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63.	Steel Almirahs, Tables, Chairs And Other Steel Furniture Industry
64.	Stone Breaking & Stone Crushing
65.	Tanneries And Leather Manufacturing:
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67.	Textile (Silk) Industry:
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71.	Employment not covered in any of the scheduled employments



GOVERNMENT OF KARNATAKA

**No. DES-01-PWX-2012
Statistics,**

**Directorate of Economics and
7th Floor, M.S. Building,
Dr.B.R.Ambedkar Veedhi,
Bangalore-560 001, Dated: 06-02-2012**

**Release of Karnataka State Annual Average Consumer Price Index Numbers for
industrial workers.**

The State Annual Average of Consumer Price Index Numbers for industrial workers for the year 2011 is as follows:

Karnataka State Annual Average (Base-1987-88=100)	544
Index converted to 1960 Base (Linking factor = 8.5)	4624

Note: Karnataka State average consumer price index Numbers for the calendar year 2011 is based on the State monthly weighted average index of the following 16 Centres,

Central Series: 1) Bangalore, 2) Belgaum, 3) Hubli-Dharwad, 4) Madiceri, 5)

Mysore.

State Series: 1) Bellary, 2) Bhadravathi, 3) Davanagere, 4) Dandeli, 5) Gulbarga,
6) Harihara, 7) Hassan, 8) Mandya, 9) Mangalore, 10) Raichur 11) Tumkur.

Sd/-

(U.R.Subramanya)
**JOINT DIRECTOR
SIP DIVISION**



**GOVERNMENT OF KARNATAKA
DEPARTMENT OF LABOUR**

No. DLC(P&S)/CPI/2011-12
Office of the

Commissioner of Labour in Karnataka,
Karmika Bhavana, Bannerghatta Road,
Bangalore-560 029.
Dated: 07-03-2012

Karnataka State Annual Average Consumer Price Index for 2011	4624
Karnataka State Annual Average Consumer Price Index for 2010	4284
Enhanced Consumer Price Index Policy for 2010 (With effect from 1-4-2012 to 31-3-2013)	340

**Sd/-
for COMMISSIONER OF LABOUR.**

Method of Calculation of VDA in respect of all Scheduled Employments

Monthly Rate Employee:

Yearly increase in CPI Points x Rate of D.A x 30 days = 1 Month VDA

Daily Rate Employee:

$$\frac{\text{Yearly increase in CPI Points} \times \text{Rate of D.A} \times 30 \text{ days}}{26} = 1 \text{ Day VDA}$$

Conditions:

- 1) To determine the daily rates of Wages, monthly wage shall be divided by 26 in order to pay weekly holiday wages in a month.
- 2) Paise to be rounded off to nearest 50 paise or to a Rupee.
- 3) If any employee/workmen works on the day of weekly off or on declared National & Festival holidays, he/she shall be paid double the rates of Minimum Wages.
- 4) If any employee/workmen works more than 8 hours in a day he/she shall be paid double the rates of Wages over & above 8 hours.
- 5) If any employee/workmen is receiving higher rates of wages over and above the minimum wages, shall continued to be paid such higher rates of Wages & increased variable dearness allowance (VDA) from time to time.
- 6) Employer has to pay the minimum rates of wages in the respective columns as prescribed in the respective minimum wages notifications.
- 7) For more details, you may refer the respective minimum wages notifications.

CONSUMER PRICE INDEX IN KARNATAKA

YEAR	CPI POINTS	VDA PAYABLE DURING <u>THE YEAR</u>	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

1. AGRICULTURAL WORKS

Notification No. KAE 96 LMW 2005 dated 30-07-07

Published in Gazette dated 31-07-07

Minimum Wages With effect from 31-07-07

Cost of Living Allowance to be paid over and above 2967 points

Cost of Living Index: 4624 - 2967 =1657 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

S C H E D U L E

Sl. No.	Category of work		Prescribed Minimum Rates of Wages per day		
			Dry Land Rs. Ps.	Wet Land Rs. Ps.	Garden Land Rs. Ps.
1	2		3	4	5
CATEGORY-A		Basic	100.00	100.00	100.00
1. Up-rooting		VDA	57.34	57.34	57.34
		Total	157.34	157.34	157.34
2	Excavating				
3	Tractor Ploughing				
4	Breaking lumps of soil				
5	Trimming of bunds				
6	Alignment & Leveling of bunds				
7	Ploughing to form bunds				
8	Making beds for close broad casting				
9	Carrying out kunte and halube operations				
10	Working in bushes and carrying out kunte, halube operations to cover soil on seeds broadcasted	Basic	100.00	100.00	100.00
		VDA	57.34	57.34	57.34
		Total	157.34	157.34	157.34
11	Sowing				
12	Drill Sowing				
13	Transplanting				

14	Lifting water from picotta and lifting water				
15	Spacing by removal of intervening plants in paddy area				
16	Mid term cultivation				
17	Casting soil to the roots of garden crops, sugarcane, Maize and potato crops				
18	Plant protection operation				
19	Harvesting a) Cutting b) Thrashing c) Winnowing				
20	Transportation of produce				
21	Ploughing by Tractor				
22.	Leveling the land for paddy cultivation				
23	Thinning of Sugarcane				
24	To tie up Sugarcane to avoid swaying				
25	Transportation of Manure				
26	Feeding Manure				
27	Feeding Chemical Manure				
28	Trimming the seedlings mixing Chemical Manure				
29	Winnowing	Basic	100.00	100.00	100.00
30	Cleaning	VDA	57.34	57.34	57.34
31	Other works	Total	157.34	157.34	157.34
32	Transplanting in dry land				
33	Irrigation				
34	Plucking (in cotton crops)				
35	Tandu Leaves (Beedi Leaves)		30.00	30.00	30.00

1.	CATEGORY: B Watching over the Birds				
2	Driving out Birds from eating the crops				
3	Grazing cows and washing the cattle				
4	Grazing cattle, sheep and goats	Basic	100.00	100.00	100.00
		VDA	57.34	57.34	57.34
5	Poultry and piggary farm works	Total	157.34	157.34	157.34
1	CATEGORY: C Jaggery making				
2	Curing Tabacco				
3	Immanulation in hybrids seeds production				
4	Pruning work in grape farms				
5	Baking arecanut				
6	Other works in areca-nut and coconut farms				
7	Other works in plant nursery fruit and flowers cultivation				
8	Harvesting betel leaf and pepper				
9	Trimming and spraying work in areca nut and coconut farms				
10	Plucking coconut and arecanut				
11	Harvesting coconut and arecanut				
12	De-husking coconut and arecanut				
13	Other works (Horticulture)	Basic	100.00	100.00	100.00
		VDA	57.34	57.34	57.34
		Total	157.34	157.34	157.34

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 2967 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of Wages per Month	
			Zone-I	Zone-II
1	2		3	4
1	Manager	Basic	4331.00	4261.00
2	Supervisor	VDA	816.00	816.00
		Total	5147.00	5077.00
3	Salesman	Basic	3983.00	3949.00
4	Clerk	VDA	816.00	816.00
5	Driver	Total	4799.00	4765.00
6	Soda Manufacturer			
7	Assistant			
8	Helper	Basic	3725.00	3714.00
9	Mazdoor	VDA	816.00	816.00
10	Bottle Cleaner	Total	4541.00	4530.00
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 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: 4624 - 3196 = 1428 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

S C H E D U L E

Sl. No.	Class of Employment	Minimum rates of Wages payable per 1000 bathis Rs. Ps.	VDA Rates
1	2	3	4
I	<u>BATHI ROLLERS:</u>		
a)	Grinded patti 8''-9'' medium thin/thick	13-60	VDA Rs. 57.66/- 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)	15-50	
e)	Durbar bathi heating process any size between 10 ½'' - 13'' inclusive medium thin (without water)	19-20	
f)	Durbar bathi heating process any size	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. 57.66/- 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	
e)	60 grams boxes with individual cellophane packing	108-50	
f)	10 grams bundles javaji with lable and cellophane	119-00	
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. 57.66/- 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. 57.66/- per day

		Per month		
		Basic	VDA	Total
V	Clerk	3419.00	1499.40	4918.40
VI	Clerk-cum-Typist	3500.00	1499.40	4999.40
VII	Accountant	3363.00	1499.40	4862.40
VIII	Supervisor	3419.00	1499.40	4918.40
IX	Sweeper / Scavenger	2829.00	1499.40	4328.40
X	Watchman			
XI	Driver	3419.00	1499.40	4918.40

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 3.5 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: 4624-3944=680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

S C H E D U L E

Sl. No.	Class of Employment	Minimum rates of wages payable for different zones		
		Basic	VDA	Total
1	2	4	5	6
1	Manager	3915.00	816.00	4731.00
2	Accountant	3819.00	816.00	4635.00
3	Clerk	3740.00	816.00	4556.00
4	Driver	3755.00	816.00	4571.00
5	Attender	3577.00	816.00	4393.00
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 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: 4624 - 2703=1921 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

S C H E D U L E

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	2846.10	2781.00
2	Supervisor	VDA	2017.05	2017.05
		Total	4863.15	4798.05
Highly Skilled-B:				
1.	Assistant Foreman	Basic	2781.00	2714.90
		VDA	2017.05	2017.05
		Total	4798.05	4731.95
II. Skilled:				
1	Turner	Basic VDA Total	2714.90 2017.05 4731.95	2648.70 2017.05 4665.75
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 2017.05 4632.15	2550.00 2017.05 4567.05
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 2017.05 4285.65	2229.80 2017.05 4246.85
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 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: : 4624-3944=680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
1	Dough Maker	Basic	4156.48	4099.14
		VDA	816.00	816.00
		Total	4972.00	4915.14
2	Assistant Dough Maker	Basic	4056.48	4407.14
		VDA	816.00	816.00
		Total	4872.48	5223.14
3	Baker	Basic	4094.02	3936.36
4	Bench man	VDA	816.00	816.00
		Total	4910.02	4752.36
5	Manager	Basic	4339.91	4281.48
		VDA	816.00	816.00
		Total	5155.91	5097.48
6	Clerk	Basic	4100.00	3997.00
		VDA	816.00	816.00
		Total	4916.00	4813.00
7	Helper	Basic	3948.47	3732.69
8	Office Boy	VDA	816.00	816.00
		Total	4764.47	4548.69
9	Watchman	Basic V D A Total	3686.39 816.00 4502.39	3679.78 816.00 4495.78
10	Any other category of employees which is not included above			
11	Any other unskilled categories not included above.			

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 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

Published in gazette dated

Minimum Wages with effect from 01-04-2012

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

Cost of living index: 4624- 4284=340 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

SL No.	Class of Employment	Minimum Rates of wages		
			Per Day	Per Month
1	BEEDIES : Beedi Rollers (including home workers) (Per 1000 beedis/ per day)	Basic	106-00	
		VDA	11-77	
		Total	117-77	
2	Beedi labeling rollers (including home workers) (Bundling of every 50000 beedies)	Basic	120-00	
		VDA	11-77	
		Total	131-77	
3	Foreman/ Beedi chakkar	Basic	234-61	6100-00
		VDA	11-77	306-00
		Total	246-38	6406-00
4	Sigadi Worker/ Battiwalla /Tarayiwalla	Basic	223-07	5800-00
		VDA	11-77	306-00
		Total	234-84	6106-00
5	Truck & Van Driver	Basic	223-07	5800-00
		VDA	11-77	306-00
		Total	234-84	6106-00
6	Tobacco Mixer	Basic	219-23	5700-00
		VDA	11-77	306-00
		Total	231-00	6006-00
7	Distributors of Tobacco Leaves	Basic	211-53	5500-00
		VDA	11-77	306-00
		Total	223-30	5806-00
8	Car / Jeep Driver	Basic	203-84	5300-00
		VDA	11-77	306-00
		Total	215-61	5606-00
9	Loaders & Unloaders	Basic	196-15	5100-00
		VDA	11-77	306-00
		Total	207-92	5406-00

10	Vehicle Cleaner	Basic VDA Total	190-38 11-77 202-15	4950-00 306-00 5256-00
Office Staff				
1	Manager	Basic VDA Total	242-30 11-77 254-07	6300-00 306-00 6606-00
2	Assistant Manager	Basic VDA Total	234-61 11-77 246-38	6100-00 306-00 6406-00
3	Cashier	Basic VDA Total	226-92 11-77 238-69	5900-00 306-00 6206-00
4	Accountant	Basic VDA Total	225-00 11-77 236-77	5850-00 306-00 6156-00
5	Stenographer/Computer Operator	Basic VDA Total	219-23 11-77 231-00	5700-00 306-00 6006-00
6	Store keeper	Basic VDA Total	211-53 11-77 223-30	5500-00 306-00 5806-00
7	Typist/ Data Entry Operater	Basic VDA Total	211-53 11-77 223-30	5500-00 306-00 5806-00
8	Clerck (Graduate)	Basic VDA Total	207-69 11-77 219-46	5400-00 306-00 5706-00
9	Clerks Grade-II (Non Graduates)	Basic VDA Total	196-15 11-77 207-92	5100-00 306-00 5406-00

10	Office Boy/Peon/Watch man/ Attender	Basic	188-46	4900-00
		VDA	11-77	306-00
		Total	200-23	5206-00

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 4284 points.

7(b). TOBACCO PROCESSING INDUSTRY

Notification No. KAE 67 LMW 2005 dated 19-07-2008

Published in Gazette dated 12-08-2008

Minimum Wages with effect from 12-08-2008

Cost of Living Allowance to be paid over and above 2967 points

Cost of Living Index: 4624 - 2967 = 1657 points

Minimum Wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment:	Minimum rates of wages per month	
1	2	3	
I. Tobacco Processing (virginia cigarette)			
1	Gauge man	Basic	2910.00
		VDA	1739.65
		Total	4649.65
2	Fuel man	Basic	2869.00
3	Graders	VDA	1739.65
		Total	4608.65
4	Packers	Basic	2650.00
5	General Workers	VDA	1739.65
		Total:	4389.65
6	Leaf Sweaker	Per Roll 0.86	
		VDA Rs.	
		1739.85 per	
		month	
II. Tobacco Processing (Beedi)			
1	Processing of Tobacco	Basic (Per day)	100.00
		VDA	66.92
		Total	166.92
1	Tobacco Processing (Beedi) Machinery Operators	Basic (per month)	2869.00
		VDA	1739.65
		Total	4608.65
2	Helpers	Basic (Per day)	100.00
		VDA	66.92
		Total	166.92
III. Office Staff:			
1	Typist		
2	Clerk (Non-Graduate)	Basic	2938.00

		VDA	1739.65
		Total	4677.65
3	Clerk (Graduate)	Basic	3004.00
		VDA	1739.65
		Total	4743.65
4	Watchman	Basic	2680.00
		VDA	1739.65
		Total	4419.65
5	Driver	Basic	2864.00
		VDA	1739.65
		Total	4603.65
6	Other Workers	Basic (per day)	100.00
		VDA	66.92
		Total	166.92

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 3.5 Paise per point over and above 2967 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages per month	
			Zone-I	Zone-II
1	2		3	4
I	Skilled:	Basic	3743.10	3711.14
1	Fitter	VDA	816.00	816.00
2	Electrician	Total	4559.10	4527.14
II	Semi Skilled:			
1	Workers engaged in the Manufacture of Biscuits	Basic	3596.67	3582.14
2	Packer	VDA	816.00	816.00
		Total	4412.67	4398.14
III	Un-Skilled:			
1	Helper			
IV	Office Staff:	Basic		
1	Supervisor	VDA	4066-03	4028.65
2	Accountant	Total	816.00	816.00
			4882.03	4844.65
3	Clerk	Basic	3901-86	3767.36
		VDA	816.00	816.00
		Total	4717.86	4583.36
4	Cashier	Basic	3931.63	3909.58
		VDA	816.00	816.00
		Total	4747.63	4725.58
5	Clerk-cum-Steno	Basic	4066.03	4027.95
		VDA	816.00	816.00
		Total	4882.03	4843.95
6	Watchman	Basic	3598.67	3582.14
	Office Boy	VDA	816.00	816.00
		Total	4414.67	4398.14

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 D.A. at the rate of 4 Paise per point over and above 3944 points.

09. BRASS, COPPER AND ALUMINIUM UTENSILS
MANUFACTURING INDUSTRY

Notification No. KAE 47 LMW 2001 dated 06-04-2007

Published in Gazette dated 03-05-07

Minimum Wages With effect from 03-05-07

Cost of Living Allowance to be paid over and above 2822 points

Cost of Living Index : 4624 - 2822 = 1802 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of Wages per month	
			Zone-I	Zone-II
1	2		3	4
I. Highly Skilled:				
1	Manager	Basic	2816.00	2753.00
2	Foreman	VDA	1621.80	1621.80
3	Technical Supervisor	Total	4437.80	4374.80
II. Skilled:				
1	Maistry			
2	Machinist			
3	Turner / Turner Die-Polisher			
4	Operator			
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	2793.00	2730.00
15	Spray Painter	VDA	1621.80	1621.80
16	Press Man / Press Operator	Total	4414.80	4351.80
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			
2	Tinker			
3	Assistant Pressman			
4	Cold rolling machine operator back			
5	Cold rolling pressure man	Basic	2635.00	2562.00
6	Rolling Cutting	VDA	1621.80	1621.80
7	Circle cutter	Total	4256.80	4183.80
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			
2	Watchman	Basic	2401.00	2392.00
3	Mazdoor	VDA	1621.80	1621.80
4	Packer	Total	4022.80	4013.80
5	Washer man			
6	Scarper			
7	Sweeper			
8	Picking / Cleaning / Dulai Mazdoor			
9	Cleaners			
10	Peon & other un-skilled labourers not shown			

V. Office Staff:				
1	Accountant	Basic	2667.00	2635.00
		VDA	1621.80	1621.80
		Total	4288.80	4256.80
2	Clerk	Basic	2501.00	2448.00
3	Typist	VDA	1621.80	1621.80
4	Store Clerk	Total	4122.80	4069.80
5	Office Boy	Basic	2401.00	2392.00
		VDA	1621.80	1621.80
		Total	4022.80	4013.80

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

Zone-II: Other than 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 D.A. at the rate of 3 Paise per point over and above 2822 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 1-4-2012 to 31-3-2013

SCHEDULE

Sl. No.	Class of Employment	Minimum Wages	
1	2	3	4
A	FACTORY WORKERS:	Per day	VDA Rs. 31.38 per day
1	Brick Slicers	154.57	
2	Brick Burners	156.67	
3	Clay mixers	152.47	
4	Fire wood slitters		
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. 31.38 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. 31.38 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	4054.84 816.00

		Total	4870.84
8	Cleaner	Basic VDA Total	3746.13 816.00 4562.13
D	OFFICE STAFF:	Per Month	
1.	Manager	Basic VDA Total	5984.94 816.00 6800.94
2.	Accountant	Basic VDA Total	5771.22 816.00 6587.22
3.	Stenographer	Basic VDA Total	4697.32 816.00 5513.32
4.	Typist	Basic VDA Total	4597.32 816.00 5413.32
5.	Cashier	Basic VDA Total	4597.32 816.00 5413.32
6.	Clerk	Basic VDA Total	4597.32 816.00 5413.32
7.	Store Keeper	Basic VDA Total	4397.32 816.00 5213.32
8.	Watchman	Basic	4187.32
	Attender / Office Boy / Office Peon	VDA Total	816.00 5003.32
E	Super Vision Staff	Per Month	
1.	Foreman	Basic VDA Total	5871.58 816.00 6687.58
2.	Supervisor	Basic VDA Total	5771.22 816.00 6587.22

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.

