

GOVERNMENT OF KERALA  
Labour and Skills (E) Department  
NOTIFICATION

G. O. (P) No. 196/2016/LBR.

*Dated, Thiruvananthapuram, 21st December, 2016*  
*6th Dhanu, 1192.*

**S. R. O. No. 785/2016.**—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, the Government of Kerala after considering the objections and suggestions received on the draft proposals published as per Notification No. 8397/E1/2013/LBR dated 15th September, 2015, in the Kerala Gazette Extraordinary No. 2134 dated 22nd 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, and in supersession of the notification issued under G.O. (Ms.) No. 100/2009/LBR dated 23rd July, 2009 and published as S.R.O. No. 643/2009 in the Kerala Gazette Extraordinary No. 1352 dated 24th July, 2009, hereby revise the minimum rates of wages payable to the employees employed in Shops and Commercial Establishments in the State of Kerala as specified in the Schedule I and also the minimum rates of wages payable to the employees employed in Courier Services, D.T.P. Centres, Internet Cafes, Telephone Booths, Catering Services and House Boat Service as specified in the Schedule II annexed hereto respectively and fix the date of publication of the notification in the Gazette as the date on which the revised rates shall come into force.

SCHEDULE I

<i>Categories and Grades</i>	<i>Monthly rated basic wage (₹)</i>
(1)	(2)
<b>Category 'A'</b>	
1. <i>Special Grade</i>	
Manager	9330.00

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(1)	(2)
<i>2. Grade 'A'</i>	
(1) Purchasing Manager/Purchasing Officer/ Purchaser	}
(2) Head Clerk	
(3) Air Conditioning Mechanic/Operator	
(4) Electronic Mechanic	
(5) Sales Supervisor/Supervisor	
(6) Stenographer	
(7) Watch Mechanic	
(8) Radio and Electric Mechanic	
(9) Vaidyan (Ayurvedic)	
(10) Artist (Photo Studio)	
(11) Electrician	
(12) Photographer	
	9120.00
<i>3. Grade 'B'</i>	
(1) Accountant	}
(2) Clerk	
(3) Typist	
(4) Cashier	
(5) Booking Clerk	
(6) Tally Clerk	
(7) Godown Keeper	
(8) Bill Collector	
(9) Salesman/Sales Woman	
	8910.00

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(1)	(2)
(10) Assistant Photographer	} 8910.00
(11) Technician (Musical Instruments Shops)	
(12) Assistant Mechanic (Radio and Electric Shop)	
(13) Tailor	
(14) Compounder (Allopathy, Ayurvedic, Homoeopathy)	
(15) Baker, Foreman/Mesthiri	
(16) Barber	
(17) Cutter (Hardware Shop)	
(18) Tinsmith	
(19) Coppersmith (including Brass and Bronzesmith)	
(20) Goldsmith	
(21) Head Load Worker (in shops)	
(22) Cycle Mechanic	
(23) Workers (Engaged in drying, storing, washing, measuring, packing, loading and unloading in pandikasalas, warehouses, godown, store rooms and hill produce merchants shops)	
(24) Skilled Workers (Ivory Shops)	
(25) Carpenter (Furniture and Other Shops)	
(26) Position (Furniture and Other Shops)	
(27) Ratton Worker (Furniture and Other Shops)	
(28) Correspondent (In wholesale shops doing exclusively correspondence work)	
(29) Van salesman/Bill Collector	

(1)	(2)	
4. <i>Grade 'C'</i>		
(1) Studio Assistant/Shop Assistant		
(2) Basket Stitcher (Betel Shops)		
(3) Packer		
(4) Cart Puller		
(5) Washer man (Laundries)		
(6) Ironing Worker	} 8700.00	
(7) Wireman (Radio and Electrical Shops)		
(8) Machine man (Soda and Soft drinks manufacturing establishments)		
(9) Baker (Bakeries)		
(10) Cleaner		
(11) Civil Agent		
(12) Unskilled Workers (Ivory Shop)		
5. <i>Grade 'D'</i>		
(1) Attender		} 8490.00
(2) Peon		
(3) Watchman		
(4) Ayurvedic Worker		
6. <i>Grade 'E'</i>		
(1) Cleaner (Bakeries and other shops)	} 8280.00	
(2) Office Assistant/Sales Assistant (Commercial Establishments)		
(3) Sweeper		

