



ಕರ್ನಾಟಕ ಸರ್ಕಾರ : ಕಾರ್ಮಿಕ ಇಲಾಖೆ

ಕರ್ನಾಟಕ ಕಾರ್ಮಿಕ ಪತ್ರಿಕೆ

ತ್ರಿಮಾಸಿಕ ಪತ್ರಿಕೆ

KARNATAKA LABOUR JOURNAL

Quarterly Journal

ಕನಿಷ್ಠ ವೇತನ ಅಧಿಸೂಚನೆಗಳ ವಿಶೇಷ ಸಂಚಿಕೆ

ಸಂಚಿಕೆ 1 ಮತ್ತು 2

ಮಾರ್ಚ್ ಮತ್ತು ಜೂನ್ 2015

:ಪ್ರಧಾನ ಸಂಪಾದಕರು:

ಡಾ:ಡಿ.ಎಸ್. ವಿಶ್ವನಾಥ್, ಭಾ.ಆ.ಸೇ
ಕಾರ್ಮಿಕ ಆಯುಕ್ತರು

:ಸಂಪಾದಕ ಮಂಡಳಿ:

ಶ್ರೀ ಇ.ಲಕ್ಷ್ಮಪ್ಪ
ಅಪರ ಕಾರ್ಮಿಕ ಆಯುಕ್ತರು[ಆಡಳಿತ]

ಶ್ರೀ ಟಿ.ಶ್ರೀನಿವಾಸ
ಜಂಟಿ ಕಾರ್ಮಿಕ ಆಯುಕ್ತರು[ಕನಿಷ್ಠ ವೇತನ]

ಶ್ರೀ ಎ.ಎಚ್.ಉಮೇಶ್
ಉಪಕಾರ್ಮಿಕ ಆಯುಕ್ತರು [ಪ್ರಚಾರ ಮತ್ತು ಅಂಕಿ-ಅಂಶ]

:ಸಂಪಾದಕ ಕಚೇರಿ:

ಕಾರ್ಮಿಕ ಇಲಾಖೆ

“ಕಾರ್ಮಿಕ ಭವನ” ಐ.ಟಿ.ಐ ಆವರಣ, ಬೆಂಗಳೂರು

ಡೈರಿ ಸರ್ಕಲ್ ಹತ್ತಿರ ಬನ್ನೇರಗುಘಟ್ಟ ರಸ್ತೆ, ಬೆಂಗಳೂರು – 560 029

ಹೆಚ್ಚಿನ ಮಾಹಿತಿಗಾಗಿ ಸಂಪರ್ಕಿಸಿ

ದೂರವಾಣಿ: 080 – 26531258 ರಿಂದ 26531267 – ಫ್ಯಾಕ್ಸ್ : 080 –
26531254

e-mail: lco@kar.nic.in / col@kar.nic.in

website:<http://labour.kar.nic.in>

EDITORIAL

The minimum wages represents the lowest possible wage that an employer can legally pay to his employees. Therefore the establishments that pay the minimum rates of wages to its employees are those that offer the lowest-paid jobs. The Minimum Wages Act, 1948 provides for fixation of minimum wages both for the skilled and unskilled categories of workers and enforcement of the same in respect of scheduled employment. This legislation has to a large extent been effective in providing protection to workers with periodic revision. But for it, many of the workers would not have been paid even the bare minimum. Moreover, it is one of the fundamental requirements of any decent work. As it ensures basic standard of living including health, dignity, comfort, education and contingency.

The current issue of Karnataka Labour Journal has a compilation of Minimum Wages Notifications and rates applicable for the year 2015-16. The Government of Karnataka has so far added 76 Employments to the Schedule of the Act. Out of the 76 Scheduled Employments, rates of minimum wages have been fixed / revised in respect of 74 employments.

The rates of minimum wages are being revised from time to time but not later than 5 years as per the Act. It is noteworthy to mention here that the Government of Karnataka has been revising the rates of minimum wages once in 3 years in relation to most of the scheduled employments.

The minimum wage consists of basic wage & variable dearness allowance (VDA). The VDA is calculated on the basis of Consumer Price Index prevailing in that particular year. That means to say that VDA is calculated and made applicable from 1st April to 31st March every year.

In this particular issue an attempt has been made to provide information to all the stakeholders, namely, employers, employees, trade union leaders, officials and the like, about the rates of minimum wages(basic rates + VDA)that are prevalent during the current year.

It is earnestly desired that each worker is benefitted by the journal.

<u>C O N T E N T S</u>		
	<i>Editorial</i>	
	Yearwise CPI Points [Listed from 1990 to 2014]	
	Method of Calculation of VDA in respect of all Scheduled Employments	
	SCHEDULE OF EMPLOYMENTS	Page No.
1.	Employment In Agriculture -Agricultural Works	10 to 12
2.	Aerated Water Manufacturing Industry	13
3.	Agarbathi Industry	14 to 16
4.	Arecanut (Supari)	17
5.	Automobile Engineering (Including Servicing and Repairing Works)	18to 19
6.	Bakeries	20
7(a).	Beedi Making-Tobacco Industry	21 to 22
7(b).	Tobacco Industry- Tobacco Processing	23 to24
8.	Biscuit Manufacturing Industry	25
9.	Brass, Copper and Aluminium Utensils Manufacturing Industry	26 to28
10.	Bricks Industry	29 to30
11(a).	Wood Work Including Carpentry Industry and Saw Mill Industry	31 to 32
11(b).	Wood Work Including Match Works (Match Box) Industry	33
11(c)	Wood Work Including Plywood Industry	34 to 35
11(d)	Wood Work Including Timber Depot	36 to 38
11(e)	Wood Work Including Veneer Industry:	39 to 40
12	Cardamom Malais and Cardamom Gardens	41
13.	Cashew Industry	42 to 43

14.	Ceramics, Stoneware and Potteries Works	44 to 46
15(a).	Plantation Labour - Chincona, Rubber, Tea Or Coffee Plantations	47
15(b)	Plantation Labour - Chincona, Rubber, Tea Or Coffee Plantations (Non-Staff)	48 to 49
16.	Chemical Industry	50 to 51
17.	Clubs	52
18.	Coffee Curing Works	53 to 54
19.	Confectionery Industry	55 to 56
20.	Cotton Ginning & Pressing Manufacturing	57 to 58
21.	Construction Or Maintenance of Roads or Building Operations	59 to 61
22.	Domestic Workers	62
23(a)	Electronics & Electroplating : Electronics	63 to 64
23(b)	Electronics & Electroplating - Electroplating	65 to 66
24.	Employment not covered in any of the scheduled employments	67
25.	Engineering Industry	68
26.	Film Industry	69 to 74
27.	Fishing, Fish Curing, Fish Peeling And Frog Legs Exporting	75 to 76
28.	Food Processing, Packing of Food Products (Including Coffee, Tea & Spices)	77 to 78
29.	Forestry & Timbering Industry	79 to 83
30.	Industry Foundry (With or Without Machine Shafts)	84 to 85
31.	Glass and Glassware Industry Foundry (With or Without Machine Shafts)	86 to 88
32.	Granite Stones and Marbles Industry Glass and Glassware Industry	89 to 91

33.	Handloom & Power loom (Cotton) Industry	92 to 95
34.	Hospitals and Nursing Homes	96 to 98
35.	Hostels	99 to 100
36.	Hotel Industry	101 to 102
37.	Ice Factory and Cold Storage Industry Hotel Industry	103
38.	Khandasari Sugar Industry	104 to 105
39.	Laundry Industry	106
40.	Manufacturing of liquor (Breweries), Distilleries, Including Bottling of Liquors	107
41.	Manufacture of Ayurvedic and Allopathy Medicine	108 to 109
42.	Mandakki Bhatti	110
43.	Metal Rolling And Re-Rolling (Ferrous) Industry	111 to 112
44.	Metal Rolling And Re-Rolling (Non-Ferrous) Industry	113 to 114
45.	Mini Cement Plant Industry	115 to 116
46.	Mosaic Tiles, Flooring Tiles or Glazing Tiles Manufacturing Industry	117 to 118
47.	Oil Mills	119 to 120
48.	Petrol and Diesel Oil Pumps Industry	121
49.	Plastic, Poly plastic, Rubber and PVC Pipes Manufacturing Industry	122 to 123
50.	Printing Industry	124 to 125
51.	Private Finance Corporations & Chit Funds	126
52.	Private Safai Karmachari	127
53.	Procurement, Processing and Distribution Of Milk	128 to 129
54.	Public Motor Transport	130 to 131
55.	Pulp Papers, Paper, Card Board, Straw Board Including News Print	132 to 133

56.	Rice Flour or Dhal Mills	134 to 135
57.	Rubber Products (Including Foam and Coir Rubberised Products) Industry	136 to 139
58.	Sales Representatives In Medicine Professionals, Consumer Items And Service	140
59.	Security Agency (Industries Where Office Staff Appointed By Such Agency Including Security Guards)	141 to 142
60 (a).	Sericulture-I	143 to 144
60(b).	Sericulture-II	145 to 146
61.	Shops and Commercial Establishments	147 to 149
62.	Spinning Mills Industry:	150 to 152
63.	Spun Pipes, Concrete Pipes, Sanitary Fittings, P C CRCS Poles and RCC Pipes Manufacturing Industry	153 to 154
64.	Steel Almirahs, Tables, Chairs and Other Steel Furniture Industry	155 to 156
65.	Stone Breaking & Stone Crushing	157
66.	Tanneries and Leather Manufacturing	158 to 162
67.	Tailoring Industry:	163 to 165
68.	Textile (Silk) Industry	166 to 169
69.	Tile Industry	170 to 172
70.	Toddy Tapping	173 to 174
71.	Urban Local Bodies /Town and Village Panchayats	175
72.	Co-operative Societies / Industry	176 to 177
73.	Crystal Cutting, Polishing and Ornament Manufacture	178 to 179
74.	Cloth Dyeing and Printing	180 to 181

CONSUMER PRICE INDEX IN KARNATAKA

YEAR	CPI POINTS	VDA PAYABLE DURING THE YEAR	DIFFERENCE OF CPI POINTS FOR THE YEAR
1990	976 Points	01.04.1991 to 31.03.1992	68 Points
1991	1167 Points	01.04.1992 to 31.03.1993	191 Points
1992	1309 Points	01.04.1993 to 31.03.1994	142 Points
1993	1394 Points	01.04.1994 to 31.03.1995	85 Points
1994	1513 Points	01.04.1995 to 31.03.1996	119 Points
1995	1700 Points	01.04.1996 to 31.03.1997	187 Points
1996	1836 Points	01.04.1997 to 31.03.1998	136 Points
1997	1980.5 Points	01.04.1998 to 31.03.1999	144.5 Points
1998	2150.5 Points	01.04.1999 to 31.03.2000	170 Points
1999	2252.5 Points	01.04.2000 to 31.03.2001	102 Points
2000	2329 Points	01.04.2001 to 31.03.2002	76.5 Points
2001	2397 Points	01.04.2002 to 31.03.2003	68 Points
2002	2491 Points	01.04.2003 to 31.03.2004	94 Points
2003	2601 Points	01.04.2004 to 31.03.2005	110 Points
2004	2703 Points	01.04.2005 to 31.03.2006	102 Points
2005	2822 Points	01.04.2006 to 31.03.2007	119 Points
2006	2967 Points	01.04.2007 to 31.03.2008	145 Points
2007	3196 Points	01.04.2008 to 31.03.2009	229 Points
2008	3528 Points	01.04.2010 to 31.03.2011	332 Points
2009	3944 Points	01.04.2010 to 31.03.2011	416 Points
2010	4284 Points	01.04.2011 to 31.03.2012	340 Points

2011	4624 Points	01.04.2012 to 31.03.2013	340 Points
2012	5075 Points	01.04.2013 to 31.03.2014	451 Points
2013	5780 Points	01.04.2014 to 31.3.2015	705 Points
2014	6205 Points	01.04.2014 to 31.3.2015	425 Points

Method of Calculation of VDA in respect of all Scheduled Employments

Monthly Rate Employee:

Yearly increases in CPI Points X Rate of D.A.X 30 days = 1 Month VDA

Daily Rate Employee:

Yearly increases in CPI Points X Rate of D.A.X 30 days = 1 Day VDA

26

Conditions:

1. Minimum daily rates of wages has been worked out by dividing the minimum monthly rate of wages by 26, in order to compensate weekly rest day.
2. Paise to be rounded off to a nearest Rupee.
3. If an employee works on the rest day, he has to be given a substituted rest day for a whole day on one of the the three days immediately before or after the rest day.
4. If an employee works on the rest day and has been given a substituted rest day, the employee shall be paid in addition to the wages payable for the rest day on which he has worked, wages for the substituted rest day, equal to the average daily wages during the preceding week .
5. If any employee works more than 9 hours in any day or more than 48 hours in any week, he/she shall be paid double the ordinary rates of wages for over time (OT) work over and above 8 hours.
6. If any employee is receiving higher rates of wages over and above the notified rates of minimum wages, shall continued to be paid such higher rates of wages along with increased variable dearness allowance (VDA) applicable from time to time.
7. Employer shall maintain the rates of minimum wages components viz, basic and VDA in the respective columns as prescribed in the corresponding minimum wages notifications.

01. AGRICULTURAL WORKS

Notification No. KAE 30 LMW 2012 dated :14-05-2013

Published in Gazette dated 14-05-2013

Minimum Wages With effect from 14-05-2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index: 6205 - 4284 =1921 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Category of work		Minimum Rates of wages			
			Per day			Per Month
			Dry Land	Wet Land	Garden Land	
			Rs. Ps.	Rs. Ps.	Rs. Ps.	
1	2		3	4	5	
CATEGORY-A						
1	Up-rooting	Basic VDA Total				
2	Excavating					
3	Tractor					
4	Ploughing					
5	Breaking lumps of soil		200.00	200.00	200.00	5200.00
6	Trimming of bunds		88.66	88.66	88.66	2305.20
7	Alignment & Leveling of bunds		288.66	288.66	288.66	7505.20
8	Ploughing to form bunds					
9	Making beds for close broad casting					
10	Leveling the land for paddy cultivation					
11	Carrying out kunte and halube operations					
12	Working in bushes and carrying out kunte, halube operations to cover soil on seeds broadcasted					
13	Transportation of Manure					
14	Feeding Manure					
15	Feeding Chemical Manure					

16	Trimming the seedlings mixing Chemical Manure	Basic VDA Total	200.00 88.66 288.66	200.00 88.66 288.66	200.00 88.66 288.66	5200.00 2305.20 7505.20
17	Sowing					
18	Drill Sowing					
19	Transplanting					
20	Transplanting in dry land					
21	Irrigation					
22	Lifting water from picotta and lifting water					
23	Spacing by removal of intervening plants in paddy area					
24	Thinning of Sugarcane					
25	Mid term cultivation					
26	Winnowing					
27	Casting soil to the roots of garden crops, sugarcane, Maize and potato crops					
28	Plant protection operation					
29	To tie up Sugarcane to avoid swaying					
30	Harvesting					
	a) Cutting					
	b) Thrashing					
	c) Winnowing					
31	Transportation of produce					
32	Cleaning					
33	Plucking (in cotton crops)					
34	Other works					
35	Tandu Leaves (Beedi Leaves)- for one bundle		83.10	83.10	83.10	-
	CATEGORY: B					
1	Watching over the Birds	Basic	200.00	200.00	200.00	5200.00
2	Driving out Birds from eating the crops	VDA	88.66	88.66	88.66	2305.20
3	Grazing cows and washing the cattle	Total	288.66	288.66	288.66	7505.20
4	Grazing cattle, sheep and goats					
5	Poultry and piggary farm works					

	CATEGORY: C					
1	Jaggery making					
2	Curing Tabacco					
3	Immanulation in hybrids seeds production					
4	Pruning work in grape farms					
5	Harvesting coconut and arecanut					
6	Plucking coconut and arecanut					
7	Trimming and spraying work in areca nut and coconut farms					
8	De-husking coconut and arecanut					
9	Baking arecanut	Basic	200.00	200.00	200.00	5200.00
10	Other works in areca-nut and coconut farms	VDA	88.66	88.66	88.66	2305.20
11	Harvesting betel leaf and pepper	Total	288.66	288.66	288.66	7505.20
12	Other works in plant nursery fruit and flowers cultivation					
13	Other works (Horticulture)					

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4284 points.

02:AERATED WATER MANUFACTURING INDUSTRY

Notification No: KAE 10 LMW 2010 dated 25-01-2011

Published in Gazette dated 03-03-2011

Minimum Wages With effect from 03-03-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of Wages per Month	
			Zone-I	Zone-II
1	2		3	4
1	Manager	Basic	4331.30	4261.00
		VDA	2713.20	2713.20
2	Supervisor	Total	7044.50	6974.20
3	Salesman	Basic	3983.00	3949.00
4	Clerk			
5	Driver			
6	Soda Manufacturer	Total	6696.20	6662.20
7	Assistant	Basic	3725.00	3714.00
8	Helper			
9	Mazdoor			
10	Bottle Cleaner	Total	6438.20	6427.20
11	Bottle Distributor			

Zone - I: Bangalore City Agglomeration Areas and District Head Quarters
Agglomeration Areas.

Zone - II: Other than the places mentioned in Zone - I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A at the rate of 4 Paise per point over and above 3944 points.

03. AGARBATHI INDUSTRY

Notification No. KAE 9 LMW 2003 dated 02-03-2009

Published in Gazette dated : 02-04-2009

Minimum Wages With effect from 02-04-2009

Cost of Living Allowance to be paid over and above 3196 points

Cost of Living Index: 6205 - 3196 = 3009 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

		Minimum rates of Wages payable per 1000 bathis Rs. Ps.	
Sl. No.	Class of Employment		VDA Rates
1	2	3	4
I	<u>BATHI ROLLERS:</u>		
a)	Grinded patti 8''-9'' medium thin/thick	13.60	VDA @ Rs 121.52 Per day
b)	Grinded patti 9''-10'' thin/thick	15.10	
c)	Grinded patti 10''-11'' medium thick/ thin	17.00	
d)	Durbar bathi heating process 8''-10'' inclusive medium thin (without water)	15.5	
e)	Durbar bathi heating process any size between 10 ½'' - 13'' inclusive medium thin (without water)	19.20	
f)	Durbar bathi heating process any	22.00	
	<u>PRICE RATE PER 1000 BOXES:</u>		
II	<u>PACKERS:</u>		
a)	10 grams boxes without cellophane one dozen packets with wrapper and also tin tube with cellophane in dozens	105.40	VDA @ Rs. 121.52 Per day
b)	10 grams boxes with individual cellophane packing in dozen packets in wrapper	118.36	
c)	20 grams, 25 gms and 30 gms, boxes in dozens without cellophane but with wrapper	111.10	
d)	20, 25 & 30 grams boxes with individual cellophane, packing and one dozen packets in wrapper	119.10	VDA @ Rs. 121.52 per day
e)	60 grams boxes with individual cellophane packing	108.50	

f)	10 grams bundles javaji with lable and cellophane	119.00	VDA @ 121.52 per day
g)	10 grams bundles javaji without lable	105.40	
h)	Tin tubes inside bathies with cellophane packing and with cellophane on tin tubes (bed room type)	117.40	
III	CASE PACKERS: (Piece work rate) (Rate per thousand)		
a)	½ Kg bundles any size full packing 2 ½ seers or 5 seers in paper wrapper.	65.30	VDA @ Rs.121.52 per day
b)	-do- half packing	71.00	
c)	1 Kg bundles any size full packing 5 seer in paper wrapper	64.70	
d)	1 Kg loose bundles any size with center thread and 5 seers in paper wrapper	61-20	
e)	30 grams bundles without coating cellophane packing in 8 to 12 bundles in a wrapper	79.30	
f)	30 grams bundles with coating cellophane packing in 8 to 12 bundles in a wrapper	82.60	
g)	60 grams bundles without coating cellophane packing in 4 to 12 bundles in a wrapper	71.00	
h)	60 grams bundles with coating cellophane packing in 4 to 12 bundles in a wrapper	77.10	
IV	Grinders mixers, coaters, loaders and all employees who are doing the work of the nature and responsibilities done by person falling under this category by whatever name and designation they be called	Daily Wages of not less than Rs. 111.80	VDA @ Rs.121.52 per day

	Office Staff	Per month		
		Basic	VDA	Total
V	Clerk	3419.00	3159.45	6578.45
VI	Clerk-cum-Typist	3500.00	3159.45	6659.45
VII	Accountant	3363.00	3159.45	6522.45
VIII	Supervisor	3419.00	3159.45	6578.45
IX	Sweeper / Scavenger	2829.00	3159.45	5988.45
X	Watchman			
XI	Driver	3419.00	3159.45	6578.45

V.D.A :In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3.5 Paise per point over and above 3196 points.

04: ARECANUT (SUPARI)

Notification No: KAE 54 LMW 2010 dated 14-09-2011

Published in Gazette dated 14-09-2011

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages		
		Basic	VDA	Total
1	2	4	5	6
1	Manager	3915.00	2713.20	6628.20
2	Accountant	3819.00	2713.20	6532.20
3	Clerk	3740.00	2713.20	6453.20
4	Driver	3755.00	2713.20	6468.20
5	Attender	3577.00	2713.20	6290.20
6	Arecanut Powder Maker			
7	Arecanut Sheet Maker			
8	Filling Arecanut into Packets / Packers			
9	Arecanut Pickers / Seperators			
10	Counting of Arecanut Packets			
11	Carrying Arecanut			
12	Loading and Unloading			
13	Arecanut Seperators / Sorters			
14	Cleaners / Sweepers			
15	Hamalis			
16	Cutting / Mixing			

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A at the rate of 4 Paise per point over and above 3944 points.

05. AUTOMOBILE ENGINEERING (INCLUDING SERVICING AND REPAIRING WORKS)

Notification No- KAE 41 LMW 2006 dated 02-03-2009

Published in Gazette dated : 02-04-2009

Cost of Living Allowance to be paid over and above 2703 points

Cost of Living Index: 6205 - 2703=3502 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I) Highly Skilled-A:				
1	Foreman	Basic VDA Total	2846.10 3677.10 6523.20	2781.00 3677.10 6458.10
2	Supervisor			
Highly Skilled-B:				
1)	Assistant Foreman	Basic VDA Total	2781.00 3677.10 6458.10	2714.90 3677.10 6392.00
II) Skilled:				
1	Turner	Basic VDA Total	2714.90 3677.10 6392.00	2648.70 3677.10 6325.80
2	Fitter			
3	Mechanic			
4	Welder			
5	Electrician			
6	Carpenter			
7	Painter			
8	Blacksmith			
9	Time Keeper			
10	Senior Clerk			
11	Store Keeper			
12	Tin-Smith			
13	Upholstery Man			
14	Machinist			
15	Vulcanizer			
16	Cashier			
17	Head Watchman			
18	Accountant			

III) Semi Skilled :				
1	Assistant Fitter	Basic VDA Total	2615.10 3677.10 6292.20	2550.00 3677.10 6227.10
2	Assistant Electrician			
3	Assistant Blacksmith			
4	Assistant Welder			
5	Assistant Carpenter			
6	Assistant Turner			
7	Assistant Greaser			
8	Assistant Oilman			
9	Assistant Painter			
10	Junior Clerk			
11	Junior Typist			
12	Telephone Assistant			
13	Cashier			
14	Senior Typist			
15	Salesman			
16	Assistant Mechanic			
17	Store Clerk			
18	Learner or Apprentice			
19	Assistant Tinker			
20	Tyre Fitter			
IV) Unskilled:				
1	Cleaner	Basic VDA Total	2268.60 3677.10 5945.70	2229.80 3677.10 5906.90
2	Helper			
3	Attender			
4	Sweeper			
5	Watchman			
6	Peon			

Zone-I: Bangalore City Agglomeration Area and District Head Quarters
Agglomeration Areas.

Zone-II: Shall comprise other than the places mentioned in Zone - I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3.5 Paise per point over and above 2703 points.

06. BAKERIES

Notification No. KAE 91 LMW 2008 dated 27-07-2011

Published in Gazette dated 08-09-2011

Minimum Wages with effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
1	Dough Maker	Basic VDA Total	4156.48 2713.20 6869.68	4099.14 2713.20 6812.34
2	Assistant Dough Maker	Basic VDA Total	4056.48 2713.20 6769.68	3999.14 2713.20 6712.34
3	Baker	Basic VDA	4094.02 2713.20	3936.36 2713.20
4	Bench man	Total	6807.22	6649.56
5	Manager	Basic VDA Total	4339.91 2713.20 7053.11	4281.48 2713.20 6994.68
6	Clerk	Basic VDA Total	4100.00 2713.20 6813.20	3997.00 2713.20 6710.20
7	Helper	Basic VDA	3948.47 2713.20	3732.69 2713.20
8	Office Boy	Total	6661.67	6445.89
9	Watchman	Basic	3686.39	3679.78
10	Any other category of employees which is not included above	V D A	2713.20	2713.20
11	Any other unskilled categories not included above.	Total	6399.59	6392.98

Zone -I: Bruhat Bangalore Mahanagara Palike and all specified Agglomeration Areas and all Municipal Corporations in the State.

Zone - II: Other than the places mentioned in Zone - I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

7(a). BEEDI MAKING TOBACCO INDUSTRY

Notification No. KAE 113 LMW 2009 Dated :04-06-2012

Minimum Wages with effect from 01-04-2012

Cost of Living allowance to be paid over and above 4284 points

Cost of Living Index: 6205 – 4284 = 1921 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

SL No.	Class of Employment	Minimum Rates of wages		
1	BEEDIES : Beedi Rollers (including home workers) (Per 1000 beedis/ per day)	Basic	106.00	
		VDA	44.88	
		Total	150.88	
2	Beedi labeling rollers (including home workers) (Bundling of every 50000	Basic	120.00	
		VDA	44.88	
		Total	164.88	
			Per Day	Per Month
3	Foreman/ Beedi chakkar	Basic	234.61	6100.00
		VDA	51.78	1346.40
		Total	286.39	7446.40
4	Sigadi Worker/ Battiwalla /Tarayiwalla	Basic	223.07	5800.00
		VDA	51.78	1346.40
		Total	274.85	7146.40
5	Truck & Van Driver	Basic	223.07	5800.00
		VDA	27.38	1346.40
		Total	274.85	7146.40
6	Tobacco Mixer	Basic	219.23	5700.00
		VDA	51.78	1346.40
		Total	271.01	7046.40
7	Distributors of Tobacco Leaves	Basic	211.53	5500.00
		VDA	51.78	1346.40
		Total	263.31	6846.40
8	Car / Jeep Driver	Basic	203.84	5300.00
		VDA	51.78	1346.40
		Total	255.62	6646.40
9	Loaders & Unloaders	Basic	196.15	5100.00
		VDA	51.78	1346.40
		Total	247.93	6446.40
10	Vehicle Cleaner	Basic	190.38	4950.00
		VDA	51.78	1346.40
		Total	242.16	6296.40

	Office Staff			
1	Manager	Basic	242.30	6300.00
		VDA	51.78	1346.40
		Total	294.08	7646.40
2	Assistant Manager	Basic	234.61	6100.00
		VDA	51.78	1346.40
		Total	286.39	7446.40
3	Cashier	Basic	226.92	5900.00
		VDA	51.78	1346.40
		Total	278.70	7246.40
4	Accountant	Basic	225.00	5850.00
		VDA	51.78	1346.40
		Total	276.78	7196.40
5	Stenographer/Computer Operater	Basic	219.23	5700.00
		VDA	51.78	1346.40
		Total	271.01	7046.40
6	Store keeper	Basic	211.53	5500.00
		VDA	51.78	1346.40
		Total	263.31	6846.40
7	Typist/ Data Entry Operater	Basic	211.53	5500.00
		VDA	51.78	1346.40
		Total	263.31	6846.40
8	Clerck (Graduate)	Basic	207.69	5400.00
		VDA	51.78	1346.40
		Total	259.47	6746.40
9	Clerks Grade-II (Non Graduates)	Basic	196.15	5100.00
		VDA	51.78	1346.40
		Total	247.93	6446.40
10	Office Boy/Peon/Watch man/ Attender	Basic	188.46	4900.00
		VDA	51.78	1346.40
		Total	240.24	6246.40

V.D.A : The Government of Karnataka has exempted the payment of V.D.A. to beedi workers for the year 2015-16 vide notification No. KA E 129 LWA 2014, Dated 08-04-2015. Hence, the Rates of Minimum Wages for the year 2014-15 continue for the year 2015-16.