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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

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	31.38	31.38		
		Total	179.38	177.48		
2	Manual Worker					
1	Semi-skilled: Assistant Carpenter	Basic VDA Total	152.00 31.38 183.38	149.88 31.38 181.26		
					2	Packer
					3	Assistant Polisher
					4	Packing with wooden crates
1	Skilled: Carpenter (including furniture making & wood workers in building)	Basic VDA Total	156.00 31.38 187.38	153.69 31.38 185.07		
					2	Polish man
					3	Upholstry worker Gr-II
1	Highly Skilled: Pattern Maker	Basic VDA Total	160.00 31.38 191.38	157.50 31.38 188.88		
					2	Interior Decorator
					3	Upholstry Maker
1	General Category: (Excluding labourers) Clerical Staff	Basic VDA Total	148.10 31.38 179.48	144.95 31.38 176.33		
					2	Peon
					3	Sweeper
					4	Hamali
		Total	175.81	174.75		

1.	Unskilled: Hamali	Basic	143.37
2	Helpers	VDA	31.38
		Total	174.75
1.	Semi-Skilled: Helper to Machine	Basic	146.53
2.	Hand Sawyer and Logger	VDA	31.38
3.	Trolleyman	Total	177.91
1.	Skilled: Machine Bench Operator /Maistry	Basic	152.18
2.	Saw Sharpners	VDA	31.38
3.	Circular operator	Total	183.56
1.	General Category: Clerical Staff	Basic	147.05
2.	Watchman	VDA	31.38
		Total	175.81

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.

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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Foreman	Basic	4682.20
		VDA	816.00
		Total	5498.20
2	Manager	Basic	4615.20
3	Supervisor	VDA	816.00
		Total	5431.20
4	Chemist	Basic	4451.20
		VDA	816.00
		Total	5267.20
5	Driver	Basic	4239.20
		VDA	816.00
		Total	5055.20
6	Frame Carrier		
7	Helper	Basic	4042.20
8	Watchman	VDA	816.00
9	Applying Chemical to Sticks	Total	4858.20
10	Peon		
11	Accountant	Basic	4384.20
		VDA	816.00
		Total	5200.20
12	Clerk/Typist	Basic	4146.20
13	Dipper	VDA	816.00
		Total	4962.20

			Per day	Per Month
1	Box Making			
2	Box Filling	Basic	155.20	4031.20
3	Bending, Rolling & Packing Frame	VDA	31.40	816.00
		Total	186.60	4847.20
4	Filling			
5	Match Box Labeling Frame Filling			

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.

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: 4624 -3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

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	31.38	816.00
2	Logs lifters		167.82	4363.44
		Total		
3	Log Stockers	Basic	138.54	3602.04
4	Waste Removers	VDA	31.38	816.00
		Total	169.92	4418.04
	<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	Basic	141.84	3687.84
		VDA	31.38	816.00
7	Sorters		173.22	4503.84
8	Glue Mixers	Total		
9	Press Operators			
10	Sanding Operators			
11	Trimmers			
12	Plate Boilers			
13	Plate Loaders			
14	Plate Un-Loaders			
15	Polishers			
16	Sanders			
17	Fireman			

	<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	Basic	141.84	3687.84
		VDA	31.38	816.00
7	Sorters		173.22	4503.84
8	Glue Mixers	Total		
9	Press Operators			
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	31.38	816.00
3	Carpenters Grade-II		178.45	4639.82
		Total		
	<u>Highly Skilled:</u>			
1	Workshop Mechanics			
2	Operators			
3	Turners and Moulders	Basic	151.48	3938.48
4	Peeling Leather Operators	VDA	31.38	816.00
			182.86	4754.48
5	Blacksmiths	Total		
6	Boiler Charge man			
7	Senior Operators			
8	Electricians			
9	Carpenters Grade-I			
	<u>Office Staff:</u>			
1	Accountant (Grade-I)	Basic	141.90	3689.40
		VDA	31.38	816.00
2	Clerks (Graduates)		173.38	4505.40
		Total		
3	Clerks (Matriculates)	Basic	138.54	3602.04
4	Typists	VDA	31.38	816.00
			169.92	4418.04
		Total		

<u>General Categories:</u>				
1	Watchman	Basic	136.44	3547.44
2	Peons	VDA	31.38	816.00
3	Sweepers		167.82	4363.44
		<i>Total</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.

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: 4624 - 3944 = 680 points

Minimum Wages and VDA from 01-04-2012 to 31-03-2013.

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	4385.20	4316.20
		VDA	816.00	816.00
		Total	5201.20	5132.20
2	Supervisor	Basic	4301.20	4235.20
		VDA	816.00	816.00
		Total	5117.20	5051.20
II	SKILLED			
1	Maistry	Basic VDA Total	4217.20 816.00 5033.20	4153.20 816.00 4969.20
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	816.00	816.00
		Total	4787.20	4717.20
III	SEMI SKILLED			
1	Pack-Sawer	Basic VDA Total	4044.20 816.00 4860.20	3975.20 816.00 4791.20
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	3786.20 816.00 4602.20	3775.20 816.00 4591.20
2	Cartman/saw dust remover			
3	Mazdoor			
4	Timber Carrier			
5	General Helper			
6	Bundling, packing, Loading and unloading workers			
7	<i>Head load workers</i>			
8	<i>Band saw, resaw and sarkal saw helper/watchman and other unskilled workers</i>			

V	OFFICE STAFF			
1	Manager	Basic	4301.20	4232.20
		VDA	816.00	816.00
		Total	5117.20	5048.20
2	Accountant	Basic	4077.20	4020.20
3		VDA	816.00	816.00
4	Cashier	Total	4893.20	4836.20
	Stenographer			
5	Clerk	Basic	4044.20	3976.20
6		VDA	816.00	816.00
7	Typist	Total	4860.20	4792.20
	Salesman			
8	Office Boy	Basic	3786.20	3775.20
		VDA	816.00	816.00
		Total	4602.20	4591.20

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 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: 4624 - 2703 = 1921 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

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	2017.05	4615.25
2	Transportation of Timber	2282.10	2017.05	4299.15
II. PEELING SECTION:				
1	Peeling machine operator	2806.10	2017.05	4823.10
2	Peeling machine assistant operator	2400.80	2017.05	4417.85
3	Peeling machine assistant	2282.10	2017.05	4299.15
4	Peeling machine helper			
5	Peeling machine operator			
6	Peeling machine helper			
7	Carrier			
III. DRAWING SECTION:				
1	Drawer operator	2598.20	2017.05	4615.25
2	Drawer feeding man	2282.10	2017.05	4299.15
IV. CLYPING SECTION:				
1	Decorating clyping operator	2598.20	2017.05	4615.25
2	Assistant clyping operator	2407.10	2017.05	4424.15
3	Helper	2407.10	2017.05	4424.15
V. SORTING SECTION:				
1	Sorter	2598.20	2017.05	4615.25

VI. GUELATING CUTTER:				
1	Guelating cutter	2598.20	2017.05	4615.25
2	Slicing man	2407.10	2017.05	4424.15
3	Helper	2282.10	2017.05	4299.15
VII. BOILER SECTION:				
1	Senior boiler attendant	2806.10	2017.05	4823.15
2	Boiler attendant	2598.20	2017.05	4615.25
3	Boiler fireman	2282.10	2107.05	4399.15
VIII. PLEACHING SECTION:				
1	Bend saw operator	2806.10	2017.05	4823.15
2	Swagging man			
3	Assistants	2598.20	2017.05	4615.25
4	Boiling water attender	2282.10	2017.05	4299.25
5	Electric hoist operator			
6	Helper			
IX. SLICER SECTION:				
1	Slicer operator	2806.10	2017.05	4823.15
2	Assistant slicer operator	2598.20	2017.05	4615.25
3	Helper			
4	Blade Sharpner			
X. MACHINE SHOP:				
1	Turner	2598.20	2017.05	4615.25
2	Welder			
3	Gas Cutting			
4	Fitter			
5	Carpenter	2407.10	2017.05	4424.15
6	Water Pump Operator	2281.07	2017.05	4298.12
7	Helper			
XI. OFFICE STAFF:				
1	Forest Supervisor	3153.60	2017.05	5170.65
2	Senior clerk/clerk (graduate), time keeper, cashier			
3	Junior Forest Supervisor			
4	Typist	2598.20	2017.05	4615.25

5	Junior Clerk (non-graduate)			
6	Guest house cook			
7	Vehicle driver			
8	Office boy			
9	Watchman	2598.20	2017.05	4615.25
10	Cleaner (vehicle)			
11	Sweeper			

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 3.5 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment	Minimum Rates of Wages payable			
		Per day		Per Month	
1	2	3		4	
1.	Adult	Basic	139.80	-	
		VDA	31.38		
		Total	171.18		
2	Adolescent	Basic	121.64	-	
		VDA	31.38		
		Total	153.02		
3	Supervisor / Maistry	-		Basic	4158.73
				VDA	816.00
				Total	4974.73

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.

13. CASHEW INDUSTRY

Notification No. KAE 36 LMW 98 dated 29-08-03

Published in Gazette dated 6-9-2003

Minimum Wages With effect from 29-08-2003

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

Cost of Living Index: 4624 - 2491 = 2133 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment	Minimum Rates of Wages per day		
1	2	3		
I. PIECE RATES (Rs.)				
1	Sheller: hand	Rs. 8.50 per kg of shelled whole kernels delivered at the weighing machine		+ VDA @ Rs. 73.83/- per day
2	Sheller: Machine	Rs. 8.20 per kg of shelled whole kernels delivered at the weighing machine		
3	Peelers	Rs. 8.50 per kg of shelled whole kernels delivered at the weighing machine.		
4	Peeling Pieces	Rs. 4.25 per kg of peeled pieces delivered at the weighing machine		
(Per day)				
II	TIME RATES FOR ADULTS	Wage	VDA	Total
1	Graders	75.90	73.83	149.73
2	Roasters	90.70	73.83	164.53
3	Packers			
4	Stencillers			
5	Tinkers	94.70	73.83	168.53
6	Bag carries / Roasters/ Drivers/ Yard Workers (Heavy duty)	90.70	73.83	164.53
7	Watchman / Peon/ Office Boys/ Attenders	88.70	73.83	162.53
8	Tin can manufacturers and soldering workers	92.90	73.83	166.53
III	Mukkadams	92.20	73.83	166.53
IV	Canteen Workers			
1	Cook & coffee / tea maker	90.70	73.83	164.53
2	Cleaners	88.70	73.83	160.53

3	Servers & Suppliers	88.20	73.83	162.03
4	Helper	75.90	73.83	149.53
5	Crow Boys (Whole time)			
6	Yard women (light duty) And Creche Ayahs			
7	Fitters & Mechanics	91.90	73.83	165.73
8	Scavengers	77.20	73.83	151.03
V				
1	Expeller Workers	90.70	73.83	164.53
2	Assistant Operator			
3	Fireman			
4	Lever Operator			
5	Roaster nut carriers			
6	Assistant Tinkers			
7	Markers & Stencillers			
8	Vita Packers			
9	Lorry Cleaners			
VI	Staff:	Per Month		
1	Clerk	2472.00	1919.70	4391.70 Per Month
2	Typist			
3	Supervisor			
4	Cashier / Lorry Driver/ Car Driver			

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 2491 points.

Note:- Shortly revised notification will be issued.

14. CERAMICS, STONWARE 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: 4624 - 2703 = 1921 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

1. No.	Class of Employment	Minimum rates of wages payable per day	
1	2	3	
Skilled:			
1	Senior Maistry	Per Day VDA Total	110.30 77.57 187.87
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		
2	Pipe Operator		
3	Assistant Moulder		
4	Assistant Maistry		
5	Assistant Mason		
6	Junior Carpenter		
7	Blacksmith		
8	Painter		
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	Per Day VDA Total	101.40
18	Liner / Decorator / Transfer picture Applicator		77.57
19	Fitter press attendant		178.97
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	Per Day VDA Total	94.10
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:			171.67
			Per month
1	Clerk / Typist	Per Month	2696.90
		VDA	2017.05
		Total	4713.95
2	Cashier	Per Month	2731.50
		VDA	2017.05
		Total	4748.55
3	Driver	Per Month	2623.40
		VDA	2017.05
		Total	4640.45

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 3.5 Paise per point over and above 2703 points.

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

Notification No. KAE 11 LMW 2004 dated 25-03-08

Published in Gazette dated : 24.04.2008

Cost of Living Allowance to be paid over and above 2967 points

Cost of Living Index: 4624 - 2967 = 1657 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable		
			Per day	Per Month
1	2		3	4
PART-I				
I	CHINCONA, TEA, COFFEE OR MIXED PLANTATION MAZDOORS			
I	Adult	Per day V D A Total	84.50 57.35 141.85	
II	SUPERVISOR / MAISTRY	Per day V D A Total		2496.00 1491.30 3987.30
PART-II				
1	RUBBER PLANTATIONS:			
A	Mazdoor			
1	Adult	Per day	84.50	
2	Rubber Tappers	V D A Total	57.35 141.85	
III	SUPERVISORS / MAISTERIES/MALIES	Per Month V D A Total		2496.00 1491.30 3987.30

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 2967 points.

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

Notification No. KAE 11 LMW 2004 dated 25-03-08

Published in Gazette dated : 24.04.2008

Cost of Living Allowance to be paid over and above 2967 points

Cost of Living Index: 4624 - 2967 = 1657 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

S C H E D U L E

Sl. No.	Class of Employment	Minimum rates of wages payable		
			Per day	Per Month
1	2		3	4
PART-I				
I	CHINCONA, TEA, COFFEE OR MIXED PLANTATION MAZDOORS			
I	Adult	Per day V D A Total	84.50 57.35 141.85	
II	SUPERVISOR / MAISTRY	Per day V D A Total		2496.00 1491.30 3987.30
PART-II				
1	RUBBER PLANTATIONS:			
A	Mazdoor			
1	Adult	Per day	84.50	
2	Rubber Tappers	V D A Total	57.35 141.85	
III	SUPERVISORS / MAISTERIES/MALIES	Per Month V D A Total		2496.00 1491.30 3987.30

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 2967 points.

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

Notification No. KAE 49 LMW 2006 dated 21.07.2008

Published in Gazette dated 12.08.2008

Cost of Living Allowance to be paid over and above 2967 points

Cost of Living Index: 4624 - 2967 = 1657 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable		
			Per day	Per Month
1	2		3	4
PART-I				
1	CHINCONA, TEA, COFFEE OR MIXED PLANTATION			
1.	Electrical Wireman	Basic		2799.00
2.	Mechanic	V D A	-	1491.30
		Total		4290.30
3	Heavy vehicle driver	Basic		2764.00
4	Car & Tractor Driver	V D A	-	1491.30
		Total		4255.30
I.	SKILLED:			
1.	Carpenter	Basic		2696.00
2.	Blacksmith	V D A	-	1491.30
		Total		4187.30
	UNSKILLED:			
1	Tappalman	Basic	96.00	2498.00
2	Sweeper	V D A	57.35	1491.30
3	Attender	Total	153.35	3989.30
4	Helper			
PART-II				
1	RUBBER PLANTATIONS:			
	Electrical Wireman	Basic		2799.00
		V D A	-	1491.30
		Total		4290.30
2.	Mechanic			
3	Heavy vehicle driver	Basic		2764.00
4	Car & Tractor Driver	V D A	-	1491.30
		Total		4255.30
1.	SKILLED:			
	Carpenter	Basic		2696.00
2.	Blacksmith	V D A	-	1491.30
		Total		4187.30
	UNSKILLED:			
1	Tappalman	Basic	96.00	2498.00
2	Sweeper	V D A	57.35	1491.30
3	Attender	Total	153.35	3989.30
4	Helper			

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 2967 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

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	816.00	816.00
3	Foreman	Total	5332.37	5259.92
	HIGHLY SKILLED-2:			
1	Manager			
2	Marketing Manager	Basic	4319.27	4246.82
3	Supervisor	V D A	816.00	816.00
4	Analyst	Total	5135.27	5062.82
5	Senior Chemist			
II	SKILLED:			
1	Mechanic			
2	Machinist			
3	Operator			
4	Fitter			
5	Welder			
6	Turner			
7	Electrician			
8	Process Operators			
9	Boiler Attendants /Operator	Basic	4235.82	4163.37
10	Process Chemist	V D A	816.00	816.00
11	Technician	Total	5051.82	4979.37
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	Per day	4113.52	4045.65
		V D A	816.00	816.00
		Total	4929.52	4861.65

III.	SEMI-SKILLED:			
1	Lab Assistant			
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	Per day	3964.12	3891.62
10	Strip Packing Operator	V D A	816.00	816.00
11	Junior Technician	Total	4780.12	4707.62
12	Junior Supervisor			
13	Store Assistant			
14	Lab Chemist			
15	Process Chemist and other Semi-Skilled Labourers			
IV.	UN-SKILLED:			
1	Packers			
2	Bottle Filler			
3	Bottle Cleaner			
4	Weighing man			
5	Attender			
6	Assistant			
7	Mazdoor	Basic	3805.08	3774.73
8	Watchman	V D A	816.00	816.00
9	Cleaner	Total	4621.08	4590.73
10	Gardeners / Malis			
11	Scavenger/Sweeper			
12	Other Un-Skilled labourer of other kind			
IV	OFFICE STAFF:			
1	Accountant / Manager	Basic	4090.98	4054.18
2	Cashier	V D A	816.00	816.00
3	Stenographer	Total	4906.98	4870.18
4	Clerk	Basic	3900.08	3839.13
5	Typist	V D A	816.00	816.00
		Total	4716.08	4655.13
6	Office Boy/Peon	Basic	3785.08	3773.68
		V D A	816.00	816.00
		Total	4601.08	4589.68

Zone-I: Bhurut 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 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

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	4209.97 816.00 5025.97
2	Assistant Manager	Basic VDA Total	3964.27 816.00 4780.27
3	Supervisor		
4	Accountant		
5	Steward		
6	Head cook		
7	Swimming coach		
III. Skilled:			
1	Typist / Clerk	Basic VDA Total	3862.42 816.00 4678.42
2	Barman		
3	Telephone Operator		
4	Electrician		
5	Assistant Cook		
6	Bearer		
IV. Un-Skilled:			
1	Marker	Basic VDA Total	3848.77 816.00 4664.77
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 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: 4624 - 3944 = 680 Points

Minimum Wages and VDA from 01-04-2012 to 31-03-2013.

