



കേരള ഗസറ്റ് KERALA GAZETTE

അസാധാരണം EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്
PUBLISHED BY AUTHORITY

വാല്യം 12
Vol. XII

തിരുവനന്തപുരം,
ശനി

Thiruvananthapuram,
Saturday

2023 ഫെബ്രുവരി 04
04th February 2023

1198 മകരം 21
21st Makaram 1198

1944 മാഘം 15
15th Magha 1944

നമ്പർ
No.

419

GOVERNMENT OF KERALA

Labour and Skills (E) Department

NOTIFICATION

G.O.(P) No.20/2023/LBR.

Dated, Thiruvananthapuram, 4th February, 2023
21st Makaram, 1198.

S. R. O. No. 182/2023

In exercise of the powers conferred by section 7 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) read with section 9 thereof and in supersession of the notification issued under G.O.(P) No.12/2021/LBR. dated 21st January, 2021 and published as S.R.O. No. 64/2021 in the Kerala Gazette Extraordinary No.275 dated 22nd January, 2021, the Government of Kerala hereby appoint the Advisory Board consisting of persons specified below for the purpose of co-ordinating the



work of the committees and sub-committees appointed under section 5 of the said Act and advising the Government generally in the matter of fixing and revising minimum rates of wages and appoint Shri. A.K. Balan, A.K.G. Apartment, Opposite to A.K.G. Centre, Thiruvananthapuram - 695 001 as the Chairman of the Advisory Board.

I. Persons Representing Employees

1. Shri. Anathalavattam Anandan,
Ananda Bhavan, Chirayinkeezhu,
Thiruvananthapuram - 695 304.
2. Smt. C.S. Sujatha,
A.G. Bhavan, Vallikkunnu P.O., Alappuzha.
3. Shri. T.R. Reghunathan,
Tharayil, Aarumanoor P.O., Kottayam - 686 583.
4. Shri. P.R. Muraleedharan,
Punchakalayil, Thrikalathoor, Ernakulam - 683 541.
5. Shri. M. Hamsa,
Maliyekkal House, Ottappalam, Palakkad - 679 101.
6. Shri. V.J. Joseph,
J.N.W.A.O-16, Jawahar Nagar, Kowdiar,
Thiruvananthapuram - 695 003.
7. Shri. K.K. Ibrahim Kutty,
Kottamoola House, Changampuzha Nagar P.O.,
Temple Road, Kochi - 682 033.
8. Shri. Sundharan Kunnathulli,
Kunnathulli House, Kundukadu P.O.,
Thrissur - 680 028.
9. Shri. K.P. Rajendran,
Kuttankulangara, Poonkunnam,
Thrissur - 680 002.
10. Shri. J. Udhayabhanu,
Kuttiyil Arunima, Perinad, Kollam.



- ✓ Adv. V. Mohandas, ✓
Municipal Sathram, Opposite District Court,
Alappuzha.
12. Adv. M. Rahmathulla, ✓
Kinav, Mancheri P.O., Malappuram - 676 121.
- ✓ 13. Shri. Thomas Joseph,
Bency Cottage, Kannangara, Pathanamthitta. ✓
14. Shri. M.K. Kannan, ✓
Menoth House, S.M. Lane, Poonkunnam, Thrissur.
- ✓ 15. Shri. C. Unnikrishnan Unnithan, ✓
B.M.S. Office, Marayil Lane, Chittoor Road,
Ernakulam, Kochi - 18.
- ✓ 16. Shri. Jose Puthett, ✓
✓ Puthett House, Venkuringi P.O., Mukoottuthara,
Erumeli, Kottayam.

II. Persons Representing Employers

1. Shri. A. Nizarudeen,
Naz Wood Industries, T.K.M.C., ✓
Karikkode P.O., Kollam.
2. Shri. Jose Kavanad, ✓
All Kerala Houseboat Operators and Owners Association,
Kavanad House, Thekkekkara, Mankombu, Alappuzha - 688 503.
- ✓ 3. Shri. A. Raju,
Apsara Jewellers, Charummoodu P.O., ✓
Alappuzha - 690 605.
- ✓ 4. Shri. Shoukathali,
Kairali Fisheries, Thottappally P.O., ✓
Ambalappuzha, Alappuzha.
- ✓ 5. Shri. V.K.C. Razak, ✓
Prabha, Kodinattu Mukku, Olavanna P.O.,
Kozhikkode - 673 019.