7(b). TOBACCO PROCESSING INDUSTRY

Notification No. KAE 34 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

Minimum Wages with effect from dated: 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index: 6205 – 4284 = 1921 points

Minimum Wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment:	Minimum rates of wages		
1	2	3		
I.	Tobacco Processing (virginia cigarette)		Per Day	Per Month
1	Gauge man	Basic VDA Total	211.53 99.74 311.27	5500.00 2593.35 8093.35
2	Fuel man	Basic	205.00	5330.00
3	Graders	VDA Total	99.74 304.74	2593.35 7923.35
4	Packers	Basic	190.00	4940.00
5	General Workers	VDA Total:	99.74 289.74	2593.35 7533.35
6	Leaf Sweaker (Per Roll)	Rs. 1.50 (Per Roll)		
		V.D.A per day Rs. 99.74		
II.	Tobacco Processing (Beedi)			
1	Machinery Operators	Basic VDA Total	195.00 99.74 294.744	5070.00 2593.35 7663.35
2	Processing of Tobacco	Basic	190.00	4940.00
3	Tobacco Processing (Beedi)	VDA Total	99.74 289.74	2593.35 7533.35
4	Helpers/other workers	Basic VDA Total	175.00 99.74 274.74	4550.00 2593.35 7143.35
III.	Drivers			
1	Lorry Driver	Basic VDA Total	220.00 99.74 319.74	5720.00 2593.35 8313.35
2	Jeep/Car Driver	Basic VDA Total	200.00 99.74 299.74	5200.00 2593.35 7793.35

IV	Office Staff:			
1	Manager/Personal Officer	Basic	243.84	6339.00
		VDA	99.74	2593.35
		Total	343.58	8932.35
2	Assistant Manager/ Assistant Personal Officer	Basic	235.00	6110.00
		VDA	99.74	2593.35
		Total	334.74	8703.35
3	Accountant	Basic	225.00	5850.00
		VDA	99.74	2593.35
		Total	324.74	8443.35
4	Cashier	Basic	220.00	5720.00
5	Stenographer/ Computer Operator	VDA	99.74	2593.35
6	Store keeper	Total	319.74	8313.35
7	Typist/Data Entry Operator	Basic	215.00	5590.00
8	Clerk	VDA	99.74	2593.35
		Total	314.74	8183.35
9	Office boy/peon/ watchman/ attender/sweeper	Basic	175.00	4550.00
		VDA	99.74	2593.35
		Total	274.74	7143.35

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4.5 Paise per point over and above 4284 points.

08. BISCUIT MANUFACTURING INDUSTRY

Notification No. KAE 88 LMW 2008 dated 25.3.2011

Published in Gazette dated 28.3.2011

Minimum Wages with effect from 01.04.2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages per month	
			Zone.I	Zone.II
I	Skilled:	Basic	3743.10	3711.14
		VDA	2713.20	2713.20
1	Fitter	Total	6456.30	6424.34
2	Electrician			
II	Semi Skilled:	Basic	3596.67	3582.14
1	Workers engaged in the Manufacture of Biscuits	VDA	2713.20	2713.20
	Packer	Total	6309.87	6295.34
III	Un.Skilled:			
1	Helper	Basic	3596.67	3582.14
		VDA	2713.20	2713.20
		Total	6309.87	6295.34
IV	Office Staff:	Basic	4066.03	4028.65
		VDA	2713.20	2713.20
		Total	6779.23	6741.85
1	Supervisor			
2	Accountant			
3	Clerk	Basic	3901.86	3767.36
		VDA	2713.20	2713.20
		Total	6615.06	6480.56
4	Cashier	Basic	3931.63	3909.58
		VDA	2713.20	2713.20
		Total	6644.83	6622.78
5	Clerk.cum.Steno	Basic	4066.03	4027.95
		VDA	2713.20	2713.20
		Total	6779.23	6741.15
6	Watchman	Basic	3598.67	3582.14
	Office Boy	VDA	2713.20	2713.20
		Total	6311.87	6295.34

Zone - I: Bangalore City Agglomeration Area

Zone- II: Other than places mentioned in Zone I

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

09. BRASS, COPPER AND ALUMINIUM UTENSILS MANUFACTURING

Notification No. KAE 31 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

Minimum Wages With effect from 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index : 6205 - 4284 = 1921points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of Wages per month			
			Zone.I		Zone.II	
1	2		3		4	
I. Highly Skilled:			Per Day	Per Month	Per Day	Per Month
1	Manager	Basic VDA Total	240.00 88.66 328.66	6240.00 2305.20 8545.20	220.76 88.66 309.42	5740.00 2305.20 8045.20
2	Foreman	Basic VDA Total	225.00 88.66 313.66	5850.00 2305.20 8155.20	205.76 88.66 294.42	5350.00 2305.20 7655.20
3	Technical Supervisor	Basic VDA Total	215.00 88.66 303.66	5590.00 2305.20 7895.20	195.00 88.66 283.66	5070.00 2305.20 7375.20
II. Skilled:						
1	Maistry	Basic VDA Total	210.00 88.66 298.66	5460.00 2305.20 7765.20	195.00 88.66 283.66	5070.00 2305.20 7375.20
2	Machinist	Basic VDA	200.00 88.66	5200.00 2305.20	190.00 88.66	4940.00 2305.20
3	Turner / Turner Die.Polisher	Total	288.66	7505.20	278.66	7245.20
4	Operator	Basic VDA Total	190.86 88.66 279.52	4962.36 2305.20 7267.56	180.00 88.66 268.66	4680.00 2305.20 6985.20
5	Welder					
6	Fitter					
7	Melter					
8	Moulder					
9	Spinner cum Pattern Maker					
10	Electro Plater					
11	Spinner					
12	Vessel Maker					
13	Rolling Machine Operator Hot Print					

14	Chemical Coater	Basic	190.86	4962.36	180.00	4680.00
15	Spray Painter	VDA	88.66	2305.20	88.66	2305.20
16	Press Man / Press Operator	Total	279.52	7267.56	268.66	6985.20
17	Chalk Polisher / Buff Polisher					
18	Billet Heating furnace man					
19	Unlink of furnace man rolling handicraftsman					
20	Hot rolling machine operator back					
21	Cold rolling machine operator front					
22	Polisher					
23	Grinder					
24	Worker fixing handle to kolaga vessels and other skilled labourers					
III. Semi Skilled:						
1	Fixing vessels handles	Total	185.25	4816.50	175.00	4550.00
2	Tinker					
3	Assistant Pressman					
4	Cold rolling machine operator back					
5	Cold rolling pressure man					
6	Rolling Cutting					
7	Circle cutter					
8	Sharing machine operator					
9	Hand cutter					
10	Bidding machine operator					
11	Asiyiling furnace man utensils					
12	Assembling Recitions fitting & similar hand					
13	Drilling					
14	Kalaiwala					
15	Wireman					
16	Other Semi.Skilled Labourers					

IV. Un -Skilled:						
1	Helper	Basic VDA Total				
2	Watchman					
3	Mazdoor					
4	Packer					
5	Washer man					
6	Scarper		180.00	4680.00	170.00	4420.00
7	Sweeper		88.66	2305.20	88.66	2305.20
8	Picking / Cleaning / Dulai Mazdoor		268.66	6985.20	258.66	6725.20
9	Cleaners					
10	Peon & other un.skilled labourers not shown					
V. Office Staff:						
1	Manager/Personal Officer	Basic	243.84	6339.00	224.61	5879.99
		VDA	88.66	2305.20	88.66	2305.20
		Total	332.50	8644.20	313.27	8185.19
2	Assistant Manager/ Assistant Personal Officer	Basic	235.00	6110.00	215.76	5610.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	323.66	8415.20	304.42	7915.20
3	Accountant	Basic	225.00	5850.00	205.76	5350.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	313.66	8155.20	294.42	7655.20
4	Cashier	Basic	220.00	5720.00	200.76	5220.00
5	Stenographer/Computer Operator	VDA	88.66	2305.20	88.66	2305.20
6	Store keeper	Total	308.66	8025.20	289.42	7525.20
7	Typist/Data Entry Operator	Basic	215.00	5590.00	195.76	5090.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	303.66	7895.20	284.42	7395.20
9	Office boy/peon/ watchman/ attender	Basic	175.00	4550.00	170.00	4420.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	263.66	6855.20	258.66	6725.20

Zone-I: Bruhut Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations in the State.

Zone-II: Other than places mentioned in Zone.I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A at the rate of 4 Paise per point over and above 4284 points.

10. BRICKS INDUSTRY

Notification No. KAE 6 LMW 2011 dated 23.01.2012

Published in Gazette dated 24.01.2012

Minimum Wages With effect from 01.04.2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum Wages	
1	2	3	4
A	FACTORY WORKERS:	Per day	VDA Rs. 104.35 per day
1	Brick Slicers	154.57	
2	Brick Burners	156.67	
3	Clay mixers		
4	Fire wood slitters	152.47	
5	Kiln repairer		
B	TABLE MOULD BRICKS:	Per Lorry Loading	
1	Clay transporter, loaders, unloaders (in a group of 4 general assistants)	172.42	VDA Rs. 104.35 per day
2	Clay Kneaders	151.42	
3	Bricks Moulding (with 5 assistants)	199.42	
4	Kiln setters (1,000 bricks)	166.87	
5	Engaged in putting coal or fire wood	360.37	
6	Loading / unloading of bricks to lorry (per 1,000 Bricks)	144.07	
7	Sorting separating Burnt Bricks	152.47	
C	HAND MOULDING BRICKS:		
1	Bricks slicers (with 10 assistants per 1,000 bricks)	174.52	VDA Rs. 104.35 per day
2	Kiln Settlers (settling for 1000 bricks)	155.62	
3	Putting coal and fire wood (per kiln)	514.72	
4	Arani Makers per line	87.37	
5	Loaders / unloaders of Burnt Bricks (per 1000 bricks)	138.82	
6	Sorting Burnt Bricks (per day)	152.47	
7	Driver	Basic VDA Total	4054.84 2713.20 6768.04

8	Cleaner	Basic VDA Total	3746.13 2713.20 6459.33
D	OFFICE STAFF:	Per Month	
1	Manager	Basic VDA Total	5984.94 2713.20 8698.14
2	Accountant	Basic VDA Total	5771.22 2713.20 8484.42
3	Stenographer	Basic VDA Total	4697.32 2713.20 7410.52
4	Typist	Basic VDA Total	4597.32 2713.20 7310.52
5	Cashier		
6	Clerk		
7	Store Keeper	Basic VDA Total	4397.32 2713.20 7110.52
8	Watchman	Basic VDA Total	4187.32 2713.20 6900.52
	Attender / Office Boy / Office Peon		
E	Super Vision Staff	Per Month	
1	Foreman	Basic VDA Total	5871.58 2713.20 8584.78
2	Supervisor	Basic VDA Total	5771.22 2713.20 8484.42

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

**11(a). WOOD WORK INCLUDING CARPENTRY INDUSTRY AND SAW MILL
INDUSTRY**

Notification No. KAE 64 LMW 2010 dated 12.10.2011

Published in Gazette dated 13.10.2011

Minimum Wages With effect from 01.04.2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 – 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day		
			Zone.I	Zone.II	
1	2		3	4	
1	Unskilled & Helpers:				
	Learner / Apprentice	Basic	148.00	146.10	
		VDA	104.35	104.35	
2	Manual Worker	Total	252.35	250.45	
1	Semi skilled:				
	Assistant Carpenter	Basic VDA Total	152.00 104.35 256.35	149.88 104.35 254.23	
	2				Packer
	3				Assistant Polisher
	4				Packing with wooden crates
1	Skilled:				
	Carpenter (including furniture making & wood workers in building)	Basic	156.00	153.69	
		VDA	104.35	104.35	
		Total	260.35	258.04	
2	Polish man				
3	Upholstry worker Gr.II				
1	Highly Skilled:				
	Pattern Maker	Basic VDA Total	160.00 104.35 264.35	157.50 104.35 261.85	
	2				Interior Decorator
	3				Upholstry Maker

	General Category:			
1	(Excluding labourers) Clerical Staff	Basic VDA Total	148.10 104.35 252.45	144.95 104.35 249.30
2	Peon	Basic VDA Total	144.43 104.35 248.78	143.37 104.35 247.72
3	Sweeper			
4	Hamali			
	Unskilled:			
1	Hamali	Basic VDA Total	143.37 104.35 247.72	
2	Helpers			
	Semi-Skilled:			
1	Helper to Machine	Basic VDA Total	146.53 104.35 250.88	
2	Hand Sawyer and Logger			
3	Trolleyman			
	Skilled:			
1	Machine Bench Operator / Maistry	Basic VDA Total	152.18 104.35 256.53	
2	Saw Sharpners			
3	Circular operator			
	General Category:			
1	Clerical Staff	Basic VDA Total	147.05 104.35 251.40	
2	Watchman	Basic VDA Total	144.43 104.35 248.78	

Zone.I: Bruhut Bangalore Mahanagara Palike and Agglomeration
Areas and other City Corporations in the State.

Zone-II: Other than places mentioned in Zone-I-

V-D-A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A at the rate of 4 Paise per point over and above 3944 points.

11(b). WOOD WORK INCLUDING MATCH WORKS
(MATCH BOX) INDUSTRY

Notification No. KAE 15 LMW 2010 dated 25.01.2011

Published in Gazette dated 3.3.2011

Minimum Wages With effect from 01.04.2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages	
			per month
1	2	3	4
1	Foreman	Basic VDA Total	4682.20 2713.20 7395.40
2 3	Manager Supervisor	Basic VDA Total	4615.20 2713.20 7328.40
4	Chemist	Basic VDA Total	4451.20 2713.20 7164.40
5	Driver	Basic VDA Total	4239.20 2713.20 6952.40
6 7 8 9 10	Frame Carrier Helper Watchman Applying Chemical to Sticks Peon	Basic VDA Total	4042.20 2713.20 6755.40
11	Accountant	Basic VDA Total	4384.20 2713.20 7097.40
12 13	Clerk/Typist Dipper	Basic VDA Total	4146.20 2713.20 6859.40

Minimum Wages for Piece Rate work for labourer (per Gross)			Per day	Per Month
1	Box Making	Basic	155.20	4031.20
2	Box Filling			
3	Bending, Rolling & Packing	VDA	104.35	2713.20
4	Frame Filling			
5	Match Box Labeling	Total	259.55	6744.40
5	Frame Filling			

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

11(c). WOOD WORK INCLUDING PLYWOOD INDUSTRY

Notification No. KAE 66 LMW 2010 dated 14.9.2011

Published in Gazette dated 14.9.2011

Minimum Wages With effect from 01.04.2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages	
			Per day	Per month
1	2		3	4
	<u>Un Skilled:</u>	Basic	136.44	3547.44
1	Mazdoors	VDA	104.35	2713.20
2	Logs lifters	Total	240.79	6260.64
3	Log Stockers	Basic	138.54	3602.04
4	Waste Removers	VDA	104.35	2713.20
		Total	242.89	6315.24
	<u>Semi Skilled:</u>			
1	Table off bearers in peeling Machines			
2	Veneer Treating operator			
3	Clippers			
4	Slicer Operators			
5	Joint Operators			
6	Off bearers in the Driver Machine			
7	Sorters	Basic	141.84	3687.84
8	Glue Mixers	VDA	104.35	2713.20
9	Press Operators	Total	246.19	6401.04
10	Sanding Operators			
11	Trimmers			
12	Plate Boilers			
13	Plate Loaders			
14	Plate Un.Loaders			
15	Polishers			
16	Sanders			
17	Fireman			

	<u>Skilled:</u>			
1	Cross Cutting Veneers	Basic	147.07	3823.82
2	Assemblers	VDA	104.35	2713.20
3	Carpenters Grade.II	Total	251.42	6537.02
	<u>Highly Skilled:</u>			
1	<u>Workshop Mechanics</u>			
2	Operators			
3	Turners and Moulders			
4	Peeling Leather Operators	Basic	151.48	3938.48
5	Blacksmiths	VDA	104.35	2713.20
6	Boiler Charge man	Total	255.83	6651.68
7	Senior Operators			
8	Electricians			
9	Carpenters Grade.I			
	<u>Office Staff:</u>			
1	Accountant (Grade.I)	Basic	141.90	3689.40
2	Clerks (Graduates)	VDA	104.35	2713.20
		Total	246.25	6402.60
3	Clerks (Matriculates)	Basic	138.54	3602.04
4	Typists	VDA	104.35	2713.20
		Total	242.89	6315.24
	<u>General Categories:</u>			
1	Watchman	Basic	136.44	3547.44
2	Peons	VDA	104.35	2713.20
3	Sweepers	Total	240.79	6260.64

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

11(d). WOOD WORK INCLUDING TIMBER DEPOT

Notification No. KAE 18 LMW 2010 dated 25.1.2011

Published in Gazette dated 3.3.2011

Minimum Wages With effect from 01.04.2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
	1. HIGHLY SKILLED			
1	Foreman	Basic VDA Total	4385.20 2713.20 7098.40	4316.20 2713.20 7029.40
2	Supervisor	Basic VDA Total	4301.20 2713.20 7014.40	4235.20 2713.20 6948.40
II	SKILLED			
1	Maistry	Basic VDA Total	4217.20 2713.20 6930.40	4153.20 2713.20 6866.40
2	Sawman			
3	Electrician			
4	Lathe operator			
5	Boiler operator			
6	Mechanic			
7	Carpenter			
8	Blacksmith			
9	Turner			
10	Welder			
11	Moulder			
12	Cutter			
13	Fitter			
14	Plant operator			
15	Operator.Band saw and Re.saw operator			
16	Polisher			
17	Saw Sharper			
18	Packing cases saw Operator			
19	Crane operator/Cross cutting machine operator			
20	Other skilled workers			

21	Driver/Engine driver	Basic	3971.20	3901.20
		VDA	2713.20	2713.20
		Total	6684.40	6614.40
III	SEMI SKILLED			
1	Pack.Sawer	Basic VDA Total	4044.20 2713.20 6757.40	3975.20 2713.20 6688.40
2	Making wood nice machine operator			
3	Crop Cutter			
4	Packer (Packing of wooden Box)			
5	Making of packing box			
6	Saw operator helper			
7	Log helper			
8	Other semi.skilled workers			
IV	UNSKILLED			
1	Assistant / Helper	Basic VDA Total	3786.20 2713.20 6499.40	3775.20 2713.20 6488.40
2	Cartman/saw dust remover			
3	Mazdoor			
4	Timber Carrier			
5	General Helper			
6	Bundling, packing, Loading and unloading workers			
7	Head load workers			
8	Band saw, resaw and sarkal saw helper/watchman and other unskilled workers			
V	OFFICE STAFF			
1	Manager	Basic VDA Total	4301.20 2713.20 7014.40	4232.20 2713.20 6945.40
2	Accountant	Basic VDA	4077.20 2713.20	4020.20 2713.20
3	Cashier			
4	Stenographer	Total	6790.40	6733.40

5	Clerk	Basic	4044.20	3976.20
	Typist	VDA	2713.20	2713.20
6	Salesman	Total	6757.40	6689.40
7				
8	Office Boy	Basic	3786.20	3775.20
		VDA	2713.20	2713.20
		Total	6499.40	6488.40

Zone I: Bangalore City Agglomeration Area. Other City Corporation Area and Agglomeration Area in the State notified by City Planning Department and City Corporation notified areas regularly.

Zone II: Other than places mentioned in Zone I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

11(e). WOOD WORK INCLUDING VENEER

INDUSTRY

Notification No. KAE 42 LMW 2006 dated 02.03.2009

Published in Gazette dated 26.03.2009

Cost of Living Allowance to be paid over and above 2703 points

Cost of Living Index: 6205- 2703 = 3502 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per month (in rupees and paise):		
		Basic	VDA	Total
1	2	3	4	5
I. YARD SECTION:				
1	Timber sawing and cutting into different sizes	2598.20	3677.10	6275.30
2	Transportation of Timber	2282.10	3677.10	5959.20
II. PEELING SECTION:				
1	Peeling machine operator	2806.10	3677.10	6483.20
2	Peeling machine assistant operator	2400.80	3677.10	6077.90
3	Peeling machine assistant	2282.10	3677.10	5959.20
4	Peeling machine helper			
5	Peeling machine operator			
6	Peeling machine helper			
7	Carrier			
III. DRAWING SECTION:				
1	Drawer operator	2598.20	3677.10	6275.30
2	Drawer feeding man	2282.10	3677.10	5959.20

IV. CLYPING SECTION:				
1	Decorating clyping operator	2598.20	3677.10	6275.30
2	Assistant clyping operator	2407.10	3677.10	6084.20
3	Helper			
V. SORTING SECTION:				
1	Sorter	2598.20	3677.10	6275.30
VI. GUELATING CUTTER:				
1	Guelating cutter	2598.20	3677.10	6275.30
2	Slicing man	2407.10	3677.10	6084.20
3	Helper	2282.10	3677.10	5959.20
VII. BOILER SECTION:				
1	Senior boiler attendant	2806.10	3677.10	6483.20
2	Boiler attendant	2598.20	3677.10	6275.30
3	Boiler fireman	2282.10	3677.10	5959.20
VIII. PLEACHING SECTION:				
1	Bend saw operator	2806.10	3677.10	6483.20
2	Swagging man			
3	Assistants	2598.20	3677.10	6275.30
4	Boiling water attender	2282.10	3677.10	5959.20
5	Electric hoist operator			
6	Helper			
IX. SLICER SECTION:				
1	Slicer operator	2806.10	3677.10	6483.20
2	Assistant slicer operator	2598.20	3677.10	6275.30
3	Helper			
4	Blade Sharpner			
X. MACHINE SHOP:				
1	Turner	2598.20	3677.10	6275.30
2	Welder			
3	Gas Cutting			
4	Fitter			
5	Carpenter	2407.10	3677.10	6084.20
6	Water Pump Operator			
7	Helper	2281.07	3677.10	5958.17

XI. OFFICE STAFF:				
1	Forest Supervisor	3153.60	3677.10	6830.70
2	Senior clerk/clerk (graduate), time keeper, cashier			,
3	Junior Forest Supervisor	2598.20	3677.10	6275.30
4	Typist			
5	Junior Clerk (non.graduate)			
6	Guest house cook			
7	Vehicle driver			
8	Office boy			
9	Watchman			
10	Cleaner (vehicle)			
11	Sweeper			

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3.5 Paise per point over and above 2703 points.

12. CARDAMOM MALAIS AND CARDAMOM GARDENS

Notification No. KAE 65 LMW 2010 dated 14-9-2011

Published in Gazette dated 14-9-2011

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

Sl. No.	Class of Employment	Minimum Rates of Wages payable			
		Per day		Per Month	
1	2	3		4	
1	Adult	Basic	139.80	-	
		VDA	104.35		
		Total	244.15		
2	Adolescent	Basic	121.64	-	
		VDA	104.35		
		Total	225.99		
3	Supervisor / Maistry	-		Basic	4158.73
				VDA	2713.20
				Total	6871.93

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

13. CASHEW INDUSTRY

Notification No. KAE 82 LMW 2007 dated 04.07.2012

Minimum Wages With effect from 01.04.2012

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index: 6205 – 4284 = 1921 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum Rates of Wages		
1	2			
I.	PIECE RATES			
1	Sheller: hand	Rs. 18.50 per kg of shelled whole kernels delivered at the weighing machine	VDA at the rate Rs.88-66 per day	
2	Sheller: Machine	Rs. 14.50 per kg of shelled whole kernels delivered at the weighing machine		
3	Peelers	Rs. 18.50 per kg of shelled whole kernels delivered at the weighing machine.		
4	Peeling Pieces	Rs. 5.25 per kg of peeled pieces delivered at the weighing machine		
II	TIME RATES FOR ADULTS		Per day	Per month
1	Tin can manufacturers/ soldering workers/ Fitters & Mechanics	Basic VDA	180.00 88.66	4680.00 2305.20
2	Bag carries / Roasters/ Dry yards Workers (Heavy duty)	Total	268.66	6985.20
3	Roasters/Packers/ Graders/Sorters	Basic VDA Total	178.00 88.66 266.66	4628.00 2305.20 6933.20
4	Watchman / Peon/ Office Boys/ Attenders/ Yard women (light duty) And Creche Ayahs	Basic VDA Total	175.00 88.66 263.66	4550.00 2305.20 6855.20
III	Canteen Workers			
1	Cook & coffee / tea maker	Basic VDA Total	180.00 88.66 268.66	4680.00 2305.20 6985.20
2	Servers & Suppliers	Basic VDA Total	177.00 88.66 265.66	4602.00 2305.20 6907.20
3	Cleaners /Helper /Scavengers	Basic VDA Total	175.00 88.66 263.66	4550.00 2305.20 6855.20

IV General Workers				
1	Expeller Workers	Basic VDA Total	176.00 88.66 264.66	4576.00 2305.20 6881.20
2	Assistant Operator			
3	Fireman			
4	Lever Operator			
5	Roaster nut carriers			
6	Assistant Tinkers			
7	Markers & Stencillers			
8	Vita Packers			
V Drivers				
1	Lorry Driver	Basic	210.0	5460.0
		VDA	88.66	2305.20
		Total	298.7	7765.2
2	Car/Jeep Driver	Basic	195.00	5070.00
		VDA	88.66	2305.20
		Total	283.66	7375.20
3	Lorry/Jeep/Car Cleaner	Basic	175.00	4550.00
		VDA	88.66	2305.20
		Total	263.66	6855.20
VI	Staff:			
1	Manager/Personal Officer	Basic	244.00	6344.00
		VDA	88.66	2305.20
		Total	332.66	8649.20
2	Assistant Manager/ Assistant Personal Officer	Basic	235.00	6110.00
		VDA	88.66	2305.20
		Total	323.66	8415.20
3	Accountant	Basic	225.00	5850.00
		VDA	88.66	2305.20
		Total	313.66	8155.20
4	Cashier	Basic	220.00	5720.00
		VDA	88.66	2305.20
5	Stenographer/Computer Operator	Total	308.66	8025.20
6	Store keeper			
7	Typist/Data Entry Operator	Basic	215.00	5590.00
		VDA	88.66	2305.20
8	Clerk	Total	303.66	7895.20
9	Office boy/peon/ watchman/ Attender	Basic	175.00	4550.00
		VDA	88.66	2305.20
		Total	263.66	6855.20

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4284 points.

14. CERAMICS, STONEWARE AND POTTERIES WORKS

Notification No. KAE 45 LMW 2006 dated 02.03.2009

Published in Gazette dated : 02.04.2009

Cost of Living Allowance to be paid over and above 2703 points

Cost of Living Index: 6205 – 2703 = 3502points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

1. No.	Class of Employment	Minimum rates of wages payable per day	
1	2	3	
Skilled:			
1	Senior Maistry	Basic VDA Total	110.30 141.43 251.73
2	Artisan		
3	Mason		
4	Carpenter		
5	Mechanic		
6	Trained Turner		
7	Finisher		
8	Moulders		
9	Modeller		
10	Potter		
11	Lathe man		
12	Fitter		
13	Trader		
14	Tin Maker		
15	Welder		
16	Wire Man		
17	Electrician		
18	Furnace Operator		
Semi.Skilled:			
1	Glazer	Basic VDA Total	101.40 141.43 242.83
2	Pipe Operator		
3	Assistant Moulder		
4	Assistant Maistry		
5	Assistant Mason		
6	Junior Carpenter		
7	Blacksmith		

8	Painter	Basic VDA Total	101.40 141.43 242.83
9	Furnace helper		
10	Air compressor attendant		
11	Brick Maker		
12	Ball Mill attendant		
13	Planger attendant		
14	Gestener Operator		
15	Assistant Finisher		
16	Cup, Saucer Plate maker		
17	Design stamper		
18	Liner / Decorator / Transfer picture Applicator		
19	Fitter press attendant		
20	Furnance bang loader / unloader		
21	Fireman		
22	Handle joiner		
23	Laboratory attendant		
24	Pub.Mill attendant		
25	Packer		
26	Sorter/ Selector		
27	Press Operator / Pressman/ Machine operator		
28	Kiln loader		
Un-skilled:			
1	Carrier	Basic VDA Total	94.10 141.43 235.53
2	Helper		
3	Khalasi		
4	Lorry Loader		
5	Mazdoor		
6	Watchman		
7	Chowkidar		
8	Peon		
9	Office Boy		
10	Sweeper		
11	Helper (Assisting any skilled or semi.skilled worker)		
12	Any other unskilled category of worker not specified above		

Others:		Per month	
1	Clerk / Typist	Basic VDA Total	2696.90 3677.10 6374.00
2	Cashier	Basic VDA Total	2731.50 3677.10 6408.60
3	Driver	Basic VDA Total	2623.40 3677.10 6300.50

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3.5 Paise per point over and above 2703 points.