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							
A (Split seeds)	47.57	47.96	47.19	47.57	47.96	Bulk Triage VDA per day Rs. 31.38	
PB (Seeds which are not split but in single seed) (Round in shape fine quality)	47.57	47.96	47.96	47.57	47.96		
B-A (Split seeds)	47.96	49.39	47.96	47.96	45.76		
C-Broken or cut seeds	48.67	49.77	48.40	48.67	45.76		
B (CA)	47.96	48.67	47.57	47.96	48.67		
T	49.06	50.16	48.67	49.06	45.37		
		BASIC		VDA		Total	
<u>B. OTHER CATEGORIES</u>							
1 General Yard Workers		151.73		31.38		183.11 per day	
2 Garbing shed workers and creche workers		146.01		31.38		177.39 per day	
<i>Canteen Workers</i>							
i) Canteen Supervisor		165.30		31.38		196.68 per day	

ii) Canteen Cook	160.25	31.38	191.63 per day
iii) Canteen Assistant Cook / Canteen Server and Supplier	155.73	31.38	187.11 per day
iv) Canteen cleaner	151.53	31.38	182.91 per day
C Machine Room Employees			
a) Foreman	4678.25	816.00	5494.25 per month
b) Assistant Foreman	4284.45	816.00	5100.45 per month
c) Engine Driver	4252.55	816.00	5068.55 per month
d) Fireman	4253.65	816.00	5069.65 per month
e) Fitter	4253.65	816.00	5069.65 per month
f) Assistant Engine Driver or Mechanic	4220.65	816.00	5036.65 per month
g) Assistant Fitter h) Any other category of machine room workers	3943.45	816.00	4759.45 per month
D Yard Employees:			
a) Yard Superintendent	4534.15	816.00	5350.15 per month
b) Maistry			
c) Carpenter	4172.25	816.00	4988.25 per month
d) Mason			
E Garbling Shed Staff:			
a) Garbling Maistry	4172.25	816.00	4988.25 per month
b) Mukadama / Moopathies / Sorters	4058.95	816.00	4874.95 per month
F Office / Factory Staff:			
a) Cashier/Stenographer	4350.45	816.00	5166.45 per month
b) Clerk / Typist	4157.95	816.00	4973.95 per month
d) Watchman / Peon / Attender	4043.55	816.00	4859.55 per month

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.

19. CONFECTIONERY INDUSTRY

Notification No. KAE 73 LMW 2005 dated 19.07.2008

Published in Gazette dated 12.08.2008

Cost of Living Allowance to be paid over and above 2967 points

Cost of Living Index: 4624 - 2967 = 1657 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages payable per month		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
1.	Confectioners	Basic	2836.00	2782.00	2583.00
		V D A	1491.30	1491.30	1491.30
		Total	4327.30	4273.30	4074.30
2	Assistant Confectioners	Basic	2731.00	2559.00	2532.00
3	Assistant (Helper)	V D A	1491.30	1491.30	1491.30
		Total	4222.30	4050.30	4023.30
4	Manager	Basic	2892.00	2836.00	2782.00
		V D A	1491.30	1491.30	1491.30
		Total	4383.30	4327.30	4273.30
5	Clerk	Basic	2758.00	2559.00	2532.00
		V D A	1491.30	1491.30	1491.30
		Total	4249.30	4050.30	4023.30
6	Office Boy	Basic	2488.00	2466.00	2446.00
7	Watchman				
8	Any other category of employee which is not included above				
		V D A	1491.30	1491.30	1491.30
		Total	3979.30	3957.30	3937.30

Zone-I : Bangalore City Agglomeration Area

Zone-II: District Head Quarters agglomeration Area

Zone-III: Places Other than mentioned in Zone-I and 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 3 Paise per point over and above 2967 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable	
			Per Day	Per Month
1	2		3	4
I	Skilled-A			
1		Basic	165.10	4292.60
2	Carpenter	VDA	31.38	816.00
3	Blacksmith Mechanic	Total	196.48	5108.60
II	Skilled-B:			
1	Boiler man			
2	Wolve man	Basic	160.33	4168.58
3	Engine Driver	VDA	31.38	816.00
4	Fitter	Total	191.72	4984.58
5	Turner			
6	Opener man			
III	Semi-Skilled:			
1	Fireman	Basic	157.28	4089.28
2	Roll cutter	VDA	31.38	816.00
3	Number marker	Total	188.66	4905.28
4	Finishing man			
IV	Unskilled-A:			
	Makadam	Basic	153.08	3980.08
		VDA	31.38	816.00
		Total	184.46	4796.08
V	Unskilled-B:			
1	Gin man			
2	Watchman/Peon			
3	Office boy			
4	Sweeper			

5	Employees engaged in Picking, cleaning of kappas	Basic VDA Total	--- 	3954.45 816.00 4770.45
6	Mazdoor /any other categories of unskilled employees not specified above			
VI 1	Office Staff: Clerk/Typist Cashier and Store Keeper	Basic VDA Total	--- 	4160.25 816.00 4976.25

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.

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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day	
			Zone-I	Zone-II
1	2	3	4	5
I				
1	Skilled-A:			
2	Road Roller Driver			
3	Blacksmith			
4	Stone cutting			
5	Mason or Brick Layer Class-I			
6	Carpenter Class-I			
7	Plumber			
8	Tin smith			
9	Foreman			
10	Sarang			
11	Painter			
12	Fitter Class-I			
13	Mechanic Class-I			
14	Ambulance or Bus-Driver			
15	Pneumatic driller			
16	Engine Driver			
17	Gas or Electric welder			
18	Gauge Repairer			
19	Laboratory Assistant			
20	Machine Operator	Per day	145.20	142.20
21	Telephone Operator	VDA	31.40	31.40
22	Turner		176.60	176.60
23	Welder	Total		
24	Crane Driver			

25	Stone Crusher			
26	Jack Hammer driver			
27	Blaster			
28	Stone Cristler			
29	Polisher			
30	Riveter			
31	Mason			
32	Floor polisher			
33	Pump Driver			
34	Stone Polisher			
35	Bar Bender			
36	Driver			
37	Stone Revetment Builder			
38	Electrician			
39	Maistry or Supervisor / Clerk Grade-I			
40	Horticulture Supervisor Shovel and Scraper			
II				
1	<i>Semi-Skilled</i>			
2	Cleaner			
3	Asphalt sprayer			
4	Driller			
5	Navgani or chavli			
6	White Washer			
7	Colour Washer			
8	Driver			
9	Sawyer			
10	Helper to Fitter			
11	Gardener			
12	Cook			
13	Dhobi			
14	Conductor			
15	Care-taker			
16	Hammer-man			
17	Lift Attender			
18	Chick maker			
19	Helper to Carpenter			
20	Gang man	Per day		139.20
21	Boatman	VDA	140.20	31.40
22	Jumper man		31.40	170.60
23	Brick moulder	Total	171.60	
24	Asphalt Boiler Attendant			

25	Limestone Burner			
26	Mason & Brickler class -II			
27	Carpernter Class -II			
28	Fitter class-II			
29	Mechanic class-II			
30	Wire man clerk Grade			
31	Stone Voddar			
32	Diesel Compressor Operator			
33	Fireman in Bricks Plant			
34	Trained Mali with Certificate			
35	Bisti with water bag			
36	Horticulture Gardener			
37	Glayer			
38	Patkaries			
39	Tile Layer (Glazed Mosaic Tiles etc.)			
40	Mess man Tracer (Certificate holder)			
III		Per day	141.18	139.61
IV	Unskilled (Heavy)	VDA	31.40	31.40
	Unskilled (Light)	Total	172.58	171.01
V		Per day	145.20	142.20
VI	<i>Cartman with double Bullock-Cart</i>	VDA	31.40	31.40
	Cartman with single Bullock-Cart	Total	176.60	173.60
VII	Literate Cooly	Per day	141.18	139.61
		VDA	31.40	31.40
		Total	172.58	171.01
VIII	Graduate Employee	Per day	145.20	142.20
		VDA	31.40	31.40
		Total	176.60	173.60
IX	Engineering Diploma Employee	Per day	155.20	148.20
		VDA	31.40	31.40
		Total	186.60	179.60
X	<i>Engineering Graduate Employee</i>	Per day	160.20	154.20
		VDA	31.40	31.40
		Total	191.60	185.60

		<i>Total</i>		
XI		Per day		
XII	<i>Watchman</i>	VDA	141.18	139.61
XIII	Sweeper or Scavenger		31.40	31.40
XIV	Belloweer	<i>Total</i>	172.58	171.01
XV	Head Mazdoor 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 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: 4624-3944 =680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment	Minimum rates of wages payable per day (Rs.)		
		Basic	VDA	Total
1	2	4	5	6
1	Washing the Utensils: Washing the clothes/ House Keeping and looking after Childrens	139.20	31.38	170.58
2	Washing the clothes/ Washing the Utensils/ House keeping and cleaning of house.	134.20	31.38	165.58

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.

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: 4624-3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable	
			Zone-I	Zone-II
1	2	3	4	5
I				
1	Highly Skilled	Basic	4674.20	4605.20
2	Production Manager	V D A	816.00	816.00
3	Sales Executive		5490.20	5421.20
4	Assembling Supervisor Quality Inspector	Total		
II	Skilled:			
1	Diploma Technician			
2	Lab Technician			
3	Technician			
4	Electrician			
5	Operator			
6	Radio and T.V. Mechanic Assembling Operator (ITI & Diploma Holder)	Basic V D A	4151.20 816.00	4082.20 816.00
7	Computer Operator/ Machine Operator	Total	4967.20	4898.20
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	3929.20 816.00 4745.20	3865.20 816.00 4681.20
III	Semi-Skilled			
1	Store Keeper			
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	Basic V D A Total	3978.20 816.00 4794.20	3908.20 816.00 4724.20
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			
2	Helper			
3	Packer			
4	Attender	Basic	3720.20	3709.20
5	Watchman	V D A	816.00	816.00
6	Cleaner		4536.20	4525.20
7	Gardener: Mali	Total		
8	Curling			
9	Sweeper/Scavenger			
10	Other Un-skilled Labourer			
V	Office staff:			
1	Accountant/Cashier	Basic	4013.20	3978.20
2	Stenographer	V D A	816.00	816.00
		Total	4829.20	4794.20
3	Clerk			
4	Typist	Basic	3829.20	3771.20
5	Timber Keeper	V D A	816.00	816.00
6	Sales Assistant	Total	4645.20	4587.20
7	Purchase Assistant			
8	Receptionist			
9	Peon	Basic	3720.20	3709.20
		V D A	816.00	816.00
		Total	4536.20	4525.20

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

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 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages payable Per month	
			Zone-I	Zone-II
1	2	3	4	5
I		Basic	4507.20	4374.20
1	Highly Skilled	VDA	816.00	816.00
2	Foreman	Total	5323.20	5190.20
	Workshop Supervisor			
3		Basic	4359.20	4288.20
4	Manager	VDA	816.00	816.00
	Supervisor	Total	5175.20	5104.20
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	816.00	816.00
14	Welder	Total	5104.20	5079.20
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:	Basic	4111.20	4046.20
1	Electroplating Assistant	VDA	816.00	816.00
		Total	4927.20	4862.20
2	Plating Co-ordinators			
3	Plating Man			
4	Assistant Machine Operator	Basic	4160.20	4090.20
5	Assistant Fitter	VDA	816.00	816.00
6	Winding, Ringing, Fitting, soldering, mounting, little educated or uneducated	Total	4976.20	4906.20
IV	Unskilled:			
1	Assistant			
2	Pack maker			
3	Helper	Basic	3901.20	3890.20
4	Attender	VDA	816.00	816.00
5	Watchman			
6	Mazdoor	Total	4717.20	4706.20
7	Cleaner			
8	Gardner / Mali			
9	Sweeper/Scavenger			
V	Office staff:	Basic	4194.20	4159.20
1	Accountant	VDA	816.00	816.00
2	Cashier			
3	Stenographer	Total	5010.20	4975.20
4	Clerk	Basic	4119.20	3153.20
5	Typist	VDA	816.00	816.00
		Total	4935.20	3969.20
6	Time Keeper	Basic	3901.20	3890.20
7	Sales Assistant	VDA	816.00	816.00
8	Purchase Assistant	Total	4717.20	4706.20

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 D.A. at the rate of 4 Paise per point over and above 3944 points.

24. 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: 4624 -3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable			
		Zone-I		Zone-II	
		Per Month	Per Day	Per Month	Per Day
1	<i>Highly Skilled</i>	4993.04	192.04	4750.20	182.70
		816.00	31.40	816.00	31.40
		5809.04	223.44	5566.20	214.10
2	<i>Skilled</i>	4709.64	181.14	4451.20	171.20
		816.00	31.40	816.00	31.40
		5525.64	212.54	5267.20	202.60
3	<i>Semi skilled</i>	4489.68	172.68	4293.90	165.15
		816.00	31.40	816.00	31.40
		5305.68	204.08	5109.90	196.55
4	<i>Un-skilled</i>	4426.50	170.25	4241.90	163.15
		816.00	31.40	816.00	31.40
		5242.50	201.65	5057.90	194.55

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.

25. FILM INDUSTRY

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

Published in Gazette dated : 13-12-2006

Minimum Wages With effect from 13-12-2006

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

Cost of Living Index: 4624 - 3528 = 1096 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

I. EXHIBITION SECTOR:

Sl. No.	Class of Employment	Minimum rates of wages payable					
		<i>Zone-I</i>	Zone-II	Zone-III	Zone-IV	Zone-V	
1	2	3	4	5	6	7	
I							
1	Assistant Manager	Basic V D A Total	4732.00	4605.00	4579.00	4569.00	3755.00
2	Supervisor		1644.00	1644.00	1644.00	1644.00	1644.00
3	Accountant		6376.00	6249.00	6223.00	6213.00	5399.00
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	4569.00	3745.00	3734.00	3718.00	3660.00
2	Clerk						
3	Typist						
4	Assistant Ssuperviosr						
5	Booking Clerk						
6	Assistant Operator (with licence)						
7	Wireman (with licence)						
8	Electrician (with licence)						
9	Air Conditioner						

10	Carpenter	V D A	1644.00	1644.00	1644.00	1644.00	1644.00
11	Painter		6213.00	5389.00	5378.00	5362.00	5304.00
12	Vehicle driver	Total					
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						
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.	Basic V D A	3755.00 1644.00 5399.00	3734.00 1644.00 5378.00	3718.00 1644.00 5362.00	3660.00 1644.00 5304.00	3545.00 1644.00 5389.00
IV							
1	Sweeper						
2	Sanitary Helper						
3	Board Boy						
4	Attender, Usher Battery						
5	Office Boy						
6	Gardner Battery Boy	Basic V D A	3729.00 1644.00 5373.00	3718.00 1644.00 5362.00	3660.00 1644.00 5304.00	3544.00 1644.00 5388.00	3518.00 1644.00 5162.00
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.	Total					

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 city Agglomeration Area	Zone-II All distribution offices in places other than Bangalore city Agglomeration Area
1	2	3	4	5
I				
1	Assistant Manager	Basic VDA	4732.00	4605.00
2	Accountant		1644.00	1644.00
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		Total	6376.00
II				
1	Assistant Accountant	Basic	4569.00	3755.00
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.	VDA Total	1644.00 6213.00	1644.00 5399.00
III				
1	Peon	Basic VDA Total	3734.00 1644.00 5378.00	3718.00 1644.00 5362.00
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

S1. No	Class of Employment		Minimum rates of wages per month
1	2	3	4
I			
1	Sound Recordist	Basic VDA Total	4732.00 1644.00 6376.00
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 1644.00 6249.00
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 1644.00 6323.00
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.		
IV			
1	Light Boy	Basic VDA Total	3755.00 1644.00 5399.00
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	3734.00 1644.00
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.	Total	5378.00
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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 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
Chickballapur	Laksmeswar	Guledgud
Chamarajanagar	Mercara	Dandeli
Udupi	Malavalli	Basavakalyan
Nanjangud	Ramadurga	Arasikere
Tiptur	Bailahongala	Kundapur
Shorapur	Jamakhandi	Shahabad
Kanakapur	Attani	Karkala
Kampli	Sankeshwer	Sira
Tarikere	Chikkodi	
Gokak	Haveri	

**26. 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:4624- 3196 = 1428 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	<i>Project Officer, Plant In charge, Marketing Officer, Field Officer, Engineer.</i>	Basic VDA Total	4133.00 1499.40 5632.40
2	<i>Cold Storage Supervisor, Processing Supervisor, Production Supervisor and other Supervisors.</i>	Basic VDA Total	4050.00 1499.40 5549.40
3	<i>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</i>	Basic VDA Total	3609.00 1499.40 5108.40
4	<i>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</i>	Basic VDA Total	3437.96 1499.40 4937.36

5	<i>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.</i>	Basic VDA Total	3173.36 1499.40 4672.76
6	<i>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</i>		
7	<i>Workers engaged in production of prawns in salt water</i> 1) Land digging 2) Levelling of land	Per day VDA Total	121.82 57.66 179.48
8	<i>Removal of weeds</i>	Per day VDA Total	82.97 57.66 140.63
			(Per month)
1	Office staff: Accountant/ Stenographer	Basic VDA Total	3515.65 1499.40 5015.05
2	<i>Clerk</i>	Basic	3278.26
3		VDA	1499.40
4	Typist Store keeper	Total	4777.66
5		Basic	3173.26
6	<i>Office Boy</i> Peon	VDA Total	1499.40 4672.66

	<i>Workers engaged in peeling and veining section</i>		
1	Big size		
2	Small size	Per day	121.82
3	Beheading	VDA	57.66
	<u>Frog Legs:</u>	Total	179.48
1			
2	<i>Jumbo</i>		
3	Big Size		
4	Medium Size		
	Small Size		

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 3.5 Paise per point over and above 3196 points.

