

ഈ ആവശ്യത്തിനായി രൂപീകരിച്ച മിനിമം വേതന ഉപദേശക ബോർഡിന്റെ ഉപദേശങ്ങൾ പരിഗണിച്ചശേഷവും 2015 സെപ്റ്റംബർ 22-ാം തീയതിയിലെ 29066/ഇ1/2013/തൊഴിൽ എന്ന നമ്പർ വിജ്ഞാപനപ്രകാരം പ്രസിദ്ധീകരിച്ച കരട് നിർദ്ദേശങ്ങളിന്മേലുള്ള ആക്ഷേപങ്ങളും നിർദ്ദേശങ്ങളും പരിഗണിച്ചതിനു ശേഷവും പ്രസ്തുത വ്യവസായത്തിലെ നിലവിലുള്ള ഏറ്റവും കുറഞ്ഞ വേതന നിരക്ക് പുതുക്കി നിശ്ചയിക്കുവാൻ സർക്കാർ ഇപ്പോൾ തീരുമാനിച്ചിരിക്കുന്നു.

മേൽപ്പറഞ്ഞ ലക്ഷ്യം നിറവേറ്റുന്നതിന് ഉദ്ദേശിച്ചുകൊണ്ടുള്ളതാണ് ഈ വിജ്ഞാപനം.

## GOVERNMENT OF KERALA

### Labour and Skills (E) Department

#### NOTIFICATION

G. O. (P) No. 132/2016/LBR.

*Dated, Thiruvananthapuram, 6th August, 2016  
22nd Karkadakam, 1191.*

**S. R. O. No. 550/2016.**—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. 134/2009/LBR, dated 7th October, 2009 and published as S.R.O. No. 840/2009 in the Kerala Gazette Extraordinary No. 1866 dated 8th October, 2009, the Government of Kerala after considering the objections and suggestions received on the draft proposal published as per Notification No. 29066/E1/2013/LBR dated 22nd September, 2015, in the Kerala Gazette Extraordinary No. 2212 dated the 30th September, 2015, as required under clause (b) 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 employees employed in the manufacture of Gold and Silver Ornaments 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

1. The employees employed in the various processes of manufacture of gold and silver ornaments are categorized as follows:—

**Group I—Highly Skilled Workers**

- (a) (1) Supervisor/Foreman
- (2) Chief Employee
- (3) Persons engaged in the manufacture of specially designed, handicraft ornaments.

**Group II—Skilled Workers**

- (a) (1) Workers engaged in converting gold into pure gold
  - (2) Workers engaged in converting pure gold into gold
  - (3) Workers engaged in making gold jewellery
  - (4) Workers engaged in dyeing gold
  - (5) Workers engaged in making gold wire conversion of gold into golden threads
  - (6) Workers engaged in cutting of gold
  - (7) Workers engaged in polishing of gold ornaments
  - (8) Workers engaged in colouring of gold ornaments
  - (9) Workers engaged in purification of silver/making of silver articles
  - (10) Workers engaged in manufacture of silver ornaments and articles
  - (11) Workers engaged in silver cutting
  - (12) Workers engaged in polishing of silver articles and ornaments
  - (13) Workers engaged in manufacture of gold covered/silver coated ornaments.
- (b) (1) Accountant/Clerk
  - (2) Cashier/Typist
  - (3) Computer Operator

- (4) Stenographer
- (5) Driver
- (6) Salesman (in the Manufacturing Establishments).

### Group III—Unskilled Workers

- (a) (1) Helpers in the work of processing/refining of gold, manufacturing of gold ornaments and related works
- (2) Helpers in the work of processing/refining of silver, manufacturing of silver ornaments/articles and other related works.
- (b) (1) Attender/Office Attendant
- (2) Watchman/Security Staff
- (3) Full- time Sweeper.