15.(a) PLANTATION LABOUR-CHINCONA, RUBBER, TEA OR COFFEE PLANTATIONS

Notification No. KAE 27 LMW 2012 dated :14-05-2013

Published in Gazette dated : 14-05-2013

Cost of Living Allowance to be paid over and above points

Cost of Living Index:6205 - 4624 = 1581 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable		
			Per day	Per Month
1	2		3	4
I	PART-I			
I	Cinchona, Tea, Coffee And Mixed Plantation Mazdoors.	Basic	175.00	4550.00
		VDA	72.97	1897.20
		Total	247.97	6447.20
	PART-II			
II	RUBBER PLANTATIONS:			
	1. Mazdoors	Basic	175.00	4550.00
		VDA	72.97	1897.20
	2. Rubber Tapers	Total	247.97	6447.20
III	Supervisores / Masteries	Basic	230.00	5980.00
		VDA	72.97	1897.20
		Total	302.97	7877.20

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4624 points.

15.(b) PLANTATION LABOUR. CHINCONA, RUBBER, TEA OR COFFEE PLANTATIONS (NON-STAFF)

Notification No. KAE 28 LMW 2012 dated :14.05.2013

Published in Gazette dated 14.05.2013

Cost of Living Allowance to be paid over and above 4624 points

Cost of Living Index: 6205 - 4624= 1581 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages		
			Per day	Per Month
1	2		3	4
PART-I				
1	CHINCONA, TEA, COFFEE OR MIXED PLANTATION			
1	Electrical Wireman	Basic	200.00	5200.00
		V D A	72.97	1897.20
2	Mechanic	Total	272.97	7097.20
3	Heavy vehicle driver	Basic	190.00	4940.00
		V D A	72.97	1897.20
		Total	262.97	6837.20
4	Car & Tractor Driver	Basic	180.00	4680.00
		V D A	72.97	1897.20
		Total	252.97	6577.20
I.	SKILLED:			
1	Carpenter	Basic	175.20	4555.20
		V D A	72.97	1897.20
2	Blacksmith	Total	248.17	6452.40
	UNSKILLED:			
1	Tappalman	Basic	170.00	4420.00
2	Sweeper	V D A	72.97	1897.20
3	Attender	Total	242.97	6317.20
4	Helper			
PART-II				
	RUBBER PLANTATIONS:			
1	Electrical Wireman	Basic	200.00	5200.00
		V D A	72.97	1897.20
2	Mechanic	Total	272.97	7097.20
3	Heavy vehicle driver	Basic	190.00	4940.00
		V D A	72.97	1897.20
		Total	262.97	6837.20
4	Car & Tractor Driver	Basic	180.00	4680.00
		V D A	72.97	1897.20
		Total	252.97	6577.20

	SKILLED:			
1	Carpenter	Basic V D A Total	175.20 72.97 248.17	4555.20 1897.20 6452.40
2	Blacksmith			
	UNSKILLED:			
1	Tappalman	Basic	170.00	4420.00
2	Sweeper	V D A	72.97	1897.20
3	Attender/ Helper	Total	242.97	6317.20
	Office Staff:			
1	Manager/Personal Officer	Basic V D A Total	243.80 72.97 316.77	6339.00 1897.20 8236.20
2	Assistant Manager/ Assistant Personal Officer	Basic V D A Total	235.00 72.97 307.97	6110.00 1897.20 8007.20
3	Accountant	Basic V D A Total	225.00 72.97 297.97	5850.00 1897.20 7747.20
4	Cashier	Basic	220.00	5720.00
5	Stenographer/Com puter Operator	V D A	72.97	1897.20
6	Store keeper	Total	292.97	7617.20
7	Typist/Data Entry Operator	Basic V D A Total	215.00 72.97 287.97	5590.00 1897.20 7487.20
8	Clerk			
9	Office boy/peon/ watchman/ attender	Basic V D A Total	170.00 72.97 242.97	4420.00 1897.20 6317.20

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4624 points.

16. CHEMICAL INDUSTRY

Notification No. KAE 67 LMW 2010 dated 30.08.2011

Published in Gazette dated 22.09.2011

Minimum Wages With effect from 01.04.2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages per month	
			Zone-I	Zone-II
1	2	3	4	5
I	HIGHLY SKILLED-I:			
1	Works Manager	Basic	4516.37	4443.92
2	Production Manager	V D A	2713.20	2713.20
3	Foreman	Total	7229.57	7157.12
	HIGHLY SKILLED-2:			
1	Manager	Basic V D A Total	4319.27 2713.20 7032.47	4246.82 2713.20 6960.02
2	Marketing Manager			
3	Supervisor			
4	Analyst			
5	Senior Chemist			
II	SKILLED:			
1	Mechanic	Basic V D A Total	4235.82 2713.20 6949.02	4163.37 2713.20 6876.57
2	Machinist			
3	Operator			
4	Fitter			
5	Welder			
6	Turner			
7	Electrician			
8	Process Operators			
9	Boiler Attendants /Operator			
10	Process Chemist			
11	Technician			
12	Store Keeper			
13	Plant.in.Charge			
14	Plant Operator			
15	Production Assistant			
16	Boiler Fitter			
17	Powder Mixer and other skilled labourer			
18	Driver	Basic V D A Total	4113.52 2713.20 6826.72	4045.65 2713.20 6758.85

III.	SEMI.SKILLED:			
1	Lab Assistant	Basic V D A Total	3964.12 2713.20 6677.32	3891.62 2713.20 6604.82
2	Assistant Paint Mixer			
3	Assistant Fitter			
4	Assistant Welder			
5	Assistant Mechanic			
6	Assistant Instruments			
7	Assistant Processor			
8	Assistant Chemist			
9	Lab Assistant Chemist			
10	Strip Packing Operator			
11	Junior Technician			
12	Junior Supervisor			
13	Store Assistant			
14	Lab Chemist			
15	Process Chemist and other Semi.Skilled Labourers			
IV.	UN.SKILLED:			
1	Packers	Basic V D A Total	3805.08 2713.20 6518.28	3774.73 2713.20 6487.93
2	Bottle Filler			
3	Bottle Cleaner			
4	Weighing man			
5	Attender			
6	Assistant			
7	Mazdoor			
8	Watchman			
9	Cleaner			
10	Gardeners / Malis			
11	Scavenger/Sweeper			
12	Other Un.Skilled labourer of other kind			
IV	OFFICE STAFF:			
1	Accountant /Manager	Basic V D A Total	4090.98 2713.20 6804.18	4054.18 2713.20 6767.38
2	Cashier			
3	Stenographer			
4	Clerk	Basic V D A Total	3900.08 2713.20 6613.28	3839.13 2713.20 6552.33
5	Typist			
6	Office Boy/Peon	Basic V D A Total	3785.08 2713.20 6498.28	3773.68 2713.20 6486.88

Zone-I: Bhрут Bangalore Mahanagara Palike and prescribed Agglomeration Areas and all Mahanagara Palikes of the State

Zone-II: Other parts of the State other than the areas mentioned in Zone - I

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

17. C L U B S

Notification No. KAE 97 LMW 2008 dated 25.01.2011

Published in Gazette dated 3.3.2011

Minimum Wages With effect from 01.04.2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

S C H E D U L E

Sl. No.	Class of Employment	Minimum rates of wages per month	
I Highly Skilled:			
1	Manager	Basic VDA Total	4209.97 2713.20 6923.17
2	Assistant Manager	Basic VDA Total	3964.27 2713.20 6677.47
3	Supervisor		
4	Accountant		
5	Steward		
6	Head cook		
7	Swimming coach		
III. Skilled:			
1	Typist / Clerk	Basic VDA Total	3862.42 2713.20 6575.62
2	Barman		
3	Telephone Operator		
4	Electrician		
5	Assistant Cook		
6	Bearer		
IV. Un.Skilled:			
1	Marker	Basic VDA Total	3848.77 2713.20 6561.97
2	Watchman		
3	Sweeper / Cleaner		
4	Gardener		
5	Picker		
6	Scavenger		

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

18. COFFEE CURING WORKS

Notification No. KAE 181 LMW 2007 dated 08-06-2011

Published in Gazette dated 9-6-2011

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Class of Employment			Minimum rate of wages		Remarks		
A. Garblers			Rs. 84.09 per ticket / task of 40 kgs. A fall back wages of Rs. 82.92 per day and in addition an incentive wage for a task / ticket of 40 kgs grade wise as below in paise per task per day Rs. 134.91		Piece rates minimum existing ticket system and quantum per ticket in individual establishment to be continued.		
					Task of 100 Kg. and above, prorata wages shall be calculated and paid.		
Grade	Arabica Parchment	Arabica Cherry	Robusta Parchment	Robusta Cheery		Stripping	
1	2	3	4	5		6	
GRADE						Bulk Triage VDA per day Rs. 104.35	
A (Split seeds)	47.57	47.96	47.19	47.57			
PB (Seeds which are not split but in single seed) (Round in shape fine quality)	47.57	47.96	47.96	47.57			
B-A (Split seeds)	47.96	49.39	47.96	47.96			
C-Broken or cut seeds	48.67	49.77	48.40	48.67			
B (CA)	47.96	48.67	47.57	47.96			
T	49.06	50.16	48.67	49.06			
							Per day
B. OTHER CATEGORIES			BASIC		VDA		Total
1 General Yard Workers			151.73		104.35		256.08
2 Garbing shed workers and creche workers			146.01		104.35		250.36
Canteen Workers							
i) Canteen Supervisor			165.3		104.35		269.65
ii) Canteen Cook			160.25		104.35		264.60
iii) Canteen Assistant Cook / Canteen Server and Supplier			155.73		104.35		260.08
iv) Canteen cleaner			151.53		104.35		255.88
C Machine Room Employees							per month
a) Foreman			4678.25		2713.20		7391.45

b) Assistant Foreman	4284.45	2713.20	6997.65
c) Engine Driver	4252.55	2713.20	6965.75
d) Fireman	4253.65	2713.20	6966.85
e) Fitter	4253.65	2713.20	6966.85
f) Assistant Engine Driver or Mechanic	4220.65	2713.20	6933.85
g) Assistant Fitter h) Any other category of machine room workers	3943.45	2713.20	6656.65
D Yard Employees:			
a) Yard Superintendent	4534.15	2713.20	7247.35
b) Maistry			
c) Carpenter	4172.25	2713.20	6885.45
d) Mason			
E Garbling Shed Staff:			
a) Garbling Maistry	4172.25	2713.20	6885.45
b) Mukadama / Moopathies / Sorters	4058.95	2713.20	6772.15
F Office / Factory Staff:			
a) Cashier/Stenographer	4350.45	2713.20	7063.65
b) Clerk / Typist	4157.95	2713.20	6871.15
d) Watchman / Peon / Attender	4043.55	2713.20	6756.75

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

19. CONFECTIONERY INDUSTRY

Notification No. KAE 24 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index : 6205 - 4284 = 1921 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages payable per month			
			Zone-I		Zone-II	
1	2	3	4	5	6	7
I			Per Day	Per Month	Per Day	Per Month
1	Manager	Basic V D A Total	240.00 88.66 328.66	6240.00 2305.20 8545.20	220.00 88.66 308.66	5720.00 2305.20 8025.20
2	Confectioners	Basic V D A Total	210.90 88.66 299.56	5483.00 2305.20 7788.20	191.46 88.66 280.12	4978.20 2305.20 7283.40
3	Assistant Confectioners	Basic V D A Total	200.50 88.66 289.16	5213.10 2305.20 7518.30	180.61 88.66 269.27	4695.90 2305.20 7001.10
4	Assistant (Helper)					
5	Any other category of employee which is not included above	Basic V D A Total	189.56 88.66 278.22	4928.80 2305.20 7234.00	170.25 88.66 258.91	4426.60 2305.20 6731.80
II.	Office Staff:					
1	Manager/Personal Officer	Basic VDA Total	243.84 88.66 332.50	6339.00 2305.20 8644.20	224.61 88.66 313.27	5879.99 2305.20 8185.19
2	Assistant Manager/ Assistant Personal Officer	Basic VDA Total	235.00 88.66 323.66	6110.00 2305.20 8415.20	215.76 88.66 304.42	5610.00 2305.20 7915.20
3	Accountant	Basic VDA Total	225.00 88.66 313.66	5850.00 2305.20 8155.20	205.76 88.66 294.42	5350.00 2305.20 7655.20
4	Cashier	Basic VDA Total	220.00 88.66 308.66	5720.00 2305.20 8025.20	200.76 88.66 289.42	5220.00 2305.20 7525.20
5	Stenographer/Computer Operator					
6	Store keeper					

7	Typist/Data Entry Operator	Basic	215.00	5590.00	195.76	5090.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	303.66	7895.20	284.42	7395.20
8	Clerk					
9	Office boy/peon/ watchman/ attender	Basic	175.00	4550.00	170.00	4420.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	263.66	6855.20	258.66	6725.20

Zone-I: Bruhut Bangalore Mahanagara Palike and Agglomeration
Areas and other City Corporations in the State.

Zone-II: Other than places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4284 points.

20. COTTON GINNING AND PRESSING MANUFACTURING

Notification No. KAE 68 LMW 2010 dated 14.9.2011

Published in Gazette dated 14.9.2011

Minimum Wages With effect from 01.04.2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 – 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable	
			Per Day	Per Month
1	2		3	4
I	Skilled.A	Basic	165.10	4292.60
1	Carpenter	VDA	104.35	2713.20
2	Blacksmith	Total	269.45	7005.80
3	Mechanic			
II	Skilled.B:			
1	Boiler man	Basic	160.33	4168.58
2	Welder	VDA	104.35	2713.20
3	Engine Driver	Total	264.68	6881.78
4	Fitter			
5	Turner			
6	Opener man			
III	Semi.Skilled:			
1	Fireman	Basic	157.28	4089.28
2	Roll cutter	VDA	104.35	2713.20
3	Number marker	Total	261.63	6802.48
4	Finishing man			
IV	Unskilled.A:			
	Makadam	Basic	153.08	3980.08
		VDA	104.35	2713.20
		Total	257.43	6693.28
V	Unskilled.B:			
1	Gin man	Basic	...	3954.45
2	Watchman/Peon	VDA		2713.20
3	Office boy	Total		6667.65
4	Sweeper			
5	Employees engaged in Picking, cleaning of kappas			

6	Mazdoor /any other categories of unskilled employees not specified above			
VI	Office Staff:	Basic		4160.25
1	Clerk/Typist	VDA		2713.20
	Cashier and Store Keeper	Total	...	6873.45

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

21. CONSTRUCTION OR MAINTENANCE OF ROADS OR BUILDING

OPERATIONS

Notification No. KAE 95 LMW 2008 dated 25.01.2011

Published in Gazette dated 3.3.2011

Minimum Wages With effect from 01.04.2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 – 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl.No.	Class of Employment		Minimum rates of wages per day	
			Zone.I	Zone.II
1	2	3	4	5
I	Skilled.A:			
1	Road Roller Driver			
2	Blacksmith			
3	Stone cutting			
4	Mason or Brick Layer Class.I			
5	Carpenter Class.I			
6	Plumber			
7	Tin smith			
8	Foreman			
9	Sarang			
10	Painter	Basic	145.20	142.20
11	Fitter Class.I	VDA	104.35	104.35
12	Mechanic Class.I	Total	249.55	246.55
13	Ambulance or Bus.Driver			
14	Pneumatic driller			
15	Engine Driver			
16	Gas or Electric welder			
17	Gauge Repairer			
18	Laboratory Assistant			
19	Machine Operator			
20	Telephone Operator			
21	Turner			
22	Welder			
23	Crane Driver			
24	Stone Crusher			
25	Jack Hammer driver			
26	Blaster			
27	Stone Cristler			
28	Polisher			
29	Riveter			

30	Mason			
31	Floor polisher			
32	Pump Driver	Basic	145.20	142.20
33	Stone Polisher	VDA	104.35	104.35
34	Bar Bender	Total	249.55	246.55
35	Driver			
36	Stone Revetment Builder			
37	Electrician			
38	Maistry or Supervisor / Clerk Grade.I			
39	Horticulture Supervisor			
40	Shovel and Scraper			
II	Semi.Skilled			
1	Cleaner			
2	Asphalt sprayer			
3	Driller			
4	Navgani or chavli			
5	White Washer			
6	Colour Washer			
7	Driver			
8	Sawyer			
9	Helper to Fitter	Basic	140.20	139.20
10	Gardener	VDA	104.35	104.35
11	Cook	Total	244.55	243.55
12	Dhobi			
13	Conductor			
14	Care.taker			
15	Hammer.man			
16	Lift Attender			
17	Chick maker			
18	Helper to Carpenter			
19	Gang man			
20	Boatman			
21	Jumper man			
22	Brick moulder			
23	Asphalt Boiler Attendant			
24	Limestone Burner			
25	Mason & Brickler class -II			
26	Carpernter Class -II			
27	Fitter class.II			
28	Mechanic class.II			
29	Wire man clerk Grade	Basic	140.20	139.20
30	Stone Voddar	VDA	104.35	104.35
31	Diesel Compressor Operator	Total	244.55	243.55
32	Fireman in Bricks Plant			

33	Trained Mali with Certificate	Basic	140.20	139.20
34	Bisti with water bag	VDA	104.35	104.35
35	Horticulture Gardener	Total	244.55	243.55
36	Glayer			
37	Patkaries			
38	Tile Layer (Glazed Mosaic Tiles etc.)			
39	Mess man			
40	Tracer (Certificate holder)			
III	Unskilled (Heavy)	Basic	141.18	139.61
IV	Unskilled (Light)	VDA	104.35	104.35
		Total	245.53	243.96
V	Cartman with double Bullock.Cart	Basic	145.20	142.20
VI	Cartman with single Bullock.Cart	VDA	104.35	104.35
		Total	249.55	246.55
VII	Literate Cooly	Basic	141.18	139.61
		VDA	104.35	104.35
		Total	245.53	243.96
VIII	Graduate Employee	Basic	145.20	142.20
		VDA	104.35	104.35
		Total	249.55	246.55
IX	Engineering Diploma Employee	Basic	155.20	148.20
		VDA	104.35	104.35
		Total	259.55	252.55
X	Engineering Graduate Employee	Basic	160.20	154.20
		VDA	104.35	104.35
		Total	264.55	258.55
XI	Watchman	Basic	141.18	139.61
XII	Sweeper or Scavenger	VDA	104.35	104.35
XIII	Bellower	Total	245.53	243.96
XIV	Head Mazdoor			
XV	Blue Printer			

Zone.I: Bangalore City Agglomeration Area and District Head Quarters Agglomeration Areas.

Zone.II: Other than places mentioned in Zone.I

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

22. DOMESTIC WORKERS

Notification No. KAE 17 LMW 2010, dated 25-1-2011

Published in Gazette dated 3-3-2011

Minimum Wages With effect from 01-04-2010

Cost of Living Allowance to be paid over and above 3944 point

Cost of Living Index: 6205 – 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

S C H E D U L E

Sl. No.	Class of Employment	Minimum rates of wages payable per day (Rs.)		Total
		Basic	VDA	
1	2	4	5	6
1	Washing the Utensils:	139.20	104.35	243.55
	Washing the clothes/ House Keeping and looking after Children's			
2	Washing the clothes/ Washing the Utensils/ House keeping and cleaning of house.	134.20	104.35	238.55

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

23(a).ELECTRONICS & ELECTROPLATING: ELECTRONICS

Notification No. KAE 14 LMW 2010, dated 25.01.2011

Published in Gazette dated 03.03.2011

Minimum Wages With effect from 01.04.2011

Cost of Living Allowance to be paid over and above 3944 point

Cost of Living Index: 6205 – 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable	
			Zone.I	Zone.II
1	2	3	4	5
I	Highly Skilled			
1	Production Manager	Basic	4674.20	4605.20
2	Sales Executive	V D A	2713.20	2713.20
3	Assembling Supervisor	Total	7387.40	7318.40
4	Quality Inspector			
II	Skilled:			
1	Diploma Technician	Basic V D A Total	4151.20 2713.20 6864.40	4082.20 2713.20 6795.40
2	Lab Technician			
3	Technician			
4	Electrician			
5	Operator			
6	Radio and T.V. Mechanic Assembling Operator (ITI & Diploma Holder)			
7	Computer Operator/			
	Machine Operator			
8	Punch Operator.			
9	Cameraman			
10	H. Wireman			
11	Turner			
12	Printer			
13	Die Fitter			
14	Fitter			
15	Designer			
16	Cabinet fitter			
17	Buffer			
18	Moulder			
19	Machineman			
20	Winder			
21	Imprignation Plant Operator			
22	Expose Plant Operator			
23	Assembler			
24	Coilman			
25	Carpenter			
26	Driver	Basic V D A Total	3929.20 2713.20 6642.40	3865.20 2713.20 6578.40

III	Semi.Skilled			
1	Store Keeper	Basic V D A Total	3978.20 2713.20 6691.40	3908.20 2713.20 6621.40
2	Assistant Assembler			
3	Wireman			
4	Test Fitter			
5	Assistant Die.Fitter			
6	Assistant Fitter			
7	Assistant Turner			
8	Assistant Designer			
9	Coil.Winder			
10	Assistant Cabinet Fitter			
11	Transformer Winder			
12	Decorator			
13	Fireman			
14	Moulder Grade.II			
15	Drill man			
16	Paper Cutting Swaping (Hand Operator)			
17	Can.Fitter			
18	Assistant Technician			
19	Assistant carpenter			
20	Aligner			
IV	Un.skilled:			
1	Assistant	Basic V D A Total	3720.20 2713.20 6433.40	3709.20 2713.20 6422.40
2	Helper			
3	Packer			
4	Attender			
5	Watchman			
6	Cleaner			
7	Gardener: Mali			
8	Curling			
9	Sweeper/Scavenger			
10	Other Un.skilled Labourer			
V	Office staff:			
1	Accountant/Cashier	Basic V D A Total	4013.20 2713.20 6726.40	3978.20 2713.20 6691.40
2	Stenographer			
3	Clerk	Basic V D A Total	3829.20 2713.20 6542.40	3771.20 2713.20 6484.40
4	Typist			
5	Timber Keeper			
6	Sales Assistant			
7	Purchase Assistant			
8	Receptionist	Basic V D A Total	3720.20 2713.20 6433.40	3709.20 2713.20 6422.40
9	Peon			

Zone.I: Bangalore City Agglomeration Area and other Municipal Corporations and Agglomeration areas in the State.

Zone.II: Shall compromise of all other areas in the State not covered under Zone.I

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

23(b). ELECTRONICS & ELECTROPLATING: ELECTROPLATING

Notification No. KAE 13 LMW 2010 dated 25-1-2011

Published in Gazette dated 3-3-2011

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable Per month	
			Zone-I	Zone-II
1	2	3	4	5
I	Highly Skilled			
1	Foreman	Basic	4507.20	4374.20
2	Workshop Supervisor	VDA	2713.20	2713.20
		Total	7220.40	7087.40
3	Manager	Basic	4359.20	4288.20
4	Supervisor	VDA	2713.20	2713.20
		Total	7072.40	7001.40
II	Skilled:			
5	Machine Operator/ Telephone Operator			
6	Die Casting Operator			
7	Printing Operator			
8	Plating Operator/ Press Operator			
9	Buffers			
10	Electroplating Buffers			
11	Mechanic/Tool Mechanic			
12	Machinist	Basic	4288.20	4263.20
13	Chemist	VDA	2713.20	2713.20
14	Welder	Total	7001.40	6976.40
15	Fitter			
16	Plater/Assembler			
17	Die-maker			
18	Moulder			
19	Turner			
20	Miller			
21	Draughtsman			
22	Drilling			
23	Painter			
24	Laboratory Analyst			
25	Polisher			
26	Driver			

III	Semi-Skilled:			
1	Electroplating Assistant	Basic VDA Total	4111.20 2713.20 6824.40	4046.20 2713.20 6759.40
2	Plating Co-ordinators			
3	Plating Man			
4	Assistant Machine Operator			
	Assistant Fitter	Basic	4160.20	4090.20
5	Winding, Ringing, Fitting, soldering, mounting, little educated or uneducated	VDA	2713.20	2713.20
6		Total	6873.40	6803.40
IV	Unskilled:			
1	Assistant			
2	Pack maker			
3	Helper	Basic	3901.20	3890.20
4	Attender	VDA	2713.20	2713.20
5	Watchman	Total	6614.40	6603.40
6	Mazdoor			
7	Cleaner			
8	Gardner / Mali			
9	Sweeper/Scavenger			
V	Office staff:			
1	Accountant	Basic VDA Total	4194.20 2713.20 6907.40	4159.20 2713.20 6872.40
2	Cashier			
3	Stenographer			
4	Clerk	Basic	4119.20	3953.20
5	Typist	VDA	2713.20	2713.20
		Total	6832.40	6666.40
6	Time Keeper	Basic	3901.20	3890.20
7	Sales Assistant	VDA	2713.20	2713.20
8	Purchase Assistant	Total	6614.40	6603.40
9	Receptionist			
10	Peon			

Zone-I: Bangalore City Agglomeration Area and all City Corporations

in the State and Agglomeration areas (Towns having City Corporations)

Zone-II: Other than places mentioned in Zone-I

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

24. Employment not covered in any of the of the Scheduled Employments

Notification No. KAE 26 LMW 2011 dated 09.01.2013

Published in Gazette dated 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index : 6205 - 4284 = 1921 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages		
			Per day	Per month
1	High skilled	Basic	225.00	5850.00
		VDA	88.66	2305.20
		Total	313.66	8155.20
2	Skilled	Basic	215.00	5590.00
		VDA	88.66	2305.20
		Total	303.66	7895.20
3	Semi-skilled	Basic	190.00	4940.00
		VDA	88.66	2305.20
		Total	278.66	7245.20
4	Unskilled	Basic	175.00	4550.00
		VDA	88.66	2305.20
		Total	263.66	6855.20

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4284 points.

25. ENGINEERING INDUSTRY

Notification No. KAE 33 LMW 2011 dated 23-1-2012

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable			
			Zone-I		Zone-II	
			<i>Per Month</i>	<i>Per Day</i>	<i>Per Month</i>	<i>Per Day</i>
1	Highly Skilled	Basic	4993.04	192.04	4750.20	182.70
		VDA	2713.20	104.35	2713.20	104.35
		Total	7706.24	296.39	7463.40	287.05
2	Skilled	Basic	4709.64	181.14	4451.20	171.20
		VDA	2713.20	104.35	2713.20	104.35
		Total	7422.84	285.49	7164.40	275.55
3	Semi skilled	Basic	4489.68	172.68	4293.90	165.15
		VDA	2713.20	104.35	2713.20	104.35
		Total	7202.88	277.03	7007.10	269.50
4	Un-skilled	Basic	4426.50	170.25	4241.90	163.15
		VDA	2713.20	104.35	2713.20	104.35
		Total	7139.70	274.60	6955.10	267.50

Zone-I: Bruhut Bangalore Mahanagara Palike and Agglomeration Areas and

Zone-II: Other than places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

26. FILM INDUSTRY

Notification No.KAE 104 LMW 2005 dated 02-02-2010

Published in Gazette dated: 03-02-2010

Minimum Wages With effect from 03-02-2010

Cost of Living Allowance to be paid over and above 3528 points

Cost of Living Index: 6205- 3528 = 2677 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

I. EXHIBITION SECTOR:

Sl. No.	Class of Employment		Minimum rates of wages payable		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
I					
1	Assistant Manager	Basic V D A Total	4732.00 4015.50 8747.50	4605.00 4015.50 8620.50	4579.00 4015.50 8594.50
2	Supervisor				
3	Accountant				
4	Chief Operator				
5	Head Operator and all employees doing the work of nature and responsibility done by persons falling under the category by whatever name or designation they be called.				
II					
1	Office Assistant	Basic V D A Total	4569.00 4015.50 8584.50	3745.00 4015.50 7760.50	3734.00 4015.50 7749.50
2	Clerk				
3	Typist				
4	Assistant Supervisor				
5	Booking Clerk				
6	Assistant Operator (with licence)				
7	Wireman (with licence)				
8	Electrician (with licence)				
9	Air Conditioner				
10	Carpenter				
11	Painter				
12	Vehicle driver				
13	Mechanic and all employees who are doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.				