**27.FOOD PROCESSING, PACKING OF FOOD PRODUCTS
(INCLUDING COFFEE, TEA & SPICES) INDUSTRY**

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: 4624-3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable	
			Zone-I	Zone-II
1	2	3	4	5
I		Basic	4212.90	4146.90
1	Highly Skilled	VDA	816.00	816.00
2	Foreman	Total	5028.90	4962.90
	Manager			
3	Supervisor	Basic	4072.21	4005.40
		VDA	816.00	816.00
		Total	4888.21	4821.40
II				
1	Skilled			
2	Machine Operator			
3	Steamer Operator			
4	Boiler Operator			
5	Generator Operator			
6	Mix room operator			
7	Freezer operator			
8	Processing operator			
9	Senior operator	Basic	4048.06	3981.91
10	Operator	VDA	816.00	816.00
11	Mechanic	Total	4864.06	4797.91
12	Technician			
13	Lab Technician			
14				

15	Electrician			
16	Chemist			
17	Cutter/Mixer			
18	Sweet Maker			
19	Kova Maker Purchaser Store keeper & other skilled Labourer			
20	<i>Driver</i>	Basic VDA Total	3835.40 816.00 4651.40	3773.40 816.00 4589.40
III	<i>Semi skilled</i>			
1		Basic	3881.00	3816.01
2	Production Assistant	VDA	816.00	816.00
3	Salesman Sorter /other semi- skilled labourer	Total	4697.00	4632.01
IV	<i>Unskilled</i>			
1				
2	Bottle Filler			
3	Packer			
4	Cold Room Boy			
5	Cleaning Room Boy			
6	Powdering and Mixing			
7	Packers			
8	Assistant			
9	Mazdoor	Basic	3636.40	3627.01
10	General worker	VDA	816.00	816.00
11	Helper	Total	4452.40	4443.01
12	Cleaner			
13	Loading and un-loading			
14	Peon			
15	Watchman			
16	Peeler Sweeper/Scavenger Any other un skilled labourer not shown above			
V	<i>Office staff:</i>			
1		Basic	3915.60	3882.15
2	Accountant	VDA	816.00	816.00
3	Cashier	Total	4731.60	4698.15

4 5	Stenographer <i>Clerk</i> Typist	Total		
6 7 8	Collection clerk Booking Delivery Clerk Sales Assistant / Bill Clerk	Basic VDA Total	3741.40 816.00 4557.40	3685.40 816.00 4501.40
9	<i>Office Boy / Office Assistant</i>	Basic VDA Total	3636.40 816.00 4452.40	3626.40 816.00 4442.40

Zone-I: Bangalore Agglomeration Area and other Municipal Corporation and Agglomeration Areas in the State (Towns having Corporations)

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 D.A. at the rate of 4 Paise per point over and above 3944 points.

28.FORESTRY & TIMBERING INDUSTRY

Notification No. KAE 68 LMW 2005 dated 28.07.2008

Published in Gazette dated 18.08.2008

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

Cost of Living Index: 4624 - 3196 = 1428 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages for Time rated workers
1	2		3
I	<u>Skilled:</u>		
1	Axeman	Per day VDA Total	121.90 49.43 171.33
2	Sawyers		
3	Mason		
4	Carpenters		
5	Workers engaged in transportation of logs through rivers		
6	Workers engaged in breaking of boulders		
7	Mahout		
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	Per day VDA Total	113.90 49.43 163.33
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		

III	<u>Un-Skilled:</u>		
1	Mazdoor workers, workers working in forest nursery and plantations	Per day VDA Total	105.90 49.43 152.33
2	Firewood/Timber, Head carriers		
3	Workers engaged in boundary clearing & fire protection		
4	Workers engaged in earth works (pit making etc.)		
5	Workers engaged in construction of roads (excluding breaking of rocks)		
6	Workers engaged in marking on trees		
7	Peons, watchers & sweepers engaged by the contractors (in connection with forestry inside and outside)		
Sl. No.	Logs in cubic metre	Wages (per cubic metre per day)	
	PIECE RATED WORKERS		
1	Axemans (Felling & preparation of hard wood & soft wood)		VDA Per day Rs. 49.43
a)	Logs not to be demarked:		
	1. Less than half cubic metre	97.93	
	2. More than half cubic metre	75.10	
b)	Logs to be demarked:		
	1. Less than half cubic metre	110.80	
	2. More than half cubic metre	82.90	

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	58.23	
2	Sowing of seeds in nursery bed	1 Sq. hectare	54.10	

3	Aligning Swaking (2m+2m)	1 Sq. hectare	246.16	VDA Per day Rs. 49.43
4	Pulling out teak seedlings (one year nursery plants) and preparation of stumps	100 stems	58.73	
5	Pulling out teak seedlings (two year nursery plants) and preparation of stumps	100 stems	60.30	
6	Teak planting	Sq. metre	59.67	
7	Preparation of seed nursery for eucalyptus		54.84	
8	Watering for eucalyptus nursery plants (thirty litres of water for square metre)		53.48	
9	Collection of sieving of forest soil per cubic metre of soil	100 polythene bags	109.86	
10	Filling polythene bags of 12x18 cm 100 gauge watering facilities planting	100 polythene bags	62.93	
11	Pulling out eucalyptus seedlings nursery bed & Transplanting into polythene bags	100 seedlings	55.68	
12	Digging planting pits in ordinary forest soil after lines pits or 25x25x25cm. At stretching of 21:3 metre 21:2 metres	100 feet	68.07	
13	Digging pits of dimension of 30x30 cm after rains	100 feet	104.19	
14	Digging pits of dimension of 25x25x25cm	100 feet	94.32	
15	Digging pits of dimension of 30x30X30 cm during dry weather	100 feet	145.04	
16	Digging pits in couldery soil of 25x25x25 cm after rain	100 feet	78.15	
17	Digging pits couldery of dimension of 30x30x30cm after rain	100 feet	99.15	

18	Digging pits in couldery of dimension of 30x30x30 cm during dry weather	100 feet	100.83	VDA Per day Rs. 49.43
19	Digging pits in couldery soil of dimension 25x25x25cm after rain	100 feet	175.66	
20	Transport of seedlings in polythene bags to planting sites and distribution up to a lead of 500 metres	100 seedlings	55.89	
21	Covering planting pit dimensions 25x25x25 cm and digging planting pit holes	100 pits	59.04	
22	Planting bags seedlings	100 plants	62.72	
23	Works including Sl. No. 21x22	100 plants	76.16	
24	Aligning and Squawking 2 1/2x 2 1/2 metre	1 hectare	275.31	

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 3196 points.

29. FOUNDRY (WITH OR WITHOUT MACHINE SHAFTS)

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: 4624 - 2703 = 1921 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable per month	
			Zone-I	Zone-II
1	2	3	4	5
I				
1	Highly Skilled	Basic	2805.90	2739.70
2	Foreman	VDA	2017.05	2017.05
3	Supervisor		4822.95	4756.75
	Change hand/Leading hand	Total		
II				
1	Skilled			
2	Machinist			
3	Turner			
4	Mechanic			
5	Pattern maker			
6	Fitter			
7	Core maker	Basic	2645.20	2573.80
8	Moulder	VDA	2017.05	2017.05
9	Blacksmith		4662.25	4590.85
10	Carpenter	Total		
11	Grinder			
12	Miller			
13	Winder			
14	Die maker			
15	Electrician			
	Metal floarer / Shel Moulder			

III				
1	<i>Semi skilled</i>			
2	Driller			
3	Stone cutter			
4	Fireman/ Coupolaman/ Furnace man	Basic	2475.10	2409.00
5	Oil man	VDA	2017.05	2017.05
6	Painter		4492.15	4426.05
7	Wingler	<i>Total</i>		
8	Tinker			
9	Assembler			
	Nickle or any other planter			
10	Wire man			
11	Fitter			
IV				
1	<i>Office staff:</i>			
2	Clerk	Basic	2475.10	2409.00
3	Typist	VDA	2017.05	2017.05
4	Cashier		4492.15	4426.05
5	Store keeper	<i>Total</i>		
	Accountant			
6	Automobile Driver	Basic	2419.50	2375.40
		VDA	2017.05	2017.05
		<i>Total</i>	4436.55	4392.45
7	Peon, Watchman and Office Boy	Basic	2105.50	2066.70
		VDA	2017.05	2017.05
		<i>Total</i>	4122.55	4083.75
V				
1	<i>Unskilled:</i>	Basic		2105.50
2	Sweeper	VDA		2017.05
3	Cleaner			4122.55
	Mazdoor	<i>Total</i>		

Zone-I: Bangalore City Corporation Agglomeration Area and District Head Quarter 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 D.A. at the rate of 3.5 Paise per point over and above 2703 points.

30. 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: 4624-3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2	3	4	5
I				
1	Highly Skilled	Basic	4100.92	4034.72
2	Foreman	VDA	816.00	816.00
3	Senior Glass Technologist Glass blowers	Total	4916.92	4850.72
4	Manager	Basic	3960.22	3894.07
5	Supervisor	VDA	816.00	816.00
6	Junior Technician	Total	4776.22	4710.07
II				
1	Skilled			
2	Mechanic			
3	Electrician			
4	Wireman			
5	Welder DG operator/ operator/ Heavy press operator/Fielder			
6	operator-cum-Machinist			
7	Fitter/Turner			
8	Chemical mixer			
9	Die maker			
10	Screen maker	Basic	3936.07	3869.92
11	Furnace operator	VDA	816.00	816.00
12	Furnace Mason	Total	4752.07	4685.92
13	Pattern maker			
14	Mould Engraver			

15	Blacksmith			
16	Grinding Machine operator			
17	Shaper and Plainer			
18	Diesel Mechanic			
19	Crane operator			
20	Buffer operator			
21	Mouth Blower			
22	Glass polisher			
23	Mould maker			
24	Store keeper			
	Other Skilled Labourer			
25		Basic	3723.91	3662.02
26	<i>Driver</i>	VDA	816.00	816.00
	Engine Driver	Total	4539.91	4478.02
III				
1	<i>Semi skilled:</i>			
2	Glass cutter			
3	Steam operator			
4	Vacuum operator			
5	Assistant operator			
6	Glass block manufacturer			
7	Glass paster			
8	Sample checker			
9	Oil man	Basic	3524.47	3513.97
10	Softer	VDA	816.00	816.00
11	Crusher	Total	4340.47	4329.97
12	Machine man			
13	Airman			
14	Glass Edge Grinder			
15	Glass plaster			
16	Lever man			
17	Blown Article sorter			
18	Sorter			
	Press Lever man			
IV				
1	<i>Un-Skilled:</i>			
2	Steam operator Helper			
3	Glass Cutter Helper			
4	Helper			
5	Assistant Glass Polisher			
6	Packer	Basic	3524.47	3513.97
	Remover of Ash and	VDA	816.00	816.00

7	charcoal from furnace		4340.47	4329.97
8	Loader and Un-Loader	Total		
9	Mould Holders			
10	Watchman			
11	Label fitter			
12	Spiraling operator			
13	General Mazdoor			
14	Sticher			
15	Cleaner			
16	Peon			
	Sweeper/Scavenger & other unskilled labourer not shown above			
V				
1	Office staff:	Basic	3803.75	3770.17
2	Accountant	VDA	816.00	816.00
3	Stenographer		4619.75	4586.17
4	<i>Clerk</i>	Total		
	Typist			
5	Time keeper	Basic	3629.47	3573.82
		VDA	816.00	816.00
		Total	4445.47	4389.82
6	Office Boy	Basic	3524.47	3513.97
		VDA	816.00	816.00
		Total	4340.47	4329.97

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 D.A. at the rate of 4 Paise per point over and above 3944 points.

31. GRANITE STONES AND MARBLES INDUSTRY

Notification No. KAE 95 LMW 2005 dated 21.07.2008

Published in Gazette dated 12.08.2008

Cost of Living Allowance to be paid over and above 2967 points

Cost of Living Index: 4624 - 2967 = 1657 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2	3	4	5
I	Highly Skilled (A)			
1	<i>Highly Skilled (A)</i>	Basic	3514.00	3451.00
2	Production Manager	V D A	1491.30	1491.30
3	Production Engineer Engineer	Total	5005.30	4942.30
II	Highly Skilled (B)			
1	<i>Maintenance Supervisor</i>			
2	<i>Supervisor Grade-I</i>			
3	<i>Assistant Engineer</i>			
4	<i>Gang saw operator</i>			
5	<i>Tile polisher</i>	Basic	3264.00	3197.00
6	<i>Monument Maker</i>	V D A	1491.30	1491.30
7	<i>Crane operator</i>	Total	4755.30	4688.30
8	<i>Mobile Crane operator</i>			
9	<i>Machine operator</i>			
10	<i>Polisher</i>			

11	<i>Edge cutter</i>			
12	<i>Welder Grade-I</i>			
13	<i>Black cutter (Machine)</i>			
14	<i>Slab processing man</i>			
15	<i>Brisk polisher</i>			
16	<i>Polishing Machine Operator</i>			
17	<i>Senior operator</i>			
III	<i>Skilled:</i>			
1	<i>Supervisor</i>			
2	<i>Electrician</i>	Basic	3015.00	2949.00
		V D A	1491.30	1491.30
3	<i>Fitter</i>	Total	4506.30	4440.30
4	<i>Carpenter</i>			
5	<i>Stone Dresser</i>			
6	<i>Welder</i>			
7	<i>Maison</i>			
8	<i>Ranger operator</i>			
9	<i>Operator</i>			
10	<i>Welder Grade-II</i>			
11	<i>Co-Operator</i>			
12	<i>Polishing operator</i>			
13	<i>Maistry</i>			

14	<i>Stone Crushing and other skilled labourer</i>			
15	<i>Lorry Driver</i>	Basic	2804.00	2742.00
16	<i>Car Driver</i>	V D A	1491.30	1491.30
		Total	4295.30	4233.30
IV	<i>Semi skilled:</i>			
1	<i>Stone cutter</i>			
2	<i>Junior operator</i>			
3	<i>Assistant operator</i>	Basic	2850.00	2785.00
4	<i>Assistant stone cutter</i>	V D A	1491.30	1491.30
		Total	4341.30	4276.30
5	<i>Packing Supervisor</i>			
6	<i>Assistant Electrician</i>			
7	<i>Assistant Store Keeper</i>			
8	<i>Trainee operator</i>			
9	<i>Helper for Monument Maker</i>			
10	<i>D.G. Operator</i>			
11	<i>Store carrier & other semi-Skilled Labourer</i>			
V	<i>Un-Skilled:</i>			
1	<i>House keeping</i>			
2	<i>General Helper</i>			
3	<i>Watchman</i>	Basic	2604.00	2595.00
4	<i>Packer</i>	V D A	1491.30	1491.30
		Total	4095.30	4086.30

5	<i>Helper</i>			
6	<i>Cleaner</i>			
7	<i>Hamali</i>			
8	<i>Assistant</i>			
9	<i>Mazdoor</i>			
10	<i>Loading and un-loading</i>			
11	<i>Sweeper and other un- skilled labourer</i>			
VI	<i>Office staff:</i>			
1	Manager	Basic	3264.00	3198.00
2	Accountant	V D A	1491.30	1491.30
3	Cashier		4755.30	4689.30
4	Stenographer	Total		
5	<i>Assistant manager</i>	Basic	2882.00	2850.00
6	Assistant Accountant	V DA	1491.30	1491.30
		Total	4373.30	4341.30
7	<i>Clerk</i>	Basic	2708.00	2654.00
8	Customs clerk	V D A	1491.30	1491.30
9	Typist		4199.30	4145.30
10	Store keeper	Total		
11	Personal Assistant			
12	Receptionist			
13	Office Boy	Basic	2607.00	2595.00
14	Attender	V D A	1491.30	1491.30
15	Peon		4098.30	4086.30
		Total		

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

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 2967 points.

32. 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: 4624 - 3196 = 1428 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

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	
	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) <i>Width:</i> 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.
	26-30	32"	12.00

	26-30	50"	14.90
(e) Towels, Napkins and hand kerchiefs	40 -60	12" - 21" 22" - 28" 29" - 36" 37" - 60"	6.20 11.50 14.00 17.00
Note: For design work or chowkli (checks) 1/3 of the above rates be paid extra			
Category - II Weaving - Powerloom:			
(a) Sarees: <i>Plain with border:</i>	Width 48" - 54" Cms (121.92-137.16) 48" - 54" Cms (121.92-137.16) 48" - 54" Cms (121.92-137.16) 48" - 54" Cms (121.92-137.16)	Counts 40 60 80 80 -120	Rates per Mtr 10.10 13.10 16.30 21.60
(b) Other than sarees 20's/10's (Coating) Reeds: 20's/26's (shirting) 60/64 (shirting) 52 to 56 Reeds (checks) 60/64(Checks) Grey Cloth (60 CTS) 34/40(plain)	Width 28" (71.12 Cms) 30" (76.2 Cms)	Counts 36-40	Rate per Mtr 1.60 1.90 3.10 4.60 5.50 3.10 2.90
Note: For Dobby work, 1/10 of above rates be paid extra			
Category - III:Warping (Both Handloom and Powerloom)			
<i>Length</i>	<i>Width</i>	<i>Counts</i>	<i>Rate</i>
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 Cms	20 - 30	177.00
c) 600 Yards or 546 Mtrs	30"-54" or 76.2-137.16 Cms	40 - 60	419.00
d) 600 Yards or 546 Mtrs	30"-54" or 76.2-137.16 Cms	80 - 120	750.00
Category - IV : Dye work			
			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)		
	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
<i>Category - VI: Folder Rs. 9.00</i>	30.50 Per day	63.60(8 hours of work)
Category - VII: Supervisor/Jobbers		2830.00 1285.20 4115.20
Category - VIII: Office Staff:		
a) Accountant		
b) Typist		2830.00
c) Clerk		1285.20 4115.20
Category - IX: Watchman		2446.00
Category - X:Hamali / Sweeper		1285.20 3731.20

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 3 Paise per point over and above 3196 points.

33. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
1	<u>PART-I</u>	Basic	4633.00	4488.00
2	Junior Doctors (Degree)	VDA	612.00	612.00
3	Ayurvedic Doctors (Degree)		5245.00	5100.00
	Homeo Doctors (Degree)	Total		
1	PART-II			
2	Manager			
3	Ayurvedic Doctor (Diploma)			
4	Homeo Doctor (Diploma)			
4	Matrons	Basic	4416.00	4269.00
5	Bio-Chemist	VDA	612.00	612.00
6	Micro-Biologist		5028.00	4881.00
7	Psychologist	Total		
8	Medical and Psychiatric			
9	Social worker			
1	PART-III:			
1	Accountant	Basic	4343.00	4196.00
2	Research Assistant-cum-Scientific Assistant	VDA	612.00	612.00
3	Clinical Supervisors		4955.00	4808.00
4	Tutor	Total		

1	PART-IV; Head Clerk			
2	Staff Nurse (B.Sc., - Nursing)			
3	Lab Technician	Basic	4196.00	4050.00
4	X-Ray Technician	VDA	612.00	612.00
5	Radio Grapher		4808.00	4662.00
6	Theater Mechanic	Total		
7	Compounder (Qualified)			
8	Pharmacist			
9	Physiotherapy Technician			
10	Dietician			
11	Maintenance Supervisor			
12	Speech Therapist			
1	<u>PART-V:</u>			
2	Stenographer	Basic	4123.00	4050.00
3	Librarian	VDA	612.00	612.00
4	Person who have served in Nurse post for a minimum period of five years Registered Nurse	Total	4735.00	4662.00
1	<u>PART-VI:</u>			
2	Medical Record Keeper	Basic	4050.00	3977.00
3	Store Keeper	VDA	612.00	612.00
4	Refractionist		4662.00	4589.00
5	Optometrist	Total		
6	Ayurvedic Compounder Mid-Wife			
1	<u>PART-VII:</u>			
2	Office Assistant / Clerk	Basic	3977.00	3940.00
3	Telephone Operator	VDA	612.00	612.00
4	Typist		4589.00	4552.00
5	Cash Clerk	Total		
6	Electrician			
7	House Keeper			
8	Receptionist Dental Hygienist			
1	<u>PART-VIII:</u>			
2	Plumber			
3				

4				
5	<i>Car-Ambulance Driver</i>	Basic	3936.00	3794.00
6	Cook	VDA	612.00	612.00
7	Steward		4548.00	4444.00
8	Ancillary Nurse/Mid-wife	Total		
9	Dark room Assistant			
10	Pharmacy Assistant			
11	Laboratory Assistant			
12	X-Ray Assistant			
	E.C.G. Assistant			
	Tailor			
	Carpenter			
	<u>PART-IX:</u>			
1	Lift Operator	Basic	3832.00	3794.00
2	Barber/Dresser	VDA	612.00	612.00
3	Peon/Watchman		4444.00	4406.00
4	Dhobi	Total		
5	Nursing Orderly			
6	Ward Boy			
	<u>PART-X</u>			
1	Gardener	Basic	3798.00	3751.00
2	Kitchen Assistant	VDA	612.00	612.00
3	Ayah		4410.00	4363.00
4	Attender/Dark Room Attender	Total		
5	Table maid/Ward Supplier			
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.

34. 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: 4624 - 2703 = 1921 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

S C H 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
1	Manager	Basic VDA Total	2897.00 2305.20 5202.20	2842.40 2305.20 5147.60	2814.10 2305.20 5119.30
2	Mess Manager				
3	Warden				
4	Mess Supervisor	Basic VDA Total	2740.60 2305.20 5045.80	2715.40 2305.20 5020.60	2700.70 2305.20 5005.90
5	Matron				
6	Assistant Manager				
7	Assistant Warden	Basic VDA Total	2686.00 2305.20 4991.20	2652.40 2305.20 4957.60	2598.80 2305.20 4904.00
8	Chief Cook				
9	Cook				
10	Grinder	Basic VDA Total	2487.50 2305.20 4792.70	2455.00 2305.20 4760.20	2438.20 2305.20 4743.40
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	2305.20	2305.20	2305.20
		Total	5202.20	5147.60	5119.30
2	Accountant+	Basic	2640.60	2607.20	2590.40
		VDA	2305.20	2305.20	2305.20
		Total	4945.80	4912.40	4895.60
3	Clerk				
4	Typist	Basic	2561.00	2533.70	2519.00
5	Cashier	VDA	2305.20	2305.20	2305.20
6	Computer Operator	Total	4866.20	4838.90	4824.20
7	Telephone operator	Basic	2487.50	2455.00	2438.20
8	Store Keeper	VDA	2035.20	2305.20	2305.20
9	Office Boy	Total	4522.70	4760.20	4743.40

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.

35. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013.

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	4160.00 816.00 4976.00	4127.00 816.00 4943.00	4101.00 816.00 4917.00
2	Supervisor/Kitchen Supervisor	Basic VDA Total	4127.00 816.00 4943.00	4101.00 816.00 4917.00	4087.00 816.00 4903.00
3	Barman	Basic VDA Total	4102.00 816.00 4918.00	4088.00 816.00 4904.00	4076.00 816.00 4892.00
4	Assistant Cook/ Dosa maker/ Chapathi maker/ Idli maker	Basic VDA	4088.00 816.00	4076.00 816.00	4056.00 816.00
5	Room boy	Total	4904.00	4892.00	4872.00
6	Coffee maker/Tea maker Server/Supplier/Waiter/Bearer/Buttler/Grinder	Basic VDA Total	4056.00 816.00 4872.00	3874.00 816.00 4690.00	3847.00 816.00 4663.00
7 & 8	Vegetable cutter/Mutton cutter/ Parcel boy Water carriers/Gardeners/ Dhobi	Basic VDA Total	3874.00 816.00 4690.00	3837.00 816.00 4653.00	3757.00 816.00 4573.00

9	Receptionist	Basic	4160.00	4127.00	4101.00
		VDA	816.00	816.00	816.00
10	Telephone Operator	Total	4976.00	4943.00	4917.00
11	Electrician	Basic	4127.00	4101.00	4087.00
		VDA	816.00	816.00	816.00
		Total	4943.00	4917.00	4903.00
12	Lift Attender	Basic	3874.00	3837.00	3757.00
		VDA	816.00	816.00	816.00
		Total	4690.00	4653.00	4573.00
13	Accountant	Basic	4160.00	4127.00	4101.00
		VDA	816.00	816.00	816.00
		Total	4976.00	4943.00	4917.00
14	Clerk / Typist / Cashier / Store Keeper	Basic	4088.00	4076.00	4056.00
		VDA	816.00	816.00	816.00
		Total	4904.00	4892.00	4872.00
15	Cleaner/Peon/Watchman/Sweeper /Office boy/Office Assistant /doing a job similar to the categories mentioned above.	Basic	3874.00	3847.00	3757.00
		VDA	816.00	816.00	816.00
		Total	4690.00	4663.00	4573.00
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.

36. 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: 4624 - 2703 = 1921 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
1	Supervisor	Basic VDA Total	3308.10 2305.20 5613.30	3242.00 2305.20 5547.20	3187.40 2305.20 5492.60
2	Operator	Basic	2867.10	2801.00	2746.40
3	Electrician	VDA Total	2305.20 5172.30	2305.20 5106.20	2305.20 5051.60
4	Ice Buf Manufacture	Basic	2697.00	2630.90	2575.20
5	Assistant Operator	VDA	2305.20	2305.20	2305.20
6	Ice Lifter	Total	5002.20	4936.10	4880.40
7	Loading and Unloading	Basic VDA Total	2432.40 2305.20 4737.60	2366.30 2305.20 4671.50	2310.60 2305.20 4615.80
	Ice Candy lifter				
8	Packer				
9	Mazdoor				
10	Helper				
11	Cleaner	Basic	2644.50	2623.50	2602.50
12	Watchman	VDA	2305.20	2305.20	2305.20
13	Accountant	Total	4949.70	4928.70	4907.70

14	Clerk	Basic	2565.80	2554.20	2539.50
15	Typist	VDA	2305.20	2305.20	2305.20
16	Salesman	Total	4871.00	4859.40	4844.70
17	Peon	Basic	2432.40	2366.30	2310.60
18	Office Boy	VDA	2305.20	2305.20	2305.20
		Total	4737.60	4671.50	4615.80

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.

37. KHANDASARI SUGAR INDUSTRY

Notification No. KAE 72 LMW 2005 dated 28.07.2008

Published in Gazette dated 18-08-2008

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

Cost of Living Index: 4624 - 3196 = 1428 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment \		Minimum rates of wages per month
1	2		3
I			
1	Skilled (A)	Basic	3242.55
2	Foreman	VDA	1499.40
3	Mechanical Supervisor Maistry	Total	4741.95
	Skilled-B		
4	Mechanic		
5	Chemist		
6	Cane Crusher Driver		
7	Machine driver		
8	Setting Man		
9	Welder		
10	Electrician		
11	Carpenter	Basic	3206.45
12	Blacksmith	VDA	1499.40
13	Turners	Total	4705.85
14	Furnace Repairer		
15	Fitter		
16	Panman		
17	Boiler in Pan's		
18	Any other skilled worker		

II			
1	<i>Semi-Skilled:</i>		
2	Field man		
3	Sulpher man	Basic	3154.45
4	Sulpheration	VDA	1499.40
5	Sulpheration man		4653.85
6	Pattikaregard & Cutting	<i>Total</i>	
7	Oil man		
8	Assistant Mechanic		
9	Karegar		
10	Bag Filler		
11	Pump Attenders		
12	Fire man		
13	Centre Fusing Any other semi skilled worker		
III			
1	<i>Un-Skilled:</i>		
2	Helper		
3	Mazdoor		
4	Cane Carriers	Basic	2838.45
5	Removing Bogasse Ginning	VDA	1499.40
6	Fire Woodgringer		4337.85
7	Cane Feeder	<i>Total</i>	
8	Bag Filler		
9	Any other Un-skilled worker Mazdoor, any other categories of unskilled employees not specified above		
IV			
1	<i>Office staff:</i>	Basic	3503.95
	Manager	VDA	1499.40
		<i>Total</i>	5003.35
2	Accountant	Basic	3206.45
3	Purchase Incharge	VDA	1499.40
		<i>Total</i>	4705.85
4		Basic	3154.45
5	<i>Cashier</i>	VDA	1499.40
6	Time keeper Clerk/Clerk-cum-Typist	<i>Total</i>	4653.85
7	Peons/ Office Boys/	Basic	2839.45

	Watchman/Gate keeper	VDA	1499.40
		Total	4338.85

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 3.5 Paise per point over and above 3196 points.

38. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Marking Helper		
2	Starter	Basic	4197.00
3	Distribution Labour	VDA	816.00
4	Assistant Painter	Total	5013.00
5	Assistant Cleaner		
6	Watchman		
7	Pressing, Ironing Labour	Basic	4082.00
8	Driver	VDA	816.00
9	Identification Marker	Total	4898.00
10	Dryer		
11	Dry Cleaner	Basic	4036.00
12	Boiler Helper	VDA	816.00
13	Boiler Operator	Total	4852.00
14	Booking clerk	Basic	4000.00
15	Tailor	VDA	816.00
16	Clerk	Total	4816.00
17	Cashier	Basic	3967.00
		VDA	816.00
		Total	4783.00
18	Mechanic	Basic	4027.00
19	Supervisor	VDA	816.00
		Total	4843.00
20	Manager	Basic	3634.00
		VDA	816.00
		Total	4450.00

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.

39. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Manager	Basic	4514.00
2	Supervisor	VDA	816.00
		Total	5330.00
3	Chemist (Graduate)		
4	Mechanic	Basic	4342.00
5	Electrician	VDA	816.00
6	Boiler Attender	Total	5158.00
7	Machine Operator	Basic	4133.00
8	Machine Driver	VDA	816.00
9	Driver	Total	4949.00
10	Bottle Carrier		
11	Bottling Worker	Basic	3965.00
12	Packing Worker	VDA	816.00
13	Lab Assistant	Total	4781.00
14	Loader		
15	Filling of Liquor to the Bottle		
16	Cleaning of Bottle		
17	Cleaner		
18	Attender	Basic	3908.00
19	Helper	VDA	816.00
20	Watchman	Total	4724.00
21	Mazdoor		
22	Sweeper		

23	Accountant	Basic	4200.00
24	Cashier	VDA	816.00
		Total	5016.00
25	Salesman	Basic	4144.00
26	Clerk	VDA	816.00
27	Typist	Total	4960.00
28	Office Boy	Basic	3919.00
		VDA	816.00
		Total	4735.00

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 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H 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	612.00	612.00	612.00
3	Supervisor	Total	5177.00	5111.00	5078.00
II	Skilled:				
1	Pharmacists				
2	Chemists				
3	Boiling Powdering and Cutting				
4	Machinist	Basic	4042.00	3976.00	3942.00
5	Electrician	VDA	612.00	612.00	612.00
6	Machine Operator	Total	4654.00	4588.00	4554.00
7	Operator				
8	Drug Manufacture & other skilled worker				
III	Semi Skilled:				
1	Assistant Pharmacists				
2	Lab Assistant	Basic	3868.00	3802.00	3769.00

3	Store in Charge	VDA	612.00	612.00	612.00				
4	Assistant Electrician	Total	4480.00	4414.00	4381.00				
5	Salesman and Other Semi- skilled Labourer								
IV	Unskilled:								
1	Filling and Ceiling	Basic	3609.00	3600.00	3594.00				
2	Strawer								
3	Cutting								
4	Machine Helper/ Helper								
5	Labelling								
6	Packers					VDA	612.00	612.00	612.00
7	Assistant					Total	4221.00	4212.00	4206.00
8	Cleaner								
9	Mazdoors								
10	Sweepers and Other Un skilled Labour								
V	Office Staff:	Basic	3902.00	3765.00	3748.00				
1	Accountant	VDA	612.00	612.00	612.00				
		Total	4514.00	4377.00	4360.00				
2	Clerk	Basic	3720.00	3665.00	3637.00				
3	Typist	VDA	612.00	612.00	612.00				
		Total	4332.00	4277.00	4249.00				
4	Driver	Basic	3650.00	3623.00	3608.00				
		VDA	612.00	612.00	612.00				
		Total	4262.00	4235.00	4220.00				
5	Office Boy	Basic	3609.00	3600.00	3594.00				
	Peon	VDA	612.00	612.00	612.00				
		Total	4221.00	4212.00	4206.00				

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 3 Paise per point over and above 3944 points.

41. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day
			Zone-I
1	2		3
1	Puri Fryer Paddy Fryer	Basic VDA <i>Total</i>	150.00 31.38 181.38
2	Paddy Polisher Paddy Cleaner	Basic VDA <i>Total</i>	135.00 31.38 166.38
3	Driver	Basic VDA <i>Total</i>	150.00 31.38 181.38
4	<i>Clerk</i>	Basic VDA <i>Total</i>	135.00 31.38 166.38
5.	Assistant and all Semi skilled workers	Basic VDA <i>Total</i>	130.00 31.38 161.38
6.	Unskilled worker	Basic VDA <i>Total</i>	125.00 31.38 156.38

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.

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

Notification No. KAE 69 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

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 VDA Total	5984.94 816.00 6800.94	5834.94 816.00 6650.94
2.	Foreman	Basic VDA Total	5871.58 816.00 6687.58	5721.58 816.00 6537.58
3.	Supervisor	Basic VDA Total	5771.22 816.00 6587.22	5621.22 816.00 6437.22
II	Skilled:			
1	Electrician			
2	Fitter			
3	Turner			
4	Operator			
5	Technician			
6	Metal Caster			
7	Metal Roller			
8	Shafterman			
9	Metal welder	Basic	4145.92	4073.26
10	Welder cum Gas Cutter	VDA	816.00	816.00
11	Maistry	Total	4961.92	4889.26
12	Chemist			
13	Blacksmith			
14	Burner			

15	Tongsman			
16	Laboratory Incharge			
17	Iron Glass Cutter			
18	For other skilled works			
III				
1	<i>Semi-Skilled:</i>			
2	Assistant	Basic	3964.69	3891.93
3	Laboratory Assistant	VDA	816.00	816.00
4	Hammer Man		4780.69	4707.93
5	Fireman	Total		
6	Driver			
	Other Semi-skilled workers			
IV				
1	<i>Unskilled:</i>			
2	Greaser			
3	Hookman	Basic	3694.42	3682.87
	Loader and Unloader,	VDA	816.00	816.00
4	Loader and bundling worker		4510.42	4498.87
5	General workers	Total		
6	Watchman			
7	Helper			
8	Mill worker			
9	End cutting Cutter			
	Sweeper & other Unskilled workers			
V				
1	<i>Office Staff:</i>	Basic	5984.94	5834.94
	Manager/Personal Officer	VDA	816.00	816.00
		Total	6800.94	6650.94
2	Accountant	Basic	5771.22	5621.22
		VDA	816.00	816.00
		Total	6587.22	6437.22
3	Stenographer	Basic	4697.32	4497.32
		VDA	816.00	816.00
		Total	5513.32	5313.32
4	Typist	Basic	4597.32	4447.32
		VDA	816.00	816.00
		Total	5413.32	5263.32
5	Cashier			
6	Clerk			
7	Store Keeper	Basic	4397.32	4247.32
		VDA	816.00	816.00
		Total	5213.32	5063.32
6	Office Boy/Peon/Watch Man/Attender	Basic	4187.82	4037.82
		VDA	816.00	816.00
		Total	5003.82	4853.82

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.

