

18. ELECTRONIC INDUSTRY

G. O. (Ms.) No. 99/2011/LBR.

Dated, Thiruvananthapuram, 27th July, 2011.

S. R. O. No. 478/2011.—In exercise of the powers conferred by clause (a) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (Central Act XI 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 proposal previously published under Notification No. 26905/E1/2010/LBR dated 20th January, 2011 in the Kerala Gazette Extraordinary No. 133 dated 21st January, 2011 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 fix the Minimum rates of wages payable to the employees employed in the Employment in Electronic Industry including Export Processing Zone 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 rates shall come into force.

SCHEDULE

I. Basic Wages

<i>Sl. No.</i>	<i>Category/Work</i>	<i>Monthly Basic Wages</i>
(1)	(2)	(3)

Category A

1	Manager	} ₹ 8,895
2	Co-ordinator	

(1)	(2)	(3)
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Category B

1	Assistant Manager	} ₹ 7,180
2	Deputy Manager	
3	Front Office Manager	
4	Production Controller	
5	Quality Controller, Engineer	

Category C

1	Supervisor	} ₹ 6,525
2	Supervisor (Production)	
3	Supervisor (Technical)	
4	Supervisor (Non-Technical)	
5	Foreman, Superintendent	
6	Personnel Assistant	
7	Chief Design Draftsman	
8	Chief Technician	
9	Quality Supervisor	

Category D

1	Operator, Quality Inspector	} ₹ 5,930
2	Technician, Lab Technician	
3	Mechanic, Design Draftsman	
4	Technical Supporter	
5	Accountant	
6	Office Assistant, Front Office	
7	Assistant, Stenographer, Typist	
8	Telephone Operator	
9	Computer Operator, Receptionist	
10	Cashier	

(1)	(2)	(3)
<i>Category E</i>		
1	Lab Assistant	} ₹ 5,650
2	Driver, Store Assistant	
<i>Category F</i>		
1	Packer	} ₹ 5,240
2	Unskilled Operator	
<i>Category G</i>		
1	Helper, Watchman	} ₹ 4,715
2	Security Guard, Office Boy	
<i>Category H</i>		
	Cleaner, Sweeper	₹ 4,480

II. Dearness Allowance

In addition to the basic rate of wages, the employees shall be eligible for Dearness Allowance at the rate of ₹ 23.40 (Rupees twenty three and forty paise) for every increase of one point above 130 points (New Series 1998-99=100) of the Consumer Price Index Numbers published by the Department of Economics and Statistics for concerned District Headquarters.

Till the publication of separate Consumer Price Index Number for Idukki and Wayanad District Headquarters, Dearness Allowance for the above Districts shall be paid on the basis of the Consumer Price Index Number published for Munnar and Meppadi centres respectively.

III. Service Weightage

The employees who have completed not less than five years continuous service in an 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 one per cent for every completed year of service which shall not exceed fifteen percentage in total.

IV. Protection for Higher Wages

In case the employees of any establishment/Industry are at present getting higher wages than the minimum wages fixed as per this notification, they shall be entitled to get such higher rates.

V. Similar Posts

In case any post/category is not included in the schedule above they shall be eligible for the basic wages prescribed for equivalent post/category.

VI. Daily Wages

The daily wage in respect of the category of employees for whom monthly rate is fixed in this notification may be calculated by dividing the total eligible monthly wages eligible for that post/category by 26.

By order of the Governor,

ANIL, X.,

Secretary to Government.

Explanatory Note

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

After considering the objections and suggestions received on the preliminary notification issued as No. 26905/E1/2010/LBR dated 20th January, 2011 as provided under clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 and in consultation with the Minimum Wages Advisory Board, Government have decided to fix the minimum rates of wages payable to the employees employed in the employment Electronic Industry including Export Processing Zone, in the State of Kerala.

This notification is intended to achieve the above object.