6. Adv. Hussian Koya Thangal, ✓
Chairman, NIMS Hospital, Wandoor, Malappuram.
7. Shri. E.S. Biju, ✓
Idappuvilakathil House, Kattachira P.O., Kottayam.
8. Shri. Sivanandan, ✓
Maharajas Super Market, Cloth Merchant,
D.H. Road, Ernakulam.
9. Shri. Johnson G. Oommen, ✓
St. Gregorious Cashew Industries, Puthoor P.O., Kollam.
10. Shri. M.A. Ali, ✓
Kerala Small Scale Industries Association,
Penta Estate, Janatha Road, Palarivattom, Kochi.
11. Secretary,
✓ Kerala Khadi and Village Industries Board,
Vanchiyoor, Thiruvananthapuram.
12. Shri. Shibu Prabhakaran, ✓
Director, Kerala Chamber of Commerce and Industry,
Shanmugham Road, Ernakulam.
13. Shri. Afdhel P.V., ✓
Director, Indus Motor Company, Corporate Office,
Opposite Shipyard, Thevara, Kochi.
14. Shri. T.M. Padmakumar, ✓
Evok Furniture Component, Karippol,
Valanchery, Malappuram.
15. Shri. S. Arjunan, ✓
Parthas Textiles, Power House Road,
Thiruvananthapuram - 695 036.
16. The Managing Director, ✓
✓ Kerala State Cashew Development Corporation, Kollam.



I. Independent Persons

1. Shri. A.K. Balan,
A.K.G. Apartment, Opposite A.K.G. Centre,
Thiruvananthapuram - 695 001.
2. The Labour Commissioner,
Thozhil Bhavan, Thiruvananthapuram.
3. The Director,
Industries and Commerce, Thiruvananthapuram.
4. The Director,
Economics and Statistics Department,
Thiruvananthapuram.
5. Smt. Sindhu. K.S,
Deputy Labour Commissioner (Head Quarters),
Thozhil Bhavan, Thiruvananthapuram.

The term of office of the non-official members of the Advisory Board shall be for a period of two years from the date of this notification. The Chairman and the members of the Advisory Board shall be entitled to draw Travelling Allowance and Dearness Allowance that are admissible to Class I Officers of the State Government.

By order of the Governor,
D. LAL
Additional Secretary to Government.

Explanatory Note

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

The term of the non-official members of the Minimum Wages Advisory Board reconstituted as per notification issued under G.O.(P) No.12/2021/LBR. dated 21st January, 2021 and published as S.R.O.No. 64/2021 in the Kerala Gazette Extraordinary No.275 dated 22nd January, 2021 had expired. Now, Government have decided to appoint the Advisory Board to perform the functions assigned to them under the provisions of the Minimum Wages Act, 1948 (Central Act 11 of 1948).

The notification is intended for the above purpose.

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കേരള സർക്കാർ
Government of Kerala
2023



Regn.No. KERBIL/2012/45073
dated 05-09-2012 with RNI
Reg No.KL/TV(N)/634/2021-2023

കേരള ഗസറ്റ്

KERALA GAZETTE

അസാധാരണം

EXTRAORDINARY

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തിങ്കൾ
Thiruvananthapuram,
Monday

2023 ഏപ്രിൽ 17
17th April 2023

1198 മേശം 3
3rd Medam 1198

1945 ചൈത്രം 27
27th Chaithra 1945

നമ്പർ
No. 1352

GOVERNMENT OF KERALA

Labour and Skills (E) Department

NOTIFICATION

G.O.(P) No.40/2023/LBR.

Dated, Thiruvananthapuram, 12th April, 2023
29th Meenam, 1198.

S. R. O. No. 489/2023

In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Kerala hereby appoint three sub-committees to hold enquiries and to advise the Government in the matter of revision of minimum rates of wages payable to the employees employed in the Airport, Screen Printing, Tree

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Climbing, the manufacture of Gold and Silver Ornaments, Shops and Commercial Establishments including the employment in Courier Services, D.T.P. Centres, Internet Cafes, Telephone Booths, Catering Services and House Boat Service, Printing Presses, Fish Peeling, Fish Canning, Freezing and Exporting of Sea Foods, Paper Production Industry, Photography and Videography, Chartered Accountants Office, Hosiery Manufacturing, Small Plantations Industry, Drying of coconut for making Copra, the manufacture of Ayurvedic and Allopathic Medicines, Beedi and Cigar Production, Light Motor Vehicles, Hill Products Industry, Rubber Crape Mills, Sales Promotion of Pharmaceutical products, the Cane and Bamboo Industry, Agricultural Operations and allied sectors such as dairy farms, nurseries and cashew plantations, Footwear Manufacturing, Security Services, Domestic Labour and Ice Factories Sectors in the State of Kerala and under section 9 of the said Act nominate the following persons to be the members of the said sub-committees and appoint Shri. A.K. Balan, A.K.G. Apartment, Opposite to A.K.G. Centre, Thiruvananthapuram - 695 001 as the Chairman of all the sub-committees.