### FIXED RATE OF MINIMUM WAGES

#### 1. Time rate—Basic Wages

<i>Sl. No.</i>	<i>Category of Workers</i>	<i>Monthly wages (₹)</i>	<i>Daily wages (for 8 hours work) (₹)</i>
(1)	(2)	(3)	(4)
1	Group I— <i>Highly skilled workers</i>		
	(a) Category	12520.00	480.00
	(b) Category	12170.00	470.00
2	Group II— <i>Skilled workers</i>		
	(a) Category	11640.00	450.00
	(b) Category	10760.00	410.00
3	Group III— <i>Unskilled workers</i>		
	(a) Category	9890.00	380.00
	(b) Category	9360.00	360.00

## 2. Piece rated working

### (a) *Manufacture of Gold articles*

Sl. No.	Weight of gold used for manufacture of the articles	Minimum rates of basic wages for every grams of the article		
		Hard articles with stones/ pearls (₹)	For plain articles (₹)	Specially designed, artful and handicraft articles (₹)
(1)	(2)	(3)	(4)	(5)
1	Up to 2 grams	120	105	135
2	Above 2 grams and up to 5 grams	105	90	120
3	Above 5 grams and up to 10 grams	90	75	105
4	Above 10 grams and up to 15 grams	75	60	90
5	Above 15 grams and up to 20 grams	60	50	75
6	Above 20 grams and up to 30 grams	50	45	60
7	Above 30 grams and up to 40 grams	45	40	50
8	Above 40 grams and up to 50 grams	40	30	45
9	Above 50 grams	30	25	40

(b) *Manufacture of Silver shapes/ornaments/articles*

Sl. No.	Weight of silver used for the manufacture of Shapes/ornaments/articles	Minimum rates of basic wages for every gram		
		Hard articles (₹)	For plain articles (₹)	Specially designed, artful and handicraft articles (₹)
(1)	(2)	(3)	(4)	(5)
1	Up to 10 grams	20	15	25
2	Above 10 grams and up to 15 grams	15	10	20
3	Above 15 grams and up to 20 grams	15	10	15
4	Above 20 grams and up to 30 grams	10	10	15
5	Above 30 grams and up to 40 grams	10	10	10
6	Above 40 grams and up to 50 grams	10	5	10
7	Above 50 grams	5	5	10

**3. Dearness Allowance**

In addition to the basic wages, variable Dearness Allowance at the rate of one rupee to the category of daily waged workers and at the rate of ₹ 26 (Rupees Twenty six) to the monthly waged workers. Salaried category shall be paid for the increase of every one point above the 250 (two hundred and fifty) point of the new series of Consumer Price Index Number 1998-99=100 being published district wise by the Economics and Statistics Department of Government of Kerala. Piece rated workers are not eligible for Dearness Allowance because the wages fixed for them includes Dearness Allowance.

#### **4. Service Weightage**

The Time rated employees (Monthly waged and Daily waged) who have completed not less than five years continuous service in any establishment or under an employer as on the date of coming into force of this notification, shall be paid service weightage adding to their basic wages at the rate of 0.5% for every completed year of service, which shall not exceed 15% in total. Those employees who have completed or will complete the above said service period during the pendency of this notification shall also be eligible for the service weightage.

#### **5. Guaranteed Minimum Wage**

In the case of employees working in an establishment under an employer who are getting less than Three hundred and sixty rupees for piece work in a day, are eligible for guaranteed minimum wage of ₹ 360 (Rupees three hundred and sixty) for that day.

#### **6. Wastage**

In the case of employees who are now being allowed the benefit by name wastage/loss of weight during work etc. according to local practice or agreement towards loss of weight of gold or silver during the process of making ornaments shall continue to get the benefits as such.

#### **7. Higher Wages**

In the case of employees of any locality/establishment who are being paid higher wages and benefits than the minimum rate of wages fixed as per this notification shall continue to enjoy such benefits.

By order of the Governor,

TOM JOSE,  
*Additional Chief Secretary to Government.*

**Explanatory Note**

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

Government have fixed the minimum rates of wages payable to the employees employed in the manufacture of Gold and Silver Ornaments in the State of Kerala as per Notification issued under G. O. (Ms.) No. 134/2009/LBR dated 7th October, 2009 and published as S.R.O. No. 840/2009 in the Kerala Gazette Extraordinary No. 1866 dated 8th October, 2009. Government have now decided to revise the existing minimum rates of wages in the said industry after considering objections and suggestions on the draft proposal published as per Notification No. 29066/E1/2013/LBR dated 22nd September, 2015 and after considering the advice of the Minimum Wages Advisory Board constituted for this purpose.

The notification is intended to achieve the above object.

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