**43. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I 1	Highly Skilled <i>Manager (Production)</i>	Basic	5984.94	5834.94
		VDA	816.00	816.00
		Total	6800.94	6650.94
2.	Fore man	Basic	5871.58	5721.58
		VDA	816.00	816.00
		Total	6687.58	6537.58
3.	Supervisor	Basic	5771.22	5621.22
		VDA	816.00	816.00
		Total	6587.22	6457.22
4.	Rolling Ballet Maistry	Basic	4134.37	4069.27
5.	Welding Maistry	VDA	816.00	816.00
		Total	4950.37	4885.27
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	816.00	816.00
8	Tongueman - Shafferman		5785.52	4719.37
9	Cutting Machinery Operator	Total		
10	Blacksmith			
11	Shaper			
12	Electrician			

13	Other skilled labourers			
III				
1	<i>Semi-Skilled:</i>			
2	Assistant Casting man			
3	Assistant Fitter			
4	Assistant Turner			
5	Circle Cutter			
6	Store Keeper	Basic	3803.62	3737.47
7	Tote man	VDA	816.00	816.00
8	Crane Operator		4619.62	4553.47
9	Pressure man	Total		
10	Hook man			
11	Fireman			
12	Truck Driver			
13	Driver			
	Other Semi-skilled Labourers			
IV				
1	<i>Un-Skilled:</i>			
2	Greaser man			
3	Batti man	Basic	3510.67	3483.37
4	Candy man	VDA	816.00	816.00
5	Watch man		4326.67	4299.37
6	Sweeper	Total		
7	Helper			
	Unskilled labourers not shown above			
V				
1	<i>Office Staff:</i>	Basic	5984.94	5834.94
	Manager/Personal Manager	VDA	816.00	816.00
		Total	6800.94	6650.94
2	<i>Accountant</i>	Basic	5771.22	5621.22
		VDA	816.00	816.00
		Total	6587.22	6437.22
3.	<i>Stenographer</i>	Basic	4697.32	4497.32
		VDA	816.00	816.00
		Total	5513.32	5313.32
4.	<i>Typist</i>	Basic	4597.32	4447.32
		VDA	816.00	816.00
5.	<i>Cashier</i>	Total	5413.32	5263.32

6.	<i>Clerk</i>			
7.	<i>Store Keeper</i>	Basic	4397.32	4247.32
		VDA	816.00	816.00
		Total	5213.32	5063.32
8.	<i>Office Boy/ Peon / Attender</i>	Basic	4187.82	4037.82
		VDA	816.00	816.00
		Total	5003.82	4853.82

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.

44. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I	Highly Skilled:			
1		Basic	4100.20	3929.20
2		VDA	816.00	816.00
3	Foreman		4916.20	4745.20
4	Civil Supervisor Electrical Supervisor Manager	Total		
II	Skilled:			
1	Mechanic			
2	Fitter-cum-Cutter			
3	Electrician	Basic	3934.20	3868.20
4	Turner	VDA	816.00	816.00
5	Chemist (Graduate)		4750.20	4684.20
6	Welder	Total		
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	816.00	816.00
3	Assistant Welder		4585.20	4519.20
4	Store Keeper	Total		
IV	Unskilled:			
1		Basic	3664.20	3655.20
2	Packer	VDA	816.00	816.00
3	Cleaner		4480.20	4471.20
4	Helper	Total		
5	Crusher			
6	Watch man			
7	Sweeper			
	Other unskilled labourer			
V	Office Staff:			
1		Basic	3943.20	3910.20
	Accountant	VDA	816.00	816.00
	Stenographer	Total	4759.20	4726.20
2		Basic	3769.20	3713.20
3	Clerk	VDA	816.00	816.00
	Typist	Total	4585.20	4529.20
4	Office Assistant	Basic	3664.20	3655.20
		VDA	816.00	816.00
		Total	4480.20	4471.20

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 D.A. at the rate of 4 Paise per point over and above 3944 points.

45. 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: 4624 -3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per month			
			Zone-I	Zone-II		
1	2		3	4		
I 1	Highly Skilled: Manager	Basic	5984.94	5834.94		
		VDA	816.00	816.00		
		Total	6800.94	6650.94		
2	Electrical Engineer					
3	Supervisor	Basic	5771.22	5621.22		
		VDA	816.00	816.00		
		Total	6587.22	6437.22		
II 1	Skilled: Maistry					
		2	Machine Operators	Basic	3969.52	3903.37
				VDA	816.00	816.00
				Total	4785.52	4719.37
		3	Press Mechanic			
		4	Mosaic Presser			
		5	Grinder			
6	Other skilled labourer					
III 1	Semi Skilled: Polisher	Basic	3803.62	3737.47		
		VDA	816.00	816.00		
		Total	4619.62	4553.47		
2	Manufacturer of Mosaic tiles and other semi-skilled labourer					
3	Driver	Basic	3757.42	3695.47		
		VDA	816.00	816.00		
		Total	4573.42	4511.47		

		<i>Total</i>		
IV				
1	<i>Unskilled:</i>			
2	Mixing man/Mixer			
3	Tiles carrier			
4	Loading & unloading			
5	Helper	Basic	3597.92	3548.47
6	Watch man	VDA	816.00	816.00
7	Security		4413.92	4364.47
8	Sweeper	<i>Total</i>		
9	Mazdoor			
10	Cleaner			
	Unskilled labourer not shown above			
V		Basic	5984.94	5834.94
1.	<i>Office Staff:</i>	VDA	816.00	816.00
	Manager/Personal Manager	<i>Total</i>	6800.94	6650.94
2	Accountant	Basic	5771.22	5621.22
		VDA	816.00	816.00
		<i>Total</i>	6587.22	6437.22
3	<i>Stenographer</i>	Basic	4697.32	4497.32
		VDA	816.00	816.00
		<i>Total</i>	5513.32	5313.32
4	<i>Typist</i>	Basic	4597.32	4447.32
5		VDA	816.00	816.00
6	<i>Clerk</i>	<i>Total</i>	5413.32	5263.32
	<i>Cashier</i>			
7	Store Keeper	Basic	4397.32	4247.32
		VDA	816.00	816.00
		<i>Total</i>	5213.32	5063.32
8	Office Boy/Peon /Watch Man / Attender	Basic	4187.82	4037.82
		VDA	816.00	816.00
		<i>Total</i>	5003.82	4853.82

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.

46. 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: 4624 -2703 = 1921 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day	
			Zone-I Per day	Zone-II Per day
1	2		3	4
I	Skilled-A:	Per day	105-70	103-80
1		VDA	77-58	77-58
2	Supervisor		183-28	181-38
	Technical Supervisor	Total		
II	Skilled-B:			
1	Engine Driver	Per day	101-90	99-80
2	Plumber (Mechanic)	VDA	77-58	77-58
3	Boiler Attender		179-48	177-38
4	Solderer	Total		
5	Tin Maker			
6	Expeller Driver			
7	Operator			
8	Carpenter			
III	Semi Skilled:			
1	Oiler	Per day	97-70	95-60
2	Apprentices for Skilled categories	VDA	77-58	77-58
		Total	175-28	173-18
IV	Unskilled:			
1	Helper	Per day	94-60	86-20
2	Watch man & Care taker	VDA	77-58	77-58
3	Hamals		172-18	163-78
4	Labour Dicorticator	Total		
5	Carriers			
6	Sweeping the floor for Expellers			

			(per month)	
V		Basic	2614-50	2548-40
1	<i>Other Staff:</i>	VDA	2017-05	2017-05
2	Clerk/Typists		4631-55	4565-45
	Lorry Drivers	<i>Total</i>		

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 D.A. at the rate of 3.5 Paise per point over and above 2703 points.

47. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

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	5984.94 816.00 6800.94	5834.94 816.00 6650.94
2 3	Supervisor Accountant	Basic VDA Total	5771.22 816.00 6587.22	5621.22 816.00 6437.22
4.	Stenographer	Basic VDA Total	4697.32 816.00 5513.32	4497.32 816.00 5313.32
5 6 7	Clerk Cashier Typist	Basic VDA Total	4597.32 816.00 5413.32	4447.32 816.00 5263.32
8	Store Keeper	Basic VDA Total	4397.32 816.00 5213.32	4247.32 816.00 5063.32
9.	Office Boy / Watch Man Peon / Sweeper	Basic VDA Total	4187.82 816.00 5003.82	4037.82 816.00 4853.82
10 11	Bill Collector Pump Attender	Basic VDA Total	3829.61 816.00 4645.61	3734.90 816.00 4550.90
12 13	Petrol Gun Man Pump Helper	Basic VDA Total	3606.46 816.00 4422.46	3561.36 816.00 4377.36

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 D.A. at the rate of 4 Paise per point over and above 3944 points.

**48. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

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	816.00	816.00
		Total	5208.41	5142.26
3	Machine Operator			
4	Operator			
5	Fitter Machinist			
6	Machine Driver	Basic	4368.26	4302.11
7	Fitter	VDA	816.00	816.00
8	Electrician		5184.26	5118.11
9	Boiler Operator	Total		
10	Moulder Compound Covering			
11	Weaver and Binder			
12	Folders			
13	Mixer			
14	Godown Keeper			
15	Packers			
16	Pipe manufacturers	Basic	3956.66	3947.21
17	Plastic Carriers	VDA	816.00	816.00
18	Cleaner		4772.66	4763.21
19	Mazdoor	Total		
20	Watchman			
21	Attender			
22	Sweeper			
23	Accountant	Basic	4235.96	4202.36
		VDA	816.00	816.00
		Total	5051.96	5018.36
24	Driver	Basic	4155.96	4095.26
25	Clerk	VDA	816.00	816.00
		Total	4971.96	4911.26
26	Typist	Basic	4061.66	4007.16
		VDA	816.00	816.00
		Total	4877.66	4823.16

			per day	per day	per day	per month	per month	Per month
1	2		3	4	5	6	7	8
I	Skilled:							
1	Compositor							
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	77.57	77.57	77.57	2017.05	2017.05	2017.05
7	Process Engraver		183.57	180.17	179.37	4775.45	4692.45	4665.15
8	Proof Reader	Total						
9	Cylinder man							
10	Treadle Press man							
	Plate man							
11	Dark Room Assistant							
II	Semi Skilled:							
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	77.57	77.57	77.57	2017.05	2017.05	2017.05
5	Perforator		179.57	178.67	178.07	4673.05	4643.15	4597.95
6	Cutter/Sewer folder	Total						
7	Sewing Mechine Man							
8	Assistant to skilled worker							
III	Un-Skilled:							
1	Peon/Watch man/Office boy	Basic	98.20	97.10	94.20	2550.50	2526.50	2448.00
		VDA	77.57	77.57	77.57	2017.05	2017.05	2017.05
2	Sweeper		175.77	174.67	171.77	4567.55	4543.55	4465.05
3	Cleaner & Mazdoors	Total						
4	Any other categories of unskilled employees not specified above							
IV	Office Staff:	Basic	-	-	-	2679.60	2541.00	2533.70
	Clerk/ Typist	VDA				2017.05	2017.05	2017.05
1		Total				4696.65	4558.05	4550.75
2	Cashier	Basic	-	-	-	2748.40	2726.30	2703.20
		VDA				2017.05	2017.05	2017.05
		Total				4765.45	4743.35	4720.25
3	Store keeper	Basic	-	-	-	2691.70	2663.90	2651.30
		VDA				2017.05	2017.05	2017.05
		Total				4708.75	4680.95	4668.35

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 and 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 3.5 Paise per point over and above 2703 points.

**50. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

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	816.00	816.00
3	Training Officer		5056.20	5002.20
4	Field Representative	Total		

5	Accountant/Cashier	Basic	3943.20	3909.20
6	Clerk	VDA	816.00	816.00
		Total	4759.20	4725.20
7	Bill Clerk	Basic	3910.20	3877.20
8	Advisor	VDA	816.00	816.00
9	Typist		4726.20	4693.20
10	Office Assistant	Total		
11	Trainee Assistant			
12	Driver			
13	Peon			
14	Watch man			
15	Pigmy Agent/	Basic	3664.20	3655.20
16	Bill Collector	VDA	816.00	816.00
17	Assistant		4480.20	4471.20
18	Helper	Total		
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.

51. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

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	Basic VDA Total	194.00 31.38 225.38	164.00 31.38 195.38	134.00 31.38 165.38

	work				
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Zone-A: Shall Comprise the City Agglomeration Areas. And District Headquarters 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 D.A. at the rate of 4 Paise per point over and above 3944 points.

52. 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: 4624- 3944 = 680points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

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	816-00	816-00
3	Veterinary Officer		5053-50	4984-20
4	Supervisor	Total		
II	<u>Skilled:</u>			
1	Mechanic	Basic	4064-25	3993-90
2	Technician	VDA	816-00	816-00
3	Machine Operator		4880-25	4809-90
4	Operator	Total		
5	Other skilled Labourer			
III	<u>Semi Skilled:</u>			
1	Assistant Mechanic	Basic	3889-95	3886-49
2	Sales man	VDA	816-00	816-00
3	Other Semi skilled Labourer		4705-95	4702-49
4	Driver	Total		
IV	<u>Un-Skilled:</u>			
1	Assistant			
2	Supplier			
3	Attender			
4	Helper			
5	Watch man	Basic	3587-55	3553-95
6	Cleaner	VDA	816-00	816-00
7	Mazdoor	Total	4403-55	4369-95
8	Sweeper			
9	Un-Skilled Labourers not mentioned above			
V	<u>Office Staff:</u>			
1	Accountant	Basic	3925-65	3889-95
2	Clerk	VDA	816-00	816-00
		Total	4741-65	4705-95
3	Typist	Basic	3889-95	3856-35
		VDA	816-00	816-00
		Total	4705-95	4672-35
4	Office Boy	Basic	3631-65	3622-20
		VDA	816-00	816-00
		Total	4447-65	4478-20

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 D.A. at the rate of 4 Paise per point over and above 3944 points.

53. PUBLIC MOTOR TRANSPORT

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

Published in Gazette dated 24-2-2011

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

Cost of Living Index: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3

I	<u>Operational Staff:</u>	Basic	4095.00
1	Driver	VDA	612.00
		Total	4707.00
2	Conductor	Basic	3898.00
		VDA	612.00
		Total	4510.00
3	Cleaner Attached to Lorries	Basic	3856.00
		VDA	612.00
		Total	4468.00
4	Checking Inspector / Traffic Supervisor	Basic	3479.00
		VDA	612.00
		Total	4091.00
II	<u>Ministerial Staff:</u>	Basic	3479.00
5	Accountant	VDA	612.00
6	Cashier		4091.00
		Total	
7	Clerk, Booking Agent and Assistant Cashier	Basic	3856.00
		VDA	612.00
		Total	4468.00
8	Time keeper	Basic	3814.00
		VDA	612.00
		Total	4426.00
9	<u>Workshop Staff:</u> Cleaner	Basic	3479.00
		VDA	612.00
		Total	4091.00
10	Greaser		
11	Oiler		
12	Watchman	Basic	3437.00
13	Un-Skilled Labourer Peon, Office Boy and Helper	VDA	612.00
		Total	4049.00
14	Fitter	Basic	3835.00
15	Auto Fitter	VDA	612.00
		Total	4447.00
16	Hammer man	Basic	3598.00
		VDA	612.00
		Total	4210.00
17	Assistant Mechanic		
18	Tinker		
19	Liner	Basic	3898.00
20	Painter	VDA	612.00

21	Electrician	Total	4510.00
22	Turner		
23	Tin Smith		
24	Battery man		
25	Artisan-B		
26	Vulcanizer		
27	Mechanic		
28	Carpenter	Basic	3800.00
29	Blacksmith	VDA	612.00
30	Welder	Total	4412.00
31	Assistant	Basic	3598.00
		VDA	612.00
		Total	4210.00
32	Artisan-A (All Trades)	Basic	3909.00
		VDA	612.00
		Total	4521.00

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.

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

Notification No. KAE 46 LMW 2008 dated 21.07.2008

Published in Gazette dated : 12.08.2008

Cost of Living Allowance to be paid over and above 2967 points

Cost of Living Index: 4624 - 2967 =1657 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I	Highly Skilled :			
1	Supervisor	Basic	3370.00	3367.00
2	Shift Incharge	VDA	1491.30	1491.30
3	Supervisor	Total	4861.30	4858.30
II	Skilled:			

1	Fitter			
2	Rewinding Operator			
3	Boiler Operator	Basic	3212.00	3143.00
4	Pulp Milk Operator	VDA	1491.30	1491.30
5	Machine Operato	Total	4703.30	4634.30
6	Tunner			
7	Electrician			
8	Carpenter			
II	Semi - Skilled:			
1	Mould Operator	Basic	3055.00	2992.00
2	Rewinding Operator	VDA	1491.30	1491.30
3	Pump Operator	Total	4546.30	4483.30
4	Assistant Operator			
5	Driver	Basic	3010.00	2944.00
		VDA	1491.30	1491.30
		Total	4501.30	4435.30
III	Un-Skilled:			
1	Oil Men			
2	Sector Mazdoor			
3	Helper	Basic	2821.00	2811.00
4	Boiler Mazdoor	VDA	1491.30	1491.30
5	Any other Category of employee which is not Included above	Total	4312.30	4302.30
V	Office Staff :	Basic		
1	Accountant	VDA	3086.00	3055.00
		Total	1491.30	1491.30
			4577.30	4546.30
2	Typist / Clerk	Basic	2910.00	2868.00
3	Computer Operator	VDA	1491.30	1491.30
		Total	4401.30	4359.30
6	Office Boy / Peon	Basic	2739.00	2728.00
		VDA	1491.30	1491.30
		Total	4230.30	4219.30

Zone-I: Bangalore City Agglomeration Areas, City Corporations Area of the District and Agglomeration Areas (City Corporation).

Zone-II: District Head Quarters in the State.

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 2967 points.