I. Sub-committee for revising minimum rates of wages payable to the employees employed in Airport, Screen Printing, Tree Climbing, the manufacture of Gold and Silver Ornaments, Shops and Commercial Establishments including the employment in Courier Services, D.T.P. Centres, Internet Cafes, Telephone Booths, Catering Services and House Boat Service, Printing Presses, Fish Peeling, Fish Canning, Freezing and Exporting of Sea Foods, Paper Production Industry and the Photography and Videography sectors.

1. Employees Representatives

1. Shri. Anathalavattam Anandan,
Ananda Bhavan, Chirayinkeezhu,
Thiruvananthapuram - 695 304.

2. Shri. K.P. Rajendran,
Kuttankulangara, Poonkunnam,
Thrissur - 680 002.

3. Shri. P.R. Muraleedharan,
Punchakalayil, Thrikalathoor, Ernakulam - 683 541.



4. Shri. V. J. Joseph,
J.N.W.A.O-16, Jawahar Nagar, Kowdiar,
Thiruvananthapuram - 695 003.

5. Shri. Thomas Joseph,
Bency Cottage, Kannangara, Pathanamthitta.

6. Shri. T.R. Reghunathan,
Tharayil, Aarumanoor P.O., Kottayam - 686 583.

2. Employers' Representatives

1. Shri. T.M. Padmakumar,
Evok Furniture Component, Karippol,
Valanchery, Malappuram.

2. Shri. E.S. Biju,
Idappuvilakathil House, Kattachira P.O., Kottayam.

3. Shri. A. Raju,
Apsara Jewellers, Charummoodu P.O.,
Alappuzha - 690 605.

4. Shri. M.A. Ali,
Kerala Small Scale Industries Association,
Penta Estate, Janatha Road, Palarivattom, Kochi.

5. Shri. Shoukathali,
Kairali Fisheries, Thottappally P.O.,
Ambalappuzha, Alappuzha.

6. Secretary,
Kerala Khadi and Village Industries Board,
Vanchiyoor, Thiruvananthapuram.



3. Independent Persons

1. Shri. A.K. Balan,
A.K.G. Apartment, Opposite A.K.G. Centre,
Thiruvananthapuram - 695 001.
2. The Labour Commissioner,
Thozhil Bhavan, Thiruvananthapuram.
3. Smt. Sindhu. K.S.,
Deputy Labour Commissioner (Head Quarters),
Thozhil Bhavan, Thiruvananthapuram.

II. Sub-committee for revising minimum rates of wages payable to the employees employed in Chartered Accountants Office, Hosiery Manufacturing, Small Plantations Industry, Drying of coconut for making Copra, the manufacture of Ayurvedic and Allopathic Medicines, Beedi and Cigar Production, Light Motor Vehicles and the Hill Products Industry sectors. + Handloom

1. Employees Representatives

1. Shri. M. Hamsa,
Maliyekkal House, Ottappalam, Palakkad - 679 101.
2. Shri. K.K. Ibrahim Kutty,
Kottamoola House, Changampuzha Nagar P.O.,
Temple Road, Kochi - 682 033.
3. Shri. J. Udhayabhanu,
Kuttiyil Arunima, Perinad, Kollam.
4. Adv. M. Rahmathulla,
Kinav, Mancheri P.O., Malappuram - 676 121.



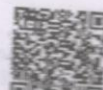
5. Shri. C. Unnikrishnan Unnithan,
B.M.S. Office, Marayil Lane, Chittoor Road,
Ernakulam, Kochi - 18.