(1)	(2)
<b>Category 'B'</b>	
<b>CHITTIES AND KURIES</b>	
1. <i>Special Grade</i>	
Manager	9330.00
2. <i>Grade 'A'</i>	
(1) Assistant Manager/Office Manager	} 9120.00
(2) Chief Accountant/Secretary	
(3) Office Superintendent	
(4) Auditor (Full-time)	
(5) Development Officer	
3. <i>Grade 'B'</i>	
(1) Junior Office Manager	} 8910.00
(2) Personal Assistant	
(3) Junior Development Officer	
(4) Accountant	
(5) Legal Assistant	
(6) Cashier	
(7) Stenographer	
(8) Office Assistant/Clerk	
(9) Typist	
(10) Civil Agent	
4. <i>Grade 'C'</i>	
(1) Bill Collector	} 8700.00
(2) Field Assistant	
(3) Junior Assistant	
(4) Driver	

(1)

(2)

**Category 'C'****SHOPS, COMMERCIAL ESTABLISHMENTS,  
LODGES ETC.**1. *Special Grade*

Manager

9330.00

2. *Grade 'A'*

(1) Assistant Manager (Lodges)

(2) Receptionist

(3) Accountant/Clerk

(4) Cashier

(5) Fitter (Cycle dealer shops, repairing and hiring shops)

(6) Reflectionary Man (Optical shops)

(7) Chemist (Soap, Candle and Soft drinks manufacturing establishments)

(8) Inspector (Parcel Services)

9120.00

3. *Grade 'B'*

(1) Glass Cutter (Glass and Photo framing shops)

(2) Photo Framing worker

(3) Auctioner (Vegetable shops)

(4) Mobile Salesman/Running Salesman/Cycle Salesman (Sweet stalls/Ice-fruits and cold drinks/Soda factories/Soft Drink shops/ Coffee and Tea/Milk and Dairy Products, Bakeries and Confectioneries)

(5) Mechanic (Ice, Ice fruits and cold drinks and Soft drinks establishments)

8910.00

(1)	(2)
(6) Canvasser (Laundries and dry cleaners)	
(7) Cashier-cum-Bill Collector (Petrol Bunks)	
(8) Mixer (Perfumery works)	
(9) Service man (Fuel dealers shops)	
(10) Engraver-cum-Sales man (Steel and Aluminium Vessels shops)	
(11) Darkroom man (Photo studio)	
(12) Assistant Fitter (Cycle dealers, repairing and hiring shops)	
(13) Repairer	
(14) Fitter (Grinding cutter, Optical shops)	
(15) Head baker (Bakeries and Confectioneries)	
(16) Sweet maker	8910.00
(17) Mechanic Fitter (Parcel service)	
(18) Personal Assistant (Commission Agencies House)	
(19) Steamer Supervisor (Steamer Agency House)	
(20) Tally Supervisor (Steamer Agency House)	
(21) Ice, Ice Fruit and Soft drinks maker	
(22) Umbrella Repairer (Umbrella Shops)	
(23) Electrician (Lodges)	
(24) Lift Operator (Lodges)	
(25) Security Guard (Lodges)	
(26) Driver (Lodges)	

(1)	(2)
4. <i>Grade 'C'</i>	
(1) General Worker (Grocery shops and parcel services)	} 8700.00
(2) Polisher (Automobile dealers shops)	
(3) Roster Grinder (Coffee works)	
(4) Bottle Filler (Milk Dairy Products and Soft drinks manufacturing establishments)	
(5) Delivery man (Fuel Gas dealers shops)	
(6) Weighing man (Steel and Aluminium Vessels shops)	
(7) Medicine Manufacturing Worker (Unskilled) (Ayurvedic vaidyasalas and Ayurvedic medical shops)	
(8) Marunnu Vettukaran	
(9) Dark room Assistant (Photo Studio)	
(10) Retoucher (Photo Studio)	
(11) Finisher (Photo Studio)	
(12) Assistant Mechanic (Watch repairing and dealers, Radio sales and service, musical instruments and other shops)	
(13) Packer (Automobile Spare Parts, Tyre and tube shops and other shops)	
(14) Assistant Wireman (Light and sound services)	
(15) Mike operator	
(16) Assistant Branch Manager (Parcel services)	
(17) Room boy (Lodges)	
(18) Head Gardener (Lodges)	
(19) Head Watchman (Lodges)	
(20) Plumber (Lodges)	



