

## 21. DOMESTIC WORKERS

Notification No. KAE 15 LMW 04, dated 12-03-04

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Minimum Wages with effect from 01-04-04

Cost of Living Allowance to be paid over and above 2491 point

Cost of Living Index: 2601-2491=110 points

Minimum wages and VDA from 01-04-2004 to 31-03-2005

### SCHEDULE

Sl. No.	Class of Employment	Working hours of a worker / period [ Living 3 or 4 members in each house]	Minimum rates of wages payable per month		
			Basic	VDA	Total
1	2	3	4	5	6
1	Washing the Utensils:	45 minutes	150.00	9.28	159.28
2	Washing the clothes / Washing the Utensils	45 minutes	150.00		
3	Washing the clothes / Washing the Utensils / House keeping [a house of 1,000 sq. ft]	45 minutes	150.00		
4	Washing the clothes / Washing the Utensils / House keeping & looking after the children	8 hours	1,600.00	99.00	1,699.00
5	Washing the clothes / Washing the Utensils / House keeping / looking after the children/ and taking them to school and back and other miscellaneous domestic work	8 hours	1,600.00	99.00	1,699.00

VDA: All category of employees: 3 paise per point per day over and above 2491 points.

## Instructions:

1. If family members exceeds 4, 10 per cent additional wages with VDA should be paid over and above the rates specified in the Schedule;
2. Rs. 299/- per month to be paid for washing the clothes / Washing the Utensils / House keeping and other miscellaneous domestic work of **one hour (one or two members living in a house)**
3. Rs. 299/- per month to be paid for **one hour work of any other domestic work which are not specified in the schedule.**
4. Employers are exempted from maintenance of registers and records & 'Inspectors' are prohibited from entry to any residential location; But, the Commissioner of Labour can direct any 'Inspector' to inspect any domestic premises under any of the Labour Enactments & Rules thereunder;
5. If the wages already paid are higher, the same should be continued;
6. Prohibited the employment of children below the age of '14' years;
7. A day's work can be construed as '8 hours work' and wages to be calculated accordingly; If appointed for lesser hours in a day, wages should be in proportion and be calculated either daily or monthly basis for that category of work;
8. Daily wages should be calculated by dividing the monthly rate by 26 and rounded off to the nearest 10 paise; and
9. Double the ordinary wages should be paid for overtime work.