III					
1	Gate Keeper	Basic V D A Total	3755.00 4015.50 7770.50	3734.00 4015.50 7749.50	3718.00 4015.50 7733.50
2	Door Keeper				
3	Watchman				
4	Rewinder Cabin Boy				
5	Assistant operator (without licence) and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.				
IV					
1	Sweeper	Basic V D A Total	3729.00 4015.50 7744.50	3718.00 4015.50 7733.50	3660.00 4015.50 7675.50
2	Sanitary Helper				
3	Board Boy				
4	Attender, Usher Battery				
5	Office Boy				
6	Gardner Battery Boy				
7	Cycle stand boy and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.				

Note: The Industry has been classified into four sections viz.,

1. Exhibition Sector
2. Distribution sector
3. Production sector
4. Studio sector

Zone-I: Bangalore City Agglomeration Area.

Zone-II: All Cinema houses in places having population of 1,20,000 and above excepting Zone-I. The names of such places are mentioned in Schedule-A.

Zone-III: All Cinema houses in places having population of less than 1,20,000 and more than 40,000. The names of such places are mentioned in Schedule-B.

Zone-IV: All Cinema houses in places having population of 40,000 and below and more than 15,000. The names of such places are mentioned in Schedule-C.

Zone-V: Cinema houses in places having population of 40,000 and below and all touring Cinema houses(touring Talkies)

I. DISTRIBUTION SECTION AND PRODUCTION SECTION

Sl.No.	Class of Employment		Zone-I Bangalore cityAgglomera tion Area	Zone-II All distribution offices in places other than Bangalore city Agglomeration Area
1	2	3	4	5
I				
1	Assistant Manager	Basic	4732.00	4605.00
2	Accountant	VDA	4015.50	4015.50
		Total	8747.50	8620.50
3	Stenographer and all employees doing this work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called			
II				
1	Assistant Accountant	Basic VDA Total	4569.00 4015.50 8584.50	3755.00 4015.50 7770.50
2	Typist			
3	Clerk			
4	Checking operator			
5	Receptionists			
6	Publicity Incharge			
7	Cashier			
8	Store keeper Representatives			
9	Driver and all employees doing the work of nature and responsibility done by persons falling under the category by whatever name or designation they be called.			
III				
1	Peon	Basic VDA Total	3734.00 4015.50 7749.50	3718.00 4015.50 7733.50
2	Office Boy			
3	Attender			
4	Helper and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called			

STUDIO SECTOR-Entire State

Sl.	Class of Employment		Minimum rates of wages
1	2	3	4
I			
1	Sound Recordist	Basic VDA Total	4732.00 4015.50 8747.50
2	Set maistry		
3	Setting Master		
4	Supervisor		
5	Secretary cameraman		
6	Camera incharge and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		
II			
1	Developer	Basic VDA Total	4605.00 4015.50 8620.50
2	Laboratory Assistant		
3	Sound Assistant		
4	Printing Assistant		
5	Laboratory Electrician		
6	Chief Electrician		
7	Makeup Assistant		
8	Painting Assistant		
9	Painter (Skilled)		
10	Carpenter (Skilled)		
11	Stenographer		
12	Accountant		
13	Floor-in-charge and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called		
III			
1	Vehicle Driver	Basic VDA Total	4679.00 4015.50 8694.50
2	Telephone operator		
3	Clerk		
4	Typist		
5	Store keeper		
6	Carpentry Helper		
7	Assistant Carpenter		
8	Assistant Painter		
9	Projectionist and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.	Basic VDA Total	4679.00 4015.50 8694.50

IV			
1	Light Boy	Basic VDA Total	3755.00 4015.50 7770.50
2	Assistant Electrician		
3	Electrician Helper		
4	Boomist		
5	Boo man		
6	Camera Helper		
7	Editing Assistant		
8	Editing Helper		
9	Assistant Printer		
10	Printing Helper		
11	Developing Assistant		
12	Laboratory Assistant		
13	Security Watchman and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		
V			
1	Office Boy	Basic VDA Total	3734.00 4015.50 7749.50
2	Attender		
3	Helper		
4	Watchman		
5	Sweeper		
6	Gardener		
7	Store Assistant		
8	Store Helper		
9	Cooly (Mazdoor) and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 5 Paise per point over and above 3528 points.

SCHEDULE-A:

1. Hubli- Dharwar 2. Mysore 3. Belgaum 4. Mangalore 5. Gulburga 6. Bellary 7. Davanagere .

SCHEDULE-B:

1. Bijapur 2. Shimoga 3. K.G.F 4. Bhadravathi including New Town 5. Gadag-Betegeri 6.Hospet 7. Raichur 8. Mandya 9. Tumkur 10. Hassan 11. Bagalkot 12. Bidar 13. Chitradurga 14. Kolar 15. Chikmagalur

SCHEDULE-C:

Ranibennur	Savanur	Hunsur
Banahatti- Rabakavi	Bhatkal	Siddlaghatta
Doddaballapur	Hiriyur	Mulbagal
Nippani	Puttur	Kollegal
Gangavathi	Shikaripur	Sirsi
Harihara	Chellakere	Sagar
Channapatna	Humnabad	Karwar
Yadgiri	Savadatti	Koppal
Ilkal	Harapanahalli	Chintamani
Chick ballapur	Laksmeswar	Guledgud
Chamarajnagar	Mercara	Dandeli
Udupi	Malavalli	Basava kalyan
Nanjangud	Ramadurga	Arasikere
Tiptur	Bailahongala	Kundapur
Shorapur	Jamakhandi	Shahabad
Kanakapur	Attani	Karkala
Kampli	Sankeshwer	Sira
Tarikere	Chikkodi	
Gokak	Haveri	

27. FISHING, FISH CURING, FISH PEELING AND FROG LEGS

EXPORTING

Notification No. KAE 93 LMW 2008 dated 04.01.2010

Cost of Living Allowance to be paid over and above 3196 points

Cost of Living Index: 6205- 3196 = 3009 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
I	Project Officer, Plant In charge, Marketing Officer, Field Officer, Engineer.	Basic VDA Total	4133.00 3159.45 7292.45
2	Cold Storage Supervisor, Processing Supervisor, Production Supervisor and other Supervisors.	Basic VDA Total	4050.00 3159.45 7209.45
3	Chemist, Technician.cum.Supervisor, Operator, Machine Operator, Process Worker, Curing Operator, Grading, Heavy Duty Driver, Electrician, Carpenter, Mechanic, Boiler operator, Refrigerator Mechanic, Driver, Telephone Operator, Workers engaged in fishing with per seine net	Basic VDA Total	3609.00 3159.45 6768.45
4	Laboratory Assistant, Processing Assistant, Constructor of water blocks, Assistants engaged in prawns seedling production, Transporters of fish seedlings and putting in ponds, pulling of nets, boat driver, light duty driver	Basic VDA Total	3437.96 3159.45 6597.41
5	Ice dumper, dumper, unloaders from boats, transporters to markets, salesman, workers engaged in bringing motor boats into the water and bringing back to the land, deck loader, deck unloader, fish cutters, peeling and cleaners, ice breakers.	Basic VDA Total	3173.36 3159.45 6332.81

6	Workers engaged in mixing ice and salt mixing to fish, fish drying, watchman, transportation of fish seedlings from place to place, manure fish feeders, fishing of prawns, (lakes, rivers and ponds fish), transporters, attender, vehicle cleaners, cleaners, mazdoors (working on land), scavenger	Basic VDA Total	3173.36 3159.45 6332.81
7	Workers engaged in production of prawns in salt water 1) Land digging 2) Levelling of land	Per day	
		Basic VDA Total	121.82 121.51 243.33
8	Removal of weeds	Basic VDA Total	82.97 121.51 204.48
		Per month	
	Office staff:		
1	Accountant/ Stenographer	Basic VDA Total	3515.65 3159.45 6675.10
2	Clerk	Basic	3278.26
3	Typist	VDA	3159.45
4	Store keeper	Total	6437.71
5	Office Boy	Basic	3173.26
6	Peon	VDA Total	3159.45 6332.71
	Workers engaged in peeling and veining section	Per day	
1	Big size	Basic VDA Total	121.82 121.51 243.33
2	Small size		
2	Beheading		
3	Frog Legs:		
1	Jumbo	Basic VDA Total	121.82 121.51 243.33
2	Big Size		
3	Medium Size		
4	Small Size		

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3.5 Paise per point over and above 3196 points.

28.FOOD PROCESSING, PACKING OF FOOD PRODUCTS (INCLUDING

Notification No. KAE 87 LMW 2008 dated 25.1.2011

Published in Gazette dated 3.3.2011

Minimum Wages with effect from 01.04.2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable	
			Zone.I	Zone.II
1	2	3	4	5
I	Highly Skilled	Basic	4212.90	4146.90
1	Foreman	VDA	2713.20	2713.20
2	Manager	Total	6926.10	6860.10
3	Supervisor	Basic	4072.21	4005.40
		VDA	2713.20	2713.20
		Total	6785.41	6718.60
II	Skilled			
1	Machine Operator			
2	Steamer Operator			
3	Boiler Operator			
4	Generator Operator			
5	Mix room operator			
6	Freezer operator			
7	Processing operator			
8	Senior operator			
9	Operator	Basic	4048.06	3981.91
10	Mechanic	VDA	2713.20	2713.20
11	Technician	Total	6761.26	6695.11
12	Lab Technician			
13	Electrician			
14	Chemist			
15	Cutter/Mixer			
16	Sweet Maker			
17	Kova Maker			
18	Purchaser			
19	Store keeper & other skilled Labourer			
20	Driver	Basic	3835.40	3773.40
		VDA	2713.20	2713.20
		Total	6548.60	6486.60
III	Semi skilled			
1	Production Assistant	Basic	3881.00	3816.01
2	Salesman	VDA	2713.20	2713.20
3	Sorter / other semi.skilled labourer	Total	6594.20	6529.21

IV	Unskilled			
1	Bottle Filler			
2	Packer			
3	Cold Room Boy			
4	Cleaning Room Boy			
5	Powdering and Mixing			
6	Packers			
7	Assistant			
8	Mazdoor			
9	General worker	Basic	3636.40	3627.01
10	Helper	VDA	2713.20	2713.20
11	Cleaner	Total	6349.60	6340.21
12	Loading and un.loading			
13	Peon			
14	Watchman			
15	Peeler			
16	Sweeper/Scavenger			
	Any other un skilled labourer not shown above			
V	Office staff:			
1	Accountant	Basic	3915.60	3882.15
2	Cashier	VDA	2713.20	2713.20
3	Stenographer	Total	6628.80	6595.35
4	Clerk			
5	Typist			
6	Collection clerk			
7	Booking Delivery Clerk	Basic	3741.40	3685.40
8	Sales Assistant / Bill Clerk	VDA	2713.20	2713.20
		Total	6454.60	6398.60
9	Office Boy / Office Assistant	Basic	3636.40	3626.40
		VDA	2713.20	2713.20
		Total	6349.60	6339.60

Zone.I: Bangalore Agglomeration Area and other Municipal Corporation and

Zone.II: Shall comprise of all other areas in the State not covered under Zone-I

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

29.FORESTRY & TIMBERING INDUSTRY

Notification No. KAE 25 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index : 6205 - 4284 = 1921 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages	
			Per Day	Per Month
I	Skilled:			
1	Axeman			
2	Sawyers			
3	Mason			
4	Carpenters			
5	Workers engaged in transportation of logs through rivers	Basic	220.00	5720.00
6	Workers engaged in breaking of boulders	VDA	88.66	2305.20
7	Mahout	Total	308.66	8025.20
8	Agents/Supervisors/Maistries			
9	Contractors/Clerks/Typists/Draft man (Forester and relating to inside work)			
II	SEMI SKILLED:			
1	Workers engaged in collecting of bamboo, cane and reeds			
2	Kilning of charcoal workers			
3	Workers engaged in Dying of drog ropes			
4	Firewood/Timber loading and unloading workers			
5	Workers engaged in Chisely numbering			
6	Workers engaged in raft making			
7	Mahout assistants	Basic	205.00	5330.00
8	Seedlings planters in plantation.	VDA	88.66	2305.20

9	Sowing seeds/ planting in plantation.	Total	293.66	7635.20
10	Workers doing grading/ shipping/ sowing/ transplanting except watering in nursery.			
III	UN SKILLED:			
1	Mazdoor watchers, workers working in forest nursery and plantations			
2	Firewood/ Timber, Head carriers			
3	Workers engaged in boundary clearing & fire protection			
4	Workers engaged in earth works (pit making etc.)	Basic	190.00	4940.00
5	Workers engaged in construction of roads (excluding breaking of rocks)	VDA	88.66	2305.20
6	Peons, watchers & sweepers engaged by the contractors (in connection with forestry inside and outside)	Total	278.66	7245.20
III.	Drivers			
1	Lorry Driver	Basic VDA Total	220.00 88.66 308.66	5720.00 2305.20 8025.20
2	Jeep/Car Driver	Basic VDA Total	200.00 88.66 288.66	5200.00 2305.20 7505.20

Sl. No.	Logs in cubic metre			
	<u>PIECE RATED WORKERS</u>			
1	Axemans (Felling & preparation of hard wood & soft wood)			
a)	Logs not to be demarked:			
	1. Less than half cubic metre	170	VDA	
	2. More than half cubic metre	140	88.66/- per day	
b)	Logs to be demarked:			
	1. Less than half cubic metre	186		
	2. More than half cubic metre	151		
Sl. No.	Work	Unit	Minimum piece rated Wages	
	<u>FOREST NURSERY AND PLANTATION WORKERS</u>			
1	Formation of nursery bed for teak (excluding collection of bamboo)	1 Sq. metre	120	VDA Rs. 88.66 per day
2	Sowing of seeds in nursery bed	1 Sq. hectare	115	
3	Aligning Swaking (2m+2m)	1 Sq. hectare	355	VDA Rs. 88.66 per day
4	Pulling out teak seedlings (one year nursery plants) and preparation of stumps	100 stems	121	
5	Pulling out teak seedlings (two year nursery plants) and preparation of stumps	100 stems	123	

6	Teak planting	Sq. metre	122	VDA Rs. 88.66 per day
7	Preparation of seed nursery for eucalyptus		116	
8	Watering for eucalyptus nursery plants (thirty litres of water for square metre)		114	
9	Collection of sieving of forest soil per cubic metre of soil	100 polythene bags	184	
10	Filling polythene bags of 12x18 cm 100 gauge watering facilities planting	100 polythene bags	123	
11	Pulling out eucalyptus seedlings nursery bed & Transplanting into polythene bags	100 seedlings	117	
12	Digging planting pits in ordinary forest soil after lines pits or 25x25x25cm. At stretching of 21:3 metre 21:2 metres	100 feet	132	
13	Digging pits of dimension of 30x30 cm after rains	100 feet	177	
14	Digging pits of dimension of 25x25x25cm	100 feet	165	
15	Digging pits of dimension of 30x30X30 cm during dry weather	100 feet	228	
16	Digging pits in couldery soil of 25x25x25 cm after rain	100 feet	145	
17	Digging pits couldery of dimension of 30x30x30cm after rain	100 feet	171	

18	Digging pits in couldery of dimension of 30x30x30 cm during dry weather	100 feet	173	
19	Digging pits in couldery soil of dimension 25x25x25cm after rain	100 feet	267	
20	Transport of seedlings in polythene bags to planting sites and distribution up to a lead of 500 metres	100 seedlings	117	VDA Rs. 88.66 per day
21	Planting bags seedlings	100 plants	121	
22	Covering planting pit dimensions 25x25x25 cm and digging planting pit holes	100 pits	126	
23	Works including Sl. No. 21 and 22	100 plants	142	
24	Aligning and Squawking 2 1/2x 2 1/2 metre	1 hectare	391	

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4284 points.

30. FOUNDRY (WITH OR WITHOUT MACHINE SHOPS)

Notification No. KAE 43 LMW 2006 dated 02.03.2009

Published in Gazette dated 26.03.2009

Minimum Wages with effect from 26.03.2009

Cost of Living Allowance to be paid over and above 2703 points

Cost of Living Index: 6205- 2703 = 3502 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable per month	
			Zone.I	Zone.II
1	2	3	4	5
I	Highly Skilled			
1	Foreman	Basic	2805.90	2739.70
2	Supervisor	VDA	3677.10	3677.10
3	Change hand/Leading hand	Total	6483.00	6416.80
II	Skilled			
1	Machinist			
2	Turner			
3	Mechanic			
4	Pattern maker			
5	Fitter			
6	Core maker			
7	Moulder	Basic	2645.20	2573.80
8	Blacksmith	VDA	3677.10	3677.10
9	Carpenter	Total	6322.30	6250.90
10	Grinder			
11	Miller			
12	Winder			
13	Die maker			
14	Electrician			
15	Metal floarer / Shel Moulder			
III	Semi skilled			
1	Driller			
2	Stone cutter			
3	Fireman/ Coupolaman/ Furnace man Oil man			
4	Painter	Basic	2475.10	2409.00
5	Wingler	VDA	3677.10	3677.10
6	Tinker	Total	6152.20	6086.10
7	Assembler			
8	Nickle or any other planter			
9	Wire man			
10	Fitter			
11				

IV	Office staff:			
1	Clerk			
2	Typist	Basic	2475.10	2409.00
3	Cashier	VDA	3677.10	3677.10
4	Store keeper	Total	6152.20	6086.10
5	Accountant			
6	Automobile Driver	Basic	2419.50	2375.40
		VDA	3677.10	3677.10
		Total	6096.60	6052.50
7	Peon, Watchman and Office Boy	Basic	2105.50	2066.70
		VDA	3677.10	3677.10
		Total	5782.60	5743.80
V	Unskilled:			
1	Sweeper	Basic	2105.50	
2	Cleaner	VDA	3677.10	
3	Mazdoor	Total	5782.60	

Zone.I: Bangalore City Corporation Agglomeration Area and District Head

Zone.II: Other than the places mentioned in Zone.I above.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3.5 Paise per point over and above 2703 points.

31. GLASS AND GLASSWARE INDUSTRY

Notification No. KAE 96 LMW 2008 dated 25.01.2011

Published in Gazette dated 3.3.2011

Minimum Wages with effect from 01.04.2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 – 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2	3	4	5
I	Highly Skilled			
1	Foreman	Basic	4100.92	4034.72
2	Senior Glass Technologist	VDA	2713.20	2713.20
3	Glass blowers	Total	6814.12	6747.92
4	Manager	Basic	3960.22	3894.07
5	Supervisor	VDA	2713.20	2713.20
6	Junior Technician	Total	6673.42	6607.27
II	Skilled			
1	Mechanic	Basic VDA Total	3936.07 2713.20 6649.27	3869.92 2713.20 6583.12
2	Electrician			
3	Wireman			
4	Welder			
	DG operator/ operator/			
5	Heavy press operator/Fielder operator.cum.Machinist			
6	Fitter/Turner			
7	Chemical mixer			
8	Die maker			
9	Screen maker			
10	Furnace operator			
11	Furnace Mason			
12	Pattern maker			
13	Mould Engraver			
14	Blacksmith			
15	Grinding Machine operator			
16	Shaper and Plainer			
17	Diesel Mechanic			
18	Crane operator			
19	Buffer operator			
20	Mouth Blower			
21	Glass polisher			
22	Mould maker			
23	Store keeper			
24	Other Skilled Labourer			

25	Driver	Basic	3723.91	3662.02
26	Engine Driver	VDA	2713.20	2713.20
		Total	6437.11	6375.22
III	Semi skilled:			
1	Glass cutter			
2	Steam operator			
3	Vacuum operator			
4	Assistant operator			
5	Glass block manufacturer			
6	Glass paster			
7	Sample checker			
8	Oil man			
9	Softer	Basic	3524.47	3513.97
10	Crusher	VDA	2713.20	2713.20
11	Machine man	Total	6237.67	6227.17
12	Airman			
13	Glass Edge Grinder			
14	Glass plaster			
15	Lever man			
16	Blown Article sorter			
17	Sorter			
18	Press Lever man			
IV	Un.Skilled:			
1	Steam operator Helper			
2	Glass Cutter Helper			
3	Helper			
4	Assistant Glass Polisher			
5	Packer			
6	Remover of Ash and charcoal from furnace	Basic	3524.47	3513.97
	Loader and Un.Loader	VDA	2713.20	2713.20
7	Mould Holders	Total	6237.67	6227.17
8	Watchman			
9	Label fitter			
10	Spiraling operator			
11	General Mazdoor			
12	Sticher			
13	Cleaner			
14	Peon			
15	Sweeper/Scavenger & other unskilled labourer not shown above			
16				
V	Office staff:			
1	Accountant	Basic	3803.75	3770.17
2	Stenographer	VDA	2713.20	2713.20
3	Clerk	Total	6516.95	6483.37
4	Typist			
5	Time keeper	Basic	3629.47	3573.82
		VDA	2713.20	2713.20
		Total	6342.67	6287.02

6	Office Boy	Basic	3524.47	3513.97
		VDA	2713.20	2713.20
		Total	6237.67	6227.17

Zone.I: Bangalore city Agglomeration Areas and District Head Quarters Agglomeration Areas.

Zone.II: Other than the places mentioned in Zone.I above.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

32. GRANITE STONES AND MARBLES INDUSTRY

Notification No. KAE 35 LMW 2012 Dated 09-01-2013

Published in Gazette dated 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index : 6205 - 4284 = 1921 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month				
			Zone-I		Zone-II		
			Per Day	Per Month	Per Day	Per Month	
I	Highly Skilled (A)						
1	Production Manager	Basic VDA Total	240.00	6240.00	220.76	5740.00	
			88.66	2305.20	88.66	2305.20	
			328.66	8545.20	309.42	8045.20	
2	Production Engineer						
3	Engineer						
II	Highly Skilled (B)						
1	Maintenance Supervisor	Basic VDA Total	225.53	5863.78	205.00	5330.00	
2	Supervisor Grade-I		88.66	2305.20	88.66	2305.20	
3	Assistant Engineer		314.19	8168.98	293.66	7635.20	
4	Gang saw operator						
5	Tile polisher						
6	Monument Maker						
7	Crane operator						
8	Mobile Crane operator						
9	Machine operator						
10	Polisher						
11	Edge cutter						
12	Welder Grade-I						
13	Black cutter (Machine)						
14	Slab processing man						
15	Brisk polisher						
16	Polishing Machine Operator						
17	Senior operator						
III	Skilled						
1	Supervisor	Basic VDA Total					
2	Electrician		220.00	5720.00	200.00	5200.00	
3	Fitter		88.66	2305.20	88.66	2305.20	
4	Carpenter		308.66	8025.20	288.66	7505.20	
5	Stone Dresser						
6	Welder						
7	Maison						
8	Ranger operator						
9	Operator						
10	Welder Grade-II						

11	Co-Operator					
12	Polishing operator					
13	Maistry					
14	Stone Crushing and other skilled labourer					
15	Lorry Driver	Basic	220.00	5720.00	210.00	5460.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	308.66	8025.20	298.66	7765.20
16	Zeep/Car Driver	Basic	200.00	5200.00	190.00	4940.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	288.66	7505.20	278.66	7245.20
IV	Semi skilled					
1	Stone cutter	Basic	190.60	4955.60	171.34	4455.00
2	Junior operator	VDA	88.66	2305.20	88.66	2305.20
3	Assistant operator	Total	279.26	7260.80	260.00	6760.20
4	Assistant stone cutter					
5	Packing Supervisor					
6	Assistant Electrician					
7	Assistant Store Keeper					
8	Trainee operator					
9	Helper for Monument Maker					
10	D.G. Operator					
11	Store carrier & other semi-Skilled Labourer					
V	Un-Skilled					
1	House keeping	Basic	180.00	4680.00	160.76	4160.00
2	General Helper	VDA	88.66	2305.20	88.66	2305.20
3	Watchman	Total	268.66	6985.20	249.42	6465.20
4	Packer					
5	Helper					
6	Cleaner					
7	Hamali					
8	Assistant					
9	Mazdoor					
10	Loading and un-loading					
11	Sweeper					
12	other un- skilled labour					
VI	Office staff					
1	Manager/Personal Officer	Basic	243.84	6339.00	224.61	5879.99
		VDA	88.66	2305.20	88.66	2305.20
		Total	332.50	8644.20	313.27	8185.19
2	Assistant Manager	Basic	235.00	6110.00	215.76	5610.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	323.66	8415.20	304.42	7915.20
3	Accountant					
4	Assistant Accountant	Basic	225.00	5850.00	205.76	5350.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	313.66	8155.20	294.42	7655.20

5	Cashier	Basic	220.00	5720.00	200.76	5220.00
		VDA	88.66	2305.20	88.66	2305.20
6	Stenographer/Computer Operator	Total	308.66	8025.20	289.42	7525.20
7	Store keeper					
8	Typist/Data Entry Operator	Basic	215.00	5590.00	195.76	5090.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	303.66	7895.20	284.42	7395.20
9	Clerk					
10	Customs clerk	Basic	200.00	5200.00	180.00	4680.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	288.66	7505.20	268.66	6985.20
11	Personal Assistant	Basic	190.00	4940.00	175.00	4550.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	278.66	7245.20	263.66	6855.20
12	Receptionist	Basic	180.00	4680.00	160.00	4368.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	268.66	6985.20	248.66	6673.20
13	Office boy/peon/watchman/attender/sweeper	Basic	175.00	4550.00	155.76	4050.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	263.66	6855.20	244.42	6355.20

Zone-I: Bruhut Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations in the State.

Zone-II: Other than places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid D.A. at the rate of 4 Paise per point over and above 4284 points.

33. HANDLOOM & POWERLOOM (COTTON) INDUSTRY

Notification No. KAE 154 LMW 2007 dated 02.03.2009

Cost of Living Allowance to be paid over and above 3196 points

Cost of Living Index: 6205 - 3196 = 3009 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Class of Employment		Minimum rates of wages	
1		2	
<u>I. Weaving- Handloom:</u>			
(a) Saree- Plain sarees with border with width of 48'' - 54'' (cms 121.92-137.16)	Counts	Rates per Mtr	VDA @ 104.15/- per Day
	40	20.60	
	60	22.00	
	80	23.60	
	100-120	27.30	
Note: For any design work or chowkly (checks) 1/3 of the above rates be paid extra			
(b) Dhotis	40	19.10	
	60	20.10	
	80	21.20	
	80-120	23.10	
Note: For Malabar Lungi (checks) 1/3 of the above rates be paid extra			
© Furnishing fabrics (plain) (including bed sheets, upholstery cloth curtain cloth table cloth and other similar items) Width: 36'' - 48'' Cms (91.44 -121.92) 49'' - 60'' Cms (124.46-152.40) 61'' - 72'' Cms (154.94-182.88) 73'' -90'' Cms (185.42-228.60)	Rate per Mtr:		
	18.30		
	19.50		
	22.00		
	25.80		
Note: For design work 1/3 of the above rates be paid extra			

(d) Shirting	Counts	Width	Rate per Mtr.	VDA @ Rs. 104.15. per day
	26-30	32"	12.00	
	26-30	50"	14.90	
(e) Towels, Napkins and hand kerchiefs	40 -60	12" - 21"	6.20	
		22" - 28"	11.50	
		29" - 36"	14.00	
		37" - 60"	17.00	
Note: For design work or chowkli (checks) 1/3 of the above rates be paid extra				
<u>Category - II Weaving - Powerloom:</u>				
(a) Sarees:	Width		Rates per Mtr	
	Plain with border:	48" - 54" Cms (121.92-137.16)	10.10	
		48" - 54" Cms (121.92-137.16)	13.10	
		48" -54" Cms (121.92-137.16)	16.30	
		48" - 54" Cms (121.92-137.16)	21.60	
		48" - 54" Cms (121.92-137.16)		
		48" - 54" Cms (121.92-137.16)		
(b) Other than sarees	Width		Rate per Mtr	
	20's/10's (Coating)	28" (71.12 Cms)	1.60	
	Reeds: 20's/26's (shirting)	30" (76.2 Cms)	1.90	
			3.10	
60/64 (shirting) 52 to 56 Reeds (checks)		4.60		
		5.50		
60/64(Checks) Grey Cloth (60 CTS)		3.10		
		2.90		
34/40(plain)				
Note: For Dobby work, 1/10 of above rates be paid extra				

Category - III:Warping (Both Handloom and Powerloom)				VDA @ Rs. 104.15. per day
Length	Width	Counts	Rate	
a) 600 Yards or 546 Mtrs	30" or 76.2 Cms	20 - 30	124.90	
b) 600 Yards or 546 Mtrs	30" - 54" or 76.2- 137.16	20 -30	177.00	
c) 600 Yards or 546 Mtrs	30"-54" or 76.2- 137.16	40 - 60	419.00	
d) 600 Yards or 546 Mtrs	30"-54" or 76.2- 137.16	80 - 120	750.00	
Category - IV : Dye work				VDA @ Rs. 104.15. per day
			Rate	
a) With bleaching - per bundle of 4.5. Kgs			15.50	
b) Non.bleaching - per bundle of 4.5 Kgs			14.10	
c) VAT colouring - per bundle of 4.5 Kgs			38.00	
Category - V: (a) Pern Winding (By hand)				
Counts		Rate		
a) 20 - 30		4.30 Per Knot		
b) 40 - 60		8.50 Per Knot		
c) 60 - 80		11.00 Per Knot		
d) 80 - 120 Counts		13.10 Per Knot		
Category - V : (b) Pern Winding/ Reeling (By machine)				VDA @ Rs. 104.15. per day
Counts		Rate		
a) 20 - 30		2.30 Per Knot		
b) 40 - 60		3.60 Per Knot		
c) 60 -80		6.30 Per Knot		
d) 80 - 120		7.10 Per Knot		
Category - VI: Folder Rs. 9.00		30.50 Per day		
		63.60(8 hours of work)		
		Per month		
Category - VII: Supervisor/Jobbers		Basic VDA Total		
		2830.00 2708.10 5538.10		
Category - VIII: Office Staff:				
a) Accountant		Basic 2830.00		
b) Typist		VDA 2708.10		
c) Clerk		Total 5538.10		

Category - IX: Watchman	Basic	2446.00
	VDA	2708.10
Category - X:Hamali / Sweeper	Total	5154.10

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3 Paise per point over and above 3196 points.