(1)	(2)
5. <i>Grade 'D'</i>	
(1) Numbering man (Laundries and dry cleaners and book binding shops)	} 8490.00
(2) Filling and Packing man (Perfumery works)	
(3) Helper (Cycle dealers, cycle fitting and cycle repairing and hiring shops)	
(4) Gardener (Lodges)	
(5) Watchman (Lodges)	
(6) Cleaner (Lodges)	
(7) Dobby (Lodges)	
(8) Scavenger (Lodges)	
6. <i>Grade 'E'</i>	
(1) Cleaner	} 8280.00
(2) Office Attender	
(3) Studio Attender	
(4) Messenger	
(5) Steamer Watchman	
(6) Steamer Godown Watchman	
(7) Sweeper	

## Category 'D'

## HOTEL, CANTEEN, RESTAURANT

<i>Grades and Categories</i>	<i>Monthly Wages (₹)</i>
(1)	(2)
1. <i>Special Grade</i> Manager	8230.00
2. <i>Grade 'A'</i>	
(1) Assistant Manager	} 8040.00
(2) Accountant	
(3) Cashier	
(4) Receptionist/Telephone Operator	
(5) Steward	
(6) Specialized Cook/Head Cook	
(7) Butler	
(8) Sweet maker	
(9) Tea maker	
(10) Grinder	
(11) Kitchen Supervisor	
(12) Room Supervisor	
3. <i>Grade 'B'</i>	
(1) Assistant Accountant	} 7850.00
(2) Assistant Steward	
(3) Cook	
(4) Pantryman	
(5) Supplier	
(6) Store Keeper	

(1)	(2)
(7) Bar man	7850.00
(8) Canteen Outdoor Supplier	
(9) Clerk/Typist/Bill Clerk/Bill Collector	
(10) Driver	
(11) Waiter/Bearer	
4. <i>Grade 'C'</i>	
(1) Room Boy	7660.00
(2) Canvasser/Vendor (Railway Station, Bus Station etc.)	
(3) Assistant Store Keeper	
(4) Mason	
(5) Plumber	
(6) Painter	
(7) Outdoor supplier	
(8) Kitchen mate	
(9) Assistant Bar man	
(10) Head Gardener	
(11) Head Watchman	
5. <i>Grade 'D'</i>	
(1) Gardener	7470.00
(2) Water Boy	
(3) Peon Attender	
(4) Watchman	
(5) General Worker	
(6) Cleaner/Vehicle Cleaner	
(7) Helper, Watchman	
(8) Sweeper	
(9) Scavenger	

**Category 'E'**  
**DAILY RATED WORKERS**

<i>Grades and Categories</i>	<i>Daily Wage</i> (₹)
(1)	(2)
1. <i>Grade 'A'</i>	
(1) Sweet maker (Sweet stall)	} 325.00
(2) Moulder (Copper and Brass vessels shops)	
(3) Highly skilled craftsman (Ivory, Horn, Handicrafts Article shops)	
(4) Works Supervisor (Tailoring, Readymade dresses and Embroidery works)	
(5) Cutter (Western style, Foreign Style, Indian Style Tailoring, Readymade dresses and Embroidery works)	
(6) Soap maker	
(7) Candle maker	
(8) Chappals maker, Cobbler	
(9) Shoe maker	
(10) Suitcase maker	
2. <i>Grade 'B'</i>	
(1) Amble mixer (Fertilizers and Chemicals shops)	} 315.00
(2) Cutting, Weighing, Measuring Worker (Building and other construction material shops)	
(3) Blender (mixing man) (Tea merchants shops)	
(4) Wood Cutter (Fire wood and fuel shops)	
(5) Helper (Goldsmiths, Jewellery mart)	