2. Employers' Representatives

1. Shri. Jose Kavanad,
All Kerala Houseboat Operators and Owners Association,
Kavanad House, Thekkekkara, Mankombu, Alappuzha - 688 503.
2. Shri. Johnson G. Oommen,
St. Gregorious Cashew Industries, Puthoor P.O., Kollam.
3. Shri. Shibu Prabhakaran,
Director, Kerala Chamber of Commerce and Industry,
Shanmugham Road, Ernakulam.
4. Shri. Afdhel P.V.,
Director, Indus Motor Company, Corporate Office,
Opposite Shipyard, Thevara, Kochi.
5. The Managing Director,
Kerala State Cashew Development Corporation, Kollam.

3. Independent Persons

1. Shri. A.K. Balan,
A.K.G. Apartment, Opposite A.K.G. Centre,
Thiruvananthapuram - 695 001.
2. The Labour Commissioner,
Thozhil Bhavan, Thiruvananthapuram.
3. Smt. Sindhu. K.S.,
Deputy Labour Commissioner (Head Quarters),
Thozhil Bhavan, Thiruvananthapuram.



III. Sub-committee for revising minimum rates of wages payable to the employees employed in Rubber Crape Mills, Sales Promotion of Pharmaceutical products, the Cane and Bamboo Industry, Agricultural Operations and allied sectors such as dairy farms, nurseries and cashew plantations, Footwear Manufacturing, Security Services, Domestic Labour and the Ice Factories sectors. ⁺ Khadhi

1. Employees Representatives

1. Smt. C.S. Sujatha,
A.G. Bhavan, Vallikkunnu P.O., Alappuzha.
2. Shri. Sundharan Kunnathulli,
Kunnathulli House, Kundukadu P.O.,
Thrissur - 680 028.
3. Adv. V. Mohandas,
Municipal Sathram, Opposite District Court,
Alappuzha.
4. Shri. M.K. Kannan,
Menoth House, S.M. Lane, Poonkunnam, Thrissur.
5. Shri. Jose Puthett,
Puthett House, Venkurinji P.O., Mukoottuthara,
Erumeli, Kottayam.

2. Employers' Representatives

1. Shri. A. Nizarudeen,
Naz Wood Industries, T.K.M.C.,
Karikkode P.O., Kollam.
2. Adv. Hussian Koya Thangal,
Chairman, NIMS Hospital, Wandoor, Malappuram.



3. Shri. S. Arjunan,
Parthas Textiles, Power House Road,
Thiruvananthapuram - 695 036.

4. Shri. V.K.C. Razak,
Prabha, Kodinattu Mukku, Olavanna P.O.,
Kozhikkode - 673 019.

5. Shri. Sivanandan,
Maharajas Super Market, Cloth Merchant,
D.H. Road, Ernakulam.

3. Independent Persons

1. Shri. A.K. Balan,
A.K.G. Apartment, Opposite A.K.G. Centre,
Thiruvananthapuram - 695 001.

2. The Labour Commissioner,
Thozhil Bhavan, Thiruvananthapuram.

3. Smt. Sindhu. K.S.,
Deputy Labour Commissioner (Head Quarters),
Thozhil Bhavan, Thiruvananthapuram.

The term of the sub-committees shall be for a period of six months from the date of publication of this notification. The members of the sub-committees shall be eligible for travelling allowance and dearness allowance at the rate admissible to Class I Officers of the State Government.

By order of the Governor,
AJIT KUMAR
Secretary to Government.



Explanatory Note

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

The Government have decided to appoint three sub-committees to hold enquiries and to advise the Government in the matter of revision of minimum rates of wages payable to the employees employed in the Airport, Screen Printing, Tree Climbing, the manufacture of Gold and Silver Ornaments, Shops and Commercial Establishments including the employment in Courier Services, D.T.P. Centres, Internet Cafes, Telephone Booths, Catering Services and House Boat Service, Printing Presses, Fish Peeling, Fish Canning, Freezing and Exporting of Sea Foods, Paper Production Industry, Photography and Videography, Chartered Accountants Office, Hosiery Manufacturing, Small Plantations Industry, Drying of coconut for making Copra, the manufacture of Ayurvedic and Allopathic Medicines, Beedi and Cigar Production, Light Motor Vehicles, Hill Products Industry, Rubber Crape Mills, Sales Promotion of Pharmaceutical products, the Cane and Bamboo Industry, Agricultural Operations and allied sectors such as dairy farms, nurseries and cashew plantations, Footwear Manufacturing, Security Services, Domestic Labour and Ice Factories Sectors in the State of Kerala.

The notification is intended to achieve the above object.