34. HOSPITALS AND NURSING HOMES

Notification No. KAE 18 LMW 2008 dated 18-11-2010

Published in Gazette dated 16-12-2010

Minimum Wages With effect from 16-12-2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3.0	4.0
	<u>PART-I</u>			
1	Junior Doctors (Degree)	Basic	4633.00	4488.00
2	Ayurvedic Doctors (Degree)	VDA	2034.90	2034.90
3	Homeo Doctors (Degree)	Total	6667.90	6522.90
	<u>PART-II</u>			
1	Manager			
2	Ayurvedic Doctor (Diploma)			
3	Homeo Doctor (Diploma)			
4	Matrons	Basic	4416.00	4269.00
5	Bio-Chemist	VDA	2034.90	2034.90
6	Micro-Biologist	Total	6450.90	6303.90
7	Psychologist			
8	Medical and Psychiatric			
9	Social worker			
	<u>PART-III:</u>			
1	Accountant	Basic	4343.00	4196.00
2	Research Assistant-cum- Scientific Assistant	VDA	2034.90	2034.90
3	Clinical Supervisors	Total	6377.90	6230.90
4	Tutor			
	<u>PART-IV;</u>			
1	Head Clerk			
2	Staff Nurse (B.Sc., - Nursing)			
3	Lab Technician	Basic	4196.00	4050.00
4	X-Ray Technician	VDA	2034.90	2034.90
5	Radio Grapher	Total	6230.90	6084.90
6	Theater Mechanic			
7	Compounder (Qualified)			
8	Pharmacist	Basic	4196.00	4050.00
9	Physiotherapy Technician	VDA	2034.90	2034.90
10	Dietician	Total	6230.90	6084.90
11	Maintenance Supervisor			
12	Speech Therapist			

1	<u>PART-V:</u> Stenographer	Basic	4123.00	4050.00
2	Librarian	VDA	2034.90	2034.90
3	Person who have served in Nurse post for a minimum period of five years	Total	6157.90	6084.90
4	Registered Nurse			
1	<u>PART-VI:</u> Medical Record Keeper	Basic	4050.00	3977.00
2	Store Keeper	VDA	2034.90	2034.90
3	Refractionist	Total	6084.90	6011.90
4	Optometrist			
5	Ayurvedic Compounder			
6	Mid-Wife			
1	<u>PART-VII:</u> Office Assistant / Clerk	Basic	3977.00	3940.00
2	Telephone Operator	VDA	2034.90	2034.90
3	Typist	Total	6011.90	5974.90
4	Cash Clerk			
5	Electrician			
6	House Keeper			
7	Receptionist			
8	Dental Hygienist			
1	<u>PART-VIII:</u> Plumber	Basic	3936.00	3794.00
2	Car-Ambulance Driver	VDA	2034.90	2034.90
3	Cook	Total	5970.90	5828.90
4	Steward			
5	Ancillary Nurse/Mid-wife			
6	Dark room Assistant			
7	Pharmacy Assistant			
8	Laboratory Assistant			
9	X-Ray Assistant			
10	E.C.G. Assistant			
11	Tailor			
12	Carpenter			
1	<u>PART-IX:</u> Lift Operator	Basic	3832.00	3794.00
2	Barber/Dresser	VDA	2034.90	2034.90
3	Peon/Watchman	Total	5866.90	5828.90
4	Dhobi			
5	Nursing Orderly			
6	Ward Boy			

	<u>PART-X</u>			
1	Gardener			
2	Kitchen Assistant			
3	Ayah	Basic	3798.00	3751.00
4	Attender/Dark Room Attender	VDA	2034.90	2034.90
5	Table maid/Ward Supplier	Total	5832.90	5785.90
6	Scavenger			
7	Gate Keeper			
8	Laundry/ Attender			

Zone-I: Bangalore City Agglomeration Areas and District Head Quarters and Agglomeration Areas.

Zone-II: Other than the places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid D.A. at the rate of 3 Paise per point over and above 3944 points.

35. HOSTELS

Notification No. KAE 40 LMW 2006 dated 02.03.2009

Published in Gazette dated : 02.04.2009

Cost of Living Allowance to be paid over and above 2703 points

Cost of Living Index: 6205 - 2703 = 3502 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone.I	Zone.II	Zone.III
1	2		3	4	5
1	Manager	Basic VDA Total	2897.00	2842.40	2814.10
2	Mess Manager		4202.40	4202.40	4202.40
3	Warden		7099.40	7044.80	7016.50
4	Mess Supervisor				
5	Matron	Basic VDA Total	2740.60	2715.40	2700.70
6	Assistant Manager		4202.40	4202.40	4202.40
7	Assistant Warden		6943.00	6917.80	6903.10
8	Chief Cook				
9	Cook	Basic VDA Total	2686.00	2652.40	2598.80
			4202.40	4202.40	4202.40
			6888.40	6854.80	6801.20
10	Grinder	Basic VDA Total	2487.50	2455.00	2438.20
11	Assistant				
12	Mess Boy				
13	Helper				
14	Aya				
15	Peon				
16	Server				
17	Supplier				
18	Watchman				
19	Gardener				
20	Sanitary Cleaner				
21	Sweeper				

	Office Staff:				
1	Manager	Basic	2897.00	2842.40	2814.10
		VDA	4202.40	4202.40	4202.40
		Total	7099.40	7044.80	7016.50
2	Accountant+	Basic	2640.60	2607.20	2590.40
		VDA	4202.40	4202.40	4202.40
		Total	6843.00	6809.60	6792.80
3	Clerk	Basic VDA Total	2561.00 4202.40 6763.40	2533.70 4202.40 6736.10	2519.00 4202.40 6721.40
4	Typist				
5	Cashier				
6	Computer Operator				
7	Telephone operator	Basic	2487.50	2455.00	2438.20
8	Store Keeper	VDA	4202.40	4202.40	4202.40
9	Office Boy	Total	6689.90	6657.40	6640.60

Zone I: Bangalore City Agglomeration Areas and City Corporation Agglomeration Areas in the State (City Corporations)

Zone II: Shall comprise all District Head Quarters.

Zone III: Shall comprise other areas which are not covered in Zone I & Zone II.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid D.A. at the rate of 4 Paise per point over and above 2703 points.

36. HOTEL INDUSTRY

Notification No. KAE 90 LMW 2008 dated 6-1-2011

Published in Gazette dated 24-2-2011

Minimum Wages With effect from 01-04-2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 – 3944= 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per month			
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
1	Cook/Sweet maker	Basic VDA Total	4160.00 2713.20 6873.20	4127.00 2713.20 6840.20	4101.00 2713.20 6814.20
2	Supervisor/Kitchen Supervisor	Basic VDA Total	4127.00 2713.20 6840.20	4101.00 2713.20 6814.20	4087.00 2713.20 6800.20
3	Barman	Basic VDA Total	4102.00 2713.20 6815.20	4088.00 2713.20 6801.20	4076.00 2713.20 6789.20
4	Assistant Cook/ Dosa maker/ Chapathi maker/ Idli maker	Basic	4088.00	4076.00	4056.00
5	Room boy	VDA Total	2713.20 6801.20	2713.20 6789.20	2713.20 6769.20
6	Coffee maker/Tea maker Server/Supplier/Waiter/ Bearer/ Buttler/Grinder	Basic VDA Total	4056.00 2713.20 6769.20	3874.00 2713.20 6587.20	3847.00 2713.20 6560.20
7	Vegetable cutter/Mutton cutter/	Basic	3874.00	3837.00	3757.00
&	Parcel boy	VDA	2713.20	2713.20	2713.20
8	Water carriers/Gardeners/ Dhobi	Total	6587.20	6550.20	6470.20
9	Receptionist	Basic VDA Total	4160.00 2713.20 6873.20	4127.00 2713.20 6840.20	4101.00 2713.20 6814.20
10	Telephone Operator				
11	Electrician	Basic VDA Total	4127.00 2713.20 6840.20	4101.00 2713.20 6814.20	4087.00 2713.20 6800.20

12	Lift Attender	Basic VDA Total	3874.00 2713.20 6587.20	3837.00 2713.20 6550.20	3757.00 2713.20 6470.20
13	Accountant	Basic VDA Total	4160.00 2713.20 6873.20	4127.00 2713.20 6840.20	4101.00 2713.20 6814.20
14	Clerk / Typist / Cashier / Store Keeper	Basic VDA Total	4088.00 2713.20 6801.20	4076.00 2713.20 6789.20	4056.00 2713.20 6769.20
15	Cleaner/Peon/Watchman /Sweeper /Office boy/Office Assistant /doing a job similar to the categories mentioned above.	Basic VDA Total	3874.00 2713.20 6587.20	3847.00 2713.20 6560.20	3757.00 2713.20 6470.20
16	Any other categories of unskilled employment not specified above.				

Zone-I: Bangalore City Agglomeration Area and other Municipal Corporations and Agglomeration Areas in the State.

Zone-II: District Head Quarters in the State.

Zone-III: Shall comprise of all other areas in the State not covered under Zone-A and Zone-B.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid D.A. at the rate of 4 Paise per point over and above 3944 points.

Food Deductions: Food deduction @ 15% may be made from the wages of the worker on the least wages prescribed to that zone, if food is supplied to the worker on duty with free of cost.

37. ICE FACTORY AND COLD STORAGE INDUSTRY

Notification No. KAE 47 LMW 2006, dated 02-03-09

Published in Gazette dated : 02.04.2009

Cost of Living Allowance to be paid over and above 2703 points

Cost of Living Index: 6205 - 2703 = 3502 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
1	Supervisor	Basic	3308.10	3242.00	3187.40
		VDA	4202.40	4202.40	4202.40
		Total	7510.50	7444.40	7389.80
2	Operator	Basic	2867.10	2801.00	2746.40
3	Electrician	VDA	4202.40	4202.40	4202.40
		Total	7069.50	7003.40	6948.80
4	Ice Buf Manufacture	Basic	2697.00	2630.90	2575.20
5	Assistant Operator	VDA	4202.40	4202.40	4202.40
6	Ice Lifter	Total	6899.40	6833.30	6777.60
7	Loading and Unloading				
	Ice Candy lifter	Basic	2432.40	2366.30	2310.60
8	Packer	VDA	4202.40	4202.40	4202.40
9	Mazdoor	Total	6634.80	6568.70	6513.00
10	Helper				
11	Cleaner	Basic	2644.50	2623.50	2602.50
12	Watchman	VDA	4202.40	4202.40	4202.40
13	Accountant	Total	6846.90	6825.90	6804.90
14	Clerk	Basic	2565.80	2554.20	2539.50
15	Typist	VDA	4202.40	4202.40	4202.40
16	Salesman	Total	6768.20	6756.60	6741.90
17	Peon	Basic	2432.40	2366.30	2310.60
18	Office Boy	VDA	4202.40	4202.40	4202.40
		Total	6634.80	6568.70	6513.00

Zone I: Shall comprise Bangalore City Agglomeration Areas and City Corporation Agglomeration Areas in the State (City Corporations)

Zone II: Shall comprise all District Head Quarters.

Zone III: Shall comprise other areas which are not covered in Zone I & Zone II

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid D.A. at the rate of 4 Paise per point over and above 2703 Points

38. KHANDASARI SUGAR INDUSTRY

Notification No. KAE 36 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index : 6205- 4284 = 1921 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages	
1	2			3
I	Skilled -A		Per Day	Per Month
1	Foreman	Basic	230.00	5980.00
2	Mechanical Supervisor	VDA	99.74	2593.35
3	Maistry	Total	329.74	8573.35
	Skilled-B			
4	Mechanic	Basic VDA Total	205.00 99.74 304.74	5330.00 2593.35 7923.35
5	Chemist			
6	Cane Crusher Driver			
7	Machine driver			
8	Setting Man			
9	Welder			
10	Electrician			
11	Carpenter			
12	Blacksmith			
13	Turners			
14	Furnace Repairer			
15	Fitter			
16	Panman			
17	Boiler in Pan's			
18	Any other skilled worker			
II	Semi-Skilled			
1	Field man	Basic VDA Total	195.00 99.74 294.74	5070.00 2593.35 7663.35
	Sulpher man			
3	Sulpheration			
4	Sulpheration man			
5	Pattikaregard & Cutting			
6	Oil man			
7	Assistant Mechanic			
8	Karegar			
9	Bag Filler			
10	Pump Attenders			
11	Fire man			
12	Centre Fusing			
13	Any other semi skilled worker			

III	Un-Skilled			
1	Helper	Basic VDA Total		
2	Mazdoor			
3	Cane Carriers			
4	Removing Bogasse Ginning			
5	Fire Woodgringer			
6	Cane Feeder		178.84	4650.00
7	Bag Filler		99.74	2593.35
8	Any other Un.skilled worker		278.58	7243.35
9	Mazdoor, any other categories of unskilled employees not specified above			
IV	Office staff			
1	Manager/Personal Officer	Basic	243.84	6339.00
		VDA	99.74	2593.35
		Total	343.58	8932.35
2	Assistant Manager/ Assistant Personal Officer	Basic	235.00	6110.00
		VDA	99.74	2593.35
		Total	334.74	8703.35
3	Accountant	Basic	225.00	5850.00
		VDA	99.74	2593.35
		Total	324.74	8443.35
4	Cashier	Basic	220.00	5720.00
5	Stenographer/Computer Operator	VDA	99.74	2593.35
6	Store keeper	Total	319.74	8313.35
7	Typist/Data Entry Operator	Basic	215.00	5590.00
		VDA	99.74	2593.35
		Total	314.74	8183.35
8	Clerk			
9	Office boy/peon/ watchman/ attender	Basic	175.00	4550.00
		VDA	99.74	2593.35
		Total	274.74	7143.35

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4.5 Paise per point over and above 4284 points.

39. LAUNDRY INDUSTRY

Notification No. KAE 12 LMW 2010 dated 25-01-2011

Published in Gazette dated 3-3-2011

Minimum Wages With effect from 01-04-2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 = 2261points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Manager	Basic VDA Total	4197.00 2713.20 6910.20
2	Mechanic	Basic VDA	4082.0 2713.2
3	Supervisor	Total	6795.20
4	Cashier	Basic VDA	4036.0 2713.2
5	Booking clerk	Total	6749.20
6	Tailor	Basic VDA	4000.0 2713.2
7	Clerk	Total	6713.20
8	Dryer	Basic	3967.00
9	Dry Cleaner	VDA	2713.20
10	Boiler Helper	Total	6680.20
11	Boiler Operator		
12	Pressing, Ironing Labour	Basic	4027.00
13	Driver	VDA	2713.20
14	Identification Marker	Total	6740.20
15	Marking Helper	Basic	3634.00
16	Starter	VDA	2713.20
17	Distribution Labour	Total	6347.20
18	Assistant Painter		
19	Assistant Cleaner		
20	Watchman		

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid D.A. at the rate of 4 Paise per point over and above 3944 points.

40. MANUFACTURE OF LIQUOR (BREWERIES), DISTILLERIES, INCLUDING BOTTLING OF LIQUORS

Notification No. KAE 8 LMW 2010 dated 25-01-2011

Published in Gazette dated 3-3-2011

Minimum Wages With effect from 01-04-2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2	3	4
1	Manager	Basic	4514.00
2	Supervisor	VDA	2713.20
		Total	7227.20
3	Chemist (Graduate)		
4	Mechanic	Basic	4342.00
5	Electrician	VDA	2713.20
6	Boiler Attender	Total	7055.20
7	Machine Operator	Basic	4133.00
8	Machine Driver	VDA	2713.20
9	Driver	Total	6846.20
10	Bottle Carrier		
11	Bottling Worker	Basic	3965.00
12	Packing Worker	VDA	2713.20
13	Lab Assistant	Total	6678.20
14	Loader		
15	Filling of Liquor to the Bottle		
16	Cleaning of Bottle		
17	Cleaner		
18	Attender	Basic	3908.00
19	Helper	VDA	2713.20
20	Watchman	Total	6621.20
21	Mazdoor		
22	Sweeper		
23	Accountant	Basic	4200.00
24	Cashier	VDA	2713.20
		Total	6913.20
25	Salesman	Basic	4144.00
26	Clerk	VDA	2713.20
27	Typist	Total	6857.20
28	Office Boy	Basic	3919.00
		VDA	2713.20
		Total	6632.20

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid D.A. at the rate of 4 Paise per point over and above 3944 points.

41. MANUFACTURE OF AYURVEDIC AND ALLOPATHY MEDICINE

Notification No. KAE 187 LMW 2007, dated 06-01-2011

Published in Gazette dated 24-2-2011

Minimum Wages With effect from 01-04-2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCH E D U L E

Sl. No	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
I	Highly Skilled:				
1	Kwality Control Chemist	Basic	4565.00	4499.00	4466.00
2	Production in Charge	VDA	2034.90	2034.90	2034.90
3	Supervisor	Total	6599.90	6533.90	6500.90
II	Skilled:				
1	Pharmacists	Basic VDA Total	4042.00 2034.90 6076.90	3976.00 2034.90 6010.90	3942.00 2034.90 5976.90
2	Chemists				
3	Boiling Powdering and Cutting				
4	Machinist				
5	Electrician				
6	Machine Operator				
7	Operator				
8	Drug Manufacture & other skilled worker				
III	Semi Skilled:				
1	Assistant Pharmacists	Basic VDA Total	3868.00 2034.90 5902.90	3802.00 2034.90 5836.90	3769.00 2034.90 5803.90
2	Lab Assistant				
3	Store in Charge				
4	Assistant Electrician				
5	Salesman and Other Semi-skilled Labourer				

IV	Unskilled:				
1	Filling and Ceiling				
2	Strawer				
3	Cutting				
4	Machine Helper/ Helper				
5	Labelling	Basic	3609.00	3600.00	3594.00
6	Packers	VDA	2034.90	2034.90	2034.90
7	Assistant	Total	5643.90	5634.90	5628.90
8	Cleaner				
9	Mazdoors				
10	Sweepers and Other Un				
V	Office Staff:				
		Basic	3902.00	3765.00	3748.00
1	Accountant	VDA	2034.90	2034.90	2034.90
		Total	5936.90	5799.90	5782.90
2	Clerk	Basic	3720.00	3665.00	3637.00
3	Typist	VDA	2034.90	2034.90	2034.90
		Total	5754.90	5699.90	5671.90
4	Driver	Basic	3650.00	3623.00	3608.00
		VDA	2034.90	2034.90	2034.90
		Total	5684.90	5657.90	5642.90
5	Office Boy	Basic	3609.00	3600.00	3594.00
	Peon	VDA	2034.90	2034.90	2034.90
		Total	5643.90	5634.90	5628.90

Zone I: Bangalore City Agglomeration Areas and City Corporation Agglomeration Areas in the State (City Corporations)

Zone II: Shall comprise all District Head Quarters.

Zone III: Shall comprise other areas, which are not covered in **Zone-I & II**

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3 Paise per point over and above 3944 points.

42. MANDAKKI BHATTI

Notification No. KAE 94 LMW 2009 dated 14-9-2011

Published in Gazette dated : 14-9-2011

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day
			Zone-I
1	2		3
1	Puri Fryer Paddy Fryer	Basic VDA Total	150.00 104.35 254.35
2	Paddy Polisher Paddy Cleaner	Basic VDA Total	135.00 104.35 239.35
3	Driver	Basic VDA Total	150.00 104.35 254.35
4	Clerk	Basic VDA Total	135.00 104.35 239.35
5	Assistant and all Semi skilled workers	Basic VDA Total	130.00 104.35 234.35
6	Unskilled worker	Basic VDA Total	125.00 104.35 229.35

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

43. METAL ROLLING AND RE-ROLLING (FERROUS) INDUSTRY

Notification No. KAE 69 LMW 2010 dated 23-1-2012

Published in Gazette dated: 24-01-2012

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016

SCHEDULE

Sl.No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I	Highly Skilled:	Basic	5984.94	5834.94
1	Manager (Production)	VDA	2713.20	2713.20
		Total	8698.14	8548.14
2	Foreman	Basic	5871.58	5721.58
		VDA	2713.20	2713.20
		Total	8584.78	8434.78
3	Supervisor	Basic	5771.22	5621.22
		VDA	2713.20	2713.20
		Total	8484.42	8334.42
II	Skilled:			
1	Electrician			
2	Fitter			
3	Turner			
4	Operator			
5	Technician			
6	Metal Caster			
7	Metal Roller			
8	Shafterman	Basic	4145.92	4073.26
9	Metal welder	VDA	2713.20	2713.20
10	Welder cum Gas Cutter	Total	6859.12	6786.46
11	Maistry			
12	Chemist			
13	Blacksmith			
14	Burner			
15	Tongsman			
16	Laboratory Incharge			
17	Iron Glass Cutter			
18	For other skilled works			

III	Semi-Skilled:			
1	Assistant			
2	Laboratory Assistant	Basic	3964.69	3891.93
3	Hammer Man	VDA	2713.20	2713.20
4	Fireman	Total	6677.89	6605.13
5	Driver			
6	Other Semi-skilled workers			
IV	Unskilled:			
1	Greaser			
2	Hookman			
3	Loader and Unloader, Loader and bundling worker			
4	General workers	Basic	3694.42	3682.87
5	Watchman	VDA	2713.20	2713.20
6	Helper	Total	6407.62	6396.07
7	Mill worker			
8	End cutting Cutter			
9	Sweeper & other Un-skilled workers			
V	Office Staff:	Basic	5984.94	5834.94
1	Manager/Personal Officer	VDA	2713.20	2713.20
		Total	8698.14	8548.14
2	Accountant	Basic	5771.22	5621.22
		VDA	2713.20	2713.20
		Total	8484.42	8334.42
3	Stenographer	Basic	4697.32	4497.32
		VDA	2713.20	2713.20
		Total	7410.52	7210.52
4	Typist	Basic	4597.32	4447.32
5	Cashier	VDA	2713.20	2713.20
6	Clerk	Total	7310.52	7160.52
7	Store Keeper	Basic	4397.32	4247.32
		VDA	2713.20	2713.20
		Total	7110.52	6960.52
8	Office Boy/ Peon/Watch Man/ Attender	Basic	4187.82	4037.82
		VDA	2713.20	2713.20
		Total	6901.02	6751.02

Zone-I: Bruhut Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations in the State

Zone-II: Other than places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944

**44. METAL ROLLING AND RE-ROLLING
(NON-FERROUS) INDUSTRY**

Notification No. KAE 70 LMW 2010 dated 23-1-2012

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 =2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I 1	Highly Skilled Manager (Production)	Basic	5984.94	5834.94
		VDA	2713.20	2713.20
		Total	8698.14	8548.14
2	Fore man	Basic	5871.58	5721.58
		VDA	2713.20	2713.20
		Total	8584.78	8434.78
3	Supervisor	Basic	5771.22	5621.22
		VDA	2713.20	2713.20
		Total	8484.42	8334.42
4	Rolling Ballet Maistry	Basic	4134.37	4069.27
		VDA	2713.20	2713.20
5	Welding Maistry	Total	6847.57	6782.47
II	Skilled:			
1	Roller Electrician			
2	Casting man			
3	Sheet Cutter			
4	Fitter			
5	Welders Technician			
6	Operator Metal Capter	Basic	3969.52	3903.37
7	Turner Metal Roller	VDA	2713.20	2713.20
8	Tongueman - Shafferman	Total	6682.72	6616.57
9	Cutting Machinery Operator			
10	Blacksmith			
11	Shaper			
12	Electrician			
13	Other skilled labourers			

III	Semi-Skilled:			
1	Assistant Casting man			
2	Assistant Fitter			
3	Assistant Turner			
4	Circle Cutter			
5	Store Keeper			
6	Tote man	Basic	3803.62	3737.47
7	Crane Operator	VDA	2713.20	2713.20
8	Pressure man	Total	6516.82	6450.67
9	Hook man			
10	Fireman			
11	Truck Driver			
12	Driver			
13	Other Semi-skilled Labourers			
IV	Un-Skilled:			
1	Greaser man			
2	Batti man			
3	Candy man	Basic	3510.67	3483.37
4	Watch man	VDA	2713.20	2713.20
5	Sweeper	Total	6223.87	6196.57
6	Helper			
7	Unskilled labourers not shown above			
V	Office Staff:	Basic	5984.94	5834.94
1	Manager/ Personal Manager	VDA	2713.20	2713.20
		Total	8698.14	8548.14
2	Accountant	Basic	5771.22	5621.22
		VDA	2713.20	2713.20
		Total	8484.42	8334.42
3	Stenographer	Basic	4697.32	4497.32
		VDA	2713.20	2713.20
		Total	7410.52	7210.52
4	Typist	Basic	4597.32	4447.32
5	Cashier	VDA	2713.20	2713.20
6	Clerk	Total	7310.52	7160.52
7	Store Keeper	Basic	4397.32	4247.32
		VDA	2713.20	2713.20
		Total	7110.52	6960.52
8	Office Boy/ Peon / Attender	Basic	4187.82	4037.82
		VDA	2713.20	2713.20
		Total	6901.02	6751.02

Zone-I: Bruhut Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations in the State.

Zone-II: Other than places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

45. MINI CEMENT PLANT INDUSTRY

Notification No. KAE 11 LMW 2010, dated 25-1-2011

Published in Gazette dated 3-3-2011

Minimum Wages With effect from 01-04-2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I	Highly Skilled:			
1	Foreman	Basic	4100.20	3929.20
2	Civil Supervisor	VDA	2713.20	2713.20
3	Electrical Supervisor	Total	6813.40	6642.40
4	Manager			
II	Skilled:			
1	Mechanic			
2	Fitter-cum-Cutter			
3	Electrician	Basic	3934.20	3868.20
4	Turner	VDA	2713.20	2713.20
5	Chemist (Graduate)	Total	6647.40	6581.40
6	Welder			
7	Other labourer for skilled work			
8	Driver			
III	Semi Skilled:			
1	D.G. Cell Operators	Basic	3769.20	3703.20
2	Assistant Fitter	VDA	2713.20	2713.20
3	Assistant Welder	Total	6482.40	6416.40
4	Store Keeper			
IV	Unskilled:			
1	Packer	Basic	3664.20	3655.20
2	Cleaner	VDA	2713.20	2713.20
3	Helper	Total	6377.40	6368.40
4	Crusher			
5	Watch man			
6	Sweeper			
7	Other unskilled labourer			

V	<u>Office Staff:</u>	Basic	3943.20	3910.20
1	Accountant	VDA	2713.20	2713.20
	Stenographer	Total	6656.40	6623.40
2	Clerk	Basic	3769.20	3713.20
3	Typist	VDA	2713.20	2713.20
		Total	6482.40	6426.40
4	Office Assistant	Basic	3664.20	3655.20
		VDA	2713.20	2713.20
		Total	6377.40	6368.40

Zone-I: Bangalore City Agglomeration Area and District Head Quarters Agglomeration Areas.