(1)	(2)
(6) Engraver (Photo Block, Rubber Stamps making and other studios)	} 315.00
(7) Block maker (Photo block, Rubber Stamp making and other studios)	
(8) Tyre Shaper (Tyre resoling, retreading and tube vulcanizing shops)	
(9) Machineman (Tyre resoling, retreading and tube vulcanizing shops)	
(10) Garment maker (Tailoring, readymade dress and embroidery works)	
(11) Supervisor (Hair cutting and hair dressing shops)	
 3. <i>Grade 'C'</i>	
(1) Hand Cart puller (Metal and other shops)	} 305.00
(2) Flower maker (Flower shops)	
(3) Sales man (Fruits merchants shops)	
(4) Assistant Sweet maker (Sweet stall)	
(5) Frying man (Sweet stall)	
(6) Peeling man (Meat and Fish Stall)	
(7) Dry cleaner (Laundries and Dry cleaners establishments)	
(8) Parppadam Maker (Parppadam production units/ Merchant shops)	
(9) Flour maker (Parppadam production units/ Merchant shops)	
(10) Cutting Salesman (Meat and Fish Stall)	
(11) Butcher-cum-Salesman (Meat and Fish Stall)	

(1)	(2)
(12) Polisher (Copper, Brass Vessels and Other Shops)	
(13) Lead Plater (Copper, Brass Vessels and Other Shops)	
(14) Assistant Engraver (Photo Block, Rubber Stamp making and other Studios)	
(15) Painter (Photo Block, Rubber Stamp making and other Studios)	
(16) Artist (Photo Block, Rubber Stamp making and other Studios)	
(17) Tyre Grinder (Tyre resoling, retreading and tube vulcanizing shops)	
(18) Semi skilled craftsman (Ivory, Horn and Handicrafts Articles shops)	
(19) Mechanic (Toy making and Sales Shops and Furniture marts)	305.00
(20) Fitter (Toy making and Sales Shops and Furniture marts)	
(21) Painter (Toy making and Sales Shops and Furniture marts)	
(22) Measurer (Tailoring shops)	
(23) Assistant Carpenter (Furniture Marts)	
(24) General Worker (Arecanut shops, General merchants and consumer stores)	
(25) Manual Labour (Automobile Spare parts—including tyre and tubes and other shops)	

(1)	(2)
4. <i>Grade 'D'</i>	
(1) Assistant Tailor (Tailoring Shops)	} 295.00
(2) Out worker (Book binding shops)	
(3) Sorter (Gunny bags)	
(4) Packing man (Fruit merchant shops)	
(5) Packing and Labelling man (Soap and candle works)	
(6) Packing, Loading and Unloading worker (Tobacco and other shops)	
4. <i>Grade 'E'</i>	
(1) Helper (Tailoring shops, Book Binding shops, Laundries and dry cleaners and furniture marts)	} 285.00
(2) Loading and unloading workers (Dry fish Merchants, Laundries and dry cleaners, Gunny bags, Oil merchants, General Merchants, Consumer Stores establishments etc.)	
(3) Loading and unloading man (Beetal shops, General Merchants, Consumer Stores establishments etc.)	
(4) Attender/Engraver (Photo Blocks, Rubber stamps making and other studios)	

**Category 'F'**  
**PIECE RATES**

<i>Categories and Grades</i>	<i>Piece Rate</i> (₹)
(1)	(2)
<b>1. Tobacco Shop</b>	
(1) Weighing and Stacking (for one bundle)	13.00
(2) Stacking ..	7.00
(3) Bundle tightening ..	24.00
(4) Repacking ..	25.00
(5) Repacking, Reshuffling and weighing ..	37.00
(6) Loading ..	7.00
(7) Unloading ..	6.00
<b>2. Note Book Binding</b>	
(1) Book Binding (for one dozen)	19.00
(2) Book stitching ..	20.00
(3) Cutting (for one ream)	13.00
(4) Ruling ..	35.00
<b>3. Leather and Goods shops</b>	
(1) Children's chappal maker	14.00
(2) Chappal maker (Ordinary Pattern)	32.00
(3) Special Pattern chappal maker (Including designs and ladies cushion and high-heeled patterns)	51.00
(4) Slip on shoes and half shoes	188.00