55. RICE FLOUR OR DHAL MILLS

Notification No. KAE 70 LMW 2005 dated 28.07.2008

Published in Gazette dated 18.08.2008

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

Cost of Living Index: 4624 - 3196 = 1428 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl.No.	Class of Employees		Minimum rates of wages per day
1	2		3
I	<u>Skilled-A:</u>	Basic	122.90
1	Technical Supervisors	VDA	49.42
		Total	172.32
	<u>Skilled-B:</u>		
1	Boiler Attendant		
2	Engine Driver	Basic	119.90
3	Machinist	VDA	49.42
4	Carpenter	Total	169.32
5	Operator		
6	Plant man		

II	<u>Semi Skilled:</u>		
1	Oiler		
2	Fireman		
3	Fitter Roller man	Basic	117.90
4	Mechanic man	VDA	49.42
5	Oil Man	Total	167.32
6	Measurer		
7	Weigh man		
III	<u>Un-Skilled-A:</u>		113.90
1	Carrier	Basic	49.42
2	Hamali	VDA	163.32
3	Loader and Stocker	Total	
	<u>Un-Skilled-B:</u>		
1	Watch man	Basic	111.90
2	Peon	VDA	49.42
3	Messenger	Total	161.32
4	Sweeper		
5	Cleaner		
6	Spreader		
7	Mazdoor and other categories of unskilled (employees not specified above)		
			(Per month)
IV	<u>Other Staff:</u>		
1	Clerk/ Typist	Basic	3130.70
		VDA	1285.20
		Total	4415.90
2	Lorry Driver	Basic	3084.50
		VDA	1285.20
		Total	4369.70

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 3196 points.

**56. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

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
2	Engineer	V D A	816.00	816.00
		Total	5389.22	5260.07
3	Foreman	Basic	4515.47	4366.37
4	Supervisor	V D A	816.00	816.00
5	Tyre Inspector	Total	5331.47	5182.37
	<u>Skilled:</u>			
1	Chemist			
2	Operator			
3	Wireman			
4	Electrician			
5	Mechanic-cum-operator			
6	Boiler Attendant			
7	Technician			
8	Turner			
9	Welder	Basic	4408.37	4335.92
10	Mixing Mill Workers	V D A	816.00	816.00
11	Extrusion workers	Total	5224.37	5151.92
12	Fitter			
13	Roller man			
14	Mechanic			
15	Boiler Smith			
16	Machine operator, Machine operators including farm division			

17	Blacksmith			
18	Carpenters			
19	Mechanist			
20	Vulcanizer Moulder, Tyre Examiners, Buffers, Solutioners, and tyre retreading division			
21	Cycle riksha, Type forming workers, Others			
	Semi -Skilled:			
1	Assistant Mechanic			
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	Basic V D A Total	4242.47 816.00 5058.47	4176.32 816.00 4992.32
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			

19	Workers engaged in weighing chemicals in laboratories			
20	Tyre stitchers in retreading division and other semi-skilled employees			
21	Drivers	Basic V D A Total	4196.27 816.00 5012.27	4125.92 816.00 4941.92
	<u>Unskilled:</u>			
1	Helper			
2	Packer			
3	Head load Workers			
4	Watchman			
5	Cleaning & Lorry Cleaners			
6	Loading/Unloading workers			
7	Peon/Mazdoor	Basic V D A Total	4036.77 816.00 4852.77	3987.32 816.00 4803.32
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			
	<u>Office Staff:</u>			
1	Accountant	Basic V D A Total	4276.07 816.00 5092.07	4242.47 816.00 5058.47
2	Stenographer			
3	Clerks	Basic V D A Total	4101.77 816.00 4917.77	4047.17 816.00 4863.17
4	Typist			
5	Office Boy	Basic V D A	3996.77 816.00	3987.32 816.00

		Total	4812.77	4803.32	
Sl. No	Class of Employment			Per day	Per month
1	On piece rate basis transportation slitting peels for soaking in water (1000 peels)				
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	Basic V D A Total		153.30	3985.30
	b) 2.15 mtr 100 coil fibre 1 bundle			31.40	816.00
	c) 2.88 mtr 100 coil fibre 1 bundle			184.70	4801.30
	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)				
	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	Basic	153.30	3985.30
		V D A	31.40	816.00
		Total	184.70	4801.30
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 D.A. at the rate of 4 Paise per point over and above 3944 points.

57. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment	Minimum rates of wages per month
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1	2		3
1	Area Sales Manager / Officer	Basic	4978.00
2	Sales Officer	VDA	816.00
3	Sales Officer / Marketing Executive	Total	5794.00
4	Sales Executive	Basic	4455.10
5	Medical Sales Representative	VDA	816.00
6	Sales Representative	Total	5271.10
7	Technical Representative		
8	Driver	Basic	4063.45
		VDA	816.00
		Total	4879.45
9	Mazdoor	Basic	3989.95
10	Watchman	VDA	816.00
11	Sales Boy	Total	4805.95
Office Staff:			
12	Accountant	Basic	4315.45
		VDA	816.00
		Total	5131.45
13	Clerk	Basic	4132.75
	Typist	VDA	816.00
		Total	4948.75
14	Office Boy	Basic	3989.95
		VDA	816.00
		Total	4805.95

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.

58. "SECURITY AGENCY" (Industries where office staff appointed by which agency including security guards)

Notification No. KAE 11 LMW 2009 dated 14-09-2011

corrigendum issued on 09-04-2012

Published in Gazette dated : 14-09-2011

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

Cost of Living Index: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
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			Zone-I	Zone-II
1	2		3	4
1	Security Supervisor			
2	Security Officer	Basic	5231.46	4949.81
3	Field Officer	VDA	816.00	816.00
4	Manager	Total	6047.46	5765.81
5	Security Inspector	Basic	4828.00	4736.55
6	Assistant Security Officer	VDA	816.00	816.00
		Total	5644.00	5552.55
7	Head Guard	Basic	4649.71	4448.57
		VDA	816.00	816.00
		Total	5465.71	5264.57
8	Intelligence & Fire Fighting			
9	Security Guard	Basic	4459.91	4376.75
10	Assistant	VDA	816.00	816.00
11	Lady Guard / Lady Searchers	Total	5275.91	5192.75
12	Supervisor			
13	Accountant	Basic	4646.46	4601.41
14	Cashier	VDA	816.00	816.00
15	Stenographer	Total	5462.46	5417.41
16	Clerk			
17	Typist	Basic	4553.11	4508.76
18	Receptionist	VDA	816.00	816.00
19	Computer Operator	Total	5369.11	5325.76
20	Driver			
21	Attender	Basic	4373.46	4359.28
22	Office Boy	VDA	816.00	816.00
23	Peon	Total	5189.46	5175.28

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.

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.

59(a). SERICULTURE

Notification No. KAE 08 LMW 07 dated 06-04-07

Published in Gazette dated 03-05-2007

Cost of Living Allowance to be paid over and above 2822 points

Cost of Living Index: 4624 - 2822 = 1802 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
I	Grainage:				
1	Separation of cross breeding of cocoons	Basic VDA Total	106.00 72.77 178.77	105.00 72.77 177.77	104.00 72.77 176.77
2	Work relating to separation of sex				
3	Pairing				
4	Work relating to eggs laying				
5	De-Pairing				
6	Chemical treatment of the egg sheet to keep it hygienically				

II	Chaki rearing and worm rearing:				
1	Disinfection of cabin				
2	Chopping worm rearing and nourishing with chemicals	Basic	106.00	105.00	104.00
		V D A	72.77	72.77	72.77
3	Delicate work of moulding	Total	178.77	177.77	176.77
4	Putting the worms to the Bamboo trays harvesting				
III	Cocoon market:				
1	Unloading the baskets containing cocoons in the market	Basic	108.00	106.00	99.00
		V D A	72.77	72.77	72.77
		Total	180.77	178.77	171.77
2	After the auction filling it up in the basket and taking it to the weighing bridge	Basic	108.00	106.00	99.00
		V D A	72.77	72.77	72.77
3	Weighing/load and unloading	Total	180.77	178.77	171.77
4	Any other similar job				
IV	Silk farm/Mulberry garden:		Dry land	Wet land	Garden land
1	Digging				
2	Ploughing	Wages	99.00	102.00	105.00
3	Harrowing	V D A	72.77	72.77	72.77
4	Mounting	Total	171.77	174.77	177.77
5	Inter-cultivation				
6	Up-rooting	Wages	99.00	101.00	102.00
7	Picking of leaves	V D A	72.77	72.77	72.77
		Total	171.77	173.77	174.77
8	Admixtures of chemicals & fertilizers	Wages	104.00	105.00	106.00
9	Spraying of chemicals and fertilizers and chemical treatment	V D A	72.77	72.77	72.77
		Total	176.77	177.77	178.77
V	Nursery:				
1	Prone Cutting				
2	Preparation of nursery bed	Wages	99.00	101.00	102.00

3	Ridges and ferrow	V D A	72.77	72.77	72.77
4	Water Management	Total	171.77	173.77	174.77
5	Weeding				
6	Any other job	Wages	98.00	104.00	105.00
		V D A	72.77	72.77	72.77
		Total	170.77	176.77	177.77

Zone-I: Bangalore City Agglomeration areas.

Zone-II: District Head quarters Agglomeration areas.

Zone-III: Other than Zone-I & Zone-II areas in the State.

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 3.5 Paise per point over and above 2822 points.

59(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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per day	
			Zone-I	Zone-II
1	2		3	4
I	Grain age:			
1	Stenographer	Basic	180.66	172.97
		VDA	31.40	31.40
		Total	212.60	204.37
2	Graduate Assistant	Basic	176.82	171.05
3	Graduate Typist	VDA	31.40	31.40
4	Total Inspector	Total	208.22	202.45
5	Non Graduate Typist	Basic	149.48	147.47
6	Electrician	VDA	31.40	31.40
7	Driver	Total	180.88	178.87
8	Literate Attender	Basic	148.43	146.42
		VDA	31.40	31.40
		Total	179.83	177.82
II	Chaki rearing and work rearing:(Technical Service Centre)			

1	Stenographer	Basic VDA Total	180.66 31.40 212.60	172.97 31.40 204.37
2	Graduate Assistant	Basic	176.82	171.05
3	Graduate Typist	VDA Total	31.40 208.22	31.40 202.45
4	Non Graduate Typist	Basic	149.48	147.47
5	Electrician	VDA	31.40	31.40
6	Driver	Total	180.88	178.87
7	Literate Attender	Basic VDA Total	148.43 31.40 179.83	146.42 31.40 177.82
III	Cocoon market:			
1.	Stenographer	Basic VDA Total	180.66 31.40 212.06	172.97 31.40 204.37
2.	Graduate Assistant	Basic	176.82	171.05
3	Graduate Typist	VDA Total	31.40 208.22	31.40 202.45
4	Non Graduate Typist	Basic	149.48	147.47
5	Electrician	VDA	31.40	31.40
6	Driver	Total	180.88	178.87
7	Literate Attender	Basic VDA Total	148.43 31.40 179.83	146.42 31.40 177.82
IV	Silk farms:			
1	Worm Tester (Worm Inspector)	Basic VDA Total	151.67 31.40 183.07	149.57 31.40 180.97
V	Office Staff:			
1	Accountant	Basic VDA Total	5771.22 816.00 6587.22	5621.22 816.00 6437.22
2	Cashier	Basic VDA Total	4597.22 816.00 5413.22	4447.32 816.00 5263.32
3	Clerk	Basic VDA Total	4597.32 816.00 5413.32	4447.32 816.00 5263.32
4	Storekeeper	Basic VDA Total	4397.32 816.00 5213.32	4247.32 816.00 5063.32

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.

60. SHOPS AND COMMERCIAL ESTABLISHMENTS

Notification No. KAE 43 LMW 2001 dated 05-02-03

Published in Gazette dated 21-02-03

Minimum Wages With effect from 21-02-2003

Cost of Living Allowance to be paid over and above 2397 points

Cost of Living Index: 4624 - 2397 = 2227 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per month			
			Sector-1	Sector-2	Sector-3	Sector-4
1	2		3	4	5	6
1	Group-I	Basic	2367.00	2332.00	2315.00	2297.00
1	Manager	VDA	2004.30	2004.30	2004.30	2004.30
2	Pharmacist & Chemist	Total	4371.30	4336.30	4319.30	4301.30
1	Group-II:	Basic	2270.00	2249.00	2228.00	2206.00
2	Accountant	VDA	2004.30	2004.30	2004.30	2004.30
3	Supervisor	Total	4274.30	4253.30	4232.30	4210.30
3	Stenographer					
1	Group-III					
2	Clerk					
3	Cashier					
4	Typist					
5	Salesmen/Sales Girl					
6	Compounder					
7	Photographer					
8	Photo-artist					
9	Watch Mechanic / Repairer	Basic	2192.00	2181.00	2166.00	2153.00
	Radio Mechanic /	VDA	2004.30	2004.30	2004.30	2004.30
10	Repairer	Total	4196.30	4185.30	4170.30	4157.30
11	T V					

12	Mechanic/Repairer Optical Mechanic Skilled labour in lift fixing					
13	installing establishment					
14	Technician (in Musical Instrument shop)					
15	Carpenter (Furniture shop)					
16	Polishing (Furniture shop)					
17	Refractionary man (Optical shop)					
18	Hair Dresser (in hair dressing saloon)					
19	Air condition plant operator					
20	Umbrella / Suitcase repairer Receptionist					
1	Group-IV					
2	Bill collector					
3	Bill clerk					
4	Godown Keeper					
5	Booking clerk	Basic	2161.00	2146.00	2033.00	2022.00
6	Assistant Photo-artists	VDA	2004.30	2004.30	2004.30	2004.30
		Total	4165.30	4150.30	4037.30	4026.30
7	Assistant Sales man /					
8	Sales Girl					
9	Shop Assistant					
10	Packer Gas Supplier Stove Repairer					
1	Group-V					
2	Peon/Helper					
3	Watchman					
4	Messenger					
5	Weighing man					
6	Bicycle Fitter Workers engaged in drying, storing, washing, Ironing (in Laundry), measuring, loading and unloading in warehousing	Basic	2146.00	2026.00	2010.00	2000.00
		VDA	2004.30	2004.30	2004.30	2044.30
		Total	4150.30	4030.30	4014.30	4004.30
7						

8	godowns, storerooms,					
9	Operator in Petrol					
10	Bunk Painter					
11	Fruit Juice or Lassi maker in the shops					
	Workers engaged in grinding establishments					
	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)					
1	Group-VI: Gunny Stitcher	3.10 paise per bag (to stitch one bag) (ordinary gunny bag) 3.35 paise per bag (to stitch one bag) (cement, fertilizer, gunny bag)				
1	Group-VII: Driver	Basic	2207.00	2195.00	2161.00	2125.00
		VDA	2004.30	2004.30	2004.30	2004.30
		Total	4211.30	4199.30	4165.30	4129.30
2	Attender	Basic	2031.00	2021.00	2010.00	2000.00
3	Vehicle	VDA	2004.30	2004.30	2004.30	2004.30
4	Washer/cleaner	Total	4035.30	4025.30	4014.30	4004.30
5	Mazdoors					
	Head-cum-hamali					

Sector-1: shall comprise of all City Corporation areas.

Sector-2: All District headquarters, KGF, Bhadravathi, Gadag & Hospet

Sector-3: All Taluk headquarters (excluding the areas defined in Sector-2)

Sector-4: All other places other than defined in Sector-1, 2 and 3

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 2397 points.

Note:- Shortly revised notification will be issued.

61. 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: 4624 - 3944 = 680 points

Minimum Wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
	1. HIGHLY SKILLED			
1	Supervisor	Basic	5771.22	5621.22
		VDA	816.00	816.00
		Total	6587.22	6437.22
2	Maistry	Basic	4469.73	4302.32
		VDA	816.00	816.00
		Total	5285.73	5118.32
	2. SKILLED			
1	Electrician			
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	Basic	4344.42	4274.91
11	Fitter Ring Prewar	VDA	816.00	816.00
		Total:	5160.42	5090.91
12	Swindle Gaggers			
13	Sweeper			
14	Presser			
15	Stripper			

16	Stitcher & any other skilled labourer			
17	Driver	Basic VDA Total	3995.93 816.00 4811.53	3933.98 816.00 4749.98
	3. SEMI-SKILLED LABOURERS			
1	Carding Assistant	Basic VDA Total	4148.53 816.00 4964.53	4100.72 816.00 4916.72
2	Assistant Fitter			
3	Preparatory Asst. Fitter			
4	Yarn Conditioner			
5	Carding Worker	Basic VDA Total	4113.53 816.00 4929.53	4100.72 816.00 4916.72
6	Simplex Tentors			
7	Drawing Tentors			
8	Oilers			
9	Sider			
10	Resuck Weavers			
11	Asst. Peepers			
12	Cois Grinders			
13	Buttling Peepers & other Semi-Skilled Labourers			
	4. UNSKILLED			
1	Bell Brusher Attender	Basic VDA Total	3952.24 816.00 4768.24	3902.27 816.00 4718.27
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	Basic	3952.24	3902.27
23	Cleaner	VDA	816.00	816.00
24	Watchman	Total	4768.24	4718.27
25	Sweeper and any other unskilled labourer			
	5. OFFICE STAFF:			
1	Manager/Personal Manager	Basic	5984.94	5834.94
		VDA	816.00	816.00
		Total	6800.94	6650.94
2	Accountant	Basic	5771.22	5621.22
		VDA	816.00	816.00
		Total	6587.22	6437.22
3	Stenographer	Basic	4697.32	4497.32
		VDA	816.00	816.00
		Total	5513.32	5313.32
4	Cashier	Basic	4597.32	4447.32
5	Clerk	VDA	816.00	816.00
6	Typist	Total	5413.32	5263.32
7	Store Keeper	Basic	4397.32	4247.32
		VDA	816.00	816.00
		Total	5213.32	5063.32
8	Office Boy / Peon / Watchman / Attender	Basic	4187.82	4037.82
		VDA	816.00	816.00
		Total	5003.82	4853.82

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.