Zone-II: Other than the places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

46. MOSAIC TILES, FLOORING TILES OR GLAZING TILES
MANUFACTURING INDUSTRY

Notification No. KAE 127 LMW 2010 dated 23-1-2012

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I	Highly Skilled:	Basic	5984.94	5834.94
1	Manager	VDA	2713.20	2713.20
2	Electrical Engineer	Total	8698.14	8548.14
3	Supervisor	Basic	5771.22	5621.22
		VDA	2713.20	2713.20
		Total	8484.42	8334.42
II	Skilled:			
1	Maistry	Basic	3969.52	3903.37
2	Machine Operators	VDA	2713.20	2713.20
3	Press Mechanic	Total	6682.72	6616.57
4	Mosaic Presser			
5	Grinder			
6	Other skilled labourer			
III	Semi Skilled:			
1	Polisher	Basic	3803.62	3737.47
2	Manufacturer of Mosaic tiles and other semi-skilled labourer	VDA	2713.20	2713.20
		Total	6516.82	6450.67
3	Driver	Basic	3757.42	3695.47
		VDA	2713.20	2713.20
		Total	6470.62	6408.67

IV	Unskilled:			
1	Mixing man/Mixer			
2	Tiles carrier			
3	Loading & unloading			
4	Helper			
5	Watch man	Basic	3597.92	3548.47
6	Security	VDA	2713.20	2713.20
7	Sweeper	Total	6311.12	6261.67
8	Mazdoor			
9	Cleaner			
10	Unskilled labourer not shown above			
V	Office Staff:	Basic	5984.94	5834.94
1	Manager/Personal Manager	VDA	2713.20	2713.20
		Total	8698.14	8548.14
2	Accountant	Basic	5771.22	5621.22
		VDA	2713.20	2713.20
		Total	8484.42	8334.42
3	Stenographer	Basic	4697.32	4497.32
		VDA	2713.20	2713.20
		Total	7410.52	7210.52
4	Typist	Basic	4597.32	4447.32
5	Clerk	VDA	2713.20	2713.20
6	Cashier	Total	7310.52	7160.52
7	Store Keeper	Basic	4397.32	4247.32
		VDA	2713.20	2713.20
		Total	7110.52	6960.52
8	Office Boy/Peon / Watch Man / Attender	Basic	4187.82	4037.82
		VDA	2713.20	2713.20
		Total	6901.02	6751.02

Zone-I: Bruhut Bangalore Mahanagara Palike and Agglomeration

Areas and other City Corporations in the State.

Zone-II: Other than places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

47. OIL MILLS

Notification No. KAE 48 LMW 2006, dated 02-03-09

Published in Gazette dated 2-04-2009

Cost of Living Allowance to be paid over and above 2703 points

Cost of Living Index: 6205-2703 = 3502 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day	
			Zone-I	Zone-II
1	2		3	4
I	Skilled-A:	Per day	105.70	103.80
1	Supervisor	VDA	141.42	141.42
2	Technical Supervisor	Total	247.12	245.22
II	Skilled-B:			
1	Engine Driver	Per day	101.90	99.80
2	Plumber (Mechanic)	VDA	141.42	141.42
3	Boiler Attender	Total	243.32	241.22
4	Solderer			
5	Tin Maker			
6	Expeller Driver			
7	Operator			
8	Carpenter			
III	Semi Skilled:	Per day	97.70	95.60
1	Oiler	VDA	141.42	141.42
2	Apprentices for Skilled categories	Total	239.12	237.02
IV	Unskilled:			
1	Helper	Per day	94.60	86.20
2	Watch man & Care taker	VDA	141.42	141.42
3	Hamals	Total	236.02	227.62
4	Labour Dicorticator			
5	Carriers			
6	Sweeping the floor for Expellers			

		per month		
V	Other Staff:	Basic	2614.50	2548.40
1	Clerk/Typists	VDA	3677.10	3677.10
2	Lorry Drivers	Total	6291.60	6225.50

Zone-I: Bangalore City Corporation Agglomeration Areas and District Head Quarters Agglomeration Areas.

Zone-II: Other than the places mentioned in Zone-I above.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3.5 Paise per point over and above 2703 points

48. PETROL AND DIESEL OIL PUMPS INDUSTRY

Notification No. KAE 7 LMW 2011 dated 23-1-2012

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month:	
			Zone-I	Zone-II
1	2		3	4
1	Manager/Personal Manager	Basic VDA Total	5984.94 2713.20 8698.14	5834.94 2713.20 8548.14
2	Supervisor	Basic	5771.22	5621.22
3	Accountant	VDA Total	2713.20 8484.42	2713.20 8334.42
4	Stenographer	Basic VDA Total	4697.32 2713.20 7410.52	4497.32 2713.20 7210.52
5	Clerk	Basic	4597.32	4447.32
6	Cashier	VDA	2713.20	2713.20
7	Typist	Total	7310.52	7160.52
8	Store Keeper	Basic VDA Total	4397.32 2713.20 7110.52	4247.32 2713.20 6960.52
9	Office Boy / Watch Man Peon / Sweeper	Basic VDA Total	4187.82 2713.20 6901.02	4037.82 2713.20 6751.02
10	Bill Collector	Basic	3829.61	3734.90
11	Pump Attender	VDA Total	2713.20 6542.81	2713.20 6448.10
12	Petrol Gun Man	Basic	3606.46	3561.36
13	Pump Helper	VDA Total	2713.20 6319.66	2713.20 6274.56

Zone-I: Bruhut Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations in the State.

Zone-II: Other than places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

49. PLASTIC, POLYPLASTIC, RUBBER AND PVC PIPES
MANUFACTURING INDUSTRY

Notification No. KAE 92 LMW 2008 dated 25-01-2011

Published in Gazette dated 03-03-2011

Minimum Wages With effect from 01-04-2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
1	Manager	Basic	4392.41	4326.26
2	Supervisor	VDA	2713.20	2713.20
3	Machine Operator	Total	7105.61	7039.46
4	Operator			
5	Fitter Machinist			
6	Machine Driver			
7	Fitter	Basic	4368.26	4302.11
8	Electrician	VDA	2713.20	2713.20
9	Boiler Operator	Total	7081.46	7015.31
10	Moulder Compound Covering			
11	Weaver and Binder			
12	Folders			
13	Mixer			
14	Godown Keeper			
15	Packers			
16	Pipe manufacturers			
17	Plastic Carriers			
18	Cleaner	Basic	3956.66	3947.21
19	Mazdoor	VDA	2713.20	2713.20
20	Watchman	Total	6669.86	6660.41
21	Attender			
22	Sweeper			

23	Accountant	Basic	4235.96	4202.36
		VDA	2713.20	2713.20
		Total	6949.16	6915.56
24	Driver	Basic	4155.96	4095.26
25	Clerk	VDA	2713.20	2713.20
		Total	6869.16	6808.46
26	Typist	Basic	4061.66	4007.16
		VDA	2713.20	2713.20
		Total	6774.86	6720.36
27	Office boy	Basic	3956.66	3947.21
28	Assistant	VDA	2713.20	2713.20
		Total	6669.86	6660.41

Zone-I: Bangalore Agglomeration Area and District Head Quarters Agglomeration Area.

Zone-II: Other than the place mentioned in Zone-I above.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

50. PRINTING INDUSTRY

Notification No. KAE 44 LMW 2006 dated 02-03-2009

Published in Gazette dated : 26.03.2009

Cost of Living Allowance to be paid over and above 2703 points

Cost of Living Index: 6205 - 2703 = 3502 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages					
			Zone-I	Zone-II	Zone-III	Zone-I	Zone-II	Zone-III
			per day	per day	per day	per month	per month	Per month
1	2		3	4	5	6	7	8
I	<u>Skilled:</u>							
1	Compositer							
2	Printer							
3	Binder							
4	Monocaster							
5	Type Caster	Basic	106.00	102.60	101.80	2758.40	2675.40	2648.10
6	Block Maker	VDA	141.43	141.43	141.43	3677.10	3677.10	3677.10
7	Process Engraver	Total	247.43	244.03	243.23	6435.50	6352.50	6325.20
8	Proof Reader							
9	Cylinder man							
10	Treadle Press man							
	Plate man							
11	Dark Room Assistant							

II	<u>Semi Skilled:</u>							
1	Ruling Feeder							
2	Letter Press Feeder							
3	Checker	Basic	102.00	101.10	100.50	2656.00	2626.10	2580.90
4	Packer	VDA	141.43	141.43	141.43	3677.10	3677.10	3677.10
5	Perforator	Total	243.43	242.53	241.93	6333.10	6303.20	6258.00
6	Cutter/Sewer folder							
7	Sewing Machine Man							
8	Assistant to skilled worker							
III	<u>Un-Skilled:</u>							
1	Peon/Watch man/Office boy	Basic	98.20	97.10	94.20	2550.50	2526.50	2448.00
2	Sweeper	VDA	141.43	141.43	141.43	3677.10	3677.10	3677.10
3	Cleaner & Mazdoors	Total	239.63	238.53	235.63	6227.60	6203.60	6125.10
4	Any other categories of unskilled employees not specified above							
IV	<u>Office Staff:</u>	Basic	-	-	-	2679.60	2541.00	2533.70
1	Clerk/ Typist	VDA				3677.10	3677.10	3677.10
		Total				6356.70	6218.10	6210.80
2	Cashier	Basic	-	-	-	2748.40	2726.30	2703.20
		VDA				3677.10	3677.10	3677.10
		Total				6425.50	6403.40	6380.30
3	Store keeper	Basic	-	-	-	2691.70	2663.90	2651.30
		VDA				3677.10	3677.10	3677.10
		Total				6368.80	6341.00	6328.40

Zone-1: Shall comprise the City and Agglomeration area.

Zone-II: Comprises District Head Quarters

Zone-III: Comprises of other areas in the State not covered by Zone – I & II.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3.5 Paise per point over and above 2703 points.

51. PRIVATE FINANCE CORPORATIONS AND CHIT FUNDS

Notification No. KAE 16 LMW 2010 dated 25.1.2011

Published in Gazette dated 3.3.2011

Minimum Wages With effect from 01.04.2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone.I	Zone.II
1	2		3	4
1	Manager	Basic	4240.20	4186.20
2	Supervisor	VDA	2713.20	2713.20
3	Training Officer	Total	6953.40	6899.40
4	Field Representative			
5	Accountant/Cashier Clerk	Basic	3943.20	3909.20
6		VDA	2713.20	2713.20
		Total	6656.40	6622.40
7	Bill Clerk	Basic	3910.20	3877.20
8	Advisor	VDA	2713.20	2713.20
9	Typist	Total	6623.40	6590.40
10	Office Assistant			
11	Trainee Assistant			
12	Driver			
13	Peon			
14	Watch man			
15	Pigmy Agent/	Basic	3664.20	3655.20
16	Bill Collector	VDA	2713.20	2713.20
17	Assistant	Total	6377.40	6368.40
18	Helper			
19	Cleaner			
	Office boy			

Zone.I: Bruhut Bangalore Mahanagara Palike and Agglomeration
Areas and other City Corporations in the State.

Zone.II: Other than places mentioned in Zone.I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid D.A. at the rate of 4 Paise per point over and above 3944 points.

52. PRIVATE SAFAI KARMACHARI

Notification No. KAE 125 LMW 2008 dated 21.09.2010

Published in Gazette dated 28.10.2010

Minimum Wages With effect from 01.04.2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per Day (In Rs.)			
			Zone.A	Zone.B	Zone.C
1	Safai Karmacharis, Underground drainage, Floor, Bath Room & Toilet, and other workers engaged in similar kinds of work	Basic	194.00	164.00	134.00
		VDA	104.35	104.35	104.35
		Total	298.35	268.35	238.35

Zone.A: Shall Comprise the City Agglomeration Areas. And District Head quarters Agglomeration Areas.

Zone.B: Comprises District Headquarters

Zone.C: Comprises of other area.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

53. PROCUREMENT, PROCESSING AND DISTRIBUTION OF MILK

Notification No. KAE 190 LMW 2007 dated 03-03-2011

Published in Gazette dated 04-03-2011

Minimum Wages With effect from 01-04-2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I	<u>Highly Skilled:</u>			
1	Manager	Basic	4237.50	4168.20
2	Technical Officer	VDA	2713.20	2713.20
3	Veterinary Officer	Total	6950.70	6881.40
4	Supervisor			
II	<u>Skilled:</u>			
1	Mechanic	Basic	4064.25	3993.90
2	Technician	VDA	2713.20	2713.20
3	Machine Operator	Total	6777.45	6707.10
4	Operator			
5	Other skilled Labourer			
III	<u>Semi Skilled:</u>			
1	Assistant Mechanic	Basic	3889.95	3886.49
2	Sales man	VDA	2713.20	2713.20
3	Other Semi skilled Labourer	Total	6603.15	6599.69
4	Driver			

IV	<u>Un-Skilled:</u>			
1	Assistant			
2	Supplier			
3	Attender			
4	Helper			
5	Watch man	Basic	3587.55	3553.95
6	Cleaner	VDA	2713.20	2713.20
7	Mazdoor	Total	6300.75	6267.15
8	Sweeper			
9	Un-Skilled Labourers not mentioned above			
V	<u>Office Staff:</u>	Basic	3925.65	3889.95
1	Accountant	VDA	2713.20	2713.20
2	Clerk	Total	6638.85	6603.15
3	Typist	Basic	3889.95	3856.35
		VDA	2713.20	2713.20
		Total	6603.15	6569.55
4	Office Boy	Basic	3631.65	3622.20
		VDA	2713.20	2713.20
		Total	6344.85	6335.40

Zone-I: Bangalore Agglomeration Area and District Head Quarters Agglomeration Areas.

Zone-II: Other than the places mentioned in Zone-I above

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

54. PUBLIC MOTOR TRANSPORT

Notification No. KAE 189 LMW 2007 dated 06-01-2011 and corrigendum issued on 15-9-2011

Published in Gazette dated:24-02-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages	
			per month
1	2		3
I 1	<u>Operational Staff:</u>	Basic	4095.00
	Driver	VDA	2034.90
		Total	6129.90
2	Conductor	Basic	3898.00
		VDA	2034.90
		Total	5932.90
3	Cleaner Attached to Lorries	Basic	3856.00
		VDA	2034.90
		Total	5890.90
4	Checking Inspector / Traffic Supervisor	Basic	3479.00
		VDA	2034.90
		Total	5513.90
II 5 6	<u>Ministerial Staff:</u>	Basic	3479.00
	Accountant	VDA	2034.90
	Cashier	Total	5513.90
7	Clerk, Booking Agent and Assistant Cashier	Basic	3856.00
		VDA	2034.90
		Total	5890.90
8	Time keeper	Basic	3814.00
		VDA	2034.90
		Total	5848.90
9	<u>Workshop Staff:</u>	Basic	3479.00
	Cleaner	VDA	2034.90
		Total	5513.90

* Amended by Notification KAE 56 LMW 2011, dated 15-9-2011.

10	Greaser		
11	Oiler	Basic	3437.00
12	Watchman	VDA	2034.90
13	Un-Skilled Labourer	Total	5471.90
	Peon, Office Boy and Helper		
14	Fitter	Basic	3835.00
15	Auto Fitter	VDA	2034.90
		Total	5869.90
16	Hammer man	Basic	3598.00
		VDA	2034.90
		Total	5632.90
17	Assistant Mechanic		
18	Tinker		
19	Liner		
20	Painter	Basic	3898.00
21	Electrician	VDA	2034.90
22	Turner	Total	5932.90
23	Tin Smith		
24	Battery man		
25	Artisan-B		
26	Vulcanizer		
27	Mechanic		
28	Carpenter	Basic	3800.00
29	Blacksmith	VDA	2034.90
30	Welder	Total	5834.90
31	Assistant	Basic	3598.00
		VDA	2034.90
		Total	5632.90
32	Artisan-A (All Trades)	Basic	3909.00
		VDA	2034.90
		Total	5943.90

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3 Paise per point over and above 3944 points.

55. PULP PAPERS, PAPER, CARD BOARD, STRAW BOARD
INCLUDING NEWS PRINT

Notification No. KAE 23 LMW 2012 dated 09-01-2014

Published in Gazette dated: 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index 6205 - 4284 = 1921 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per month			
			Zone-I		Zone-II	
			Per Day	Per Month	Per Day	Per Month
I	Highly Skilled					
1	Supervisor	Basic	225.00	5850.00	205.00	5330.00
		VDA	88.66	2305.20	88.66	2305.20
2	Shift Incharge	Total	313.66	8155.20	293.66	7635.20
3	Foreman					
II	Skilled:					
1	Fitter	Basic	205.00	5330.00	195.00	5070.00
2	Rewinding Operator	VDA	88.66	2305.20	88.66	2305.20
3	Boiler Operator	Total	293.66	7635.20	283.66	7375.20
4	Pulp Milk Operator					
5	Machine Operato					
6	Tunner					
7	Electrician					
8	Carpenter					
II	Semi - Skilled					
1	Mould Operator	Basic	190.00	4940.00	180.00	4680.00
		VDA	88.66	2305.20	88.66	2305.20
2	Rewinding Operator	Total	278.66	7245.20	268.66	6985.20
3	Pump Operator					
4	Assistant Operator					

III	Driver					
1	Lorry Driver	Basic	220.00	5720.00	210.00	5460.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	308.66	8025.20	298.66	7765.20
2	Jeep/Car Driver	Basic	200.00	5200.00	190.00	4940.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	288.66	7505.20	278.66	7245.20
IV	Un-Skilled					
1	Oil Men	Basic VDA Total	185.00 88.66 273.66	4810.00 2305.20 7115.20	170.00 88.66 258.66	4420.00 2305.20 6725.20
2	Sector Mazdoor					
3	Helper					
4	Boiler Mazdoor					
5	Any other Category of employee which is not Included above					
V	Office Staff					
1	Manager/Personal Officer	Basic	243.84	6339.00	224.61	5879.99
		VDA	88.66	2305.20	88.66	2305.20
		Total	332.50	8644.20	313.27	8185.19
2	Assistant Manager/ Assistant Personal Officer	Basic	235.00	6110.00	215.76	5610.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	323.66	8415.20	304.42	7915.20
3	Accountant	Basic	225.00	5850.00	205.76	5350.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	313.66	8155.20	294.42	7655.20
4	Cashier	Basic	220.00	5720.00	200.76	5220.00
5	Stenographer/Computer Operator	VDA	88.66	2305.20	88.66	2305.20
6	Store keeper	Total	308.66	8025.20	289.42	7525.20
7	Typist/Data Entry Operator	Basic	215.0	5590.0	195.76	5090.0
8	clerk	VDA	88.66	2305.20	88.66	2305.20
		Total	303.66	7895.20	284.42	7395.20
9	Office boy/peon/ watchman/attender	Basic	175.00	4550.00	170.00	4420.00
		VDA	88.66	2305.20	88.66	2305.20
		Total	263.66	6855.20	258.66	6725.20

Zone-I: Bruhut Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations in the State.

Zone-II: Other than places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid D.A. at the rate of 4 Paise per point over and above 4284 points.

56. RICE FLOUR OR DHAL MILLS

Notification No. KAE 32 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index : 6205- 4284 = 1921 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employees		Minimum rates of wages per day	
			Per Day	Per Month
I	Skilled-A			
1	Technical Supervisors	Basic	225.00	5850.00
		VDA	88.66	2305.20
		Total	313.66	8155.20
	Skilled-B			
1	Boiler Attendant	Basic	205.00	5330.00
2	Engine Driver	VDA	88.66	2305.20
3	Machinist	Total	293.66	7635.20
4	Carpenter			
5	Operator			
6	Plant man			
II	Semi Skilled:			
1	Oiler	Basic	195.00	5070.00
2	Fireman	VDA	88.66	2305.20
3	Fitter Roller man	Total	283.66	7375.20
4	Mechanic man			
5	Oil Man			
6	Measurer			
7	Weigh man			
III	Un-Skilled-A			
1	Carier	Basic	185.00	4810.00
2	Hamali	VDA	88.66	2305.20
3	Loader and Stocker	Total	273.66	7115.20

Un- Skilled-B				
1	Watch man	Basic VDA Total	170.00 88.66 258.66	4420.00 2305.20 6725.20
2	Peon			
3	Sweeper			
4	Messenger			
5	Cleaner			
6	Spreader			
7	Mazdoor			
8	other categories of unskilled (employees not specified above)			
IV	Drivers			
1	Lorry Driver	Basic VDA Total	220.00 88.66 308.66	5720.00 2305.20 8025.20
2	Jeep/Car Driver	Basic VDA Total	200.00 88.66 288.66	5200.00 2305.20 7505.20
V	Other Staff			
1	Manager/Personal Officer	Basic VDA Total	243.84 88.66 332.50	6339.00 2305.20 8644.20
2	Assistant Manager/ Assistant Personal Officer	Basic VDA Total	235.00 88.66 323.66	6110.00 2305.20 8415.20
3	Accountant	Basic VDA Total	225.00 88.66 313.66	5850.00 2305.20 8155.20
4	Cashier	Basic VDA Total	220.00 88.66 308.66	5720.00 2305.20 8025.20
5	Stenographer/Computer Operator			
6	Store keeper			
7	Typist/Data Entry Operator	Basic VDA Total	215.00 88.66 303.66	5590.00 2305.20 7895.20
8	Clerk	Basic VDA Total	175.00 88.66 263.66	4550.00 2305.20 6855.20
9	Office boy/peon/ watchman/ attender			

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4284 points.

57. RUBBER PRODUCTS (INCLUDING FOAM AND COIR RUBBERISED PRODUCTS) INDUSTRY

Notification No. KAE 72 LMW 2010 dated 14.9.2011

Published in Gazette dated 14.9.2011

Minimum Wages With effect from 01.04.2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone.I	Zone.II
1	2		3	4
	<u>Highly Skilled:</u>			
1	Manager	Basic	4573.22	4444.07
		V D A	2713.20	2713.20
2	Engineer	Total	7286.42	7157.27
3	Foreman	Basic	4515.47	4366.37
4	Supervisor	V D A	2713.20	2713.20
5	Tyre Inspector	Total	7228.67	7079.57
	<u>Skilled:</u>			
1	Chemist	Basic V D A Total	4408.37 2713.20 7121.57	4335.92 2713.20 7049.12
2	Operator			
3	Wireman			
4	Electrician			
5	Mechanic.cum.operator			
6	Boiler Attendant			
7	Technician			
8	Turner			
9	Welder			
10	Mixing Mill Workers			
11	Extrusion workers			
12	Fitter			
13	Roller man			
14	Mechanic			
15	Boiler Smith			
16	Machine operator, Machine operators including farm division			

17	Blacksmith	Basic V D A Total	4408.37	4335.92
18	Carpenters		2713.20	2713.20
19	Mechanist		7121.57	7049.12
20	Vulcanizer Moulder, Tyre Examiners, Buffers, Solutioners, and tyre retreading division			
21	Cycle riksha, Type forming workers, Others			
	<u>Semi -Skilled:</u>			
1	Assistant Mechanic	Basic V D A Total	4242.47 2713.20 6955.67	4176.32 2713.20 6889.52
2	Assistant Operator			
3	Conductor			
4	Forester			
5	Store keeper			
6	Technical Assistant			
7	Rubber Chappal manufacturer			
8	Workshop Attenders			
9	Vulcanizers and Workers engaged in Vulcanizing Press			
10	Moulding workers and moulding press operators			
11	Workers engaged in Trimming and Assembling of chappals			
12	New making workers			
13	Workers engaged in Type & Tube manufacturing			
14	Cutting press workers			
15	Latex foam division fabricators			
16	Workers giving final touch to the finished products			
17	Cycle tyre case forming			
18	Heat sealing operators engaged in polythene packing	Basic	4242.47	4176.32
19	Workers engaged in weighing chemicals in laboratories	V D A	2713.20	2713.20
20	Tyre stitchers in retreading division and other semi.skilled employees	Total	6955.67	6889.52
21	Drivers	Basic V D A Total	4196.27 2713.20 6909.47	4125.92 2713.20 6839.12

	Unskilled:			
1	Helper	Basic V D A Total	4036.77 2713.20 6749.97	3987.32 2713.20 6700.52
2	Packer			
3	Head load Workers			
4	Watchman			
5	Cleaning & Lorry Cleaners			
6	Loading/Unloading workers			
7	Peon/Mazdoor			
8	Fibre dyeing workers and mazdoors in fibre rubber division			
9	Transportation of goods workers			
10	Number markers			
11	Rubber cutting workers			
12	Weighers			
13	Assistants in machine division (lifting & transporting)			
14	Despatch workers			
15	Attenders in dyeing room and cleaners in tyre retreading division and other unskilled labourers			
	Office Staff:			
1	Accountant	Basic V D A	4276.07 2713.20	4242.47 2713.20
2	Stenographer	Total	6989.27	6955.67
3	Clerks	Basic	4101.77	4047.17
4	Typist	V D A	2713.20	2713.20
		Total	6814.97	6760.37
5	Office Boy	Basic V D A	3996.77 2713.20	3987.32 2713.20
		Total	6709.97	6700.52

Sl. No	Class of Employment		Per day	Per month
1	On piece rate basis transportation slitting peels for soaking in water (1000 peels)	Basic V D A Total	153.30 104.35 257.65	3985.30 2713.20 6698.50
2	For 1000 peels			
3	To remove slitter peels from the pits (1000)			
4	Beating of perished peels (perished peels)			
5	Fibre twisters			
	a) 1.80 mtr 100 coil fibre 1 bundle			
	b) 2.15 mtr 100 coil fibre 1 bundle			
	c) 2.88 mtr 100 coil fibre 1 bundle			
	d) 3.60 mtr 100 coil fibre 1 bundle			
	e) 4.32 mtr 100 coil fibre 1 bundle			
6	Supply of cleaned fibres by machineries			
	a) 1.80 mtr 100 coil fibre 1 bundle			
	b) 2.15 mtr 100 coil fibre 1 bundle			
	c) 2.88 mtr 100 coil fibre 1 bundle			
	d) 3.60 mtr 100 coil fibre 1 bundle			
	e) 4.32 mtr 100 coil fibre 1 bundle			
7	Rope making:			
	a) To make rope measuring 4.50 cm out of 33 kg coir (fibre)	Basic V D A Total	153.30 104.35 257.65	3985.30 2713.20 6698.50
	b) To make rope measuring 5.00 cm out of 33 kg coir			
	c) To make rope measuring 10 cm out of 33 kg coir			
	d) To make rope measuring 3.80 cm out of 33 kg coir			
8	Foot rug mat making			
9	To make 30 or 35 kg coir into bundle of			
	a) By machine			
	b) By manual			

Zone I: Bruhut Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations in the State.

Zone.II: Other than places mentioned in Zone.I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

58. SALES REPRESENTATIVES IN MEDICINE PROFESSIONALS, CONSUMER ITEMS AND SERVICE

Notification No. KAE 94 LMW 2008 dated 25-01-2011

Published in Gazette dated 03-03-2011

Minimum Wages With effect from 01-04-2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Area Sales Manager / Officer	Basic	4978.00
2	Sales Officer	VDA	2713.200
3	Sales Officer / Marketing Executive	Total	7691.200
4	Sales Executive	Basic	4455.10
5	Medical Sales Representative	VDA	2713.20
6	Sales Representative	Total	7168.30
7	Technical Representative		
8	Driver	Basic	4063.45
		VDA	2713.20
		Total	6776.65
9	Mazdoor	Basic	3989.95
10	Watchman	VDA	2713.20
11	Sales Boy	Total	6703.15
Office Staff:			
12	Accountant	Basic	4315.45
		VDA	2713.20
		Total	7028.65
13	Clerk Typist	Basic	4132.75
		VDA	2713.20
		Total	6845.95
14	Office Boy	Basic	3989.95
		VDA	2713.20
		Total	6703.15

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

59. "SECURITY AGENCY"

**Notification No. KAE 11 LMW 2009 dated 14.09.2011 corrigendum issued
on 09.04.2012**

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per month		
			Zone.I	Zone.II
1	2		3	4
1	Security Supervisor			
2	Security Officer	Basic	5231.46	4949.81
3	Field Officer	VDA	2713.20	2713.20
4	Manager	Total	7944.66	7663.01
5	Security Inspector	Basic	4828.00	4736.55
6	Assistant Security	VDA	2713.20	2713.20
		Total	7541.20	7449.75
7	Head Guard	Basic	4649.71	4448.57
		VDA	2713.20	2713.20
		Total	7362.91	7161.77
8	Intelligence & Fire			
9	Security Guard	Basic	4459.91	4376.75
10	Assistant	VDA	2713.20	2713.20
11	Lady Guard / Lady Searchers	Total	7173.11	7089.95
12	Supervisor	Basic	4646.46	4601.41
13	Accountant	VDA	2713.20	2713.20
14	Cashier	Total	7359.66	7314.61
15	Stenographer			
16	Clerk			
17	Typist	Basic	4553.11	4508.76
18	Receptionist	VDA	2713.20	2713.20
19	Computer Operator	Total	7266.31	7221.96
20	Driver			

21	Attender	Basic	4373.46	4359.28
22	Office Boy	VDA	2713.20	2713.20
23	Peon	Total	7086.66	7072.48

Zone.I:Bruhuth Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations in the State.