(1)	(2)	
4. <i>Suitcase (Leather)</i>		
	<i>Low quality</i>	<i>High quality</i>
	(₹)	(₹)
(1) 16"-20" (40-50 cm)	5	6
(2) 22"-26" (55-65 cm)	6	7
(3) 28"-30" (70-75 cm)	7	8
	<i>(Rate for One each)</i>	
(4) Rixin suitcase		4.00
(5) Fancy suitcase		6.00
(6) Hand bag		6.00
(7) Fancy hand bag		6.00
5. <i>Gunny bags</i>		
(1) Stitching of gunny bag (for one)		2.00
(2) Bundling of gunny bag (for 110)		11.00
6. <i>Oil Merchants Shops</i>		
(1) Loading and unloading full barrel oil from lorry—(per barrel)		20.00
(2) Loading and unloading empty barrel from lorry—(per barrel)		4.00
(3) Loading and unloading empty tins (100 tins)		39.00
(4) Filling oil in tins (per tin)		2.00
(5) For transferring oil from full barrel to tin		14.00

(1)	(2)
(6) Filling of oil in tin, sealing and loading (per tin)	9.00
(7) For filling and stitching one sack of Copra cake (per sack)	10.00
7. Loading and unloading workers in Shops and Commercial Establishments (appointed on regular basis)	
(1) Weighing of sack up to 55 kg (one sack/bundle)	3.00
(2) Unloading of sack/bundle up to 55 kg (one sack/bundle)	4.00
(3) Loading of sack/bundle up to 55 kg (one sack/bundle)	5.00
(4) Weighing of sack/bundle of chilly and pepper up to 55 kg (one sack/bundle)	7.00
(5) Unloading of sack/bundle of chilly and pepper up to 55 kg (one sack/bundle)	10.00
(6) Loading of sack/bundle of chilly and pepper up to 55 kg (one sack/bundle)	12.00
(7) Stitching of sack (one sack)	3.00
(8) Weighing, loading and unloading of tins	3.00
(9) Transferring of sack/bundle of goods weighting up to 55 kg from one shop to another within 20 yards (one sack/bundle)	12.00
(10) Setting sacks in lorry (per sack)	3.00
(11) Unloading and resting the load from lorry to the worker on the ground (per sack)	4.00

## SCHEDULE II

(A) COURIER ESTABLISHMENTS, D.T.P. CENTRES,  
INTERNET CAFES, TELEPHONE BOOTHS, CATERING SERVICES  
AND HOUSE BOAT SERVICES

<i>Categories and Grades</i>	<i>Monthly Basic wage (₹)</i>
(1)	(2)
1. <i>Special Grade</i> Manager	9330.00
2. <i>Grade 'A'</i>	
(1) Assistant Manager	} 9120.00
(2) Sales Executive	
(3) Supervisor	
(4) Marketing Executive	
3. <i>Grade 'B'</i>	
(1) Accountant	} 8910.00
(2) Computer Operator	
(3) Clerk	
(4) Cashier	
(5) D.T.P. Operator	
(6) Field Staff (including Pick up boy, Delivery boy, On train courier)	
(7) Operator	
(8) Driver	

(1)	(2)
4. Grade 'C'	
(1) Office Assistant	}
(2) Collection Agent	
(3) Photo Copier Operator	
	8700.00
5. Grade 'D'	
(1) Booth Telephone Operator	}
(2) Peon	
(3) Helper	
	8490.00
6. Grade 'E'	
(1) Sweeper	}
(2) Cleaner	
	8280.00

### (B) CATERING SERVICES

#### I. Monthly rated workers

<i>Categories and Grades</i>	<i>Monthly Rated Basic wage (₹)</i>
(1)	(2)
1. <i>Special Grade</i>	
(1) Manager	}
(2) Marketing Executive	
(3) Cook (Non vegetarian)	
	9330.00

