
- (4) Time Keeper

} Monthly Basic Wages Rupees 6915

3. *Category III*

- (1) Supervisor
- (2) Mason
- (3) Head Worker (in Common  
Wealth Trust Factories)

} Monthly Basic Wages Rupees 6846

4. *Category IV*

- (1) Watchman
- (2) Attender

} Monthly Basic Wages Rupees 6775

**Dearness Allowance**

Variable Dearness Allowance shall be paid per month at the rate of rupees 26 (Rupees Twenty six only) for every point of increase above 130 points in the Consumer Price Index (1998-99-100) published for each District Headquarters by the Directorate of Economics and Statistics.

For Idukki and Wayanad District Headquarters, Dearness Allowance shall be paid on the basis of the Consumer Price Index Number published for Munnar and Meppadi Centres respectively.

In case any establishment under this sector is actually giving higher Basic Wages and Dearness Allowance than the revised Basic Wages and Dearness Allowance mentioned in items I and II above, such higher Basic Wages and Dearness Allowance shall be continued.

**Service Weightage**

The employees who have completed not less than five years of continuous service in an establishment or under an employer, as on the date of commencement of this notification, shall be allowed service weightage at the rate of five per cent for the completion of each five years service subject to maximum rate of fifteen per cent of basic pay applicable to them.

In case the employees mentioned in items I and II above are working in higher categories, they shall be paid wages of higher categories.

By order of the Governor,

DR. NIVEDITA P. HARAN,  
Additional Chief Secretary to Government.