Zone.II: Other than places mentioned in Zone.I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

Note: Security Officer & Security Guard once in a year one pair Boots and 2 pair Socks. Night time working guards every two years Mufflayer, Sweater should be given. Every two years, 2 pair Uniforms, Cap (Cap or Hat) should be given and every month washing Allowance of Rs. 250.00 Every two years belt should be given. Night Guard Battery and Torch should be given. Facilities given already should be continued.

60(a). SERICULTURE

Notification No. KAE 29 LMW 2012 dated 09.01.2013

Published in Gazette dated

Cost of Living Allowance to be paid over and above 4284points

Cost of Living Index : 6205-4284 = 1921points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day			
			Zone-I		Zone-II	
1	2	3	4		5	
I	Grainage:		Per Day	Per Month	Per Day	
1	Separation of cross breeding of cocoons	Basic VDA Total				
2	Work relating to separation of sex					
3	Pairing		200.00	5200.00	195.00	5070.00
4	Work relating to eggs laying		99.74	2593.35	99.74	2593.35
5	De.Pairing		299.74	7793.35	294.74	7663.35
6	Chemical treatment of the egg sheet to keep it hygienically					
II	Chaki rearing and worm rearing:					
1	Disinfection of cabin	Basic V D A Total	195.00	5070.00	190.00	4940.00
			99.74	2593.35	99.74	2593.35
			294.74	7663.35	289.74	7533.35
2	Chopping worm rearing and nourishing with chemicals					
3	Delicate work of moulding					
4	Putting the worms to the Bamboo trays harvesting					
III	Cocoon market:					
1	Unloading the baskets containing cocoons in the market	Basic V D A Total	205.00 99.74 304.74	5330.00 2593.35 7923.35	200.00 99.74 299.74	5200.00 2593.35 7793.35

2	After the auction filling it up in the basket and taking it to the weighing bridge	Basic	205.00	5330.00	200.00	5200.00
3	Weighing/load and unloading	V D A	99.74	2593.35	99.74	2593.35
4	Any other similar job	Total	304.74	7923.35	299.74	7793.35
IV	Silk farm/Mulberry garden:					
1	Digging	Basic	200.00	5200.00	195.00	5070.00
2	Ploughing	V D A	99.74	2593.35	99.74	2593.35
3	Harrowing	Total	299.74	7793.35	294.74	7663.35
4	Mounting					
5	Inter.cultivation					
6	Up.rooting	Basic	185.00	4810.00	180.00	4680.00
		V D A	99.74	2593.35	99.74	2593.35
7	Picking of leaves	Total	284.74	7403.35	279.74	7273.35
8	Admixtures of chemicals & fertilizers	Basic	215.00	5590.00	205.00	5330.00
		V D A	99.74	2593.35	99.74	2593.35
9	Spraying of chemicals and fertilizers and chemical treatment	Total	314.74	8183.35	304.74	7923.35
V	Nursery:					
1	Prone Cutting					
2	Preparation of nursery bed	Basic	200.00	5200.00	195.00	5070.00
3	Ridges and ferrow	V D A	99.74	2593.35	99.74	2593.35
4	Water Management	Total	299.74	7793.35	294.74	7663.35
5	Weeding					
6	Any other job					

Zone.I: Bruhut Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations in the State.

Zone.II: Other than places mentioned in Zone.I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4.5 Paise per point over and above 4284points.

60(b). SERICULTURE

Notification No. KAE 73 LMW 2010 dated 23.01.2012

Published in Gazette dated 24.1.2012

Minimum Wages With effect from 01.04.2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages	
			Zone.I	Zone.II
1	2		3	4
I	Grain age:		Per Day	Per Day
1	Stenographer	Basic	180.66	172.97
		VDA	104.35	104.35
		Total	285.01	277.32
2	Graduate Assistant	Basic	176.82	171.05
3	Graduate Typist	VDA	104.35	104.35
4	Total Inspector	Total	281.17	275.40
5	Non Graduate Typist	Basic	149.48	147.47
6	Electrician	VDA	104.35	104.35
7	Driver	Total	253.83	251.82
8	Literate Attender	Basic	148.43	146.42
		VDA	104.35	104.35
		Total	252.78	250.77
II	Chaki rearing and work rearing:(Technical Service Centre)			
1	Stenographer	Basic	180.66	172.97
		VDA	104.35	104.35
		Total	285.01	277.32
2	Graduate Assistant	Basic	176.82	171.05
		VDA	104.35	104.35
3	Graduate Typist	Total	281.17	275.40
4	Non Graduate Typist	Basic	149.48	147.47
5	Electrician	VDA	104.35	104.35
6	Driver	Total	253.83	251.82
7	Literate Attender	Basic	148.43	146.42
		VDA	104.35	104.35
		Total	252.78	250.77

III	Cocoon market:			
1	Stenographer	Basic	180.66	172.97
		VDA	104.35	104.35
		Total	285.01	277.32
2	Graduate Assistant	Basic	176.82	171.05
		VDA	104.35	104.35
3	Graduate Typist	Total	281.17	275.40
4	Non Graduate Typist	Basic	149.48	147.47
5	Electrician	VDA	104.35	104.35
6	Driver	Total	253.83	251.82
7	Literate Attender	Basic	148.43	146.42
		VDA	104.35	104.35
		Total	252.78	250.77
IV	Silk farms:			
1	Worm Tester (Worm Inspector)	Basic	151.67	149.57
		VDA	104.35	104.35
		Total	256.02	253.92
V	Office Staff:		Per Month	Per Month
1	Accountant	Basic	5771.22	5621.22
		VDA	2713.20	2713.20
		Total	8484.42	8334.42
2	Cashier	Basic	4597.22	4447.32
		VDA	2713.20	2713.20
		Total	7310.42	7160.52
3	Clerk	Basic	4597.32	4447.32
		VDA	2713.20	2713.20
		Total	7310.52	7160.52
4	Storekeeper	Basic	4397.32	4247.32
		VDA	2713.20	2713.20
		Total	7110.52	6960.52

Zone.I: Bruhut Bangalore Mahanagara Palike and Agglomeration

Areas and other City Corporations in the State.

Zone.II: Other than places mentioned in Zone.I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

61. SHOPS AND COMMERCIAL ESTABLISHMENTS

Notification No. KAE 89 LMW 2008 dated 04-07-2012

Minimum Wages With effect from 01-04-2012

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index: 6205– 4284 = 1921 points

Minimum wages and VDA from 01-04-2015to 31-03-2016.

SCHEDULE

Sl No	Class of Employment	Minimum rates of wages						
			Zone-1		Zone-2		Zone-3	
			Per day	Per month	Per day	Per month	Per day	Per month
	Group-I							
1	Manager	Basic	240.00	6240.00	228.00	5928.00	216.00	5616.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	328.66	8545.20	316.66	8233.20	304.66	7921.20
2	Pharmacist & Chemist	Basic	225.00	5850.00	213.00	5538.00	202.00	5252.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	313.66	8155.20	301.66	7843.20	290.66	7557.20
3	Supervisor	Basic	215.00	5590.00	204.00	5304.00	193.00	5018.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	303.66	7895.20	292.66	7609.20	281.66	7323.20
	Group-II:							
1	Salesmen/Sales Girl	Basic	190.00	4940.00	180.00	4680.00	171.00	4446.00
2	Compounder	VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
3	Photo-artist	Total	278.66	7245.20	268.66	6985.20	259.66	6751.20
4	Photographer							
5	Watch Mechanic / Repairer							
6	Radio Mechanic / Repairer							
7	T V Mechanic/ Repairer							
	Optical Mechanic/ Repairer							
9	Skilled labour in lift fixing installing establishment							
10	Technician/Mechanical Instrument shop							
11	Carpenter (Furniture shop)							
12	Polishing (Furniture shop)							
13	Refractionarian (Optical shop)	Basic	190.00	4940.00	180.00	4680.00	171.00	4446.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
14	Hair Dresser (in hair dressing saloon)	Total	278.66	7245.20	268.66	6985.20	259.66	6751.20
15	Air condition plant operator							
16	Umbrella / Suitcase maker							
17	Receptionist							

	Group-III							
1	Bill collector	Basic	185.00	4810.00	176.00	4576.00	167.00	4342.00
2	Bill clerk							
3	Godown Keeper	VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
4	Booking clerk	Total	273.66	7115.20	264.66	6881.20	255.66	6647.20
5	Assistant Sales man /Sales Girl							
6	Assistant Photo artists							
7	Shop Assistant							
8	Packer							
9	Gas Supplier							
10	Stove Repairer							
	Group-IV							
1	Messenger	Basic	180.00	4680.00	171.00	4446.00	162.00	4212.00
2	Weighing man							
3	Bicycle Fitter/repairer							
4	Workers engaged in drying, storing, washing, Ironing (in Laundry), measuring, loading and unloading in warehousing godowns, storerooms							
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	268.66	6985.20	259.66	6751.20	250.66	6517.20
5	Operator in Petrol Bunk							
6	Painter							
7	Fruit Juice or Lassi maker in the shops							
8	Workers engaged in grinding establishment services							
9	General workers (in all shops & commercial establishments other than in administration) and clerical cadre and who are not covered in any of the above categories)							

	Drivers							
1	Lorry Driver	Basic	210.00	5460.00	199.00	5174.00	189.00	4914.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	298.66	7765.20	287.66	7479.20	277.66	7219.20
2	Car/Jeep Driver	Basic	195.00	5070.00	185.00	4810.00	176.00	4576.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	283.66	7375.20	273.66	7115.20	264.66	6881.20
3	Lorry/Jeep/ Car Cleaner	Basic	175.00	4550.00	166.00	4316.00	158.00	4108.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	263.66	6855.20	254.66	6621.20	246.66	6413.20
	Group-V							
1	Gunny Stitcher	3.75 paise per bag (to stitch one bag) (ordinary gunny bag) 4.25 paise per bag (to stitch one bag) (cement, fertilizer, gunny bag)						
	Office staff							
1	Manager/Personal Officer	Basic	244.00	6344.00	231.00	6006.00	219.00	5694.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	332.66	8649.20	319.66	8311.20	307.66	7999.20
2	Assistant Manager/ Assistant Personal Officer	Basic	235.00	6110.00	223.00	5798.00	211.00	5486.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	323.66	8415.20	311.66	8103.20	299.66	7791.20
3	Accountant	Basic	225.00	5850.00	213.00	5538.00	202.00	5252.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	313.66	8155.20	301.66	7843.20	290.66	7557.20
4	Cashier	Basic	220.00	5720.00	209.00	5434.00	198.00	5148.00
5	Stenographer/Computer Operator	VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
6	Store keeper	Total	308.66	8025.20	297.66	7739.20	286.66	7453.20
7	Typist/Data Entry Operator	Basic	215.00	5590.00	204.00	5304.00	193.00	5018.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
8	Clerk	Total	303.66	7895.20	292.66	7609.20	281.66	7323.20
9	Office boy/peon/ watchman/ attender	Basic	175.00	4550.00	166.00	4316.00	158.00	4108.00
		VDA	88.66	2305.20	88.66	2305.20	88.66	2305.20
		Total	263.66	6855.20	254.66	6621.20	246.66	6413.20

Zone-1: Bruhat Bangalore Mahanagara Palike & Agglomeration areas & other City Corporations in the State.

Zone-2: All District headquarters (Other than the places mentioned in Zone-1)

Zone-3: Other than the places mentioned in Zone-1 & Zone-2

V.D.A: In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4284 points.

62. SPINNING MILLS INDUSTRY:

Notification No. KAE 74 LMW 2010 dated 23-01-2012

Published in Gazette dated 24-01-2012

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
	HIGHLY SKILLED			
1	Supervisor	Basic	5771.22	5621.22
		VDA	2713.20	2713.20
		Total	8484.42	8334.42
2	Maistry	Basic	4469.73	4302.32
		VDA	2713.20	2713.20
		Total	7182.93	7015.52
	SKILLED			
1	Electrician	Basic VDA Total:	4344.42 2713.20 7057.62	4274.91 2713.20 6988.11
2	Generator Operator			
3	Turner			
4	Welder			
5	Cone Winder			
6	Winding Fitter			
7	Carding Fitter			
8	Preparatory Fitter			
9	Fitter Blowroom			
10	Spinning Fitter			
11	Fitter Ring Prewar			
12	Swindle Gagers			
13	Sweeper			
14	Presser			
15	Stripper			
16	Stitcher & any other skilled labourer			
17	Driver	Basic	3995.93	3933.98
		VDA	2713.20	2713.20
		Total	6709.13	6647.18

	SEMI-SKILLED LABOURERS			
1	Carding Assistant	Basic VDA Total	4148.53 2713.20 6861.73	4100.72 2713.20 6813.92
2	Assistant Fitter			
3	Preparatory Asst. Fitter			
4	Yarn Conditioner			
5	Carding Worker			
6	Simplex Tentors	Basic VDA Total	4113.53 2713.20 6826.73	4100.72 2713.20 6813.92
7	Drawing Tentors			
8	Oilers			
9	Sider			
10	Resuck Weavers			
11	Asst. Peepers			
12	Cois Grinders			
13	Buttling Peepers & other Semi.Skilled Labourers			
	UNSKILLED			
1	Bell Brusher Attender	Basic VDA Total	3952.24 2713.20 6665.44	3902.27 2713.20 6615.47
2	Work Gap Attender			
3	Motor Attender			
4	Stitcher Attender			
5	Spinning Tape Stitcher			
6	Blowroom Attender			
7	Carding Attender			
8	Comber Tentor			
9	Doffing Boys			
10	Half.Carrier			
11	Mixing Attender, Mixing Helper			
12	Spinning Jobber			
13	Reelers			
14	Mixing Mazdoors			
15	Fitter Helper/ Helper			
16	Maintenance Helper			
17	Binding worker			
18	Weigher			
19	Waste Pickers			
20	Mazdoors			
21	Helper.cum.Winder			
22	Cleaning Gang			
23	Cleaner			
24	Watchman			
25	Sweeper and any other unskilled labourer			

OFFICE STAFF				
1	Manager/Personal Manager	Basic	5984.94	5834.94
		VDA	2713.20	2713.20
		Total	8698.14	8548.14
2	Accountant	Basic	5771.22	5621.22
		VDA	2713.20	2713.20
		Total	8484.42	8334.42
3	Stenographer	Basic	4697.32	4497.32
		VDA	2713.20	2713.20
		Total	7410.52	7210.52
4	Cashier	Basic	4597.32	4447.32
5	Clerk	VDA	2713.20	2713.20
6	Typist	Total	7310.52	7160.52
7	Store Keeper	Basic	4397.32	4247.32
		VDA	2713.20	2713.20
		Total	7110.52	6960.52
8	Office Boy / Peon / Watchman / Attender	Basic	4187.82	4037.82
		VDA	2713.20	2713.20
		Total	6901.02	6751.02

Zone-I: Bruhut Bangalore Mahanagara Palike and Agglomeration
Areas and other City Corporations in the State.

Zone-II: Other than places mentioned in Zone-I.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

**63. SPUN PIPES, CONCRETE PIPES, SANITARY FITTINGS, PCC,
RCS POLES AND RCC PIPES MANUFACTURING INDUSTRY**

Notification No. KAE 9 LMW 2010 dated 25.01.2011

Published in Gazette dated 3.3.2011

Minimum Wages With effect from 01.04.2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month:	
			Zone.I	Zone.II
	<u>I. HIGHLY SKILLED:</u>			
1	Engineer	Basic	5023.20	4957.20
2	Foreman	VDA	2713.20	2713.20
		Total:	7736.40	7670.40
3	Manager	Basic	4881.20	4816.20
4	Technical Supervisor	VDA	2713.20	2713.20
5	Supervisor	Total:	7594.40	7529.40
	<u>II. SKILLED:</u>			
1	Mechanic	Basic VDA Total:	4858.20 2713.20 7571.40	4792.20 2713.20 7505.40
2	Operator			
3	Moulder			
4	Burner			
5	Turner			
6	Welder			
7	Bar Bender			
8	Machine Operator			
9	Engine Driver			
10	Maistry			
11	Winder			
12	Other Skilled Labourer			
	<u>III. Semi.skilled:</u>			
1	Assistant Operator	Basic VDA Total:	4692.20 2713.20 7405.40	4626.20 2713.20 7339.40
2	Hammer man			
3	Moulder / Winder			
4	Other Semi.skilled Labourer			

	IV. Unskilled:			
1	Stone Cutter	Basic VDA Total:	4446.20 2713.20 7159.40	4436.20 2713.20 7149.40
2	Sand Cleaner			
3	Carrier			
4	Assistant			
5	Mazdoor			
6	Helper			
7	Mixer			
8	Pipe Manufacturer			
9	Cement Powdering worker			
10	Hamali			
11	Cleaner			
12	Sweeper			
13	Peon			
14	Other unskilled labour not shown above			
	<u>V. OFFICE STAFF:</u>			
1	Accountant	Basic	4726.20	4692.20
		VDA	2713.20	2713.20
2	Clerk	Total:	7439.40	7405.40
3	Typist	Basic	4551.20	4469.20
		VDA	2713.20	2713.20
		Total:	7264.40	7182.40
<p>Zone.I: Bangalore City Agglomeration Areas and District Headquarters Agglomeration Areas.</p> <p>Zone.II: Other than places mentioned in Zone.I above.</p> <p>V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.</p>				

64. STEEL ALMIRAHS, TABLES, CHAIRS AND OTHER STEEL FURNITURE INDUSTRY

Notification No. KAE 66 LMW 2007 dated 06-01-2011

Published in Gazette dated : 24-02-2011

Minimum Wages With effect from 01-04-2010

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 – 3944 =2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
I	HIGHLY SKILLED				
1	Supervisor	Basic VDA Total	4047.00 2034.90 6081.90	3981.00 2034.90 6015.90	3947.00 2034.90 5981.90
II	SKILLED				
1	Fitter	Basic VDA Total	3881.00 2034.90 5915.90	3815.00 2034.90 5849.90	3783.00 2034.90 5817.90
2	Mechanic				
3	Presser				
4	Turner				
5	Bender				
6	Tinker				
7	Fabricator				
8	Painting/Designer/ Strayer Polisher				
9	Sheet Metal Cutter & Mark Maker				
10	Almirah Maker, Body Maker, Cot, Table, Chair and other steel furniture				
III	SEMI SKILLED				
1	Assistant Welder	Basic VDA Total	3716.00 2034.90 5750.90	3650.00 2034.90 5684.90	3617.00 2034.90 5651.90
2	Assistant Bender				
3	Assistant Filter				
4	Assistant Mechanic /Other Semi skilled labourer				

IV	UNSKILLED				
1	Mazdoors	Basic	3471.00	3460.00	3454.00
2	Helper	VDA	2034.90	2034.90	2034.90
3	Cleaners	Total	5505.90	5494.90	5488.90
4	Assistant /Other unskilled				
V	OFFICE STAFF				
1	Clerk	Basic	3575.00	3509.00	3476.00
		VDA	2034.90	2034.90	2034.90
		Total	5609.90	5543.90	5510.90
2	Typist				
3	Peon	Basic	3471.00	3460.00	3454.00
		VDA	2034.90	2034.90	2034.90
4	Office Boy	Total	5505.90	5494.90	5488.90

Zone-I: Bangalore City Agglomeration Areas and City Corporation Agglomeration Areas in the State (City Corporations).

Zone-II: Shall comprise all District Headquarter

Zone-III: Shall comprise Other areas which are not covered in Zone-I & Zone-II.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 3 Paise per point over and above 3944 points.

65. STONE BREAKING & STONE CRUSHING

Notification No. KAE 76 LMW 2010 dated 12.10.2011

Published in Gazette dated 13.10.2011

Minimum Wages With effect from 01.04.2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205- 3944 =2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Maistries	Basic VDA Total:	4650.10 2713.20 7363.30
2	Drivers (Engine Static)	Basic VDA Total	3961.33 2713.20 6674.53
3	Blasters	Basic VDA Total:	3452.08 2713.20 6165.28
4	Blacksmith		
5	Stone Breaking		
6	Metal Jelly Crusher		
7	Labourers (Unskilled)		
8	Lorry Driver	Basic VDA Total:	4461.33 2713.20 7174.53
9	Cleaners attached to lorries	Basic VDA Total:	3777.58 2713.20 6490.78
10	Mazdoors, any other categories of unskilled employees not specified	Basic VDA Total:	3452.08 2713.20 6165.28

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

66. TANNERIES AND LEATHER MANUFACTURING:

Notification No. KAE 26 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index : 6205 - 4284 = 1921 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages		
		3	4	5
1	2			
	PART-I: TANNERIES -CHROME TANNING:		Per Day	Per Month
1	Scudders	Basic	214.00	5574.00
		VDA	88.66	2305.20
2	Goat Skin Knitters	Total	302.66	7879.20
3	Helpers	Basic	203.60	5293.60
		VDA	88.66	2305.20
4	Finishers	Total	292.26	7598.80
	TANNING & DYEING DEPARTMENT:			
1	Shavers	Basic	205.00	5330.00
2	Samming Helpers	VDA	88.66	2305.20
3	Shaving Learners	Total	293.66	7635.20
4	Helpers	Basic	198.60	5163.60
5	Drum Boys	VDA	88.66	2305.20
6	Splitters	Total	287.26	7468.80
	SETTING DEPARTMENT:			
1	Setting Machine Operators	Basic	204.30	5311.80
		VDA	88.66	1795.20
		Total	292.96	7107.00
2	Helpers	Basic	198.60	5163.60
		VDA	88.66	2305.20
3	Hand setters	Total	287.26	7468.80
	STAKING DEPARTMENT:			
1	Helpers	Basic	188.60	4903.00
2	Deters	VDA	88.66	2305.20
3	Skaters	Total	277.26	7208.20

	STRAINING DEPARTMENT:			
1	Helpers	Basic	188.60	4903.00
		VDA	88.66	2305.20
		Total	277.26	7208.20
2	Strainers			
	FINISHING DEPARTMENT:			
1	Helpers	Basic	179.30	4661.80
2	Seasoners	VDA	88.66	2305.20
3	Sprayers	Total	267.96	6967.00
	FINISHING MACHINERY DEPARTMENT:			
1	Buffing Machine Operators	Basic	204.50	5317.00
2	Emery Wheel Operators (2)	VDA	88.66	2305.20
3	Glazing Machine Operators (Cow)	Total	293.16	7622.20
4	Trimmers			
5	Press Machine Operators			
6	Hand Ironers			
7	Boarders			
8	Glazing Machine Operators			
9	Helpers	Basic	178.60	4643.60
		VDA	88.66	2305.20
		Total	267.26	6948.80
	FOUNDRY DEPARTMENT:			
1	Drivers	Basic	200.10	5202.60
2	Masons	VDA	88.66	2305.20
3	Carpenters	Total	288.76	7507.80
4	Fitters			
5	Setters	Basic	189.30	4921.80
		VDA	88.66	2305.20
		Total	277.96	7227.00
6	Helpers	Basic	178.60	4643.60
		VDA	88.66	2305.20
7	Driver Learners	Total	267.26	6948.80
	BARNWARD DEPARTMENT:			
1	Beamers	Basic	179.30	4661.80
		VDA	88.66	2305.20
2	Setters	Total	267.96	6967.00
	GENERAL: (Per month)			
1	Maistries	Basic	210.67	5477.60
		VDA	88.66	2305.20
		Total	299.33	7782.80

PART.II : OTHER TANNERIES VEGETABLE TANNING HIDES			
	<u>I. SOAKING</u>	Rs. 165.70 per unit	VDA Rs. 88.66 per day
1	Wet Sale hides		
2	Dry hides		
	<u>II. ELANGRAM:</u>		
	<u>A. Fleshing</u>		
1	Immediate after removing the hides from lime pits	Rs. 165.70 per unit	
2	Immediate after removing the hides from lime pits next day		
3	Buff hides for dhor (sole leather)		
4	Scudding buff for dhor		
	<u>B. Scudding:</u>		
1	Scudding on the grain side after fleshing immediate	Rs. 165.70 per unit	
2	Scudding next day		
3	Scudding on the grain side without fleshing		
	<u>III. MOTTU</u>		
	<u>A. Bask Scudding on the flesh side</u>	Rs. 165.70 per unit	
	<u>B. Myrabalon</u>		
1	First time scudding on the flesh side		
2	Second time scudding on the flesh side		
3	Oiling both sides of the hides after scudding to remove the moisture, etc.		

	IV. TANS OF SETTING			
	First on the grain side to smooth out wrinkles and to stretch the hides uniformly and then on the flesh side to scrap off the	Rs. 165.70 per unit		
	V. THOTTI			
	Removing and replacing hides in marks and myrobalan pits daily	Rs. 165.70 per unit		
	PART.III. LEATHER MANUFACTORY:	Per Pair		
I	a. Chappals (ordinary)	198.00	VDA Rs. 88.66 per day	
	b. Chappals made to order	177.80		
II	a. Shoes (ordinary)	204.60		
	b. Shoes (special made to order)	211.04		
III	a. Pump Shoes (ordinary)	200.20		
	b. Pump shoes (special made to order)	205.63		
IV	a. Boots (Ordinary)	211.00		
	b. Boots (special police or military type or made to order)	221.50		
	Office Staff		Per Day	Per Month
1	Manager/Personal Officer	Basic VDA Total	243.84 88.66 332.50	6339.00 2305.20 8644.20
2	Assistant Manager/ Assistant Personal Officer	Basic VDA Total	235.00 88.66 323.66	6110.00 2305.20 8415.20

3	Accountant	Basic	225.00	5850.00
		VDA	88.66	2305.20
		Total	313.66	8155.20
4	Cashier	Basic	220.00	5720.00
5	Stenographer/Computer Operator	VDA	88.66	2305.20
6	Store keeper	Total	308.66	8025.20
7	Typist/Data Entry Operator	Basic	215.00	5590.00
		VDA	88.66	2305.20
8	Clerk	Total	303.66	7895.20
9	Office boy/peon/ watchman/ attender	Basic	175.00	4550.00
		VDA	88.66	2305.20
		Total	263.66	6855.20

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4284points.