**62. SPUN PIPES, CONCRETE PIPES, SANITARY FITTINGS,
P C C, R C S POLES AND R C C 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: 4624 - 3944 = 680 points

Minimum Wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per month:	
			Zone-I	Zone-II
I. HIGHLY SKILLED:				
1	Engineer	Basic	5023.20	4957.20
2	Foreman	VDA	816.00	816.00
		Total:	5839.20	5773.20
3	Manager	Basic	4881.20	4816.20
4	Technical Supervisor	VDA	816.00	816.00
5	Supervisor	Total:	5697.20	5632.20
II. SKILLED:				
1	Mechanic			
2	Operator			
3	Moulder			
4	Burner			
5	Turner	Basic	4858.20	4792.20
6	Welder	VDA	816.00	816.00
7	Bar Bender	Total:	5674.20	5608.20
8	Machine Operator			
9	Engine Driver			
10	Maistry			
11	Winder			
12	Other Skilled Labourer			
III. Semi-skilled:				
1	Assistant Operator			
2	Hammer man			
3	Moulder / Winder	Basic	4692.20	4626.20
4	Other Semi-skilled Labourer	VDA	816.00	816.00
		Total:	5508.20	5442.20

	IV. Un-skilled:			
1	Stone Cutter	Basic VDA Total:	4446.20 816.00 5262.20	4436.20 816.00 5252.20
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			
	V. OFFICE STAFF:			
1	Accountant	Basic	4726.20	4692.20
2	Clerk	VDA	816.00	816.00
		Total:	5542.20	5508.20
3	Typist	Basic	4551.20	4469.20
		VDA	816.00	816.00
		Total:	5367.20	5285.20

Zone-I: Bangalore City Agglomeration Areas and District Headquarters Agglomeration Areas.

Zone-II: Other than 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 D.A. at the rate of 4 Paise per point over and above 3944 points.

63. 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: 4624 - 3944 = 680 points****Minimum Wages and VDA from 01-04-2012 to 31-03-2013****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	4047.00 612.00 4659.00	3981.00 612.00 4593.00	3947.00 612.00 4559.00
II	SKILLED				
1	Fitter	Basic VDA Total	3881.00 612.00 4493.00	3815.00 612.00 4427.00	3783.00 612.00 4395.00
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	3716.00 612.00 4328.00	3650.00 612.00 4262.00	3617.00 612.00 4229.00
2	Assistant Bender				
3	Assistant Filter				
4	Assistant Mechanic /Other Semi skilled labourer				
IV	UNSKILLED				
1	Mazdoors				

2	Helper	Basic	3471.00	3460.00	3454.00
3	Cleaners	VDA	612.00	612.00	612.00
4	Assistant /Other unskilled	Total	4083.00	4072.00	4066.00
V	OFFICE STAFF				
1	Clerk	Basic	3575.00	3509.00	3476.00
2	Typist	VDA	612.00	612.00	612.00
		Total	4187.00	4121.00	4088.00
3	Peon	Basic	3471.00	3460.00	3454.00
4	Office Boy	VDA	612.00	612.00	612.00
		Total	4083.00	4072.00	4066.00

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 and 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 3 Paise per point over and above 3944 points.

64. 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: 4624 - 3944 = 680 points

Minimum Wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Maistries	Basic	4650.10
		VDA	816.00
		Total:	5466.10
2	Drivers (Engine Static)	Basic	3961.33
3	Blasters	VDA	816.00
4	Blacksmith	Total	4777.33
5	Stone Breaking	Basic	3452.08
6	Metal Jelly Crusher	VDA	816.00
7	Labourers (Unskilled)	Total:	4268.08
8	Lorry Driver	Basic	4461.33
		VDA	816.00
		Total:	5277.33
9	Cleaners attached to lorries	Basic	3777.58
		VDA	816.00
		Total:	4593.58
10	Mazdoors, any other categories of unskilled employees not specified above	Basic	3452.08
		VDA	816.00
		Total:	4268.08

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.

65. TANNERIES AND LEATHER MANUFACTURING:

Notification No. KAE 67 LMW 2001 dated 04-04-2007

Published in Gazette dated 03-05-2007

Minimum Wages With effect from 03-05-2007

Cost of Living Allowance to be paid over and above 2822 points

Cost of Living Index: 4624 - 2822 = 1802 points

Minimum Wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable per day		
		Basic	VDA	Total
1	2	3	4	5
PART-I: TANNERIES -CHROME TANNING:				
1	Helpers	86.00	62.37	148.37
2	Finishers	94.00	62.37	156.37
3	Scudders			
4	Goat Skin Knitters			
TANNING & DYEING DEPARTMENT:				
1	Helpers	86.00	62.37	148.37
2	Drum Boys			
3	Shaving Learners			
4	Samming Helpers	101.00	62.37	163.37
5				
6				
SETTING DEPARTMENT:				
1	Helpers	86.00	62.37	148.37
2	Hand setters			
3	Setting Machine Operators	93.00	62.37	155.37
STAKING DEPARTMENT:				
1	Helpers	86.00	62.37	148.37
2	Deters			
3	Skaters			
STRAINING DEPARTMENT:				
1	Helpers	86.00	62.37	148.37
2	Strainers			
FINISHING DEPARTMENT:				
1	Helpers	93.00	62.37	155.37
2	Seasoners			
3	Sprayers			
FINISHING MACHINERY DEPARTMENT:				
1	Helpers	86.00	62.37	148.37
2	Buffing Machine Operators	95.00	62.37	157.37
3	Emery Wheel Operators (2)			
4	Glazing Machine Operators (Cow)			
5	Trimmers			
6	Press Machine Operators			
7	Hand Ironers			
8	Boarders			
9	Glazing Machine Operators			
FOUNDRY DEPARTMENT:				
1	Helpers	86.00	62.37	148.37
2	Setters	93.00	62.37	155.37

3	Drivers			
4	Masons			
5	Carpenters	101.00	62.37	163.37
6	Fitters			
7	Driver Learners	86.00	62.37	148.37
BARNWARD DEPARTMENT:				
1	Beamers	93.00	62.37	148.37
2	Setters			
GENERAL: (Per month)				
1	Maistries	2776.00	1621.80	4397.80
2	Clerks	2446.00	1621.80	4067.80
3	Watchman	2364.00	1621.80	3985.80
PART-II : OTHER TANNERIES VEGETABLE TANNING HIDES (SKINS)				
I. SOAKING		Rs. 77.00	VDA Rs. 62.37 per day	
1	Wet Sale hides	per unit		
2	Dry hides			
II. ELANGRAM:				
A. Fleshing:				
1	Immediate after removing the hides from lime pits	Rs. 77.00		
2	Immediate after removing the hides from lime pits next day			per Unit
3	Buff hides for dhor (sole leather)			
4	Scudding buff for dhor			
B. Scudding:				
1	Scudding on the grain side after fleshing immediate	Rs. 77.00		
2	Scudding next day			per Unit
3	Scudding on the grain side without fleshing			
III. MOTTU				
A	Bask Scudding on the flesh side	Rs. 77.00		
B	Myrabalon		per unit	
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 remaining flesh and filled edges with a brass sleekers	Rs. 77.00		
		per unit		
V. THOTTI				
	Removing and replacing hides in marks and myrobalan pits daily	Rs. 77.00		
		per unit		

PART-III. LEATHER MANUFACTORY:		<i>Per Pair</i>		
I	a. Chappals (ordinary)	78.00	VDA Rs. 62.37 per day	
	b. Chappals made to order	80.00		
II	a. Shoes (ordinary)	106.00		
	b. Shoes (special made to order)	114.00		
III	a. Pump Shoes (ordinary)	102.00		
	b. Pump shoes (special made to order)	106.30		
IV	a. Boots (Ordinary)	110.00		
	b. Boots (special police or military type or made to order)	115.00		
1	Helpers shall be paid per day for 8 hours duty	86.00	62.37	148.37
2	All skilled employees engaged in manufacture of leather goods other than those described above for 8 hours duty	125.00	62.37	187.37
3	Mazdoors and other categories of unskilled employees not specified above for 8 hours duty	86.00	62.37	148.37

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 2822 points.

66. TAILORING INDUSTRY:

Notification No. KAE 69 LMW 2009 dated 30-03-2010

Minimum Wages With effect from 01-04-2009

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

Cost of Living Index: 4624 - 3196 = 1428 points

Minimum Wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment	Minimum rates of wages per day			
		Zone-I	Zone-II	Zone-III	Zone-IV

1	2	3	4	5	6	7
I	HIGHLY SKILLED:					
1	Designer	Basic VDA	114.10 65.91	113.10 65.91	112.00 65.91	107.30 65.91
2	Maker Doing Cutting					
3	Tailor					
4	Cutter employed on designing & cutting					
		Total	180.01	179.01	177.91	173.21
II	SKILLED:					
1	Tailor Grade-1	Basic VDA	113.10 65.91	112.00 65.91	111.50 65.91	106.80 65.91
2	Head Cook					
3	Driver					
4	Cutting Machine Operator					
5	Inspector					
6	Tailor Maistry					
7	Layer who does cutting & marking					
		Total:	179.01	177.91	177.41	172.71
III	SEMI-SKILLED:					
1	Ironer	Basic VDA	111.50 65.91	107.20 65.91	106.80 65.91	104.40 65.91
2	Measurement Checker					
3	Watch & Ward					
4	Tailor Grade-II					
5	Button Hole Machine					
6	Over locker machine					
7	Button and Buttonhole stich					
		Total:	177.41	173.11	172.71	170.31
IV	UNSKILLED:					
1	Packer	Basic VDA Total	106.80 65.91 172.71	104.40 65.91 170.31	103.30 65.91 169.21	96.50 65.91 162.41
2	Helper					
3	Despatcher					
4	Mali					
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	OFFICE STAFF:					
1	<i>Accountant</i>	Basic	114.00	113.10	112.00	107.30
2	Cashier	VDA	65.91	65.91	65.91	65.91
3	Stenographer	Total:	179.91	179.01	177.91	173.21
4	Clerk	Basic VDA	113.10 65.91	112.00 65.91	111.50 65.91	106.80 65.91
5	Typist					
6	Store Keeper					
7	Receptionist					

8	Telephone Operator					
9	Clerk-cum-Typist	Total:	179.01	177.91	177.41	172.71
10	Office Boy	Basic	106.20	104.40	103.30	96.50
		VDA	65.91	65.91	65.91	65.91
		Total:	172.11	170.31	169.21	162.41

Zone – I : Bangalore City Agglomeration Areas

Zone - II : District Headquarters Agglomeration Areas

Zone - III : Town Municipal Areas

Zone - IV : Other than places mentioned in Zone-I, Zone-II and Zone-III.

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 3196 points.

67. 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: 4624 - 3944 = 680 points

Minimum Wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment	Wages per day
1	2	3
	Group - I Silk Charaka and Silk Filature Establishments:	

I-A			
1	Cocoon sorters	Per day VDA	161.07 31.38
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	Per day VDA	171.57 31.38
2	Fireman (chargeman)		
3	Reelers		
4	Twisters		
5	Gill Roving Tenters		
6	Ring Frame Boys		
7	Banders		
8	Gas Pinner		
9	Soiling spinning boys		
10	Coomb spinners		
I-C 1	Dressers	Per day	173.67
2	Gassers	VDA	31.38
3	Gas Plant Attender	Total:	205.05
Group - 2 : Twisting section (pure silk & art silk)			
II-A			
1	Winders	Per day VDA Total	161.07 31.38 192.45
2	Twisters		
3	Doublers		
4	Reelers		
II-B			
1	Warpers	Per day	171.57
2	Twisting Assistant	VDA	31.38
		Total	202.95
Group - 3 : Weaving Calendering and processing Section			
III-A			
1	Pern Winder	Per day	161.07
2	Warp Assistant		
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	VDA Total	31.38		
10	Hand ironing man		192.45		
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	Per day VDA Total	171.57		
2	Developing man, editing man		31.38		
3	Contrast pally preparators and dyers		202.95		
III-C					
1	High Speed Warpers	Per day VDA Total	172.62		
2	Designers			31.38	
3	Knotters or piecers				204.00
4	Lace wrappers				
5	Weavers plain carpet weavers				
6	Finisher				
7	Printing machine man				
III-D					
1	Head designers	Per day VDA Total	225.97		
2	Weavers dobby with drop box		31.38		
			257.35		
III-E					
1	Weavers (Jacquard)	Per day VDA Total	222.54		
			31.38		
			253.92		
III-F					
1	Other Fancy Weavers	Per day VDA Total:	225.77		
			31.38		
			257.15		
Group - 4 : Maintenance Section : (Power plant and workshop)					
IV-A					
1	Oil man	Per day VDA Total	171.57		
2	Fire man			31.38	
3	Lorry cleaner				202.95
4	Pump man				
5	Cobbler				
IV-B					
1	Wireman, Fitter, Blacksmith		176.82		
2	Turners				
3	Shapers				
4	Plumbers				
5	Boiler attender				
6	Carpenter				
7	Mechanic				

8	Welders		31.38
9	Engine driver	Per day	208.20
10	Electrician	VDA	
11	Lorry driver	Total	
12	Mechanical foreman		
13	Mason		
Group - 5 : General Administration (Clerical and Supervisory)			
V-A			
1	Mazdoor, Peon, Watchman, Waterman, mali, Sweeper	Per day	161.07
2	Assistant	VDA	31.38
		Total	192.45
V-B			
1	Time Keeper	Per day	171.57
		VDA	31.38
		Total:	202.95
V-C			
	Store Keeper	Per day	169.11
		VDA	31.38
		Total	200.49
V-D			
1	Maistry, Supervisor, Jobber	Per day	176.82
2	Clerk	VDA	31.38
3	Typist	Total	208.20
4	Cashier		
5	Supervisor	Per day	221.97
		VDA	31.38
		Total	253.35
V-E			
1	Assistant Manager	Per day	221.97
2	Accountant	VDA	31.38
		Total	253.35
V-F			
1	Master	Per day	230.19
2	Manager	VDA	31.38
		Total	261.57

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.

68. TILE INDUSTRY

Notification No. KAE 48 LMW 2008 dated 19.07.2008.

Published in Gazette dated 12.08.2008

Cost of Living Allowance to be paid over and above 2967 points

Cost of Living Index: 4624 - 2967 =1657 points

Minimum Wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per day:	
1	2	3	
I	<u>Skilled:</u>		
1	Burner/Fireman		
2	Fitter		
3	Blacksmith		
4	Turner	Basic	116.00
5	Machinist	VDA	66.91
6	Tile Moulder	Total:	182.91
7	Carpenters		
8	Mason		
9	Wheel Turner		
II	<u>SEMI-SKILLED:</u>		
1	Dye Operator		
2	Pan Milt Attender		
3	Winch Operator		
4	Bug Mill Attender		
5	De-airing Attender		
6	Tile Receiver		
7	Flunger Car Operator		
8	Mould Operator	Basic	113.00
9	Ridge Tile Operator		

10	Sorter	VDA Total		66.91 179.91
11	Stocker			
12	Fire Wood Splitter			
13	Setter			
14	Assistant to Skilled Worker			
III	UN-SKILLED			
1	Truck Pusher	Basic VDA Total		108.00 66.91 174.91
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	OFFICE STAFF:	Basic	VDA	Total (per month):
1	Clerk / Typist	2902.00	1739.85	4641.85
2	Cashier	2935.00	1739.85	4674.85
3	Store Keeper	2784.00	1739.85	4473.85

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 3.5 Paise per point over and above 2967 points.

69. 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: 4624 - 3944 = 680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable for different zones					
		Skilled		Semi-skilled			
		Per Month	Per Day	Per Month	Per Day		
1.	Tappers (for tapping 30 date trees per day where helpers are provided)	3770.08	145.00	3466.48	133.32		
		816.00	31.38	816.00	31.38		
		4586.08	176.38	4282.48	164.70		
2.	Tappers for tapping 10 Bhagini (Sagopalm Toddy) or Palmyra or coconut trees per day)	3805.73	146.37	3760.88	144.64		
		816.00	31.38	816.00	31.38		
		4621.73	177.75	4576.88	176.02		
		Per Month		Per Day			
3.	Sellers		3775.00		145.19		
			816.00		31.38		
			4591.00		176.57		
4.	Bottle Fillers, Cleaners, etc.		3750.00		144.23		
		5.	Suppliers and Depot Workers		816.00		31.38
					4566.00		175.61
6.	Chowkidars		3760.88		144.64		
			816.00		31.38		

		4576.88	175.02
7	Accountant/Cashier / Clerk	3794.23 816.00 4610.23	145.93 31.38 177.31
8.	Lorry Drivers	3944.23 816.00 4760.23	151.70 31.38 183.08
9.	Jeep/Car Drivers	3794.23 816.00 4610.23	145.93 31.38 177.31
10.	Helpers (General) /Cleaners of Vehicles / Miscellaneous Transporters / Other Workers	3741.33 816.00 4557.33	143.89 31.38 175.27

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.

**70. Urban Local Bodies /
Town and Village Panchayats**

Notification No. KAE 152 LMW 2008, Bangalore 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: 4624-3944=680 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

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	5881.20	226.20	5532.80	212.20	4919.20	189.20
		VDA	816.00	31.38	816.00	31.38	816.00	31.38
		Total	6697.20	257.58	6348.80	243.58	5735.20	220.58
2	Pump Operator, Mechanic, Balawadi Workers, Drivers and other Semi-Skilled Labourers	Basic	5647.20	217.20	5304.00	204.00	4808.70	184.95
		VDA	816.00	31.38	816.00	31.38	816.00	31.38
		Total	6463.20	248.58	6120.00	235.38	5624.70	216.33
3	Waterman	Basic	5413.20	208.20	5075.20	195.20	4698.20	180.70
		VDA	816.00	31.38	816.00	31.38	816.00	31.38
		Total	6229.20	239.58	5891.20	226.58	5514.20	212.08
4	Peons/Attender	Basic	5179.20	199.20	4846.40	186.40	4587.70	176.45

		VDA	816.00	31.38	816.00	31.38	816.00	31.38
		Total	5995.20	230.58	5662.40	217.78	5403.70	207.83
5	Loading & Unloading work, Sweeping the roads, Sewerage, Bathroom and latrines Cleaning and other unskilled Labourers	Basic	5044.00	194.00	4264.00	164.00	3484.00	134.00
		VDA	816.00	31.38	816.00	31.38	816.00	31.38
		Total	5860.00	225.38	5080.00	195.38	4300.00	165.38

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.

**71. Employment not covered in any of the
Scheduled Employments**

Notification No. KAE 79 LMW 2005 dated 17.03.2006

Published in Gazette dated 19.02.2007

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

Cost of Living Index: 4624-2703=1921 points

Minimum wages and VDA from 01-04-2012 to 31-03-2013

S C H E D U L E

Sl. No.	Class of Employment	Minimum rates of wages payable for different zones		
		Basic	VDA	Total
1	2	3	4	5
1	High skilled	2691.80	1728.90	4420.70
2	skilled	2591.80	1728.90	4320.70
3	semi-skilled	2041.80	1728.90	3770.70
4	unskilled	1891.80	1728.90	3620.70

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 2703 points.