(1)	(2)
2. <i>Grade 'A'</i>	
(1) Supervisor	} 9120.00
(2) Cook (Vegetarian)	
(3) Accountant	
(4) Clerk	
(5) Cashier	
3. <i>Grade 'B'</i>	
(1) Assistant Cook	} 8910.00
(2) Supplier	
(3) Driver	
4. <i>Grade 'C'</i>	
Helper	8700.00
5. <i>Grade 'D'</i>	
(1) Sweeper	} 8490.00
(2) Cleaner	

## II. Daily rated workers

<i>Categories and Grades</i>	<i>Daily wage</i> (₹)
(1)	(2)
(1) Cook (Non vegetarian)	325.00
(2) Cook (Vegetarian)	315.00
(3) Assistant Cook	305.00
(4) Supplier	305.00
(5) Helper	295.00
(6) Sweeper	285.00
(7) Cleaner	285.00

## (C) HOUSE BOAT SERVICE

<i>Categories and Grades</i>	<i>Monthly Basic Wage (₹)</i>
(1)	(2)
1. <i>Special Grade</i>	
Manager	9330.00
2. <i>Grade 'A'</i>	
Marketing Executive	9120.00
3. <i>Grade 'B'</i>	
(1) Master	} 8910.00
(2) Engine Driver	
(3) Clerk	
(4) Cashier	
4. <i>Grade 'C'</i>	
(1) Lascar	} 8700.00
(2) Cook	
5. <i>Grade 'D'</i>	
Office Assistant	8490.00
6. <i>Grade 'E'</i>	
Helper	8280.00

*Note:*—The employees who have not been included in categories B, C, D, E and F in the Schedule I are to be paid the wages prescribed for the category A. The employees who have been included in the category D should be provided with food in addition to the minimum wages fixed to that category.

**Dearness Allowance.**—(1) In addition to the basic wages all employees shall be paid Dearness Allowance calculated on the basis of the Consumer Price Index in respect of concerned district headquarters published by the Department of Economics and Statistics for increase of every point above 240 points in the new series ie. 1998-99=100.

- (i) Monthly —At the rate of Rs. 26 (Rupees twenty six) for the rated increase of every one point above 240 points.  
workers
- (ii) Daily rated —At the rate of Re.1 (One Rupee) for the workers increase of every one point above 240 points.
- (iii) Piece rated —The same rate fixed above for the daily rated workers for 8 hours work and for workers working less than 8 hours, Dearness Allowance will be applicable to the proportionate rate of Dearness Allowance for 8 hours.

**Special Wages to urban areas.**—Special wages of 200 per month to be added to the monthly wages of the employees working in Municipality/Corporation areas.

**Service Weightage.**—(1) The Service weightage shall be given at the following rates considering not less than five years service completed under an employer or in an Institution where the employee is doing the work.

- (i) Service period above 5 years —5% of basic wages and up to 10 years
- (ii) Service period above 10 years —10% of basic wages and up to 15 years
- (iii) Service period above 15 years —15% of basic wages

(2) The above mentioned service weightage shall be paid to the employees on completing the above service period, during the period of operation of this notification.

### III. General Conditions

- (1) The calculation of daily wages, for categories in respect of which monthly wages have been fixed in the notification, shall be by dividing basic monthly wages by 26, and by including the Dearness Allowance.
- (2) The monthly rate in respect of those, for whom daily rate is fixed, may be arrived at by multiplying the daily rate by 26.
- (3) In case any employee of any establishment is getting higher wages than the minimum wages fixed as per this notification, he shall continue to be paid such higher rates.

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.)

The existing minimum rates of wages payable to the employees employed in Shops and Commercial Establishments including the employment in Courier Services, D.T.P. Centers, Internet Cafes, Telephone Booths, Catering Services, and House Boat Service in the State of Kerala were fixed as per Notification issued under G.O. (Ms.) No. 100/2009/LBR dated 23rd July, 2009 and published as S.R.O. No. 643/2009 in the Kerala Gazette Extraordinary No. 1352 dated 24th July, 2009. The Government have now decided to revise the existing minimum rates of wages in the said sector after considering objections and suggestions on the draft proposals published as per Notification No. 8397/E1/2013LBR dated 15th September 2015, and on the advice of the Minimum Wages Advisory Board constituted for his purpose.

The notification is intended to achieve the above object.

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