67. TAILORING INDUSTRY:

Notification No. KAE 1 LMW 2013 dated 21-02-2014

Minimum Wages With effect from 01-04-2014

Cost of Living Allowance to be paid over and above 5075 points

Cost of Living Index: 6205 - 5075 = 1130 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages					
			Zone-I		Zone-II		Zone-III	
			Per day	Per month	Per day	Per month	Per day	Per month
I	HIGHLY SKILLED:							
1	Designer	Basic	240.00	6240.00	235.00	6110.00	230.00	5980.00
2	Maker Doing Cutting	VDA	52.15	1356.00	52.15	1356.00	52.15	1356.00
3	Tailor	Total	292.15	7596.00	287.15	7466.00	282.15	7336.00
4	Cutter employed on designing & cutting							
II	SKILLED:							
1	Tailor Grade-1	Basic VDA						
2	Head Cook							
3	Driver		232.00	6032.00	227.00	5902.00	222.00	5772.00
4	Cutting Machine Operator		52.15	1356.00	52.15	1356.00	52.15	1356.00
5	Inspector	Total	284.15	7388.00	279.15	7258.00	274.15	7128.00
6	Tailor Maistry							
7	Layer who does cutting & marking							
III	SEMI-SKILLED:							
1	Ironer	Basic VDA Total						
2	Measurement Checker							
3	Watch & Ward		229.00	5954.00	224.00	5824.00	219.00	5694.00
4	Tailor Grade-II		52.15	1356.00	52.15	1356.00	52.15	1356.00
5	Button Hole Machine		281.15	7310.00	276.15	7180.00	271.15	7050.00
6	Over locker machine							
7	Button and Buttonhole stich							

IV	UNSKILLED:							
1	Packer	Basic VDA Total						
2	Helper		220.00	5720.00	215.00	5590.00	210.00	5460.00
3	Despatcher		52.15	1356.00	52.15	1356.00	52.15	1356.00
4	Mali		272.15	7076.00	267.15	6946.00	262.15	6816.00
5	Canteen Worker							
6	Server							
7	Trimmer							
8	Mazdoor							
9	Layer who spreads only							
10	Tailor Grade-III							
11	Any other category of unskilled worker not specified above							
V	Drivers							
1	Lorry Driver	Basic VDA Total	246.50 52.15 298.65	6409.20 1356.00 7765.20	235.50 52.15 287.65	6123.20 1356.00 7479.20	225.50 52.15 277.65	5863.20 1356.00 7219.20
2	Car/Jeep Driver	Basic VDA Total	231.50 52.15 283.65	6019.20 1356.00 7375.20	221.50 52.15 273.65	5759.20 1356.00 7115.20	212.50 52.15 264.65	5525.20 1356.00 6881.20
3	Lorry/Jeep/Car Cleaner	Basic VDA Total	211.50 52.15 263.65	5499.20 1356.00 6855.20	202.50 52.15 254.65	5265.20 1356.00 6621.20	194.50 52.15 246.65	5057.20 1356.00 6413.20
VI	OFFICE STAFF:							
1	Manager/Personal Officer	Basic VDA Total	280.50 52.15 332.65	7293.20 1356.00 8649.20	267.50 52.15 319.65	6955.20 1356.00 8311.20	255.50 52.15 307.65	6643.20 1356.00 7999.20
2	Assistant Manager/ Assistant Personal Officer	Basic VDA Total	271.50 52.15 323.65	7059.20 1356.00 8415.20	259.50 52.15 311.65	6747.20 1356.00 8103.20	247.50 52.15 299.65	6435.20 1356.00 7791.20
3	Accountant	Basic VDA Total	261.50 52.15 313.65	6799.20 1356.00 8155.20	249.50 52.15 301.65	6487.20 1356.00 7843.20	238.50 52.15 290.65	6201.20 1356.00 7557.20
4	Cashier	Basic VDA	256.50 52.15	6669.20 1356.00	245.50 52.15	6383.20 1356.00	234.50 52.15	6097.20 1356.00
5	Stenographer/Computer Operator	Total	308.65	8025.20	297.65	7739.20	286.65	7453.20
6	Store keeper							

7	Typist/Data Entry Operator							
		Basic	251.50	6539.20	240.50	6253.20	229.50	5967.20
		VDA	52.15	1356.00	52.15	1356.00	52.15	1356.00
8	Clerk	Total	303.65	7895.20	292.65	7609.20	281.65	7323.20
9	Office boy/peon/watchman/attender							
		Basic	211.50	5499.20	202.50	5265.20	194.50	5057.20
		VDA	52.15	1356.00	52.15	1356.00	52.15	1356.00
		Total	263.65	6855.20	254.65	6621.20	246.65	6413.20

Zone - I : Bruhat Bangalore Mahanagara Palike Areas.

Zone - II : Remaining areas of Mahanagara Palika's in the State.

Zone - III : Other than the places mentioned in Zone-1 & Zone-2

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 5075 points.

68. TEXTILE (SILK) INDUSTRY:

Notification No. KAE 75 LMW 2010 dated 23-1-2012

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment	Wages per day	
1	2	3	
	Group - I Silk Charaka and Silk Filature Establishments:		
I-A			
1	Cocoon sorters	Basic VDA Total	161.07 104.35 265.42
2	Cookers		
3	Reelers		
4	Charaka Turners		
5	Twisters		
6	Silk Waste Cleaners		
7	Silk Packers		
8	Hank Makers		
9	Dryers		
10	Waste Pickers		
11	Weighers		
12	Oil Fillers		
13	Draft Pickers		
14	Bundlers and Packers		
I-B			
1	Charaka Reelers	Basic VDA Total	171.57 104.35 275.92
2	Fireman (chargeman)		
3	Reelers		
4	Twisters		
5	Gill Roving Tenters		
6	Ring Frame Boys		
7	Banders		
8	Gas Pinners		
9	Soiling spinning boys		
10	Coomb spinners		

I-C			
1	Pressers	Basic	173.67
2	Gassers	VDA	104.35
3	Gas Plant Attender	Total	278.02
Group - 2 : Twisting section (pure silk & art silk)			
II-A			
1	Winders	Basic VDA Total	161.07
2	Twisters		104.35
3	Doublers		265.42
4	Reelers		
II-B			
1	Warpers	Basic	171.57
2	Twisting Assistant	VDA	104.35
		Total	275.92
Group - 3 : Weaving Calendering and processing Section			
III-A			
1	Pern Winder	Basic VDA Total	161.07
2	Warp Assistant		104.35
3	Card Punchers		
4	Card Lacers		
5	Back Sizers		
6	Cloth Examiners		
7	Hand and machine folder		
8	Back Calender man		
9	Hand sewer, stitcher, marker, bundler, fringer		
10	Hand ironing man		
11	Assistant machine man		
12	Scaping machine man		
13	Winchman, Kirman, Stenter machine man, washing man, bleaching man, hydro extractor machine man		
III-B			
1	Front calendar man	Basic	171.57
2	Developing man, editing man	VDA	104.35
3	Contrast pally preparators & dyers	Total	275.92
III-C			
1	High Speed Warpers	Basic VDA Total	172.62
2	Designers		104.35
3	Knotters or piecers		276.97
4	Lace wrappers		
5	Weavers plain carpet weavers		
6	Finisher		
7	Printing machine man		

III-D			
1	Head designers	Basic	225.97
2	Weavers dobby with drop box	VDA	104.35
		Total	330.32
III-E			
1	Weavers (Jacquard)	Basic	222.54
		VDA	104.35
		Total	326.89
III-F			
1	Other Fancy Weavers	Basic	225.77
		VDA	104.35
		Total:	330.12
	Group - 4 : Maintenance Section : (Power plant and		
IV-A			
1	Oil man	Basic VDA Total	171.57 104.35 275.92
2	Fire man		
3	Lorry cleaner		
4	Pump man		
5	Cobbler		
IV-B			
1	Wireman, Fitter, Blacksmith	Basic VDA Total	176.82 104.35 281.17
2	Turners		
3	Shapers		
4	Plumbers		
5	Boiler attender		
6	Carpenter		
7	Mechanic		
8	Welders		
9	Engine driver		
10	Electrician		
11	Lorry driver		
12	Mechanical foreman		
13	Mason		
	Group - 5 : General Administration (Clerical and		
V-A			
1	Mazdoor, Peon, Watchman, Waterman, mali, Sweeper	Basic	161.07
		VDA	104.35
2	Assistant	Total	265.42
V-B			
1	Time Keeper	Basic	171.57
		VDA	104.35
		Total	275.92
V-C	Store Keeper	Basic	169.11
		VDA	104.35
		Total	273.46

V-D			
1	Maistry, Supervisor, Jobber	Basic VDA Total	176.82 104.35 281.17
2	Clerk		
3	Typist		
4	Cashier		
5	Superviser	Basic VDA Total	221.97 104.35 326.32
V-E			
1	Assistant Manager	Basic VDA Total	221.97 104.35 326.32
2	Accountant		
V-F			
1	Master	Basic VDA Total	230.19 104.35 334.54
2	Manager		

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

69. TILE INDUSTRY

Notification No. KAE 33 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

Cost of Living Allowance to be paid over and above 4284 points

Cost of Living Index : 6205 - 4284 =1921 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per day:		
1	2		3	
			Per Day	Per Month
I	Skilled			
1	Burner/Fireman	Basic VDA Total:	220.00	5720.00
2	Fitter		99.74	2593.35
3	Blacksmith		319.74	8313.35
4	Turner			
5	Machinist			
6	Tile Moulder			
7	Carpenters			
8	Mason			
9	Wheel Turner			
II	SEMI SKILLED			
1	Dye Operator	Basic VDA Total		5330.00 2593.35 7923.35
2	Pan Milt Attender		205.00 99.74 304.74	
3	Winch Operator			
4	Bug Mill Attender			
5	De.airing Attender			
6	Tile Receiver			
7	Flunger Car Operator			
8	Mould Operator			
9	Ridge Tile Operator			
10	Sorter			
11	Stocker			
12	Fire Wood Splitter			
13	Setter			
14	Assistant to Skilled Worker			

III	UN SKILLED			
1	Truck Pusher	Basic VDA Total	190.00 99.74 289.74	4940.00 2593.35 7533.35
2	Spade Worker			
3	Black Cutter			
4	Measurer and Mixer			
5	Clay carrier			
6	Feeder			
7	Conveyor and Span Belt Cleaner and Attender			
8	Slab Polisher			
9	Slab Cutter			
10	Slab Placer & Remover			
11	Tile Remover			
12	Tile Placer			
13	Trimmer & Polisher			
14	Loader & Unloader			
15	Mazdoor			
16	Sweeper			
17	Watchman			
18	Attender / Peon			
19	Mazdoors, other Un.skilled employees not specified above			
IV	Drivers			
1	Lorry Driver	Basic VDA Total	220.00 99.74 319.74	5720.00 2593.35 8313.35
2	Jeep/Car Driver	Basic VDA Total	200.00 99.74 299.74	5200.00 2593.35 7793.35
V	Office Staff			
1	Manager/Personal Officer	Basic VDA Total	243.84 99.74 343.58	6339.00 2593.35 8932.35
2	Assistant Manager/ Assistant Personal Officer	Basic VDA Total	235.00 99.74 334.74	6110.00 2593.35 8703.35
3	Accountant	Basic VDA Total	225.00 99.74 302.67	5850.00 2593.35 7869.60
4	Cashier	Basic VDA Total	220.00 99.74 319.74	5720.00 2593.35 8313.35
5	Stenographer/Computer Operator			
6	Store keeper			

7	Typist/Data Entry Operator			
		Basic	215.00	5590.00
		VDA	99.74	2593.35
8	Clerk	Total	314.74	8183.35
9	Office boy/peon/ watchman/ attender			
		Basic	175.00	4550.00
		VDA	99.74	2593.35
		Total	274.74	7143.35

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4.5 Paise per point over and above 4284 points.

70. TODDY TAPPING

Notification No. KAE 5 LMW 2011 dated 23-01-2012

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 - 3944 = 2261 points

Minimum wages and VDA from 01-04-2015 to 31-03-2016.

SCHEDULE

Sl.No	Class of Employment		Minimum rates of wages			
			Skilled		Semi-skilled	
			Per Month	Per Day	Per Month	Per Day
1	Tappers (for tapping 30 date trees per day where helpers are provided)	Basic VDA Total	3770.08 2713.20 6483.28	145.00 104.35 249.35	3466.48 2713.20 6179.68	133.32 104.35 237.67
2	Tappers for tapping 10 Bhagini (Sagopalm Toddy) or Palmyra or coconut trees per day)	Basic VDA Total	3805.73 2713.20 6518.93	146.37 104.35 250.72	3760.88 2713.20 6474.08	144.64 104.35 248.99
			Per Month		Per Day	
3	Sellers	Basic VDA Total	3775.00 2713.20 6488.20		145.19 104.35 249.54	
4	Bottle Fillers, Cleaners, etc.	Basic	3750.00		144.23	
5	Suppliers and Depot Workers	VDA Total	2713.20 6463.20		104.35 248.58	

6	Chowkidars	Basic	3760.88	144.64
		VDA	2713.20	104.35
		Total	6474.08	248.99
7	Accountant/Cashier / Clerk	Basic	3794.23	145.93
		VDA	2713.20	104.35
		Total	6507.43	250.28
8	Lorry Drivers	Basic	3944.23	151.70
		VDA	2713.20	104.35
		Total	6657.43	256.05
9	Jeep/Car Drivers	Basic	3794.23	145.93
		VDA	2713.20	104.35
		Total	6507.43	250.28
10	Helpers (General) / Cleaners of Vehicles / Miscellaneous Transporters / Other Workers	Basic	3741.33	143.89
		VDA	2713.20	104.35
		Total	6454.53	248.24

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

71. Urban Local Bodies /Town and Village Panchayats

Notification No. KAE 152 LMW 2008, dated 21.2.2011

Published in Gazette dated 17.3.2011

Minimum Wages with effect from 17.3.2011

Cost of Living Allowance to be paid over and above 3944 points

Cost of Living Index: 6205 – 3944 = 2261 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl. No	Class of Employment	Minimum rates of wages payable for different zones						
		BBMP and All other City Corporations of the State			All Municipalities		All Town Municipaiities Pattana Panchayath and gram panchayats	
			Per month	Per day	Per month	Per day	Per month	Per day
1	2							
1	Clerk/ Computer Operator/ Data Entry Operator/ Tax Collector/ Electrician and other skilled workers	Basic VDA Total	5881.20 2713.20 8594.40	226.20 104.35 330.55	5532.80 2713.20 8246.00	212.20 104.35 316.55	4919.20 2713.20 7632.40	189.20 104.35 293.55
2	Pump Operator, Mechanic, Balawadi Workers, Drivers and other Semi. Skilled Labourers	Basic VDA Total	5647.20 2713.20 8360.40	217.20 104.35 321.55	5304.00 2713.20 8017.20	204.00 104.35 308.35	4808.70 2713.20 7521.90	184.95 104.35 289.30
3	Waterman	Basic VDA Total	5413.20 2713.20 8126.40	208.20 104.35 312.55	5075.20 2713.20 7788.40	195.20 104.35 299.55	4698.20 2713.20 7411.40	180.70 104.35 285.05
4	Peons/ Attender	Basic VDA Total	5179.20 2713.20 7892.40	199.20 104.35 303.55	4846.40 2713.20 7559.60	186.40 104.35 290.75	4587.70 2713.20 7300.90	176.45 104.35 280.80
5	Loading & Unloading work, Sweeping the roads, Sewerage, Bathroom and latrines Cleaning and other unskilled Labourers	Basic VDA Total	5044.00 2713.20 7757.20	194.00 104.35 298.35	4264.00 2713.20 6977.20	164.00 104.35 268.35	3484.00 2713.20 6197.20	134.00 104.35 238.35

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 3944 points.

72. CO.OPERATIVE SOCIETIES/INDUSTRY

Notification No. KAE 38 LMW 2012 dated :14.05.2013

Published in Gazette dated 14-05-2013

Minimum Wages With effect from 14.05.2013

Cost of Living Allowance to be paid over and above 4624 points

Cost of Living Index: 6205 -4624 =1581 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl No	Class of Employment		Minimum rates of wages					
			Zone-1		Zone-2		Zone-3	
			Per day	Per month	Per day	Per month	Per day	Per month
1	Secretary / Manager	Basic	259.61	6750.00	246.15	6400.00	234.23	6090.00
		VDA	72.97	1897.20	72.97	1897.20	72.97	1897.20
		Total	332.58	8647.20	319.12	8297.20	307.20	7987.20
2	Assistant Secretary / Assistant Manager	Basic	250.00	6500.00	237.50	6175.00	225.61	5866.00
		VDA	72.97	1897.20	72.97	1897.20	72.97	1897.20
		Total	322.97	8397.20	310.47	8072.20	298.58	7763.20
3	Supervisor / Superintendent	Basic	240.38	6250.00	228.34	5937.00	216.92	5640.00
		VDA	72.97	1897.20	72.97	1897.20	72.97	1897.20
		Total	313.35	8147.20	301.31	7834.20	289.89	7537.20
4	Accountant / Cashier	Basic	234.61	6100.00	222.88	5795.00	211.53	5500.00
		VDA	72.97	1897.20	72.97	1897.20	72.97	1897.20
		Total	307.58	7997.20	295.85	7692.20	284.50	7397.20
5	First Division Assistant/ Store Keeper							
6	Stenographer							
7	Typist / Data Entry Operator/ Computer Operator	Basic	228.84	5950.00	215.38	5600.00	203.84	5300.00
8	Bill Collector / Pigmy Collector	VDA	72.97	1897.20	72.97	1897.20	72.97	1897.20

9	Second Division Assistant / Assistant Store Keeper	Total	301.81	7847.20	288.35	7497.20	276.81	7197.20
10	Telephone Operator / Receptionist							
11	Salesmen / Sales Girl / Go down	Basic	225.38	5860.00	213.84	5560.00	203.00	5280.00
		VDA	72.97	1897.20	72.97	1897.20	72.97	1897.20
12	Weighing man	Total	298.35	7757.20	286.81	7457.20	275.97	7177.20
13	Office Boy/Peon/ Watchmen / Attender	Basic	195.00	5070.00	185.00	4810.00	176.00	4576.00
		VDA	72.97	1897.20	72.97	1897.20	72.97	1897.20
14	Loader / unloder	Total	267.97	6967.20	257.97	6707.20	248.97	6473.20
15	Sweeper / Scavenger & other unskilled workers							
16	Lorry Driver	Basic	225.38	5860.00	213.84	5560.00	203.00	5280.00
		VDA	72.97	1897.20	72.97	1897.20	72.97	1897.20
		Total	298.35	7757.20	286.81	7457.20	275.97	7177.20
17	Car / Jeep Driver	Basic	210.38	5470.00	200.00	5200.00	190.38	4950.00
		VDA	72.97	1897.20	72.97	1897.20	72.97	1897.20
		Total	283.35	7367.20	272.97	7097.20	263.35	6847.20
18	Lorry/Car/Jeep Cleaner	Basic	195.00	5070.00	185.00	4810.00	178.00	4628.00
		VDA	72.97	1897.20	72.97	1897.20	72.97	1897.20
		Total	267.97	6967.20	257.97	6707.20	250.97	6525.20

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4624 points.

73. CRYSTAL CUTTING, POLISHING AND ORNAMENT MANUFACTURE

Notification No. KAE 39 LMW 2012 dated : 14.05.2013

Published in Gazette dated 14-05-2013

Cost of Living Allowance to be paid over and above 4624 points

Cost of Living Index : 6205 -4624 =1581 points

Minimum wages and VDA from 01.04.2015 to 31.03.2016.

SCHEDULE

Sl No	Class of Employment		Minimum rates of wages			
			Zone.1		Zone.2	
			Per day	Per month	Per day	Per month
I	Highly Skilled					
1	Trainer	Basic	230.76	6000.00	219.23	5700.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	303.73	7897.20	292.20	7597.20
2	Ornaments maker	Basic	223.07	5800.00	211.53	5500.00
		VDA	72.97	1897.20	72.97	1897.20
3	Ornaments/Jewelry designer	Total	296.04	7697.20	284.50	7397.20
4	Ornaments repairer	Basic	219.23	5700.00	207.69	5400.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	292.20	7597.20	280.66	7297.20
II	Skilled					
1	Ornaments/Jewelry Soldering/ Repairer	Basic	215.38	5600.00	203.84	5300.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	288.35	7497.20	276.81	7197.20
2	Polishing & Shining of ornaments					
3	Silver work	Basic	211.53	5500.00	200.00	5200.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	284.50	7397.20	272.97	7097.20
4	Dye cutting					
5	Gold Smith	Basic	207.69	5400.00	196.15	5100.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	280.66	7297.20	269.12	6997.20
6	Cutting & Polishing					

III	<u>Semi Skilled</u>					
1	Salesmen	Basic	203.84	5300.00	197.00	5122.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	276.81	7197.20	269.97	7019.20
2	Checking/Cutting staff	Basic	200.00	5200.00	195.00	5070.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	272.97	7097.20	267.97	6967.20
IV	<u>Office Staff</u>					
1	Manager	Basic	259.61	6750.00	246.15	6400.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	332.58	8647.20	319.12	8297.20
2	Assistant Manager/ Supervisor	Basic	250.00	6500.00	237.50	6175.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	322.97	8397.20	310.47	8072.20
3	Accountant/Clerk/ Cashier	Basic	234.61	6100.00	222.88	5795.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	307.58	7997.20	295.85	7692.20
4	Computer Operator/Typist	Basic	228.84	5950.00	215.38	5600.00
		VDA	72.97	1897.20	72.97	1897.20
		Total	301.81	7847.20	288.35	7497.20
5	Helpers/ Cleaners	Basic	195.00	5070.00	185.00	4810.00
6	Shop assistant	VDA	72.97	1897.20	72.97	1897.20
7	Peon/Watchman	Total	267.97	6967.20	257.97	6707.20

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 4624 points.

74. CLOTH DYEING AND PRINTING

Notification No. KAE 40 LMW 2012 dated 17.05.2014

Minimum Wages With effect from 17.05.2014

Cost of Living Allowance to be paid over and above 5075 points

Cost of Living Index: 6205 – 5075=1130 points

Minimum wages and VDA from 17.05.2015 to 31.03.2016.

SCHEDULE

Sl No.	Class of Employment	Minimum rates of wages		
			Per month	Per day
I	HIGHLY SKILLED:			
1	Manager/Production Manager / Printing Manager	Basic	7301.19	280.81
		VDA	1356.00	52.15
		Total	8657.19	332.96
2	Supervisor/ Assistant Manager	Basic	7041.19	270.81
		VDA	1356.00	52.15
		Total	8397.19	322.96
3	Designer/ Printers	Basic	6859.06	263.81
		VDA	1356.00	52.15
		Total	8215.06	315.96
4	Chemical Mixerers	Basic	6703.06	257.81
		VDA	1356.00	52.15
5	Heating the yarns in chemicals	Total	8059.06	309.96
II	SKILLED:			
1	Electrician	Basic	6547.06	251.81
		VDA	1356.00	52.15
		Total	7903.06	303.96
2	Winder/Fitter/Fireman	Basic	6443.06	247.81
		VDA	1356.00	52.15
		Total	7799.06	299.96
3	Spinning/Spinning Maintainance	Basic	6339.06	243.81
		VDA	1356.00	52.15
4	Chording/Zone Clearing	Total	7695.06	295.96
5	Tanning of yarns	Basic	6261.06	240.81
		VDA	1356.00	52.15
6	Cloth Dyers	Total	7617.06	292.96
7	Roter Operator / Roll coverers	Basic	6157.06	236.81
		VDA	1356.00	52.15
8	Treshers	Total	7513.06	288.96
III	SEMI-SKILLED:			

1	Printing Helper/Operator Attender	Basic	5949.06	228.81
2	Seperators of the yarns/ Tape man	VDA	1356.00	52.15
3	Packers	Total	7305.06	280.96
IV	UNSKILLED:			
1	Spinning Helpers /Packers	Basic	5663.06	217.81
		VDA	1356.00	52.15
2	Mixers /Frame Coolies/ Dryers	Total	7019.06	269.96
3	Helpers / Cleaners	Basic	5490.94	211.19
		VDA	1356.00	52.15
		Total	6846.94	263.34
V	DRIVERS:			
1	Lorry Driver	Basic	6417.06	246.81
		VDA	1356.00	52.15
		Total	7773.06	298.96
2	Car/Jeep Driver	Basic	6027.06	231.81
		VDA	2305.20	88.66
		Total	8332.26	320.47
3	Lorry/Jeep/Car Cleaner	Basic	5507.06	211.81
		VDA	1356.00	52.15
		Total	6863.06	263.96
VI	OFFICE STAFF:			
1	Manager/Personal Officer	Basic	7301.19	280.81
		VDA	1356.00	52.15
		Total	8657.19	332.96
2	Assistant Manager/ Assistant Personal Officer	Basic	7041.06	270.81
		VDA	1356.00	52.15
		Total	8397.06	322.96
3	Accountant / Cashier/ Clerk/ Store keeper	Basic	6640.92	255.42
		VDA	1356.00	52.15
		Total	7996.92	307.57
4	Stenographer/Computer Operator/Receptionist	Basic	6490.90	249.65
		VDA	1356.00	52.15
		Total	7846.90	301.80
5	Office boy/peon/ watchman/attender/Sweeper/Gardner	Basic	5490.94	211.19
		VDA	1356.00	52.15
		Total	6846.94	263.34

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 5075 points.

ಕಾರ್ಮಿಕ ಇಲಾಖೆಯ ಅಧೀನದಲ್ಲಿರುವ ಮಂಡಳಿಗಳ ಮಾಹಿತಿ

ಕ್ರ. ಸಂ	ಮಂಡಳಿಯ ಹೆಸರು	ವಿಳಾಸ	ದೂರವಾಣಿ	ಇ-ಮೇಲ್	ಫ್ಯಾಕ್ಸ್ ಸಂಖ್ಯೆ	ವೆಬ್ ಸೈಟ್
1	ರಾಷ್ಟ್ರೀಯ ಸ್ವಾಸ್ಥ್ಯ ಬಿಮಾ ಯೋಜನಾ ಸೊಸೈಟಿ	ಕಾರ್ಮಿಕ ಆಯುಕ್ತರು ಹಾಗೂ ಅಧ್ಯಕ್ಷರವರ ಕಛೇರಿ, ಕರ್ನಾಟಕ ರಾಜ್ಯ ರಾಷ್ಟ್ರೀಯ ಸ್ವಾಸ್ಥ್ಯ ಬಿಮಾ ಯೋಜನಾ ಸೊಸೈಟಿ “ಕಾರ್ಮಿಕ ಭವನ”, ಡೈರಿ ಸರ್ಕಲ್, ಬನ್ನೇರುಘಟ್ಟ ರಸ್ತೆ, ಬೆಂಗಳೂರು	080-26654884 / 26650154 / 08026086278	ceorsbykarnataka@gmail.com	080-26654884	www.rsby.net
2	ಕರ್ನಾಟಕ ಕಟ್ಟಡ ಮತ್ತು ಇತರೆ ನಿರ್ಮಾಣ ಕಾರ್ಮಿಕರ ಕಲ್ಯಾಣ ಮಂಡಳಿ, ಬೆಂಗಳೂರು	ಕರ್ನಾಟಕ ಕಟ್ಟಡ ಮತ್ತು ಇತರೆ ನಿರ್ಮಾಣ ಕಾರ್ಮಿಕರ ಕಲ್ಯಾಣ ಮಂಡಳಿ,ಕೌಶಲ್ಯ ಭವನ, ಬನ್ನೇರುಘಟ್ಟ ರಸ್ತೆ, ಬೆಂಗಳೂರು	080-26644312-13-14-15	Karbuildworkerswelfare@gmail.com	080-22453646	www.karbw.com
3	ಕರ್ನಾಟಕ ರಾಜ್ಯ ಅಸಂಘಟಿತ ಕಾರ್ಮಿಕರ ಸಾಮಾಜಿಕ ಭದ್ರತಾ ಮಂಡಳಿ	ಕರ್ನಾಟಕ ರಾಜ್ಯ ಅಸಂಘಟಿತ ಕಾರ್ಮಿಕರ ಸಾಮಾಜಿಕ ಭದ್ರತಾ ಮಂಡಳಿಯ ಕಛೇರಿ, ಕಾರ್ಮಿಕ ಭವನ, ಬನ್ನೇರುಘಟ್ಟ ರಸ್ತೆ, ಬೆಂಗಳೂರು	080-26631583 - 584 080-26086254	kuwssb@gmail.com	080-26631584	-
4	ಬಾಲ ಕಾರ್ಮಿಕ ಯೋಜನಾ ಸೊಸೈಟಿ	ಬಾಲ ಕಾರ್ಮಿಕ ಯೋಜನಾ ಸೊಸೈಟಿ, ಕಾರ್ಮಿಕ ಇಲಾಖೆ, ಬನ್ನೇರುಘಟ್ಟ ರಸ್ತೆ, ಬೆಂಗಳೂರು	080-26531251 080-26086228 080-26086117	jointlabourcommissioner@yahoo.com	080-26531251	-
5	ಕಾರ್ಮಿಕ ಕಲ್ಯಾಣ ಮಂಡಳಿ	ಕಾರ್ಮಿಕ ಕಲ್ಯಾಣ ಭವನ, ನಂ.48, ಮತ್ತಿಕೆರೆ ಮುಖ್ಯ ರಸ್ತೆ, ಯಶವಂತಪುರ, ಬೆಂಗಳೂರು-22	080-23570266 080-23475188	Welfarecommissioner123@gmail.com	080-23570266 080-23475188	www.klb-kar.com