¹[(b) minimum rates of wages may be fixed by any one or more of the following wage periods, namely,-

- (i) by the hour,
- (ii) by the day,
- (iii) by the month, or
- (iv) by such other larger wage period as may be prescribed and where such rates are fixed by the day or by the month, the manner of calculating wages for a month or for a day, as the case may be, indicated]:

Provided that where any wage periods have been fixed under section 4 of the Payment of Wages Act, 1936 (4 of 1936), minimum wages shall be fixed in accordance therewith.

4. Minimum rate of wages.- (1) Any minimum rate of wages fixed or revised by the appropriate Government in respect of scheduled employments under sec. 3 may consist of-

- (i) a basic rate of wages and a special allowance at a rate to be adjusted, at such intervals and in such manner as the appropriate Government may direct, to accord as nearly as practicable with the variation in the cost of living index number applicable to such workers (hereinafter referred to as the "cost of living allowance"); or
- (ii) a basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concessional rates, where so authorised; or
- (iii) an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any.

(2) The cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concessional rates shall be computed by the competent authority at such intervals and in accordance with such directions as may be specified or given by the appropriate Government.

²[5. Procedure for fixing and revising minimum wages.- (1) In fixing minimum rates of wages in respect of any scheduled employment for the first time under this Act or in revising minimum rates of wages so fixed, the appropriate Government shall either-

- (a) appoint as many committees and sub-committees as it considers necessary to hold enquiries and advise it in respect of such fixation or revision, as the case may be, or
- (b) by notification in the Official Gazette, publish its proposals for the information of persons likely to be affected thereby and specify a date, not less than two months from the date of the notification, on which the proposals will be taken into consideration.

(2) After considering the advice of the committee or committees, appointed under clause (a) of sub-section (1), or as the case may be all representations

1 Subs. by the M. W. (Amendment) Act, 1957.

2 Subs. by the Minimum Wages (Amendment) Act. 1957.

received by it before the date specified in the notification under clause (b) of that sub-section, the appropriate Government shall, by notification in the Official Gazette, fix, or, as the case may be, revise the minimum rates of wages in respect of each scheduled employment, and unless such notification otherwise provides, it shall come into force on the expiry of three months from the date of its issue:

Provided that where the appropriate Government proposes to revise the minimum rates of wages by the mode specified in clause (b) of sub-section (1) the appropriate Government shall consult the Advisory Board also.]

6. [Advisory Committees and sub-committees]- Repealed by the Minimum Wages (Amendment) Act, 1957 (30 of 1957), section 5 (w.e.f 19-9-1957).]

7. Advisory Board.- (1) For the purpose of co-ordinating the work of ¹[committees and sub-committees appointed under section 5] and advising the appropriate Government, generally in the matter of fixing and revising minimum rates of wages, the appropriate Government shall appoint an Advisory Board.

8. Central Advisory Board.- (1) For the purpose of advising the Central and ²[State Governments] in the matters of the fixation and revision of minimum rates of wages and other matters under this Act and for co-ordinating the work of the Advisory Boards, the Central Government shall appoint a Central Advisory Board.

(2) The Central Advisory Board shall consist of persons to be nominated by the Central Government representing employers and employees in the scheduled employments, who shall be equal in number, and independent persons not exceeding one-third of its total number of members; one of such independent persons shall be appointed the Chairman of the Board by the Central Government.

9. Composition of committees, etc.- Each of the committees, sub-committees, ³[***] and the Advisory Board shall consist of persons to be nominated by the appropriate Government representing employers and employees in the scheduled employments, who shall be equal in number, and independent persons not exceeding one-third of its total number of members, one of such independent persons shall be appointed the Chairman by the appropriate Government.

4[10. Correction of errors.- (1) The appropriate Government may, at any time, by notification in the Official Gazette, correct clerical or arithmetical mistakes in any order fixing or revising minimum rates of wages under this Act, or errors arising therein from any accidental slip or omission.

(2) Every such notification shall, as soon as may be after it is issued, be placed before the Advisory Board for information.]

11. Wages in kind.- (1) Minimum wages payable under the Act shall be paid in cash.

1 Subs. by the Minimum Wages (Amendment) Act, 1957.

2 Subs. by the Adaptation of Laws Order, 1950

3 Omitted by the Minimum Wages (Amendment) Act, 1957.

4 Subs. by the Minimum Wages (Amendment) Act, 1957.